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SCHOOL OF COMMERCE

Assessment of Corruption Challenges in Executing Construction Projects: The Case of Two Federal Housing Projects in Addis Ababa, Ethiopia

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This is to certify that the project organized by Haregot Abreha Bezabih, entitled *assessment of corruption challenges in executing construction projects in the case of two federal housing projects in Addis Ababa, Ethiopia.* A project submitted to in partial fulfillment of the requirements for the Degree of Master of project management (School of commerce) complies with the regulation of the University and meets the accepted standards with respect to originality and quality.

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I declare that this project entitled "*Assessment of corruption challenges in executing construction projects in the case of two federal housing projects in Addis Ababa, Ethiopia"* has been conducted by myself under the guidance and support of my a divisor Ato Temesgen Belayneh (PhD) for my partial fulfillment of the requirements for the degree of Masters of project management (MPM).

I further declare that this thesis is my original work and has not been submitted to any other University or Institution for the award of any degree or diploma and all sources of material used for this thesis have been dully acknowledged and recognized.

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This is to certify that Haregot Aberah Bezabih has carried out his research work on the topic entitled "*Assessment of corruption challenges in executing construction projects in the case of two federal housing projects in Addis Ababa, Ethiopia* **''** as a partial fulfillment of the requirement of Masters of Arts Degree in project management . This study fulfils requirement to obtain academic degree from the university.

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ABRIVATION AND ACRONOMYS

A.A	Addis Ababa
FEAC	Federal Ethics and Anti Corruption Commission
GDP	Gross Domestic Product
USD	United States Dollar
CPI	Corruption Perception Index
ECIP	Ethiopian Construction Industry Policy
WB	World Bank
MOHUD	Ministry Of House and Urban Development
SPSS	Statistical Package for Social Sciences
UHD	Urban and House Development
CPRD	Corruption Prosecution Department
CID	Corruption Investigation Division

ABSTRACT

Now a day's corruption is a hot spot and public issue in any government institution. It became a major concern for economic, social and political development nationally and globally. The effect of corruption in Ethiopia has manifested in different sectors including in the housing projects. It creates project delay, poor quality and overrun cost. Corruption is still a persistent and public complain issue in housing projects especially project run by federal government in Addis Ababa. Therefore, the main purpose of this study was to assess the main corruption challenges (offenses) manifested in housing project. It also conducted to identify the major causes of corruption and the level of effort of different stakeholders in tackling the problem. Based on this aim, data was collected through questionnaire and interview from three stakeholder's cluster groups, 10 institutions and.155 respondents, which was selected, based on purposive sampling method. The data collected was coded, analyzed and interpreted and the result shows that collusion among contractors and consultants, substructure and underground bulk excavation, procurement rigging, bribe for low quality supply etc are the main corruption offenses happened in housing projects. Poor accountability, poor controlling and monitoring system, poor ethical behavior of contractors and consultants etc are identified as the main cause of corruption in housing projects. Consequently, implementing strong accountability, strengthen auditing and controlling system, improving working procedure, giving deep training on ethics and anti corrutption etc are recommended as remedy to solve the problem in housing projects.

Key Terms: Project, Corruption, Construction, Construction Sector, Implementation Challenges or Manifestations or Offenses, Causes, Project office, Employees, Addis Ababa, Project Contractor and Consultant.

CHAPTER ONE

Introduction

1.1 Background of the Study

Corruption all over the world is a well-known and major problem, from America to Africa, Europe to Asia and elsewhere across the globe. It features regularly worldwide in news bulletins and news channels' with level Scandal ranging from business corporate to giant international and domestic public projects. *(Stanbury, 2005).*

Corruption is the abuse of public office for private gain. It can be arises in both bureaucratic and political offices with grand or petty level. It is worldwide epidemic crime and it encompasses abuses linking public and private actors such as bribery, extortion, influence peddling, fraud as well as unilateral abuses by government officials such as embezzlement and nepotism. (J.C. Sharman, 2009).

Corruption with its nature of universal prevalence has proven that it is a harmful crime on the African continent. Corruption in Africa has led to widespread unemployment, inequitable distribution of wealth, the diversion of scarce state resources for wasteful or inefficient purposes and the corrosion of societal morality (GCR, 2009). Corruption has subverted the common good, ideas and projects for private gain. The costs of corruption in African investment companies, banks, public and private projects are beyond imaginable. Public construction projects lost their objective through miss allocations or higher expenses by paying bribes for public officials for lower quality of projects, goods, and services.(Adeyemo, C. O. 1990)

Ethiopia is the fastest-growing, non-oil driven economy among African countries. The country has showed a remarkable growth for the past ten years. Even though the average annual growth GDP of the country is 10.9%, the contribution of the construction industry to the country GDP is minimal (around 5.3%). The construction sector has developed at yearly growth rate of 12.43 % for the past 10 consecutive years (UNDP, 2014).Its development is remarkable. The recent documentary of Chinese TV channel CGTN on the construction sector development with tower sky buildings in Addis Ababa and other part of the country prove that the sector is at good economic truck.

With all those prospective and development news, some domestic media's, individuals and group of peoples directly or indirectly has complained repeatedly that the construction sector has faced numerous problems such as low quality , wastage of public resource, delaying of projects for long period of time overrun cost and mal practices including corruption incidence by employees and officials of government in collusion with project managers, contractors and consultants.

In light with theoretical literatures on this issue, this study will attempts to deal with Issues include how projects are susceptible to corruption, efforts of Addis ababa housing project office in fighting corruption practices in housing projects, factors facilitating corruption, nature and types of corruption that creating challenges for construction projects , particularly the federal housing projects in Addis ababa, Ethiopia. Besides that, the study will point out possible solutions for combating corruption practices that challenge the construction sector by assessing the role and mandate of different project stakeholders/ actors.

1.2. Statement of The Problem

Corruption is considered as a major challenge of national development in every country, at every level whether it is at the lower or upper level of government. Ethical challenges and corrupt practices occur in nearly all departments' agencies and ministries (Adeyemo, 1990). Corruption is the primary threat to sustainable economic development, democratic process, good governance and fair business practices. The impact of corruption goes far beyond the specific misbehavior of the actors involved. Its repercussions sweep across entire populations (OECD, 2011).

The fight against corruption is painstaking and long-time taking which requires changing attitudes, establishing transparent procedures, holding public and private sector actors accountable, strengthening the judicial system, and facilitating the active participation of civil society (Habtamu, 2015). Organizations, including those in construction, also need to put in place systems for detecting and minimizing unethical incidences or various forms of corruption (OECD, 2011). Corruption is best tackled in a system where there is strong National Integrity System in which a combination effort of executive, judiciary and legislative branches of government the strong and independent electoral body, law enforcement bodies such as police, anti corruption institutions,

institute of ombudsman, the ombudsman, the civil societies , media and the public sector at large, (TI, 2000).

Different Research on corruption impact in Ethiopia is economic and governance system shows that there is a tendency of growing corruption and inefficient administration resource from time to time. for instance, a nation-wide corruption survey was conducted by the Addis Ababa University Institute of Research and Education in collaboration with the FEACC in 2001 revealed that the government system is susceptible to different types or manifestation of corruption such as nepotism, embezzlement of public funds, bribery, fraud or forgery, theft and extortion (AAU survey, 2001). The study even noted that services provided by government offices, such as housing allocation, judicial services, tax collecting system, and land distribution were not transparent and efficient (Mesay, 2012).

The Transparency International's Corruption Perceptions Index of 2013, which measures the perceived levels of corruption in a country's public sector ranked Ethiopia 111th from 177 countries (TI, 2011). In 2015, Ethiopia ranked 103th from 176 countries with little improvement of ranks when it compared from the past index (TI, 2015). Beside the transparency international report, The Global Financial Integrity Washington base think tank on financial integrity, even higher it the perception of corruption and other related crimes which cost the country economy. For example, according to the integrity center, Ethiopia lost close to $12 billion, from 2000 to 2011 due to illicit financial outflows from the country (GFI, 2011).

In other research findings, the World Bank has conducted a diagnostic Corruption Survey in eight sectors across Ethiopia in 2012 including construction sector revealed that, petty corruption is predominantly a main problem in all sectors eroding public and investor confidence in the government (World Bank, 2012). Further recent studies on 'Corruption survey in Ethiopia conducted by Kilimanjaro group depicted that an act of corruption, most commonly bribery in its variety forms and unethical practices are being common (routine)practice in the Ethiopian public service which can be threatening economic investment and public service delivery.

Recent report by world economic center about Ethiopian economy noted that, the Construction sector has been challenged by gross breach of trust and good faith by the public sector employees, higher officials, contractors, and consultants, which jeopardizes the sector role in the economy (Ethiopia economic outlook, 2012). A research conducted in 2015 by federal ethics and anti corruption commission in collaboration with association of Ethiopian class one contractors and habcon consultant on preventing and dealing with abnormal tender prices in the construction industry in Ethiopia revealed that the construction sector is faced corruption mal practices such as inaquracy of quantities (under or overestimate of prices of items), incompleteness bid documents , absence of a system of assessment of price reasonableness before award of contract leakage of confidential information's to bidding participants , including of nonexistent of items in the bid documents and arranging for few number of bidders with possible of collusion among contractors are the main flaws or mal practices identified associated with abnormal tenders prices*(ABT,2015*).

The federal ethics and anti corruption, department of corruption prevention also conducted research on the level of collusion of contractors in construction procurement and the finding shown that project tender requirements and information's are often designed in favor of some groups of contractors and the whole process is subject to many flaws and corruption practices. Those mal practices are against the national procurement law and directives (Collusion in construction procurement, 2014*)*. According to the five years annual statistical data of federal ethics and anti corruption commission, the number of tip off or corruption offenses related to construction reported to investigation department is increased 10 % in compare to other sector tip off. Most of the buildings, machineries, cash and other fruits of corruption holds by investigation department were related to construction projects corruption offenses brought to the commission(FEAC report, 2010- 2014).

To minimize and control corruption practices in the construction sector, the government of Ethiopia has taken various measurements such established supervising and controlling of various regulatory institutions, implementing construction industry policy, creating internal and external audit system, disclosure on project and contract information by construction sector transparency initiative (COST) and whistle blower mechanisms established by federal ethics anti corruption commission.

Despite all these efforts, corruption are became Rampant and a growing danger for the infant construction industry.

Based on the above fact, the research will assess major corruption challenges in construction projects particularly in housing projects by answering following basic research questions:

1.3 Research Questions

The primary goal of this research is to assess /identify/ major corruption challenges in construction sector projects specifically in housing projects, Addis Ababa, Ethiopia. The intended study is therefore to answer the following interrelated questions:

- What are the main corruption challenges manifested in construction sector specifically in housing projects that affects projects quality, cost and time?
- What are the main causes of corruption offenses in housing projects?
- What is the level of effort of different project stakeholders in managing and controlling corruption challenges in housing projects?

1.4 Objectives of the Study

The general objective of this thesis is to assess and identify corruption challenges in construction sectors and specifically corruption challenges in selected housing projects in Addis Ababa Ethiopia.

❖ Specific objectives

- To assess the types and manifestation of corruptions in the housing projects in relation with projects quality , time and cost standards
- To assess the main conducive environments that make corruption rampant and good governance issue in the housing sector projects
- To analyze the effort of different stake holders of housing projects in managing and controlling of corruption challenges in housing projects.

1.5 Significance of the Study

The research could be taken as a modest contribution to informing government officials, ministry of Housing and Urban Development, Addis Ababa housing project office and other relevant institutions to analyzing and assess the level of corruption challenges in construction projects

specifically to housing projects. The result could also serve as an input for politicians, policy makers, researchers and think tanks by proposing possible solutions and recommendations to manage corruption problems in the enfant sector. Moreover, it could help as an input to relevant organization to assess whether the current construction policies, manuals or guidelines are effectively implemented or no.

1.6 Rationale for Selecting the Study Area

Corruption offense or practices may not only a challenge for one-sector projects or for one organization or country. Corruption challenges can occur on any project conducted in the country. But current corruption challenges in the construction sector projects specifically in the housing project schemes operate right now are created much public complain about projects quality, cost and time issues. Specifically, the corruption problems rose by public in Addis Ababa housing projects have become a daily issue and makes the young sector development at bay. There for, the main aim for selecting on housing projects in Addis Ababa includes is:

- The current housing project under take by government cost in billions. Especially houses build by government in Addis Ababa to solve shortage of housing problems in the city has faced many corruption challenges that jeopardize the sustainability of the project. It is implicated with massive delay of projects, cost overrun, and low quality standards. This situation motivates the researcher to conduct research to assess the type; cause and level of corruption in the sector specifically in bole harabsa and kuyu fiche projects by bringing alternative solutions for decision makers to manage the problem in the promising sector.

1.7 Limitations of the Study

Conducting Research is subject to many flaws and gaps. What the best thing is there should be mechanisms to minimize its effect on the research findings. To avoid any such problems, the research was conducted based strong follow up and observation with working schedule and checklist. Sometimes beyond the researcher, capacity, it may face challenges that would affect the research. During the research conducted, there were problems and challenges manifested in the research process. The main limitations of the study manifested in the research were insufficient time, budget shortage and some questioners were delayed to return the distributer. However, due to adequate follow up and strong communication, enough data was collected. The most challenging

issue happened was to get projects original and final cost of the selected two projects to analysis weather there was over run cost due to corruption or any other factor.

1.8 Operational Definitions) Of Key Terms

1. **Construction sector :** construction is the process of constructing building or any infrastructure (Wikipedia,2017)
2. **Construction industry:** is one of the economic sectors that engaged in preparation of land and construction, alteration, and repair of buildings, structures and other real properties. (business dictionary , 2000)
3. **Project :**a temporary endeavour undertaken to create a unique product or service (PMBOK , 1996)
4. **Housing projects :** a group of houses or apartments usually provided by the government for families who have low income (Cambridge dictionary ,2010)
5. **Corruption** : Exploitation of public power for personal gain (Van Klavaren, 1954)
6. **Consultants:** are professionals, typically appointed by client to perform expert tasks on project providing advice on setting up and defining the project **(**oxford dictionary).
7. **Contractor:** a person or firm that undertakes a contract to provide materials or labor to perform a service or do a job (oxford dictionary).
8. **Code of Ethics:** formal statement of organization's values and beliefs on certain and other issues; a procedure to be used during conflict of interest related situations and a description of procedure that determine a code violation and possible remedies against it (OECD, 2004).

1.9 Organization of the study

This research thesis has six chapters. The introductory chapter deals with background, statement of the problem, research questions, objectives of the study, significance of the study , description of the study area, rationale for selecting the study area , limitation of the study ,definition of operational terms and organization of the study .

The second Chapter address brief theoretical framework regarding corruption, construction sector, construction projects, corruption and corruption challenges in the construction sector, current

construction policies ,codes and manuals , corruption challenges in the Ethiopian construction projects, the role and effort of different stakeholders in managing corruption challenges in housing projects, approaches and solutions to ward managing corruption problems in construction projects.

The third chapter discussed about Research design and Meted logy. The research methodology part covers research design, target population and sampling techniques. It analyses the methods and techniques was used to collect, present and analyze the data collected during fieldwork.

In the fourth chapter data collection, presentation, analysis and interpretation were analyzed based on the methods and techniques formulated in the dissertation. The data collected and analyzed has displayed using tables, charts and narrations.

Chapter five discusses and summarizes the findings of the study, and provides conclusions and recommendations of the thesis. In the conclusion section, the author reflected his opinions and arguments and gives his recommendations for policy and operational implications to relevant government bodies.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

Introduction

This chapter comprises a review of related literature on the area of the research topic under caption. These literatures were obtained from books, journals, government publications and other dependable sources. The review incorporates briefing the overview of corruption, types of corruption, causes of corruption, and impact of corruption, construction sector, construction sector and corruption nationally and globally, and forms of corruption in projects phases .

Besides that, the literature survey assesses different policies and code of ethics related to construction projects in Ethiopia. It will also discuss about the studies conducted by different institutions so far on the status of corruption in Ethiopia and specifically in Ethiopian construction sector using theoretical and empirical perspectives.

2.4 Corruption: Briefing the concept

2.4.1 Historical overview of corruption

Corruption is not a new phenomenon deviated from 20th century messes .Indeed the earliest record references back showed corruption went to back fourth century. Until the turn of era of first millennium, public discussion to corruption and other forms of corporate misbehaviors did not have much attention (Eric briet, 2011). After the millennium, with its many forms ,corruption has posed a challenge to civilization throughout history. With such a background, some scholars have suggested that corruption is inevitable and thus part of human nature (Habtemichael, 2009). From this point of view, it would be a blunder to look at corruption from a narrow perspective, because this will only be showing part of the phenomenon and not the whole picture (Chamunorwa**,** 2015)**.**

The study of corruption has been dispersed and “multi-disciplinary”, ranging from universal theoretical modeling to detail descriptions of single corruption scandals. As the result of its multi disciplinary, Corruption has been studied as economic, cultural, moral and political problem (Amundsen, Sissener and Søreide, 2000). Corruption is found in all spectrums, democratic and

dictatorial politics; feudal, capitalist and socialist economies without any religions difference (Osimen, and GoddyUwa, 2013).

The level and threat of corruption globally is gained momentum from time to time (Chaikin and J.C. Sharman, 2009). For example the World Bank and the International Monetary Fund consider corruption as the greatest obstacle to lifting millions of people out of poverty as former United Nations Secretary General, Kofi Annan, reaffirmed the premise as once said ,

> "*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 investment and aid". Corruption is a worldwide embarrassingly ingrained societal phenomenon. It can be found at all levels from high ranking officials diverting funds and international companies offering bribes for contracts down to the petty local operators who falsify meter readings or seek bribes for water connections".*

Currently, there is wide spread agreement that corruption represents one of the most pressing issues facing business and society today (Eric briet, 2011). It affects the whole population life by embezzling public property and its economic cost mostly affected low-income citizens, which lead to various political and economic upheavals. The 2015 Corruption Perceptions Index report shows that the 2015 is a year of people took to the streets to protest corruption in many countries and the peoples across the globe understand that it is time to tackle corruption at any level (CPI, 2015).

2.4.2 Definition of corruption

Corruption is a phenomenon that may refer to many different human activities and behaviors in varieties of contexts. It differs from country to country, culture to culture, people to people , organization to organization, government to government, system to system, context to context and across disciplines (habtamu,2005). International organizations such as World Bank agreed that defining corruption universally is a difficult task due the nature of the matter is sensitive in every country and the complexity of the concept itself even though the bank view toward neutrality in countries in corruption issue was changed after Mr. James Wolfensohon became World Bank president who designed the policy propagated corruption as economic issue rather than a political issue (world bank, 1997).

The united nation Global Program against Corruption also stressed in its report that Attempts to develop a definition invariably and universally can encounter legal, criminological and, in many countries, political issues (UNODCCP, 2002). Since corruption accepted and condoned in one society may not be accepted and never be tolerated in other country, still there is no comprehensive and universally accepted definition of corruption. Apparent from this fact, different writers, scholars, research and legal organizations defined corruption in terms of private or public interest as follows :

As literature unanimously suggest that, corruption is a difficult concept to forge a comprehensive and universally accepted definition, Corruption is commonly regarded as unethical practice or behavior that is considered as wrongdoing and contradicted with the rule of law and ethical morality (Erias, 2003). From earlier writers such as Carl Fredrich defined corruption in its book as "Corruption is a kind of behavior which deviates from the norm actually prevalent or behaved to prevail in a given context, such as the political and it is deviant behavior associated with a particular motivation, namely that of private gain at public expense."(Fredrich, 1972 p.18).He defined the concept of corruption in a way that constitutes a break of law or of standards of high moral conduct.

Jacob Van Klavaren (1954, p.25) defines corruption as the exploitation of the public power or property. He brought very interesting explanation that taking a public official as an economic subject who, as every economic subject, tries to maximize his gain or income. It is a manifestation of institutional weakness, poor ethical standards, skewed incentives and insufficient enforcement**.**

In the context of Ethiopia, The definition of corruption was derived from international conventions related to corruption, which Ethiopia ratified, and from domestic laws such as criminal code and other establishment proclamations or statues. For example the united nation anti corruption convention, which Ethiopia ratified it, described corruption as a combination of activities in the form of active and passive bribery of domestic and foreign public officials as well as officials from international organizations, bribery and embezzlement in the private sector, trading in influence or illicit enrichment by public officials, embezzlement or diversion of public property by an official with aim of to get unlawful benefits. *(UNCAC, 2003 (art, 15-22).*

Whereas the definition given by domestic law is not directly, define what corruption mean, rather it defined it through corruption-manifested activities by demarcating what is a corrupt activity and what is not. The first attempt to define corruption was made when the Federal Ethics and anti corruption commission (FEAC) proclamation no 235/2001 was enacted in 2001. Since corruption offenses was diversified through time, the government of Ethiopia has amended the anti corruption law to make more comprehensive and inclusive. With this reason, the revised FEAC proclamation no 433/2005 and the new corruption crime proclamation no 881 / 2015 has adopted a wider definition of corruption offense. Before the proclamation no 881/2015 enacted, The Ethiopian Criminal Code (2005:254-265) define corruption in terms of corruption offences as indicated below:

> *... any offence committed in relation to a government or public service or public interest in violation of the duties proper to a government or a public service by seeking, exacting promise, or receiving any gratification or advantage for himself or for other person or group of persons, or inflicting harm on another person; and includes corrupt practices, acceptance of undue advantage, traffic in official influence, abuse of power, maladministration, appropriation and misappropriation in discharge of duties, extortion and disclosure of confidential information, and shall include such other similar cases.*

In general, we can understand that corruption is any offence committed in connection with public service and public offices by officials and public employees by giving, soliciting, offering, or accepting reward or an inducement or any benefit aiming to benefit self or other by abusing public office for private gain.

2.4.3 Discussing and Analyzing :Types of Corruption

As we discussed above, The concept of ‘corruption’ is vast and complex comprising complex unethical practices and offences. Corruption can be seen in different perspectives across countries, societies and cultures (Rose Ackerman (1999).

Categorizing corruption in to different types is difficult since a crime in one society at a given time, may be a crime at another time. Besides, a corrupt act, which is not condoned and intolerable in one community, may be acknowledged and regarded as a common norm in another. For example, during the imperial regime bribe and nepotism were politically and socially acceptable practices in Ethiopia, which right now under the current regime taken as corruption crimes by a law (FEACC, 2008).

Generally, from the above definition analysis, it is difficult to categorize corruption as some scholars view differs in how to categorize in to different types. Most scholars are who involve in studding the nature of corruption categorized as bureaucratic corruption, entrenched corruption, organized corruption or monopolistic corruption (bokre 2015). The following types of corruptions are mentioned in different scholar's studies and provided as follows:-

2.4.3.1 Bureaucratic Type of Corruption This is the type of corruption that citizens encounter in their daily lives, they are confronted by it in places like the hospitals, schools, local licensing offices, police, taxing offices and various other public agencies" (Dike 2002, 2).

