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**An Assessment on the Contribution of Whistle Blowing in Combating Corruption: The
Case of Five Public Sectors in Addis Ababa, Ethiopia**

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A Thesis Submitted to the School of Social Work

**Presented in Partial Fulfillment of the Requirements for the Degree of
Masters in Social Work (MSW)**

Addis Ababa University

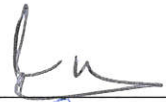
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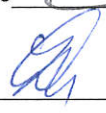
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This is to certify that the thesis organized by Mesfin Belayneh, entitled: The contribution of whistle blowing in Combating Corruption: The case of five public sectors in Addis Ababa, Ethiopia. The thesis submitted in partial fulfillment of the requirements for the Degree of Master of Arts (School of Social Work) complies with the regulation of the University and meets the accepted standards with respect to originality and quality.

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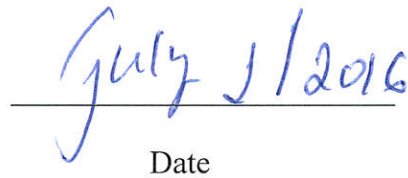
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Declaration

I, undersigned, hereby declare that this thesis, The contribution of whistle blowing in Combating Corruption: The case of five public sectors in Addis Ababa, Ethiopia, is my own work, and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete reference.



Mesfin Belayneh

Date

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List of Abbreviation

AU.....	African Union
BASW....	British Associations of Social Workers
CPI.....	Corruption Perception Index
DPME....	Department of performance Monitoring and Evaluation
EEPCo....	Ethiopian Electric Power Corporation
FDRE.....	Federal Democratic Republic of Ethiopia
FEACC...	Federal Ethics and Anti-corruption Commission
GDP.....	Gross Domestic Product
IFF.....	Illicit financial flows
NASW....	National Associations of Social Workers
OECD.....	Organization for Economic Co-operation and Development
TI.....	Transparency international
UNCAC...	United Nation convention against Corruption
UNDP.....	United Nation Development program
UNODC...	United Nation office for drugs and crime

Abstract

The study aimed at assessing the contribution of whistle blowing in combating corruption in five public sectors in Addis Ababa, Ethiopia. Qualitative research design and descriptive case study approach was used. Purposive and snow ball sampling techniques were used in this study. Accordingly, ten whistle blowers were selected using snowball technique while five ethics liaison officers from public sectors and four key informants from Federal Ethics and Anti-Corruption Commission were selected using criteria based purposive sampling respectively. The data collection instruments were in-depth interview, and observation supplemented with field note. In-depth interview, key informant interview, observation and secondary data collection methods were employed in the study. Descriptive analytical method is used in to analyze the qualitative data. The main results of the study were: poor implementation of whistle blowing scheme with lower protection coverage for whistle blowers, whistle blowing confidentiality exposition and absence of transparent and timeliness feed backs for whistle blowers in public sectors; whistle blowers lower participation and lack of selfless stance; invisible and bureaucratic challenges on whistle blowers for detecting corruption offence in public sectors and the commitment of leaders found as a key factor in determining effective whistle blowing system in the public sectors. In conclusion, absence of effective whistle blowing system results lower participation of the employee to detect corrupt practice in their working places. The employee whistle blower participation is challenged by simple visible to huge invisible factors which are networked by actors found inside and outside of the public sectors. Leaders in the public sectors at different managerial hierarchy not only role players for the challenges of whistle blowing scheme but also certainly influence the effectiveness of whistle blowing system in the public sectors. Finally, the study implication for social work education, policy frame works, future researches and interventions needed were indicated.

Key words: Contribution, Corruption, whistle blower, whistle blowing, public sector

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Chapter One: Introduction

1.1 Background of the Study

Nowadays it is common to hear and read massive corruption scandals in media, news paper, internet, and journal while situations of corruptor's practices are exposed. Corruption exists in the public and private spheres of any country, irrespective of its economic and political system or level of development, poses a critical threat to the enjoyment of human rights (Transparency International [TI], 2013).

According to (Institute for economics and peace, 2015) report Corruption affects the way governing institutions work and operate, supporting illegal trade and businesses, promoting personal political motivations before the national benefit and supporting an environment where by immoral actions go unpunished.

In order to reduce corruption threat World countries use different systematic anti-corruption prevention strategies. For instance, the Independent Commission against Corruption (ICAC) of Hong Kong is committed to fight corruption through three-pronged strategies to maintain Hong Kong as a fair and just society (Information Services Department of Hong Kong, 2015). Literature indicates most developing nation adopted such three common anti-corruption approaches used by Hong Kong also described as Punishment, Prevention and Public education or 3 Ps.

Ethiopia also adopted Hong Kong's pillars of Anti corruption strategies (Arsema, 2010). The education approach to combat corruption involves the development of an ethical culture within the public organization and amongst public officials. The prevention strategy concerned with the issues of accountability and transparency in the public duties. The investigation strategy entails the work done by the anti-corruption watchdog agencies (Arsema, 2010).

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This study attempts to deal with the punishment and prevention approach of combating corruption. These approaches have a link with whistle blowing system and there are no more studies that have done so far on it specifically concerning the contribution of whistle blowing in combating corruption in public sectors.

Besides, the study strives to point up the whistle blowing scheme practice in enhancing whistle blowing scheme for combating corruption, significance of whistle blowers in fighting corruption at public sectors and challenges for whistle blowing as well as enabling situations for whistle blowing system within public sectors in fighting corruption.

1.2. Statement of the Problem

There are a variety of literatures like Evita (2009); McDonald (1999); Lahtinen (2013); and Chamunorwa (2015) dealing with whistle blowing in one way or another. These researches stated whistle blowing in connection with freedom of information; whistle blowing physical and psychological impact on whistle blowers; the inducing factors for the establishment of whistle blow system at public sectors and employees' positive and negative perception toward whistle blow system in the public sectors respectively.

Evita (2009) conducted a study on condemning silence found that transparency as a human right for emancipated citizen in connection with freedom of information that leads knowledge to participate, voice and empower. Mekonnen and Sundh (2014) conducted a study on Swedish companies found that Companies implement whistle blowing system to gain legitimacy and to be able to improve their internal risk management. Their study described the role of legal frame in companies of Sweden to practice whistle blowing.

While Koelman (2009) conducted a study on changing the whistle blowing game towards effective incentives in Netherland confirmed that situation for whistle blowers lack significant

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incentives to speak up. A study conducted in western Australia by McDonald (1999) on whistle blowing in Nursing found that Whistle blowing situations are stressful and may cause physical and emotional problems whether one blows the whistle or not. A further study regarding whistle blowing conducted in South African public sectors by Chamunorwa (2015) found that majority of respondents view the term whistle blowing negatively which might contribute to why individuals are reluctant to blow the whistle.

In Ethiopia although there is no study conducted on whistle blowing specifically, there are some literatures that consider an issue of whistle blowing in a relatively style. Study done by Kilimanjaro international (2012) found evidence of opaqueness and lack of transparency especially in the manner in which public institutions interact with business enterprises. Besides, the study also found reluctance on the part of citizens to get involved directly in reporting incidents of corruption to which they may be witness due to fear of reprisals, whether physical or psychological.

As outlined above, studies in Ethiopia and other countries did not clearly put the contributory practice of whistle blowing in combating corruption in specific and detail manner. Hence, the knowledge gap which is not covered by several studies was about the issue of whistle blowing contribution mostly in combating Corruption and the underlying situations of whistle blowing in the public sectors. In addition, the deep-seated situations that upgrades or degrades whistle blowing effectiveness in deterring Corruption is not yet studied by many researchers.

1.3. Research Questions

1. How whistle blowing scheme is put in to practice in the public sectors to combat corruption in five corruption prone public sectors in Addis Ababa?
2. To what extent do whistle blowers in the public sectors are playing their role in

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reducing corruption?

3. What challenges affect the contribution of whistle blowing system in fighting Corruption?
4. What situations within public sectors enhance whistle blowing practice?

1.4. Objectives of the Study

The general objective of the study is to assess the contribution of whistle blowing in combating Corruption with a due emphasis on Public sectors whistle blowing scheme.

The specific objectives of this study include:

- To assess the whistle blowing scheme implementation in the public sectors to combat corruption;
- To explore the role of whistle blowers in reducing corruption;
- To identify challenges which affect whistle blowing role in fighting corruption and
- To explore situations within public sectors which enable effective whistle blowing practice

1.5. Rationale of the Study

Conduct affairs of government should be transparent (FDRE constitution, 1995). Through laying a ground for transparency and accountability key instrument to battle against corruption like whistle blowing need to be implemented.

Regarding whistle blowing when fraudulent or illegal activities occur during implementation-or when the well-being of clients, patients, or consumers is violated-social workers should engage in whistle-blowing if other remedies do not work (Jansson, 2008).

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The justification to study whistle blowing in combating corruption is first, to put a ground for transparency and accountability in the public sectors which will reduces prejudice and conflict of interest. The second reason to conduct this study on whistle blowing contribution is assuming that Whistle blowing in the public offices could be well implemented with organized working manual or directives where every employees of the government become active blowers of corrupt practices. Hence, whistle blowing will be a tool to investigate alleged corrupt acts and detect corrupt practices before it is committed. Finally, the study conducted in corruption prone public offices and in total government owned public enterprise prone to Corruption. Thus, findings obtained from this study would be a base for developing a policy framework for combating corruption strategies in Ethiopia.

1.6. Scope of the Study

This study is limited to the contribution of whistle blowing in particular for combating corruption as whistle blowing is a broad concept. The sphere of the study is focuses on whistle blowing to trace transparency and accountability.

The area of the study restricted to five public sectors (public offices and enterprise) found at federal level including some Addis Ababa city administration sub cities and bureau for prior nearly one year. These sectors are leveled as highly corruption prone sectors (FEACC, 2014). Thus, in the study five federal institutions were involved as samples of the study.

1.7. Significance of the Study

The study determined to have an implication on social work profession in linking whistle blowing concept and practice with basic principles of social work such as Challenging unjust policies and practices. Unlike other research this paper tries to study the role of whistle blowing

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specifically in combating corruption through triangulating the different data collection methods. These data collection methods are in-depth and key informant interview, observation and document analysis. Accordingly, this study has significance for other social work research serving as an input for future research.

The other implication is the study attempts to aware social workers how to report malpractice in their work place to the concerned body through whistle blowing. In regard to reporting malpractice the (British Association of Social Workers [BASW], 2012) Code of Ethics states that:

‘Social workers should be prepared to report bad practice using all available channels including complaints procedures and if necessary use public interest disclosure legislation and whistle blowing guidelines’ (BASW, 2012).

Like the British Association of Social Workers (BASW) Code of Ethics, the (National associations of Social Workers [NASW], 1996) code considers the importance of whistle blowing with regard to reporting unethical behaviors at work place. Accordingly, NASW sates about the importance to know procedures for handling unethical behavior as follows:

Social workers should be knowledgeable about established policies and procedures for handling concerns about colleagues' unethical behavior. Social workers should be familiar with national, state, and local procedures for handling ethics complaints. These include policies and procedures created by NASW, licensing and regulatory bodies, employers, agencies, and other professional organizations (NASW, 1996).

Besides, since there is no study conducted in Ethiopia taking whistle blowing specifically as a tool to combat corruption this study attempts fill such gaps to lay a ground for transparency and accountability in the public sectors.

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1.8. Operational Terms / Conceptual Terms

- Commission: refers in this study the Federal ethics and anti corruption commission.
- Public Sector Corruption: is any type of dishonest and fraudulent conduct for private gain with in public sectors.
- Public Sector: means sectors that include either public offices or public enterprises that are assumed to be prone to corruption.
- Whistle blower: An employee who has given or agrees to give information or who blow whistle of alleged corrupt practices in the public sectors.
- Whistle blowing: The report of alleged corrupt practices by staff members in the public sector either to the internal or external channels.

1.9. Limitation of the Study

Limitations are issues and incidences that arise in a study which are out of this study's control. Some whistle blowers and key informants were not willingness to be recorded with audio tape recorder.

Consequently, writing all interview sessions with such individuals was not convenient for the study to openly gather points like interview using audio tape recorder and it was a little bit tedious as well. However, by asking interviewees to arrange their free time like weekends the problem got a solution.

1.10. Organization of the Study

The study classified in to six chapters. The first chapter of this study mainly include; the background, statement of the problem, research question, objective of the study, rationale of the study, scope of the study, significance of the study and operational definitions of terms.

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The second chapter of this study highlights the review of literature which incorporates facts mainly on the concept of corruption and whistle blowing as an attempt indicate factors that have relationship with contribution of whistle blowing in combating corruption.

The third chapter of the thesis is study methodology which contains mainly research paradigm, research design, case definition, sampling technique, study participant selection Criteria, description of study site, source of information, method of data collection, data collection process, data analysis, rigor enhancing, ethical consideration, and limitation of the study.

The fourth chapter is the data presentation. The data collected from the cases, whistle blowers, ethics liaison officers and key informants is presented and the major findings are analyzed in this chapter. It contains background of the study participant whistle blowing practice in combating corruption, whistle blowers role in combating corruption, challenges of whistle blowing system and whistle blowers and decisive situations for whistle blowing system in the public sectors.

Chapter five is discussion, in this chapter major finding under each research questions were discussed in a way of compare and contrast with the review of literature. Finally, chapter six is about the conclusion and implications for social work education.

Chapter Two: Literature Review

This section tries to present the related findings and literatures regarding of whistle blowing role in combating Corruption in the public sectors. It embraces the overviews of corruption and whistle blowing scheme. Points that initiate this study and gave a prospect to identify the knowledge gap like the whistle blowing scheme practice, whistle blowers role in combating corruption, the challenges that affect whistle blowing system and enabling factors for effective whistle blowing in the public sectors are overviewed briefly.

2.1. Corruption and Overview

Literature shows that Corruption has no single, comprehensive and universally accepted definition. Many specific forms of corruptions are clearly defined and understood, and are the subject of numerous legal or academic definitions. When the negotiations of the United Nation Convention against Corruption, began in early 2002, one option under consideration was not to define corruption at all, but to list specific types or acts of corruption (United Nation Organization for Drugs and Corruption [UNODC], 2004).

As to Transparency International Anti-Corruption Plain Language Guide (2009), corruption is “the abuse of entrusted power for private gain” p, 14. World Bank (2007) defined corruption as the ‘abuse of public office for private gain.

According to the 2015 Seoul debates meeting report before 2005 the anti-corruption law is not treated separately in Ethiopia’s penal code, in 2005, the penal code was amended to include 23 new articles that include criminal codes specifically addressing corruption issues. A more step has done to create separate corruption proclamation which is cited as corruption proclamation no.881/2015. Before 2015 in Ethiopia corruption offences were used to consider in different separate legal documents like on the legal penal code and other proclamations.

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Regardless of being greater or lesser prevalence, social and economic development level corruption exists everywhere, in every country. Yet, the situations of corruption aggravates in developing countries in particular in key sectors. Public sector corruption is a key barrier to effective service delivery and an impediment to economic growth and development (Hanna, R., Bishop, S., Nadel, S., Scheffler, G, Durlacher, K, 2011).

2.1.1. Causes of Corruption

Literature indicates many factors for Corruption to exist in the public sectors. The cause of Corruption now and then roots in a deep-seated legacy and unusual situations. According to (Nduku and Tenamwenye, 2014) the negative colonial legacy, poor leadership, politics of the belly, omnipotent state, greed and selfishness, clientelism and patronage nepotism, absence of popular participation of the public in government, weak institutions of governance, lack of accountability and transparency, lack of political will, weak ethical values, centralist nature of the state and concentration of state power, weak judicial system and constant insecurity and conflicts are the common causes of corruption in Africa.

According to Shimelis (2005) a study conducted with objective of exploring the nature of public sector corruption in Ethiopia found that need and poor working conditions, greed and rent seeking behaviors, attitudinal problem, existence of backward working system, and resource constraints and administrative discretion are reported as major causes of corruption in Ethiopia.

Besides, Ethiopia Second Corruption Perception Survey indicates economic causes, monopoly of power, lack of transparency and accountability mechanisms, lack of punitive measures, and poor incentive structures are other major causes of corruption (FEACC, 2012).

2.1.2. Consequences of Corruption

There is nearly a consensus in the literature about that corruption is harmful for a society. Several reports provide evidence of the negative consequences of corruption on quality of government, investments, and on the quantity and quality of basic services, which disproportionately affects the poorest, who heavily depend on them (TI, 2013). Corruption is a threat for economic, political and social development aspect of the nation. The UNCAC (2004) describes Corruption as follows:

Corruption is an insidious plague that has a wide range of corrosive effects on societies. It undermines democracy and the rule of law, leads to violations of human rights, distorts markets, erodes the quality of life and allows organized crime, terrorism and other threats to the human security to flourish. This evil phenomenon is found in all countries—big and small, rich and poor—but it is in the developing world that its effects are most destructive. Corruption hurts the poor disproportionately by diverting funds intended for development, undermining a Government's ability to provide basic services, feeding inequality and injustice and discouraging foreign aid and investment. Corruption is a key element in economic underperformance and a major obstacle to poverty alleviation and development (P.iii).

Literature indicates in Ethiopia most vast studies conducted regarding corruption revolves around perception index of the societies toward the scene of corrupt practices. On the other hand, a technical and procedural study that indicates whether corruption is practicing in a key corruption prone sectors or not is limited in number.

According to a FEACC's corruption prevention directorate study conducted on a five years coffee export situation through the review of the Supervisory activities of the Ministry of Trade

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on coffee export there was a problem. There was no trace of evidence for the export of 67,109,601.75 Kilograms of coffee within five-year period. It was also learned that the Country lost 307,659,216.25 in foreign currencies, as 20.8% of the coffee exported in the stated period was exported without the knowledge of the National Bank of Ethiopia (FEACC, 2011).

