



ADDIS ABABA UNIVERSITY

SCHOOL OF GRADUATE STUDIES

CENTER FOR FEDERALISM AND GOVERNANCE STUDIES

**FEDERALISM AND ECONOMIC EMPOWERMENT: THE CASE OF IN-
DIGENOUS PEOPLE IN GAMBELLA REGIONAL STATE**

BY

SIMON TUT PAL

June, 2018

ADDIS ABABA, ETHIOPIA

Plagiarism Declaration

Aim extremely offer my time on this thesis paper as the conclusion result of my individual effort which is free from any partiality or source of others researcher exertion. The document was not in attendance in Addis Ababa University by any researcher in the contact of Gambella Regional State and I am sure that the working group members along with advisor and advisers of mine will feel-proud when taking notice of my outputs which is the result of their technical support too.

Acknowledgments

First of all, I would like to thank almighty God, Jehovah for giving me health and strength while working along with my research process. I am so much happy and proud of my families, relatives, and friends who supported me morally as well as financially during my long journey in materializing this research paper.

My special heartfelt thanks go to my advisor, Dr. Seyoum Mesfin for his intellectual technical advisory services which lead me to my final destination that would be in vein without him. To be honest, this paper would not have been materialized without his professional and personal commitment.

Furthermore, I would not end up my appreciation to those who uplift my progress of working on my final thesis without underling the professional contribution made by Mr. Bol Riek Chan in finalizing the whole process.

Lastly but not least, I am also greatly indebted to the staff of Majang; Anyua; Nuer Zone and Gambella town administrative kebeles and regional development offices for their assistance in data collection.

TABLE OF CONTENTS

ACKNOWLEDGMENTS	I
TABLE OF CONTENTS	II
ABSTRACT.....	IX
LIST OF TABLES	V
LIST OF ABBREVIATIONS.....	VII
CHAPTER ONE	1
1.INTRODUCTION.....	1
1.1.Back ground of the study.....	1
1.2.STATEMENTS OF THE PROBLEMS.....	3
1.3.Objectives of the study.....	5
1.3.1.Specific objectives.....	5
1.4. Research questions.....	5
1.5.Significance of the study	5
1.6.Limitations of the study	6
1.7.Organization of the paper	6
CONCLUSION.....	7
CHAPTER TWO	9
2. LITERATURE REVIEW	9
2.1.Introduction.....	9
2.1.2.Definition	10
2.2.Conceptual frame works.....	11
2.2.1.Federalism's role and benefits to the people	11
2.2.2.Federalism and Ethnic diversity.....	13
2.3. Economic empowerment concept.....	13

2.3.1.Agriculture modernization for Rural economic empowerment	14
2.3.1.1. Strategies address rural-urban migration	14
2.3.1.2. How to achieve economic empowerment	15
2.3.1.3. Practice of economic empowerment.....	16
2.4. Job creation for Urban economic empowerment	17
2.4.1.policy alternative	17
2.4.2. The macro enterprise for job creation:	18
2.4.3 Africa Experience	18
2.4.3.2 Cooperatives as the mechanism for economic empowerment	20
2.5 Indigenous people 's concept in general	21
2.5.1.Indigenous people's rights and its implication in Ethiopia	21
2.5.2 Indigenous knowledge and culture.....	23
CONCLUSION	23
CHAPTER THREE	25
3.METHODOLOGY OF RESEARCH.....	25
3.1.Introduction	25
3.2.Historical background of gambella regional state	25
3.2.1.Approach and design	27
3.2.2 Types &source of data collection methods.....	27
3.2.4 Selection of key informant.....	28
3.2.5 Selection of focuses group discussion	28
3.2.6 Secondary data collection method.....	29
3.2.7.Questionnaires.....	29
CONCLUSION.....	31
CHAPTER FOUR.....	32

4. DATA ANALYSIS, PRESENTATION AND DISCUSSION.....	32
4. 1. INTRODUCTION	32
4.2. DEMOGRAPHIC PROFILES OF THE RESPONDENTS.....	33
4.1.Overall view of indigenous peoples who do not benefit from existing economic opportunities	39
4.1.1. Culture influence:	39
4.1.2. Lack of financial capacity to articulate business:.....	41
4.1.3. State government‘	42
4.1.4.MICRO SMALL ENTERPRISE.	44
4.1.5.IMPACT OF DEPENDENCE CULTURE.....	44
4.1.6.ORGANIZATIONAL AVAILABILITY	45
4.2.STUMBLING BLOCKS FACE ON THE PATH OUT OF POVERTY	46
4.3.1 LAW AND PRACTICE TOWARD ECONOMIC EMPOWERMENT.....	50
4.3.2.THEECONOMICSTABILITYDIFFERENTBETWEENHIGHLANDERANDINDIGENOUSPEOPLE.....	51
A.THE ROLE OF INDUSTRIES (HOTEL SERVICES) IN JOB OPPORTUNITY	51
4.3.4. ROLE of GOVERNMENT STACKHOLDERS	52
B. MODEL AGRICULTURE CULTIVATION.....	54
C. ANIMALS’ FARM AND MARKET.	54
D. IRRIGATIONS.....	54
CONCLUSION	55
CHAPTER FIVE.....	57
5. CONCLUSION AND RECOMMENDATIONS.....	57
5.1 CONCLUSION	57
5. 2. RECOMMENDATIONS	59
REFERENCES	60

LIST OF TABLES

Table 1: age of the respondents	33
TABLE 3: LITERACY.....	36
TABLE 4: EDUCATIONAL QUALIFICATION	37
TABLE 5: OCCUPATION OF THE RESPONDENTS.....	38
TABLE 6:	42

LIST OF FIGURE

Figure 1: Age distribution of the respondents34

Figure 2: Gender of the Respondents.....35

Figure3:..Ocupationoftherespondants.....41

LIST OF ABBREVIATIONS

ABI	Agri-business incubation
ACHPR	African Commission on Human and Peoples' Rights
AFB	Agriculture finance bank
BBS	basic business skill
BEE	Black economic empowerment
CU	concurrent units
EECI	Economic Empowerment Council of Indigenous
ESEEF	Establishment of special economic empowerment funds
FPIC	Free, Prior and Informed Consent
GDP	Growth Domestic Product
GTP	Growth and transformation plan
GTP	Growth and Transformation Plan
ICCPR	International Covenant on Civil Political Rights
IP	Indigenous people
IWEEP	Indigenous Women's economic empowerment programs
IWGIA	International Work Group for Indigenous Affairs
MDC	Marketing Development Center
MDC	market development center
MDG	Millennium Development Goal
NSTDA	National Science and technology development Agency

NYEEPs	National youth economic empowerment Policy
NYEEs	National youth economic empowerments
SIDO	Small Industries Development Organization
TCGA	Tanzania credit guarantee agency
TIDE	Technological Incubation and Development of Entrepreneurs
UNDRIP	United Nation declaration Right of Indigenous people
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
WCIP	world conference on indigenous peoples

Abstract

This study has investigated factors affecting economic empowerment of indigenous people in Gambella regional state with the case study of three zones (Nuer, Anyua, and Majang Zone). The study was conducted through descriptive analysis survey design by using both quantitative and qualitative research methods. Both primary and secondary data have been utilized. The technique of taking sample from the given population is purposive sampling drawing a sample of 180 people from the population of 307,096 people. Data was analyzed using statistical figure such as tables, graphs, pie charts, and percentages, is employed.

Finding revealed that economic empowerment of the local people is negatively affected by the factors of cultural of dependency in both urban and rural community and weak policies formulated implementation of the regional government. Study regarding Organizational Availability shows that Organizational Availability is not yet established in Gambella except micro and small enterprises. In general statements, Indigenous people are from respondents confirmed that economically poor with the reasons which are associated to the factors such as cultural influence, financial limitation, lack of awareness creation by the regional government, and some more explanatory variables which are shown in the above analysis. Moreover, weak policies formulation and their implementation, issue such as economic prioritization, and absent of micro enterprises agencies effective role in the region have been identified as the undermining factors in lessening the empowerment of the local people significantly.

The study recommended that Regional Government need to create favorable environment that promotes innovation and entrepreneurial development, and formulation of correct policies which could solve public problems inclusively.

Key wards: Economic empowerment, Indigenous people, Federalism, Gambella regional state.

CHAPTER ONE

1. INTRODUCTION

1.1. BACK GROUND OF THE STUDY

Ethiopia is distinguished of various ethnic great linguistic, cultural and religious mixtures. It is a residence for more than eighty ethnic communities. The most population in Ethiopia are predominantly live in their own distinct geographic places. In 1991 after the downfall of military dictatorship of Derg regime, the Ethiopian people revolutionary democratic front abruptly strong-willed to bring a system of political reform from highest centralized form of state government into a decentralized form of federal system of government in which the power belong to people within their territorial foundation, in order to evade the supremacy of ethnic majorities oppressing on the minorities which cause the struggling of national ethnic parties in 1960s. As a result, the 1995 Federal constitution established a territorial federal arrangement based on ethno linguistic criteria' guaranteed according to Article 39(3) the constitution insured "the right to a full measure of self-government which includes the right to establish institutions of government in the territory that it inhabits and to equitable representation in state and Federal governments."

The constitution define the country's structure as the multi ethnic federation base on ethno-national representation with nine regional state and two cities administration for the purpose of an asymmetrical that unite the four populous regional states in the central highland with sparsely populated and peripheral regions like Gambella, Benichangul Gummus and Afar under central government of Ethiopia. (Africa report, 2009) The reform play immense role in equalization rights of nation, nationality and people of Ethiopia, under unity of socio-economic political system of government for all 27 years since 1991. When Gambella regional state has ensured self autonomy from Ethiopian federal constitution, the five indigenous people enjoys the right of preserving their identity, promoting culture, history, language; and administer their own affairs as well as effectively participation in the central government's proper representation. The political empowerment of indigenous people in Gambella instigated as mention above. But the indigenous people's political empowerment has not translated into economic empowerment due to the regional government reluctant on identifying and prioritizing the key ethnic community's problem

in the region. The challenges of socio-economic progress between developed regional states and periphery regions different become uncontrollable, the ethnic minority or indigenous people's economic empowerment is still controversial. The situation face by indigenous people in economic instability in Gambella has enhanced the level of extreme poverty situation. The term indigenous people of Gambella define as the local community leading by the dominant political majorities or settlers in a certain territories discriminated politically, line of ethnicity, religious, language and culture for a long period of time. The five indigenous people are Nuer, Anyua, Majang, Oppo and Komo ethnic minorities found in Gambella territory. They are living under poverty due to lack of infrastructures, knowledge and lack of awareness job creation to improve their economic capacity rather than developing lack of hard work with highly un-avoidance culture of dependence by considering the sources of income generating as from government employment only.

The impact cause dismantled indigenous people culture of hard working or independence to dependence culture in urban towns. In rural areas Lack of knowledge and tools for non-traditional farming practices limited farming or agriculture productivities not taking into consideration storage in the region. The people who are not economically empowered by the government have less benefit in economic status; lack awareness in urbanization culture in which they depending on customary culture of dependence. This problem also related with others experience from Africans countries, in Africa context during the colonial period, the economy of many countries were under the white settlers while indigenous peoples were under brutal circle of poverty; the Arusha declaration of 1972 and black economic empowerment in South African consider as good example in this paper. The same is true in Ethiopia, even though the country was not under colonial rule, the ruling class with in the country in the past governments regime assimilated most ethnic minorities.

This problem need to be correct by regional government to adopt Economic empowerment policy as the mechanism of giving people chance of improving their economic status with the aim of bringing out citizens from vicious circle of poverty. It requires an enabling environment that supports policies and attitude change. To evaluate the factors influencing job creation (business creation) and promoting modern farms productivities in rural areas of the local people in Gam-

bella Regional State, hence, contribution of this paper would be identifying factors affecting economic empowerment of the indigenous people with possible recommendations being given.

1.2.STATEMENTS OF THE PROBLEMS

With the introduction of federalism, the former Gambella Woreda became one of the nine member states within the decentralized, ethnically structured Ethiopian polity (Seyoum, 2015:2). The implementation of ethnic-federalism has created a new political space for historically marginalized ethnic groups to attain local self-governance (Ibid: 3). The Federal Democratic Republic of Ethiopia 1995 constitution in its preamble stipulated that “we the Nation, Nationalities and Peoples ...Fully cognizant that our common destiny can be best served by rectifying historically unjust relationships and by further promoting our shared interests”. The Ethiopian Federal Democratic Republic constitution Article 89 sub article 4 note “Government shall provide special assistance to Nations Nationalities, and Peoples least advantaged in economic and social development.”Thus, the indigenous people of Gambella naturally greeted the constitutional guarantee of ethnic self-rule and the pledge to empower ethnic minorities with enthusiasm. So far, to the credit of the new state, the new governance system started with providing a good measure of political empowerment as manifested with the establishment of the Gambella regional state, appointing of the indigenous elites to run the region.

Political empowerment of five indigenous people in Gambella has been granted since 1991 guaranteed by charter and Ethiopia federal constitution as mention above. These five Gambella indigenous people are enjoying the right of preserving their identity, promoting culture, history, language; and administer their own affairs with especial consideration affirmative action development activities support from central government as peripheral region. They are also effectively participated in the central government on the basis of freedom and proper representation. Overall, the indigenous people’s political empowerment has not translated into economic empowerment due to the regional government reluctant on identifying and prioritizing to solve the key community problem issue of the local people.

Despite the new states rhetorical pledge to empower indigenous peoples, the indigenous people states are characterized by poverty. Because they are not actively participates from existing economic opportunities to create their own jobs or business to improve agriculture model in the rural

rather they confine only in government employment while the none government employee developed dependency of social sharing culture of seeking help from one's relative incomes. The main problem of the local people's economic empowerment is negatively affected by the factors of traditional cultural of dependency in both urban and rural community. Weak policies formulated and implementations of the regional government also are the factors which make them economically poor. They are economically impoverished in relative terms as compared to the highlanders. In Gambella, for instance, one hardly find an Anyua or a Nuer owning a hotel or running a shop while the few indigenous entrepreneurs who struggle to set up a business have faced multi challenge such as culture of dependence, this is directly or indirectly accelerate the rampant of the poverty. Steeped in a culture of sharing, accumulation is also a moment of dispersion; members of extended family staking a claim on the wealth of those who labored to save or accumulate (Dereje, 2013:181). In relation to this, the research attempted to interrogate the extent to which the new federal order has delivered on its promise of empowering marginalized communities. State related economic processes have also led to the dispossession and disempowerment of the five indigenous peoples of Gambella.

The indigenous people in Gambella encamps five ethnic groups of Nuer, Anyua, Majang, Oppo and Komo who are the peripheral living under poverty in that territory while controlling Government political activities in the region. In general the economic empowerment of indigenous people in Gambella would benefit overall people living in the same territory under poverty including both five local people and highlanders. The economic empowerments of indigenous people mean the mechanism of empowering the local community economically by identifying the socio-economic problem. The structure capacity designed for economic empowerment of indigenous people together with the rest of the communities through the awareness of the right to polite occupation should be an essential part of national policies for the encouragement and defense of human rights. Enlarged concentration to professional and ability training in agreement with indigenous peoples' needs and objective is crucial in this regard.

1.3. OBJECTIVES OF THE STUDY

- To assess factors influencing Economic empowerment of the local people not to participate in economic activities in Gambella Regional State

1.3.1. SPECIFIC OBJECTIVES

- ✓ To identify the reason why indigenous people in Gambella do not actively participate from existing economic opportunities
- ✓ To investigate the stumbling blocks of indigenous people (IP)'s economic empowerment in Gambella
- ✓ To identify the role play by national government to empower the indigenous people in awareness and job creation, financial support, and attitude change toward modern agriculture working activities in the rural community

1.4. RESEARCH QUESTIONS

- ✓ Why do indigenous people in Gambella do not actively participate from existing economic opportunities?
- ✓ What is the stumbling blocks of indigenous people (IP)'s economic empowerment in Gambella
- ✓ What role play by national government to empower the indigenous people in awareness and job creation, financial support and attitude change toward modern agriculture working activities in the rural community?

1.5. SIGNIFICANCE OF THE STUDY

First recognize factors affecting economic empowerment of the indigenous people in Gambella regional state, Secondly after identifying factors affecting economic empowerment of the indigenous people, the researcher has recommended the way forward in mitigating the problem of less economic participation of the indigenous people in Gambella. More importantly, this paper will be a tool to the policy makers where by good public policy could be formulated accordingly. In addition to the above contributions of this paper, further investigation by other researchers on the same topic would be simple and manageable because it would be used as a source of secondary data.