This kind of corruption is known as 'low level' and 'street level' corruption. It 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 (belayneh, 2016). Bureaucrats have rules and regulations that they are supposed to follow which promotes uniformity and achieves equity but they have also a bureaucratic discretion, which is the ability to decide how policies should be implemented with the opportunity of using that power might be, abused it, which can lead to corruption (Lipsky 2010).

2.4.3.2 Political type of Corruption: Political corruption involves political decision makers who manipulate Policies and rules of Procedure in the allocation of resources to sustain power, wealth and status. Political Corruption is manifested in the management of illegal Business, in imposing pressure to influence certain government appointments, in using their power to obtain special privileges for those who do not deserve it (bokre, 2015).

It is a corporate corruption occurs in the interactions between businesses and their clients or suppliers, or when a corporate leader benefits from the use of a company's resources**.** To win in Election, political leaders are using wine, women, wealth and everything among the people

Electoral malpractices such as kleptocracy and diversion of public resources to benefit election financiers are considered as political corruption (hailu, 2001).

2.4.3.3 Sporadic Type of Corruption: is the opposite of systematic corruption and sometimes it is called individual corruption. Sporadic corruption did not occur regularly and therefore it does not threaten the mechanisms of control nor the economy as such (Nicholls et al, 2006). Individual corruption has to do with individual misconduct in public office while Systemic corruption occurs whenever the administrative system itself transposes the expected goals and mandate of the organization, forces participants to follow unacceptable behavior. Sporadic corruption can seriously undermine morale and sap the economy of resources (Ethiopian second corruption perception survey, 2013).

2.4.3.4 Professional Type Corruption: - professional corruption is derived from profession, which the person affiliated or holds. Profession al corruption includes duplicating import items/theft items, duplicating medicines, duplicating hygienic, mixture in eatables etc.Mixture in spices, stones in cereals, animal fats in ghee, kerosene in petrol etc. are under corruption. The cause of professional corruption may be also modernization of life style of persons (Ethiopian second corruption perception survey, 2013).

2.4.3.5 Entrenched Type Corruption: it is Pervasive corruption which illegal behavior so common throughout an entire country or sub unit that there are few practical alternatives to dealing with corrupts officials. Corruption is entrenched when it is pervasive, organized and Monopolistic. It is an organized corruption, which involves internal coordination, shared knowledge, and a vertical exchange of benefits (Hailu, 2001; p.11-12).

2.4.3.6 Petty Type of Corruption: is practiced by public servants who may be basically decent and honest Individuals but who are grossly underpaid and depends on small bribes from the public to feed and educate their families. It requires miner payments to junior civil servants in return to speeding-up state functions or to avoid state sanctions for minor infractions of law. Petty corruption is more of considers as the abuse of power by midlevel public officers. The officers may request a bribe from citizens to offer services in institutions such as public schools, hospitals or police departments. Petty corruption involves small amounts of money.

According to Hailu, 2001, petty corruption or sometimes known as survival corruption is also seen as helpful mechanisms that reduces delays and avoids burdensome regulations and taxes. Petty corruption can be done on ad hoc and disorganized manner by individual civil servants working independently, or it can also be done in an organized way. It has become so ordinary that significant numbers or citizens do not think it is wrong.

2.4.3.7 Grand Type of Corruption : Grand corruption is the distortion of policies and interference with the central functioning of the state at high levels of government. The term grand corruption is used to describe cases where massive Personal wealth is acquired from states by senior public officials using corrupt means. High-level public officials and politicians make decisions involving large public contracts or projects financed by external donors. It benefits leaders at the expense of public good. (Nicholls et al, 2001).

It involves prominent persons from public as well as private sectors. A large sum of money is required in return for decisions made in one's favor. The money or assets from such corruption usually is transferred to individuals or political party coffers. Grand corruption has three main criteria which are: size, mystification, and immediacy of its rewards. In grand corruption, the misuse of public power is committed by heads of state, ministries, and top officials for private pecuniary profit or motivated by personal greed (Hailu, 2001).

2.4.3.8 Systemic Type of Corruption : is a situation where corruption dominates the major processes and institutions of the state. The causes are usually brought about by inefficiency, inadequacy, or undue laxity in the system. It occurs where bribery on a large scale is routine and it has institutional nature of corruption. It arises where corruption permeates a country's political and economic institutions and is no longer restricted to a few dishonest individuals. Corruption becomes an essential and integrated aspect of the society. It thrives where institutions are weak or non-existent and it is closely related to poor governance (Nicholls et al, 2006).

2.4.3.9 Administrative Type of Corruption: Administrative corruption includes the use of bribery and favoritism to allow certain individual businesses to lower their taxes, escape regulations, or win low-level procurement contracts (unisa report 2010). It includes persons like

higher authorities, officers, police officers, clerks, peons, etc. by Bribe, a blind and handicap can also get driving license. Money makes the mare go. In hospital, court, & other Govt. Offices everywhere you have to give money for any kind of job. For example, if we give money, then we can get anything difficult, easily. Give money no need to visit the office, you will get driving licenses. Bribery and favoritism are the main means of committing administrative corruption the main means to allow businesses to pay lower taxes or to give access to low-level procurement contracts (Ethiopian second corruption perception survey, 2013).

2.4.4 Analyzing: forms of corruption

It is difficult to differentiate between forms and types of corruption, b/c some scholars used Forms and types interchangeably. Within this dilemma, In order to fight corruption in any sector or organization ,it is important to understand the various forms in which corruption manifests itself in the public service and elsewhere in society (habtamu, 2015). Such forms include bribery, embezzlement and theft, fraud, extortion: abuse of power/discretion, conflict of Interest, collusion, abuse of privileged information, favoritism, nepotism (Langseth, 2000).

2.4.4.1 Favoritism Form of Corruption: Favoritism is the penchant of state officials and politicians, who have access to state resources and the power to decide upon the distribution of these, to give preferential treatment to certain people. Favoritism is the natural human proclivity to favor friends, family and anybody close and trusted. It is closely related to corruption in so far as it implies a corrupted (undemocratic, "privatized") distribution of resources **(CMI** and NUPI survey, 2000). It involves a public official giving preference in providing services or resources based on personal affiliations, such as ethnicity, religion and party affiliation. For example, a head of department can award a tender to provide certain services to the department to someone who is from the same tribe as him/herself.

2.4.4.2 Nepotism Form of Corruption: This type of form is closely related to favoritism. Nepotism is a special form of favoritism, in which an office holder (ruler) prefers his proper kinfolk and family members such as wife, brothers and sisters, children, nephews, cousins, in-laws etc(CMI and NUPI survey, 2000). For example, a head of government makes an appointment based on being a family member and not based on merit, facilitating ***water*** sector jobs for relatives. Many unrestricted presidents have tried to secure their (precarious) power position by nominating family

members to key political, economic and military/security positions in the state apparatus because it helps to exploit an individual's own power and authority to procure favors for relatives or friends ***(CMI*** and NUPI survey, 2000).

2.4.4.3 Conflict of interest form of Corruption: conflict of interest occurs when the personal interests of an individual clash with his/ her official duties. This is used to refer to a situation in which a public official are entrusted by the public to act in their interests however the public official's personal interests might hinder in achieving public interest. For example, a public official awards tenders to a company in which he/ she owns shares (Anti corruption manual, 2004).

2.4.4.4 Bribery Form of Corruption: bribe involves the offering of a promise or giving of a benefit that improperly affects the actions or decisions of a public servant. A public official can perform a certain task in return for a bribe, which can be in the form of money or a gift. This advantage may be of benefit to the public official, another person or entity. Therefore, these bribes are paid before or after the public official had rendered the service. For example, a bribe to get pipes repaired service or favor.

2.4.4.5 Kickbacks Form of Corruption: These can be viewed as another form of a negotiated bribery in which a certain fee is paid for the services rendered by the public official. For example, a public official with the authority to award contracts can arrange to inflate the contract so that he/ she can receive some payment as a kickback. The kickback fee can be in the form of cash or gifts. Some forms of kickbacks also include public officials who approve building plans receiving a certain percentage of government contracts from a building contractor.

2.4.4.6 Embezzlement Form of Corruption: This occurs when the person entrusted with the control of, and authority over certain resources steals these resources. It is misappropriation of public resources (property or funds) legally entrusted to someone in his or her formal position as an agent or guardian. For example the misuse of water funds can be considered as Embezzlement. Embezzlement is a serious offence when public officials are misappropriating public resources, when state official steals from the public institution in which he or she is employed and from resources he is supposed to administer on behalf of the public. In some legal system, embezzlement is not considered as corruption in a strict manner since corruption defined in broad term as a transaction between two individuals.

2.4.4.7 Fraud Form of Corruption: is a broader legal and popular term that covers more than bribery and embezzlement. This involve actions or conduct by a public official, other person or entity that persuades others to provide a benefit that would not normally accrue to the public official, other persons or entity. Fraud is when a public official (agent), who is responsible for carrying out the orders or tasks assigned by his superiors (principal), manipulates the flow of information to his private profit; hence the widely used principal-agent or incentive theory employed by economists to study this phenomenon (Elkland ,Thiele and Fjeldstad , 1999). Fraud involves a manipulation or distortion of information, facts and expertise, by public officials positioned between politicians and citizens, who seek to draw a private profit. When state agencies and state representatives are engaged in illegal trade networks, counterfeit and racketing, and when forgery, smuggling and other organized economic crime is propped up by "official" sanction and/or involvement are examples of fraud.

2.4.4.8 Extortion form of Corruption: Blackmailing and extortion are corrupt transactions where money is violently extracted by those who have the power to do it, but where very little is returned to the "clients" (perhaps only some vague promises of exception from further harassment). Extortion is money and other resources extracted by the use of coercion, violence or the threats to use force. Corruption in the form of extortion is usually understood as a form of extraction by mafias and criminals. Money can be extorted in the classical, well-known mafia style, where organized criminals use insecurity, harassment and intimidation to extort money from individual citizens, private businesses and public officials. For example, a public health official can threaten to close a restaurant based on made-up wrongdoing unless the restaurant provides free meals for the public official.

2.4.4.9 Abuse of power Form of Corruption: This is occurring when a public official uses the authority bestowed on him/ her to inappropriately benefit other public official. This authority can also be used to discriminate against other individuals or organizations. For example, a tender process should involve a fair selection process. However, the head of department may express his/ her desire to award the tender to a particular individual, thereby abusing his/ her power.

2.4.5 Corruption : Analyzing the Cause

The cause of corruption may be simply put as political, economic, social, historical factors etc (Axel Dreher, Christos Kotsogiannis and Steve McCorriston, 2007). Even though there are various analytical approaches that are employed to describe the causes of corruption, there is no common agreement among scholars on the basic cause of corruption.. Like on the definition of corruption still there is high debate on what are the main causes of corruption (Robinson, 1998). In order to address the problem corruption effectively, it is good to look and understand over all cause of corruption rather than finding common ground of causes of corruption. Under this category, we only review some of the main cause of corruption supported by many scholars:-

2.4.5.1 *Lack of accountability*

Accountability is a necessary element to fight corruption since it plays an important role in achieving good governance system (keocha, 2013). Accountability has to do with the fact that for proper observance of rules and regulations, those administering the rules must be held responsible and accountable for their actions. Lack of accountability costs any government's money due to lax leadership, employee theft and inefficiency in the execution of job duties (Oke CMI and NUPI survey, 2000). Keocha, 2013). Monopoly and discretionary power are the two main factors which affect the accountability system of one country or organization. Corruption thrives if an organisation or a person has monopoly over a certain good and In the presence of a monopoly, officials can use their discretionary powers and are frequently enticed to extract that monopoly rent (Klitgaard, 1998).

2.4.5.2 Social and cultural factors

Social and cultural characteristics of a country have impact upon the pervasiveness of corruption in a given country. Different social factories such religion, family and community culture can influence individuals integrity to commit corruption directly or indirectly. For example religion may affect the quality of the domestic legal system to fight corruption since some religions may not condone or intolerant to some acts of corruption. In the same manner, families has critical role in creating good ethical societies. Family has significantly effect on individual behavior since employees share their family values and work Ethic (La Porta *et al* (1999). For example, the Ethiopian proverb called "sishom yalbela sishom yikochewal" can be taken as bad culture which encouraging corruption and emboldened corruptors.

2.4.5.3 Lax of Social and Governmental Enforcement Agencies

Lack of strong government agencies to enforce laws and rules as sternly as they need is one of the main causes of corruption in any country. Strong anti corruption movement needs strong and independent government watching intuitions and other social civil originations. Strong investigation. Prosecution and judiciary organizations are vital organization for building democracy and strengthening accountability and transparent system in the whole government system. Lack of government enforcement agencies creates an opportunity for public officials to embezzle funds without fear of repercussion or punishment (Omotoye 2011).

2.4.5.4 Political and Economic factors

According to Treisman (2000) and Paldam (2003) as highlighted in their several studies of corruption revealed that well established democracy with calm democratic environment, effective judicial and legal system has significant effect in fighting corruption. corruption is related to the deficiencies of the political system and an established democracy, by promoting political competition and hence increasing transparency and accountability, can provide a check, albeit an imperfect one, on corruption (Paldam, 2003). Other characteristics of the political environment including electoral rules, the degree of decentralization, judicial system, legal system and the rule of law determined the prevalence of corruption (Treisman, 2000) and Paldam, 2003).

On the other hand, economic determinants of corruption across countries such as degree of openness, a country's endowments of natural resources and the size of the public sector are economic factors that determine the prevalence of corruption. The research of Wei and Wu (2001) have presented evidence that countries with capital controls have higher corruption and, in turn, receive less foreign investment and are more prone to financial crisis. Treisman (2000) also finds that a higher concentration of natural resource exports has a positive effect on perceived corruption. If the public sector acts in monopoly in various services, it also certain that it will create some illegal rents and corruption (Klitgaard, 1988).

2.4.5.5 Bureaucratic Inefficiency

Bureaucracy is a system which government polices and strategies are implemented. Especially in developing countries, most public services are manifested by rigorous red tape and in efficient

system. In Ethiopia, there are excessive and rigid administrative routines and procedures that public officials have to follow in order to accomplish their duties (bokre, 2015, belyneh 2016 and habtamu, 2016). This rigidity emerges from the monopolization of power in decision-making procedures, which does not promote the sharing of new ideas that can improve current practices. Thus, public servants may tend to circumvent responsibility if they are faced by unforeseen problems that are not regulated by law (CSR report, 2015). The bureaucratic red tape, which results in unnecessary delays, creates obstacles for clients. Consequently, the public officials may view this as an opportunity to extract bribes from clients who want to avoid the complex rules and rigidity (CSR report, 2015).

2.4.6 Corruption : over view of its prevalence and effect

Corruption has negative consequences on investments, the quantity and quality of basic services and quality of government on which disproportionately affects the poorest, which heavily depend on the hand of government (TI, 2013). Corruption prevalence in any sector or organization has profound adverse effects on different aspects. One of its effects is it is a great enemy of development just like environmental degradation and makes people illiterate or ignorance by denying access to different social packages (Bottlier, 1998).

Bottlier (1998) also stressed that it distorts the basic role of government such as enforcement of contracts and protection of property right. It distorts incentives and facilitates an environment which investors is allocating their resource for rent seeking and corrupts practices than productive way (Mesfin, 2016). Corruption is the primary threat to sustainable economic development, fair business practices, democratic process and good governance .The impact of corruption goes far beyond the specific misbehavior of the actors involved. Its repercussions sweep across entire populations (OECD, 2006) . According to Lumumba (2011), pusts the effect of Corruption is worse than prostitution b/c the latter might endanger the morals of an individual but the former invariably endangers the morals of entire country (Lumumba, 2011). Bottlier 1998: mesfin, 2016: shimelis 2005 and others summarized the effect of corruption in their research as follows:

2.4.6.1 Social Effect of corruption

Corruption is known for it’s distort of government expenditure by spending more public resources on those items on which it is easier to extract large bribes and keep them. It known that public

officials are benefit more from large infrastructure projects or high technology. Corrupt governments spend less on health and education and more of on public projects or investments it is easy for rent collection (Mauro 1996). Governments known with high budget on defense system are more venerable to corruption and it is difficult even to monitor the cost of the system than textbooks or teachers cost. Since corruption is making wealthier few individuals, it can create uneven income distribution among the population (habtamu 2015).

In a clear manner, study report by World Bank in 2000 emphasized that the issue of social effect of corruption on citizens puts as-

> "it *increases income inequality and poverty through channels such as lower growth, regressive taxes, less effective targeting of social programs, unequal access to education, policy biases favoring inequality in asset ownership, reduced social spending and higher investment risks for the poor (cited in WB2000:146).*

With further argument, Corruption creates an income inequality; it is directly affecting the access to quality of public services vital to the poor such as education, health, water, and sanitation. It increases the price for public services, lowers its quality and often restricts people's access to public services (habtamu, 2015).

2.4.6.2 Economic Effect of corruption

Economic costs of corruption are enormous. It lowers investment capacity and opportunity. . In corruption environment, decisions are made based on corrupt manipulation by defying transparent and accountability system. In a corrupt investment environment, investment license and operations are based on kickbacks and bribes which required ensuring the release of required documentation needed to begin or implement business operations consequently discouraged from involving investment. In higher corrupt environment it obvious that investment GDP is lower. Even Corruption can destroy the business itself or investors' confidence by rewriting rules and regulations of the investment operation environment (Mauro 1998).

Corruption decreases tax revenue by the form of tax evasion, fraud or improper tax exemptions ultimately hinders economic growth and development. Due to bureaucracy red tape and associated rent-seeking in the tax system, government officials may use this as an opportunity to take bribe to

shorten the time of service or to lower tax required to pay by tax payers (WB 2000). As the result of prevalence of corruption, donors may be less willing to provide assistance or grants. Many international organization such as World bank and IMF has scaled back to donate grant or release loan if they perceive that issues of good governance and corruption are rampant in the cases where governance is judged to be poor some donors have scaled back their assistance beneficiary country(Mauro (1998). Beyond that Corruption has also a tendency of leaving a country to indebtedness if the corruption level is worse (Silkin 1997)

In general, the threat of corruption on economic sector is not only defying investment opportunities or lowering revenue, its overall effect is hindering national economic growth & development of a country. World Bank estimates that 6% of the world's economy was paid in bribes and an estimated more than one trillion dollars a year is being taken out of poor countries with millions of lives are lost because of corruption (bokre, 2014).

2.4.6.3 Political Effect of corruption

Corruption is the primary threat to good governance, sustainable economic development, democratic process and political foundation. The impact of corruption goes far beyond the specific misbehavior of the actors and its effect is across covers entire populations (OECD, 2006). When corruption becomes part of the normal life; it can be a means of use of repressive to law and order (Hope, 2000).

Corruption erodes institutional capacity of government and results in political instability, bureaucratic red tape, and weak legislative and judicial systems. Corruption undermines democracy and good governance. It reduces accountability and transparency in the legislative and judiciary body. Beyond that it can be even a means of repressing political parties and tool of rewarding for some political parties (Silkin 1997).Corruption in public administration results in unequal provision of services and diminishes public trust on government (Bottelier 1998).

Corruption can weaken democratic institutions and discouraging from exercising their rights both in new and in along-established democracies. Corruption can be source of political instability. At its extreme, corruption leads to the wholesale perversion or overthrow of democracy as those at the top of government fight to maintain their position (bottelier, 1998). Hope (2000) also reaffirmed in his

study that during the past two decades, corruption was the most frequently cited reason for military takeovers of government in Africa. Thus, corruption affects political stability because it leads to violence and frequent regime changes (habtamu, 2015).

2.2 Corruption in The Construction sector : Over view and it's forms

2.2.1 Global Over view of corruption in Contraction sector

According to the transparency corruption perception index report of 2005, the global construction market is worth around US $3,200 billion per year and it represents around 5 to 7 % of GDP in developed countries and around 2-3% of GDP in lower-income developing countries (TIBPI, 2005). Currently Annual investment in the construction industry globally is estimated around $7.5 trillion USD and in the coming next ten years the investment is expected to reach $12 trillion per annum by 2020 which approximately 13 percent of global GDP (Global Construction 2020 Study initiative, 2015).

Corruption is compromised any corporate and individual integrity, deterring and demotivating the brightest and most innovative entrepreneurs and engineers from implementing their dreams (GCR, 2009). Corruption erodes each pillars of business success; it cutting corners and shirking honest competition and diminishes customer values. . The construction industry has a worldwide reputation for incidences of corruption, asset misappropriation and bribery. It has been identified as the most corrupt sector in the world (de Jong *et al.* 2009).

Transparency international also repeatedly reveals that corruption is greater in construction than in any other sector of the economy and it is an industry possessing characteristics of susceptible to corruption **(**M.Sohail1 and S.Cavill**,** 2006). The prominent international organization known for research on corruption and bribe, Transparency International (2011) exclusively report in its "Bribe Payers Index" that, out of all the economic sectors in the world, public works contracts and construction projects are scored the lowest index. I.e. construction sector is the most venerable sector to corruption and bribe (TI, 2011).

Corruption is known for its immediate effect in every country economy. It plugged big projects in to big scandals rather than producing real, competitive value for clients. According to the report of Strombom in its study on corruption in construction projects in 2001, Infrastructures projects which funded by domestic or international funded have been plagued by allegations of corruption are

always a head of magazine news. For example the Bujagali dam in Uganda, Bataan nuclear power plant in the Philippines, the implication of politicians in corruption concerning the purchase of a waste incinerator in Cologne, Germany, the international bribes paid to secure contracts for the Lesotho Dam and allegations of the improper diversion of money with respect to the Yacyretá dam in Argentina, were some of the known plunges of corruption in construction projects (M.Sohail1 and S.Cavill, 2006). The cost of corruption in construction may vary from country to country.

The American Society of Civil Engineers (2004) claim that corruption accounts for an estimated $340 billion of worldwide construction costs each year while the Institution of Civil Engineers (UK) estimates that corruption affects 5% of global GDP. Whereas, a survey for investigation on corruption conducted by Transparency international in 2014 found that 10% the total value of construction was lost due to corruption in construction industry globally and US$ 3,200 billion per year was lost globally due to corruption in infrastructure procurement(TI, 2014). Even the British Construction Sector Transparency Initiative (COST) an international organization which primarily established for checking transparent system in the construction industry also reveal that "annual losses in global construction through mismanagement, inefficiency and corruption could reach as much as 2.5 trillion USD by 2020" and it is certain that much of this cost will affect mostly developing countries (COST, 2012).

The problem of corruption in construction also shows that creates immense problem for developing countries.Strombom (2001) stressed that corruption in Africa is less detected and punished than any other sector and the they key problem in the sector typically adversely affected by disruption , delay and continuous construction costs ((M.Sohail1 and S.Cavill, 2006).

2.2.2 Forms of Corruption in construction project phases

Corruption in construction sector comes in various forms as result of different actors involved in the sector. Report from Transparency International describes, "Construction projects normally have a large number of participants linked together in a complex contractual structure" (Hadiwattege, 2009).