Literature shows the spread and the consequence corruption in Ethiopia as any of other world in a particular sub Saharan countries. According to Transparency International Corruption Perception Index (CPI) 2013 and 2014 report Ethiopia ranked 113 out of 177 countries and 110 among 175 countries on the perceived levels of public sector corruption respectively. In both cases Ethiopia's score is 33, where a score on a scale from 0 (highly corrupt) to 100 (very clean). A poor score is likely a sign of widespread bribery, lack of punishment for corruption and public institutions that don't respond to citizens' needs.

2.1.3. Forms of Corruption

As literatures shown there is no uniform definition of corruption similarly, there are no common forms of Corruption. In Ethiopia the different forms of corruption are listed and briefly defined in the recent corruption crimes proclamation. Yet, different scholars tried to list and explain the different forms of Corruption. Among other forms of corruption in this paper the main forms of corruption that is noted by (Amundsen, 1999) like bribery, embezzlement, fraud, extortion and favoritism are as follows.

Bribery is a form of corruption that can be defined as giving, promising offering, requesting, agreeing to receive or the acceptance of any gift, fee, or other reward, to or from any person, as an incentive to do something that is dishonest, illegal, and improper or a breach of trust (Noble-Nesbitt, 2013). Studies prove that the dimension of bribe is increasing in the service

2003).

Nepotism is a form of favoritism that involves family relationships. Its most usual form is when a person exploits his or her power and authority to procure jobs or other favors for relatives (United Nation Development Program [UNDP], 2008). Studies show the high level of nepotism practice in the public sectors. A study on “Ethical challenges of the federal public service employees in Addis Ababa” indicates there is extreme favoritism and nepotism on the part of federal public service employees as well as officials in the federal public service (Habtamu, 2015).

2.1.4. Types of Corruption

Literature indicates the different types of Corruption, among others ‘Petty’ and ‘Grand’ Corruption. Both occur all over the world regardless of differences in levels of economic and social development (Kindra and Stapenhurst, 1998). Grand Corruption involves substantial amounts of money and usually high-level officials While Petty Corruption entails smaller sums and typically more junior officials.

Otite (1986) identified five types of corruption in the society. They are: Political Corruption, Economic Corruption, Bureaucratic Corruption, Judicial Corruption and Moral Corruption. Political Corruption manifests in manipulation of election, people and institutions in order to (gain or) retain power and office. Economic Corruption: Business has been known to bid for favor to any level provided the economic cost of such favor does not exceed the returns and the value made possible by such corrupt act. Bureaucratic Corruption: This involves buying favor from bureaucrats who formulate and administer government economic and political policies and who use their enormous power to delay and force people to bribe them. Judicial Corruption: This plays on the relative position of buyers in the social structure and the use of

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secure police attention and bails and even to pervert the administration of justice.

ption: The anonymity in urban centers has worsened or created conditions which depravity.

In Ethiopia the different corruption types are defined. These are as Serious Corruption, grand corruption and petty corruption. Serious corruption is Corruption offences involving a large amount of money committed in highly strategic Public Office and Public Corruption offences involving a public official which cause or capable of causing damage to the national sovereignty, economy, security or social life (Revised proclamation No. 55/2008). The category corruption offences further defined in a directive as serious corruption offence is money amount between 100,000 to 5,000,000 Ethiopian birr which has a negative impact on the capacity of the social, economic and political development of the country while petty corruption is an offence amount below 100,000 Ethiopian birr.

5. Overview of Corruption in Ethiopia

Ethiopia started to fight against corruption with legislation in 2001 by establishing an anti-corruption authority. This authority is Federal Ethics and Anti-corruption Commission, which is proclaimed by number 235/2001 with the following three objectives: to create a culture in Ethiopian society that corruption will not be condoned or tolerated by promoting anti-corruption education; to prevent corruption offenses and other improprieties; and to create and promote integrity in public services by detecting, investigating, and prosecuting suspected cases of corruption offenses and other improprieties (FEACC, 2014). In 2005, the Commission's establishment, special procedures, and rules of evidence were amended by the House of People's Representatives (Proclamation No. 109/2005).

The amendment was necessary to ensure that the Commission's operation and

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activities are transparent and accountable. The amendment also enabled the Commission to prevent, investigate and prosecute corruption, and redefined its powers and duties in line with the amended criminal code of the country (FEACC, 2014).

The revised FEACC establishment proclamation of 2005 resulted in the modification of the Commission's objectives. The Commission's revised objectives are as follows: in cooperation with relevant bodies, to strive to create awareness in Ethiopian society that corruption will not be condoned or tolerated by promoting ethics and anti-corruption education; in cooperation with relevant bodies, to prevent corruption offenses and other improprieties; and to expose, investigate, and prosecute corruption offenses and improprieties (FEACC, 2014).

The revised proclamation no. 434/2005 for the establishment of the federal ethics and anti-corruption commission is also further amended significantly to include public organization in the procedure and evidence law as they are made part of the revised anti corruption proclamation.

The new amended proclamation is cited as revised anti-corruption special procedure and rules of evidence (amendment) proclamation no. 882/2015. This special procedure enable FEACC to extend its mandate from only public sectors (public offices and enterprises) to the private sectors. Accordingly, proclamation 883/2015 gives the commission the power to investigate and institute charges on acts of corruption committed by public organizations. These public organizations include the private sectors particularly by those who administer funds collected from the public or collected for the purpose in the category of corruption offence.

The legislative anti-corruption framework in Ethiopia is considered to be strong and comprehensive. And Ethiopia is a state party to the following conventions:

African Union Convention on Preventing and Combating Corruption (signed June 2004;

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ratified September 2007), UN Convention against Corruption (signed December 2003; ratified November 2007), UN Convention against Transnational Organized Crime (signed December 2000; ratified July 2007). Ethiopia is also a member of the Construction Sector Transparency Initiative (TI, 2010).

According to Country Review Report of Ethiopia by UNODC (2015) indicates the legislative framework of Ethiopia against corruption includes:

Criminal Code (2005), Criminal Procedure Code (1961), Civil Code(1960), Code of Civil Procedure(1965), Corruption Crimes Proclamation No. 881/2015 (“CCP”), Revised Anti-Corruption Special Procedure and Rules of Evidence (Amendment)Proclamation No. 882/2015 (“Evidence Proclamation”), Revised Federal Ethics and Anti-Corruption Commission Establishment (Amendment)Proclamation No. 883/2015 (“FEACC Proclamation”),Prevention and Suppression of Money Laundering and Financing of Terrorism Proclamation No. 780/2013 (“AML Proclamation”), Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation No. 699/2010, Disclosure and Registration of Assets Proclamation No. 668/2010, Civil Servants Disciplinary Measures and Grievance Procedure Proclamation No. 515/2005 (“CSDP”), and the Procedure for Pardon Proclamation No. 395/2004. Ethiopia follows a federal arrangement of government. At the federal level, a Federal Ethics and Anti-Corruption Commission (“FEACC”) is established, and all nine regional states have separate ethics and Anti-corruption commissions, which are fully functional (p.3).

The necessity of all these legislation types is inclined to fight corruption in the public sectors and the country at large. The practices of corruption are high in Ethiopia as a level of perception. According transparency Ethiopia societal perception on the existence of corruption

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year to year. For the purpose of this study the annual corruption perception index of Ethiopia from 2003 to 2014 presented.

Transparency International's Annual Corruption Perception Index (CPI) Reports on Ethiopia (from 2003-2014)

2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
2.5	2.3	2.2	2.4	2.4	2.6	2.7	2.7	2.7	3.3	3.3	3.3
92	114	137	130	138	126	116	116	120	113	111	110
133	146	159	163	180	180	180	180	183	176	177	175

These scores are scaled from zero to 10, with 10 being the best grade possible and 0 the worst

(as included in TI, CPI Reports)

As depicted in the table 2.1 corruption perception index of Ethiopia show a slight

improvement and the score of 2012, 2013 and 2014 looks similar. The implication

of this indicates there has to be much progress to fight against corruption in particular in

corruption prone public sectors. Although some scholars criticize the corruption perception

index measurements it is a sign for the existence of mal practices in the country. Yet other

argue that it is important for countries to be included in the TI list as not all countries are

in the TI list.

Literature shows the fight against corruption in Ethiopia looks predominantly dependent

on the role of whistle blowers. Whistle blowers from different sections of society report the

existence of corruption offences by appearing in person, by using the mailing addresses of the

authorities, over the telephone, through e-mail and fax communications (FEACC, 2011).

Whistle Blowing and Overview

Literature shows the different definitions of whistle blowing. According to Miceli, Reh, and

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The other definition is given by (United Nation Convention against Corruption [UNCAC], 2004) as “any person who reports in good faith and on reasonable grounds to the competent authorities any facts concerning offences established in accordance with this Convention.”

Transparency international (TI) (2010) states whistle blowing as the disclosing of information about perceived wrong doing in an organization, or the risk there of, to individuals or entities believed to be able to effect action. Whistle blowing is increasingly recognized as an important tool in the prevention and detection of corruption and other malpractice (TI, 2010).

Whistle blowing covers disclosure to employers, managers, organizational Leaders, regulators and ultimately disclosures to the public (including disclosures to the public via the media) and excludes the airing of complaints and personal grievances (Latimer and Brown, 2008)

The Ethiopian protection of witnesses and whistle blowers of criminal offences proclamation no. 699/2010 did not provide a direct definition for whistle blowing rather it defined whistle blower or witness as a person who has given or agrees to give information or has acted or agrees to act as a witness in the investigation or trial of an offence.

A proclamation to provide disclosure and registration of assets no. 668/2010 used the term whistle blowing without defining it at article 20(1 and 4) saying that any person may file whistle blowing against an appointee, an elected person, or a public servant for breaching the proclamation. The proclamation also asserts that if the information obtained through whistle blowing leads to the confiscation of assets the whistle blower shall be entitled 25% of the proceeds of the confiscated assets (proclamation to provide disclosure and registration of assets no. 668/2010).

The revised Anti-corruption special procedure and rules of evidence (amendment)

proclamation no. 882/2015 at article 2(7) describes what 'informant' means as follows:

``Any person who provides information, when he believes that corruption offences are committed, to appropriate organ or other justice organs, to the heads of public office, public enterprise or public organization or to anyone who has the duty to investigate crimes of corruption.....`` (Anti-corruption special procedure and rules of evidence (amendment) proclamation no. 882/2015).

2.2.1. Effective Whistle Blowing in Public Sectors

Literature shows the different necessities for the practice effective whistle blowing system in the public sectors with no specific standard or criteria and generalization. Accordingly, various scholars put different requirements in order to create an effective whistle blowing system in the public sectors to deter the malpractices occur.

Near and Miceli (1995) stated effective whistle-blowing as the extent to which the questionable or wrongful practice is terminated at least partly because of Whistle blowing and within a reasonable time frame. And other literature indicates effective whistle blowing where the misconduct blown was uncovered, prosecuted and punished.

The effectiveness whistle blowing will be enhanced when coworkers, managers, and the complaint recipient perceive that the whistle-blower is credible, is relatively powerful in the organization; when whistle-blowers identify themselves at the outset instead of requesting some form of anonymity, unless doing so would reduce credibility; in organizations in which the climate discourages wrongdoing, encourages whistle-blowing, and discourages retaliation against whistle-blowers and in organizations with bureaucratic structures, but only if formed mechanisms exist to encourage internal whistle blowing and if they actually operate consistent with the formalization (Near & Miceli, 1995).

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According to (Peter, 2011) the five elements of a best-practice whistle blowing program are organizational commitment to good management of whistle blowing, facilitating reporting, assessment and investigation of reports, internal witness support and protection and an integrated organizational approach. As to organizational Commitment Peter puts management commitment, whistle blowing policy, resources and evaluation could play effective significance for effective whistle blowing system in the public sectors.

According to (Murdock, 2009) Key factors for success building effective whistle blowing program includes:

first, accessibility where the program is accessible easily and cheaply to all employees through multiple channels; Second, strong and consistent tone at the top management which sends clear and consistent messages of what is expected of all employees; third, strong support network –when whistleblowers need support at work, home, and from peers and fourth, build widespread awareness and support of the program's existence and avenues for disclosure, of support from management and board of directors and of the connection to the organization's code of ethics.

2.2.2. Confidentiality of Whistle Blowing

Literature shows channel of whistle blowing is an indication for confidentiality. There should be channels by which alleged corrupt practices cases are received: anonymous route, Such as via an email service set up in such manner, and a confidential service where the identity of the whistleblower is known by the whistle receivers, but protected against disclosure to others. The confidential channel must guarantee that the identity of the whistleblower will not be revealed to staff outside the body of specific staffs.

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The protection proclamation of Ethiopia states about confidentiality as records and information relating to a protected person shall be classified as strictly confidential and kept accordingly; any person may not have access to the records except with the authorization of the top leadership of the Ministry (Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation No.699/2010).

Besides, literatures show a 'confidential' disclosure is one where the identity of the whistleblower is known only by the recipient of the disclosure who has an obligation to keep the name secret, both towards members of the concerned organization and to the wider public. While the term 'anonymous' is a channel that assures no possible link to the person providing the information.

2.2.3. Types of Whistle Blowing

Some literatures classify types of whistle blowing as internal and external whistle blowing where internal whistle blowing is blowing the whistle inside the organization while external whistle blowing is blowing the whistle to law enforcement agencies. Whistle blowers have different channels that can be used to disclose corruption. These include the following (De George, 2010):

Internal whistle blowing: This disclosure is done within the organization to a supervisor or manager; External whistle blowing: This is when an individual discloses information to outside bodies that are mandated to handle disclosure on corruption, such as law enforcement agencies. This type of whistle blowing occurs when a whistle blower does not get productive results or is not satisfied with the outcome of or responses to the internal whistle blowing and searches for other means of addressing the problem outside the organization; Personal whistle blowing, which is when an individual discloses an act

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that affects him/ her personally. In contrast to personal whistle blowing, impersonal whistle blowing is when an individual discloses information that is not necessarily harmful to him/ her, but potentially harmful to other people or to the organization; and Government whistle blowing is when government employees disclose information about unethical practices occurring within government.

2.2.4. Whistle Blowing Challenges

Literature shows the different kinds of barriers for whistle blowing. Among others fear of retaliation, legal liability, and culture are the common ones. Fear of Retaliation is one of the largest barriers in today's organizations against whistle blowing is the retaliation against the disclosure (Ethics Resource Centre, 2012). The retaliation that might result from the disclosure is the largest barrier to whistle-blowing. Retaliation can vary from minor harassment at the workplace to much more severe consequences. Most of the employees are placed under severe pressure to force them to resign their jobs.

Legal Liability is assumed to be the significant legal barriers to the illegal disclosure of information are widespread in many countries. These hold traditional ideas of responsibility to employers' secret acts and other laws. Often these laws are used to punish whistleblowers and prevent someone from speaking out.

Culture is the other barrier that whistle blowers are faced by a significant cultural opposition that needs to be overcome. Whistleblowers are seen negatively as "sneaks", "narks", or "informers". The disclosure of information to outsiders can feel like a disloyalty. Even in the absence of formal rules, the organization can place significant pressure on individuals. Fellow employees may even involve in harassment or other retaliation without the awareness or permission of the employer.

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Some literatures discuss factors such as legislation on corruption crimes, organizational structure and less regulation of organization for influencing whistle blowing. When no law prescribes a particular activity, wrongdoing involving a violation of law is more likely to be reported by whistleblower than other types of wrongdoing. While the different types of organizational structure may be more susceptible to whistle blowing than others. Organizations that are more hierarchical, bureaucratic or authoritarian may be less open to whistle blowing challenges and a rigidly structured organization where a single view predominates and dissent introduced by 'devil's advocate' is likely to be ignored (Miceli, Near and Schwenk, 1991).

The FEACC faced some problems in the last 11 years. One of such problems was reprisal actions against witnesses and whistle blowers. Failure on the part of some public offices and public enterprises to protect whistleblowers as much as they could was another setback in the struggle against corruption. Particularly, the problems in the area of procurement in public offices and public enterprises seem to require special attention and focus (FEACC, 2012).

2.2.5. The Role of Whistle Blowing in Combating Corruption

In most instances Corruption exists in the situation where there are little or no accountability and transparency environments at public offices. Whistle blowing is essential because it promotes accountability and good governance (Department of performance Monitoring and Evaluation [DPME], 2012). TI (2010) regarding the role of whistle blowing in fighting corruption states:

..... by helping to detect corruption cases, whistleblowers play a critical role in converting a vicious cycle of secrecy into a virtuous cycle. Detection of corruption is a pre-condition to initiate related investigations and prosecution. However, only if corruption cases are effectively prosecuted can a culture of corruption change (TI, 2010).

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In Ethiopia literature shows the investigation and prosecution of corruptors mainly dependent on whistle blowers. For instance to see some of whistle blowers achievement for the last five years the report of whistle blowers out lined as the following table.

Table: 2.2 Whistle Blowers Reports Fell Within and Outside the Jurisdiction of the Commission

Year *	Corruption offences reported to the commission	Corruption offences fell within the jurisdiction of the commission	Corruption offences that fell out of the jurisdiction of the commission
2003/2011	3251	1543	1708
2004/2012	3383	1536	1847
2005/2013	3710	1670	2040
2006/2014	3380	1473	1907
2007/2015	2948	1209	1739
2003/2011 to 2007/2015	16672 (100%)	7431 (45%)	9241 (55%)

*Note that the calendars listed in the above table indicated both in the Ethiopian and Gregorian calendar respectively.