CONCLUSION

In this chapter, the summary contain seven parts. These are introduction or background, statement of the problem, objective, research question, and significance of the study, research limitation, and organization of paper are the main part in the conclusion. The introduction and statement of the problem are dealing with overall ethnic federalism's government structure and the features of ethnic diversity categorized under poverty in their territories. The 1995 Ethiopian constitutions establish a territorial arrangement of nine regional states base on ethno language and territorial distinct criteria. The constitution allow all nation, nationality and people to enjoy self-rule. The political empowerment of indigenous people in Gambella instigated since 1991 guaranteed by Ethiopia federal constitution. They are enjoying the right of preserving their identity, promoting culture, history, language; and administer their own affairs as well as effectively participation in the central government's proper representation. The indigenous people's political empowerment has not translated into economic empowerment.

The term indigenous people in Gambella context define as the local community leading by the dominant political majorities or settlers in a certain territories discriminated politically, line of ethnicity, religious, language and culture for a long period of time. The five indigenous people are Nuer, Anyua, Majang, Oppo and Komo ethnic minorities found in the surrounding area of Gambella, they are living under poverty due to lack of infrastructures, knowledge and lack of awareness of job creation to improve their economic capacity. The impact cause dismantled indigenous people's culture of hard working or independence to dependence culture in both rural and urban areas in the region. The research objective designed to assess factors influencing Economic empowerment of the local people not to participates in economic activities in Gambella Regional State while the specific objectives is to identify the reason why indigenous people in Gambella do not actively participate in existing economic opportunities, to investigate the stumbling blocks of indigenous people (IP)'s economic empowerment in Gambella and to identify the role play by national government to empower the indigenous people in awareness and job creation, financial support, and attitude change toward modern agriculture working activities in the rural community.

Significance of the study focus on recognizing factors affecting economic empowerment of the indigenous people in Gambella regional state and after identifying factors affecting economic empowerment of the indigenous people, the researcher has recommended the way forward in mi-

CONCLUSION

In this chapter, the summary contain seven parts. These are introduction or background, statement of the problem, objective, research question, and significance of the study, research limitation, and organization of paper are the main part in the conclusion. The introduction and statement of the problem are dealing with overall ethnic federalism's government structure and the features of ethnic diversity categorized under poverty in their territories. The 1995 Ethiopian constitutions establish a territorial arrangement of nine regional states base on ethno language and territorial distinct criteria. The constitution allow all nation, nationality and people to enjoy self-rule. The political empowerment of indigenous people in Gambella instigated since 1991 guaranteed by Ethiopia federal constitution. They are enjoying the right of preserving their identity, promoting culture, history, language; and administer their own affairs as well as effectively participation in the central government's proper representation. The indigenous people's political empowerment has not translated into economic empowerment.

The term indigenous people in Gambella context define as the local community leading by the dominant political majorities or settlers in a certain territories discriminated politically, line of ethnicity, religious, language and culture for a long period of time. The five indigenous people are Nuer, Anyua, Majang, Oppo and Komo ethnic minorities found in the surrounding area of Gambella, they are living under poverty due to lack of infrastructures, knowledge and lack of awareness of job creation to improve their economic capacity. The impact cause dismantled indigenous people's culture of hard working or independence to dependence culture in both rural and urban areas in the region. The research objective designed to assess factors influencing Economic empowerment of the local people not to participates in economic activities in Gambella Regional State while the specific objectives is to identify the reason why indigenous people in Gambella do not actively participate in existing economic opportunities, to investigate the stumbling blocks of indigenous people (IP)'s economic empowerment in Gambella and to identify the role play by national government to empower the indigenous people in awareness and job creation, financial support, and attitude change toward modern agriculture working activities in the rural community.

Significance of the study focus on recognizing factors affecting economic empowerment of the indigenous people in Gambella regional state and after identifying factors affecting economic empowerment of the indigenous people, the researcher has recommended the way forward in mi-

tigating the problem of inactive economic participation of the indigenous people in Gambella. Organization of the paper comprising five chapters the first chapter discusses about the Introduction of Federalism and Economic Empowerment, Statements of the problems, and objective of the research, Research questions, Significance of the study, Limitations of the study and the organization of the paper. The second chapter deals with literature review empirical, definition, conceptual frame work, African experience in rural Agriculture model, urban Business expansion and providing sources of financial credits support by the regional government and others stakeholders as the main strategic of economic empowerment.

tigating the problem of inactive economic participation of the indigenous people in Gambella. Organization of the paper comprising five chapters the first chapter discusses about the Introduction of Federalism and Economic Empowerment, Statements of the problems, and objective of the research, Research questions, Significance of the study, Limitations of the study and the organization of the paper. The second chapter deals with literature review empirical, definition, conceptual frame work, African experience in rural Agriculture model, urban Business expansion and providing sources of financial credits support by the regional government and others stakeholders as the main strategic of economic empowerment.

CHAPTER TWO

2. LITERATURE REVIEW

2.1. Introduction

In this chapter, the theoretical literature review will focus on suitable definition of federalism, economic empowerment, and conceptual frame work of indignity and meaning as well as theoretical. Other experience of some country in the world, Africa in general and Ethiopia in particular on Business extension and Agriculture model as the major mechanism for economic empowerment's achievement in socio economic status relating with the title of research paper in Gambella. The empirical studies are presented bellow in this chapter. The conceptual frame work of literature underline the role of federalism benefit nation, nationality and people living in the same territory, and how the power division between the central and regional government ensuring the rights to self rule and self determination. Federalism generate a core feature of acknowledgment and accommodation of the ethnic diversity.

The economic empowerment concept, according to World Bank, (2012) introduce empowerment of economic for indigenous people is essentially address the plight of marginalized people who generally lack self sufficiency as the result of being denied opportunities due to discrimination. In Ethiopia agricultures provide 85% of employment opportunities as well as daily food consumption. According to national employment policy and strategies of Ethiopia 2009 addressing the problem of rural urban migration aim at addressing both push and pull factors. The practice will be an alternative process. The main emphasis of economic empowerment strategy should be on developing the skill of poor economic disadvantage communities and encouraging a culture of entrepreneurship, facilitating the creation of new opportunities; Economic empowerment shall first focus on youth and vulnerable group with in communities needs clear time frame work and monitoring to avoid a culture of entitlements among beneficiaries' and to access progress and make finally alignments to the strategy;. (Diana an chez, 2011p.16) Therefore, this research paper though it's not the first to be conducted, it has answered the question of What are the factors influencing Economic empowering of the local people in Gambella Regional State, With possible recommendations being given. According to the analysis conducted by the researcher, those

variables identified as dependent variables are the only being explained while the independents explanatory variables are left unexplained. The research left the gap on the question of Federalism association with economic empowerment of the indigenous people which demand further research by other researchers.

2.1.2. Definition

Federalism: is a system of government where the political territory is divided up into units endowed with their own governments, and these territories, or states, are united under a common government. Political scientists more formally define the complex intergovernmental relationship of federalism in one of two ways. One emphasizes the distribution of authority between two levels of government, and the other emphasizes the relationship between the governments and the public. In the former category, Riker's definition is commonly employed Federalism as political association in which the activities of government are divided between the upper and the lower house as well as regional governments and a central government in which each layer has its own activities guided by constitutional mandate when making final decisions" (Bednar, 2011)

"Federalism is a system of government structured in a political organization system which pursues the reason to attach with the reality of the majority of political unities with a synthesis of these unities to a higher unity. As a result, federalism is the freedom of narrower territorial and personal communities within the scope of a whole".(Bataveljić, 2012P:27)

Economic empowerment: in economic empowerment there is a controversial without agreement in the same definition, as it defines as helping people to improve their economic position, whereas the people's economically dominated by others. That may involve effort to provide opportunity of microcredit to people to create their own business or improve their farms. Economic empowerment involves awareness creating by providing a long or short term training to indigenous people, so that they will be more aware of how they can improve their economic status. The philosophy of citizen economic empowerment is derived from the need to build capacity of nations to respond to the changing economic and political environment and participate effectively in the decisions that affect their lives. It recognizes the need for economic development to lead equitable distribution of income and wealth in order to improve the quality of life of citizens. Citizen economic empowerment interventions should equip citizens with the necessary compe-

tencies, which would enable them to take better advantage of economic opportunities and thereby have a stake in the process of economic growth and development. (The citizen economic empowerment policy of Botswana, 2012) The indigenous empowerment also includes encouraging, and developing the knowledge for, achievement with a focus on eliminating the future need for charity or welfare in the individuals of the group.

Indigenous people: The terms "indigenous peoples," "indigenous ethnic minorities," "tribal groups," and "scheduled tribes" describe social groups with a social and cultural identity distinct from the dominant society that makes them vulnerable to being disadvantaged in the development process".(World Bank Operational manual, 1991p:1) . According to the ACHPR and IWGIA characterized that "The African peoples who are applying the term 'indigenous' in their efforts to address their particular human rights situation cut across various economic systems and embrace hunter-gatherers, pastoralists as well as some small-scale farmers. they practice different cultures, have different social institutions and observe different religious systems." (ACHPR AND IWGIA, 2006pp9-10)

2.2. CONCEPTUAL FRAME WORKS

2.2.1. Federalism's role and benefits to the people

Before further discussion, the term federalism define briefly above as a form of government in which a grouping states are under the rulings of one, central power, in a federal form of government, both the national and states receive their powers from people. (Levine and Yavorek, 2018) The concept of this theoretical approaches is the nation and function of federalism which is still controversial. "The two categories approach of normative and empirical show the advantage and disadvantage of federalism system of government. The normative theory is associated with peace, security, citizenship and democracy but some debated that federalism bring regional inequalities and oppression of local majorities to local minorities, While empirical studies discuss feature of federalism as power division between the central and regional government."(Burris, 2001p:30) This approaches varies among the different form of federal system of government, the mechanism of federal structure and constitutional is design accordingly.

The federal reform transformation endeavors by the ethnic parties whose overthrown the Derg regime, the Ethiopia federal constitution insured the right of self-rule and self-determination. The

constitution ratified in 1995 define the country's structure as the multi ethnic federation based on ethno-national representation with nine regional states and two cities administration for the purpose of an asymmetrical action that combine the four populous regional states in the central highland with sparsely populated and peripheral regions like Gambella, Benishangul Gumuz, Afar and Somali. (Africa report, 2009) As the result the reform play a big role to rights of nation, nationality and people self autonomy under unity of socio-economic political system of government for 27 years since 1991. The challenges of socio-economic activities progress between populous regional states and peripherals regions different become too much different, the ethnic minority or indigenous people's economic empowerment is still controversial.

The situation face by indigenous people in economic instability in Gambella enhance the level of extreme poverty situation. In developing country like Ethiopia there is consecutive poverty affecting rural and urban life of the people. When trying to escape from rural areas in searching for better living condition to the urban, the lack of income sources and awareness (knowledge) in adopting the new environment is obviously become a challenges. The only way of survival in the urban seem as and if only through education that necessitate the minimal criteria of learning which have a positive impact in capacity building as pathway toward awareness creation, but since educational requires several years, it lead poor people's children delay in a grave condition. The separation of the nation state in to concurrent units guarantee that many political economic and center of culture developing provide more favorable atmosphere to serve and develop specific regional, historical, economic and feature, the decentralization of the country through encouraging regional level allow for a unique and modernization method of tackling social, economic and political problem.(Kozakou, 2015)The preliminary of economic theory of federalism point for most scholarly and policy deliberations as the most excellent to organize the federal state to correct the economic instability of the citizens through government action and it guiding principles as such policy responsibility to the lowest level of government that can accomplish the task. (Oates,1972) The conceptual frame work of economic empowerment would discuss based on the target group such as youth, farmers and workers living in both rural and urban areas, to promote agriculture model and shaped through diverse but integrated socio-economic in Awareness creations to Business extension; such as Investments opportunities and encouragements of

jobs creation. International best practices on youth, and workers economic empowerment in developed and developing countries are the main part of the literature.

2.2.2. Federalism and Ethnic diversity

Ethiopian society is indeed characterized by a considerable level of ethnic diversity. A core feature of the constitution is the acknowledgement and institutional accommodation of ethnic diversity with more than 80 ethnic groups, the constitution grants these ethnic groups extensive rights subsumed under the concept of “self-determination” in which the ethnic group exercise the right to economic similar to others rights consider under the Ethiopian constitution, includes language rights and cultural rights, political representation rights as well as territorial autonomy. (Beken, 2006) This idea constitutes the background to the constitutional establishment of nine regional states. The State of the Gambella peoples is similarly characterized by the heterogeneous of an ethnic minority group. The largest groups in the region are the Nuer 46.65 per cent of the regional population and Anyua 21.17 per cent of the regional population.

The five indigenous people categorized under the poverty in which the regional governments become unsuccessful to improve their economic status. According to Ethiopia constitution Article 89 sub article 2&4 Government has the duty to ensure that all Ethiopians get equal opportunity to improve their economic condition and to promote equitable distribution of wealth among them. Government shall provide special assistance to Nations, Nationalities, and Peoples least advantaged in economic and social development respectively.

All regional constitutions start with a preamble, which expresses that the regional constitution is the emanation of the will of the ethnic group(s) empowered by the establishment of the region. This is clear that the region has a power to strengthening work out to change the living condition of marginal people to the economic communities. The particular issues mentioned in this regard are ineffective economic. (Beken, PP: 5-6)

2.3. ECONOMIC EMPOWERMENT CONCEPT

According to the World Bank, (2012) ,asserts that empowerment of economic for indigenous people is essentially addresses the plight of marginalized people who generally lack self-sufficiency and self confidence as a result of being denied opportunities and/or due to discrimi-

nation based on their disability, race, ethnicity, religion, age or gender; provides opportunities for marginalized people, either directly or through the assistance of non-marginalized others who share their own access to these opportunities; and thwart (frustrate or spoil) attempts to deny those opportunities, and encourages and develops the skills for self-sufficiency.

Economic Empowerment always needs a practical with the crucial policy stimulation completion and not just a theoretical meaning; it must include the establishment of institution which should play a crucial role to improve the living standard of the society. Its requires an enabling environment that supports policies and attitude change to permit all people of all abilities and across the lifecycle and to participate in decision-making about their lives. (Moe, 2012) It is about helping people unleash their creative and productive energies to achieve sustainable growth and continuous improvement in their living standards. This can be address by creating business or rural agriculture model since most of the local people are categorized under poverty. (Gergis, 1999)The main reason many people choose to set up a small business, is because it increase their income and gives them independence. They also reap the rewards for themselves; these are two powerful incentives. Trade can be a powerful force for fostering job creation and reducing poverty.(Agency France Press, 26 July 2001)

2.3.1. Agriculture modernization for Rural economic empowerment

2.3.1.1. Strategies address rural-urban migration: In this paper the economic empowerment of indigenous people in Gambella is needed, since the rural communities migration from rural to urban area lead agriculture activities to decline due to decreasing of manpower beyond expectation while the remaining farmers are using traditional cultivation in which they are not actively produce enough food, though the modern agriculture must introduce. "Agriculture plays many roles in the economic development of the country. The role of agriculture include (1)providing additional food for rapidly expanding population,(2)Expanding the market for industrial product, (3)providing additional foreign exchange for the country,(4) mobilizing government revenue from the rural area and increase income of the rural people and to provide job opportunity" (Teshome, 2012)

In Ethiopia agriculture provide 85% of employment opportunities as well as daily food consumption. As agricultural productivity and farm income increase nonfarm rural employments expand and diversify. Landless and marginal farmers are primary engage in non-agriculture activi-

ties. Some activities in which they are engaged are manufacturing of textile, handicrafts, leather and metal working; construction of house and others building. Increase in rural income as a result of the agricultural surplus tends to improve rural welfare. Peasants start consuming more food especially of higher nutritional value in the form of superior quality cereal, eggs, ghee, milk, fruits etc. Thus an increase in agriculture surplus has an effect on raising the standard living of the rural people.