There are different instances where Construction projects are venerable to various forms of corruption. According to Transparency International (2005) research , corruption can be happen often in environmental impact assessment stage and tender processes by internal and international pressure through a group of contractors secretly collusion to share the cost and fruit of the bidding process by involving in illegal activities (TI, 2005).

Corrupt practices can found in every phase of the procurement of projects – during planning and design, in the award of contracts, during the construction process, and post construction stage including maintenance of completed projects. According to Shakantu (2003), he identified the following corruption and ethical practices in construction project phases:-

2.2.2.1 Corruption during planning and design stage

Corruption may incept during Project planning to create an environment of opportunity for future competitors of contractors. A corrupt practice could occur during the planning and design phase through involvement of different organs. The design process may be the most technical matter, which is suitable for hiding corruption in the cave. For example, a project owner may bribe a local authority or government official to get planning permission for a project, or to obtain an approval design, which contradicts with building guidelines and laws. In the same manner, a project may be deigned execulisivily to benefit or award for single bidder over others by accepting bribes and kickbacks. The project may, because of a bribe, be designed or specified by the project owner or engineer in a manner, which improperly favors one bidder over the others.

2.2.2.2 Corruption during pre-qualification and tender stage

Corrupt officials tried to commit corrupt practices at any stage with any cost. During pre qualification and tender process is began corruption can be committed in facilitating and preparation of the completely tender process. For example, a bidder a qualified bidder may rejected as result of pre qualification screen as the result of bribe. Such Rejection is with simple or technical reason. Sometimes reasons may not be given. If several bidders are rejected at pre qualification stage, there might be given undue advantage for someone who paid bribe.

2.2.2.3 Corruption during Tender stage

Tender assessment is the main task and technical assessment of tender stage. Project owner's minimum and maximum acceptable prices, tender assessment and other confidential details may be may be compromised or illegality exposed. This expose of information a bidder can then amend its Tender (for example by dropping its price) to secure a winning position. The tenders can then be publicized, and the favored bidder announced as the winner, and no-one will be aware that the Winning bidder was given the secret opportunity to amend its tender. Such Leaking of bid information of one contractor to other contractor is to get undue advantage by bribe for project engineer or owner.

With the willingness of project owner, sometimes-opening bidding may not be opened at a public opening exercise. In other case, no one except the project owner will be aware of the bidders' prices and other critical tender components. Tender process may be corrupted by international pressure. For example, the government of a developed country may influence the government of a developing country to make sure that a company from the developed country is awarded a project. To award that project they may use even cheapest option such as arms deals or aid.

2.2.2.4 Corruption during project construction phase

During project construction phase may expressed through different means. A contractor may win a contract tender as the lowest priced bidder without including a bribe in the contract price, but agree secretly with the project owner's representative that a large variation including a bribe will be agreed at a later stage. Deferring a bribe until after the appointment of the contractor can be an effective means of concealment since there is normally no competitive tender for variations, and post-contract variations attract much less publicity than competitive tenders. A contractor may also pay a bribe to project owners in return for the project owner issuing a variation, which materially increases the contractor's scope of work.

The project owner may pay a bribe to the architect/engineer in return for the architect/engineer refraining from issuing a payment certificate or an extension of time to the contractor, or for issuing a certificate entitling the deduction of liquidated damages from the contractor, in return for the architect/engineer issuing a payment certificate or an extension of time to the contractor.

A contractor may pay a bribe to the project owner's quantity surveyor in return for the quantity Surveyor approving the contractor's work schedules and time sheets or to project owner works inspector etc are main corruption practices in this stage. For example, a contractor may make a claim against the project owner for an extension of time based on an alleged cause for which the project owner is responsible, when the contractor knows that, or is Reckless as to whether; the actual delay was due to a cause for which the contractor is responsible. A contractor may submit a loss and expense claim to the project owner, which is based on an extension of time claim, when the contractor knows that, or is reckless as to whether, the extension of time claim is false or exaggerated.

2.2.2.5 Corruption during operation and maintenance phase

Corruption in projects phases is not always committed during or before projects phases was finished. Sometimes after project phases have, corruption can be committed in operation or maintenance. For example some of the corrupt practices which could occur during the operation and maintenance like as fraudulent practices can lead to Inflated operation and maintenance costs , bribes can be paid to win operation and maintenance contracts, in just the same way as during the tender and project

The same contractors that built the project some time will operate and maintain it, and so the bribe paid to win the construction contract may cover operation and maintenance. In many projects, the cost of operation and maintenance will exceed the actual capital cost of constructing the project. As a result, the opportunities for bribery and fraud may be greater.

2.5 Construction sector in Ethiopia : definition , character tics and Corruption perception in the sector

2.5.1 Over view of Construction sector

2.5.1.1 Definition of construction sector

The construction industry is one that has a special role in our country's quest for development. Construction industry plays a key role in building economic and social infrastructures like railways, hospitals, roads etc. We can say that there is no development sector into which construction does

not enter. Construction plays a great role as one facet of improving people's lives through building and renovation of residences to bring fast economic growth (construction law, 2011).

Further that, According to (Allen 2012, Emanuel and Jorge, 2005) they list out the component of construction describe below as-

> "*a sector of the economy that transforms various resources into Constructed physical economic and social infrastructure necessary for socio-economic development which includes the process by which physical infrastructure are planned, designed, procured, constructed or produced, altered, repaired, maintained, and demolished. Any construction includes Buildings, Transportation systems and facilities which are airports, harbors, highways, subways, bridges, railroads, transit systems, pipelines and transmission and power lines and Structures for fluid containment, control and distribution such as water treatment and distribution, sewage collection and treatment distribution systems, sedimentation lagoons, dams, and irrigation and canal systems. Underground structures, such as tunnels and mines. The industry comprises of organizations and persons who include companies, firms and individuals working as consultants, main contractors and sub-contractors, material and component producers, plant and equipment suppliers, builders and merchants. The industry has a close relationship with clients and financiers. The government is involved in the industry as purchaser (client), financier, regulator and operator".*

In another way, the Australian Bureau of Statistics defined Construction sector as including all units mainly engaged in constructing buildings (including the on-site assembly and erection of prefabricated buildings), roads, railroads, aerodromes, irrigation projects, harbor or river works, gas, sewerage or storm water drains or mains, electricity or other transmission lines or towers, pipelines, oil refineries or other specified civil engineering projects. In general, units mainly engaged in the repair of buildings or other structures are also included like those engaged in the alteration or renovation of buildings, preparation of mine sites, demolition or excavation. .

2.5.1.2 Characteristics of construction industry

Construction sector is widely acknowledged as the most important single constituent in developing country's investment program. Because of such a high contribution, the construction industry has a major influence on the economic growth of a country (construction law, 2011). The construction

sector is big business. For example, a recent study by global picture company in 2014, on construction has predicted that global construction output will increase by more than 70%, to US$15 trillion per year worldwide, by 2025. Off course the dominant sources of this growth will be three countries in particular, China, India and the U.S., with much of the remainder in the emerging markets (K and L gates, 2014).

Construction is high-risk venture. Each construction projects have their own unique and specific design to be constructed on a particular site within a definite timeframe, cost, materials, equipment and labor. Successful construction requires flawless functioning of the project stakeholders comprising the client, the design team, the construction team, and various trades, manufacturers, suppliers in a professional and timely manner (construction law, 2011).

The construction process is governed by complicated contracts involving complex relationships in several tiers. There are many risks involved in construction projects. These risks could be attributed to a number of reasons, which include the nature of the construction process, the complexity and time-consuming design and construction activities, and the involvement of a multitude of people from different organizations with different skills and interests. Hence, a great deal of effort is required to co-ordinate the wide range of activities that are will manage the gabs that arisen from unique nature and specific design with complex contractual structure, diversity of skills, large size, and complexity of projects with addition of lack of transparency and the extent of government can contribute to high risk for bribery and fraud in the sector (TI and UACF, 2016).

In general, the Construction Industry can be described as the sum of all economic activities related to civil and building works: their conception, planning, execution, and maintenance. Such works normally comprise capital investment in the form of railways, roads, airports, maritime structures, and ports power generating stations, dams, health centers, hospitals, and irrigation schemes, educational institutions, warehouses, factories, offices and residential premises (construction law, 2011).

2.5.1.3 Over view of Construction sector in Ethiopia

Ethiopia has developed on a long-term development strategy, which aims at achieving sustainable human development with all pre-requisites for a middle-income country by the year 2025. To achieve the vision of creating strong, diversified, resilient and competitive economy, the country is strived to achieve a remarkable growth over the past ten years annual growth GDP is 10.9% (UNDP, 2014).

The construction industry is a fundamental economic sector, which drives most of the other economic sectors by transforming various resources into constructed physical economic and social infrastructure, which used as a base for socio-economic development. Thus, the realization of Vision 2025 partly depends on the existence of a reliable and competitive local construction industry that is capable of delivering quality services and value for money in the development and maintenance of the physical infrastructure (UNHP, 2011).

The construction industry has played important contributions to the Ethiopian economic growth despite the contribution of the industry against the Gross domestic product are still lower than the sub-Saharan African average (CPI, 2012). Current data shows public infrastructure development projects in Ethiopia by ministry of Education, Health and road infrastructure projects accounts the significant portion of the investment outlay on construction activities. Its contribution to the GDP at constant price has increased from Birr 2, 853,336,000 to Birr 8,185,747,000 at an average annual growth rate of 12.43%.While the percentage share of the construction sector to GDP is increased at constant price from 4.5% in 2000/01 to 5.8% by 2009/10 (ECIP draft, 2012).

Access to adequate and affordable housing also a current and growing problem in all countries in Africa including Ethiopia. Affordability of housing is very expensive and needs huge capital with a country which has the least level income like Ethiopia/ (UNHP, 2011).The government of Ethiopia launched a project of supplying shelter houses by allocating billion's of birr every year to solve the shortage of house affordability*(Mekonen 2007).*

Though the construction sector is given high prominence, several defects are being noted in the sectors that need immediate action (zinabu and getachew, 2015). Despite the government of Ethiopia is enacted various policies, strategies, developing supportive guidance, various reforms in

human and institutional structure, and providing training for contractors, there is significant indicators of corruption in the in housing projects (ECIDP, 2014).

2.5.2 Corruption perception in Ethiopia and construction sector

2.5.2.1 Corruption perception in Ethiopia

As discussed in the earlier chapter, Corruption exists in every society, country. Since the term is having different meanings, history and secio-economic set up, Corruption in Ethiopia, as like in many nations in the world, is rooted and in the country's bureaucratic traditions, developments policies, political and social history (shimelis, 2005). Highlighting the essence of corruption in Ethiopia is helps to understand the nature of construction with its forms and source of the sector in the sector. Hence, in this chapter we will highlights corruption perception in Ethiopia, perception of construction sector globally and nationally, forms of corruption in construction projects and in each phases of in project. .

The report of federal ethics and anti corruption profile manual, 2012 and bokre, 2015), corruption is believed to be occur in any sector of the country. Areas where identified as susceptible and rampant to corruption are those where financial resources movement which transferred from government to private and Vis versa. Services directly or indirectly linked with providing land for various investment schemes, provision of telecom and electric services granting and provision of loans and resources for housing projects, collection of taxes and licensing and issuance of permits are considered as most venerable for corruption malpractices (Bokre 2015, FEACC profile, 2012). To overcome the threat of corruption in these sectors leads to the establishment of federal ethics and anti corruption commission (FEAC) in 2001 with mandate of prevent, investigate and prosecute of corruption throughout the country (Feac profile, 2012).

After the establishment of FEAC, different research surveys have been conducted to assess whether the country’s economic and political systems are affected by corruption and to check the effectiveness of anti corruption struggles in Ethiopia. The first corruption survey was conducted in 2001accros the country by Addis Ababa University to assess the level, trend and perception public view toward corruption. The result of survey at that depicted that corruption is the second challenge for the country next to economic issue- employment (corruption survey, 2001)

Transparency international also conducted small survey on corruption perception in private sector and in its survey revealed that private sector in the country can be influenced by corruption , many business and trade male practices in the sector that can hinders the innovation and growth of private sector *(Global Corruption Report 2009).* Under the name of "Impact assessment of national anti corruption strategy", the federal ethics and anti corruption conducted a wide national survey on assessing 10 years (2001-2010) effectiveness anti corruption strategies such as education, prevention and investigation system of the commission. The study finding s shows that the effort and strategy of the commission was good and effective to make corruption at the heart of public issues (corruption survey, 2010).

With aim of strengthen of the anti corruption movement and to assess intensity and areas of corrupt practices, the federal ethics and anti corruption conducted its own survey (considered as second corruption survey) in 2011. The FEAC survey showed that the level of corruption in the country is more of petty corruption offenses committed by public employees and officials. The study also revealed that financial institutions are better service provider other than other public sectors (FEAC, 2011). in the same year, the World Bank corruption diagnosis of study in Ethiopia in 2012, in selected eight sectors such land, , telecommunication, mining , education , health, rural water supply , construction ,electricity and justice to assess the level and risks of corruption. According to the study, the level and risk of corruption is differing from sector to sector. From the study, for example corruption in telecommunication and pharmaceuticals are higher than basic health and education services have comparatively limited corruption (WB, 2012). In all study conducted so far by the commission and other collaborated institution indicate in their findings that there is a gap in the perception and reality of corruption.

2.5.2.2 Construction sector laws , policies and code of Ethics in Ethiopia

Different research findings indicate that Regulatory and policy environment has big effect on sector governance and associated risk of corruption on which the construction sector has operates. Failure to amend policies that affect the construction sector may the result of pressure from groups or individuals who stand to benefit from such corruption. (WB, 2012).

Since 2005, there have been a number of initiatives geared towards fostering the local construction industry by the government of Ethiopia .The first step taken was to develop national policy that foster the local industry manifested by poor Performance for long period of time include inadequate public sector delivery capacity, corruption, use of outdated technologies and practices , inadequate capacity of local contractors and consultants , lack of effective supporting policies and poor state of the economy (Construction policy, 2012).

The goal of the construction industry policy is to help to develop an internationally competitive industry that will be able to undertake most of the construction projects in Ethiopia, export its services and products, and ensure value for money to industry clients as well as environmental responsibility in the implementation of Construction projects through different strategies and initiatives. As the result of the conducive construction policy and fast economic growth of the sector, it resulted in increasing number of contractors joining the sector. For example during the period 2000 up to 2008, the number of contractors increased by 1.9121. Consequently, there are 7259 numbers of contractors registered for 2014/15 budget year under three levels (Zinabu and Getachew, 2015).

The Construction Industry Policy goals and objectives require the implementation of mutually reinforcing policy directions and the policy has two categories, the Construction Industry Policy Directions, and Policy Direction for Crosscutting issues. The policy directions talks about the direction on how the sector should improve quality and productivity, human resource development, improving public sector delivery (Construction policy, 2012).

In terms enacting different laws relevant to the sector, the Ethiopian government has a law of contract which found mainly in the 1960' civil code which is used as a base for contract and employment issues in the construction sector (Jianzhong Lu, 2008). The ministry of Housing and Urban Development (MoHUD) has enacted different proclamations and Guidelines such as Registration of Construction Professionals and Contractors to carry out construction works is required to register in accordance with the Commercial Code of Ethiopia and related directives (Construction law, 2011).

It is often assumed that architects, project managers and employees are not only talented in the design and construction of buildings or implementing the complex nature of projects but also is of the highest ethical caliber (Pressman, 1997). The construction contractors have a reputation for unethical behavior and I became the main problem of the sector Collusive tender, conflict of interest and other ethical problems challenge the construction sector roles and responsibilities (Sutherland, 1998).

The roles and responsibilities of professionals of construction projects alone cannot prevent to ensure ethical conduct in the construction sector. It needs comprehensive code of ethics and principles that would be embodied and complimented with assignment of functional responsibility. To mange those problems countries like America has developed Code of Ethics since in 1947. In the same manner the Construction contractors are also expected to behave in an ethical manner like project managers and employees (Pressman, 1997).

A recent interview survey of construction professionals indicated that code of ethics plays significant role in managing ethical conduct in construction especially in the contracting phase (Badger and Gay, 1996). Besides the guide lines and proclamations enacted by the ministry urban and development, the ministry of construction is also amend more than 11 codes directly or indirectly that have impact on various quality and ethical compliance of construction sector (annual report, 2013).

2.5.2.3 Corruption Perception in construction sector in Ethiopia.

So far, different organizations and scholars have conducted researches and surveys to check how the Ethiopian public services, activities, decisions etc., have been influenced and impacted by corruption across the country. According to some surveys, the areas where corruption is believed to be rampant are those where financial resources are transferred from the private to the public sector and vice versa. Other agencies where corruption is believed to be flourishing include those engaged with allocation of land, and government housing, provision of telephone and electric services, granting of loans, licensing and issuance of permits, collection of taxes and procurement of consumable and fixed assets. Customs and exercise offices were also believed to be affected by corrupt practices (bokre, 2015; tesfaye, 2007).

In the same manner, as the construction sector is by nature venerable to different forms of corruption. With sponsor of international and internal organizations, there was conducted different survey and assessment of corruption in construction projects. The main goal of the survey or assessment is to provide basic information on how corruption was affected the construction sector and to check the extent and prevalence of the problem. Hence, For the purpose of this research , some of the surveys conducted by impendent organs like by Federal Ethics and Anti-corruption Commission and other international organizations are provided as follows :-

2.5.2.3.1 The World Bank's Corruption Diagnostic Study in Ethiopia

The main aim of this study was to assess the level of corruption in perception and reality in the main sectors, which the government is operating. It is sector-by-sector level of survey and focused mainly on eight government sectors such as education, rural water, rural water supply, justice, construction mining, and land and telecommunications sector in 2012. According to the study conducted by the bank, corruption in Construction sector is lower in reality than the perception among different groups. Even the level of corruption in construction sector is lower than the health and Telecom sectors corruption.

The resulting picture that emerged is complex but plausible. According to the study Ethiopia exhibits most of the classic warning signs of corruption risk, including inflated unit output costs, instances of poor-quality construction and delays in implementation. According to the study these factors were driven by unequal or unclear contractual relationships, poor enforcement of professional standards, high multipliers between public sector and private sector salaries, wide-ranging discretionary powers exercised by government, a lack of transparency, and a widespread perception of hidden barriers to market entry.

In its conclusion, the bank study stressed the prospect and challenge of the sector; despite such risks, corrupt practices at the operational level appear to be largely opportunistic and relatively minor, capable of being kept under control through professionally managed systems and procedures. However, a widespread perception remains of higher-level corruption within the sector (WB, 2012).

2.5.2.3.2 Survey on role of consultants in preventing corruption in the construction sector

The performance of the industry is very poor in delivering projects with allocated budget, time and required quality. It takes more time to deliver according to the schedule of the project. Cost of materials used for construction ultimate effect of on the cost of the projects and with shorter life of physical infrastructure and massive deteriorating of quality of projects. Involving of different actors in the construction sector makes the construction sector more venerable and lees controlled to corruption. One of the studies conducted by federal ethics and anti corruption commission on construction sector is the study of role of consultants in preventing corruption in the construction sector (FEAC, 2016).

In the study survey around 371 contractors, consultants and government bodies had involved in the study. The distribution of survey participants covers all regions with sample size representations. According to the survey findings, there was wide spread of malpractices in all stages of the construction process. These malpractices are corruption risk factors that may present opportunity for corruption or challenge integrity of the consultancy service at all stages of the construction process.

The study identified the malpractices, the cause for their occurrence and status of the environment that among the stages of project life, the contractor selection and award stage was identified as the most venerable for corruption. Supervision and contract administration stage and preparation of design, specification and bill of quantity stage are the consultancy process which the second and third venerable stages to corruption consequently. In terms of most malpractice in identifying and short listing consultants , passing confidential information to prospective bidders, allocating excessive Wight that prohibits others from entering and bidding process, using blurd Technical and experience are the most corrupt practices committed identified in the consultancy process (FEAC, 2016).

2.5.2.3.3 Survey on Abnormal Tender price in construction industry in Ethiopia

The federal ethics and anti corruption, department of corruption prevention also conducted research on the level of collusion of contractors in construction procurement (FEAC collusion report, 2014). According to European Commission Directorate General III Working Group, ‘A tender is assumed

to be abnormally low if in the light of the client's preliminary estimate and of all the tenders submitted, it seems to be abnormally low by not providing a margin for a normal level of profit and in relation to which the renderer cannot explain his price on the basis of the economy of the construction method, or the technical solution chosen, or the exceptionally favorable conditions available to the renderer, or the originality of the work proposed.' Similar definition is provided in the legislation of different countries, including in the EU Public Procurement Directive (DGIII, 1999).

The survey conducted by prevention department finding shown that project tender requirements and information's are often designed in favor of some groups of contractors and the whole process is subject to many flaws and corruption practices, which is against the national procurement law and directives (FEAC collusion report, 2014).

2.5.2.3.4 Survey on design and specification changes in construction contracts

It is obvious that owner, designer and contractor are the different groups who involved in construction projects with different interest in the projects specifically in the design of any construction projects. Completing the projects may be their common goal among these groups with with specified time budget and schedule. Despite they have common goal in finishing the project with required time, budget and schedule, there are different factors, which affect still this common goal. Such factors may affect the whole contract of the project (Habco and feac, 2007).

Accuracy of the design document is the most basic issue that requires closer attention of all parties at design stage. The Association of Ethiopian Grade One Contractors and Federal Ethics and Anti-Corruption Commission initiated this study, in collaboration with the aim of avoiding or minimizing design changes faced by project parties after commencement of the construction works.

Inadequacies in design and specification are among the major causes of changes to the contract. The allocated budget and agreed contract time is usually affected by change orders caused by design errors, omissions, inaccurate drawings, ambiguities in the plans and specifications. Major design quality problems occur during construction causes reworking, undesired change in the design and scope of the project (Habco and feac, 2007).

According to the study, it has identified that consultant/designer related factors are the most frqaunt facor that changes of design & specification design in contartcs. Where as project owner related factors and contractor related intiating factors are the second and third factros for design and specification change in contracts

According to the study unforseen circumstances are the least factors. Error in bill of quantity (e.g error in the amount of quantity or unit of measurement), inadequate working drawing details, Unavailability of specified materials omissions in design (missing on essential elements of work from the contract) etc are the main problems that related to consultant related factors affect design and specification. While new requirements of the owner, Owner's request for design modification, Owners problem for land acquisition/ handover of site for the construction, Change of owner's requirement, Change in scope of the project by owner, Owner's request for substitution of material etc are the main driving factors for owners related factors change in design and specification in contract administration. The study clearly shows how specification and design change was made in the construction sector (Habco and feac, 2007).

2.6 Conceptual Framework of the Study

Conceptual frameworks or a theoretical framework is defined as "a type of intermediate theory that attempt to connect to all aspects of inquiry e.g., problem definition, purpose, literature review, methodology, data collection and analysis .Botha (1999).