Source: (compiled from Annual reports of Federal Ethics and Anti-corruption commission (FEACC, 2003/2011-2007/2015), 2016)

Reports show that most investigations and prosecution activity bases on whistle blowers input. Consequently, the commission has done significant campaign to fight against corrupt practices. For instance in 2011 the properties of corruption suspects in some 95 of the files were made to be restrained, among which 419.5 million Birr worth 175,605 square meters of land, two residences and 827,000 Birr are worth mentioning. In an effort launched to administer restrained properties and transfer properties in cases that have already got Court's verdict, the Commission has succeeded to transfer some 8.7 million Birr, 166,552 square meters of land, 25,600 square

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meters of land (worth 4.37 million Birr) and four different types of automobiles obtained through corruption to the government. The administration of Sheba Steel Mills Plc was also transferred to the Metal and Engineering Corporation, following the charge pressed against the Steel Mills by the FEACC for allegedly causing the government to lose 65,336,214 Birr in connection with an electric power consumption fraud (FEACC, 2011).

2.2.6. Whistle Blowers Protection Law Practice in Ethiopia

In Ethiopia in addition to obligatory legal force that imposes punishments on those who attempt to harm whistle blowers (Revised FEACC proclamation no.883/2015), there is also a provision of whistle blowers protection. Accordingly, in Ethiopia based on the requested Protection coverage different protection coverage were given in the last five years.

Table: 2.3 Requested, Accepted and Rejected Protection Coverage

Year *	Requested Protection coverage	Accepted Protection request	Rejected protection request
2003/2011	68	44	24
2004 /2012	62	44	18
2005 /2013	54	36	18
2006 /2014	77	44	33
2007/2015	37	30	7

*Note that the calendars listed in the above table indicated both in the Ethiopian and Gregorian calendar respectively.

Source: (Compiled Annual reports of Federal Ethics and Anti-corruption commission (FEACC, 2003/2011-2007/2015), 2016)

As indicated in the table 2.3 in the last five years from 2003/2011 to 2007/2015 the number of protection requested by whistle blower from different public sectors and the provided

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protection or accepted protection does not fit each other. Consequently, in the last five years out of the requested 298 protection coverage number almost more than half percent has got acceptance for protection while the rest rejected from getting protection coverage.

2.2.7. Whistle Blowers Protection Law of Some Countries

Literature shows different countries issued a comprehensive law in regard to protect witnesses and whistleblowers that report wrong acts which promote public interest rather than the personal interest. Regarding whistle blowing legislation scholars like Latimer and Brown (2008) states as:

Whistleblower legislation must ensure that whistleblowers are protected from reprisal, retaliation, punishment, retribution and discrimination by employers, organizations and others.... equally, whistleblower laws should not protect disclosure of false information actuated by personal grievance, malice or vindictiveness, and whistleblower best practice does punish persons with such inadmissible motives.

Accordingly, the whistle blowing protection legislation strength is determine both in protecting loyal whistle blowers as well as not protecting false information disclosers.

UK except external reporting encouragement has general dismissal laws for employees, a Protection against retaliation, external reporting encouragement, regulatory incentives to disclose and internal encouragement (Banisar, 2006).United Kingdom Public Interest Disclosure Act: The (Public Interest Disclosure Act [PIDA], 1998) was introduced to protect whistle blowers in the UK. The Act covers both private and public sector employees. Unlike the Ethiopian case where a whistle blowers do have an opportunity to report corrupt practices without reporting to the public sector they are employed for UK Public Interest Disclosure Act it is a compulsory to keep a disclosure pathway in which when someone decides to blow the whistle, it must first be done

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within his or her own agency or department. The act clearly puts on the right not to suffer detriment. It says a worker has the right to any detriment by an act that, or any deliberate failure to act, by his employer done on the ground that the worker has made a protected disclosure. Similarly in Ethiopia the right to be protection is provided in the proclamation the obligation to report corrupt practices also illustrated legally.

The USA's Whistle blower Protection Act: The USA's Whistle blower Protection Act (1989) that applies at the federal level. The Act allows for the protection of public federal employees, and thus thwarts reprisals and promotes the eradication of unlawful activity within the public sector. US except general dismissal laws for employees have a Protection against retaliation, external reporting encouragement, regulatory incentives to disclose, internal and external reporting encouragement (Banisar, 2006).

According to the American Congress, any disclosures made by the whistle blowers serve the public interest by helping in the eradication of waste and countering the abuse of government funds (Latimer and Brown, 2008). Furthermore, the Constitution of the USA assures freedom of speech, which acts as a source of protection to employees who disclose any wrong doing that is in the public interest.

According to Martens and Kelleher (2004) China's whistle blowing protection law which is cited at Article 41 of the Chinese Constitution is unique in the world at this time to have enshrined whistleblower protection as a constitutional right for all citizens. It empowers all citizens to report misconduct and forbids retaliation. China has a legally expressed protection, general dismissal laws; a Protection against retaliation, external reporting encouragement and regulatory incentives to disclose but the protection law does not contain internal reporting encouragement (Banisar, 2006).

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The South African Protected Disclosures Act (2000): The Protected Disclosures Act (2000) is also referred to as “the Whistle Blower’s Act”. It provides the procedures on how employees can disclose any malpractice within their organization. The Protected Disclosures Act (2000) was put in place so as to protect employees from retaliations that can occur when they divulge information about alleged wrongdoing. It was also enacted as a means to help establish a secure environment in which employees can disclose information in a responsible way, thereby promoting good governance and transparency (Banisar, 2006).

The legislature is part of the anti-corruption strategy that can be used by whistle blowers which protects whistle blowers from retaliation (Chamunorwa, 2015). South Africa has a legally expressed over all protection rating, general dismissal laws, a Protection against retaliation and internal reporting encouragement however, it does not include external reporting encouragement and Government /regulatory incentives to disclose (Banisar, 2006).

2.2.8. Theoretical Explanation of Whistle Blowing

Literature shows different theories of whistle blowing. With the scope and the purpose of this study some theories of whistle blowing are overviewed. Accordingly, the theoretical part of this study attempts to over view two theories of whistle blowing which are believed to be considerably describe whistle blowers of corrupt acts. These theories are standard and complexity theory. Both theories try to clarify the inconsistency of situation of whistle blowers and the moral values of whistle blowers with regard to blowing corrupt acts or not.

Standard theory is based on the cost benefit analysis. In the standard theory, the whistleblower should take also oneself into account while making case analysis. There are three paradoxes regarding this theory which are Burden, Harm and Failure (Davis, 2003). According to the “Burden” paradox, the whistleblowers act in cases of risk threatening them as well. And

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according to the “Harm” paradox, the whistleblower act only in cases of serious and significant hazards. And “Failure”, the third paradox, is related to the second one, and according to this paradox, the whistleblowers can rarely prevent serious and significant hazards.

Complicity theory, whistleblower has an obligation to perform the whistle blowing action to express his/her loyalty to the organization as a whole (Uys and Senekal, 2009). Davis (1996) expressed that the complicity theory has two distinct features compared to the standard theory.

The first one of these is morals. The morals approach automatically prevents the harm paradox of the standard theory. Second advantage is that complicity invokes a more demanding obligation than the ability to prevent harm does.

The main difference between the two theories is standard theory to defend that the whistle blowing action was permissible on moral grounds but it was not a necessity among the moral values, while complicity theory defends that the whistle blowing action was completely an ethical necessity.

In this paper the above noted theories were employed for merely to compare the existing behaviors of whistle blowers with already considered theories. Accordingly, both standard and complexity theories considered for comparisons with different whistle blowers characteristics.

Chapter Three: Research Methods

This section considers the study methodologies used to assess the contribution of whistle blowing in combating corruption at public sectors in Addis Ababa. Accordingly, attempts done to consider contents that a given qualitative research methodology need to include. This study relied on participant's point of view and experiences in order to create the real picture of whistle blowing system practice to combat the ever growing corruption in the public sectors. The study methods chosen by qualitative social researchers reflect five specific methodological commitments: depicting the social world as seen through the eyes of subjects, description in context, emphasis on process, flexibility and limited structure and concepts and theory grounded in data (Kelly, 2011).

Thus, in this section research design, case definition, sampling techniques, study participant selection criteria, sample size determination, methods of data collection, data collection process, data analysis, ensuring rigor and ethical consideration are part of the content of this part.

3.1. Research Paradigm

In this study a constructivist research approach was used. As discussed in the literature part whistle blowing is the disclosing of information about perceived wrong doing in an organization (TI, 2010) which is risky and results negative effect on whistle blowers. The practices of whistle blowing system, roles and challenges of whistle blowers and the existing situations in the public sectors are tips that need varieties of data collection pattern. Accordingly, to assess the identified research questions and research objectives of this study constructivist paradigm was employed.

The purpose of the study is to rely on the participants' views on the situations of whistle blowing system by creating greater opportunity for all respondents to generate their real

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experiences and outlooks in detail. Investigators within a constructivist paradigm, such as that used by case study research, attempt to reconstruct participants' understanding of the social world (Denzin & Lincoln, 2000).

In the constructivist approach data gathering tools would be open ended purposefully so that the study participants can construct the meaning of the situations. According to Bastow, Dunleavy and Tinkler (2014) Constructivist emphasize the need for multiple sources of evidence, multiple methods of study, a focus on holistic phenomena, close attention to meanings as well as behaviors, and frequent triangulation of different kinds of evidential information.

The study consisted of participants such as ethics liaisons officers of the different public sectors, whistle blowers from diverse government offices and experts from Federal Ethics and anti-corruption Commission. These respondents' apart being employees of the public sectors assumed to be part of the mass society where they interact with variety of the community. Hence, they have their own socially constructed experiences and views regarding whistle blowing practice to deter corruption in the public sectors. As well, in this study a due consideration is given for participants own backgrounds to shape the analysis and to acknowledge how the interpretation flows from their personal and social experience. Hence, this study's intent is to make sense of the meanings others have about the world.

3.2. Research Design

The study used a descriptive qualitative study design. Among different types of qualitative research designs (narrative, ethnography, phenomenology, case study and grounded theory) "case study" approach was employed in this research.

According to (Yin 2003) a case study is especially applicable strategy when the aim is to answer 'how' or 'why', when the researcher has little control over events, and when the focus of

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the research is on a contemporary phenomenon within a real-life context. In this study attempts was made to acquire a more fine-grained and extensive view on the phenomena under study.

Since the aim of this study is to explore the contribution of whistle blowing in fighting corruption at large, a case study approaches considered to be justifiable.

3.3. Case Definition

This study is a single case study and targets whistle blowing role in the struggle against corruption at five public sectors in Addis Ababa. The unit of analysis for the study is five public sectors. Selecting the unit analysis helps to identify the relevant information tend to be gathered. Accordingly, the sectors included as a unit analysis are Ethiopian revenues & customs Authority, Ethiopian Electric Power Corporation (EEPCO), Transport Authority, Land Administrations and Sub City Administration found in Addis Ababa city which are prone to corruption.

The unit of analysis is related to the way the initial research questions have been defined and the generalizations desired as the task completion (Yin, 1994). While focusing on whistle blowing system the ethics liaison officers and whistle blowers respondent interviewed in order to create facts about the situations of whistle blowing under study more appropriate and triangular. Besides, key informants were interviewed, who have an expert knowledge on the blown whistle of alleged corrupt practices. This enabled the study to grasp detailed information about the study topic.

Lastly the reason why the study becomes single case study is that this study did not explain every single case study of the respondents. In this study themes were developed and the responses are divided through these themes.

3.4. Sampling Technique

Qualitative research uses non-probability sampling as it does not aim to produce a statistically representative sample. The sampling method applied for this study was purposefully based on the relevance of respondents towards the issue of whistle blowing role in deterring corruption rather than simply their size. Patton (2002) suggested that:

Perhaps nothing better captures the difference between quantitative and qualitative methods than the different logics that underpin sampling approaches. While quantitative methods typically depend upon probability samples that will permit confident generalization from the sample to a larger population, qualitative inquiry typically focuses in depth on relatively small samples selected purposefully.

In this study a non probability purposive sampling in particular criteria sampling and snowball sampling techniques were used. With a purposive non-random sample the number of people interviewed is less important than the criteria used to select them. Purposive sampling occurs when a researcher wants to identify particular types of cases for in-depth investigation (Keruger and Neuman, 2006).

Criteria based purposive sampling is finding individuals or respondents who can realize a certain standard set. Criteria sampling involves reviewing and studying 'all cases that meet some predetermined criteria of importance' (Patton, 2002).

3.5. Study Participant Selection Criteria

As indicated in the sampling section all the three types of informants of this study were selected based on specified decisive factor. Accordingly, in-depth interview respondents (ethics liaison officers in the public sectors) and key informants (prosecutors and other non lawyer experts in FEACC) were selected through criteria based sampling technique. While the other in-

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depth interview respondents (whistle blowers) were identified using snowball sampling technique.

This study attempts to clearly put the criteria in which participants of this study were selected. Baxter and Jack (2008) state that eligibility or inclusion criteria should be set earlier to identify who the study participants are and who are not. In this study three basic inclusion criteria were used.

Literature shows the different factors behind employees of public sectors to afraid in reporting corrupt acts. The Whistle blowing by its nature results a risk on whistle blowers thus, it is not easy to get corruption whistle blowers openly as any of ordinary cases.

To show instances for participant selection criteria first, regarding ethics liaison officers the council of ministers regulation no. 144/2008 indicates ethics officer's role as follows: record and report to the Commission (FEACC) and make the head of the public office or public enterprise know the same immediately, any incident of corruption it has observed or brought to its attention through whistle blowing, and follow up the status of the case. Here as proclaimed in the regulation ethics liaison officers accomplish not only tasks to prevent corruption and impropriety in public sectors and public enterprises but also record and report corrupt acts to the Commission, FEACC.

Hence, ethics liaison officers have knowledge and an opportunity to work on whistle blowing of corrupt acts. Second, whistle blowers from different sectors, they are the participants of this study because this groups of respondents have real experience in reporting alleged corrupt practice in different times to the FEACC. Whistleblowers considered being the leading actor for revealing Corruption and fraud in organizations and for preventing potentially harmful mistakes in the public sectors. Apart, challenges to get whistle blowers respondents they are

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assumed to be free and genuine in responding compared to ethics officers and key informants.

Third, next to ethics officers and whistle blowers the other main respondents of this study are key informants who are receiving corrupt practices tips from various segment of the society and in particular from employees of different public sector either offices or enterprises. The key informants are working at FEACC.

In FEACC there are two main directorates which are receiving corruption tips from different sources. These directorates are investigation and prosecution directorate and corruption prevention directorate. Consequently, experts who are with rich knowledge and competent in receiving alleged corrupt practice from the mass society considered to be the respondents of this study.

3.6. Sample Size Determination

Unlike quantitative research qualitative research typically focuses in depth to some extent on small samples selected with determination. Accordingly, for this study in depth interview was carried out with small number of respondents. Creswell (2007) suggested that, “four or five cases provide sample opportunity to identify themes of the case as well as to conduct a cross case theme analysis”.

Thus the study sample size determined the size of the participants using purposive sampling in particular using criteria based and snowball sample techniques. Consequently, three types of respondents were selected. These were five ethics liaison officer from five corruption prone public sectors; ten whistle blowers from different public sectors found in Addis Ababa and four key informants (prosecutors and experts) who are working at FEACC in receiving corrupt practices tips. In general, an interview with a total number of nineteen respondents was accomplished for obtaining deeper data about whistle blowing contribution in combating

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Corruption at five public sectors in Addis Ababa.

In selecting the in-depth interview participants first, five ethics liaison officers based up on the above specified criteria were selected. This is one ethics liaison officer from each five corruption prone public sectors. These groups of participants are public sectors workers or assigned employees whose accountability is for nearest organizational managers. Second, in similar criteria as that of ethics liaison officers' four key informants who are receiving corrupt practice tips were selected from two directorates at FEACC. These are the investigation and prosecution directorate and corruption prevention directorate. Accordingly, two key informants from two identified directorates and a total of four key informants were selected. Thirdly, in order to increase the trustworthy of the respondents the study used a snowball technique toward selecting ten whistle blowers whose number exceeds both ethics liaison officers and key informants.

The reason to have greater number of whistle blower than ethics liaison officers and key informants was assuming that whistle blowers who are working in different public sectors have real experience in detecting malpractices or in reporting corrupt practices to different bodies that effects an action.

3.7. Description of Study Area

The study focused on five public sectors that are prone to Corruption. As indicated below on table 3.1 among twenty key services sectors or perceived to be the most corrupt public sectors for the purpose of this study the first five public sectors were selected. These are Ethiopian revenues & customs Authority, Ethiopian Electric Power Corporation (EEPCO), Transport Authority, Land Administrations and Sub City Administration found in Addis Ababa city.

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The reason why these organizations intentionally become the focus of study was first, according to “Survey on Perception of the level of Corruption by Foreign Investors in Ethiopia” done by FEACC (2014) the listed sectors are the top five corruption prone public sectors as well as key service providers; second, almost all these public sectors are organization where many reports of corruption come from during the budget year (FEACC , 2013) and third, these sectors are leveled as key sectors that FEACC and the government as well planned to deter corruption as a main focus for anti-corruption strategy.

Table.3.1 Respondents identifying sectors as the most corrupt (Study by FEACC, 2014)

Rank	Sectors or Service providers	Percentage
1	Ethiopian revenues & customs Authority	28.7
2	Ethiopian Electric Power Corporation (EEPCO)	8.3
3	Transport Authority	8.3
4	Land Administrations	7.4
5	Sub City Administration	4.0
6	Construction Permit Office	3.7
7	Procurement Agency	3.1
8	Investment Agency	2.9
9	Trade Authority	2.3
10	Woreda Officers	2.0
11	Banks	1.7
12	ETC	1.7
13	Police Authority	1.7
14	Courts	1.1
15	Business Licensing	0.9
16	Road Authority	0.9
17	Water Authority	0.6
18	Foreign Currency Exchange	0.3

Rank	Sectors or Service providers	Percentage
19	Ministry of Mining	0.3
20	Ministry of Urban Development	0.3
Total		100

Note: The first five sectors were selected purposefully for this study among top 20 most corrupt public sectors identified through the foreign investor’s response.