2.3.1.2. How to achieve economic empowerment

To the Gambella context non agriculture and large industries are not introduced in the region, this has a very big impact on opportunity of job creation. According to National employment policy and strategy of Ethiopia (2009) Strategies for addressing the problem of rural-urban migration should be broader aimed at addressing both the push and pull factors. These may include:

Promoting agricultural diversification and rural transformation: Promoting rural development delivers useful results in terms of reducing the push factors that force emigrants to flow urban areas. Pressure on land (land fragmentation), fragile agro ecology, low productivity, poor infrastructure and communication, lack or absence of basic services such as education and health and saving and credit all compound to threaten rural livelihoods and force youth farmers to migrate to urban areas in search of opportunities. Thus, further strengthening and promoting the ongoing rural nonfarm activities and diversification on smallholder farms in the country will contribute significantly towards reducing rural-urban migration.

Promoting non-farm employment and income generation and strengthening rural-urban linkages: - The search for employment and income generation opportunities has been one of the most important push factors resulting in the influx of rural-urban migration in Ethiopia. This problem could be partly addressed through promoting non-farm employment through the expansion of micro and small enterprises linked to agricultural activities. Overall agricultural and rural development, development of small urban centers as growth poles, and strengthening rural-urban linkages contribute to non-farm employment and income generation opportunities.

Information, service, and institutional protection for migrants: - More often, rural-urban migration is spontaneous and has not been amenable to support with information and other institutional services about job opportunities, terms of employment, and benefits and wages.

The rural non-tradable goods and services are generally pictured as low productivity, low income occupations and therefore undesirable. In Gambella there is a fertile land many rivers that can provide enough water for irrigation when there is no rain water accordingly. Irrigation is naturally a critical component in reducing climate risk and improving crop production. It can also help to induce the use of modern inputs, such as fertilizers and improved seeds, thereby further enhancing agricultural productivity. Irrigated area in Ethiopia totaled about 200 000 hectares slightly more than 2% of the total crop area. Of that irrigated area, 60% is planted to cereal crops and 40% to other (mainly cash) crops.

2.3.1.3. Practice of economic empowerment

Indigenous economic empowerment will be an alteration process, in which local people should gain increased access to empower over economic capacity and economic decisions to be well aware in creating job not only in the government political decision, it must be through the wealth of individual by their own. In Ethiopia mostly the economic empowerment policy is dealing on the women alone where as the indigenous people in their territories are living under poverty. The idea does not opponent the economic empowerment policy of women but both must be put into account. (Abigail, 2017)

Empowering indigenous people economically and making them central to solutions is a moral imperative and it will help the poverty reduction policy because the burnable group under extremely poverty circle in our country are the local people. A growing body of research shows that enhancing local people 's economic participation improves national economies, increases household productivity and living standards, enhances the wellbeing of women with positive long term impacts and can increase overall empowerment. (UN Women -ILO Policy Brief 1996-2018)

Raising skill and knowledge level: is very important for the citizen to enhance capacity for overall condition especially in business stimulation that can easily eradicate poverty. According to Kiddies (2015), the two main different types of training offered basic business skills (BBS) and vocational Skills, the term basic business skills (also sometimes called livelihood skills or basic business management skills) may cover a variety of topics ranging from psychosocial skill to indigenous people 's rights to economic status.

A low level of skills, education and lack of resources, limit the effective participation of many countries in economic activities. The absence of an Economic Empowerment Policy was amongst the reasons for the stale met. In this regard, the Government has resolved to put in place an Economic Empowerment Policy that will serve as a roadmap for the participation of the majority of the citizens of in all sectors of the economy. Weaknesses that make most borrowers not creditworthy include lack of knowledge and experience in preparing bankable projects as well as lack of collateral and equity funds to start business (United Republic of Tanzania January, 2014 P:14)

For economic empowerment initiative to succeed the state has to be the main driving force guiding and monitoring implementation and using its buying power to create a trickle-down effect in the economy; (Senal, 2013) The private sectors is instrumental and need to be broad on board and consulted from the beginning of any economic empowerment strategy; The main emphasis of economic empowerment strategy should be on developing the skill of poor economic disadvantage communities and encouraging a culture of entrepreneurship, facilitating the creation of new opportunities; it shall first focus on youth and venerable group with in communities needs clear time frame work and monitoring to avoid a culture of entitlements among beneficiaries' and to access progress and make finally alignments to the strategy; Finally economic empowerment if not carefully implemented could come at expends of social cohesion creating tension and division naught deferent racial group or section within communities. (Diana an chez, 2011p.16)

Scholars did not underline the association of Federalism with economic empowerment. Therefore, this research paper though it's not the first to be conducted, it has answered the question of What are the factors influencing Economic empowering of the local people in Gambella Regional State, With possible recommendations being given. According to the analysis conducted by the researcher, those variables identified as dependent variables are the only being explained while the independents explanatory variables are left unexplained. The research left the gap on the question of Federalism association with economic empowerment of the indigenous people which demand further research by other researchers.

2.4. Job creation for Urbanizes economic empowerment

2.4.1.policy alternative: the main idea is there must be economic empowerment of indigenous people under poverty to improve their income significantly. the policy should promoted shares

A low level of skills, education and lack of resources, limit the effective participation of many countries in economic activities. The absence of an Economic Empowerment Policy was amongst the reasons for the stale met. In this regard, the Government has resolved to put in place an Economic Empowerment Policy that will serve as a roadmap for the participation of the majority of the citizens of in all sectors of the economy. Weaknesses that make most borrowers not creditworthy include lack of knowledge and experience in preparing bankable projects as well as lack of collateral and equity funds to start business (United Republic of Tanzania January, 2014 P:14)

For economic empowerment initiative to succeed the state has to be the main driving force guiding and monitoring implementation and using it buying power to create a stickle-down effect in the economy; (Senal, 2013)The private sectors is instrumental and need to be broad on board and consulted from the beginning of any economic empowerment strategy; The main emphasis of economic empowerment strategy should be on developing the skill of poor economic disadvantage communities and encouraging a culture of entrepreneurship, facilitating the creation of new opportunities; it shall first focus on youth and venerable group with in communities needs clear time frame work and monitoring to avoid a culture of entitlements among beneficiaries' and to access progress and make finally alignments to the strategy; Finally economic empowerment if not carefully implemented could come at expends of social cohesion creating tension and division naught deferent racial group or section within communities. (Diana an chez, 2011p.16)

Scholars did not underline the association of Federalism with economic empowerment. Therefore, this research paper though it's not the first to be conducted, it has answered the question of What are the factors influencing Economic empowering of the local people in Gambella Regional State, With possible recommendations being given. According to the analysis conducted by the researcher, those variables identified as dependent variables are the only being explained while the independents explanatory variables are left unexplained. The research left the gap on the question of Federalism association with economic empowerment of the indigenous people which demand further research by other researchers.

2.4. Job creation for Urbanizes economic empowerment

2.4.1.policy alternative: the main idea is there must be economic empowerment of indigenous people under poverty to improve their income significantly. the policy should promoted shares

and trade structure toward higher productivity sectors and utilization of same time, it advance the development of financial structure and adopt lion counter cyclonical macroeconomic intervention to manage both positive and negative external shock. Finance feature the present of stock market is the offering of privatization of fomenting public enterprises which account for the lion share benefiting the possibility of initial public offering a new share which can be incentive for entrepreneurship. this is the theories of Chilean speculative episode discusses above have occurred frequenting over the past decade.(Meyer, 2014)

2.4.2. The macro enterprise for job creation: It is a strategy both national and international, that embodies multiple approach , it has a championed as strategy that can foster personal, community and economic development. the theory of macro enterprise is to ensure skill development financing can unleash the entrepreneurial capacities of those who have lack access to main stream business capital and services leading business start up and group, increase in personal income for owner and their families and communities revitalization through job creation and the multipliers effects that local business engender. the target market for macro enterprise services is defined broadly as aspiring entrepreneurs and those whose business employs five or fewer workers including the owners and who need less than 50,000 in financing. Consistently this has meant a focus on women and minorities own bossiness, low to moderate income individuals and people living in communities with limited bank resources and other business.(Taylor, 2009)

migration and development: international migration in general and rural in particular where viewed favorably in the economic development literature. rapid international migration was thought to be a describe process by which surplus rural labor was withdrawn from traditional agriculture to proved sheep manpower to fuel a growing modern industrial complex.(Lewis, 1952 and Ranis 1961)

2.4.3 Africa Experience

2.4.3.1.South Africa: The Black Economic Empowerment (BEE) strategy is the cornerstone of the South African Government effort to overcome the legacy of racial discrimination. It promotes the advancement of blacks within the economy through a persuasive and an assertive approach. The central aim of BEE is to overcome the racial and social divide left by Apartheid by promoting the advancement of previously disadvantaged individuals (PDI) within the economy. (Cartagena, 2011)

This national youth economic empowerment (NYEES) refers to youth as constituting two categories, i.e. primary youth and secondary youth. Primary youth is defined as those young men and women between the age group of 18 to 35 years, who can enter into a business contract independently without the requirement for parental, guardian or representative assistance and consent (i.e. youth within the age of majority). Secondary youth constitute young men and women within the age group of 14 until 17 years, who can enter into a business contract solely with the support and consent of parents, guardian or representative (i.e. youth below the age of majority). (Africa R.o, pp2012-2017)

The primary youth as an age group will constitute the core target group that will benefit from all aspects of this strategy. Whereas, the secondary youth will benefit on partial basis, meaning that they will benefit from certain programmed. The aforesaid definition incorporates and prioritized young men and women that are unemployed, living with disabilities and located in rural and urban areas and in general those that aspires to own and manage their own businesses as well as those that are currently operating their own enterprises. Over and above the definition of youth as natural person(s), this policy instrument also provides the definition of youth in terms of juristic person(s), i.e. various forms of youth enterprises, as part of the beneficiary base. The definition of the juristic persons, i.e. youth enterprise is categorized into two component parts: youth empowered enterprise and Youth Owned Enterprise. Youth Empowered Enterprise is a form of an enterprise that constitutes 25-50% ownership and control by young women and/or men.

A youth owned enterprise is a form of an enterprise in which 51% or more of the ownership and control is in the hands of young men and/or women. (Ibid)

Small businesses are vital to the success of the economy. The success stories of the future, but also because they meet local needs (e.g. hairdresser, financial consultant, and emergency plumber). They serve the requirements of larger businesses e.g. for photography services, printed stationery, catering and routine maintenance. Of course, you don't have to set up your own enterprise to be enterprising. Being entrepreneurial simply means developing the right skills, attitudes and initiatives to make an innovative contribution to an organization. Most UK businesses today are small. Two thirds are owned and run by one person. Nearly 90% employ less than 6 people. They are also an important source of employment. Just over 2.5 million UK workers are one in

eight of all workers. It is from these small companies that tomorrow's big names will probably arise. ANFTK-UK (1999-2016)

2.4.3.2 Cooperatives as the mechanism for economic empowerment

The major tool for economic empowerment of local people is the establishment of cooperatives because cooperatives favor the less income people and it create the opportunities or chance to get credits from national government institutions and it give the members a chance for awareness creation. "Indigenous peoples are highly represented in the informal economy in both rural and urban areas in a range of sectors of agriculture, domestic work, agriculture, and construction. Informality coincides with increased vulnerability to exploitation and abuse of labor rights and the absence of social protection. Interventions may assist indigenous women and men to set up their own enterprises or cooperatives enterprises have shown to be a viable form of indigenous peoples' economic development". (Mohamed, 2014p:90)

Organizing as cooperative and linking to the alternative trade movement, indigenous communities have been able to bring their products into global value chains .Such trade networks can contribute to the economic and social development of indigenous peoples. When cooperatives established by indigenous communities gather into larger federations their collective voices are further strengthened across the value chains. Such federations also become members of national and by extension international alliances of cooperative movements, thereby securing access to addressing their concerns to wider society. (Ibidp.8)

The Role of Cooperative Organizations on the Rural Community According to Tretcher (2001) helped reduced costs and improves the quality of Local government services while helping communities maintaining local autonomy provides both purchasing and marketing functions for their affiliates local cooperatives. The distribution of cash patronage refunds to their members, resides in the local area it tend to be locally owned and transfer the benefits of that ownership to the local community, reinforce rural economy, provide employment opportunities, created return on better price than alternative valuable services, increased market power, valuable information and soon. Cooperative organizations are instruments of social and economic in both rural and urban all over the world. (PP.91-92)

minimum standards concerning indigenous land rights, rooted in accepted precepts of cultural integrity, property, non-discrimination have made their way not just into conventional law but also into general or customary international law” (James Anaya 2004: 47). The United Nations Declaration on the Rights of Indigenous People, directive provides guiding principle to ensure that indigenous people benefit from development tasks, and avoid or mitigate potentially adverse effects on indigenous people caused by Bank-assisted activities. In Gambella there is a large lands for investment that cause the claim from indigenous people last ten years in the region because the local people in Anyua zone consider that the land given for investors will belong to them forever, another problem was the investors were from the central highland while the indigenous people were not participate in such a development projects since they lack financial capacity and free, prior informed concern of how to get loans from the bank.

The indigenous people rights of resource is affirm in national wise as the form of human rights. so in this paper the IP rights in Gambella need to be clearly put into practice because they are suffering from economic instability let by culture influence and lack of awareness. this is specifically need to be informed to benefit on their resource through awareness creation or how to encourage business opportunity to those who lives in urban, simultaneously the rural agriculture productivities must put in to account by the regional government as the part of indigenous people rights of free, prior informed consent from the collective nature of indigenous people's rights. Among the four international treaties ratified by Ethiopia including one under International Covenant on Civil Political Rights (ICCPR) article 27.13 which come to adoption of united nation declaration rights of indigenous in fifteen 14 African state, since Ethiopia registered without vote realize that the Ethiopia neglect for the extent of indigenous people in it territories. The reason behind indicate that the country do not adopts the right which may differentiated the same people as indigenous and none indigenous people. According to Article 32 sub article 1 " Any Ethiopian or foreign national lawfully in Ethiopia has, within the national territory, the right to liberty of movement and freedom to choose his residence, as well as the freedom to leave the country at any time he wishes to." So in my arguments is supporting what cited by Zelalem that," the concrete human rights problems of marginalized indigenous peoples of Ethiopia whose problems resemble those of indigenous people all over the world. Inevitably, Ethiopia has communities whose problems resemble those of indigenous people all over the world."(Zelalem, 2015p:31) In

The United Nations declaration on the right of indigenous people affirms social, political, economic and culture right recognized by others international as an articulation of universal human right apply through self determination, establishment of development economic empowerment project. (Diana an chez, 2011p.16). Even though there is a controversial without agreement in the same definition of economic empowerment, it define as one of the mechanism in which the marginalized groups who dominated economically by others none marginalized group from past regime, may involves effort to provide opportunity of micro credit to people to create their own business or improve their farms. It involve awareness creation by providing a long or short term training for the marginalized indigenous people, so that they will become aware of how they can create their own economic status. The Africa indigenous people rights apply to their effort to address their political or human rights situation cut across various economic system and embrace hunter-gathering, pastoralist as well as some small scale for Africa farmers. In Africa, during the colonial period the economy of many countries were under the white settlers. This was the political disenchantment and one of the major factors behind the Arusha declaration of 1967, though the black economic empowerment strategy in South African become the cornerstone of Government effort to overcome the legacy of racial discrimination. It promotes the advancement of blacks within the economy through a persuasive and an assertive approach, to overcome the racial and social divide left by Apartheid by promoting the advancement of previously disadvantaged individuals within the economy.

In Ethiopia the economic empowerment base on women and youth only while in every corner the indigenous people have the same economy problem. The country pursued a market oriented economy since 1992, the strategy to address rural-urban migration related to pull and push factors affecting migrants economically need the rural establishments and strengthening promoting agriculture diversification and rural transformation; promoting nonfarm employment and income generation; information services and institution protection for migrants; irrigation yield gap of rain fed production etc.

But the policy does not indicated the specific problem of indigenous people under extremely poverty circle in the country. The situation face by indigenous people in economic instability enhance the level of extreme poverty affecting rural and urban life of the citizens.