Conceptual frameworks can act like maps that give coherence to empirical inquiry. Based on the views, concepts and practices described and assessed in the above literature review, the information gathered from Addis Ababa project office, from different stakeholders such law enforcement and regulatory institutions, contractors and consultants were identified t he major corruption challenges of and causes manifested in the construction sector especially housing projects can be depicted in the following corruption challenges and causes frame work:-

Conceptual Framework

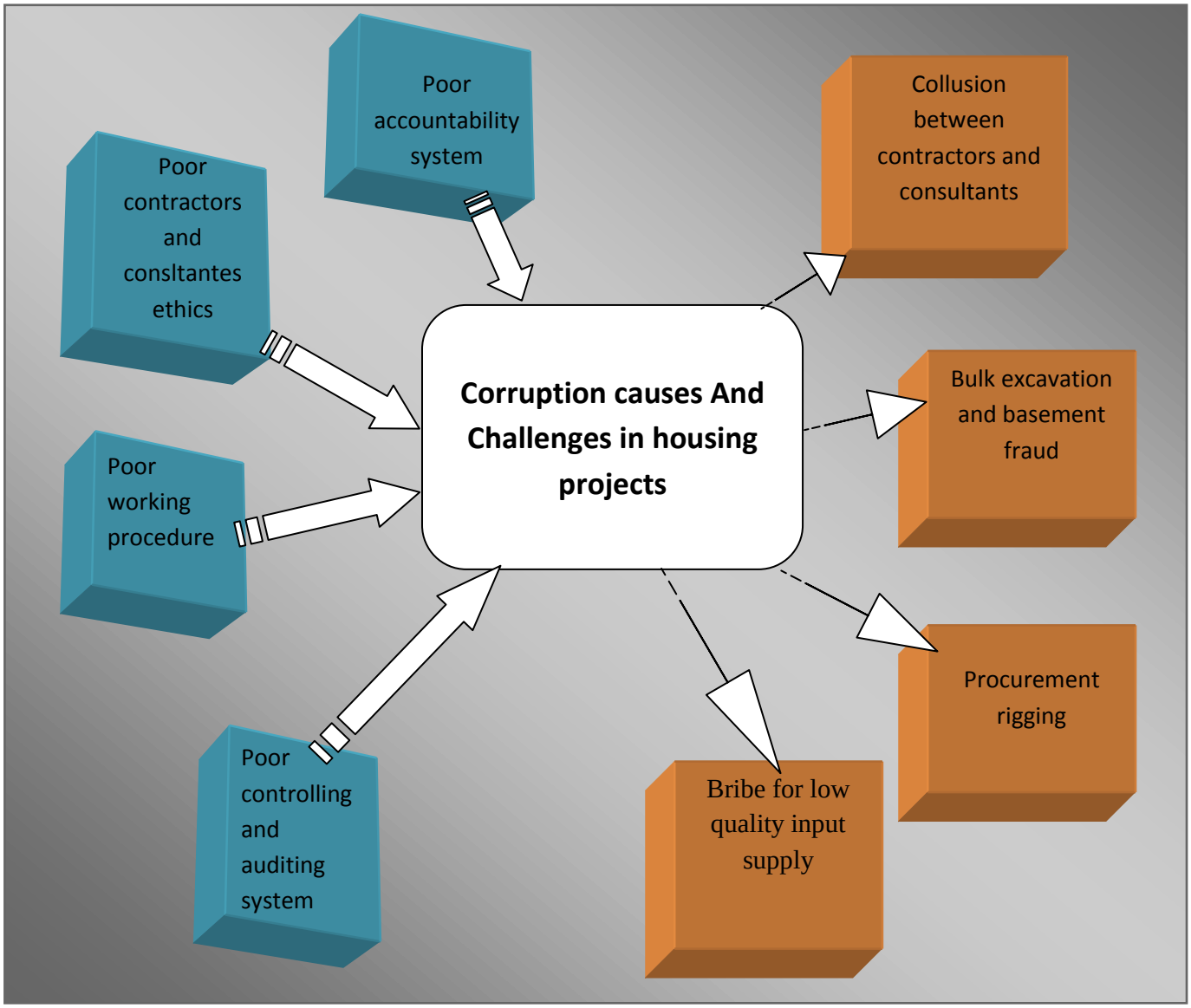

Figure 1: corruption challenges and cuases framework

Source: my own study

Chapter Three
Research Design and Methodology

3.1 Introduction

To assess the level of corruption challenges in construction projects, it needs clearly defined research design and method so that the challenges will be clearly identified and meticulously solved by relevant policy decision-making institutions by identifying the bottom problem of the sector. Thus, this chapter provides a detailed explanation of the research designs and methods, samples, sampling techniques, ways of procedures of data collection, main source and instruments of data collection and data analysis techniques used in the research

3.2 Research deign

Due to the nature of the research topic, both qualitative and quantitative approaches were used as means of conducting the research. This mixed research design helps to triangulate every data collected through questioner and interviewing which helps to integrate the qualitative and quantitative data. To organize the data collected through this system, Likert scale and Spss software system were used to collect and analyze the data conducted through mixed research design system.

3.3 Popluation and Sampling Method

To conduct the research based on the research design, identifying population was a very important issue. Based on this there was identified three cluster of poplutaion, which are involved directly or indirectly in construction of housing projects. Based on this, 152 from regulatory institutions, 2208 from project execution institutions and 104 from law enforcemenet intituiosn. Sample was drawn from population defined based on the nature of the research topic selected. In this research topic, selection techniques conducted purely based on purposive sampling method after sample was determined from population as dipcted in table 1 under the 3.4.1 Sample size and selection criteria category.

The projects studies (two projects) selected based on three means or standards. First, it based the projects total budget, second based on the status of the project and thirdly based on location of the projects. Based on this, the research was conducted on bole harabsa and koye fiche site housing projects

3.4.1 sample size and Selection Criteria

After the size of the population identified and sample, size was determined from each population. After sample size was determined, based on purposive sampling method the totatl number of respondantes are identidfied in below table 1. Identifying each stakeholder and drawing sample is based on the personal judgment of the researcher. Each respondent was selected from three-cluster groups identified. The three stakeholder's clusters are ***regulatory institution cluster***, **p*roject execution cluste*r** and ***law enforcement cluster*** group. From all three clusters, 10 institutions were identified.

Table 1: population and sample size of respondents

No	Respondents Cluster name	Name of institution	Population	Sample
1	Regulatory institutions	Ministry of urban and house development (urban housing development department)	30	15
		Addis ababa construction bureau	100	20
		Parliament (urban and house development standing committee members)	22	10
2	Project execution institutions	Addis ababa housing project head office	150	30
		Addis ababa housing projects branches ethics liaison office	18	10
		Contractors	2000	10
		Consultants	40	10
3	Law enforcement institution	FEAC(corruption prevention Department)	22	15
		Office of attorney General (CPRD)	47	20
		Federal police (CID)	35	15

3.5 Sources of Data

In conducting the research, both primary and secondary data were used over all the project research process. Each source are clearly identified and used properly according to research method manuals.

3.5.1 Primary source

Primary data was gathered through questioner and semi-structured interview. Each questioner was designed in the best way to collect the needed information from each respondent mostly from the identified project stakeholders.

3.5.2 Secondary source

Secondary sources were used vastly from various sources. The sources used in the literature review are different Literature reviews, conference proceedings, periodic project reports, surveys, field study reports, case studies, minutes and guidelines, journal on construction reports, anti corruption cases report were used as secondary source. Current report on various housing projects and printed documents by the office was used as a base for secondary source.

3.6 **Instruments of Data Collection**

In order to acquire the intended result, selecting interviewees was conducted through purposive sampling method listed above to select a knowledgeable and experienced people to the matter. Purposive Sampling method was also used to identify which participants should fill the questioner. Originally, it was designed to include focus group discussion but due to the nature of the research, professionals and individuals identified to participate in the focus group discussion were reluctant and refused to discuss on the matter freely in fear of any reprisals or repercussions.

The instruments used to gather the information also conducted through semi-structured interview by selecting individuals, which have special knowledge on the area. Questioners were distributed to different stack holders of housing projects including ministry of construction, ministry of Housing and Urban Development officials and workers, Addis Ababa housing project office, relevant contractors, Federal ethics and anti corruption commission officials and employees , Federal police corruption crime investigators, Attorney general office prosecutors on corruption offense and parliament members on standing committee on housing and urban development and the data distributed was collected accordingly.

3.7 Data Collection Procedure

The researcher had designed a questionnaire for the targeted population based on the sample population. To collect the required information first the questioner was design in a clear and precise

so that respondents clearly understand the issue. Beyond that those have lack clarity on the question were given briefing by phone and physically orientation up on needed. In order to return all questioners timely and precisely, strong follow up and communication was done. Very few of questioners are unreturned and missing some questions. Finally, the researcher was used open-ended and closed-ended questions for interview and questioner in relevant questions.

3.8 Data Analysis & Interpretation Method

The analysis of this study was conducted both quantitatively and qualitative that brings together through analyzing both primary and secondary data by supporting different quantitative tools like percentages, figures and tables. Both the data collected through questionnaire and interview demonstrated in tables and different charts. After data was collected and analyzed, the researcher condensed and interprets the data and finally identified major findings and forward recommendations.

3.9 Ethical Consideration

All research participants in the study were briefed about the objectives of the research and their willingness and consent was asked before interviews conducted. Since Harassment or any form of intimidation of research participants prohibited, it was avoided over all the research process. Moreover, any recording material or collecting information was conducted only with their full consent and knowledge. To keep the right to privacy and to avoid any backlash from accessing tip off or disclosing information of interviewee, in all cases the research hold participant names confidential and secretly.

Further, to avoid any backlash on respondents, collective names such as “one of the higher officials “, “some informants” or “some respondents” used in the whole process. It also used coded name (xxx) for one individual to avoid his/her name, education background and working place. At the end, Information gathered from officials, interviewees and observation were used primarily for this research study only.

Chapter Four

Data Presentation, Analysis and Interpretation

4.1 Introduction

This chapter deals with data presentation, analysis and interpretation collected through designed Interview and Questionnaires. This chapter presents an analysis on the assessment of corruption challenges in executing construction projects particularly in federal housing projects in Addis Ababa. The overall data was collected from 3 clusters and 10 institutions. Separately data is collected from contractors, consultants, project managers and employees, project ethics officers, corruption investigators and prosecutors, corruption prevention and examiners experts, Regulatory institutions employees and officials such as parliament standing committee members on urban and housing development.

The questioners designed and distributed to the respondents was originally prepared in English. However, latter to avoid any miss understanding or miss communication of respondents, all questioners and interviewee guidance were translated to Amharic language and distributed accordingly. Based on the sample determination system, 155 questionnaires distributed to three categories of sample population respondents including housing project regulatory institutions, housing project executing institutions and law enforcement institutions. Among the 155 Questionnaires distributed to respondents, 148 were collected and returned. The response rate of questionnaire is 95.4 %. The detailed natures of respondents are provided as follows:

4.2 Demographic profiles of the Respondents

4.2.1 Demographic respondents by cluster of stakeholders

The distribution of questionnaire to respondents were conducted based on the nature of the project stakeholder's and different institutions involved in regulatory, investigating and prosecution of corruption in housing projects. Based on this scenario the group of respondents categorized in to three cluster of stakeholders and 10 organization employees and officials. From the 155 (total) questioners, 45 questionnaires were distributed for regulatory institutions .i.e. institutions, which in directly control or supervise housing projects. 60 questioners were directly distributed for those who involved directly, in planning, analyzing and executing housing projects. Finally, the

remaining 50 questionnaires distributed to employees and officials who have mandate in investigating and prosecuting corruption offenses in general.

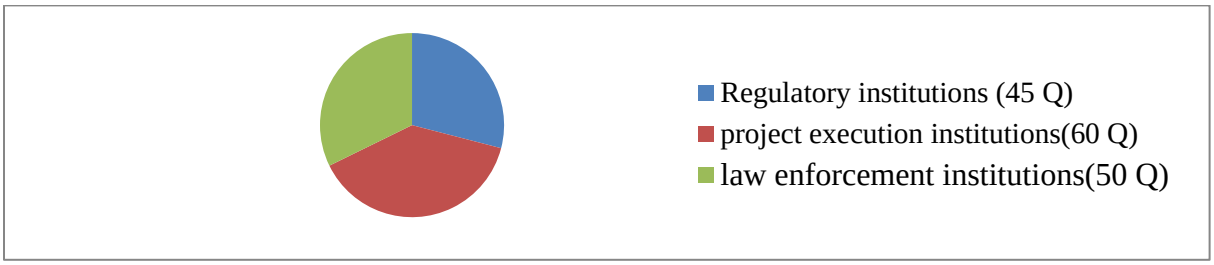

Figure 2 : Respondents by cluster stakeholders

4.2.2 Demographic respondents by institutions.

In the cluster of stakeholders respondents, 10 institutions or organizations included in the study. From the regulatory institutions cluster ministry of urban and house development, Addis Ababa construction bureau and House of Representatives standing committee on urban and housing construction was included.

In housing development executing cluster, Addis Ababa housing project head office, Addis Ababa housing Project branch ethics offices, contractors and consultants was identified and included. While Office of attorney general, federal ethics and anti corruption commission, and federal police commission was identified in the law enforcement cluster.

Table 2: Respondents Role Composition

No	List of population sample institutions	Respondents role /profession
1	Ministry of urban and house development	Regulatory
2	Addis ababa construction bureau	Regulatory
3	Parliament (urban and house development standing committee)	Regulatory
4	Addis ababa housing project head office	Project employees
5	Addis ababa housing projects branches ethics liaison office	Ethics officers
6	Contractors	Contractor
7	Consultants	Consultant
8	Federal police	Investigator
9	Office of attorney General	Prosecutor
10	Federal ethics and anti corruption	Prevention experts

In terms of professional composition, it includes project ethics officers, project employees, consultants, contractors, regulatory employees, corruption investigators and prosecutors. The main reason for diversifying the sample by profession is due to the nature of involvement of different stockholders in the construction of housing projects.

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As u can see from below table the research, population of housing project is huge. Due to this, the researcher tried to manage to determine the respondents by representing all three-cluster groups in purposive sampling way. Finally, 10 contractors and 10 consultants are included in the research selected by the researcher beyond the actual project selected contractors and consultants involved in the selected projects. In general, the total composition of respondents from all stockholders through their position/profession was listed below bar chart figure 3.



Figure 3 :Nor of Respondents by profession/position

In some institutions, Ethics officers and ethics advisors included under the name of "project ethics officers". The federal ethics and anti corruption commission prevention department officials and employees are categorized and included under the name of" investigator." In the bar chart below, keep in your mind that the sum of project ethics officers, project employee, consultants and contractors is higher than the sum total of regulatory institutions respondents' number.

As u can see from the above chart, from the total respondents, 30(20.3 %) are corruption investigators (including corruption examiners), 15(10.1%) Prosecutors, 43(43%) are employees involving in regulatory role, 10 (6.8 %) are project ethics officers, 10(7.4%) contractors, 9(6.1%) consultants and 30 (20.3%) are project employees.

4.2.3 Demographic respondents by sex

As u can observe from below table, the number of respondents by sex, most of the respondents are male. Men filled 70 % of the questioners. While women's constitutes around 30 % of respondents total number. When we see the composition of employees in terms of sex, the number of women is significantly, less than number mens. Most projects position is hold by men. Even the number of women in contractors and consultants' is significantly less than men's number. The with the data shows most of in compare with number of women's

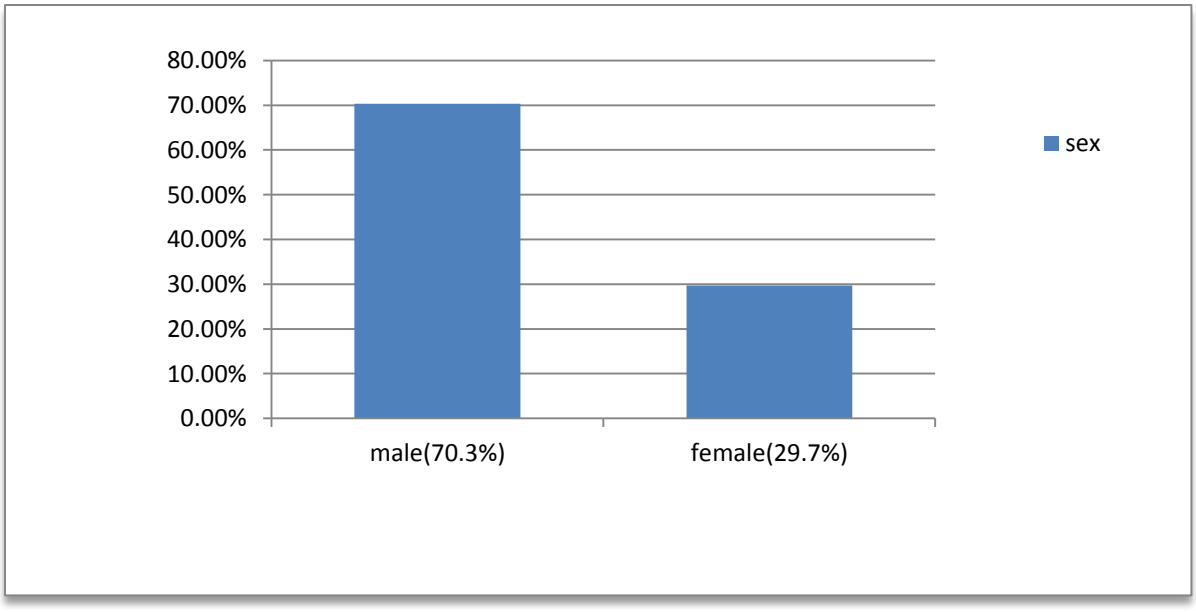

Figure 4: Respondents composition by sex

4.2.4 Demographic respondents by experience and education

From The total respondent's 24 respondents (16.2%) has an experience between 0 and 5 years. 49 (33.1%) respondents has an experience between 6-10 years. while 36 (24.3%) of respondents fall

between 11-15 years of experience. The remaining 39 respondents (26.4%) only has an experience above 15 years. In the same manner from the total respondents, 3 (2%) of the respondents holds PHD the level of education. 22 respondents (14.9%) holds second degree (master) education level..While most of the respondents (112) (75.5%) are degree holders.. The remaining eight (5.4%) and three (2%) only holds diploma and below diploma respectively.

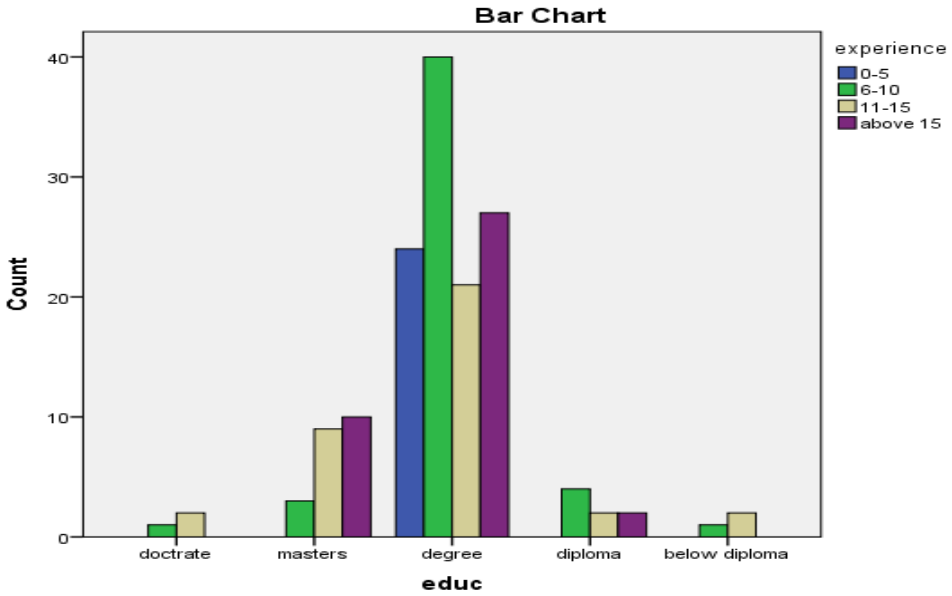

Figure 5: Respondents by education level and year of experience

4.2.5 Demographic respondents by Age

In terms of age of respondents, from the total respondents 32(21.6%) of are lied between the age of 20-30 years. 54 (36.5%) respondents age fall from 31-40 years. while 47 (31.8%) and 15 (10.1%) respondents lied between the age of 41-50 year and above 51year s respectively.

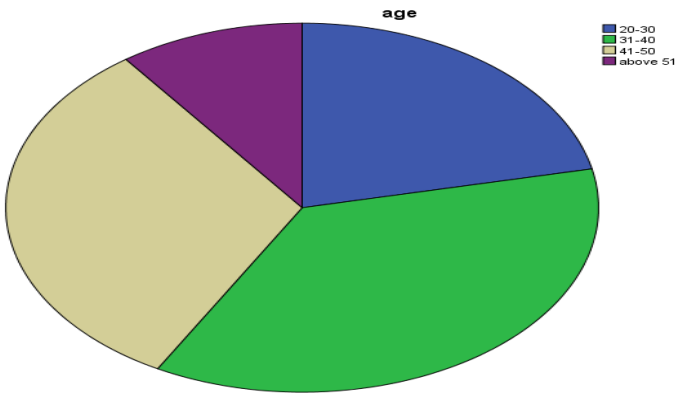

Figure 6: Respondents composition by age

4.3 Perception of respondents on Ethiopian construction sector development and challenges

All respondents were asked to give their view on the current development of construction sector across the country.. They gave their response in five categories based on Likert scale. Based on this method, respondents responded their view on construction development in Ethiopia by labeling in to five categories. They were responded by putting 5 for "*excellent,* 4 for *very good* development, 3 for *good* ,2 for *low development* and 1 for *no information*. Based on this Likert scale system, 1(0.7%) respondent said does not have any information about sector while another one respondent put the development of construction sector at low level. While the remaining 98.6 % respondents' put the construction development as in good development path. Separately, 42 (28.4) respondents view construction development at good level. While 67(45.3%) and 37 (25%) respondents' put the construction sector development as "very good" and "excellent level" respectively.

Table 3 : Respondents view toward construction development and challenge

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	don't know	1	.7	.7	.7
	low	1	.7	.7	1.4
	good	42	28.4	28.4	29.7
	very good	67	45.3	45.3	75.0
	excellent	37	25.0	25.0	100.0
	Total	148	100.0	100.0	

In the same manner, the respondents asked to give their view on the level of corruption in construction sector itself and housing projects corruption in compare with other construction sectors projects corruption such as water supply, telecom, road and power generating projects.

Like in the previous question, respondents were put their view to level of corruption in construction sector by putting 5 for "*very rampant*", 4 for "*rampant* ",3 "*medium*" ,2 for "*low*" and 1 for " *very low*". Their response was summarized here on the following table from over all Respondents'.