Source: (Taken from Survey on Perception of the level of Corruption by Foreign Investors in Ethiopia, 2014).

3.8. Sources of Information

In this specific study both the primary and secondary sources of information was employed. The primary data obtained from the case study participants such as ethics liaison officers, whistle blowers and prosecutors or experts by using in-depth interview guide and direct observation.

In addition, secondary sources of information determined to be used. These secondary sources could be mainly literatures that included academic works, published government reports on corruption and whistle blowing system, books, published research papers, articles and international, regional and national legislations and policy frameworks in relation to whistle blowing role in combating corruption.

3.9. Methods of Data Collection

Qualitative social research uses a variety of data collection methods. The methods of collecting primary and secondary data differ since primary data are to be originally collected, while in case of secondary data the nature of data collection work is merely that of compilation

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(Kothari, 2007). The empirical data of this study was collected with in-depth interview, key informant interview and observation.

3.9.1. In-depth Interview

In-depth interview is a technique designed to elicit a vivid picture of the participant's perspective on the study topic. In-depth interview is a qualitative research technique that involves conducting intensive individual interviews with a small number of respondents to explore their perspectives on a particular idea, program, or situation (Boyce and Nael, 2006).

In using in-depth interview the study investigated the real situations of whistle blowing in reducing corruption at public sectors from the view of the respondents. The in-depth interview aims to get close to the subjects' view of the social world (Kelly, 2011).

In this in-depth interview open ended questions than closed ended ones were prepared in order to receive the perspective of participants comprehensively. The primary advantages of in-depth interviews are that they provide much more information than what is available through other data collection methods, such as surveys (Boyce and Nael, 2006).

During the interview expanded interview notes were used to memorize the participant so that they could clarify about each interview questions when needed. The whistle blowing is a sensitive issue and difficult to obtain valid data from participant. Consequently, the interview approach this study used a face to face interview convenient to the participant to keep confidentiality. The interview data consisted of tape recordings, typed transcripts of tape recording and the interviewer's notes. The in-depth interview questions were prepared and translated from English to Amharic in order to create a brief understanding and genuine response among ethics liaison officers and whistle blowers. The interview questions administered for ethics liaison officers and whistle blowers looks similar but it differs on the number of questions

and some contents.

Since the study attempts to understand the real experiences and facts about whistle blowing role in combating corruption a face to face detail interview was accomplished. To get the real experience and perspectives of participant's the in-depth interview with five ethics liaison officers was interviewed. All the interview session were took place based on the time and setting convenience of the respondents. Among five interviewed ethics liaison officers four of them were interviewed face to face. Four of them were willing to be recorded with tape recorder. While with one ethics liaison officers a phone interview was accomplished through note taking. The interview was conducted from March 21st up to April 9, 2016.

3.9.2. Observation

Observation in qualitative studies produces detailed descriptive accounts of what was going on and such observation often is crucial to the assessment of a structure (Eva, 2007). Detailed notes were taken during all observations on impressions and insights observed. Observational data collection technique assumed to be supplementary technique that reassures the information obtained through the interview.

In more case, in this study observation was served to triangulate data collected from other sources. As the work of whistle blowing needs suitable environment in the public sectors all situations that are said to be convenient for whistle blowing was observed. On the other side situations which are said to be inconvenient also scrutinized.

Detail notes were taken during observation toward identifying the practice of whistle blowing situations in the public sectors. Data identified through observation were Public sector's structural accessibility or convenience for whistle blowers, which included ethics liaison unit office suitability for whistle blowers, office setting in keeping the privacy of whistle blowers or

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not, available confidential mechanisms for whistle blowing of corrupt practices in public sectors. Besides, the existence of toll free call help lines or hot-lines, whistle blowing box and mottos or bill boards inside and outside public sectors that recognizes the fight against corruption through whistle blowing were identified.

Accordingly, data obtained through observation compared with other data collection methods. Moreover, the data analyzed as descriptive in order to help the study questions that cannot be fully respond. Gathering data through check list conducted in line with interview session at public sectors.

3.9.3. Key informant Interviews

According to Kumar (1989) Key informant interviews involve interviewing a group of individuals who are likely to provide needed information, ideas, and insights on a particular subject. For that reason, the key informants of the study were selected from FEACC experts. These experts are receiving whistle blowing of corrupt acts within the jurisdiction of the commission. The jurisdiction of the commission includes public sectors at federal level including Addis Ababa city Administration and Dire Dawa.

In this study a face to face interview was take place with key informants. These key informants were selected from FEACC investigation and prosecution of corruption offences directorate registrar team experts and the others were from Corruption prevention directorate employed on review of working procedures of various public offices and public enterprises. The interview questions translated to Amharic and conducted from April 10 - 21, 2016.

3.9.4. Document Review

Documents written on the areas of whistle blowing of corrupt acts published and

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unpublished, journals, project, reports and implementation guidelines were analyzed for the study. Literature has been reviewed in order to look into whistle blowing theories and whistle blowing scheme practice in combating corruption.

Moreover, five consecutive years (2003/2011-2007/2015) whistle blowing annual reports of FEACC and other related documents analyzed to examine the practice of whistle blowing system in the public sectors, the role and challenges of whistle blowers and the situations in the public sectors that influence effective whistle blowing system.

3.10. Data Collection Process

In this study an in-depth interview was accomplished based on the interest and time convenience of the respondents. The observation of situations how whistle blowing is in the public sectors under study was arranged with the concerned body of the organizations with defined check lists. The interview with key informants was take place in FEACC by informing informants before the date of the interview session. While the review and analysis of secondary documents done in line with other activities of data collection processes.

The search for whistle blower working in different public sector, who exposed whistle of corruption offences to the commission and who could fit the criteria of the study purpose was not easy, time consuming and seems exhaustive. Yet, the due attention given in taking considerable search of whistle blowers through their colleagues and their same counter parts who exposed corrupt cases was one of the main activities of the data collection process. In the study some of the face to face interviews were not recorded. This is because some whistle blowers and key informants were not willing to be recorded with audio tape recorder. Consequently, there was a situation where interview data were gathered other than face to face interview. This was writing what some respondent's were saying about whistle blowing role in deterring corruption in the

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public sectors. Besides, there was a situation where phone interview was accomplished with one ethics liaison officer. Open ended questionnaire was prepared for three whistle blowers who preferred to write their experiences and views on the questionnaire.

A piece of interviews were preceded with interview guide. In the interview session probing questions were used in time of necessary. The probing questions were also open ended questions. As much as possible the interview session made open and free so that interviewees become initiate to give their suggestion, comments and more question.

Field notes were taken through observation and those notes were incorporated in to the analysis of the study. The situations that observed were the way ethics liaison officers receive internal whistle of alleged corrupt practices, convenience of ethics liaison unit to keep the privacy of whistle blowers and organization of offices used by ethics liaison officers to serve their customers among others.

3.11. Data Analysis

Data that was gathered from the in-depth interview, observation and different documents thematically analyzed based on the conceptual framework of this study. While trying to organize the gathered data under each category, codes was given to each respondent's idea in order to easily identify who said what. In this type of analysis the data collection and analysis take place simultaneously (Dawson, 2007). By using Coding in thematic analysis as a process of identifying themes or concepts that are in the data, this study was worked on analyzing the data collected and attempted to build a systematic account of what was observed and recorded.

In order to analyze a face to face and a phone interview sources qualitatively some activities done were performed. Among others firstly, the data was organized in identifying questions in a way it allows to pick out concepts and themes. In this regard the interview

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question were open ended as a result organizing such large and wide data and summarizing in to concepts and themes was time consuming. In addition, organizing varieties of ideas and concepts gathered from various respondents like from ethics liaison officers (officers who are working as ethics focal person in the five public sectors under the study), whistle blowers (different employees from diverse segment of public sectors) and key informants (prosecutors and other experts who are working at Federal Ethics and Anti corruption Commission) was complex yet it has got its final through structured each question response in that way it creates notions and ideas.

Secondly, once the data organized the next step was arranging ideas and concepts in to different categories. The categories of the ideas and concepts facilitated to come up with different category of ideas following the organization of different ideas and concepts.

Thirdly, after data organized from sorted question and categories of concepts and themes made, each of the response categories contained one or more associated themes that gave a deeper meaning to data then it was organized to one main themes.

3.12. Ensuring Rigor

This study tries to consider qualitative elements of ensuring trustworthy of the data in different ways. According to Patton (2002) the creditability of qualitative data depends on three distinct but related inquiry elements:

rigorous methods for doing field work that yield high quality data that are systematically analyzed with attention to issues of creditability; the creditability of the study which is dependent on training, experience, track record, status, and presentation of self; philosophical belief in the value of qualitative inquiry, that is, a fundamental appreciation of the naturalistic, inquiry, qualitative methods, inductive analysis, purposeful sampling,

and holistic thinking. Again in this study much focus was given for the participant's response inter relating with different perspectives or models of whistle blowing.

Here, in order to have valid qualitative research on whistle blowing contribution in fighting corruption thorough research methods were utilized and systematically analyzed. Rigorous techniques for increasing quality of data collection (observing, interviewing and document gathering) were systematically analyzed.

To make the study transparent there were tools that need to be translated from English to Amharic during interview in order to ensure consistency. In this study triangulated data sources like in-depth interview, key informant interview, observation and secondary data review were done. A task to ensure the trustworthy of the data is done through triangulating data gathered in different instruments. This is done through data analysis and findings cross checking data gathered in dissimilar tools.

For triangulation, the findings of the in-depth interview, observation and document analysis were cross checked one another to ensure the validity of the study result. Thus, the elements of triangulation were focused on the in-depth interview of whistle blowers, ethics liaison officers and key informants, including observation and secondary document analysis. In addition, the filed notes taken during observation, interviews with key informants and document review were narrated and used for further examination. The collective combination of all these methods supported the study to be significant to find out and clearly understand the major contributions of whistle blowing in combating corruption in the public sectors.

3.13. Ethical Considerations

Making ethical consideration is imperative and basic part of social work study. Literature shows many countries of the world make whistle blowing policy to protect whistle blowers of

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corrupt acts due to its sensitive in nature.

Accordingly, in carrying out the “contribution of whistle blowing in combating corruption” study ethics of study was considered. A cooperation request letter from the Addis Ababa University was given to the respondents so as to get their full consent and confidence. Consequently, all the participants in the study were involved in the study voluntarily and with their full consent. The respondents were notified no matter what kind of response they give, it would be kept confidential, anonymous and respected. The participants were made clear to give their genuine and honest response to accomplish the study as desired.

Further, explanation was given on the purpose, procedures and all known risks and benefits of the study to the participant. To grow their privacy and ethical considerations into account concerning the protection of the informants anonymity is offered to all respondents that were participated in the interview.

Chapter Four: Findings

The study broadly aimed at assessing the contribution of whistle blowing in combating corruption at public sectors in Addis Ababa. This section of the study presents major findings of the study in five major components. The first, component of the finding section presents the background of the study participants. Second, this section deals with the whistle blowing scheme implementation. The role of whistle blowers in reducing corruption is discussed in the third component and challenges that affect whistle blowing role in fighting corruption is discussed as fourth of the finding section. Finally, the situations of whistle blowing within public sectors and factors that enable effective whistle blowing is presented.

4.1. Background of the Study Participants

The interview participants of this study were five ethics liaisons officers, four key informants and ten whistle blowers. In terms of percentage Whistle blowers account 53% the respondents, while ethics liaison officers and key informants account 26% and 21% respectively.

The respondents of the study have their own different distinctiveness as an employee or appointee, expert or head of a process owner and above or any else but what makes them the same was all of them have a concern on whistle blowing of corrupt practices. This is either in receiving alleged corrupt practices from whistle blowers or acting as a whistle blower.

For the purpose of this study and for the safety of participants some background information's of the respondents of the study kept confidential. Accordingly, data such as job position and total job experience participants intentionally not there.

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Table 4.1 Indicates Whistle blowers, Ethics liaison officers and key informants background information in detail.

Respondents	*Name	Sex	Level of education	Job status/ Frequency of corruption offence reporting
Whistle Blowers	Zewdu	Male	Diploma	Employee /1times
	Weynshet	Female	Degree	Appointee/3times
	Meles	Male	Certificate	Employee/2 times
	Tegen	Male	Degree	Employee/2times
	Habtamu	Male	Degree	Appointee/1times
	Beyene	Male	Masters	Employee/3 times
	Tarik	Female	Diploma	Employee/3 times
	Zina	Female	Degree	Employee/2 times
	Merid	Male	Degree	Employee3 times
	Jibril	Male	Degree	Employee/1 times
Ethics liaison officers	*Name	Sex	Level of education	job experience as ethics liaison officer in years
	Abebe	Male	Degree	5 years
	Kebede	Male	Degree	2 years
	Yasin	Male	Masters	2 years
	Haile	Male	Degree	2 years
	Kassa	Male	Degree	3 years
Key informants	*Name	Sex	Level of Education	job experience as expert to receive whistle of corruption offence in years
	Zegeye	Male	Degree	11 years
	Gossa	Male	Degree	5 years
	Mamo	Male	Masters	9 years
	Hussien	Male	Degree	1 years

*Note: name used in for all respondents is a pseudo name.

Source: Data produced from the interview (2016)

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As displayed in table 4.1 all respondents of this study were working in different public sectors either as government employee or an appointee. Whistle blowers educational status ranges from certificate to second degree, ethics liaison officers and key informants have a minimum of first degree and above and experience on ethics liaison unit is no more than five years.

4.2. Whistle Blowing Scheme Practice in Combating Corruption

Regarding Whistle blowing scheme practice in combating corruption the three types of respondents interviewed. Accordingly, in this main theme of the study different sub theme such as the protection of whistle blowers, confidentiality of whistle blowing cases and feedback for whistle blowers are presented.

4.2.1. The Practice of Whistle Blowing Scheme

On the theme of the practice of whistle blowing scheme in Combating Corruption all respondents of this study, ethics liaison officers, whistle blowers and key informants described in detail. Case in point an ethics liaison officer Haile responded the situation of whistle blowing practice as follows:

First, the existence of whistle blowing scheme on the level of proclamation by itself is one the strongest side of the protection of witnesses and whistle blowers proclamation to effectively achieve the whistle blowing scheme. However, the proclamation is not fully practiced in the way it improves effective whistle blowing scheme or system.

Whistle blower Zina responded the whistle blowing scheme practice as:

“... there is an absence of whistle blowing policy or legal frame specific to corruption prevention. Now a day corruption cases are blown within different administrative

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grievances in the public sectors. ``

In Ethiopia to lead whistle blowing scheme in a general frame it will increase the participation of both whistle blowers and alleged corrupt practice whistle receivers regarding to prevent corrupt practices in the public sectors.

An ethics liaison officer Yasin describes the practice of whistle blowing scheme as:

I consider the whistle blowing practice as half or fifty percent is implemented. If whistle blowers system had been effectively practiced in the public sectors indicators of corrupt acts like absence of good governance, rent seeking, conflict of interests and others were not spread. Whistle blowing scheme practice seems fifty-fifty percent where only the half part of the whistle blowing scheme is effective as to the prescribed provisions in the proclamation. For instance with regard to the protection for whistle blowers from direct or indirect danger and attack they may face, the protection proclamation is not fully practiced as much as needed.

Consequently, whistle blowing system is not practiced to the maximum level. In the working environment where there is transparency and accountability is a fundamental norm of the public sectors the possibility of corrupt practice to happen will diminish. However if the situation is on the face of inverse the likelihood of corrupt practice to form is very high.

Key informant Gossa puts the practice of whistle blowing as:

....there is a situation where only proclamation of whistle blowers is in practice. The protection proclamation is not supported with different helping assertions like regulation, directive or a working manual from top level institute to down the public sectors. All public sectors are not guided by the same and nearly the same federal whistle blowing directive or working manual specific to reporting corrupt practices. There is no focal

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person nearest to public sectors that receive corrupt practices except in some ways where ethics liaison officers are hired. Consequently, I afraid the whistle blowing scheme in public sectors are well-off practiced to detect the growing corrupt practices in the public sectors.

Another key informant Mamo depicted the practice of whistle blowing almost similar to

Gossa as:

It is hard to say a strong whistle blowing system is practicing in the public sectors. This is because, first, the fight against corruption through whistles blowing of public sectors employees not well practiced and there is much to do more. Second, the fight against corruption seen as misperceive as the role of only one organization. Third, the process where whistle blowers are getting protection seems complex. Forth, some whistle blowers are not acting to save government property or stand against public interest like for revenge. Fifth, ethics liaison officers who are said to be a key role player for the practice of whistle blowing the public sectors are not fully acting due to different factors.

Similar to the others another key informant Zegeye description on the practice of whistle blowing scheme as follows:

The Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation 699/2010 has put in to practice for the last five years since 11th day of February, 2011. The system improvement after the protection proclamation introduced looks better but still there is much reservation among government sectors to blow malpractice at their work place. Besides, the proclamation is not put in to practice specifically the protection part.

In general participants of the study stated that it look like there are influencing factors for

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the effective implementation of whistle blowing system in the public sectors where whistle blowers protection law seem partially practiced.

The practice of whistle blowing scheme in the public sectors needs the participation of ethics liaisons officers among others either in public offices or enterprises. Ethics liaison officers are accountable vertically to their immediate organizational general manager. Beyond the proclamation there are some government enterprises where ethics liaison officers are accountable for board of directors. These ethics liaison officers collaboratively work with FEACC regarding blowing of alleged corrupt acts case and corruption although not briefly issued in the regulation 144/2008.