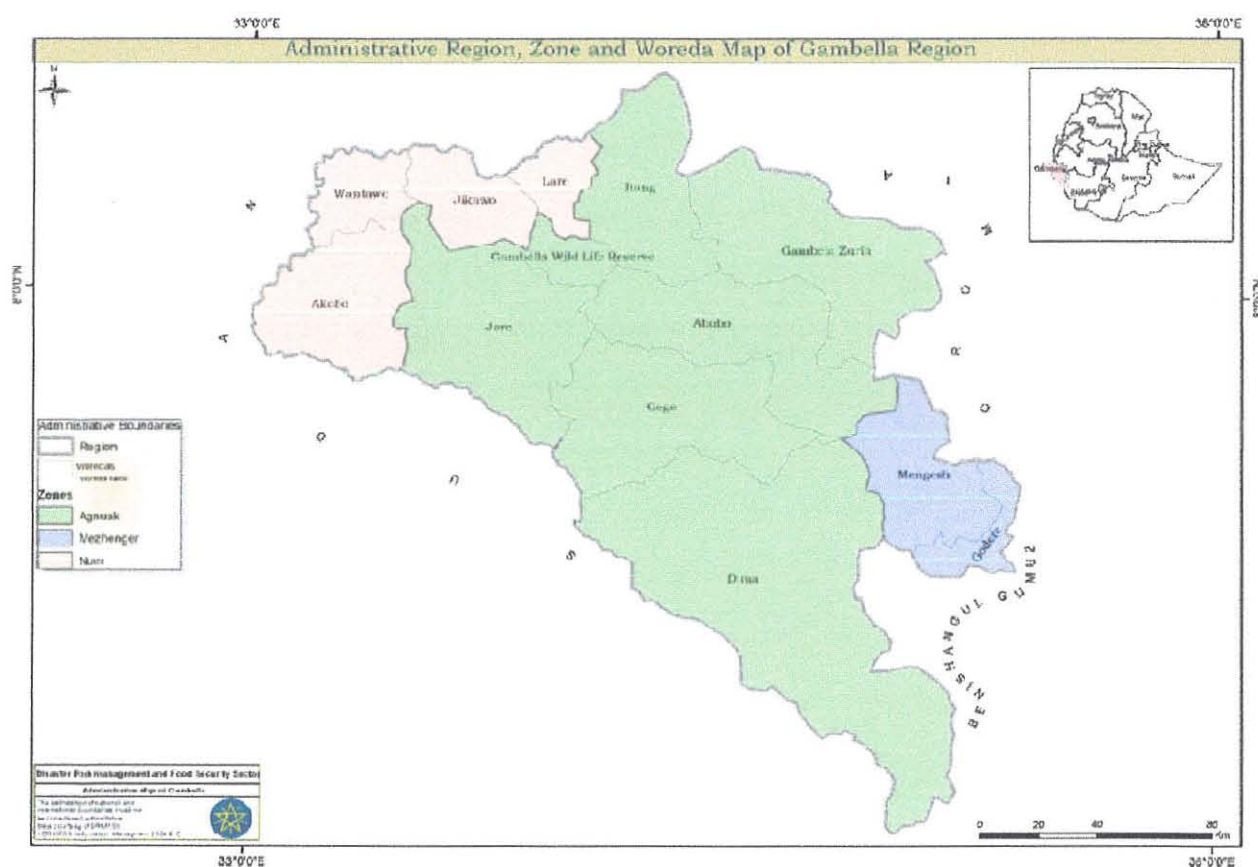
CHAPTER THREE

3.METHODOLOGY OF RESEARCH

3.1.INTRODUCTION

3.2. HISTORICAL BACKGROUND OF GAMBELLA REGIONAL STATE

Gambella National Regional State (GNRS) is one among the 9 administrative regions and two cities administrative. Like other Regions in Ethiopia, Gambella is subdivided into three zones, 12 woredas; one city administration and one special woreda.



Gambella is situated in the south western part of Ethiopia from distant of 767 kilometers of the capital city of Addis Ababa. It border Oromia National Regional State (ONRS) to the North east, and the Southern Nations, Nationalities and Peoples' Regional State (SNNPRS) to the south and

the country of South Sudan to the southwest, and north According to the 2007 Census conducted by the Ethiopia Central Statistics Agency (ECSA), the population of Gambella Region has total number of 307,096, The region covers 34,063 square kilometer with the highest temperature of 37- 42 0c. (Central statistical agency, 2007and Tewfik, 2010)

Given the historical marginalization of the peripheral regions during the imperial period and largely failed integration efforts by the Derg, the introduction of ethnic federalism created a new political space and institutional design to encourage local empowerment. Regardless of whatever criteria were used to delineate regional states under the new federal system, the promotion of the previous Gambella district to an autonomous regional state became one of the most prominent political steps ever taken by successive Ethiopian regimes to empower peripheral regions and integrate minorities into the mainstream Ethiopian polity (Young, 1999).

The five indigenous people of Gambella were living under poverty with poor income economic source of agriculture and livestock. They cultivate small gardens twice a year one from summer and other from winter near the river bank of Baro and others rivers. They use hunting, fishing and Bee keeping is common in Anyua and Majang Zone. They used animal products like milk as daily food is also common in Nuer Zone. The indigenous people used to cultivate using traditional agriculture working culture. Each person estimate to cultivate 1-2 hectares of farms.

Before 1982 most or all population were living in the rural villages working hard on agriculture every season, after the harvesting time' the remaining time become the time for enjoyment, hunting in both dry and rain season. Also in dry season it is a time for over-grass near the swamp area in dry season which is common in Nuer ethnic agro-pastoralists. At that time there was no business, and education awareness, very few or no people living in the towns. Very few undeveloped towns establish during the Haile-Selassie regime own by High Landers polices men, teachers, and administrative institutes also lead by the highlanders assigned by the central government for the purpose of collecting land taxes and others central government interest like security borders of the country.

In 1991 when the Ethiopian People's Revolutionary Democratic Front (EPRDF) over throw the military junta of Derg regime, Gambella region become one of the emerging among the nine regions in Ethiopia with full self-determination under the five local indigenous people of Nuer,

Anyua, Majang, Oppo and Komo. Further, there is a considerable population of Highlanders, a population of mixed ethnicities who originate from Central Ethiopia, and who dominate trade in the region.(Sharew, 2016-18:5-6)As mention above Gambella regions have three zones named according to their ethnic community distinctive with twelve and one special woredas administrative established close to the local ethnic community as the result of decentralization for federal system. As well as the local government administration instituted near the local people, the very rapid change occurred. The communities instigate to wandering from rural to urban that may consider as the part of human transformation. Youth and others community enjoy education and others development serve.

3.2.1.APPROACH AND DESIGN

The researcher will use concurrent triangulation is one of the mixed researches. According to Berg (2001) triangulation is the use of the multiple lines of sight. The researcher will use triangulation because it represents varieties' of data, investigator, theories and method. The combination of many lines of sight will help better information, picture of reality and richer concepts verify many of these elements. (Ibid)

The research approach and design employed in this research will be both qualitative and quantitative one. Together with pluralism of paradigms and the multiple perspectives of qualitative research, the design, data collections and analysis cannot be as neatly quantitative or qualitative one. Taking the case of Gambella region as unit of analysis, explicit attempt shall make to preserve the wholeness, unity and integrity of the case so that the generalization process is not mechanical. Furthermore, the research approaches the problem of poverty reduction by focusing on two measures; these are urban and rural indigenous people namely Nuer zone, Anyua zone, Majang Zone and Gambella town.

3.2.2 TYPES &SOURCE OF DATA COLLECTION METHODS

The types of data are qualitative data. This will gain much entry that can lead to design resolutions mechanism for this type of economic instability. Qualitative data refer to some collection of words, picture or others record or artifact that are called by the researcher and are data that has relevance to the social group under study and quantitative data refer to numerical data. Method of data collection in basing on any factual life predicament, it is crucial to collect data that are

appropriate, when it is frequently found that the data at hand are in sufficient. The primary data can be collected in one of the two ways through experiment or survey for this study the researcher will use survey method to collect primary data. In order to achieve the objective of the research, the researcher will collect both primary and secondary data. (Kothari, 1996)

3.2.3 PRIMARY DATA COLLECTION METHOD AND TOOL

In the context of this in-depth interviews have been used as formal that allow the researcher to extract rich and detailed information from interviewers. The researcher prepared a guide list to remember what he wanted to raise during interview. The main purpose of the dept interview was to obtain relevant data from three (3) nationality zones and Gambella town with the regard of five Woredas. One in the urban and the other in the rural area the number of the interviews determined in the field. Primary source of data; the researcher collected primary data directly from the field. The method of data collection involved focus group discussion, interview, and questionnaires to procure primary data directly from despondences

3.2.4 SELECTION OF KEY INFORMANT

This method is quite important where by the well informed members of the community being studies provided the researcher with rich and detail information on the subject of inquires. Key informants are people who have a unique knowledge about issue under study and have excess to other information interest to the researcher (Kauffman 2005)

3.2.5 SELECTION OF FOCUSES GROUP DISCUSSION

A focus group discussion consist of a small group of unacquainted people most ranging from 4 to 15 members who chare some characteristics but who usually do not know each other (O'sullivan, Rusel and Bergner, 20ight 03) Focus group discussion will be employs to supplements the primary data obtain through in-depth and key informants interviews. It was used to generate additional data concerning the existing issue under study. The researcher will use focus group discussion method of data collection and use semi-structure question for focus group discussion. This will help to collect data and insight those are not raised from individual interview. Four focus group discussion (FGD) from incumbent urban and rural civil society including 5-8 participants.

3.2.6 SECONDARY DATA COLLECTION METHOD

Secondary sources of data are gathered from different official statistical sources, publications and municipal documents, research findings of various scholars on the topic under investigation, and others from the existing relevance published and unpublished document including scholarly, articles, books, journals, internet sources, magazine, newspaper, report and electronic source etc.

Documentary reviews; Secondary source of information will be employed to supplement the primary data that is secondary collection data will involve mainly reviews of relevant literature. The researcher will collect secondary data from the existing relevance published and unpublished document etc.

3.2.7. QUESTIONNAIRES

The researcher used the structure semi-close and open-ended for this study. The general form of questionnaires structure or unstructured questionnaires, structure questionnaires are those questions, in which there are definite, correct and predetermine question (Kothari, 1996) the questions are represented with the exactly the same wording and the same order to all respondents.

a) **Structure and Unstructured questionnaires:** "Structure questionnaires may also have fixed alternative question in which responses of the informants are hinted the state a curative, this types of data collection will help to procure questionnaires data. Whereas an Unstructured questionnaires include open ended and vague opinion type questions May be questions are not in the format of interrogative sentences and moderator or the enumerator has to elaborate the sense of question. Focus group discussions use such questionnaire." (Acharya, 2010p:2) The term 'structured' and 'unstructured' is used sometimes for answers and sometimes for the question itself. For example If the researcher make a checklist of points to be asked to respondents like: the impact of culture influence or lack of financial capacity on economic empowerment of indigenous people in Gambella, it becomes -unstructured question, because the question wording is not fixed and the researcher may ask the same question to various respondents differently that may lead differential answer too. (Ibid) Since the research design content mixed of both quantitative and qualitative it is possible to use Structure and Unstructured questionnaires.

- b) **Interview-** the researcher used interview method of data collection to maintain the confidentiality and avoid interruption that may occur using the telephone interviewing technique to collect data. Intensive interviewing techniques the question asked their warding and order vary from interview to interview and the question to question ask one more general and open-ended(o'sullivan,Rusel and Bergner, 2003)

The researcher has used semi structured and unstructured interview technique of data collection. Using of this technique of data collection will help to get in deep information about these indigenous people's economic empowerments those are questionnaires data.

3.2.8. SAMPLING DEIGN

a. Sampling size

The researcher had collected data from community and government officials' relevance to the study with sample size of 180 people from the total population.

b. Sample technique:

The researcher utilized the purposive sampling. Based on this method, the researcher selected zones, district and kebeles purposively in order to get areas where the economic instability is more pervasive, the purposive sampling is a second types of none probability sampling, sometime called judgment sampling.

c. Data analysis, presentation, and discussion:

Data were analyzed using SPSS and presented in the form of tables, graphs, and pi-charts. Furthermore, intensive discussion on the result was conducted in exploring the questions under investigation.

CONCLUSION

In this chapter the method of the research discussed the historical background of Gambella regional state one of the nine region in Ethiopia. The region divided in to three zones and 12 woredas with one especial woreda and one city administration of Gambella town. The region located in south western part of the Ethiopia with distant of 767 km from the capital city of Addis Ababa. The region is one of the peripherals region marginalized centuries ago when the EPRDF overthrow the military junta of Derg in 1999 the ethnic federalism created a new policy space and institutional design to encourage local empowerments. Furthermore, there is a consideration of highlanders originating from central Ethiopia living in Gambella dominated the trade in the region. The approach and design of the research is concurrent triangulation of mixed employ both quantitative and qualitative one. The types and source of data collection method indicate the quantitative data gains much entry that can lead to design resolution mechanism for economic empowerment instability. While the qualitative data refer some collection of wards, picture or others record, the research use primary and secondary data method and tool.

The primary data gathering by using in-depth interview, the researcher prepare a guide list to remember what he wanted to raise during interview. The main purpose of in-depth interview was to obtain relevant data from three zones and 12 woreda with one city administration of Gambella with five selected woredas from these three zone, one in the urban and others in the rural areas, the numbers of interviewers determine in the field. The data collection method include focus group discussion, interview and questionnaires to procure primary data directly from the respondents. The Selection of key informants include the people with a acquire knowledge about issue under study and have excess to others information. The focus group discussion consist of small group of unacquainted people most ranging from 4 to 15 who share some characteristic but who do not know each other. The four FGD from incumbent urban and rural civil society including 5-10 participants. The secondary data source are gathered from different officials statistical sources, publication and municipal document research finding of various scholars on the topic under investigation, articles, books, journal, internet source, magazine, newspapers report and selection sources. Questionnaires include structure and unstructured interview, Data analysis, presentation, and discussion were analyzed using SPSS and presented in the form of tables, graphs, and pi-charts. Furthermore, intensive discussion on the result was conducted in exploring the questions under investigation.

CHAPTER FOUR

4. DATA ANALYSIS, PRESENTATION AND DISCUSSION

4. 1. INTRODUCTION

The result and discussion in this chapter focused on the objectives and analysis of data collected from the respondents who answered the question and held interview discussion with individual in Gambella region.

The research approach and design is triangulation approach which is one of the mixed researches that represents varieties of primary data; investigators, theories and method. The research approaches the problem of economic empowerment by focusing on two measures of federalism and economic empowerment in rural and urban areas where the majorities of the indigenous people's respondents are available namely in Nuer zone; Anyua zone; Majang zone and Gambella town with the selected woredas; kebeles and offices as well, the purpose of the study is to access why indigenous people in Gambella does not participates actively job creation and agriculture model while they are under poverty. The category of the respondents' base on the age group from 18-61, sexes, literates and illiterates. They provide some information which focused on the title.

The total of the sample size was the researcher conduct the study are 180 from both indigenous and non-indigenous within the region.

The Distribution of the respondent by sex, the sample size of the respondent's majority is males' members. The first part of quantitative has analysis as close ended descriptive. The data were analyzed using SPSS and presented in the form of tables, graphs, pi-charts and survey statements while the qualitative part has open ended descriptive with depth interview.

4.2. Demographic Profiles of the Respondents

Table 1: Age of the respondents

Age		Frequency	Percent
Valid	18-30	100	50.0
	31-40	60	25.0
	41-60	17	17.5
	61 and above	3	7.5
	Total	180	100.0

Source: Own Survey: 2018

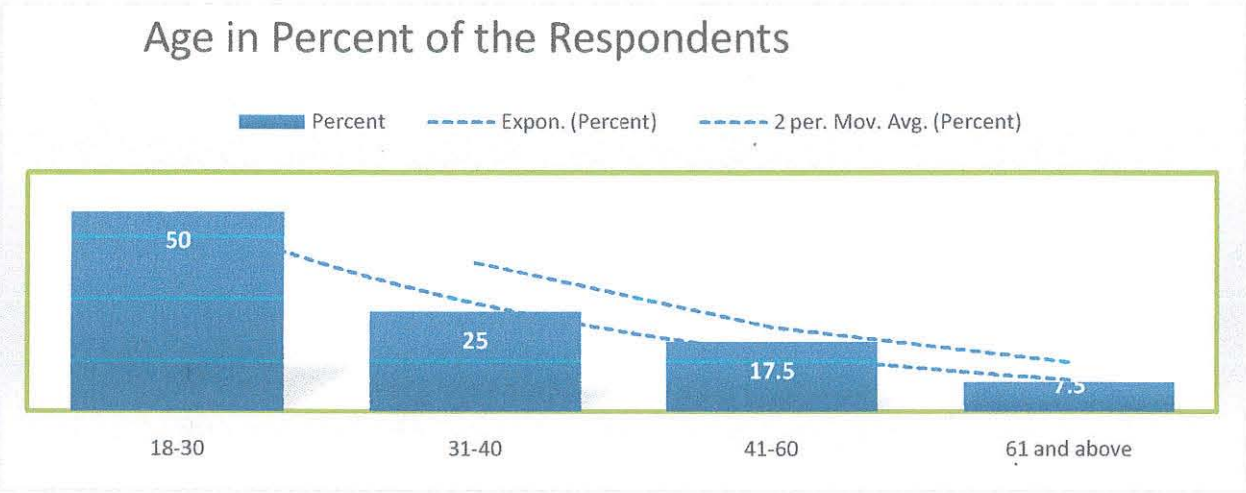
According to the Age result, most of the respondents are of the age eighteen up to thirty years which account fifty percent with the fact that (1)Culture influence and attitudinal stagnation which associated with culture is 87.1% become one of the role key elements by which retard the economic empowerment of the indigenous people in Gambella though it's not the only factor. However, the rest of age group support the reality that (2)lack of awareness has 95.0% as the main gap letting the local communities not to benefit from economic activities within the region. Most of the respondents are of the age thirty years and below which account fifty percent of the respondents were of the age less than and equal to thirty years and below.