Table 4: Respondents perception on construction sector and housing projects corruption

No	Questions for respondents'	Labeling standard	Frequency	Percentage
1	How did you view corruption in the construction sector projects in compare with other sector projects in Ethiopia...?	Very rampant	**49**	**33.1%**
		Rampant	**82**	**55.4 %**
		Medium	**14**	**9.5 %**
		Low	**3**	**2 %**
		Very Low	**0**	**0 %**
2	Today the government of Ethiopia capital budget is goes to 5 big projects: Housing projects, Telecom projects, Road projects, Electricity projects and Provision of clean water projects for city inhabitants. How do you rate the housing projects corruption in relation to the four projects corruption level…?	High	**29 /53**	**54 %**
		Average	**21 /53**	**39.6 %**
		Low	**3 /53**	**5.7 %**

As we can see from the above response on question number one, all respondents have clearly put their view in the liker measurement designed for the questioner. All three-cluster respondents give their responses on the issue and their respond is 49 (33.1 %) described the level of corruption in the construction as *very corrupt (very rampant).* Other 82 (54.5%) respondents put the level as *corrupt (rampant).*14(9.5 %) respondents put thereat in the *medium level.* while the remaining 3 (**2 %**) respondents put the level of corruption as *low*.

We can conclude from the above response rate that, almost 87.5 % of the respondents put corruption in construction sector is a serious issue. To know further the level of threat of corruption in housing projects in the construction sector by comparing with other construction sector projects, respondents put housing projects are the second highest corrupt area in the construction sector next to road construction projects.

In addition to that, 53 respondents asked to prioritize five construction projects (road, housing, telecom, water supply and power generating) projects from high to lowest level of corruption. From the 53 respondents 26 put first road and housing projects as the second corrupt sector. While 17 respondents put housing projects are as the most corrupt while road sector corruption put as the second corrupt sector.

4.4 Perception of respondents to Addis ababa Federal housing projects

Assessing the level of corruption and other ethical challenges is a basic issue for policy decision making and managing public sector projects at the public hot spot agenda. Proactive leadership may give high priority of addressing corruption in every public sector projects.

In lign with this, respondents asked to give their weigh on the level of corruption in federal government sponsored housing projects, their employees and officials. Based on the information collected from 148 respondents across different stakeholders, 100 (67.5%) respondents put corruption in the sector as much as *high* and *very high* level of corruption. 27 (18.9 %) respondents put the level of corruption as *medium*. While two respondents (1.4%) put the level as *low* and 19,(12.8%) respond as they *do not have enough information* on the sectors corruption.

Table 5 : Respondents corruption perception on housing project office and its employees

No	Questions for respondents'	Labeling standard	Frequency	percentage
	How do you view the trend of corruption in housing projects in Addis Ababa…?	Very high corruption	**36**	**24.3%**
		High corruption	**64**	**43.2 %**
		medium corruption	**27**	**18.9 %**
		Low corruption	**2**	**1.4 %**
		I don't have info.	**19**	**12.8 %**
2	How do you judge the Ethical behaviors of project managers and employees who involve in construction of Addis Ababa housing project?	Very good	**4**	**2.7 %**
		Good	**28**	**18.9 %**
		Medium	**71**	**48.9 %**
		Bad	**35**	**23.6 %**
		Very bad	**10**	**6.8 %**

Besides that, the respondents also give their view on the level of corruption in Addis Ababa project office employees and officials. Based on this, Only 45 (30.4 %) of respondents put employees and officials of Addis Ababa housing project office are *ethically bad* or have *very bad level ethics'*. While 71 (48.9%) respondents put them as they have *medium level* ethics. I,e they are neither bad nor good), 28 (18.9 %) and four (2.7%) respondents put their ethics as ethically *good* and *very good* respectively.

Further more on the bases of interview and other qualitative responses, givining much priority for individual gain, loose commitment for purpose and mission, failure of loyalty to their profession, demonstrating hostile action to ward customers, creating obstruction of justice by not cooperating to give any information, collusion with contractors and consultants , prohibiting project auditing and driving customers to corruption are their main reasons to label them as "*bad*" or "*very bad* "ethical behavior.

4.5 Respondents perception on Corruption causes in housing projects

From the above respondents view we can judge that corruption is became a main challenge for construction sector and especially for the sensitive housing projects. Nothing is very crucial than identifying the root causes of corruption in the sector to solve the problem as quickly as possible. The respondents openly express their view in identifying the main causes of corruption in housing projects. Peoples as shows their dismay on the level of threat of corruption in the construction sector, it also clearly depicted in housing projects. The respondents given their response based on the listed alternative causes of corruption in questionnaire and identified accordingly. Beside the given alternative causes of corruption, respondents also tried to mention other major causes not listed in the questioner based on they experienced in the sector directly or indirectly.

Table 6: Respondents perception on causes of corruption in housing projects

No	Questions for respondents'	Frequency and percentage	Very serious cause	Serious cause	Low cause	No cause	I don't know	Mean
1	Poor ethical standard of employees and project managers	**Frequency**	**46**	**47**	**37**	**11**	**7**	**3.77**
		percentage	**31.1 %**	**31.8%**	**25%**	**7.4%**	**4.7 %**	
2	Poor controlling and monitoring system	**Frequency**	**81**	**57**	**10**	**-**	**-**	**4.48**

		percentage	**54.7%**	**38.5%**	**6.8 %**	**-**	**-**	
3	poor accountability system	**Frequency**	**90**	**46**	**9**	**2**	**1**	**4.48**
		percentage	**60.8%**	**31.1%**	**6.1%**	**1.4%**	**0.7%**	
4	Poor planning and design system	**Frequency**	**43**	**56**	**40**	**7**	**2**	**3.89**
		Percentage	**29.1%**	**37.8%**	**27%**	**4.7%**	**1.4%**	
5	Leadership commitment problem	**Frequency**	**57**	**52**	**30**	**9**	**-**	**4.06**
		Percentage	**38.5%**	**35.5%**	**20.3 %**	**6.1%**	**-**	
6	Poor specification and procurement system	**Frequency**	**49**	**54**	**28**	**13**	**4**	**3.89**
		percentage	**33.1%**	**36.5%**	**18.9**	**8.8%**	**2.7 %**	
7	Poor/bad/ project office working procedure	**Frequency**	**29**	**44**	**45**	**28**	**2**	**3.47**
		percentage	**19.6%**	**29.7%**	**30.4 %**	**18.9 %**	**1.4%**	
8	Poor skill/capacity/ of contractors and consultants	**Frequency**	25	**28**	**60**	**33**	**2**	**3.28**
		percentage	16.5%	**18.9**%	**40.5**%	**22.3** %	**1.4**%	
9	Poor skill(capacity) of employees and project managers	**Frequency**	21	**21**	**62**	**35**	**8**	**3.08**
		percentage	14.2%	**14.2**%	**41.9**%	**23.6** %	**5.4**%	
10	Poor auditing and check and balance system in the project office	**Frequency**	60	**63**	**17**	**6**	**2**	**4.17**
		percentage	40.5%	**42.6**%	**11.5**%	**4.1**%	**1.4**%	
11	Poor ethical standard of contractors and consultants	**Frequency**	85	**44**	**16**	**1**	**2**	**4.41**
		percentage	57.4%	**29.7**%	**10.8**%	**0.7**%	**1.4**%	

Based on the above table Respondents , all respondents gave their response and view for each causes of corruption by categorizing in to five labels for which 5 is for "*very serious cause of corruption*", 4 for "*serious cause of corruption*" 3 for "*slight /low cause of corruption*" 2 for "*no cause of corruption*" and finally 1 for "*I don't know*". As we can see from the above respondents

answer, respondents gave their view the most and least causes of corruption in the sector. Respondents identify *poor accountability*, and "*poor controlling and monitoring system"* as the most causes of corruption both with mean of 4.48 followed by "*poor ethical behavior of contractors and consultatantes*" with cumulative mean of 4.41 and 4.17 respectively.

On the other hand, "*Poor skill (capacity) of employees and project managers*" and "*Poor skill/capacity/ of contractors and consultants"* put by respondents as the least causes of corruption with the score of mean 3.08 and 3.28 respectivily.Specifically, from over all of 148 respondents, 81 respondents put poor accountability system as mean drive or cause of corruption in housing sector. Besides that, low government controlling method on mega projects, systemic (interconnected) corruption , failure to implement alternative working procedures, decreasing whistle blowers number, low patriotism and sense of responsibility, Low project risk assessment and response system identified as causes of corruption. Through qualitative method also respondents gave the following contributing factors for the prevalence of corruption in housing projects like wrong selection off project managers on nepotism, Low satisfaction job, increasing rent seeking behavior, increasing culture of promoting corruption mentioned additionally through qualitative method as causes of corruption in the housing projects.

4.6 Respondents perception on frequent corruption committed in housing projects

As we assess the nature and level of corruption on every organization or entity, it is obvious that the construction sector specifically mega projects like provision of housing to people are always venerable to corruption. All respondents give their genuine response and clearly identify which type of corruption is much rampant or most happen. Respondents give their response by identifying the most often corruption challenge. Respondents asked to choose from eight alternative corruption challenges, the most happen one and surprisingly collusion among contractors and consultants identified as the most serious happen or problem in the sector with a mean of 4.32 followed by Substructure and underground bulk excavation fraud and procurement rigging with mean score of 4.06 and 4.03 respectively. Bribe for undelivered input or service listed as the least happen corruption challenge in housing projects

Table7 : Respondents perception on frequent happen corruption

No	Major manifestations of corruption in housing projects	Frequency and percentage	very often happen	usually happen	Some times happen	Rarely happen	never happen	Mean
1	Bribe for low quality input supply	**Frequency**	58	**53**	**22**	**9**	6	**4**
		percentage	39.2%	**35.8**%	**14.9**%	**6.1**%	4.1%	
2	Bribe for undelivered input or service	**Frequency**	23	**58**	**29**	**29**	**9**	**3.39**
		percentage	15.5%	**39.2**%	**19.6** %	**19.6** %	**6.1**%	
3	Collusion among contractors and consultants	**Frequency**	83	**38**	**18**	**9**	**-**	**4.32**
		percentage	56.1%	**25.7** %	**12.2**%	**6.1**%	**-**	
4	Embezzlement of project office items	**Frequency**	45	**57**	**37**	**3**	**6**	**3.89**
		Percentage	30.4%	**38.5**%	**25** %	**2**%	**4.1** %	
5	Procurement rigging	**Frequency**	68	**37**	**29**	**8**	**6**	**4.03**
		Percentage	45.9%	**25** %	**19.6**%	**5.4** %	**4.1**	
6	Taking bribe for approving unfinished project work	**Frequency**	45	**45**	**43**	**10**	**5**	**3.78**
		percentage	30.4%	**30.4**%	**29.1**%	**6.8** %	**3.4** %	
7	Nepotism among project suppliers	**Frequency**	46	**50**	**31**	**15**	**6**	**3.78**
		percentage	31.6 %	**33.8** %	**20.9** %	**10.1** %	**4.1** %	
8	Bribe for uncertified or unqualified contractor	**Frequency**	47	**46**	**31**	**19**	**5**	**3.75**
		percentage	31.8%	**31.1**%	**20.9**%	**12.8** %	**3.4** %	
9	Substructure and bulk excavation fraud	**Frequency**	71	**33**	**29**	**12**	**8**	**4.06**
		percentage	48 %	**22.3** %	**19.6**%	**8.3**%	**2** %	
10	Accepting bribe for wrong quality approval	**Frequency**	51	**46**	**33**	**15**	**3**	**3.86**
		percentage	34.5%	**31.1** %	**22.3** %	**10.1** %	**2**%	
11	Abuse of power	**Frequency**	43	**50**	**39**	**10**	**4**	**3.81**
		percentage	29.1 %	**33.8** %	**26.4** %	**6.8** %	**2.7** %	
12	Fabricating Fake document	**Frequency**	27	**41**	**52**	**24**	**4**	**3.43**
		percentage	18.2%	**27.7**%	**35.1** %	**16.2** %	**2.7** %	

Around 83 respondents put Collusion among contactors and consultants as the most serious problem of corruption and urged to address as much as possible in the sector. In addition to the reasons listed in the above table, Kick back for delivery of project inputs to construction projects by small enterprises , corruption to got an award for terminated projects by other contractor , wastage of materials in warehouse , corruption through variation of project works , procurement from the same suppliers through kickbacks , corruption for selecting suppliers and contractor , corruption on vehicle service are also raised as the main corruption types committed in the construction sector specifically in housing projects identified by qualitative method.

4.7 Respondent's perception on stakeholder's effort in fighting corruption in housing projects

Stockholders play a major role in executing housing projects. The role of every stakeholder may differ from one aspect of project to other. Involving many stakeholders from project inception to the final stage of project is needed to finish the project interims of time; quality and cost is vital issue. In our country, there are many stakeholders' plays a major role in controlling, supervising and monitoring of the activity of the project office. Stakeholder's role is good to create an opportunity for the responsible organization to assess its current gap and improve in the future.

Table 8 : Respondents perception toward stakeholder's effort in fighting corruption

No	Addis ababa housing projects stockholders on fighting corruption	Frequency and percentage	Strongly fight	Good in fight	Sometimes fight	Weak in fight	Don't fight	Mean
1	Addis ababa housing project office	**Frequency**	12	**41**	**44**	**44**	5	**3.08**
		percentage	8.1 %	**27.7**%	**29.7**%	**29.7** %	3.4 %	
2	Ministry of housing and urban development	**Frequency**	4	**22**	**53**	**51**	**14**	**2.66**
		percentage	2.7%	**14.9**%	**35.8**%	**34.5**	**9.5**	
3	Addis ababa city administration	**Frequency**	6	**22**	**58**	**55**	**5**	**2.79**
		percentage	4.1%	**14.9**%	**39.2**%	**37.2**%	**3.4** %	
4	Ministry of construction	**Frequency**	9	**22**	**53**	**43**	**13**	**2.83**
		Percentage	6.1%	**18.2** %	**35.8**%	**29.1** %	**8.8**%	

5	Federal ethics and anti corruption commission	**Frequency**	20	**40**	**53**	**28**	**4**	**3.30**
		Percentage	13.5 %	**27** %	**35.8**%	**18.9** %	**2.7**	
6	Parliament	**Frequency**	11	**21**	**43**	**58**	**13**	**2.72**
		Percentage	7.4 %	**14.2** %	**29.1**%	**39.2**%	**8.8** %	
7	Attorney general	**Frequency**	5	**14**	**56**	**49**	**23**	**2.52**
		percentage	3.4 %	**9.5** %	**37.8**%	**33.1** %	**15.5** %	
8	Federal police	**Frequency**	5	**12**	**52**	**54**	**24**	**2.46**
		percentage	3.4%	**8.1**	**35.1**	**36.5**	**16**	

As we can see from the above table respondents, each respondent has given their view on each stakeholder's capacity and role to ward fighting corruption. Based on the respondent view, the role of eight stakeholders is not in a good level to fight corruption at most labels. Most of the respondents put their judgment that the stakeholders listed above are less than good level of fight and put the level of effort at "*sometimes*" or "*weak in fight*". from the eight stakeholders , Federal ethics and anti corruption commission plays better role than other institutions in fighting corruption with mean of 3.30 .despite the commission effort is view better in compare with others , the effectiveness of the commission over all is low. The federal police, attorney general office and the parliament has the lowest rate in terms of fighting corruption with mean of 2.46, 2.52 and 2.72 respectively.

4.8 Respondent's perception toward Ethical behaviors of A.A housing projects contractors and Consultants

Respondents not only asked to how they judge the ethical behavior of Addis Ababa housing project office as an organization and its employee's officials as a group, it was Also evaluated and gave their response on contractors and consultants ethical behavior while in engaging housing construction projects. Their response in put in the following table:

Table 9 : Respondents view on contractors and consultants ethical behavior

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	low	2	1.4	1.4	1.4
	sometimes	8	5.4	5.4	6.8
	usually	31	20.9	21.1	27.9
	strongly	106	71.6	72.1	100.0
	Total	147	99.3	100.0	
Missing	System	1	.7		
Total		148	100.0		

From the total respondates view, 1 respondate (0.7 %) didn't give his/her assesment on the consaltantes and contrators ethical behaviour . others clearly responeded to the qaustion in genuine manner . Among the respondents asked to give their view on whether ethical behaviors of contractors and consultants are directly or indirectly affect the project like quality, time and cost of the project or no , 106 (71.6%) respondents and 31(20.9%) respondents put contractors and consultants ethical behavior are affected projects quality , time and cost by labeling them as " *Strongly affect* " and " *Usually affect* " respectively.

Those who said not affect are not more than 7 % from the total respondents. As we see before on the respondents view on what is the main corruption challenge, it is the same with the respondents proved that contractors and consultants problem was became a critical and major challenging issue by the respondents.

4.9 Respondents Corruption perception on housing project phases

Respondents also asked to Assess and give their view that which stage/phase of projects is highly venerable to corruption. Each respondent asked to label the venerability of each projects phases by putting 5 For "*Strongly venerable***",** 4 for "*usually venerable*" 3 for "sometimes *venerable*"**,** 2 for **"**Low venerable" and 1 for "not venerable". Based on the respondent's response, the construction phase (Mean 4.03) is taken as the most venerable phase followed by tender phase (Mean 4.02), operation, and maintenance phase (Mean 3.58). However, without Mean compares, from the total respondents, 59 (39.9) respondents are view the tender phase (third phase) as the most venerable

phase ahead of construction phase. We can understand from the view of respondents answer is phase one and phase two was less venerable from the remaining last three phases.

Table 10 : Respondents view on projects phases' venerability to corruption

No	Phases of housing projects	Frequency and percentage	Strongly venerable	Usually venerable	Sometimes venerable	Low venerable	Not venerable	Mean
1	Planning and design stage	**Frequency**	**16**	**33**	**47**	**30**	**8**	**3.13**
		percentage	**10.8** %	**22.3 %**	**39.9 %**	**20.3%**	**5.4 %**	
2	Prequalification and tender phase	**Frequency**	**30**	**46**	**47**	**20**	**4**	**3.53**
		percentage	**20.3 %**	**31.1 %**	**31.8 %**	**13.5%**	**2.7%**	
3	Bid or Tender phase	**Frequency**	**59**	**46**	**28**	**11**	**2**	**4.02**
		percentage	**39.9 %**	**31.1%**	**18.9 %**	**7.4 %**	**1.4 %**	
4	Construction Phase	**Frequency**	**39**	**60**	**35**	**12**	**1**	**4.03**
		Percentage	**26.4** %	**40.5 %**	**23.6 %**	**8.1 %**	**0.7 %**	
5	Operation and Maintenance phase	**Frequency**	**55**	**53**	**28**	**8**	**2**	**3.84**
		Percentage	**37.7 %**	**35.8 %**	**18.9 %**	**5.4 %**	**1.4 %**	

4.10 Respondents perception to effectiveness of construction policies, code of ethics and manual for Contractor's registration and license

The government Ethiopia continues to diversify the country economy by giving priority for supporting and emboldening the manufacturing and construction industry. To strengthen this objective the federal government has enacted and implemented various policies, strategies, manuals and codes. Respondents given their own view on how the current construction policies, codes and manuals are effectively fighting corruption in housing projects.

Table 11: Respondents of view on effectiveness of construction policies, codes and manuals

No	Construction laws , code of ethics and manuals	Frequency and percentage	Strongly effective	Usually effective	Effective	Less effective	Very less effective	Mean
1	Construction industry policy	**Frequency**	**15**	**20**	**50**	**57**	**5**	**2.88**
		percentage	**10.1** %	**22.3 %**	**33.8 %**	**38.5 %**	**3.4%**	
2	Code of ethics and procedures of construction projects	**Frequency**	**15**	**13**	**46**	**64**	**10**	**2.72**
		percentage	**10.1 %**	**8.8 %**	**31.1%**	**43.2%**	**6.8 %**	
3	Directive on contractor's registration and license	**Frequency**	**15**	**15**	**28**	**78**	**12**	**2.61**
		percentage	**39.9 %**	**10.1%**	**18.9 %**	**52.7 %**	**8.1 %**	

From the respondents view all the listed policies, codes and directives has been judged as less effective which is un usual to put all these working laws at the same level. 57, 64 and 78 respondents put *construction policy*, *current code of ethics* and *directive on contractor's registration and license* are now a days "less effective" laws and need dynamic change. In relativity, Respondents put construction industry policy is better effective than the code of ethics and directives on with Mean score of 2.88, 2.72 and 2.61. From the respondents view the government or any pertinent organization should take proactive measure to amend and enact the laws with the currents scenario.

Furthermore, on the qualitative basis, respondents mention the following additional factors for less effectiveness of construction policies and codes of ethics and manuals. Less commitment and negligence of government officials to implement the law, prepared by individuals which has less knowledge and experience toward the sector, absence of independent organization which evaluate and assess the effectiveness of codes and policies , in some instances low awareness by employees and officials , enacted with less participation of stacke holders are clearly identified as additional factors.

4.11 Respondents perception on means and strategies to fight corruption in Housing projects

All respondents give their view on what will be the best solution need for the institution now a day has to solve the corruption challenge faced. All efforts so far brought a little result. All stakeholders including the federal government should address each corruption problem by strengthening accountability and controlling system. So far from the respondent's questioner, all respondents tried to mention their own solutions beyond the proposed in the questioner. All respondents were gave an alternative to prioritize each proposed solution in to three categories as "*effective solution*", "*medium solution*", and "*less solution*".

Table 12: respondents view on means of fighting corruption

No	Effective solutions to fight Housing project corruption	Labeling standard	Frequency	percentage	Mean
1	strong enforcement of accountability system	effective solution	121	81.8%	2.27
		medium solution	10	6.8%	
		less effective solution	17	11.5%	
2	Improving working procedure of the project office	effective solution	70	47.3%	2.18
		medium solution	52	35.1%	
		less effective solution	26	17.6%	
3	Strong political commitment	effective solution	76	51.4%	2.06
		medium solution	33	22.3%	
		less effective solution	38	25.7%	

4	Improving employees and project managers salary	effective solution	35	23.6%	2.09
		medium solution	64	43.2%	
		less effective solution	49	33.1%	
5	Strengthening Training and awareness Creation on ethics and anti corruption	effective solution	37	25.0%	1.98
		medium solution	57	38.5%	
		less effective solution	53	35.8%	
6	Improving skills and knowledge of project managers and employees of project office	effective solution	48	32.4%	1.99
		medium solution	54	36.5%	
		less effective solution	45	30.4%	
7	Strengthening controlling and monitoring system	effective solution	102	68.9%	2.13
		medium solution	23	15.5%	
		less effective solution	23	15.5%	
8	Strengthening auditing and check and balance system	effective solution	104	70.3%	2.10
		medium solution	16	10.8%	
		less effective solution	28	18.9%	

From the respondent's response, most choose strong enforcement of accountability system (mean = 2.27), improving working procedure of project office (Mean = 210), strengthen controlling and monitoring system (Mean 2.13), strengthen the auditing and check and balance (Mean = 2.10) as the best solutions needs to be implemented. Separately 121 (81.8%) respondents choose enforcing strong accountability system as the best solution to fight corruption followed by strengthen the auditing and check and balance system (104 (70.3%) respondents and 102 (68.9%) strengthen controlling and monitoring system, Strengthening Training and awareness Creation on ethics and anti corruption (Mean 1.98), improving skills and knowledge of project managers and employees with total score of (Mean: 1.99).