Ethics liaison officer Yasin briefly described the connection between whistle blowing scheme practice and ethics officers in the public sectors as:

The participation of ethics officers in the public sectors is determinant for effective implementation of whistle blowing system. As indicated in the regulation 144/2008 regulation to provide for the functioning of ethics liaison units the functions of an ethics liaison unit is much more limited. He stated the public sectors ethics liaison officers like ‘‘በብረት አጥር ውስጥ ያለ አንበሳ’’ meaning, ‘‘a Lion in the iron box’’. This is to mean that ethics liaison officers are not fulfilling their responsibility with respect to their task provided in the regulation.

4.2 .2 The Protection of Whistle Blowers

Whistleblowers protection is an international practice where major international instruments recognized it a means to fight corruption. A mere proclamation of whistle blower protection is not a major achievement unless it practiced well off.

As to the protection of whistle blowers ethics liaison officers, whistle blowers and key

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informants described the protection of whistle blowers is not practiced as whistle blowers need it.

Key informant Zegeye states the protection of whistle blowers as:

The Ethiopian witnesses and whistle blowers protection proclamation no. 699/2010 is all-inclusive in its content. The proclamation covers the major protection provision among others such as relocation, change of identity, provision of self- defense weapon and hearing testimony evidence behind screen or masked identity. Besides, to fully implement the protection proclamation it needs extra stakeholder's cooperation. Among others greatly for instance to relocate a whistle blowers from Ethiopia to other country cities say in London or Khartoum there need to be a diplomatic agreement between Ethiopia and the foreigners. Consequently, the protection level of whistle blowers is restricted to some coverage of the protection proclamation provision.

In similar manner the other key informant Hussien stated that the protection of whistle blowers as:

... protection coverage for whistle blowers issued in the protection proclamation is not put in to practice to the maximum level; the protection proclamation is not being supported by regulation, directives or any other working manual and whistle blowers are not well aware of the measurements need to be fulfilled to obtain a protection from any harm to the extent risk for their life. Whistle blower request security but those who request all may not get the protection since protection is given based on specified criteria.

4.2.3 Confidentiality of Whistle Blowing Cases

Public sectors employees who need to be a whistle blowers like their identity to remain

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confidential. Whistle blowing confidentiality needs the accountability of whistle blowers and institutions.

Most respondents of this study stated that whistle blowing confidentiality exposal take place in different ways in all sides of the stake holders such as the whistle blowers, public sectors and the commissions. All Whistle blowers stated that there is little confidentiality over already reported alleged corrupt practices case. One of the whistle blower Zewdu described the situation of whistle blowing confidentiality as:

When alleged corruptors cases are reported externally for investigation there are situations where evidences are destroyed and some important evidential data become cheated immediately to escape from accountability. Specifically, such actions are taken through creating a network with experts and managers of different organizations.

Key informant Zegeye has a different view other than the whistle blowers view as:

I do have an experience when confidentiality of whistle blowing exposed by whistles blowers themselves. Whistle blowers expose secret of whistle blowing case in five different ways. First, whistle blowers those furtively blow the whistle of alleged corrupt act to the Federal Ethics and Anti corruption commission. Second, whistle blowers who directly blow the whistle of alleged corrupt act in a written form to the Federal Ethics and Anti corruption commission at the time copying to the organization where the whistle of corrupt act raised. Third, Whistle blowers -whom tend to blow whistle of alleged corrupt act in a group forming two to three and more persons. Forth, whistle blowers blow whistle of alleged corrupt acts which already rose at different meetings of the organization. The last and the fifth ones are whistle blowers who warn the person whom they consider as corrupt and blow the whistle to the Federal Ethics and Anti corruption

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commission or these whistle blowers expressed as ከዛቻ በኋላ ጥቆማ የሚያቀርቡ፣ meaning blowing the whistle after a provoked conflict with the person alleged to be corruptor.

The other key informant Gossa expressed the situation of whistle blowing confidentiality in to two ways considering both whistle blowers and Whistle blowing case receivers, prosecutors as part of a cause for exposition of confidentiality. He puts the situation in the following manner.

In case of whistle blowing receivers or prosecutors the confidentiality of whistle blowing failed to be secret for two reasons. First, to save the person or the head of the organization who reported as corruptor from investigation or prosecuted. Second, the absence of well organized data base system where confidentiality kept undisclosed. On the other hand, whistle blowers expose the confidentiality of corrupt acts case in three ways. These are first, by getting emotional on the person they claim as corruptor and blowing the whistle. Second, group whistle blowers expose when one or two of the unable to agree one another. Third, whistle blowers expose whistle case when they get upset by whistle corrupt case receivers or prosecutors.

This is to mean the whistle blowing confidentiality is exposed not only by whistle of corrupt case receivers but also by whistle blowers themselves.

4.2.4 Feedback for Whistle Blowers

Getting feed backs for blown whistle of corrupt case will increases the effectiveness of whistle blowing system and enhances the role of whistle blowers.

Key informant Hussien described the practice of feedbacks for whistle blowers in the following ways:

... Feedbacks are being given at spot. But, there some times circumstances where feedbacks are become late in some cases. For instance at the stage of investigation

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situations are not smoothly going due to inconveniences such as taking time for evidences collection. Besides, the absence of enough man powers by itself is another problem that enables feedbacks inconvenience.

Similarly, all whistle blowers are responded about feedbacks that there is feedback given by prosecutors but it lacks transparency and timeliness.

4.3. Whistle Blowers Role in Combating Corruption

Whistle blowers action benefits their employer and the public at large. As to describing how whistle blowers in the public sectors playing the role of detecting corrupt practices in their working environment all respondents of this study such as ethics liaison officer, whistle blowers and key informants expressed that public sector employees or those who tend to play whistle blowing role is very low compared to the mass society. Besides, they reported that the number of employee whistle blowers who are loyal to their organization and the public interests are very underdeveloped.

Key informant Hussien described situations of whistle blowers participation in blowing whistle of corrupt practices as follows:

``... public sector employee whistle blowers tend to blow whistle of corrupt practices when the issue concerns them or their personal interest gets mischief. Some employee whistle blowers like to report corruption tips to revenge the person or organization they consider corruptors. ``

Key informant Hussien described the role of whistle blowers in the public sectors for two reasons as:

I summarize the public sectors employee whistle blowers first there are whistle blowers who need their cases to get resolution. Such whistle blowers are more of administrative

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and civil case matters. And they blow a case that already got a decision by court at cassation level, so that it is considered as corrupt cases. While the second types of whistle blowers are those already really concern for organizations and public interests matter. The former whistle blowers are a lot in number and their case always lay out of the commission's jurisdiction which is not a case of corrupt practices. The later whistle blowers case often lay within the jurisdiction of the commission.

4.4. Challenges on Whistle Blowing System and Whistle Blowers in the Public Sectors

The challenges of whistle blowing scheme accounted at the level of individuals and organizations where the whistle bower suffer different harms. Such challenges happening while comprehensive legislation to protect whistle blowers is in an execution. The challenges that are impediments for whistle blowing in the public sectors growing regardless of whistle blowers work is uncontrollable.

All participants of the study ethics liaison officers, whistle blowers and key informants agree on the existence of various circumstances inside and outside the public sectors that challenge the whistle blowing scheme. However, participants of the study described the way challenges of whistle blowing happening in different standpoint. In particular the way whistle bower expressed seems very distinct one another but summarized in one theme which is whistle blowers challenge in the public sectors.

In addition to the individual, administrative and legal challenges of whistle blowing the cultural dilemma that resides in the minds of the employee by itself become a key obstacle for effective whistle blowing.

Key informant Mamo expression on the challenges of whistle blowing scheme in the public

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sectors as follows:

You know ...if you are to identify sectors on having a hot line by which whistle of corruption offences could be reported, yes they do have, but such hot lines are not active. For instance the commission announces as it receives a whistle of corruption offence with in the whole 24 hour, but in practice this is not realistic. How could public sector employees blow whistle of corruption offence in their working day? I do believe that there should be a time arrangement or special program for blowing a whistle convenient to the public sectors employees. This might be after formal working time such as between 5:30 pm to 12:30 pm or including Saturday. The other whistle blowing system challenge is centralism where the location to blow the whistle of corruption offences are only to the Federal ethics and anti-corruption commission found in Addis Ababa and in Diredaw as a branch office. Consequently, whistle blowers who are working at federal public offices and enterprises in the nine regions forced for different personal expenses such as cost of transport, meal and other expenses.

Whistle blower Tarik stated the cultural challenges that affect whistle blowing as:

Cultural factors for whistle blowing reflected by societies and government appointees seem a very deep-seated idea in the minds of younger to elder people. Accordingly, one of the famous saying of the society toward rulers since the time of unknown was ‘አባቱ ጳጳሩ ልጁ ቀማኛ’ , which is to mean ‘the Father is a Judge and the son is a thief’. This saying by its very nature which emanate from the society demoralizes a whistle blower to lose hope considering that every officials are marauders or looters. The other old fashioned saying was ‘ሲሾም ያልበላ ሲሻር ይቆጩዋል’ which originates from officials of the government irrespective of different ruling regimes such as the Emperor and before the emperor,

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Dergue and the current government system to mean ‘‘a person, who doesn't eat while he is in power, will regret’’.

The work of whistle blowers seems accusing an individual person or an organization for an alleged practice of corruption offence in one way or another. Consequently, without uncertainty there is a room for various challenges to happen on whistle blowers.

All participants of the study in particular whistle blowers regardless of the level of challenges they undergo described the administrative and legal confronts in detail.

Reasons for reluctance to blow the whistle Ethics liaison officer Abebe cited the challenges of whistle blowers in the public sectors as:

Whistle blowers in the public sectors sometimes face problems such as lack of faith on protection proclamation and are with deficiency in awareness of procedures to follow for successful blowing of corruption offences. Inward bound to a dilemma of being initiated for blowing alleged corrupt practice opposed to fear of job insecurity. Besides, some whistle blowers support loyalty to their friend or relatives rather than for public interests. As a result, they become reluctant to report corrupt practice blindly when a person whom they suspect as a corruptor is a friend of them.

Ethics liaison officer Yasin expressed the challenges of whistle blowers as:

Whistle blowers commonly experience more of physical, psychological and socio-cultural confront than the other aspects of resistance for blowing alleged corrupt practices on an individual or on their employers. These challenges are like forcing the whistle blower to dislike and leave the working environment, distorting whistle blowers social interaction to be lonely, demoralizing and creating fear saying that ምን አገባህ፡ ፋራ... እከሌ በአካፋ ሲዝቅ የት ነበርከ... this is to mean - it does not belong you, ‘Idiotic’ ..., where have

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you been when some deceive undue advantage in spade..., threatening orally a whistle blower individually and his or her families and other situations like forcing individual to lose job opportunity by writing him or her as unethical employee .

Whistleblower Weynished stated challenges of whistle blowers as

Whistle blowers exposed for different challenges for reporting corruption offences. I knew a friend of me who blown a corrupt case on a manager and suffered problems such as forcefully transferred to uncomfortable environment, forced him to fill annual leave for longer time to stop him from collecting extra evidences serve for investigation. Finally, he placed to the job position lower than his merit by telling him that as under performer employee.

Key informant Gossa cited the challenge whistle blowers suffer in similar way but expressed it more with the influence of legal and administrative wise as follows:

Placement of a whistle blower or an employee lower than his or her merit, ban from promotion, job termination, degrading from position, giving written form warning and cutting down salary without any rational reason behind even accusing as reprisal with false evidence through creating a network with different individuals within and outside the organization.

Key informant Zegeye expresses the challenges of whistle blowers as more similar to other informants but distinctively in the following mode:

Most of the time the way whistle blowers blow whistle of corruption offences is in some extent vulnerable them for different challenges. Whistle blowers expose confidentiality of whistle case in different ways. Those who attack whistle blowers are strong in wealth as well as forming in a network of business interest. These groups of people are looks gang

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and they have a capacity to Physical ill-treat, accuse with false evidence and imprisoning whistle blower employees and they affect not only the individual who exposed their corrupt practices but also his friends families which results psychological, social and economic challenges up on the whistle blowers.

Key informant Hussien stated the challenges of whistle blowers in the public sectors as:

In my view the challenges of whistle blowers starts from forcing them to get silent whatsoever forms of corruption offences are practiced. Now a day something immoral action is happening in the public sectors. For instance I knew a public sector when employees get silent they are praised for tolerating corruption, on the other hand, when one of an employee tend to expose malpractices of corruption in that sector dozen of mistakenly collected evidence were appeared on him for finger pointing. Surprisingly, the finger pointing started from attendance like saying you failed to put your signature at about 2:30 AM and 11:30 PM uniquely from other fellow friends. Besides, even if it practiced rarely there are whistle blowers who are forced to leave 'kebele', government house and who were compelled to leave their residential home in fear of reprisal for exposing and becoming a witness on corruptors before the court.

Another respondent of this study ethics officer Kassa stated as:

... What I observe and experience in the public sectors as to the challenges of whistle blowers is something nonfigurative and difficult to express in this way or in that way. Most of the time challenges on whistle blowers are accomplished by lower to high level managers and bodies with such managers in hidden way. These hidden challenges are invisible and bureaucratic or technical by nature. Such invisible and bureaucratic challenges on whistle blowers take place in the

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coverage of legal and administrative scope in the bureaucracy of the public sectors.

4.5. Decisive Situations for Whistle Blowing System in Public Sectors

In the Previously sub sections the study presented main themes such as whistle blow practice in terms of whistle blower protection, confidentiality of whistle blowing cases, feedbacks for whistle blowers and, whistle blowers core roles and challenges in detecting corrupt practices.

Accordingly, in this section, the study presents the decisive factors that create enabling environment in the public sectors for effective whistle blowing scheme or system from the perspectives of the study participants. All the respondents reacted toward the decisive aspects of whistle blowing scheme within the public sectors. The commitment of leaders, the status of ethics liaison unit in particular ethics officers, availability of accessible whistle blowing mechanisms, clear and workable directives or manual for employee whistle blowers were main aspects raised in order to create effective whistle blowing system in the public sectors.

4.5.1. Leadership

When the issue of blowing a whistle of corruption offence arises the management of the organization is bodies who can play decisive situations in the public sectors. All respondents of this study highlighted the significance and key influencing tendency of managers in the public sectors to decide whether enabling effective whistle blowing system to practice or not.

Cooperation of leaders along with the organization of ethics liaison officers and employees considered to be significant to create smooth situations for whistle blowing at public offices and enterprises. The participants of this study responded in different experience and view.

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Whistle blower Merid stated the decisive influence of leaders as:

``...now a time every hidden attempt to get undue advantage is take place through making a network of corruption chain and big influential people both financially and a capacity to harm others. This network of chain most of the time includes leaders in different administrative levels. ``

Ethics liaison officer Yasin described the leadership significance as:

It can be said up to the leaders to significantly make the whistle blowing system effective. Support for the reporting of wrongdoing through appropriate channels, take credible and appropriate action upon receipt of a whistle blowing report, remedy any confirmed wrongdoing, support whistleblowers, Commitment to the principles of whistle blowing among first and second-level managers, including understanding of the benefits and importance of whistle blowing mechanisms.

In general to lay down an effective whistle blowing system in the public sectors leaders are determined to be key decisive factors. This is to mean leaders do have a potential to tackle impediments for whistle blowing system in the public sectors and enhance active whistle blowing system instead.

4.5.2. Ethics Liaison Unit

In considering significant roles of ethics liaison officers key informant Mamo stated as:

Ethics officers have a mandate to encourage disclosure of corruption by employee whistle blowers either in public offices or enterprises. However, the situation of such determining body in the public sectors to form effective whistle blowing system looks difficult. This is because ethics liaison officers are not acting in the way should act. I consider the situation of ethics liaison officer in two ways: first, there are whistle blowers who are

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devoting more to encourage employee whistle blowers consequently to create a transparent working environment. Such ethics liaison officers are committed and understood what to do in acting fairly between the managers employees. Second, there are ethics liaison officers who could not encourage employee whistle blowers but accomplish the interests of managers only.

It seems activities need to be done to enable ethics liaison officers to act as effective as the regulation require them to bring about effective whistle blowing system in the organization they are working in.

4.5.3. Whistle Blowing Mechanisms

In order to detect illegal or unlawful acts such as theft, fraud, bribery, or money laundering, unfair bureaucratic conduct occurs in implementing proclamation, regulation and directives leads to corrupt practices and wasteful conduct in the public sectors there need to be a whistle blowing mechanisms. All respondents responded toward methods of reporting whistle of corrupt practices.

Ethics liaison officer Kassa described the whistle blowing mechanism situation in the public sectors as:

Currently the among different whistle blowing mechanism appearing physically to report corruption offence either internally or externally used is common. Next to appearing using suggestion box is also frequently used. Telephone, fax and Postal service are rarely used mechanisms. Whereas using email and organizational websites are not practiced.

4.5.4 Whistle Blowing Policy in the Public Sectors

As to convenience of public sectors all respondents of the study expressed the

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inconvenience situations in the public sectors.

Ethics liaison officer Kebede regarding convenience of public sectors for whistle blowers stated as:

In public sectors whistle blowers are not encouraged, rather potential whistleblowers might be discouraged to disclose corruption offences in the public sectors. As there is no clear legislation or working manual that indicate the rights of whistle blowers and the obligation of company or organization wanting to cover up irregularities might even retaliate against the whistleblower. In the public sectors there is no confidential whistle blowing mechanisms.

Key informant Mamo cited the indicators of effective whistle blowing as:

There are some conditions that need to be fulfilled for workable whistle blowing system. Like the protection legislative to protect whistle blowers .However, in case of establishing online hotlines like phones, email and other means are not well organized in the public sectors where corruption is very rampant. The other indicator which needs to be strengthened is the existence of confident and accountable focal persons or ethics liaison officers.