In other angle, others influential factors which slow down the progress of the local communities toward economic empowerment are (3)financial limitation 90.2%, (4) uncontrollable migration from rural to urban areas 97.1% cause an impact of independence on job creation in business and agriculture model, and (5) failure of policy formulations and implementation of the programs control 97.5% which cannot change economic empowerment of the indigenous people. The scenario is shown in the following diagram more detail diagrammatically. Therefore, the dominant age category (18-30) support the logic that the leading factor which influences the local communities is the culture factor and the lesser factors is lack of awareness among the indigenous people.

In summary to discuss how the economic empowerment of indigenous people is mainly discus below from next page 4.1 up to4.3.4.2.To make it short and brief the culture influence job creation in business and agriculture model due to culture working category of male and female, the attitude of being a supply community or educated seem that the sources of income is from government em-

employment. This attitude also indicating the lack of awareness in urban living condition and the relationship between governments' local people in socio-economic development activities. Some others indigenous people who tried to create their own business face many challenges of financial limitation because they is no enough support from the regional government, lack of saving culture, extended family and social sharing income culture of five indigenous people of Gambella. The policy formulations and implementations of the regional government slowdown the efficiency of economic transformation of local people. As the result the indigenous people appreciates self-rule only for depending on government employment by earning monthly salary.

Figure 1: Age distribution of the respondents



Source: Own Survey (2018)

The above graph depictsto the frequency age of the respondents with high age group from (18-30) and the rest of respondents are from the age of above thirty years.

Table 2: Gender of the Respondents

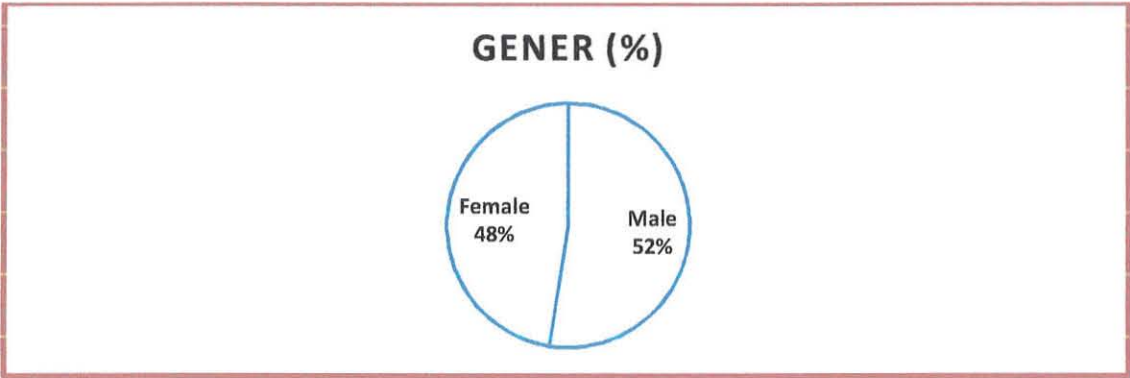
Sex		Frequency	Percent	Valid Percent	Cumulative Percent	Per-
Valid	Male	101	52.5	52.5	52.5	
	Female	79	47.5	47.5	100.0	
	Total	180	100.0	100.0		

Most of the respondents were male and this figure is almost around 52.5% of the respondents and 47.5% respondents are female.

Based on the gender category respondents, the highest interviewees are male and according to their responds, lack of awareness is the most destabilize factor which lessen the participation of indigenous people in economic activities provided the rest of factors have also influence on the problem too. Moreover, female respondents have come up with their own respond with the reality that culture influence is most critical factor which let the local communities not to be good economically.

Female are being embarrassed when they are seen doing labor work and they feel inferior when sharing the same work with the male despite the fact that they are educated. Even though the female once is educated having governmental job, her earning is always control by the husband. Furthermore, the two category that's male and female respondents agreed the fact that weak governmental programs such as financial support, delivering of public training on how the local communities could sustain their living via income generating activities and minimization of excess rural-urban migration are not straight forward. Genders of the respondents were shown in the following diagram too. The diagram was used to show the detailed proportion of the respondents.

Figure 2: Gender of the Respondents



Source: Own Survey (2018)

The above pi-chart showed the frequency distribution of both genders responding to the explanatory variables which affect the economic empowerment of the local communities. Indeed, one of

ercent

nt spe-
is not
respon-
all the

ential
ck of
of vi-
dele-
icated
lifica-
c em-
is the

Figure 3: Educational qualification



Source: Own Survey: 2018

As the above diagram showed, most respondents are the degree holders follow by the certificate and the less number are high school respondents. According to the five categories, one of the destabilized factor which influence local people not participating in economic activities is the absent design of economic empowerment developmental programs in the region. Therefore, fe-

Table 5: Occupation of the Respondents

Occupation		Frequency	Percent	Valid Percent	Cumulative Per-
					cent
Valid	Farmer	56	20.0	15.0	15.0
	Trader	14	10.0	10.0	25.0
	Government Official	96	60.0	65.0	90.0
	Student	14	10.0	10.0	100.0
	Total	180	100.0	100.0	

deralism is not taking the lead in Gambella comparatively to the other regions in Ethiopia.

Source: Own Survey: 2018

The above graph indicated the distribution of occupation whereby the lead in term of percentage (%)are government officials (60%), farmers (20%), traders (10%)and students (10%)respectively. Most of the respondents are government officials and this was presented and showed in the above table that 65% of all the respondents were shown to be government officials

working in different levels of the government offices. And hence they are supposed to know the different challenges and prospects of the issue under discussion.

Most of the respondents are government officials and they do truth that lack of awareness creation is the dominant factors even though the other factors such governmental programs, financial support, minimizing rural-urban migration, attitudinal change, and cultural influence play pivotal role in lessening economic empowerment of the local people.

On the farmer side, the severe factor is lack of awareness creation follow by financial limitation, absent of modern Agricultural tools, and microfinance institutions in the region. In the same manner, traders and students have showed their concern that cultural factor is among the most influential factors toward less economic empowerment.

4.1. OVERALL VIEW OF INDIGENOUS PEOPLES WHO DO NOT BENEFIT FROM EXISTING ECONOMIC OPPORTUNITIES

The local people are not participating actively in job creation opportunities (business, investments sector), influence by culture, lack of financial, and government support of all mentioned.

4.1.1. Culture influence: Culture can be defined as “the sum total of the beliefs, rules, techniques, institutions, and artifacts that characterize human populations” or “the collective programming of the mind Sociologists generally talk about the socialization process, referring to the influence of parents, friends, education, and the interaction with other members of a particular society as the basis for one’s culture. (‘International culture’, 2008 Para.131)

For example Uncertainty avoidance concerns the degree to which cultural members are willing to accept and deal with ambiguous or risky situations. Cultures with high levels of uncertainty avoidance such as Greece prefer structure and predictability, which results in explicit rules of behavior and strict laws. Members of these cultures tend to be risk averse towards changing employers, embracing new approaches, or engaging in entrepreneurial activities. In societies with low uncertainty avoidance such as Singapore there is a preference for unstructured situations and ambiguity, which favors risk taking (i.e., starting a new business), innovation and the acceptance of different views. These influences result in learned patterns of behavior common to members of a given society. (Ghemawat and Reiche, 2011P:2)

The outstanding gap mentioned above was the cause and effect relationship between indigenous people culture and business working culture inversely related. The culture of indigenous is increase dependence, consume together but the business work culture is low. For example; the five indigenous people of Gambella Cultures with high levels of uncertainty avoidance cultures of business, For example; in Majang giving service in hotel is not familiar. In focus group discussion articulated Majang community tend to be risk averse towards working in hotel service the community denounce if a person is giving hotel serves, the people condemn that the person is spoiled (Chokidikongtonychini in Majang language). And hence single worker income consume by mass is better than doing business, the culture has categorize works in to class of male and female.

The same is true in Nuer culture is highly avoid being someone's sorbent (kadam in Nuer language) is very shame in their origin resident preparing to do private or manual work faraway from origin place. The respondent from Jekow woreda when discussing about job creation intense that beside lack of awareness saving culture is not familiar in local people. This also has its own contribution in economic problem.

Example; Mr. Wallual was the first trader in Nuer zone Lare district (woreda) kuergeng town since 1990s when trying not to chair his income with others; he was targeted by the woreda administrators due to such a condition with the influence of highlanders doing business in that town. In another hand the indigenous traders who put off borrowing consider as bad persons in communities; this problem face by many indigenous peoples who always tried to make business. According to focus group discussion the respondents' stated that local people of Gambella do not know how to utility their resources pretend by culture if any person tries to use individualistic life or saving system he/she might be automatically isolate by the community as a cruel man. Many indigenous people do not participated in a small business enterprise due to culture influence in many reasons. The respondents replied that the local Government as well as the regional Government do not give priority in empowering indigenous people economically instead the most focus given attention in political dimension which in turn don't benefit the entire local people.

Since indigenous people are not aware in business and agriculture model they depend on traditional agriculture rather than business because they are not aware in urban living. Even though

the resource are available they don't know how to utilities them. Still the lack of awareness and culture influence is still existing and hence indigenous people do not devote their time on work; although they earn less income, they do not have a model working culture associate to urban area, clear understanding about business policies, due to these reasons result miss use money. The respondents suggested that the important thing indigenous people must have knowledge about business working culture, therefore to understand it need awareness creation about business policies.

As the above table indicates, 42% of the total 180 survey respondents replied that Indigenous peoples in Gambella Benefit Less from Existing Economic Opportunities because many indigenous people do not participate in a small business enterprise due to culture influence shows highest in mean difference of 4.46 varied by standard deviations of .902. In other angle in mean difference of 4.20 on standard deviations of .801 of the survey committed that there have been some attempts made by the government in initiating the local people on how they can be better economically.

4.1.2. Lack of financial capacity to articulate business: Only very few indigenous people participate in deferent types of investments sectors because the lacks of financial capacity prevent them to articulate business. In Gambella for instance one hardly find an Anyua or a Nuer owning a hotel or running a shop the few indigenous entrepreneurs who struggle to setup a business have faced multi challenge. Steeped in a culture of charring, accumulation is also a moment of dispersion; members of extended family staking a claim on the wealth of those who labored to save or accumulate. (DerejeFeyissa June 2013 p.181) People initiate to prepare learning and working chain through education and ignored some other sources of income generating opportunities. One of the challenge faced in urban' Some people consider that, the source of income anticipate from government employments alone, while those who aware to make business have no financial capacity, that is why the numbers of traders and all business industries in the center of Gambella town dominated by highlanders with 4,758 out of the total numbers of 4,899 traders, while indigenous people who instigate to run business are only 141 with less income capital. There are 806 investors in Gambella, 506 are highlanders, 12 are Diasporas and only 8 investors are indigenous. And other people who believe in culture norms do not get ready to wok because of

gender working category which does not give the impression in the urban. These people are seeking supports that expect from government.

Table 6:No.1 The descriptive Statistics over all view of the Indigenous peoples in Gambella Benefit Less from Existing Economic Opportunities base on respondents replied that lack of financial capacity is one of the most influential factors which affect the Indigenous peoples in Gambella not to benefit from Existing Economic Opportunities, the average mean difference of 4.46of respondents replied that financial capacity is the leading element which lessens the progress of the indigenous people not to benefit from Existing Economic Opportunities in standard deviations of .902. Therefore, as the majority respondents portrays that, financial capacity is one of the crucial factor which slowdown the participation of the ingenious in economic activities in Gambella.

4.1.3. State government's rhetorical pledge to economic empowerment of indigenous people: According to four main orthodox approaches to empowerment, are economics, social policy, good governance and empowerment from bellow. The main driver of empowerment is economic; Governments' main role should be to delivering collusive pro-poor growth. In this approach, both the quantity and quality of a country's growth are decisive in empowering poor people, both directly, in terms of liberating them from hunger and want, and indirectly, by providing them with the means to acquire education, voice and agency.(Duncan Green, July 2013P:2)

Governments such as Sri Lanka Oxfam, (2006), and Brazil De Souza, (2012) have used effective social policy to empower people living in poverty by providing access to quality health, education, and water sanitation systems, along with social protection systems. Governments should focus on creating an enabling institutional environment for empowerment, for example through transparency and access to information, use of information, decentralization, participatory governance reforms and communication technologies, mass registration drives, anticorruption measures and ensuring access to justice and a free media. Empowerment from below can be achieved through protest and organization by people living in poverty.

The key role of the State is to respond positively to such pressures.(Duncan Green, July 2013P:2)

A fundamental role of the State in promoting empowerment is guaranteeing the rule of law, providing a legal framework of rights, and implementing strategies that enable people to realize those rights. The United Nations Commission on Legal Empowerment of the Poor has identified three critical domains: property rights, labor rights and rights to self-employment and business, which must be underpinned by access to justice if they are to be realized. (P: 4)

Gambella regional government has less support of all mentioned, Weak Policy and program implementation. Item regarding local government is very weak in identifying the ways out in solving problem of poverty which rampant within the region specifically on indigenous people. According to the responds shows mean difference 4.48 in standard deviations of .803, regional government rhetorical pledge in bringing out the indigenous people out of the vicious cycle of the poverty but due to policy regulation and implementation weakness make poverty existed.

According to Focus Group Discussions the members thought that for all 26 years of the Ethiopian People Revolutionary Democratic Front (EPRDF) regime, the indigenous people of Gambella empowered politically but the national government have not embrace's authority to empower its citizens economically. According to the respondent some of them do not recognized political empowerment through self-autonomy. Since the resources are under regional government is not focus on economic empowerment. For example investments without capital cannot own 10 hectares of land for investment due to the criteria's set by federal government which does not favoring the poor people since they have a lack of capital that is why many indigenous people are not participated in investments package.

The local government and national government do not give priority to the economic empowerment and attitude change to job creations. The respondents replied that the role of micro small enterprise to economic empowerment of indigenous people in Gambella is very weak because of less awareness creation by the government in highest mean difference of 4.41 on standard deviations of .950. The respondents believe that there is no awareness creation programs have been provide such as training on income generating activities which support the attitudinal change on the local people.

4.1.4. Micro small enterprise: The role of micro small enterprise to economic empowerment of indigenous people in the urban area is not understand the issue address in focus group discussion point out that the financial support is extremely needed, last time they promise by local government to give opportunity for cooperatives and financial support to have some changed in the future but no result up to now; they claimed that we need awareness in saving system because we do not know. We also have lack of market center the less income we earn from agriculture product such as coffee, bee, and sorghum sell in a very low price that is why many traders from highlanders buy our good in a very sheep price.

In table 6: No.1 due to lack of awareness, Foremost highest mean difference of 4.42 on counted in the respondents from the survey replied that one of the destabilizing factors in lessening the indigenous people toward economic empowerment is owing to the fact that regional government is not only very weak in formulating conducive policies for the local community but also implementation of those policies if any on standard deviations of .975 of the respondents from same survey truth that regional government has attempted formulating different policies thought their implementation are in vein.

4.1.5. Impact of dependence Culture: Working culture is not well developed rather than developing culture of dependence in Gambella. Culture impact influence political decisions makers due to lack of awareness, the source of income become political post rather than creating industries or private limited companies that is why people are developing lack of hard work. The resettlements camp in Gambella have negative impact in local people because the refugee from South Sudan chair ethnicity social culture and benefit in the refugee camp with local people of Gambella though the citizens adopt culture of dependence in refugee camp that lead them to develop dependence. One of the respondents from Jekow woreda indicated that economic empowerment problem is due to the problem of Gambella regional government because it is the command that can do what is possible for its people. For example awareness creation to ward job creation need training. Micro finance can give communities or material such as cloths for sale to those who have improvement in the business activities, giving credit alone before business idea it sometime make people to waste money for another purpose.