In addition to the solutions mentioned above respondents also, indicate some additional measures should be considered by pertinent organization to strengthen the effort of anti corruption struggle such as taking swift actions on those who involve in corruption, improving technical knowledge of employees and project managers. In addition, producing capable and responsible project employee by improving the current curriculum, making dynamic change on working culture and minimizing corruption behavior, reshuffle existing organization, assigned professional experts on project managers position than politically assigned and revising the status and role of consultants are some of the recommended solutions forwarded through qualitative means.

4.12 Respondents Perception on Accountability and controlling system in projects

Table 13 : Respondents view on accountability and responsibility

No	Questions on accountability and effectiveness of institutions	Labeling standard	Frequency	Percentage%	Mean
1	How do you evaluate the accountability and controlling system to ward corruption in the housing projects...?	very weak system	8	15.1%	2.22
		weak system	27	50.9%	
		average	13	24.5%	
		good system	5	9.4%	
		very strong system	0	0.0%	

2	How do evaluate the ff 5 project actor s in relation to venerability /involvement of / corruption in housing projects...?	Project owner	low involved	4	7.5%	2.24
			averagely involved	6	11.3%	
			highly involved	43	81.1%	
		Consultant	low involved	2	3.8%	2.70
			averagely involved	12	22.6%	
			highly involved	39	73.6%	
		Contactor	low involved	1	1.9%	2.89
			averagely involved	4	7.5%	
			highly involved	48	90.6%	
		Project manager	low involved	1	1.9%	2.68
			averagely involved	15	28.3%	
			highly involved	37	69.8%	
		Project employee	low involved	15	28.3%	2.02
			averagely involved	22	41.5%	
			highly involved	16	30.2%	
3	How did u evaluate the federal ethics and anti corruption commission effort in fighting corruption in housing projects.		very weak	5	9.4%	2.28
			weak	25	47.2%	
			good	19	35.8%	
			Very good	4	7.5%	
4	In general does the federal ethics and anti corruption commission and other law enforcement agencies are good enough in fighting corruption in housing projects…..?		Yes	20	37.7%	1.62
			no	33	62.3%	

Beside on the above analysis, Respondents also get an opportunity to evaluate the accountability and controlling system of housing projects in the Addis Ababa housing project office. In order to asses whether there was accountability or not in the project office, 53 employees, regulatory experts

and law enforcement officials asked about to label the effectiveness of accountability and controlling system in the head office and branches. Their responses clearly shows that there is serious lack of accountability and ensuring rule of law in the office. 8 (15.1 %) respondents put the level of accountability and controlling system as "*very week*" . While 27 (50.9 %) respondents put the label of accountability as "weak *system*". Only 13, (24.5%) and five (9.4%) respondents put the label of accountability and controlling system as average and good system respectively.

In the same manner, respondents also asked to give their view on five projects actor's i.e. Project owner, consultant, contractor, project manager and project employee's ethical behaviors and involvement in corruption while executing projects actions. 53 respondents were Labeled each project actor as "*highly involved*", "*averagely involved*" and "*low involved*" in corruption. Based on the respondents view, contractors and consultants are more involved in corruption and mal practices with Mean of *2.89* and 2.70 respectively. Individually, from 53 respondents, 48 of them (90.6 %) put contractors are prime drivers of corruption or more involved than any projects actors. While project employee and project owner are least project actors involved in corruption with Mean score of 2.02 and 2.24. From the respondents view we can understand that contractors and consultant's ethical behavior should be given much emphasis and strengthen the accountability system of the organization.

To address the issue of corruption, the federal anti corruption commission has strives to manage corruption for the last decade. Since construction sector is s highly venerable sector, the commission was tried to contain corruption in the sector through educating employee on ethics, prevention and prosecution system. Respondents were given an opportunity to label the effectiveness and effort of the federal ethics and anti corruption commission in addressing corruption in construction sector specifically in Addis Ababa housing projects. From over al of respondents, 4 and 19 respondents puts the commission effort in "*good*" and "*very good*". While 5 and 25 put the commission effort as "*weak"* and "*very weak"* institution in fighting corruption. Averagely the commission effort can be put in "week" level since score of Mean of 2.28 is below 2.5. In relation to this, all respondents asked whether the commission and other relevant law enforcement bodies are good, enough in tackling corruption and their answer is put in the following answer depicted in following bar chart :-

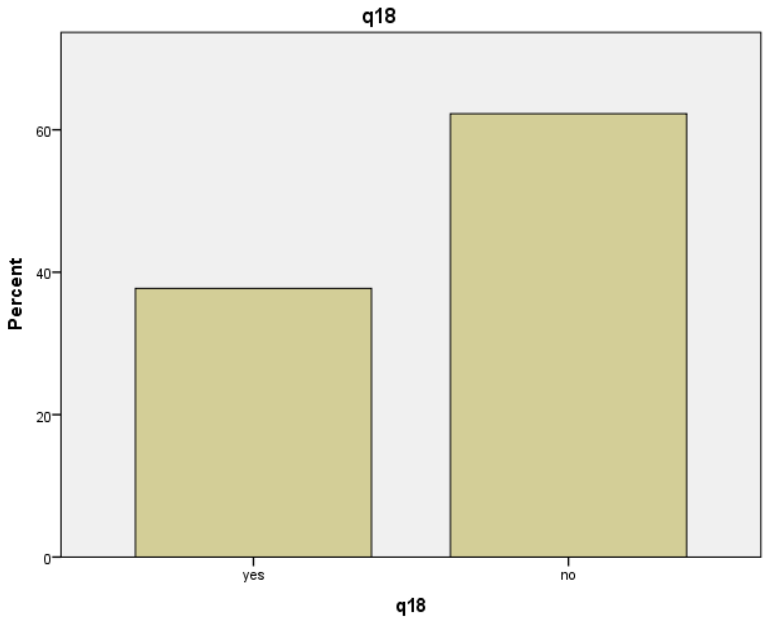

Figure 7: Respondents view toward effectiveness of FEAC in fighting corruption

We can understand from the bar chart that, from the total 53 respondents 32 were said *yes* that, the institution is not good enough in fighting corruption. While 20 (37.7) of them are responded their view as the commission in general is *good* or *good* in fighting corruption. Finally, Respondents give their general recommendation and suggestion about corruption, housing projects and other issues in which relevant government institution, which should give attention.

They suggest that, the government should revised and implemented the current policy , laws and code of conduct of different project actors, Increasing the capacity project employees and officials in fighting corruption through strong and deep training on rent seeking and corruption behavior in construction sector, establishing independent and strong new agency which monitor and evaluate project status and quality timely, solving good governance continuously raised in the Addis ababa housing project head office recommended to be as government high priority agenda. increasing the involvement and participation of housing project stakeholders, establishing well and detailed working procedure and manual for each piece of work and item, establishing board type system of administration to avoid any lose control and follow up system are some of the most common recommended piece of solution to be applied in the construction sector specifically in housing development projects.

Chapter Five

Summary, Conclusion and Recommendations

5.1 Summary of the major findings

The aim of this assessment is to answer what are the main corruption challenges manifested in housing projects and their main causes. It also assessed about the effort of different stakeholder's in fighting and managing corruption in the sector. To achieve this result, it was used mixed approach of research design by employing instrument such as questionnaire and interview. Based on the data collected and analyzed, following are major findings:-

- The development of construction sector in the country is vied as in good progress. It is the fastest sector in Ethiopia. Projects beyond schedule, Good governance issues, overrun cost by hidden problems such as corruption and system deficiencies are became main issue in the sector. Corruption creates high illusion on the development of the sector. Housing projects are highly venerable to corruption next road projects.

- Addis Ababa housing project office employees and official's ethical behavior, and their involvement in corruption viewed as medium level. From different project actors including project employees who are involved in project design, planning, and procurement and construction process in housing projects, Contractors and consultants were identified as the most actors involved in corruption and mal practices on projects conducted by government. Project employees less involved in corruption in compare with others housing projects.

- Poor accountability, poor controlling and monitoring system, bad project working procedure, Poor skill/capacity/ of contractors etc are main causes of corruption in projects. Additionally, Low sense of ownership and responsibility, Rent-seeking behavior, increasing corruption culture and low implementation of laws and regulations, systematic and interconnected affiliation among officials and other project actors, low salary and benefit package for project managers and supervisors are contributing problems. Other like Passive whistle blower around projects and regulatory institutions, biased Recruitment and selection on project managers and employees also listed as corruption causes.

- Collusion between contractors and consultants in relation project quality, cost and time, Substructure and underground bulk excavation or basement fraud , Bribe for low quality item supply, nepotism among project suppliers projected as the most corruption challenges or offense. Beside that abuse of power, bribe for undelivered input or service and fabricating fake document was the least happen corruption offenses in projects houses.

- Policies, strategies, manuals and codes have less implemented. Unknown by other project employees, contractors and consultants. Have jargon words to understand. Unknown by stakeholders. Less participatory and communicated while enacted.

- The ethical behaviors of contractors and consultants are big problem for housing project. They drive others to corruption. Contractors and consultants have seems have selfish view than others do. Creating collusion with project managers and employees. Contractors and consaltantes viweed as high-perceived corruptors than oher housing project actors.

- The project office is involved in many project functions such as project design, planning, procuring and providing project item supplies and contract administration due to have excess power or authority. It has accumulated much power than any sector or project office mandate. Accumulation of much power and resource creates conducive corruption

- In relation to the housing project phases, Constrcuction pahse is more vennrabel and easly to conducive to corruption challenges than pre tender, tender and operational phase in housing projects.

- Accountability and controlling system is poor in the project office. Peoples who have pure ethical problems and committed corruption have not taken any measurement by the organization. Employees, which has ethical problem, has promoted to higher office or transferred to other organization.

- Implementing strong and proactive measurement, Improving Working procedure includes revising or re shuffles organizational structure, mandate, power, human Resource and working environment, revising current controlling and monitoring mechanisms responded as main solution to manage corruption in the sector. Establishing independent agency, which control and

evaluate project work, Strengthening Training and awareness Creation on ethics and anti corruption, improving skills and knowledge of project managers and employees, strengthen the effort and capacity of stakeholders, improving technical knowledge of employees and project managers are recommended as additional solutions.

- Stakeholder's role in fighting corruption is less. Stakeholders are less participated. There is no comprehensive and integrated project risk identification and mitigation system. Efforts of stakeholder's role vary from one to other stakeholder. The effort of anti corruption in managing corruption challenges in housing projects is less effective.

5.2 **conclusion**

The recent trends of the corruption globally and national have clearly shown that it affects many courtiers, economic, social and development projects. Especially the growing construction sector apparently has influenced by the growing trend of corruption across countries and any public sector organization. To continue the sectors growth, it needs to address basic construction sector problems especially corruption challenges in housing sectors. It can be put the flowing conclusion from the major findings:-

1. The construction development of the country is in remarkable progress. To strengthen that development, the government of Ethiopia has launched many policies, legal and political reforms to enhance the sectors economic development. The development of construction sector seen in a very good and good level progress and it became a promising sector for the country in the coming years. It became one of the fast developing economic sectors. It employs many citizens. It creates an opportunity of transforming small enterprises in to medium and high industries. However, its remaracabele growth became at bay, which faces many challenges such as delay of many projects beyond schedule, Good governance issues, overrun cost by hidden problems such as corruption and system deficiencies. Corruption creates high illusion on the development of the sector. Housing projects are one of the mega projects highly challenged by corruption issues next road projects. This makes the sector highly venerable for corruption. The government has taken different measurement to tackle corruption despite still there is high likely of corruption. To address this and continue extend the current growth path the government should emphasis on solving problem like corruption and other institutional deficiencies.

2. Addis Ababa housing project office employees and official's ethical behavior, and their involvement in housing projects corruptions view peoples from different angles. Some view them as good public servant while some are view them as main cause of corruption. Those who view them as the main cause of corruption put their reason that they are responsible since they are prime owner of the project while other view their role as minimal due to low involvement in decision making . The ethical behavior and standard of employees of the office has seen as in the medium level. It is nor bad nor good. This indicates that the main problem is not in the employees of the project office. Rather they indicate in other project actors. Among the most prominent housing project actors , Contractors and consultants were identified as the most actors involved in corruption and mal practices on projects conducted by government. They are stabbing the office at the back by driving and creating conducive environment for corruption to make housing project to further delay, have low quality and overrun cost. In compare with other project actors, project employees are less involved in corruption than any other project actors are.

3. Accountability and controlling system has a vital role in implementing projects within the time, cost and quality. The federal government of Ethiopia has established different regulatory institution to make sure that every institution is working accordingly to the established rules and regulations of their organizations. Despite the effort of the government, in most public servant institutions, there is a tendency of less accountability and controlling system to implement the rules, policies and procedures according to their legal and purpose. Poor accountability system is the main cause of corruption in housing projects in Addis Ababa. Employees from lower level to higher government officials are unaccountable even few of them given horizontal or higher promotion. Poor controlling and monitoring system increases the level of corruption in the sector. The problem of loose accountability and controlling system is the major deficiency of the housing project office and across its branches

4. Collusion and between contractors and consultants in relation to project quality, cost and time has create significant problem on the projects life. Consultants force contractors to pay some kick backs so that they would approve their project status whether the project is within the standard or under standards, or with in time or no. Contractors bribes consultants to approve to get excess bill

payment from project owner for under standard work. Substructure and underground bulk excavation or basement fraud was became a prominent problem in the sector. Underground or basement building is hidden and difficult to approve after building was erected whether it is in the standard level or no in Collusion with contractors and consultant. Further making fraud to make excess bill payment for low project quality or quantity deliver, Bribe for low quality item supply, nepotism among project suppliers were major problems.

5. Policies, strategies, manuals and codes have vital role in preventing and curing corruption problems in every organization. The current construction policies, manuals and codes of ethics are less effective and less implemented. To some extent, they are not known and practiced. They have many loopholes, procedural deficiencies such as incomprehensive and outdated phrases and jargons. The main problem related to the law, policies and manuals unfit and closed for dynamic change may contribute project works itself as construction projects are differing from time to time and subject to continuous changes. The laws are not enacted based on the concrete information's and data. Beside that the policies, manuals and code of ethics are less communicated. Relevant institutions, employees and officials did not participating while enacted. Training was not given adequately on timely base. Therefore, the current construction policy, codes of conduct and other manuals are unfit, less effective and less implemented.

6.The role of stakeholder is a prime factor for success of projects execution and implementations. Involving many stakeholders from project inception to the final stage of project helps to minimize problems and foster coordination. It also helps to evaluate every project success or failure according to their role and set future actions based on the challenges. From over all stakeholders' federal ethics and anti corruption commission has better role in fighting corruption than other stakeholders despite its role as a commission is below good level. Others has lack either commitment or capacity problem to fight corruption. For example, the role parliament is less effective in controlling project budget overrun costs, continuous change of projects design and schedule in the project office and has nothing took action still now .

Office of Attorney general in prosecuting corruption offenses and federal police in terms of investigating corruption malpractices are not in a good position to fight the problem. Specifically,

law enforcement bodies, they do not have sufficient knowledge and technological capacity to identify and mitigate the problem of corruption in the sector. Not all stakeholders has not long or short-term plan to fight corruption in mega projects like housing projects. The current strategies they have had old and strategically response was poor. In general, there is less serious strategy and coordination among stakeholders to fight corruption.

8.Every project phases are venerable to every aspect of corruption. Especially organization, which has poor system and working procedure, is highly venerable to corruption malpractices and un ethical behaviors. It is known that the Addis Ababa housing project office power is wide and the resource witch administered by the organization is higher than any projects conducted by the city administration. The project office is involved in many project functions such as project design, planning, procuring and providing project item supplies and contract administration.

The power given to Addis Ababa housing project head office is higher than any construction projects such as road and water supply projects. The road authority and water supply institution has only a power to prepare project office specification and contract administration. However, the Addis Ababa housing project office has extra mandate of procuring and supply of each project material for the contractor. Accumulation of much power and resource creates conducive corruption and mal practices. The project office needs continuous reform of laws and procedures, policies and increasing controlling and monitoring.

5.3 Recommendation

So far we have seen summary and conclusion on the data collected and analyzed. Based on the summary and conclusion, the following Recommendations and remedy's are made for concerns bodies, stakeholders and other relevant government institutions to solve corruption challenges across construction projects especially in housing projects conducted by Addis Ababa housing project head office.

5.3.1 Strengthen rule of law and accountability system: Rule of law and accountability has vital role for improving performance projects and solving good governance issues raised by the beneficiaries of the project. Ensuring rule of law does not mean fire every employee or official for every un ethical practice noticed. It is about convincing propels to work projects accordingly, aware

their duties and right, projects needs discipline and strictly working procedure. The level of accountability in the institution is very much low and encourages corruptors to involve in corruption and other improprieties activities. Employees and officials should be equally accountable for equal offense without discriminating based on their official level or any other standard. The institution should cooperate with law enforcement bodies by giving any relevant information needed for investigating and prosecuting bodies. The head office also should implement black list and debarring system to prevent any supplier, contractor and consultant who involve continuously in un ethical things and mal practices.

5.3.2 Improving controlling and monitoring system. Projects contracts needs series and continuous follow up by project owner. All those delays in project schedule can be as the result of poor follow up and monitoring system. The current project progress controlling system is poor with employees, which has less capacity and knowledge of monitoring and evaluation system and its subject matter. The number of employees involving controlling and monitoring of projects are less than the number of projects monitored.

5.3.3 Improving working procedure and manpower capacity: human power and good system has indispensable value on the effectiveness and quality of projects'. Working procedure is vital for overall project process project such as project identification, planning, implementation and evaluation. The current working procedure of the institution is in disarray and fragmented to control the whole projects in clear and responsible way. The Addis Ababa housing project office has accumulated high power than any institution under take construction projects. The projects office conducted projects design, procuring project items, warehousing project items, managing project progress and administrating projects contracts. This makes the organization overwhelmed by many projects works and it may create corruption in the whole process.

To solve the current problem challenging the institution. It may be better for the institution to focus only on project contract administration rather than involving in procuring and supplying project material. The administration should revise the current working procedures of the project office and even makes deep institutional and structural reform. To improve the man power capacity of the institution, the government should give much emphasis on improving and upgrading of technical knowledge of project employees. to achieve this it may need extra efforts to reform over all

curriculum regarding construction industry so that capable individuals and employees will produce and solved the current acute problem.

5.3.4 Revising current construction policies, code of ethics and manuals: the current construction industry policies, codes of ethics and manual for contractor's registration and permit are less effective and implemented. Most of these laws are less implemented, less aware by project officials and employees. They are not up to date with in the current environment and operated under lower level. Except the construction industry policy, the terms and articles of code of ethics and manuals, etc implemented by the institution are jargons and subject to miss interpretation. Therefore, the Addis Ababa housing project office with consultation of other relevant institutions it should revise these laws and codes and implement effectively.

5.3.5 Revising the current role of consultants and contractors: in 2017, more than 2000 contractors and consultants are in involved in construction of housing projects. All this contractors and consultants were created at the result of housing projects development. The role of contractors and consultants in housing projects is high. Despite their role, there are also high grievances on the current contractors and consultant's performance in ensuring projects was constructed according to the standard and designed plan. Poor project delivery time and quality compromises the development of housing projects .many contractors are employed unskilled work force. They delayed projects knowingly. They bribe project employees and officials through kickbacks. They create massive quality problems. Consultants are forgetting their role and involving highly in corruption. They force contractors to pay bribe for approval of project work. Even though it is difficult to debar all contractors and consultants, it should be revise their performances, capacity and ethical behavior and taking measures those who has serious problem. In relation to consultants , the problem is higher and the government should take serious measures on how they should engage in the project implementation process.

5.3.6 Design long-term policy and strategy for mega projects: The current corruption perception in housing projects is much higher than expected, interconnected and complex. Especially corruption in mega projects like housing has big impact for the country economic, social and political stability wants to achieve. There are trends, which show Corruption in housing projects became prevalence and daily public issue manifested by project schedule delays, continuous

overrun cost, poor project quality, high grievance and other good governance issues. The government does not have short or long-term strategy or policy to solve corruption challenges in construction sector especially in mega projects. Mega projects oversight and auditing is low and poor. To address all these project governance issues, the federal and Addis Ababa city administration should implemented short and long-term strategy to address the problem. It must design and implement special strategy and policy for mega project like housing projects. It must audit projects periodically. To manage the problem permanently, the government should strengthen regulatory institution like construction minister and other institutions or should consider establishing a separate, strong and independent intuition, which supervise, control and auditing project progress including time, cost and quality and up on finds, provide solutions to the government.

5.3.7 Implementing Project risk Identification and Response system: The current construction performance is increasing at promise development rate with its problems. The government plan to build 100,000 housing projects every year for low-income society needs a comprehensive long term policy, manpower, resource and strong project management system. Since the inception of housing projects, as government or institution, the Addis Ababa housing project office does not have clear projects risk identification and response management to handle for any unforeseen situations. Houses were designed and build without conducting any means of assessment and mitigation response for possible future challenges. This makes the projects for continuous change in plan, design and specification of items .the government should undertake serious project risk management system to minimize any corruption or unforeseen challenges happen in the projects. Government should include the project risk assessment and response system to over all project policies and strategies.

5.3.8 Giving high attention For Construction phase

The construction phase is more venerable than other housing project phases. Since most of the corruption, challenges were happen in the contruction, the adiss ababa housing project office should givie much priority and deals with corruption problems happen during the construction phase. To achive this, ity may needs serious project monitoring and follow up system so that the challenges will be handled at early stage.

5.3.9 Conducting deep training and awareness on corruption and rent seeking: despite most of the officials and employees involved in corruption and unethical practices have knowledge on the

impact and consequences of corruption, there are some projects employees, contractors, consultants, and regulatory experts who lack awareness and knowledge on the matter. Employees and officials should given training and awareness on Consequences of corruption on construction sector, good governance, accountability and rent seeking areas. The training also should include leadership and higher officials on leadership ethics and other priority areas.

5.3.10 Strengthen stakeholder's role and participation: The role of stakeholders in fighting Corruption has significant and indispensable. Each stakeholder should play major role within its jurisdiction so that corruption is not a major issue in the construction sector. The most and prime responsibility of fighting corruption is relied on the institution itself. Others have secondary role. The project office should have create and facilitate an open environment which each project stakeholder plays its major role. Within those cooperation, the office of attorneys general and federal police should play a major role by giving more priority on mega projects corruption. They should work relentlessly to restore the public trust on government projects. The standing committee on house and urban development should revise their monitoring and controlling system by ensuring accountability and transparency system in the project office.