Accordingly, if there is organized ethics liaison unit practically than only for representation as it is now in the public sectors so that employees easily blow whistle of corrupt practices without hesitation or feeling a back fire.

Key informant Gossa expresses the indicators for effective whistle blowers as:

I consider public sectors in Addis Ababa as not trying some practices to establish effective whistle blowing system. Except some sectors, even some of them have no ethics liaison officers who can facilitate the corrupt practices report. For instance in Addis

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Ababa 116 woredas or districts in 10 sub cities have no an ethics liaison unit. On the other hand, in the administrative hierarchy woreda is an immediate chain of command and very nearer to the community that needs service delivery.

4.6. New Findings of the Study

As mentioned in 1.3 in the introduction section of this study the research questions driving the current study was to analyze the whistle blowing scheme implementation in the public sectors to combat corruption. The finding presented in this chapter indicates the practice of whistle blowing, Role of whistle blowers, challenges and situations to enhance whistle blowing scheme for combating corruption in the public sectors. Accordingly, the key findings of the study which let to address the research questions as follows:

The first finding in this study is Whistle blowing scheme is not practiced in the way it improves effective whistle blowing scheme or system in the public sectors. All respondents of this study believe as there is poor implementation of whistle blowing practice. The practice of blowing whistle of corrupt practices is in progress but most participants of the study reported that with regard to the protection proclamation provision the whistle blowing scheme practice looks very low. What has been put in to practice now and the provisions on the protection proclamation (2010) seems far away from each other. One of the ethics officer yasin described whistle blowing practice as half or fifty percent is implemented. He consider that if whistle blowers system had been effectively practiced in the public sectors, indicators of corrupt acts like absence of good governance, rent seeking, conflict of interests and other fraudulent acts would have not happened.

Besides, key informant Zegeye stated that after the protection proclamation introduced the whistle blowing practice looks better but still there is much reservation among government

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sectors to blow malpractice at their work place. Consequently, whistle blowing is not effectively implemented even there are issues already only on the proclamation yet not put in to practice specifically, the protection part. As indicated in this section the protection proclamation provides protection coverage to the extent relocation and change of identity. Yet, since the protection proclamation enforced such provisions have not provided for the last five years. This might be the absence of whistle blowers who blow whistle of corrupt practice crime that demand strong and expensive protection coverage. Otherwise there could be a hidden challenge that prohibits whistle blowers to blow corruption crimes which require higher protection level. On the other hand, the protection proclamation is not supported by additional legal frames in the way it would be easier for usage specifically convenient to the public sectors.

The Second finding in this study goes along with the first finding, i.e. in the practice of whistle blowing scheme. The whistle blowing confidentiality is exposed by whistle blowers considerably in the public sectors. This issue is controversial that most whistle blowers of corruption crimes blame the commission for exposing their confidential corruption report at least before or until the investigation up on alleged corruptors' starts either on individual or organizational level. However, ethics officers and key informants described that although in some extent there could be possibilities where confidential reported crimes are exposed the greater number of cases are exposed by whistle blowers themselves. As Key informant Zegeye stated whistle blowers expose their confidential corruption crimes through showing different characters such as rather than blowing corrupt cases confidentially make negligence to the extent blowing the whistle after a provoked conflict with the person alleged to be corruptor expressed as ከዛቻ በኋላ ጥቆማ የሚያቀርቡ. However, one whistle blower Zewdu described the situation of whistle blowing confidentiality exposition from the side of whistle of corruption crimes

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receivers. According to him when alleged corruptors cases are reported externally for investigation there are situations where evidences are destroyed and some important evidential data become cheated immediately to escape from accountability. In general, exposition of whistle blowing confidentiality from whistle blowers side is wider while from the commission's side to some extent. Exposition of whistle blowing confidentiality cases from both sides will lead to a poor implementation of whistle blowing practice in the public sectors. Apart, deciding to detect corruption crimes either internally or externally by whistle blowers in different public sectors hesitation in perceiving that there could be a negative consequence is a hindrance for whistle blowing practice.

Third finding is lower participation of employee whistle blowers in the public sectors. Finding one and two indicate poor implementation of whistle blowing scheme and the existence of whistle blowing confidentiality exposition in the public sectors to detect corruption respectively, this finding go together. This is because if there is hesitation on confidentiality of whistle of corruption report and with restricted protection coverage or difficult to get a protection coverage employees in the public sectors tend to afraid to detect corrupt practices in their working environment. The role of employee participation on blowing whistle of corrupt practices has a connection with other factors studied in this study. Ethics liaison officers who are the immediate units for public sector employees stated that the participation of employees looks very low. It seems blowing whistle of corruption offence considered to be a banned and more investigations and prosecution of alleged corrupt practices are detected by other segment of the community rather than the employee whistle blowers. Key informant Hussien described the role of whistle blowers in the public sectors as:

Most of the time employee whistle blowers blow administrative and civic matters.

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These cases are not corruption offense by nature as defined and listed in the corruption crimes proclamation and more of personal cases. While employees who blow whistle of public interest cases are small in number.

Other respondents also added that in the public sectors employees blow a whistle of self centered case which is by nature not a public interest. Most employee whistle blowers of corruption offences in the public sectors are self-centered rather than devoted to loyally blowing whistle of corruption cases for public interest.

The fourth finding of the study is the challenges of whistle blowers taking place in the public sectors are invisible and bureaucratic. Significant factors that impede effective whistle blowing system will sustain in the public sectors as long as challenges of whistle blowing continuous to progress. It is not only bureaucratic factors that become a challenge for whistle blowers in the public sectors rather cultural factors that are sustaining in the minds of the society are also humiliating the motives of whistle blowers in the public sectors. As one whistle blower, Tarik stated societies saying toward appointees and Appointees for the society vice versa ‘አባቱ ዳኛ ልጁ ቀማኛ’ , which is to mean ‘the Father is a Judge and the son is a brigand’ and ‘ሲሾም ያልበላ ሲሻር ይቆጩዋል’ to mean ‘a person, who doesn't eat while he is in power, will regret’

respectively. The last and the fifth finding of the study is the major key factor for effective whistle blowing system in the public sectors is influenced by manager's commitment and accountability. Among decisive situations that determine the continuation effective whistle blowing in the public sectors identified in this study such as leadership, strength of ethics liaison unit, existence of alternative whistle blowing mechanisms and whistle blowing policy in the public sectors the influence of managers toward running effective whistle blowing system is very determinant. Whistle blower Merid described the influence of leaders as:now a time every

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hidden attempt to get undue advantage is take place through making a network of corruption chain and becoming a big influential both financially and in a capacity to harm others. This network of chain most of the time includes leaders in different administrative levels. And the other Ethics liaison officer respondent state the influence of managers saying that ...Support for the reporting of wrongdoing through appropriate channels, and taking credible and appropriate action upon receipt of a whistle blowing report rely on the commitment of managers.

Chapter Five: Finding Discussion

In this section discussion made up on major contributor, confronts and other interconnected factors to the contribution of whistle blowing practices in line with the research objectives, research questions and the related literatures. Besides, most important aspects that facilitate effective whistle blowing system to detect corrupt practice in the public sectors discussed in brief as well.

The study finding indicated that the practice of whistle blowing is not in a position to combat corruption in the public sectors effectively where legal factor is considered to be one aspect for the deprived implementation of whistle blowing scheme in the public sectors. Likewise, (Arsema, 2010) the lower participation of whistle blowers related with the ineffective whistle blower and witness protection laws implementation. Another study conducted in South Africa with objective to analyze the whistle blowing legislation of South Africa, including the Protected Disclosure Act (2000) by (Chamunorwa, 2015) similar to Ethiopia except the general proclamation public sectors are not supported by whistle blowing legal system. Consequently, the study initiates public sectors to set up effective whistle blowing mechanisms and create a culture of transparency that encourages employees to blow the whistle.

Besides, whistle blower Zina and key informant Yasin have similar view about the importance of whistle blowing policy or legal frame specific to corruption prevention in the public sectors. The data from direct observation and secondary data confirms the absence of effective whistle blowing system. Currently in the public sectors the common directive which is led by managers of the public sectors is about complaint and grievance handling and they do not have a whistle blowing legislation specific to corruption prevention.

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The poor implementation of whistle blowing scheme seemed to have a relation with the issue of the protection of whistle blowers. Accordingly, Secondary data of whistle blowers who required protection coverage and those who has got the protection coverage do not fit (2003/2011-2007/2015). In the last five years out of 298 whistle blowers who requested a protection coverage 198 of them has got protection coverage while 100 of them has got rejection from getting the protection coverage. Similarly, Key informant Zegeye confirms the protection level of whistle blowers in Ethiopia is restricted to some coverage of the protection proclamation provision while the proclamation protection coverage such as relocation, change of identity and hearing testimony evidence behind screen or masked identity have not provided since the protection proclamation put in to practice for the last five years. In general, the lower protection coverage for whistle blowers considerably affects effective whistle blowing system.

In this study all respondents including ethics liaison officers reported that ethic liaison unit in the public sectors are not acting as tasks indicated in the regulation 144/2008. Regarding this situation ethics liaison officer Yasin describe as public sectors ethics liaison officers like ``ብብረት አጥር ውስጥ ያለ አንበሳ'' meaning ``a Lion in the iron box''. This saying confirms ethics liaison officers have power to detect and prevent corruption offences through initiating the whole staff of the public sectors to blow a whistle of corrupt practices. However, in practice they are not discharging their accountability in cooperation with their managers and the employee community either in the public offices or public enterprises.

Observation during data collection indicates these ethics liaison units have no structured offices that could enable them to run their task effectively. Among five sectors under study where one public office and another one public enterprise which are well organized the rest three public sectors were not structured both in man power and material to run their key tasks.

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Whistle blowing confidentiality exposition is another factor that causes a poor implementation of whistle blowing system in combating corruption. This study identified with different characteristics of whistle blowers in which they expose the confidentiality of whistle blowing. Majority the participants reported that whistle blowers expose confidentiality in different ways while some of them confirmed that confidentiality of whistle blowing exposed both by whistle blowers and whistle of corruption offence receivers.

Regarding to research question number two one of the main finding in this study concerns the role of employee whistle blowers in the public sectors. All the participants of this study in particular ethics liaison officers and key informants reported that majority of whistle blowers in the public sectors tend to blow a whistle of corruption when the matter concerns them. Even some times whistle blowers not only they blow whistle of their cases but also tend to blow whistle of alleged corruption offences as revenge.

The role of employee in the public sectors to detect corrupt practice can be described in different situations. Basically, the study found a lower participation of employee whistle blowers. Besides, employees who are blowing whistle of alleged corruption offence more of self-centered while those who justly detect whistle of corrupt practices in favor of public interest remain low. In short most of the time whistle blowers in the public sector tend to blow whistle of corruption when the issue concerns them. It can be said the character of employee whistle blowers in the public sectors seems not selfless.

Paradoxes regarding standard theory which are burden, harm and failure that described by Davis(2003) where “burden” paradox is the whistleblowers act in cases of risk threatening them, “harm” paradox is the whistleblower act only in cases of serious and significant hazards and “failure” paradox is the whistleblowers can rarely prevent serious and significant hazards.

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Whistle blowers in the public sectors at Addis Ababa belongs the first paradox which is burden and directly related acting as a whistle bower only when the cases they report concerns them or have a tendency to harm them. Complexity theory which is an explanation for whistle blowers who are loyal to their organization or to the public interest could never explain majority of whistle blowers of public sectors in Addis Ababa.

Apart the lower participation of employees in the public sectors whether it is a report of personal interest or public interest so long as the whistle seem corruption offence it has a significant role detecting corrupt practices of corruptors. Similarly according to the report of the American Congress, any disclosures made by the whistle blowers serve the public interest to eradicate wastes and abuse of government funds (Latimer and Brown, 2008).

In response to the third research question, this study reveals various challenges of whistle blowing scheme in particular the challenges of whistle blowers in the public sectors. As indicated in the previous findings the poor implementation of whistle blowing system with absence of adequate protection for whistle blowers, lack of transparent and timeliness feed backs and lack of knowledge on how to handle whistle blowing confidentiality is a sources different challenges for creating effective whistle blowing in the public sectors. Challenges affect the contribution of whistle blowing system in fighting corruption found in two ways. These are challenges on effective whistle blowing scheme and the challenges on whistle blowers in the public sectors in detecting corrupt practices.

The study finding indicated that the challenges of whistle blowing scheme are multifaceted which ranges simple to complex, visible to invisible or seem to have a connection with physical, psychological, socio-cultural even economical factors. All the respondents of this study reported such all-rounded cases that affect the whistle blowing system as a whole not to

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achieve effective whistle blowing scheme to combat corruption in the public sectors. The other major key factor which causes other factors listed above to exist in influencing whistle blowing contribution is the challenge happening in the public sectors. Challenges are occurring on the whistle blowing scheme or system and on whistle blowers.

Challenges of effective whistle blowing Scheme: The whistle blowing scheme in the public sector is under different impediments. As the observation indicates currently in public sectors there is an absence of organized and convenient whistle blowing system , active hot lines and accessible center where corruption offences report. The structure of ethics liaison units where employees can report attempted undue advantage they observe while working their day to day activities with privacy looks not convenient. This is because most of ethics liaison unit's offices locate in front of managers office consequently employees afraid to report to the ethics liaison units.

Besides, in some cases the units are not organized with one man power only one person i.e. the ethics liaison officer no other manpower like experts. When such one power leaves the organization the works on ethics and in particular whistle blowing activities get impede.

Concerning ,the shortage of man power resources in the ethics liaison units of the public offices and enterprises, the Federal Ethics and Anti-corruption commission reported as there is failure on the part of some public offices and public enterprises to assign new Ethics Liaison Officers to replace the ones who left the position (FEACC, 2011). The other challenges on whistle blowing scheme is networked stakeholders found inside and outside the public sectors that hinder the works of effective whistle blowing .

Accordingly, all respondents of this study confirmed that the various circumstances inside and outside the public sectors significantly affect the whistle blowing system. While as

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respondents claimed cultural challenges also tend to affect the whistle blowing situation considerably. Cultural sayings used by the society and appointees are still perceived as well practiced inside and outside the public sectors.

As reported by whistle blower Tarik Societal saying toward officials such as ``አባቱ ዳኛ ልጁ ቀማኛ``, ``the father is a Judge and the son is a thief`` totally creates a perception that officials and employees cannot be accountable and asked for their fault in the minds of public sectors employees. Consequently, the saying further will lowers employees who believe officials need to be asked and need to be punished for their unaccountable act in the public sectors through active whistle blowing scheme.

Challenges on whistle blowers: Whistle blowers suffer dimensions of either visible or invisible challenges which have an effect on their physical, psychological, socio-cultural, and economical life. Such either visible or invisible challenges are from individual, community wise and public sectors system for blowing alleged corrupt practices. The whistle blowers are challenged by the influence of their friends and families to be loyal and get silent to blow corrupt acts these individuals commit. Ethics liaison officer Abebe indicated that some whistle blowers support loyalty to their friend or relatives rather than for public interests.

The whistle blowers with such influence tend to get blind eye to blow the undue advantage they observe in order to protect their social interaction from distortion and deviation. This case is also reported by ethics liaison officer Yasin the way in which friends, families' even corruptors themselves challenge whistle blowers to get demoralized and lonely. Among others influencing saying that ...ምን አገባህ፡ ፋራ... እከሌ በአካፋ ሲዝቅ የት ነበርክ... this is to mean - it does not belong you, 'Idiotic' ..., where have you been when some deceive undue advantage in spade... from reporting corrupt practice either through the internal or external whistle blowing

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channel in favor of the public interest. Consequently, such invisible challenges force whistle blowers not to act in favor of the organizational mission or the public interest.

Another key informant Hussien also reported similar situation regarding challenges that force whistle blowers to get silent or turn their eye blind to corrupt practices take place in the public sectors. He said that employees are honored for tolerating corruption offences in the public sectors whatever they commit disciplinary faults. On the other hand, employees who expose malpractices of corruption in their sector forced to experience false accuse in a mistakenly collected evidence disciplinary measures.

Consequently, while the bureaucracy allows whistle blowers to expose malpractice of corruption in the public sectors, unjustifiable bureaucratic acts intentional challenges whistle blower not only from blowing whistle of corruption but also compel them to feel different effects. Besides, forcing whistle blowers to leave 'kebele', government home and residence area for blowing whistle of corrupt act or for acting as a witness on corruptors before the court are the different harming mechanisms against whistle blowers in the public sectors.

The fourth question of this study is situation within the public sectors that enable effective whistle blowing practice. The different decisive factors in the public sectors which are said to be determinant to influence effective whistle blowing summarized in to four ways. These are leader's commitment, ethics liaison unit, anonymous and confidential whistle blowing mechanisms with effective whistle blowing policy in fit with the whistle protection proclamation.

Accordingly, majority of the respondents reported that leader's commitment to bring a transparent and effective whistle blowing is very essential. In contradiction if leaders to ignore the support of whistle blowing system practice in the public sectors there will be no detection by

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whistle blowers and corruption practice can easily rise. Whistle blower Merid described the influence of leader as “Unless leaders are able-bodied to be transparent and committed in enabling the detection of corruption through whistle blower, it is very difficult to strengthen whistle blowing system in the public sectors.”

In similar way (Near & Micei, 1995 and Peter, 2011) acknowledged that while other factors are there yet the participation and understanding of leaders is creditable for the practice of effective whistle blowing in the public sectors.

To sum up, the contribution of whistle blowing to combat corruption in the public sectors is intermingled with different factors. To a certain extent different factors contribute and influence situations effective whistle blowing system in the public sector which seeks holistic intervention.

Chapter Six: Conclusion, Implications and Recommendations

6.1. Conclusion

The main objective of this study is to assess the contribution of whistle blowing in combating corruption and designed to answer research questions such as first, how whistle blowing scheme is put in to practice in the public sectors to combat corruption?; second, how do whistle blowers in the public sectors are playing their role in reducing corruption? Third, what challenges affect the contribution of whistle blowing system in fighting Corruption? And fourth, what situations within public sectors enhance whistle blowing practice?