Gambella intellectuals or high government officials also are part of this problem because when every local people try to open their own business, they do not depend on their local products such as food in small restaurants due to ignorance considering the local products as something traditional. In the rural area most of the young people are dedicated to learn through education the impact course migration from rural to urban believing that the source of income is only education. The intellectual need to be example of the society by showing some job such as association confirm incredible to local community, the government do not give special consideration to those who have a medium capital due to the corruption. E.g. small construction can promote the indigenous people for new job; example there is one of the Anyua in Gambella who his name is James Paul he was graduated in civil engineering for bachelor degree in 2017 when doing building construction ground plus three in Gambella town. He hired only the local people controlled overall manual work. This show that the indigenous people are available to work but some others constructor from deferent place do not encourage indigenous to work.

The item state that with highest mean of indigenous people are not committing themselves in participating in economic activities because of their cultural background which let them not to work at the face of the public and due to this motive; most of the local people in Gambella are living below the poverty line. According to the highest mean difference scored by 4.32 of standard deviations .971 of the same survey, indigenous people are developing the culture of working hard though not to the maximum level expected from them.

According to focus group discussion conducted in Majang Zone, the reason why local people are not working hard as highlanders is because lack of awareness; no one committed him/her in showing the local people the ways forward. To this group, they have no financial capacity and then the products they get from farms are used for only household consumption without market supply. People are still realizing on traditional cultivation system. Local community have no capacity to get excess of model agriculture materials while using traditional cultivation which cost them a lot of energy as well as time consuming too.

4.1.6. ORGANIZATIONAL AVAILABILITY

From this part, respondents are expected to give their reactions if the listed organizations are established and well available or not in Gambella Regional State. The respondents were supposed

to say 'yes' if the program mentioned in the following table is established and well available and say 'no', if it is not establishing and not well available regarding their need in economic stability issues using Chi –Square Tests.

Listed Organizations key factors which might have affected the empowerment of indigenous Gambella people.

According to the majority of respondents Organizational Availability of entrepreneurs, Economic Empowerment Council of Indigenous (EECI); Establishment of Special Economic Empowerment Funds (ESEEF); Rural farming Irrigation system; Promoting modern technology in livestock production can play a big role because the people need technical support from qualified expert when business and financial borrowing needed. In some part Organizational Availability such as Investment opportunities, Small Business activities, Privatizations of State Enterprises policy and Capacity building are playing a role toward initiating economic empowerment of indigenous people, but the market Development centers, Modern agriculture cultivation, Animals' farm and market, community mobilization of awareness creation, are yet available because of the weak identifying power of the community.

4.2. STUMBLING BLOCKS FACE ON THE PATH OUT OF POVERTY

The stumbling block indigenous people face out of poverty in this research paper determined as lack of independent working culture in which the system of national government is insufficient to answer easily for existing two decades since 1991

4.2.1. The community resistant: According to the respondents who were interviewed, some of the main points of community resistant toward economic empowerment mentioned above become the reality in research finding as dependence working culture caused by lack of awareness and knowledge. Awareness is having or showing realization, perception or knowledge of a situation or fact, while, knowledge is defined as the fact or condition of knowing something with familiarity gained through experience or education Writz and Matilla, (2003). In this study, degree of awareness and knowledge about working hard in order to earn economic capacity through business or strengthen the rural agriculture in terms of existence, attitude towards changes is not consistent work out.

Due to the lack of independent working culture indigenous people consider that living in the town, is the way in which support may come from others mean like UNHCR, the practice of Itang refugee camp from last 34 years. In 1983 when the South Sudan refugee settled in Itang special woreda, the local people benefited from relief food aids, education, and settlement Form abroad. By the time from last century the local community lives unconnectedly and less benefited from Ethiopia government as marginalized society.

According to Dereje Feyissa (2011, P.51) State related economic processes have also led to the dispossession and disempowerment of the Anyua. Over a period of a century the Anyua gradually lost their status as producers of their own subsistence and active participants in the regional exchange economy, becoming instead consumers of relief food and Highlander products. These processes of economic marginalization have fostered Anyua's narratives of loss and introspection. After 1982 the same is true in Nuer or all indigenous people except Majang ethnic minority locate in southwest of the country far from refugee camp. Depending on refugee aid has been taking as an urbanization culture in the region; the trends seem getting aids from refugees' camp free of charges as the citizen right. Another factor in the recent time the support from relative abroad and government officials dismantle local community to work by themselves, while the numbers of government employees are less than outworkers. Also the poverty leads young Girls to accept early marriage pattern of their partner living in urban as the source of income. While the government and local intellectual employees are not eager to find a way to create some private job as an additional income sources; instead they believe that the political post is the only way to improve their income, that is why you can see most official use to stay around the middle of the town sitting indolently talking about political daily activity in the hotels, cafeterias and along streets, the place where the local ladies prepares tea and coffee in the region.

4.2.2 Policy directions on the path out of poverty: Decentralization is an outcome of the adoption of a federal system of government in Ethiopia. With the devolution of power to the regional governments, implementation of economic policies and development programs is shifting, to a large extent, from the center to the region. (MOFED July, 2002)

Countries, states, regions, and cities are interested in stimulating economic development in their jurisdictions with various strategies such as encourage entrepreneurship; improve the talent base; enhance the attractiveness of the region to outsiders with creative talents; create a legal, fiscal,

and regulatory environment that encourages new businesses; create larger pools of venture capital; attract out-of-region businesses through regional business-attraction centers; encourage research and development in local universities and facilitate the movement of inventions from the lab to the business plan.(understanding society march 6, 2008)

Regional economic development entails the creation of new businesses and expansion of existing businesses, in a way that expands the total number of jobs and results in a rising average wage. So regional economic development aims at creating more employment and a rising standard of living in the region, and it seeks to do this through causing expansion of profitable business activity in the region. And, in order to create higher-paid jobs, the businesses created or expanded need to be on the high-value-added end of the spectrum; this often means skill- or knowledge-intensive industries. (Ibid)

According to the respondents the national government of Gambella is very weak in implementation and prioritizing the programs to be vital for the local community; the encouragement of developing working culture, and avoiding the dependence in social culture should take under consideration in order to draw communities out of poverty. Moreover, peak of government's struggle in policy direction on the path out of poverty is decentralization as a tool of establishment of local government near the local people to identify and solve the existing problem and establishment of institutes, that is available but the implementation is under question.

4.3. THE ROLE OF NATIONAL AND LOCAL GOVERNMENT ON JOB CREATION

According to job creation and local economic development, there is a broad agreement amongst OECD government that the creation of more and better jobs should be at the heart of government policies in the recovery, not only to create growth but to reduce poverty and increase social cohesion. The global economic continues to recover at a moderate pace with growth prospects strongest in the emerging economic.(OECD, 2014 P: 28)

Job creation requires a stable macroeconomic framework, but also structural policies which encourage the energization, skill and business development. Attention is needed to the factor that can hamper or facilitate the exploitation of economic opportunities when and where they arise. In order new jobs to be created, business needs access to skilled people, to business network, to

finance and to space to start up and to expand. In the context of knowledge economy, a skilled and entrepreneurial work force is becoming particularly important to local competition and growth. (Ibid)

The regional government has been taking serious major in letting youth group to form associations which allows them to mobilize some finance in small trade activities for their future return. This is still yet not progressing as expected because of the limitation of finance as well as the weak monitoring and evaluation system. The problem faced in the recent time is that; the manpower of the indigenous people from education is increase from time to time, over the total population of 307,096 the government employees reach up to 21,296 while indigenous people has 15,053(Nuer 7, 376, Anyua 6,666, Majang 707, Komo 85 and Oppo 47 government employees) respectively and the remain total numbers of 6,243 employees are highlanders. The statistic from regional public service bureau show that the economic empowerment of indigenous people in the region plat formed on government employments. Due to this reason, the vacancies of the government fall to accommodate all new graduates. The respondents indicate that in Gambella, the young boys and girls who are the most populated in the community remain unemployed and because they lack know-how on running other business program rather than searching for government employment, they are forced to the culture discipline of bad manner such as looting, aggressiveness, prostitute acts and stealing.

For example due to these reasons the regional government offer job creation for youth in bus station as "porter's cooperatives" (chanyi-nawarage in Amharic) as economic empowerment but the young people leave the working objective behind and tried to loots venerable people who carry property loads by bus or taxes in bus station. They take much money which is not-equivalence to the weight of the loads out of transport payment. By paying unexpected much money from travelers; otherwise the bags or what every traveler carry in hand would not be kept inside the bus or taxi, using the ward porter payment (ye-wai-yalekifiya in Amharic) without doing available job. This indicated that the regional government has weakness in monitoring and evaluation due to reluctant implementation of rule of law.

According to regional officials the opportunities provide by regional government administration for job creation such as cooperatives and small business enterprises for financial support is underway to create new job opportunities for unemployed communities. Technical and Vocation Educational Training to enhance business management and Agriculture College to capacitate the

rural agriculture expert last 25 years, the regional state remarks extremely changes in many development sectors. From 2004 the region offer different long term training opportunity in TVED College in business field such as marketing, woodwork, metal work, accounting and graduated around 4,769 in Diploma programs, to empowered unemployed indigenous peoples to create jobs opportunity in private business sectors or to create their own business, but the graduates or trainees prepared to such for government employment due to lack of awareness and financial capacity. (TVTE College, 2018) The same is true in Agriculture College (AGERFA) mainly in plant science, animals' science and graduated more than thousands of Agriculture development Agency (DA) with Diploma program and assigned them in the Woredas local government to work with farmers' in order to illustrate modern agriculture and keep animals health in the rural. Yet there was no achievement result made by them, the rural agricultures still using traditional cultivation with less agriculture products in the region. According to the respondents point out the absence of agriculture finance bank, weak policies regulation and implementation, Quality of education setback and undeveloped working culture, Lack of prioritizing development programs issue, lack of consecutive monitoring and evaluation programs, lack of government strong agreement working corporation with its people are the factors influences economic empowerment of indigenous peoples. If the problem of economic empowerment of indigenous people is not currently solved, local community would continue adopted the culture of dependency, conflict initiation between highlanders and local communities, worse living conditions, unemployment problem.

4.3.1 Law and practice toward economic empowerment: According to article 41(6) the regional state shall pursue policies which aim at creating job opportunities for unemployed and the poor and shall accordingly undertake programs and public work project. The respondents gave their responses that the constitution has already existed but the implementation is very poor. The law and practice are quite different in implementation the freedom of regenerating own resource is a constitution general frame work. The law also impost the local government institution, but the credits are not given according to constitution mandate the law and practices are contradicted For instant the cooperatives objective is to create job and improving the income for poor people. But the people benefits more in cooperatives are the families of people who are in government position and those who have financial capacity to pay bright fee due to corruption chain.

The strength and weakness of policy regulation has some positive side in the local government to empower indigenous people in business stimulation, borrow money from micro finance, corporate at different activities, empowering indigenous in small business enterprises, decentralization policy, structure of the government, excesses of education and resent of job opportunities are the strong part for the rule of law. There is an attempt made by the regional government in supplying loan to local communities but the targets beneficial are not benefiting life.

According to most of the respondents the weaknesses include top governments officials in capacity to give technical support, lack of awareness or job opportunity creation especially in urban and rural areas. The other weaknesses included, poor financial saving, the culture impact influence consumption in group, repeatedly not to cross-check the community needs, gaps and ways of overcoming their problems, lack of follow up the policies to reduce the poverty, impose policy without agreement between people & government. Lack of Financial capacity and corruption are another factors contributed in economic empowerment problem. E.g. there are some indigenous people who have a capacity to work in construction when they compete in the bid, the local authorize people do not support such a people because they are not afford to paid the money to authorize persons. They prepare to give these opportunities to those who give them money for corruption.

4.3.2. The economic stability different between highlander and indigenous people: The respondents explained the reasons why highlanders are better than indigenous people (IP) in economic stability in the region was because highlanders have high intension to business than indigenous, they are well aware of how to do business and rural agriculture work; they have awareness in job creation and business working activities, while indigenous people are not custom to adopt business since the culture ignored some urban working activities and economical establishment have no basic foundation assumption value.

A. The role of industries (Hotel services) in job opportunity: The role of industries (Hotel serves) in job opportunity the industries role to create job opportunity do not seem favoring the indigenous people at all both hotel, shops service delivery and others big industries are hardily to see any of the five indigenous employee or invested. According to focus group discussion Majang members responded that people are not working in the industries because lack of establish-

ment of big industries like companies in the region which in turn affect the district is consider as the main factor constricted chance for local people to work in the industries. Simultaneously, lack of awareness in the community contributes to the low income achievement for the local people in Majang Zone. In Majang culture implementation is believable than theories, the group member said what we observe from local government is theoretical without implementation. The focus group discussion members were asked why they are not working in hotels instead of sitting idly while there is a chance to work for increasing self-income. The members responded that in our culture we do not work in hotels because the highlanders insults us, also the community do not except such a work that is why if any person engage to work in hotel the people denounced that person, we have better use porters. In Majang culture the work is divided according to the natural biological category that mean male and female have their own working classification; for example women use pots while male use bee keeping as the source of their income which usually not enough for daily food consumption so that they need support from local government. According to FGD respondents, lack of knowledge about hotel work not likely possible for them, the less income they produce traditionally at home is hand to mouth. The problem is the lack of awareness. According to one of the ladies group member said even now aim thinking to have a business. Since they cultivate land for daily food there is nothing left for others livelihood. And hence the researcher inferred that the government must employ/ introduce several companies in the region and the company must employs workers in their respective sectors, after that the company must train their employee about the management of their resources and effective time work training, encouraging and following their progress along with the support is preferable

4.3.4. ROLE of GOVERNMENT STACKHOLDERS

4.3.4.1. Stack holders: The role of stakeholders helps to ensure Good corporate governance to ensure that corporations take into account, the interests that corporations take into account is the interests of a wide range of constituencies, as well as of a wide range of constituencies, as well as of the communities within which they operate. This, in turn, helps to assure that corporations operate for the benefits of society as a whole. (Olivier Bremond Oct, 2000P:2) The local None Governmental organization should be one of the governance stakeholders can play a very crucial role in socio-economic of the region.

The local NGOs are expected to play role in supporting agriculture model in the region as the point of discussion, According to the respondents in Gambella, there are many local NGOs which should work for the target of awareness creation, financial support and attitudinal change and modern agriculture but the regional government had been not strictly regulate its own policy base on the situation in the ground and monitoring whether the support of local NGOs is really benefitting the indigenous people or not. The relationship between the regional governments and local NGOs to solve the key socio-economic problem is very frail in serving local community. The regional government does not set its own rule and regulation that should favor local people. Therefore, the above scenario indicated that there is a very un- tight relationship between the government and the local NGOs which in turn result in low benefit of the indigenous people. Economic empowerment is less compare with political one meaning many indigenous are being empowered only in political though not the enough alone. According to survey conducted the initiation made by the government though not successful as expected.

According to the interview conducted by NGOs agency director, he said that in the region there are international and local NGOs 90% of their programs deal with their own national objective out of the regional mandate. Only 10% support the regional local community through corporative, employment opportunity, financial support and awareness creation For example pact Ethiopia is working on protecting forestation in the region. They give awareness creation to the local people or community. They employed 206 workers in different project dominated by Nuer and Anyua ethnic groups. The director asked what is the reason why local NGOs do not give first priority employment to indigenous peoples in their vacancies he responded that most of the local people do not fulfill the minimum requirement of the NGOs for employment. And he has been asked also about financial support to indigenous people. He said that the financial monitoring fund manipulated by the external body. In addition the pact Ethiopia is working for bee keeping. (*Source: Regional NGOs Agency, 2018*)

4.3.4.2. The Agriculture model: According to the respondents the rural agriculture is not transformed the people are still using traditional cultivation no visible support in micro small enterprises to financial at all. The idea of respondents in the rural areas, is the problem of implementation policy the farmers are encourage to be part of government officials by the local government leaders usually use nepotisms in every vacancy requires under qualification such as security

guard or office cleaner where they seem as free benefit. People in the rural area encourage migrating from rural to urban by their representatives through education, government employment that is why people are in dilemma specially youth who have little experience about urbanization.