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Appendix

ADDIS ABABA UNIVERSITY

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DEPARTMENT OF PROJECT MANAGEMENT

Appendex 1: Part one: Questioner for ministry of Housing and Urban Development, AA project office employees, ethics liaison officers, consultants and contractors

First of all, I would like to thank u very much for your genuine and polite response to give your precious time. ***My name is Haregot abreha***; I am a ***Master's of Project Management student*** at Addis Ababa University, School of Commerce. The purpose of this questionnaire is to collect data for the study of ***master thesis*** on "**Assessment of corruption challenges in construction projects in the case of housing projects in Addis Ababa Ethiopia**". The outcome of this study may help for responsible institutions to manage the problem of corruption in housing construction projects. Since the subject is ***very challenging issue*** again I kindly request you in filling the questionnaire genuine, complete, and timely since they are crucial issues for the success of my study. Besides, that I would like to assure you that the data collected using this questionnaire is purely and solely for academic requirement only and your name and response will be held confidentially and secretly. Hence, the researcher kindly requests you to respond each item carefully, genuinely and honest answer. Finally, I am willing and ready to provide my final thesis findings and approved paper for any interested person who involved in this study directly or indirectly.

NOTICE

- ***Do not write your name in the questioner***
- ***Plse follow the General direction and responded accordingly***

Exposing corruption is a national patriot!!

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PART 1: BACKGROUND INFORMATION OF RESPONDENTS

Please, indicate ✓ your personal background on the space provided.

1. Gender: A. Male ☐ B. Female ☐
2. Age(years): A.20-30 ☐ B. 31-40 ☐ C.41-50 ☐ D. 51 & Above ☐
3. Educational Qualification: A. PhD ☐ B. Masters (2nd Degree) ☐ C. First degree ☐
   D. Diploma ☐ E. below Diploma ☐
4. Work Experience (Overall Years):A.0-5 ☐ B.6-10 ☐ C. 11-15 ☐ D. Above 15 ☐
5. Field of business :----------

Part II: General Instruction

Notice: The following questions are answered based on the direction of Questioner itself.

1. How do you view the current development of construction sector in Ethiopia?

5.Excellent	4.Very good	3.Good	2.Low	1.I don't have information

2. How did you view corruption in the construction sector projects in compare with other sector projects in Ethiopia..?

5.very rampant	4.rampant	3.Mediaum	2.Low	1.very Low

3. How do you view the trend of corruption in housing projects in Addis Ababa…?

5.very high corruption	4.high corruption	3.medium corruption	2.Low corruption	1.I don't have information

4. How do you judge the Ethical behaviors of project managers and employees who involve in construction of Addis Ababa housing project?

5 very Good	4. Good	3. medium	2.bad	1.very bad

5. What do you think about the contributions of the following causes for corruption in the housing projects? Please circle the number for each of the following causes based on the following guide as: ***Please circle the number for each of the following causes***

Number 5	For : Very serious cause of corruption
Number 4	For : Serious cause of corruption
Number 3	For : Slight /low / cause of corruption
Number 2	For : No cause of corruption
Number 1	For : I don't know if it is cause of corruption

No.	Cause of corruption in construction of housing projects	Degree of causes /contribution for corruption				
		5	**4**	**3**	**2**	**1**
1	Poor ethical standard of employees and project managers	**5**	**4**	**3**	**2**	**1**
2	Poor controlling and monitoring system	**5**	**4**	**3**	**2**	**1**
3	poor accountability system	**5**	**4**	**3**	**2**	**1**
4	Poor planning and design system	**5**	**4**	**3**	**2**	**1**
5	Leadership commitment problem	**5**	**4**	**3**	**2**	**1**
6	Poor specification and procurement system	**5**	**4**	**3**	**2**	**1**
7	Poor/bad/ project office working procedure	**5**	**4**	**3**	**2**	**1**
8	Poor skill/capacity/ of contractors and consultants	**5**	**4**	**3**	**2**	**1**
9	Poor skill(capacity) of employees and project managers	**5**	**4**	**3**	**2**	**1**
10	Poor auditing and check and balance system in the project office	**5**	**4**	**3**	**2**	**1**
11	Poor ethical standard of contractors and consultants	**5**	**4**	**3**	**2**	**1**

6. Can you mention any other causes or reasons that have contribution to corruption in construction of housing (condominium) projects..?
   _____
   _____
   _____
   _____
   _____

7. What are the most often committed corruption offenses or problems happen in the housing projects by your own observation and experience? Please circle the number for each of the following corruption problems level as:

Number 5	For : Corruption Problem happen very Often
Number 4	For : Corruption problem happen usually
Number 3	For : Corruption problem happen sometimes
Number 2	For : Corruption problem happen rarely
Number 1	For : Corruption Offense never been happen

No.	**Manifestations of Corruption in housing projects**	**Degree of Most committed corruption Offense/problem**				
		5	**4**	**3**	**2**	**1**
1	Bribe for low quality input supply	**5**	**4**	**3**	**2**	**1**
2	Bribe for undelivered input or service	**5**	**4**	**3**	**2**	**1**
3	Collusion among contractors and consultants	**5**	**4**	**3**	**2**	**1**
4	Embezzlement of project office items	**5**	**4**	**3**	**2**	**1**
5	Procurement rigging	**5**	**4**	**3**	**2**	**1**
6	Taking bribe for approving unfinished project work	**5**	**4**	**3**	**2**	**1**
7	Nepotism among project suppliers	**5**	**4**	**3**	**2**	**1**
8	Bribe for uncertified or unqualified contractor	**5**	**4**	**3**	**2**	**1**
9	Substructure and bulk excavation fraud	**5**	**4**	**3**	**2**	**1**
10	Accepting bribe for wrong quality approval	**5**	**4**	**3**	**2**	**1**
11	Abuse of power	**5**	**4**	**3**	**2**	**1**
12	Fabricating Fake document	**5**	**4**	**3**	**2**	**1**

8. It is Obvious that corruption can be a main problem in executing project if stakeholders of that project did not play their role in managing problems like corruption offense and ethical malpractices. So far ,How do you evaluate the effort and role of housing projects stake holders

(listed below) in managing corruption and ethical problems that emanated from executing of housing (condominium) projects …? Please circle the number for each of stakeholder's level of role in the Table)

Number 5	For : strongly fighting corruption
Number 4	For : good in fighting corruption
Number 3	For : sometimes fighting Corruption
Number 2	For : weak in Fighting Corruption
Number 1	For : They didn't even fight corruption at all

No.	**Stakeholder s of Addis ababa housing (condominium) projects**	**Stake holders Level of Role in fighting Corruption**				
		5	**4**	**3**	**2**	**1**
1	Addis abababa housing project office	**5**	**4**	**3**	**2**	**1**
2	Ministry of housing and urban development.	**5**	**4**	**3**	**2**	**1**
3	Adis ababa city administration	**5**	**4**	**3**	**2**	**1**
3	Ministry of construction	**5**	**4**	**3**	**2**	**1**
4	Federal ethics and anti corruption commission	**5**	**4**	**3**	**2**	**1**
5	Parliament	**5**	**4**	**3**	**2**	**1**
6	Attorney general	**5**	**4**	**3**	**2**	**1**
7	Federal police	**5**	**4**	**3**	**2**	**1**

9. Did u believe that Ethical **behaviors of Contractors and consultant** involving in construction of condominium housing projects directly or indirectly affect the project standard such as quality, time and cost of the project …?

5.strongly affect	**4. Usually affect**	**3. Sometimes affect**	**2.Low affect**	**1.They don't affect**

10. In which project phases do you think that **most of the time corruption and ethical problems** are most happen..? Please circle the number for each of phases of project according to their venerability to corruption and ethical problems as:

Number 5	For : Strongly venerable for corruption and ethical problems
Number 4	For : Usually venerable for corruption and ethical problems
Number 3	For : Sometimes venerable for Corruption and ethical problems
Number 2	For : Low venerable for Corruption and ethical problems
Number 1	For : It didn't venerable for any corruption and ethical problems

No.	**Phases of housing projects**	**Degree of your confidence in which stage/phase of the project is mostly happen corruption and ethical problems happen**				
		5	**4**	**3**	**2**	**1**
	Planning and design stage	**5**	**4**	**3**	**2**	**1**
2	**Pre qualification and tender phase**	**5**	**4**	**3**	**2**	**1**
3	**Bid or Tender phase**	**5**	**4**	**3**	**2**	**1**
4	**Construction Phase**	**5**	**4**	**3**	**2**	**1**
5	**Operation and Maintenance phase**	**5**	**4**	**3**	**2**	**1**

11. How do you evaluate the current **Construction policies, code of ethics, directive of registration of contractor's license** in terms of preventing corruption and ethical problems…? Plse circle the effectiveness level of each legal frame works.

No.	name of various legal frame works applied in construction housing projects	Strongly effective (5)	Usually Effective (4)	Effective (3)	Less effective (2)	Very less effective (1)
1	Construction industry policy	**5**	**4**	**3**	**2**	**1**
2	Code of ethics and procedures of construction projects	**5**	**4**	**3**	**2**	**1**
3	Directive Of contactors license and permit	**5**	**4**	**3**	**2**	**1**

If your answer is **Less Effective** or **Very less effective** what is the main problem do you think

- ……
- ……
- ----------
- ----------

12. What do you think the main and effective means of fighting corruption in construction of housing (condominium) projects …? Plse order them in terms of their importance from (1 to 10) by circling the number each assigned to the solutions. Number 1 is the most effective solution while number 8 is the least solution. The number ranking will be categorized in to three labels.

No.	Effective means of fighting corruption challenges in housing projects.	Most effective solution			Medium solution			Least solution	
		1	2	3	4	5	6	7	8
1	strong enforcement of accountability system								
2	Improving working procedure of the project office								

3	Strong political commitment								
4	Improving employees and project managers salary								
5	Strengthening Training and awareness creation on ethics and anti corruption								
6	Improving skills and knowledge of project managers and employees of the project office								
7	Strengthening controlling and monitoring system								
8	Strengthening auditing and check and balance system								

- If u have any other solution can u mentioned that …?፡----------
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13. Finally ,Do you have any comment or suggestion regarding the corruption and ethical challenges in Addis Ababa housing project office….? ፡----------
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ADDIS ABABA UNIVERSITY
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DEPARTMENT OF PROJECT MANAGEMENT

Apendex 2 :Part2:Questioner for Federal Ethics and anti corruption, federal Police, urban and construction standing committee and attorney general employees and officials

First of all, I would like to thank u very much for your genuine and polite response to give your precious time. ***My name is Haregot abreha***; I am a ***Master's of Project Management student*** at Addis Ababa University, School of Commerce. The purpose of this questionnaire is to collect data in for the study of ***master thesis*** on "**Assessment of corruption challenges in construction projects in the case of housing projects in Addis Ababa Ethiopia**". The outcome of this study may help for responsible institutions to manage the problem of corruption in housing construction projects. Since the subject is ***very challenging issue*** again I kindly request you in filling the questionnaire genuine, complete, and timely since they are crucial issues for the success of my study. Besides, that I would like to assure you that the data collected using this questionnaire is purely and solely for academic requirement only and your name and response will be held confidentially and secretly. Hence, the researcher kindly requests you to respond each item carefully, genuinely and honest answer. Finally, I am willing and ready to provide my final thesis findings and approved paper for any interested person who involved in this study directly or indirectly.

NOTICE:

- ❖ Do not write your name in the questioner
- ❖ Plse follow the General direction and responded accordingly.

Exposing corruption is a national patriot!!

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PART 1: BACKGROUND INFORMATION OF RESPONDENTS

Please, indicate ✓your personal background on the space provided.

1. Gender: A. Male ☐ B. Female ☐
2. Age(years): A.20-30 ☐ B. 31-40 ☐ C.41-50 ☐ D. 51 & Above ☐
3. Educational Qualification: A. PhD ☐ B. Masters (2nd Degree) ☐ C. First degree ☐ D. Diploma ☐ E. below Diploma ☐
4. Work Experience (Overall Years):A.0-5 ☐ B.6-10 ☐ C.11-15 ☐ D. Above 15 ☐
5. Field of business :----------

Part two: *Specific Questions*

1. How do you view the current development of construction sector in Ethiopia?

5.Excellent	4.Very good	3.Good	2.Low	1.I don't have information

2. How did you view corruption in the construction sector projects in compare with other sector projects in Ethiopia..?

5.very rampant	4.rampant	3.Mediaum	2.Low	1.very Low

3. How do you view the trend of corruption in housing projects in Addis Ababa…?

5.very high corruption	4.high corruption	3.medium corruption	2.Low corruption	1.I don't have information

4. Did u have an experience in receiving or investigating corruption tipoff in related to housing projects in your current working field ….?

1 . Yes	2 .N0

5. How do you evaluate the accountability and controlling system to ward corruption in the housing projects..?

5. Very strong system	4.good system	3. Average	2. weak	1. Very weak system

6. form the project actors involved in Addis ababa housing project work , Which one do you believe is most involved in corruption offense ….? Plse rate their degree of involvement by thick **(□)** one from the three alternatives.

No	Project actors involved in Addis ababa housing projects	Degree of involvement in corruption /driving force		
		Highly involved	Averagely involved	Low involved
1	Project owner			
2	Consultant			
3	Contactor			
4	Project manager			
5	Employees of the projects			

7. How do you evaluate the ethical conduct of employees and managers of Addis Ababa housing projects who are directly or indirectly involved in construction of condominium projects….?

4. Very good	3. Good	2. bad	1. Very bad

8. If your answer is "bad "or " very bad " , could u list down your reasons why so they are "bad" or "very bad "…?

    1. ----------
    2. ----------
    3. ----------
    4. ----------

9. What do you think the main cause of corruption in construction projects especially housing (Condominium) projects..? Plse circle the number for each of causes of corruption depicted in the table.

Number 5	For : Very serious cause of corruption
Number 4	For : Serious cause of corruption
Number 3	For : Slight /low / cause of corruption
Number 2	For : No cause of corruption
Number 1	For : I don't know if it is cause of corruption

No.	Cause of corruption in construction of housing projects	Degree of causes /contribution for corruption				
		5	**4**	**3**	**2**	**1**
1	Poor ethical standard of employees and project managers	**5**	**4**	**3**	**2**	**1**
2	Poor controlling and monitoring system	**5**	**4**	**3**	**2**	**1**
3	poor accountability system	**5**	**4**	**3**	**2**	**1**
4	Poor planning and design system	**5**	**4**	**3**	**2**	**1**
5	Leadership commitment problem	**5**	**4**	**3**	**2**	**1**
6	Poor specification and procurement system	**5**	**4**	**3**	**2**	**1**
7	Poor project office working procedure	**5**	**4**	**3**	**2**	**1**
8	Poor capacity of contractor	**5**	**4**	**3**	**2**	**1**
9	Poor skill of employee	**5**	**4**	**3**	**2**	**1**

- ❖ Did u have any other cause than listed in the above…? Plse list down them according to their degree of influence:-

  1. ----------
  2. ----------
  3. ----------
  4. ----------
  5. ----------

10. Today the government of Ethiopia capital budget is goes to 5 big projects: Housing projects, Telecom projects, Road projects, Electricity projects and Provision of clean water projects for city dewalers. How do you rate the housing projects corruption in relation to the four projects corruption level….?

1) High	2) Average	3) Low

11. Form the above list of five big government construction projects; can u list down according to their venerability to corruption from highest to lowest level…?
    1. ----------
    2. ----------
    3. ----------
    4. ----------
12. What do you think the main corruption offenses or challenged manifested in the Construction of housing projects in Addis Ababa..? Plse circle the number for each of Manifestations / problems of corruption**;**

Number 5	For : very most happen
Number 4	For : most happen
Number 3	For : averagely happen
Number 2	For : least happen
Number 1	For : Most least happen

No.	**Type of corruption manifested in housing projects**	**Degree of most happened corruption problem**				
		5	**4**	**3**	**2**	**1**
1	Bribe for low quality input supply	**5**	**4**	**3**	**2**	**1**
2	Bribe for undelivered input or service					
2	Collusion among contractors and consultants	**5**	**4**	**3**	**2**	**1**
3	Embezzlement of project office items	**5**	**4**	**3**	**2**	**1**
4	Procurement rigging	**5**	**4**	**3**	**2**	**1**
5	Taking bribe for approving unfinished project work	**5**	**4**	**3**	**2**	**1**
6	Nepotism among project suppliers	**5**	**4**	**3**	**2**	**1**
7	Bribe for uncertified or unqualified contractor	**5**	**4**	**3**	**2**	**1**
8	Substructure and bulk excavation fraud	**5**	**4**	**3**	**2**	**1**

9	Accepting bribe for wrong quality approval	**5**	**4**	**3**	**2**	**1**
10	Abuse of power	**5**	**4**	**3**	**2**	**1**
11	Creating fack document	**5**	**4**	**3**	**2**	**1**

13. How did u evaluate the federal ethics and anti corruption commission and other relevant law enforcement bodies in investigating and Prosecution of corruption related to housing projects?

4. Very good	3. Good	2. weak	1. Very weak

14. Do you believe that the measures taken by federal ethics and anti corruption commission and other law enforcement bodies are good enough in tackling corruption in the housing projects …?

1) Yes	2) No

15. If your answer is "NO" what do you think so they are not effective…? Plse list down your reasons:-

- ❖ ----------
- ❖ ----------
- ❖ ----------
- ❖ ----------
- ❖ ----------
- ❖ ----------

16. What do you think the main and effective means of fighting corruption in construction of housing (condominium) projects …? Plse circle your answer by grading each solution according to the following direction. **1** is the most effective solution, while **8** is least preferred solution.

No.	Effective means of fighting corruption challenges in housing projects.	Most effective solution			Medium solution			Least solution	
		1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
1	strong enforcement of accountability system	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
2	Improving working procedure of the project office	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
3	Strong political commitment	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
4	Improving employees and project managers salary	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
5	Strengthening Training and awareness creation on ethics and anti corruption	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
6	Improving skills and knowledge of project managers and employees of the project office	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
7	Strengthening controlling and monitoring system	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
8	Strengthening auditing and check and balance system	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**

- If u have another solution can u mentioned that :----------
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17. Finally, do you have any comment or suggestion on the corruption and ethical challenges in the Addis Ababa housing project office..? ----------
    ----

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Appendex: 3 Part 3- In-depth interview questions for seleceted officials

1. Background Information…….Sex …….Education Status---------- Position --------
2. How did u see the development of housing programs in Addis Ababa City?
3. What do you think now days the most challenging issues in construction sector projects …..?
4. Do you believe that corruption is a major challenge or threat for housing projects development…? Specifically for housing projects in Addis Ababa ….?
5. What do you think the main corruption problems or challenged manifested in Addis Ababa housing projects ….?
6. What do you think the main causes or reasons to be came corruption as a major challenge for the construction industry specifically for housing projects?
7. Do you believe that the current government has strong anti corruption measurements to handle corruption challenges in the housing projects?
8. Which stack holders did u think that should play major role in fighting corruption challenges in housing projects …? Could u tell us the main role of stakeholders in fighting corruption in the housing projects…?
9. Did u think the government should take appropriate measures in the future so as to prevent corruption and other ethical problems in the housing projects ….? If so what do you think the main measures should be taken by the government..?

Appendix- The Amharic Translation of Interview Questions for Experts and officials

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<u>ፕሮጀክት ማኔጅመንት ዲፓርትመንት</u>

<u>Appendex 4 : ለቤቶች እና ከተማ ልማት ሚኒስቴር ፤አዲስ አበባ ቤቶች ግንባታ ፕሮጀክት ፅ/ቤት ፤የፕሮጅክት ጽ/ቤት የቅርንጫፍ የስነ ምግባር መኮነኖች ፤ ኮንትራክተሮች እና ኮንሳልታንቶች የተዘጋጀ መጠይቅ</u>

ለክቡር/ክብርት የዚህ ጥናት ተሳታፊ ፡

*ስሜ ሐረጎት አብረሃ በዛብህ እባላለሁኝ፡፡ በአዲስ አበባ ዩንቨርስቲ በ" **ፕሮጀክት ማኔጅመንት** " **የሁለተኛ ዲግሪ (ማስተር ፕሮግራም)** ተማሪ ስሆን " **<u>በኮንስትራክሽን ሴክተር በተለይም በአዲስ አበባ የመንግስት ቤቶች ግንባታ ፕሮጀክቶች ላይ የሚስተዋሉ የስነ ምግባር እና የሙስና ችግሮች</u>** " በሚል ርእስ ላይ ለመመርቅያ የሚሆን የሚሚያ ጥናታዊ ፅሑፍ እያካሄድኩ እገኛለሁኝ ፡፡ የዚህ ጥናት ዓላማ በአዲስ አበባ የሚካሄዱ የመንግስት የቤቶች (ኮንደምንየም) ግንባታዎች ላይ የሚስተዋሉ የስነ ምግባር እና የሙስና ችግሮች ለመለየት እና በጥናቱ ውጤት መሰረት የመፍትሔ አቅጣጫ ለመጠቆም ነው ፡፡ ከዚህ ባሻገር ጥናቱ ለተጨማሪ ጥናት እና ሌሎች ምርምሮች መነሻ ሊሆን ይችላል የሚል እምነት አለኝ ፡፡ ውድ የጥናቱ ተሳታፊዎች የጥናቱ ርእስ ትንሽ **complex እና sensitive issue** ስለሆነ ጥናቱ ውጤታማ ይሆን ዘንድ በመጠይቁ ላይ ያሉ ጥያቄዎች **በቅንነት** ፤ **በእውነታ** ላይ የተመሰረተ እና **በተሟላ** ሁኔታ እንዲሁም **በአጭር** ጊዜ ውስጥ በጥንቃቄ ሞልተው በመመለስ እንዲተባበሩኝ በከፍተኛ ከብሮት እየጠየቅኩኝ በዚህ መጠይቅ ላይ **የሰጡት መረጃ** ለጥናቱ እና ጥናቱ ብቻ የሚውል መሆኑን እንዲሁም የዚህ ጥናት ተሳታፊ ስም ይሁን ሌላ መረጃ **ለማንም የማይገለፅ እና በሚስጥር የሚያዝ መሆኑን በአፅንኦት እገልፃለሁኝ** ፡፡ የዚህ ጥናት የመጨረሻ ውጤት የማወቅ ፍላጎት ካሎት ጥናቱ በአዲስ አባባ ዩንቨርስቲ ከፀደቀ ቡኋላ ለመስጠት ፍቃደኛ መሆኔን በዚህ አጋጣሚ ለመግለፅ እፈልጋለሁኝ ፡፡*

<u>ማሳሰቢያ</u>

- ***ስምዎ በመጠይቁ ላይ መጻፍ አይጠበቅቦትም ፡፡***
- ***እባክዎ ለእያንዳንዱ ጥያቄ የተቀመጡ አቅጣጫዎች (መመሪያዎች) በሚገባ በመረዳት መልስዎ በጥንቃቄ እና በቅንነት እንዲሰጡ በአክብሮት እጠይቃለሁኝ ፡፡***

ሙስናን ማጋለጥ አገራዊ ጀግንነት ነው !!