In response to the first question, the study shown that interrelated factors such as: Whistle blowing scheme practice is not fully practiced in the way it improves effective whistle blowing system. Corruption cases are blown within different administrative grievances, consequently out of blown whistle of alleged corruption offences to the Federal Ethics and Anti-corruption Commission (FEACC) only below half of it become real corruption offence which lays in the commission jurisdiction (indicated in table 2.2). Ethics liaison officers are looking strong but in action they are very beyond the expected as their task is provided in the regulation, protection level of whistle blowers is restricted to some coverage of the protection proclamation provision.

Regarding answering the second research question whistle blowers role in the public sectors, the fight against corruption seen as misperceive as the role of only one organization i.e. FEACC. Public sector employee whistle blowers are small in size. In addition employee whistle blowers tend to blow whistle of corrupt practices when the issue concerns them or their personal interest gets mischief. Most whistle blowers are not devoting for the mass public interests rather act for their own sake even some times acts to revenge others.

The third research question raised following the practice of whistle blowing in the public sectors is about challenges on whistle blowing scheme and whistle blowers. Challenges that whistle blowers suffering in the public sectors are fear of job insecurity, influenced by loyalty to their friend or relatives rather than for public interests, forcing the whistle blower to dislike and leave the working environment, distorting whistle blowers social interaction to be lonely, demoralizing and creating fear, threatening orally a whistle blower individually and his or her families individual to lose job opportunity by writing him or her as unethical employee ,forcefully transferring to uncomfortable environment, forcing an employee to fill annual leave for longer time to stop him from collecting extra evidences which could serve for investigation, giving placement to the job position lower than his/her merit, ban from promotion, job termination, degrading from position, giving written form warning and cutting down salary without any rational reason , Physical ill-treat, accuse with false evidence and imprisoning whistle blower employees , forcing them to get silent and others. In general, challenges on whistle blowing system or whistle blowers are more of invisible and bureaucratic or technical.

The fourth research question response was followed by the search for challenges of whistle blowers in the public sectors. This is situation that enable effective whistle blowing also the study reveals that support for the reporting of wrongdoing through appropriate channels, take credible and appropriate action upon receipt of a whistle blowing report, remedy any confirmed wrongdoing, support whistleblowers, Commitment to the principles of whistle blowing among first and second-level managers, including understanding of the benefits and importance of whistle blowing mechanisms.

6.2. Implications

Based on the major research findings, the study come up with four implications. These are for education, policy, intervention and future research implication and further implication for social work profession. Aspects which can be handled by social workers are also pointed out.

6.2.1. Implication for Social Work Education

This study was conducted in basic service providing public sectors(see table 3.1) in Addis Ababa, Ethiopia where some individuals(corruptors) benefit as the expense of the others specifically at the expense of vulnerable society where their basic needs are dependent up on government services. The study has a link and implication with a social work profession where Social work is a discipline with in human services. Its main goal is to assist individuals and families with their needs and solve their needs and solve their problems using a multi disciplined approach. Accordingly, when individuals and families denied their basic needs like food, shelter, clothing and health the basic principle of social work which is stance for justice gets constraint.

The study significantly had an impact on social work profession in linking whistle blowing concept and practice with basic principles of social work in particular, Challenging unjust policies and practices. Hence, Social workers need to challenge such exploitation of individuals, the community and the whole nation at large through exposing mal practices or corrupt practices happening in the public sectors. This principle wise practice can be challenged through whistle blowing. Regarding whistle blowing when fraudulent or illegal activities occur during implementation-or when the well-being of clients, patients, or consumers is violated-social workers should engage in whistle-blowing if other remedies do not work (Jansson, 2008).

The study was conducted to illustrate what it look like the public sectors are. Accordingly, the study found that the contribution of whistle blowing in combating corruption in

the public sectors is interwoven factors which confront the target to put a ground for transparency and accountability in the public sectors. Consequently, as a social worker it seems continuous studies and intervention strategies need to be performed to create transparent and impartial public sectors that are not risk for the community in particular for defenseless societies.

6.2.2. Implications for Ethics Education in the Public Sectors

Ethics and anti-corruption education is at the heart of the FEACC's long-term corruption prevention strategy (FEACC, 2010). First, the finding of this study shows employee whistle blowers are low in size and whistle blowing confidentiality exposing. Regarding whistle blowing, currently public employee's participation toward blowing of whistle of corruption offense is low. In order to increase the number and commitment of whistle blowers who could act in favor of the public interest there need to be a special training on how to blow whistle of corruption by keeping the whistle blowing confidentiality.

Second, awareness creation up on public sectors employees in identifying corruption crimes that needs to be reported. As currently about fifty percent of whistle reported to FEACC are not corruption offences rather personal grievances and civil case matters. Hence, the content of the training module currently used need to be revised so that the training is not merely about ethics but also it includes concepts of whistle blowing and effective whistle blowing system.

Third, as indicated in the finding one of the factor that restrains whistle blower from reporting corrupt practices in the public sectors was the cultural influence. For instance a culture that force whistle blowers become loyal to their friends, families and more to turn an eye blind to them whenever they commit corrupt practices in the public sectors. This practice considerably affects whistle blowers stance even has an effect to the coming generation role to bring justice in the public sectors. Therefore, the current ethics education to fight corruption better if considers

formulating a new training style that diminishes such perception and practice from employee in the public sectors.

6.2.3. Implication for Policy

Regarding conduct and accountability of government the Ethiopian constitution article 12(1) state the conduct of affairs of government shall be transparent (FDRE constitution, 1995). In Ethiopia in order to put in to practice such principle of the law of the land fundamentally different legal and administrative measures were taken to create sound governance, bureaucratic transparency and accountability. Among others in order to create a conducive environment in the public sectors where misconduct affairs of different level organizational management system be detected by whistle blowers Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation No. 699/2010. However, as the results of this study shown there are no supportive legal frames like regulation or directive issued since the proclamation entered in to enforce. Consequently, there is no whistle blowing policy that accessed to the different public sectors, so that the management of such sectors develops their own organizational whistle blowing policy.

Currently neither public offices nor public enterprise have a whistle blowing legal frame as a directive that could enable effective whistle blowing system to exist and misconduct blown could be uncovered. Hence, there need to be a whistle blowing policy in the public sectors of the federal government at least to those sectors which are prone to corruption practices.

The other policy implication of this study is regarding the protection coverage. The study result pointed out that currently there is a small number of whistle blowers who are devoted to save the public property from corruptors in blowing corruption offences based on facts. And also protection coverage being provided is not sufficient and cannot go with demands of whistle

lowers.

The Protection of Witnesses and Whistleblowers of Criminal Offences Proclamation 1999/2010 which only covers the public sectors irrespective of the private sectors is not provide entitlement or rewards for willful and loyal to the public interest whistle blowers. While Proclamation No. 883/2015, Revised Federal Ethics and Anti-Corruption Commission Establishment (Amendment) issues a punishing edict on those who attempts to influence harm or punish or who influence, harms or punishes any informant of the commission as well as it obligates the employees or officials in the public offices, enterprises and organization to report corruption offence they know the commission of corruption offence in their respective office. Different proclamations issued entitlements to put effectively practice the law for the already issued aim.

Consequently, in order to grow whistle blowers who detect corruption offences in the public sector firmly, the current protection proclamation of whistle blowers need to incorporate a provision of rewarding whistle blower for being a whistle blower and a witness before the court.

6.2.4. Implication for Intervention

The study finding shows different interacting factors that have a considerable influence on the contribution of whistle blowing in combating corruption situations in the public sectors. Accordingly, the following suggestion could better improve the whistle blowing scheme in the public sectors.

Planning whistle blowing practice as main activity of public sectors-one of the difficulty in implementing whistle blowing in the public sector is the absence of manager's attention and commitment. Planning concerns top level management task through involving all employees and stake holder for effective whistle blowing system. Regarding effective whistle blowing scheme

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The findings of this study found that managers in different hierarchy of the public sectors have a potential of two opposite sides. Managers have a key role to make whistle blowing effective with commitment and accountability (Near & Miceli, (1995); Murdock, (2009); Peter, (2011) all agree that managers have a considerable key role to construct effective whistle blowing system in the public sectors. On the other hand, managers in creating a network with their stakes internally and externally perform invisible and bureaucratic challenges on whistle blowers and the whistle blowing system in the public sectors. Managers can enable all employees feel confident to blow a whistle of corrupt practices. Having this fact in ground, the study considers the role of managers to incorporate whistle blowing system practice as part of means to bring transparency and accountability in the public sectors.

Organizing and strengthening Ethics liaison unit in the public sectors: as indicated in the finding, in the public sectors one factor that influences effective whistle blowing is disorganization of ethics liaison unit and incompetency of ethics liaison officers. While this unit is exclusively given a mandate to receive internal whistle of alleged corruption offence from employees or the staff of the public sectors it failed to enable the situation smooth for effective whistle blowing.

Through strengthening internal whistle blowing system so that employees in the public sectors blow whistle of undue advantage in their working place is possible. As secondary sources indicate including observation the condition by which ethics liaison unit organized is variable. Ethics liaison units vary concerning to whom they are responsible, some are for board of directors while some are accountable for the head of the organization, their position varies some are directors, some are officers even their salary significantly varies one another. The existence of such variation while working on the same target and guided by the same regulation 144/2008

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is forced ethics liaison not to settle and work in better condition with an attempt to detect malpractices in the public sectors.

This study has faith in organizing ethics liaison units with material, manpower and capacity building for practical change is determinant in creating effective whistle blowing system. Besides, strengthening ethics liaison officers through improving their benefits and positions considerably improves the whistle blowing system in the public sectors.

Establishing alternative whistle blowing mechanisms beyond suggestion and complaint box in the public sectors: as observation result shows almost all public sectors have a suggestion box in front of their offices. The suggestion box by itself is better to grasp malpractices in the public sectors although it combines grievances, complaint even corruption offences in some cases. Such blowing mechanism is susceptible for confidentiality exposition even for retaliation.

Accordingly, internal whistle blowing mechanisms need to be improved so that whistle blowers do have alternatives to detect corruption offences either internally or externally. Active hotlines and accessible center where corruption offences reported internally need to be arranged. Situations that can enable employees to report malpractices by appearing personally need to be in convenient settings where the privacy of whistle blowers is kept safe.

The structure of ethics liaison units where employees can report attempted undue advantage they observe while working their day to day activities with privacy looks not convenient. Therefore, all forms of whistle blowing mechanisms like free hotlines (phone), email, and appearing personally need to be established in the public sectors. In addition, keeping the confidentiality of whistle blowing cases to protect employees from retaliation is the major activity that needs to be performed continually.

6.2.5. Implication for future research

Out of the finding of the study it is possible to perform a research in the future. The points the study need community level large scale survey where attitude may be a key component. These points are first, why lower participation of employee whistle blowers in the public sectors? The second study question is why public sector employees lack selfless motive to blow alleged corrupt practices? The third study question is the impact of invisible and bureaucratic challenges on whistle blowers.

6.3. Recommendation

This study has shown the contribution of whistle blowing in combating corruption in the public sectors in terms of whistle blowing practice; whistle blowers role and challenges as well as situation in the public sectors for effective whistle blowing system that deter corrupt practices. Yet, the contribution of whistle blowing to detect corrupt practices in the public sectors is influenced by multifaceted factors. Recommendations that could potentially give remedy for these multifaceted factors that lessen the contribution of whistle blowing in the public sectors are as follows.

6.3.1. Making Uniform Whistle Blowing Policy in the Public Sectors

In Ethiopia since 2010 whistle blowers who blow corrupt practices are guaranteed by formal protection proclamation. This protection proclamation excludes the public organization (private sector) and includes the public sectors such as public offices and public enterprises. Besides, the proclamation is without further legislations like regulation issued by ministerial level, directive issued by the Federal ethics and anti-Corruption commission level and working manuals which may be prepared by the different public sectors. If public sectors to be supported

by whistle blowing legislation the significance is high in minimizing the day to day malpractices

Consequently, Public sectors are not guided by brief and detailed whistle blowing regulation or directives in particular concerning corruption offences report. It seems all public sectors are using different formats or procedures of whistle blowing practice which is not formal. It can be said there is no standardized working manual for practicing whistle blowing in particular with reference to corruption crimes proclamation 881/2015 so that public sector employees easily understood what corruption mean and where to report .

6.3.2. Creating Awareness on Confidentiality of Whistle Blowing Cases

Whistle blowers in the public sectors need to be informed on how to report whistle of corrupt practices externally without exposing it. The exposition of whistle blowing confidentiality results harm for both the whistle blower and whistle receiver.

First, the individual may suffer for extra retaliation following reporting corrupt practice. Second, on the side of whistle blowing receivers there could be distortion of evidences by corruptor and their collaborators before the alleged corruption practices investigation starts. So creating awareness for whistle blowers in the public sectors not only safe for whistle blowers but also enhances the capacity of the commission to investigate and prosecute on those who commit corruption crimes.

6.3.3. Enhancing Protection Coverage Provision

The finding of this study indicates lower participation of employees as well as lower protection coverage provision. And also secondary resources indicate that out of the requested protection coverage about more than half of them have got protection (see table 2.3) .

The more the protection coverage is provided for genuine whistle blowers, the more they participate to detect corruption offence in their working place. Accordingly, there need to be protection and encouragement for loyal employee whistle blowers who devote in favor of the public interest.

6.3.4. Enhancing the Transparency and Timeliness Feedbacks

The findings of the study found that there is feed backs given for whistle blowers at spot but it lacks transparency and relevance. Whistle blowers having reported corruption offences they tend to forget following it. Consequently, some whistle blowing cases tend to be forgotten rather than actively investigated and further prosecuted.

Hence, enhancing the transparency of feedback initiates whistle blowers to detect corrupt practices while working. Standards of receiving whistle of alleged corrupt practices need to be revised according to the nature of whistle blowing cases.

6.3.5. Avoiding Challenges of Whistle Blowers in the Public Sectors

The finding of the study indicates employees of the public sectors prefer to be silent rather than blowing whistle of corrupt cases in their working environment. Organization need to create situations that initiate whistle blowers to detect malpractices they observe. Besides, there need to be a measure taken on invisible challenges of whistle blowing which retrain whistle blowers from reporting corruption offences.

Organizations need to be committed toward initiating employees to blow whistle of alleged corruption offences. Such performance is better if it is accomplished with the support of managers. Managers should be confident to any whistle blowers initiation in detecting corrupt practices. In more case, cooperation of employees and managers with different hierarchies

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bitterly improves the culture of transparency and accountability in the public sectors.

6.3.6. Evaluating Whistle Blowing Scheme

Whistle blowing is not a task of some body or some organization. It is one of critical activity which requires the cooperation of key stake holders inside and outside the public sector. Opportunities need to be created where whistle blowing system could be planned as any other formal activity of the organization. Again there should be situation to evaluate the already planned whistle blowing practice. The failure and the success of whistle blowing practice need to get a consideration.

It is obvious that the main activities different sectors are evaluated by different bodies. Such as by finance and economic development office, by members of city council, by members of house of people representatives. Therefore, such special bodies' first need to appreciate situations that degrade and upgrades whistle blowing in the public sectors. Second, such bodies need to initiate public sectors to plan the whistle blowing case a key role to improve good governance. Finally, facilitating situations for effective whistle blowing system to bring about transparent and effective service delivery system seems very essential task.

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Appendix I

ክፍል 1- የትብብር መጠየቂያ ቅፅ

በአዲስ አበባ ዩኒቨርሲቲ የድህረ ምረቃ ትምህርት

የህብረተሰብ ሣይንስ ትምህርት ክፍል

መጠይቅ

መግቢያ:- ‘ጥቆማ ሙስናን ለመከላከል ያለው ድርሻ ምን ይመስላል?’ በሚለው ርዕሰ-ጉዳይ ዙሪያ መረጃ ለማሰባሰብ ይህ መጠይቅ ተዘጋጅቷል። መጠይቁ የተዘጋጀው ለአጥኝው በአዲስ አበባ ዩኒቨርሲቲ ‘የሶሻልዎርክ’ (SocialWork) ትምህርት ክፍል የድህረ ምረቃ ትምህርቱ (Master of social work in Community and Social development) ለምረቃ ማሟያነት ታስቦ ነው።

ዓላማ:- ይህ መጠይቅ የተዘጋጀበት ዋናው ምክንያት ‘በሙስና ተግባር ላይ ጥቆማ ማድረግ ሙስናን ለመከላከል የሚኖረው ድርሻ/አስተዋጽኦ ምንድን ነው?’ የሚለውን ለማመልከት የሚያስችል መረጃ ለማሰባሰብ ነው።

አጠቃላይ መመሪያ:- ለዚህ ጥናት የሚሆነውን መረጃ በመጠይቅ ለማሰባሰብ ትኩረት አድርጎ የሚነሳው ከሙስና ጥቆማ ጋር ተያያዥነት ያላቸውን አካላት ሲሆን እነዚህም፡- የስነምግባር መከታተያ ክፍሎች፣ በሙስና ወንጀል ጠቋሚዎች፣ እና የሙስና ጥቆማ የሚቀበሉ ባለሙያዎች ይሆናሉ።

ስለሆነም እርስዎ ውድ ጊዜዎትን ሰውተው የዚህ ጥናት አካል በመሆን ለመይቁ መልስ ሲሰጡ ለጥናቱ ውጤታማነት ጠቀሜታው ከፍተኛ በመሆኑ መረጃው እውነተኛ እና ተአማኒ እንደሚሆን እጥኝው ሙሉ እምነት አለው።

መረጃው የሚሰበሰበው እንደአስፈላጊነቱ በጽሑፍ ወይም በቃል በተዘጋጀው መጠይቅ በመጠቀም ይሆናል።

ለዚህ ጥናት እረስዎ የሚሰጡት መረጃም ሆነ ማንነትዎ ለጥናቱ ተግባር ብቻ የሚያገለግልና ምስጢራዊነቱም የተጠበቀ ይሆናል። ጉዳዩ ይመለከተኛል በሚል በቀና ሙያዊ ትብብር መንፈስ ምላሽ ለመስጠት ፈቃደኛ በመሆንዎ አጥኝው በቅድሚያ ከፍተኛ ምስጋና ያቀርባል።

መስፍን በላይነህ

ክፍል 2- ለሙስና ወንጀል ጠቋሚዎች የተዘጋጀ ቃለ-መጠይቅ

1. አጠቃላይ መረጃ

1.1. ፆታ ሴት ☐ ወንድ ☐

CONTRIBUTION OF WHISTLE BLOWING IN....