A. Micro small enterprises: Almost, there are no articulates function of micros finances and small enterprises toward economic empowerment as most of the respondents responded.

B. Model agriculture cultivation: There is no any model agriculture cultivation according to most of the respondents. However according to some respondents there are some agriculture cultivation models.

C. Animals' farm and market: Unique from the other parameters there are animal farms and markets but they are not well-organized.

D. Irrigations: There are almost no any irrigations as most of the respondents said so, but it is in starting point in some areas. In general statements, Indigenous people are economically poor with the reasons which are associated to the factors such as cultural influence, financial limitation, lack of awareness creation by the regional government, and some more explanatory variables which are shown in the above analysis. Moreover, weak policies formulation and their implementation, issue such as economic prioritization, and the weakness of micro enterprises agencies in the region have been identified as the destabilizing factors in lessening the empowerment of the local people significantly. In addition to the above factors, absent of the establishment and availability of some programs such as Economic Empowerment Council of Indigenous (EECI), Establishment of Special Economic Empowerment Funds (ESEEF), and Rural farming Irrigation system are also captured to be some reasons behind why the indigenous people are not good economically.

CONCLUSION

In this chapter summary, there are four main parts. In the first part including Introduction in which the data analysis and presentation in the chapter is focusing on objective and data analysis of data collected from respondents. The research approaches the problem of economic empowerment by focusing on two measure independent variables such as federalism and economic empowerment in both rural and urban areas where the majorities' indigenous people's respondents are available. The purpose of the study is to access the reason why IP are not participated actively job creation in business and agriculture model in both communities. The demographic of the respondents category by age group of 18-61. The demographic of age, gender, literacy and illiteracy of respondent, qualification, occupation of the respondent such as (farmers, traders, government official, and student) represent the first part of quantitative analyzed closes and open ended descriptive data analysis.

In the second part including Overall view of indigenous people who do not benefit from existing economic opportunities through the research finding of culture influence, lack of financial capacity to articulate business, state government's rhetorical pledge to economic empowerments of indigenous people, micro small enterprises ineffective role, the impact of dependence culture, and organizational unavailability function are consider as the factors affecting indigenous economic empowerment in Gambella region. According to the Age result, most of the respondents are of the age eighteen up to thirty years which account fifty percent with the fact that Culture influence and attitudinal stagnation which associated with culture is 87.1% become one of the key elements by which retard the economic empowerment of the indigenous people in Gambella though it's not the only factor. Lack of awareness has 95.0% as the main gap letting the local communities not to benefit from economic activities within the region. Most of the respondents are of the age thirty years and below which account fifty percent of the respondents were of the age less than and equal to thirty years and below.

In other angle, others influential factors which slow down the progress of the local communities toward economic empowerment are financial limitation 90.2%, uncontrollable migration from rural to urban areas 97.1% cause an impact of independence on job creation in business and agriculture model, and failure of policy formulations and implementation of the programs cover

97.5% which cannot change economic instabilities of the indigenous people. The scenario is shown in the following diagram more detail diagrammatically. Therefore, the dominant age category (18-30) support the logic that the leading factor which influences the local communities is the culture factor and the lesser factors is lack of awareness among the indigenous people.

The third part of this summary including stumbling block face on the path out of poverty include community resistant. According to the respondents the main points of community resistant toward economic empowerment become the reality in research finding as a dependence working culture cause by lack of awareness and knowledge. Also Ineffectiveness of policy direction function on the path out of poverty. According to the respondents the national government of Gambella is very weak in implementation and prioritizing the programs to be vital for the local community; the encouragement of developing working culture, and avoiding the dependence in social culture should take under consideration in order to draw communities out of poverty.

The role of national and local government on job creation can take a lion share if law and practice toward economic empowerment are emanated in a very strong manner, the economic stability different between highlander and indigenous people indicate that the awareness of working culture is not quite similar in the region, role of government stock holders and agriculture model considered as the main factors that can bring indigenous people out of the brutal circle of poverty. The data were analysis by using SPSS, and presented in the form of tables graphs, pi-chart, and survey statement while the qualitative part analyzed by using open-ended descriptive with depth interview.

CHAPTER FIVE

5. Conclusion and Recommendations

5.1 Conclusion

The study revealed that Indigenous people are less empowered economically in Gambella Regional State because of the reasons verified below. The main factors which influence Indigenous people not to be empowered economically are cultural influence, Lack of awareness creation, financial limitation, Excess rural-urban migration and weak policies formulated by the government which never benefit the local people in Gambella.

Cultural influence has a lion share contribution toward less economic empowerment of the local people because most of indigenous people believe that if they are seen by the public engaged doing the labor work, their dignity in the entire community would decline. In other dimension, the local community have a culture of dependency whereby no matter if once has no job or income, he/she will be supported by the relatives for simple survival which let most of the local people not concentrating at economic activities within the region. Beside this factor, lack of awareness creation has accelerated the problem of less economic empowerment owing to the fact that indigenous people lack know-how on how to operate the business, the important of work is not properly realized, and how crucial benefits they could harvested from investment opportunities in Gambella. Furthermore, local people are being exposed to financial constraint meaning their financial status is very poor compare to the high Landers which slow their economic activities participation.

Excessive rural-urban migration is one of the destabilizing factors which retard the indigenous people not to participate in economic activities. Most of the local people move from rural areas for urban cities because of the pushing factors such as absent of the infrastructures in the rural areas and at the same time urban-rural migration because of lack of job opportunities in the urban cities when their skills are not matching with the jobs in the urban cities and this leaved most local people jobless with the effect of being economically poor.

Critically, public policies which are formulated by the regional government with the target objective of transforming socio-economic status of the public are not designed aligned with the public problems which they faced. Indeed, if any policy formulated by the regional government, those policies are not only very weak in solving public problems but also their implementation are not timely base.

Having taken the detail findings, the above underlined factors are not only the influential factors affecting the local people economic participation in Gambella. Absent of some of the influential factors such as the establishment as well as the availability of organizations have been realized as one of the element affecting indigenous people not to participate economically. The organizations expected in initiating the local community in participating in economic activities such as economic empowerment council of ingenious, entrepreneurship development institutes, market development centers, national youth economic empowerment policy, and small enterprises development agencies are not established as well as not available which exaggerate the poor performance of the local people toward economic activities.

Culture influence is the most dominant factor which affects the local people not to engage themselves in economic activities but 17.5% from the total survey argued that cultural factor is not the leading though it has significant influence. Similarly, financial capacity is one of the crucial factor which slowdown the participation of the indigenous in economic activities in Gambella with the logic remains on the fact that the regional government is not paying more focus on the way of empowering the indigenous economically evidenced by the responds replied by the most respondents from the survey. In summing up, the respondent's ideas regarding to the above question, lack of awareness creation by the local government as well as the regional government has played a lion share in letting indigenous people not to exercise the use of microfinance enterprises which left most of the local community benefiting very low from the economic activities in Gambella Regional State.

5. 2. RECOMMENDATIONS

Based on the research finding, the following recommendations have been suggested so that the economic empowerment of the local people could be lifted to the expected level in Gambella Regional State. Awareness creation is a very important program which the regional government has to give more attention so that the attitudinal change could be achieved by the local community and this would happen if and only if the regional government organizes different training programs which can shape the culture of hard work among the indigenous in Gambella.

More importantly, the local community needs to be informed about the negative impact of the traditional culture conservation because this conservation of the traditional culture will let the local people not to benefit from the ongoing nation development. The local community should be taught about the important of the work and that is the only means which would bring out the entire community out of the vicious cycle of the poverty.

Regional government should not only establish small enterprise agencies but also make them available so that the indigenous people could have access of getting loans from microfinance institutions with the objective of running business activities that in turn help them in generating better income.

Regional government need to adopted strong policies which could solve the public problems when their implementation is successfully monitored. In addition to the above suggested points, the regional government should collaborate with the local NGo, as well as the international NGo with the others civil societies in mobilizing the entire community toward economic participation. The organizations expected in initiating the local community in participating in economic activities such as economic empowerment council of ingenious, Agricultural modernization, entrepreneurship development institute, market development centers, youth economic empowerment policy, and small enterprises development agencies should be introduced. Collaboration of the regional government with other stake holders such as Gambella University, and other academic institutions toward community needs assessment which result in action research is very important. Lastly but not least, further research need to be conducted on the same topic for the advantage of diagnosing unrecognized exogenous variables which might have effect on local people economic participation.

REFERENCES

- Aaram, Hamauswa Shakespeare June, 2015 Youth Capacity Building in Indigenization and Economic Empowerment in Zimbabwe: Making a Case for Business Incubation Gwiza International Journal of Research in Humanities and Social Studies Volume 2, Issue 6, June 2015, PP 1-9
- Abdalla Geris, July 1999 Citizen economic empowerment in Botswana; concept and principles
- Abdu Girma Mogse, 2003 Economic Analysis of Fiscal Federalism in Ethiopia: International Conference on African Development; Archives Center for African Development Policy Research Western Michigan University Scholar Works at WMU
- Abdu Ja'afarubambale March, 2011 national economic empowerment development strategy & poverty reduction in Nigeria: M. Sc (Economics), MBA, B. Sc (Business Administration), Department of Business Administration, Bayero University, Kano
- Abigail Hunt, and Sarwar, 2017 Women's Economic Empowerment at
- ACHPR AND IWGIA, 2006pp9-10 Indigenous peoples in Africa: The forgotten peoples
- Africa report No.153, 2009 Ethiopia: Ethnic Federalism and Its Discontents: The Ethiopian Peoples' Revolutionary Democratic Front (EPRDF), led by its chairman and prime minister, Meles Zenawi, has radically reformed Ethiopia's political system. The regime transformed the hitherto centralized state into the Federal Democratic Republic and also redefined citizenship, politics and identity on ethnic grounds.
- Agency France Press, 26 July 2001 a guide for officials, legislators, civil society and all those interested international trade and global governance.
- Agriculture policy and markets 17-20 may 2010 Economic Importance of Agriculture for Sustainable Development and Poverty Reduction: Global Forum on Agriculture 29-30 November 2010 Policies for Agricultural Development, Poverty Reduction and Food Security OECD Headquarters, Paris
- Alem Habitué. 2003 Ethnic Federalism in Ethiopia: Background, present condition and future prospects. Addis Ababa.

- Alem Habtu July, 11-12, 2003 Ethnic Federalism in Ethiopia: background, present conditions and future prospects: Paper Submitted to the Second EAF International Symposiums on Contemporary Development Issues in Ethiopia July 11-12, 2003 The Ghion Hotel Addis Ababa Ethiopia
- ANFTK-UK, 1999-2016 the importance of entrepreneurship in small business; Human right 61 protections the FDRE and the Oromia constitution: ACMP narratives study
- Asia Pacific Forum of National Human Rights Institutions and the Office of the United Nations
- Assefa Fiseha Oct 11, 2012 Ethiopia's Experiment in Accommodating Diversity: 20 Years' Balance Sheet
- ATSDHA GEBRE-SELASSIE, TESSEMA BEKELE (21, June, 2010) A Review of Ethiopian Agriculture: Roles, Policy and Small-scale Farming Systems
- Bidhan Acharya June 5, 2010 questionnaire design for Training cum Workshop in Research Methodology Organized by Centre for Postgraduate Studies Tribhuvan University in Collaboration with University Grants Commission
- Central statistic agency, 2010-2007 Population and housing census/ETH-pop 2007/survey0data/doc/report
- Christine von Arband Willi Zimmermann, 27 – 30 April, 2004 Federalism A Characteristic Element of Swiss Forest Policy Swiss Federal Institute of Technology Zurich Chair of Forest Policy and Forest Economics Institute for Human-Environment Systems Department of Environment Sciences
- Christophe Vander Beken, 2006 Sub-national Constitutional Autonomy in Ethiopia: On the Road to Distinctive Regional Constitutions: Paper Submitted to Workshop 2: Sub-national constitutions in federal and quasi-federal constitutional states
- Deleagne Sharew, 2016-18 Improving Food Security and Strengthening Community Cohesion in Gambella: Project Proposal Submitted to the Embassy of the Kingdom of the Netherlands in Ethiopia

- Dereje Feyissa, 2011 Playing Different Games: The Paradox of Anyua and Nuer Identification Strategies in the Gambella Region, Ethiopia
- Diana Sanchez HSRC, March 2011. The Economic Empowerment of African Descendants; lessons from South Africa's Black Economic Empowerment Strategy (Sub- theme: Economic Empowerment: obstacles and opportunities)
- Diana Sanchez, March 2011. The Economic Empowerment of African Descendants; lessons from South Africa's Black Economic Empowerment Strategy; Paper presented at the conference: 'Equity, Justice, and Development: People of African Descent in Latin America in Comparative Perspective'
- Dragan Bataveljić December, 2012 Federalism: The Concept, Development and Future: International Journal of Humanities and Social Science Vol. 2 No. 24 Prof. Dr. Dragan Bataveljić Associate Professor Faculty of Law University of Kragujevac Kragujevac, Serbia
- Duncan Green, July 2013 the Role of the State in Empowering Poor and Excluded Groups and
- Emily Esplen with Alyson Brody December 2007 putting gender back in the picture: Rethinking women's economic empowerment
- Endawke Tsegaw, 2009 Fiscal Federalism teaching material: Prepared under the Sponsorship of the Justice and Legal System Research Institute
- Erato Kozakou-Marcoullis, 21 December 2015 Understanding Federalism: Different models-Different Challenges Advantages-Disadvantages Former Minister of Foreign Affairs At the roundtable discussion organized by the European Parliament Office in Cyprus: "Federal States in the EU: Challenges and Opportunities
- Esbern Friis-Hansen Helene and Maria Kyed January 30, 2009 Participation, Decentralization and Human Rights A Review of Approaches for Strengthening Voice and Accountability in Local Governance
- Government paper no 1 of 2012 the citizen economic empowerment policy (see policy republic of Botswana As Approved by the National Assembly on the XXXX)
- Gwiza Aaram, Hamauswa Shakespear June, 2015 Youth Capacity Building in Indigenization and Economic Empowerment in Zimbabwe: Making a Case for Business Incubation International Journal of Research in Humanities and Social Studies Volume 2, Issue 6, June 2015, PP 1-9

Hashim Tewfik, January 15_17, 2010Federalism in Ethiopia;Paper submitted to the International Conference on Dynamics of Constitution Making in Nepal in Post-conflict Scenario:

High Commissioner for Human Rights August 2013The United Nations Declaration on the Rights of Indigenous Peoples

High Commissioner for Human Rights August 2013The United Nations Declaration on the Rights of Indigenous Peoples: Asia Pacific Forum of National Human Rights Institutions and the Office of the United Nations

Honourable Mr. Kassa Tekelebirhan, September, 2014 Ethiopia: along the Path of Democratic Federalism:By Speaker of the House of Federation of the FederalDemocratic Republic of Ethiopia:

Individuals
International culture august 18, 2008 Chapter five Define culture and explain the factors that underlie cultural differences.

International Labour Organization, 2009Cooperatives: a path toeconomic and socialemPOWERment in Ethiopia

Investing in Ethiopia, 200810 reasons to invest in Ethiopia

Issues paper April, 2011 women's economic empowerment;This paper was prepared by the DAC Network on Gender Equality (GENDERNET) as an input to the DAC Network on Poverty Reduction's Task Team on Empowerment.

J. the Exclusive Society: Social Exclusion, Crime and...

Jenna Bednar, May 25.2011The Political Science of Federalism; Department of Political Science University of Michigan

Jock MacGill, 4. 1942 – 16 November 2013) was a sociologist and criminologist. ...