- 1.2. የትምህርት ደረጃ
- 1.3. የስራ ድርሻ.....
2. የሙስና ወንጀል ላይ ምን ያህል ጊዜ ጥቆማ አቅርበዋል?
3. የሙስና ወንጀል ጥቆማ በሴክተር መስሪያ ቤቶች እየተደረገ ይገኛል ብለው ያምናሉ? ቢያብራሩልን?
4. ጥቆማ በማቅረብዎ ጥቃት ከለላ አገኛለሁ ብለው ያምናሉ? ከሆነ ቢገልፁልን?
5. የጥቆማ መረጃ በሚስጥር ይያዛል ብለው ያምናሉ? ቢያብራሩልን?
6. የጥበቃ አዋጁ መኖሩን ያውቃሉ? ካወቁ ሀቀኛ ጠቋሚዎችን ያበረታታል ብለው ያምናሉ?
7. ጠቋሚዎች ላቀረቡት ጥቆማ ተገቢውን ምላሽ /feedback/ ያገኛሉን? ቢያብራሩልን?
8. ሙስናን ከመቀነስ አኳያ ድርሻዎችን እንዴት ይገልፁታል?
9. በመጠቆምዎ ከጥፋት ያዳኑት ገንዘብ ወይም ንብረት አለ? ካለ ቢያብራሩልን?
10. በጠቋሚዎች ላይ ምን ዓይነት ችግሮች/ፈተናዎች ይደርስባቸዋል? ቢያብራሩልን?
11. ውጤታማ የጥቆማ ስርዓት እንዲኖር ምን መደረግ አለበት ይላሉ? ቢያብራሩልን?
12. ለውጤታማ የጥቆማ ስርዓት የኃላፊዎችን ትብብር እንዴት ይገልፁታል?
13. በመንግስት መስሪያ ቤቶች ለጥቆማ ምቹ ሁኔታ አለን? ካሉ ቢገልፁልን?
14. ተጨማሪ ሃሳብ ካልዎት ቢገልፁልን?

ለትብብርዎ በጣም አመሰግናለሁ

ክፍል 3- ለስነምግባር መከታተያ ክፍሎች የተዘጋጀ ቃለ-መጠይቅ

1. አጠቃላይ መረጃዎች 1.1. ፆታ ሴት ☐ ወንድ ☐ 1.2. የትምህርት ደረጃ _____ 1.3. ኃላፊነት _____
- 1.4. አጠቃላይ የስራ ልምድ _____ በስነምግባር መከታተያ ክፍል _____
2. በጥቆማ ዙሪያ ካልዎት ልምድ የጥቆማ ስርዓት እንዴት በአግባቡ እየተተገበረ ይገኛል ቢያብራሩልን?
3. ጠቋሚዎች የሙስናን ወንጀልን በመጠቆማቸው ከሚደርስባቸው አደገና ጥቃት ለደህንነታቸውን ተገቢው ጥበቃ እየተደረገላቸው ነው ብለው ያምናሉ? ከሆነ ቢገልፁልን?
4. ጠቋሚዎች ጥቆማቸው በሚስጥር ይያዛል ብለው ያምናሉ? ካሙኑ ቢዘረዝሩልን?
5. ጠቋሚዎች ጥቆማ አቅርበው ተገቢውን ግብረ-መልስ/ feedback/ ያገኛሉ? ካገኙ ቢያብራሩልን?
6. የጥበቃ አዋጁ በራስ ተነሳሽነት ወይም ለህዝብ ወገንተኝነት ጥቆማ የሚያቀርቡ ሀቀኛ ጠቋሚዎችን ያበረታታልን? የሚያበረታታ ከሆነ ቢገልፁልን?
7. ሙስናን ከመቀነስ አኳያ እርስዎ እንደጠቋሚ ያልዎትን ሚና እንዴት ይገልፁታል?
8. የሙስና ተግባራትን በመጠቆም የመንግስትን ሀብት (በገንዘብ ወይም በአይነት) ከጥፋት ያዳኑበት ሁኔታ አለ? ካለ በዝርዝር ቢያብራሩልን?
9. ውጤታማ የሙስና ጥቆማ ስርዓት እንዲኖር የሚያደርጉ ወሳኝ ባለድርሻ አካላት ናቸው የሚሏቸውን ቢዘረዝሩልን?
10. በጥቆማ ዙሪያ ካልዎት ልምድ የጥቆማ ስርዓት ተግዳሮቶች ምንድን ናቸው?
11. በጠቋሚዎች ላይ ምን ዓይነት ችግሮች/ፈተናዎች ይደርስባቸዋል?
12. ለውጤታማ የጥቆማ ስርዓት የኃላፊዎችን ትብብር እንዴት ይገልፁታል?
13. በስራ ገበታ ላይ የሚስተዋሉ ብልሹ አሰራሮችን ለመጠቆም የሠራተኞችን ተነሳሽነት እንዴት ይገልፁታል?
14. በመስሪያ ቤትዎ የጥቆማ ስርዓትን ለማስተናገድ የሚረዱ ህጋዊ ሰነዶች አሉ? ካሉ ቢገልፁልን?
15. ለውጤታማ የጥቆማ ስርዓት በመ/ቤትዎ ተዓማኒነት ያላቸው የጥቆማ ሰልጦች ምንድናቸው? ቢዘረዝሩልን?
16. በመስሪያ ቤትዎ የሙስና ጉዳዮችን በጥቆማ ለሚያጋልጡ ሠራተኞች ያለው ምቹ ሁኔታ ምን ይመስላል?
17. ተጨማሪ ሃሳብ ካልዎት ቢገልፁልን?

ለትብብርዎ በጣም አመሰግናለሁ

CONTRIBUTION OF WHISTLE BLOWING IN....

ክፍል 4- በሙስና ጥቆማ ዙሪያ ለሚሠሩ ባለሙያዎች የተዘጋጀ ቃለ-መጠይቅ

1. አጠቃላይ መረጃዎች 1.1 ያታ _____ 1.2 የትምህርት ደረጃ _____ 1.3 ኃላፊነት _____
1.5. የስራ ልምድ በሙስና ጥቆማ ዙሪያ _____
2. የወንጀል ምስክሮችና ጠቋሚዎች ጥበቃ አዋጅ የሙስና ተግባር ጥቆማ ስርዓትን እንዴት እያጠናከረ ይገኛል?
ቢገልፁልን?
3. ጠቋሚዎች ለደህንነታቸው ጥበቃ በሚፈልጉበት ጊዜ ከለላ ያገኛሉ? ካገኙ እንዴት እያገኙ እንደሆነ ቢገልጹልን?
4. ጠቋሚዎች የሚያቀርቡት ጥቆማ በሚስጠር ይያዛል ብለው ያምናሉ? ካመኑ ቢገልፁልን?
5. ጠቋሚዎች ለሚያቀርቡት ጥቆማ ተገቢውን ምላሽ ያገኛሉን? ካገኙ ቢያብራሩልን?
6. በሴክተር መስሪያ ቤቶች ግልፅ በህግና መመሪያ የተደገፈ የጥቆማ ስርዓት አለ? ካለ ቢገልፁልን?
7. እርስዎ የሙስና ጥቆማዎችን በሚስጥር በመቀበል ሙስናን ለመከላከል ድርሻዎችን እንዴት ይገልፁታል?
8. በሙስና ተግባራት ጥቆማ የመንግስት ሀብት በገንዘብ ወይም በአይነት ከውድመት እየተጠበቀ ነው ብለው ያምናሉ
ቢያብራሩልን?
9. የጥቆማ ስርዓትን ከመተግበር ጋር ተያይዞ የሚስተዋሉ ችግሮች ካሉ ቢገልፁልን?
10. የሙስና ጥቆማዎችን በመቀበል ሂደት ያጋጠምዎት ችግሮች ምንድን ናቸው? በተለያዩ ባለድርሻ አካላት ጋራ ያሉ
ችግሮች ምንድናቸው? ቢያብራሩልን?
11. በጠቋሚዎች ላይ ምን ዓይነት ችግሮች/ፈተናዎች ይደርሳል? ቢያብራሩልን?
12. ውጤታማ የጥቆማ ስርዓት እንዲኖር ምን መደረግ አለበት ይላሉ? ቢያብራሩልን?
13. ከሴክተር መ/ቤቶች ጠቋሚዎች የሙስና ተግባራትን ጥቆማ የሚያቀርቡበት የተለመደው ስልት ምንድነው?
14. በሴክተር መ/ቤቶች ሙስናን ለመከላከል የጥቆማ ስርዓት ትግበራ ክንውንን እንዴት ይገልፁታል?
15. በእርስዎ እምነት በሴክተር መ/ቤቶች የሙስና ተግባራት ጥቆማ ላይ ተፅእኖ የሚፈጥሩ ሁኔታዎች ምንድን ናቸው?
16. ተጨማሪ ሃሳብ ካልዎት ቢገልፁልን?

ለትብብርዎ በጣም አመሰግናለሁ

ክፍል 5- የምልከታ ጥናት ፔክሊስት

ይህ የመስክ ጥናት ፔክሊስት የተዘጋጀበት ምክንያት በቃለ-መጠይቅ የሚሰበሰቡ መረጃዎችን ለመደገፍ ታሳቢ በማድረግ ነው። በተጨማሪም ጥናቱ ጥቆማ ሙስናን ለመከላከል ያለውን ድርሻ በተሻለ ሁኔታ መረዳት የሚያስችል በመሆኑ ነው።

በምልከታው የሚካተቱ ዋና ዋና ጉዳዮች

1. ሴክተር መ/ቤቶች ለሙስና ጥቆማ ምክንያት
 - የስነምግባር መከታተያ ክፍል ቢሮዎች የሙስና ጠቋሚዎች ግላዊ ነፃነት የሚያስጠብቁ መሆናቸው፤
 - የስነምግባር መከታተያ ክፍል ቢሮዎች ለጥቆማ በሚያመች ሁኔታ የተሟላ ማትሪያል ያላቸው ስለመሆኑ
2. አግባብነት ያለው የሙስና ወይም የማይገባ ጥቅም ጥቆማ ስርዓት እንዲኖር የሴክተር መ/ቤቶች ከባለድርሻ አካላት የሚጠበቀው ትብብር ስለመኖሩ
 - የጥቆማ ስርዓትን አስመልክቶ የጋራ ዕቅድ ስለመኖሩ፤
 - በጥቆማ ስርዓት ዙሪያ የጋራ ስምምነቶች እና ውይይቶች በቃለ ጉባኤ የተደገፈ ስለመሆኑ
3. በሴክተር መ/ቤቶች የሙስና ተግባራትን ለመጠቀም የሚያስችል ተዓማኒ ሰልጦች ስለመኖራቸው
 - የነፃ ስልክ አገልግሎት
 - የጥቆማ መስጫ ሳጥኖች
4. በሴክተር መ/ቤቶች ቅጥር ግቢ ውስጥ በውስጥና ውጭ ሙስናን ለመታገል የጥቆማን አስፈላጊነት የሚያስረዱ ማስታወቂያ ወይም መሪ ቃል ስለመኖራቸው

ለትብብር በጣም አመስግናለሁ

Appendix II

Part 1: Letter of Introduction

Addis Ababa University Graduate School of social work

Preamble: this study which is titled as "Contribution of Whistle blowing in Combating

Corruption: The case Public sectors in Addis Ababa".

Aim: the study questions were aimed at assessing the whistle blowing scheme, the role of whistle blowers, challenges which affect whistle blowing role in fighting corruption and situations within public sectors which enable effective whistle blowing practices.

General Guide: participation in the study involves conducting a face-to-face interview, phone interview (for those respondent unable to avail themselves physically), which will last for approximately 30 to an hour. All the information collected is confidential and will be used for academic purpose. I want to assure you that every collected data through tape recorder and note books will be kept confidentially and distracted after the transcription. And your name will not be attached to any finding of the study. And rather your real name is replaced with pseudo names. In case if you feel unease or discomfort during the interview, you are free to withdraw.

Thank you so much for your cooperation

Part 2- In-depth interview guide for whistle blowers of alleged corruption offences

1. Background Information

1.1 Sex _____ 1.2 Education Status _____ 1.3 Position _____

2. How much time did you blow whistle of corruption offence?
3. How is the whistle blowing on corruption offences in practice at the public sectors?
4. Do you believe to get protection in blowing whistle of corrupt acts? If yes could explain
5. Do you believe whistle cases of corruption offences are confidential? If yes could explain
6. Do you know the protection proclamation? If you know it , does it encourage loyal whistle blowers?
7. Do whistle blowers get feedback for their blowing cases? If yes , how is it, could you explain
8. How could you explain your role to combat corruption through blowing of whistle of corruption offence?
9. Are there situations where government properties were saved following your blowing of whistle of corruption offence? If yes could you mention it
10. What are the challenges of whistle blowers in the public sectors? could you explain
11. What need to be done in order to create effective whistle blowing in the public sectors? could you explain
12. How could you explain the cooperation of managers for effective whistle blowing? could you explain
13. Are the enabling situations in the public sectors? If yes could you explain it
14. Could you add more

Part 3-In-depth interview guide for Ethics liaison officers in the public sectors

1. Background Information: 1.1. Sex _____ 1.2. Education Status _____ 1.3. Position _____ 1.4. Work experience as Ethics liaison officer _____
2. How whistle blowing scheme is in practice to enhance the fight against corruption in the public sectors?
3. How whistle blowers of corrupt acts are getting of protection when they are in need of safety?
4. Do you believe whistle blowers are confidential in blowing whistle of corruption offence? If yes could you clarify
5. Do you believe whistle blowers are getting feedbacks for what they blow? If yes could you explain
6. Is the protection proclamation initiates loyal whistle blowers? if yes could you explain
7. How could you explain your role in combating corruption in the public sectors?
8. Are there situation where government properties were saved following your blowing of whistle of corruption offence? If yes could you mention it
9. What are stake holders that could play key role for effective whistle blowing?
10. What are the challenges of effective whistle blowing scheme in the public sectors?
11. What are the challenges of whistle blowers in the public sectors?
12. How could you explain the cooperation of managers for effective whistle blowing?
13. How could you explain the role of employees blowing corrupt offences in their working place?
14. Is there legislation for whistle blowing system in your organization? If yes could you clarify

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15. Are there confidential whistle blowing mechanisms in your organizations? If yes could you clarify
16. What are enabling situation for employees who expose corruption offences?
17. Could you add more

Thank you so much for your cooperation

Part 4- Interview Guide for Key Informants-Whistle of Corruption offence

Receivers

1. Background Information: 1.1. Sex _____ 1.2. Educational Status _____ 1.3. Position _____ Work experience on receiving Whistle of Corruption offence _____
2. How the Protection proclamation of whistle blowers is enhancing whistle blowing scheme to detect corrupt acts in the public sectors? Could you explain
3. How whistle blowers of corrupt acts are getting of protection when they are in need of safety?
4. Do you believe whistle blowers are confidential in blowing whistle of corruption offence? If yes could you clarify
5. Do you believe whistle blowers are getting feedbacks for what they blow? If yes could you explain
6. Is the protection proclamation is supported by regulation and directives in the public sectors?
7. How could you explain your role in confidentially receiving whistle of corrupt acts to combat corruption?
8. Are there situation where government properties were saved following your blowing of whistle of corruption offence? If yes could you mention it

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9. What are the challenges in implementing whistle blowing scheme? could you mention it
10. What are the problems you encountered in receiving corruption offences? In particular problems happening from stake holders
11. What are the challenges of whistle blowers in the public sectors?
12. What need to be done to create an effective whistle blowing system in the public sectors?
13. Are there confidential whistle blowing mechanisms in the public sectors for employees whistle blowers? If yes could you clarify
14. How could you explain the practice of whistle blowing system in the public sectors?
15. From your own practical experience what are the influencing situations on whistle blowing practice in the public sectors?
16. Could you explain more

Thank you so much for your cooperation

Part 5- Observation Checklist

This observation checklist is prepared with the idea to support the data collected through in-depth interview. It will further help to understand potential contribution of whistle blowing in combating corruption. More to the point, the observation tool serves to magnify the situation in the public sectors that enable for the crosschecking of effective whistle blowing system practice in the public sectors.

1. Public sector's structure accessibility (convenience) for whistle blowers of corrupt acts at public sectors
 - Ethics liaison unit office suitability for whistle blowers –is it in an open setting
 - Office setting - Does it keep the privacy of whistle blowers?

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- Organized office – are there basic office equipments?
2. The cooperation of the organization with other key stake holders for effective whistle blowing of corrupt acts or undue advantage
 - Verbal
 - Agreements
 3. Available confidential mechanisms for whistle blowing of corrupt practices in public sectors
 - toll free call help lines or hot-lines
 - Whistle blowing box
 4. Inside and outside public sectors notices that recognizes the fight against corruption through whistle blowing.
 - Like Mottos and Bill boards