John Law, 2013perspectives on Federalism; Perspectives on Federalism, Vol. 5, issue 3, 2013Policy, Wharton School, University of Pennsylvania Oxford Handbook of Law and Economics, forthcoming

- John W. Mellor and Paul Dorosh April 2010 Agriculture and the Economic Transformation of Ethiopia: Development strategy and government division, international food policy research institute Ethiopia strategy support program 2 Ethiopia
- John W. Mellor and Paul Dorosh, April, 2010 Agriculture and the Economic Transformation of Ethiopia Development Strategy and Governance Division, International Food Policy Research Institute – Ethiopia Strategy Support Program 2, Ethiopia
- Jose v. Abueva, 1986 some advantages of federalism and parliamentary government for the Philippines
Jose V. Abueva U.P. Professor Emeritus of Political Science and Public Administration, Chairman of the CMFP Advisory Board, and President of Kalayaan College
- Journal of International Development J. Int. Dev. 29, 431–453 (2017) Agricultural co-operatives in Ethiopia: Evolution functions and impact
- Julia Levine and Trevine Yavorek, 2018 Types of Federalism Ethiopia: Ethnic Federalism and Its Discontents
- Kanyinke Sena, 10-11th September, 2013 Empowering Indigenous Peoples: United Nations Department of Economic and Social Affairs (DESA) in New York.
- Kidist G/Selassie, Bamlaku Alamirew and Aragaw Yimmer 19 October 2012 CSO supporting women's economic empowerment in Ethiopia: A research conducted through the partnership between Forum for Social Studies (FSS) and Atos Consulting
- Koang Koang Kuch May, 2013 the role of multipurpose cooperatives in social and economic empowerment, Gambella Town, Ethiopia” Mekelle University college of business and economic department of cooperative studies
- M. Ninan Varughese, Officer-in-Charge, UNAIDS New York Office 12 February 2013 promoting empowerment of people in achieving poverty eradication, social integration and full employment and decent work for all: United Nations Commission for Social Development New York
- Mariatul Aida Jaffara Rosidah Musab, 2013 Determinants of Attitude towards Islamic Financing among Halal-Arshad Ayub Graduate Business School, Universiti Teknologi MARA, 40450 Shah Alam,

Selangor, Malaysia Institute of Business Excellence, Faculty of Business Management, Universiti Teknologi MARA, 40450 Shah Alam, Selangor

Ministry of Finance and Economic Development 2002 Ethiopia: Sustainable Development and Poverty Reduction Program Federal Democratic Republic of Ethiopia (FDRE) Ministry of Finance and Economic Development (MOFED)

Muhammad Shehu Hussain May 2014 The Role of Cooperative May Organizations in Rural Community Development in Nigeria: Prospects and Challenges Department of Adult Education and Extension Services, Usmanu Danfodiyo University, Sokoto, NIGERIA. Academic Research International Vol. 5(3) May 2014

Nahusenay Belay no, year mentioned in the article. The New Federal Experiment and Accommodation of Diversity in Ethiopia: Exploring a Novel Experience Nahusenay Belay, lecturer and PhD student at Addis Ababa University, Addis Ababa, Ethiopia and Guest Researcher at the Institute for Federalism, Fribourg University, Switzerland

National employment policy and strategy of Ethiopia November, 2009

OECD (2014) job creation and local economic development, OECD publishing doi:1.1787/9789264215009.en

OECD 1999 Principles of Corporate Governance OECD Principles of Corporate Governance

Pankaj Ghemawat and Sebastian Reiche, 2011 National Cultural Differences and Multinational Business: This material was developed for students in the GLOBE course at IESE Business School and should not be cited or circulated without the authors' written permission.

Prof. Dr. Dragan Bataveljić, December 2012 Federalism: The Concept, Development and Future Prof. international Journal of Humanities and Social Science Vol. 2 No. 24

REPUBLIC OF SOUTH AFRICA, 2012-2017 p.34 The National Youth Economic Empowerment Strategy and Implementation Framework Mainstreaming Youth in the South African Economy 2009 – 2019

Republic of Botswana, 2012 the citizen economic empowerment policy (cee policy) (as approved by the national assembly on the xxxx) government paper no. 1 of 2012

- Rob Davies, 07 November, 2016 codes of good practice on broad based black economic
- Robert P. Inman, Daniel L. Rubin field and Robert L. Bridges, 2014 Professor of Law and Professor of Economics, Emeritus University of California, Berkeley and Professor of Law, NYU Richard K Mellon Professor, Finance, Economics, and Public
- Robin Woolley, 28, Oct, 2001 Black Economic Empowerment Best Practice
- Robin Woolley 2016 Black Economic Empowerment Best Practice: department of Transcend cooperatives Advisors in S, Africa Empowerment department of trade and industry
- Said Business School, 2006 Research Papers Advisory Note on Measures: Women's Economic Empowerment The prime minister's office February's 2004 the national economic empowerment policy
- Seth Opoku Mensah and Diana Azan Yankson, 2013 the Role of Agriculture in the Economic Empowerment of Women in the Ejisu Juaben Municipality in the Ashanti Region of Ghana Journal of Environment and Earth Science ISSN 2224-3216 (Paper) ISSN 2225-0948 (Online) Vol. 3, No.11, 2013
- Taylor & Francis, 10 Dec, 2012 Roles of extension and ethno-religious networks in acceptance of resource-conserving agriculture among Ethiopian farmers International Journal of Agricultural Sustainability Volume 11, 2013
- Teshome Adugna, 2012 Development issue, theories and the Ethiopian situation Ethiopian civil service university (ECSU) press.
- The African commission's work on indigenous peoples in Africa, 2006 indigenous peoples in Africa: the forgotten peoples
- The Federal Democratic Republic of Ethiopia, 2000 national report on the implementation of the Beijing declaration and platform for action (1995) and the outcome of the 23rd special session of the United Nations general assembly (2000)
- The prime minister's office February, 2004 the national economic empowerment policy; the united republic of Tanzania
- The world bank operational manual September 1991 OD 4.20 operational directive indigenous peoples

- The world bank operational manual September 1991 OD 4.20operational directive indigenous peoples
- Thematic paper June, 2014 Thematic Paper on Indigenous Peoples' Access to Decent Work and Social Protection:Thematic paper towards the preparation of the 2014 world conference on indigenous peoplesindigenous peoples 'access to decent workand social protection
- UN Women -ILO Policy Brief 1996-2018 Decent Work and Women's Economic Empowerment: Good Policy and Practice
- UN-DESA 8 august, September 5 2012 The Department of Economic and Social Affairs works closely with governments and stakeholders to help countries around the world...
- University of Zululand 24 June, 2016 broad based black economic empowerment policy: policy statement; to encourage and facilitate the implementations of broad black base economic empowerment by promoting procurement of goods and services from "black owned and black empowered"
- Zelalem T. Sirna December 28, 2015 the Light under the Bushel Basket: The International Indigenous Peoples' Rights and Its Implications for Ethiopia
- Zelalem T. Sirna December 28, 2015 the Light under the Bushel Basket: The International Indigenous Peoples' Rights and Its Implications for Ethiopia
- ZikreHig of the council of Gambella national regional state in Federal democratic republic of Ethiopia (taysas, 9 1995)
- Zitha Mokomane, September 2012Role of Families in Social and Economic Empowerment of Individuals. Human Sciences Research Council of South Africa

Simon Tut Pal 's R. Questionnaires

College of law and Government study

Department of Federal study

Dear Respondents:

The purpose of this study is to assess the federalism and economic empowerment of indigenous people in Gambella. To access the reason why IP in Gambella does not participate actively job creation and agriculture model while they are under poverty. All the information collected will be used only for research purpose. It is only your kind cooperation and honest that will make the study reliable and beneficial. In order to ensure complete confidentiality, you are kindly requested not to write your name anywhere on the questionnaire. Since the success of this study depends on your response, please read all the instruction before attempting to answer the questions and give only possible answer to each item.

Thank you in advance for your cooperation.

Yrs Sincerely

Addis Ababa University

Collage of law and Governance

Department of federal study

Email address: tutnyalang66@gmail.com

Phone No: +251912057505/0961852965

Addis Ababa

1. Section 1

Questionnaire to be filling by indigenous People in Majang, Anyua, Nuer zones and Gambella town administration who are under poverty; General information for economic empowerment of indigenous people who are economically instable and not incorporated on job creation to enhanced economic stability in the region

1.1 Part one

Tick (✓) the best option that concerns you in respondent outline in the table bellow

Table 1: Respondent outline

No.	Place of resident		Zone name	Woreda' name	Urban kebele	Rural Kebele	
			Majang Zone	Godere Woreda	01 kebele	Gochini	
			Anyua zone	Gog woreda.			
				Gam.woreda.			
			Nuer Zone	Lare Woreda.	O2 kebele	Palbuol	
				wanthoaworeda	01 kebele	Muon	
			Gam. town	01 kebele	04 kebele	03 kebele	
				R. office	R. Agency	R. Institutes	
1	Sex		Male	Female			
2	Age		18--30	31-40	41--60	61 above	
3	Illiterate		yes	No			
4	Qualifications	10-12	Certificate	Diploma	Degree	MA/MS	PHD
5	Job occupation		Farmer	Trader	Gov. official	Student	Jobless

1.2 Part Two

This section (1&2) relates to your level of awareness and knowledge regarding the common effect and challenges that affect indigenous people poor from existing economic. With each statement, under question number 1.1-1.7, please provide your respond in the space provided. For question number 2.1, please write your responses on the space provided and, Level the degree of availability of **effect** and **challenges** that affect indigenous peoples in benefiting less from economic opportunity.

1. Why do the Indigenous peoples in Gambella benefit less from existing economic opportunities?

The main factor affected indigenous people benefit less from existing economic opportunities, such as job creation (business, investments sector), may be lack of awareness, culture influence, lack of financial, less government support of all mentioned, or anything else.

Table 2: Put tick mark (✓) on the table provided

No.	Survey Statement	VH	H	NC	L	VL
1.1	Because many indigenous people do not participated in a small business enterprise due to culture influence in many reasons					
1.2	Very few indigenous people participate in deferent types of investments sectors because the lack of financial capacity prevent them to articulate business					
1.3	The local government and national government do not give priority to the economic empowerment and attitude change to job creations.					
1.4	The role of micro small enterprise to economic empowerment of indigenous people in the urban area is not understand due to lack of awareness,					
1.5	Regional government has less support of all mentioned, Weak Policy and program implementation Anything else.					
1.6	local government is very weak in identify how to solve the problem of poverty in their distinct IP					
1,7	Indigenous people do not work hard to overcome the poverty due to some confusion interact between migration from rural to urban					

Note: *VH: Very High; H: High; NC: No Comment; L: Low; VL: Very Low*

2. Please, list out the others common effect and challenges that affect indigenous people from economic stability.-----

1.3 Part Three

This section (2.1 & 2.2) relates to your level of awareness and knowledge regarding the role of national government support indigenous in economic empowerment. With each statement, please provide your respond in the space provided.

Say 'yes' if the program mentioned in the following table is establish and well available and say 'no', if it is not establishing and not well available regarding your need in economic stability issues. Put tick mark (✓) on the table provided.

Table 3: Survey Statement

Survey Statement	Yes	No
1. Economic Empowerment Council of Indigenous (EECI)		
2. Indigenous Peoples entrepreneurship programs establishments(IPEPE)		
3. National youth economic empowerment Policy (NYEEPs)		
4. Capacity building,Raising Skills and Knowledge Levels by training		
5. Privatizations of State Enterprises		
6. Job creation/opportunity, Advocacy or encouragement, Awareness creation		
7. Community mobilization, Information, Communication		
8. Entrepreneurship Development Institute		
9. Agro- business incubation(ABI)		
10. Marketing Development Centre		
11. Agricultural Finance Bank		
12. Cooperatives stability support		
13. Small Enterprises Development Agency		
14. Establishment of Special EconomicEmpowerment Funds(ESEEF)		
15. Rural farmingIrrigation system		
16. Promoting modern technology in livestock production		
17. Investment Opportunities		
18. Indigenous Women's economic empowerment programs(IWEEP)		

2.4 As IP, What are your needs that have to be fulfilled in accessing economic empowerment service-----
?

Appendix I

College of law and government study

Department of federal study

I. Section 2

Interview Questions for the stumbling blocks that indigenous people (IP)'s face on the path out of poverty.

Dear Respondents

The objective of this interview guide is to assess the economic challenges facing by indigenous people in Gambella. The information you provide is used purely for academic purposes. Therefore, considering its importance; you are honorably requested to give your valuable contribution and I would like to thank you in advance for your cooperation.

II. Part four

This section relates to your level of awareness and knowledge regarding how the stumbling block that indigenous people face on the path out of poverty. With each statement, please give your respond in the following questions

2. What is the stumbling blocks that indigenous people (IP)'s face on the path out of poverty?

What is the resistant or gap between government and community in job creation to poverty reduction?

- a) List the main points of Community resistant -----

b) Please justify some peaks of Government's struggling in policy direction on the path out of poverty -----

c) How many opportunities do regional government administrations provide to job creation?-----

What is the strengths and weakness of local government to empower indigenous people in business stimulation?

i. Strengths-----

A. Weakness'-----

What do regional constitution does to economic empowerment of indigenous people and how is the implementation look like? -----

B. What role the regional government does for the capacity and attitude change of indigenous people toward job creation to improve their daily income? -----

- What is the course and effect relationship between the indigenous culture and business working culture? -----

i. If there is any interaction what is the solutions? -----

How can you explain the reasons in economic stability gap between highlander and indigenous people in your resident place?

A. Explain the reasons why highlanders are better than indigenous (IP) in economic stability in the region? -----

Explain the reasons why indigenous (IP) are not stabling economically in the region? -----

B. What is the role of the company or industry (Hotel serves) to empower the indigenous people in job opportunity?

College of law and government study

Department of federal study

I. Section 3

Questions interviews for the role play by national and local government to empower the indigenous people (IP) economically in rural community

Dear Respondents

The objective of this interview guide is to assess the challenges facing in service for the role play by national and local government to empower the indigenous people economically. The information you provide is used purely for academic purposes. Therefore, considering its importance; you are honorably requested to give your valuable contribution and I would like to thank you in advance for your cooperation.

II. Part five

This section relates to your level of awareness and knowledge regarding how the national and local government empowering indigenous people in awareness creation, financial support and attitude change toward job creation and modern agriculture working activities in the rural community. With each statement, please give your respond in the following questions

3. What role play by national and local government to empower the indigenous people in awareness creation, financial support and attitude change toward job creation and modern agriculture working activities in the rural community?

What is the role of stack holders to empowering the indigenous people under poverty in financial support ?-----

A. What is the role of local NGOs in economic empowerment of indigenous peoples? ---

B. What are the challenges faced by the local NGOs in supporting agriculture model to achieve goal? -----

C. What is the relationship between the regional governments to local NGOs to solve the key socio-economic problem? -----

How the disadvantage group are empowering in the region? -----

A. What is the role of government in economic empowerment in the urban area? -----

B. What is the role of the government to empower the young people to create their own job in the region?-----

ii. Is porters(wayale in Amharic ward) work for community benefit? -----

What is agriculture model take place in the rural area? -----

A. Corporative in rural -----

B. Micro small enterprises-----

C. Model agriculture cultivation-----

D. Animals farm and market-----

E. Irrigations-----

F. If not function actively what are the challenges prevents indigenous people to adopt model agriculture cultivation-----

And Thank

APENDEX II

CROSSTABS

```

/TABLES=va2 BY va
/FORMAT=AVALUE TABLES
/STATISTICS=CHISQ PHI BTAU KAPPA
/CELLS=COUNT ROW COLUMN RESID SRESID ASRESID
/COUNT ROUND CELL.

```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Very few indigenous people participate in deferent types of investments sectors because the lack of financial capacity prevent them to articulate business	40	1	5	4.46	.902
Because many indigenous people do not participated in a small business enterprise due to culture influence in many reasons	40	1	5	4.32	.871
The local government and national government do not give priority to the economic empowerment and attitude change to job creations.	40	1	5	4.20	.801
The role of micro small enterprise to economic empowerment of indigenous people in the urban area is not understand due to lack of awareness,	40	1	5	4.41	.950
Regional government has less support of all mentioned, Weak Policy and program implementation Anything else.	40	1	5	4.42	.975
local government is very weak in identify how to solve the problem of poverty in their distinct IP	40	1	5	4.48	.803

Indigenous people do not work hard to overcome the poverty due to some confusion interact between migration from rural to urban	40	1	5	4.32	.971
Valid N (list wise)	40				

[DataSet1] C:\Users\book\Desktop\gambela thersday\Antenehnula Revised
.savtwo.sav

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
va2 * va	180	100.0%	0	0.0%	180	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	80.000 ^a	36	.000
Likelihood Ratio	25.130	36	.000
Linear-by-Linear Association	8.430	1	.004
N of Valid Cases	180		

a. 40 cells (95.2%) have expected count less than 5. The minimum expected count is .03.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Nominal by Nominal	Phi	1.414			.000
	Cramer's V	1.000			.000
Ordinal by Ordinal	Kendall's tau-b	.397	.102	1.920	.055
Measure of Agreement	Kappa	.000	.000		
N of Valid Cases		180			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.