Exposing corruption is a national patriot!!

በድጋሚ አመሰግናለሁኝ !!

<u>ክፍል አንድ : የግል ሁኔታዎ</u>

እባክዎ በእያንዳንዱ ጥያቄ ላይ የሚሰጡት መልስ የሄን የራይት ምልክት (✓) እንዲጠቀሙ እጠይቃለሁኝ

1. ***ፆታ : ሀ/*** **ወንድ** ☐ ***ለ/*** **ሴት** ☐
2. **እድሜዎ : ሀ/20-30** ☐ **B ለ/31-40** ☐ **/ 41-50** ☐ **/ ከ51በላይ** ☐
3. ***የትምህርት ደረጃዎ : ሀ ዶክትሬት*** ☐ ***ለ/ ማስተር(ሁለተኛ ዲግሪ)*** ☐ ***ሐ /የመጀመሪያ ዲግሪ*** ☐ ***መ/ ዲፕሎማ*** ☐ ***ረ/ ከዲፕሎማ በታች*** ☐
4. **አጠቃላይ የስራ ልምድዎ : ሀ/ ከ0-5ዓመት** ☐ **ለ/ከ6-10 ዓመት** ☐ **ሐ/ ከ11-15 ዓመት** ☐ **መ. ከ15 ዓመት በላይ** ☐
5. ***አሁን ተሰማሩበት የስራ ዘርፍ ስም.***----------

<u>ክፍል ሁለት : አጠቃላይ መረጃዎች</u>

<u>ማሳሰቢያ</u> : በእያንዳንዱ መጠይቅ ላይ ያሉ ጥያቄዎች የየራሳቸው ባህሪ ስላለቸው ለእያንዳንዳቸው መመሪያ ተቀምጠላቸዋል ፡፡ በመሆኑም በመመሪያው መሰረት ምላሽዎ እንዲሰጡ በአክብሮት እጠይቃለሁኝ ፡፡

1. አሁን በሀገራችን ኢትዮጵያ ያለው የግንባታ ዘርፍ (construction sector) እድገት እንዴት ያዩታል…?

5.እጅግ በጣም ጥሩ	4.በጣም ጥሩ	3.ጥሩ	2.ዝቅተኛ	1. ምንም መረጃ የለኝም

2. አሁን ባለው ሁኔታ በሀገራችን በግንባታ ዘርፍ (construction sector) ያለው የሙስና ችግር ከሌሎች ዘርፎች (sectors) ሙስና ሲወዳደር እንዴት ያስቀምጡታል…..?

5.በጣም ከፍተኛ	*4.ከፍተኛ*	*3.መካከለኛ*	*2. ዝቅተኛ*	*1.በጣም ዝቅተኛ*

3. በአዲስ አበባ ቤቶች(ኮንደሚንየም) ግንባታዎች ላይ ያለው የሙስና ሁኔታ እንዴት ይገመግሙታል…?

5. በጣም ከፍተኛ	*4. ከፍተኛ*	*3.መካከለኛ*	*2.ዝቅተኛ*	*1.መረጃ የለኝም*

4. *በአዲስ አበባ ቤቶች ግንባታ ላይ የተሰማሩ የአዲስ አበባ ቤቶች ግንባታ ፕሮጀክት ፅ/ቤት ሰራተኞች እና የፕሮጀክት ማኔጀሮች የስነ ምግባር ደረጃ እንዴት ይመዝኑታል….?*
5. በእርስዎ አምነት እና አረዳድ በቤቶች ግንባታ ያለው የሙስና ችግር ዋነኛ መነሻ ምክንያቶች ምንድን ናቸው ብለው ያስባሉ? እባክዎ ከታች ከ 1 አስከ 10 መንስኤዎች ይሆናሉ ብለን የዘረዘርን ሲሆን ከፊት ለፊት ያለውን የመንስኤ ደረጃቸውን (ከ1-5) በመመዘን ትክክለኛው የመንስኤ ደረጃ የያዘን ቁጥር ያክብቡ፡፡

5 በጣም ጥሩ	4 ጥሩ	3.መካከለኛ	2.መጥፎ	1. በጣም መጥፎ

5 ቁጥርን	እጅግ ዋነኛ መንስኤ ነው
4 ቁጥርን	ዋነኛ መንስኤ ነው
3 ቁጥር	አንስተኛ መንስኤ ነው
2 ቁጥር	መንስኤ አይደለም
1 ቁጥር	መንስኤ መሆኑ አለመሆኑ ምንም መረጃ የለኝም

ተ.ቁ	**የአዲስ አበባ ቤቶች ግንባታ ፕረጀክቶች የሙስና መንስኤዎች**	**የመንስኤዎቹ ደረጃ**				
		5	**4**	**3**	**2**	**1**
1	የሰራተኞች እና ፕሮጀክት ማኔጀሮች የስነ ምግባር ደረጃ መውረድ	**5**	**4**	**3**	**2**	**1**
2	ደካማ የክትትል እና የቁጥጥር ሰርዓት መኖር	**5**	**4**	**3**	**2**	**1**
3	ደካማ የተጠያቂነት ሰርዓት መኖር	**5**	**4**	**3**	**2**	**1**
4	ደካማ የፕሮጀክት አቅድ እና የግንባታ ዲዛይን	**5**	**4**	**3**	**2**	**1**

5	የአመራር ቁርጠኝነት እና ተነሳሽነት ማነስ	**5**	**4**	**3**	**2**	**1**
6	ደካማ የፕሮጀክት ግብአቶች ስፐስፊኬሽን ዝግጅት እና የግዥ ሰርዓት መኖር	**5**	**4**	**3**	**2**	**1**
7	ደካማ የመዋቅር እና የአሰራር ሰርዓት	**5**	**4**	**3**	**2**	**1**
8	የኮንትራክተሮች እና ኮንሳልታንቶች አውቀት እና ክህሎት ማነስ	**5**	**4**	**3**	**2**	**1**
9	የፕሮጀክት ጽ/ቤት ሰራተኞች እና አመራሮች አውቀትና ክህሎት ማነስ	**5**	**4**	**3**	**2**	**1**
10	ደካማ የኡዲት እና የእርስ በእርስ የቁጥጥር ሰርዓት (check and balance) መኖር	**5**	**4**	**3**	**2**	**1**
11	የኮንትራክተሮች እና ኮንሰልታንቶች የስነ ምግባር ደረጃ መውረድ (poor ethical standard).	**5**	**4**	**3**	**1**	**1**

6. ከላይ ከተጠቀሱ ውጪ ሌሎች ለሙስና መከሰት አስተዋፅኦ አላቸው የሚሏዋቸው መንስኤዎች በዝረዝሩልን ፡-

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7. በእርስዎ ግንዛቤ እና አሁን ካሎት የስራ ቅርበት አንጻር በአዲስ አበባ ቤቶች ግንባታ ላይ እየተከሰቱ ያሉ ተብለው ከ 1 አስከ 11 ከተለዩት የሙስና ችግሮች (አይነቶች) ውስጥ እንደየ መከሰታቸው መጠን (ከ1 -5) በመመዘን መልስዎን የሚወክል ቁጥር ያክብቡ ፡፡

5 ቁጥርን	ሁል ጊዜ ወይም በተዳጋጋሚ የሚፈፀም ነው
4 ቁጥርን	በተለያየ ጊዜ የሚፈጸም ነው
3 ቁጥር	በተወሰነ ጊዜ ብቻ የሚፈጸም ነው
2 ቁጥር	የመፈፀሙ ሁኔታ በጣም ጥቂት ነው
1 ቁጥር	ተፈፅሞ አያቅም

ተ.ቁ	**በቤቶች ግንባታ የሚፈፀሙ የሙስና ዓይነቶች**	***የመከሰታቸው (የመፈፀማቸው ሁኔታ) ደረጃ***				
		5	**4**	**3**	**2**	**1**
1	ዝቅተኛ የጥራት ደረጃ ያላቸውን የፕሮጀክት ግብአቶች ለማቅረብ ጉቦ መስጠት/መቀበል (bribe for low quality input supply	**5**	**4**	**3**	**2**	**1**
2	ላልቀረበ እቃ ወይም ሰርቪስ ጉቦ መስጠት (bribe for undelivered work or service)	**5**	**4**	**3**	**2**	**1**

3	በኮንትራክተሮች እና ኮንሰላታንቶች የሚደረግ መመሳጠር (collusion)	**5**	**4**	**3**	**2**	**1**
4	የፕሮጀክት እቃዎች መዝረፍ ወይም ለግል ጥቅም ማዋል (Embezzlment of project items)	**5**	**4**	**3**	**2**	**1**
5	ግሽጎን ማጭበርበር (procurement rigging)	**5**	**4**	**3**	**2**	**1**
6	ላላቀ የፕሮጀክት ስራ ለማፅደቅ ጉቦ መቀበል / መስጠት (bribe for unfinished project work)	**5**	**4**	**3**	**2**	**1**
7	አቅራቢዎች በዝምድና/ቅርበት መመረጥ (nepotisim of among suppliers)	**5**	**4**	**3**	**2**	**1**
8	ብቁ ያልሆነ ኮንትራክተር በቁ ነው ለማለት የሚከፈል ጉቦ (bribe for accepting unqualified contarctor)	**5**	**4**	**3**	**2**	**1**
9	ከመሬት በታች በሚደረግ ቁፋሮ መጠን እና ጥራት የሚደረግ ማጭበርበር (substructure and bulk excavation fraud)	**5**	**4**	**3**	**2**	**1**
10	ጥራቱ ላልጠበቀ ግንባታ ለማጽደቅ የሚሰጥ ጉቦ (bribe for low quality approval)	**5**	**4**	**3**	**2**	**1**
11	ስልጣን ያላ አግባብ (abuse of power by officials)	**5**	**4**	**3**	**2**	**1**
12	የሀሳት ሰነድ ማዘጋጀት (fabricating facke document)	**5**	**4**	**3**	**2**	**1**

- ከላይ ከተገለፀው ውጪ በቤቶች ግንባታ የሚታይ የሙስና ዓያነት /ችግር ካለ ቢዘረዝሩሉን….?
  - ----------
  - ----------
  - ----------

8. የቤቶች ግንባታ ፕሮጀክቶች የታለመላቸውን ዓለማ እና ግብ እንዲውሉ ከተፈለገ የተለያዩ ባለድርሻ አካላት ተሳትፎ እና ቁርጠኝነት መኖር አስፋላጊ ጉዳይ ነው ፡፡ በተለይም ሙስና እና ሌሎች የሚስተዋሉ ችግሮች ለመቅረፍ በቅንጅት ካልተሰራ ችግሮችን ለመፍታት አስቸጋሪ ይሆናል ፡፡በመሆኑም የቤቶች ግንባታ ፕሮጅክቶች ባለድርሻ አካላት በቤቶች ግንባታ ላይ የሚስተዋሉት የሙስና ችግሮች በመከላከል ደረጃ እየተጫወቱት ያሉት ሚና እንዴት ይመዝኑታል…?

5 ቁጥርን	በከፍተኛ ሁኔታ ይታገላሉ
4 ቁጥርን	በደህና ደረጃ ይታገላሉ
3 ቁጥር	አልፎ አልፎ ይታገላሉ
2 ቁጥር	የሚያደርጉት ትግል አነስተኛ ነው
1 ቁጥር	በፍፁም እየተታገሉት አይደለም

ተ.ቁ	የአዲስ አበባ ቤቶች ግንባታ ፕሮጀክት ፅ/ቤት ባለደርሻ አካላት	ባለ ድርሻ አካላት ሙስናን በመታገል ያላቸው ደረጃ				
		5	4	3	2	1
1	የአዲስ አበባ ቤቶች ግንባታ ፕሮጀክት ፅ/ቤት	5	4	3	2	1
2	የቤቶች እና ከተማ ልማት ሚኒስቴር	5	4	3	2	1
3	የአዲስ አበባ መስተዳደር	5	4	3	2	1
4	የኮንስትራክሽን ሚኒስቴር	5	4	3	2	1
5	የፌደራል ስነ ምግባር እና ፀረ ሙስናኮሚሽን	5	4	3	2	1
5	የህዝብ ተወካዮች ምክር ቤት /ፓርላማ/	5	4	3	2	1
6	ጠቅላይ ዓቃቤ ህግ ጽ/ቤት	5	4	3	2	1
7	ፌደራል ፖሊስ	5	4	3	2	1

9. በእርስዎ አረዳድ እና የግንዛቤ ደረጃ የኮንትራክተሮች እና ኮንሳልታንቶች የስነ ምግባር ሁኔታ በቀጥታ ይሁን በተዘዋዋሪ በቤቶች ግንባታ ፕሮጀክቶች ላይ የጥራት ፤ ገንዘብ እና ጊዜ (project cost, quality and time) ችግር /ተፅእኖ/ እየፈጠረ ነው ብለው ያስባሉ……?

5.በከፍተኛ ሁኔታ ተፅእኖ ፈጥሯል	4.በተዳጋጋሚ ተፅእኖ ፈጥሯል	3. አልፎ አልፎ ተፅእኖ ፈጥሯል	2.ተፅእኖው ዝቅተኛ ነው	1.ምንም ተፅእኖ አልፈጠረም

10. ፕሮጀክቶች ከጥንስሳቸው ጀምሮ እስከ ማጠናቅያያ ያለው ደረጃ የራሱ የሆነ ሂደት (phases) አሉት ። በእርስዎ አረዳድ የፕሮጀክቶችን phase's ለሙስና መጋለጥ ያላቸውን እድል እንዴት ይገመገሙታል……? እባክዎትን የፕሮጀክቶች ሂደቶችን (project phases) እንደየ የመጋለጣቸውን እድል በመመዘን መልሰዎን ከፊት ለፊት ባለው ቁጥር በማክበብ ያስቀምጡ ።

5 ቁጥር	በከፍተኛ ሁኔታ ለሙስና የተጋለጠ ነው
4 ቁጥር	ለሙስና የመጋለጥ እድሉ ሰፊ ነው
3 ቁጥር	መካከለኛ የመጋለጥ እድል አለው
2 ቁጥር	የመጋለጥ እድሉ አነስተኛ ነው
1 ቁጥር	የመጋለጥ እድል የለውም

ተ.ቁ	የፕሮጀክቶች ሂደቶች (phases)	ለሙስና የመጋለጥ ደረጃ				
		5	4	3	2	1
1	የፕሮጀክት እቅድ እና ዲዛይን ፕሮሰስ	5	4	3	2	1
2	የ ፕሮጀክት ቅድመ ጨረታ ፕሮሰስ	5	4	3	2	1
3	የፕሮጀክት ጨረታ ፕሮሰስ	5	4	3	2	1
4	የፕሮጀክት ግንባታ ፕሮሰስ	5	4	3	2	1
5	የፕሮጀክት መጠነቃቅና ጥገና ፕሮሰስ	5	4	3	2	1

ii. በእርስዎ ግንዛቤ አሁን በስራ ላይ ያሉት **የኮንስትራክሽን ህጎች እና ፖሊሲዎች ፤ የስነ ምግባር ኮዶች** እንዲሁም **የተቋራጮች ፍቃድ አሰጣጥ እና ምዝገባ መመሪያ** በቤቶች ግንባታ የሚፈፀሙ ሙስናና ሌሎች የስነ ምግባር ችግሮች በመከላከል ረገድ እየተጫወቱት ያሉት ሚና አንዴት ይመዝኑታል..?እባክዎ ለሦቱም መመዘኛዎች ትክክለኛ ነው የሚሉትን የውጤታማነት ደረጃ (ከ1 -5) በመምረጥ መልስዎን የሚወክል ቁጥር ያክብቡ ።።

ተ.ቁ	*በስራ ላይ ያሉ የተለያዩ የኮንስትራክሽን ሴክተር የህግ ማእቀፎች*	*የህግ ማእቀፎችን ሙሰናን የመከላከል ውጤታማነት ደረጃ*				
		እጅግ በጣም ውጤታማ ነው (5)	*በጣም ውጤታማ ነው (4)*	*ውጤታማ ነው (3)*	*ውጤታማነቱ አንሰተኛ ነው (2)*	*ውጤታማነቲ በጣም አነሰተኛ ነው (1)*
1	የኮንስትራክሽን ኢንዱስትሪ ፖሊሲ	**5**	**4**	**3**	**2**	**1**
2	የኮንስትራክሽን ኢንዱስተሪ የስነ ምግባር መመሪያዎች እና ኮዶች	**5**	**4**	**3**	**2**	**1**
3	የተቋራጮች ፍቃድ እና ምዝገባ አፈፃፀም መመሪያ	**5**	**4**	**3**	**2**	**1**

- የሰጡት መልስ “ **<u>ውጤታማነቱ አነስተኛ ነው</u>** ” ወይም “**ውጤታማነቱ በጣም አነስተኛ ነው** ” የሚል ከሆነ ምክንያትዎ ሊገልፁልን ይችላሉ…..?
  - ……..
  - ……..
  - ……..
  - ……..
  - ……..
  - ……..

12. በእርስዎ አረዳድ በአዲስ አበባ ቤቶች ግንባታ ላይ የሚስተዋሉ የሙስና እና ሌሎች የስነ ምግባር ችግሮች ለመቅረፍ ከዚህ በታች የተቀመጡ 8 የመፍትሔ አቅጣጫዎች እንደየ መፍትሔዎች ውጤማነት ቅደም ተከተል ከ 1 አስከ 8 በመስጠት ቅደም ተከተላቸውን ከፊት ለፊት ያሉትን ቁጥሮችን በማክበብ መልስዎን ያስቀምጡ ::(እባክዎ 1 ቁጥር ካከበቡ እግጅ በጣም ውጤታማ መፍትሔ የሚወክል ሲሆን 8 ቁጥር ካከበቡ ደግሞ መፍትሔው እጅግ አነስተኛ ውጤታማነት የሚወክል ነው ::)

ተ.ቁ	**በቤቶች ግንባታ የሚስተዋሉ የሙስና ችግሮች ለመቅረፍ የሚያስችሉ መፍትሔዎች**	***የመፍትሔዎች ውጤታማነት (1 to 8)*** ***1= በጣም ውጤታማ 8 = ውጤታማነቱ በጣም ያነሰ***							
		በጣም ውጤታማ የሆነ መፍትሔ			ውጤታማነቱ መካከለኛ የሆነ መፍትሔ			ውጤታማነቱ ያነሰ መፍትሔ	
		1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
1	ጠንካራ የሆነ የተጠያቂነት ስርዓት መዘርጋት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
2	የፕሮጅት ፅ/ቤቶች የኣሰራር እና አደረጃጀት ስርዓት ማሻሻል	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
3	ጠንካራ ፖለቲካዊ ቁርጠኝነት መዘርጋት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
4	የፕሮጀክት ማናጀሮች እና ሰራተኞች ደመወዝ ማሻሻል	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
5	በሙስና ዙሪያ ጠንካራ እና ተከታታይነት ያለው ሰልጠና መስጠት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
6	የፕሮጀክት ማነጀሮች እና ሰራተኞች እውቀትና ክህሎት ማሳደግ	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**

7	የክትትል እና ቁጥጥር ሰርዓት ማጠናከር	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
8	የአዲትና የcheck and balance ሰርዓት መዘርጋትና ማጠናከር	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**

- እባክዎ ከላይ ከተጠቀሰው ውጪ ሌላ መፍትሔ አለ የሚሉ ከሆነ ቢዘረዝሩልን ፡----------

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13. በመጨረሻም በቤቶች ግንባታ ያለው የሙስና እና የስነ ምግባር ችግሮች በተመለከተ የሚስጡት አስተያየት ካለ ፡-

፡----------

አዲስ አበባ ዩንቨርስቲ

<u>ፕሮጀክት ማኔጅመንት ዲፓርትመንት</u>

<u>Appendex 5 ፡ ለህዝብ ተወካዮች ምክር ቤት የከተማና ቤቶ ግንባታ ጉዳዮች ቋሚ ኮሚቴ ፤ ፌደራል ጠቅላይ ዐቃቤ ህግ ፅ/ቤት ፤ ፌደራል ፖሊስ ኮሚሽን እና ፌደራል ስነ ምግባርና ፀረ ሙስና ኮሚሽን ሰራተኞች እና አመራሮች የተዘጋጀ መጠይቅ</u>

ለክቡር/ክብርት የዚህ ጥናት ተሳታፊ ፡

*ስሜ ሐረጎት አብረሃ በዛብህ እባላለሁኝ፡፡ በአዲስ አበባ ዩንቨርስቲ በ" **ፕሮጀክት ማኔጅመንት** " **የሁለተኛ ዲግሪ (ማስተር ፕሮግራም)** ተማሪ ስሆን " **<u>በኮንስትራክሽን ሴክተር በተለይም በአዲስ አበባ የመንግስት ቤቶች (ኮንደሚኒየም) ግንባታ ፕሮጀክቶች ላይ የሚስተዋሉ የስነ ምግባር እና የሙስና ችግሮች</u>** " በሚል ርእስ ላይ ለመመርቅያ የሚሆን የሚሟያ ጥናታዊ ፅሑፍ እያካሄድኩ አገኛለሁኝ ፡፡ የዚህ ጥናት ዓላማ በአዲስ አበባ የሚካሄዱ የመንግስት ቤቶች (ኮንደምንየም) ግንባታዎች ላይ የሚስተዋሉ የስነ ምግባር እና የሙስና ችግሮች ለመለየት እና በጥናቱ ውጤት መሰረት የመፍትሔ አቅጣጫ ለመጠቆም ነው ፡፡ ከዚህ ባሻገር ጥናቱ ለተጨማሪ ጥናት እና ሌሎች ምርምሮች መነሻ ሊሆን ይችላል የሚል እምነት አለኝ ፡፡ ውድ የጥናቱ ተሳታፊዎች የጥናቱ ርእስ ትንሽ **complex እና sensitive issue** ስለሆነ ጥናቱ ውጤታማ ይሆን ዘንድ በመጠይቁ ላይ ያሉ ጥያቄዎች **በቅንነት** ፤ **በእውነታ** ላይ የተመሰረተ እና **በተሟላ** ሁኔታ እንዲሁም **በአጭር** ጊዜ ውስጥ በጥንቃቄ ሞልተው በመመልስ እንዲተባበሩኝ በከፍተኛ አክብሮት እየጠየቅኩኝ በዚህ መጠይቅ ላይ **የሰጡት መረጃ** ይሁን **መልስ** ለጥናቱ እና ጥናቱ ብቻ የሚውል መሆኑን እንዲሁም የዚህ ጥናት ተሳታፊ ስም ይሁን ሌላ መረጃ **ለማንም የማይገለፅ እና በሚስጥር የሚያዝ መሆኑን** በአፅንኦት እገልፃለሁኝ ፡፡ የዚህ ጥናት የመጨረሻ ውጤት የማወቅ ፍላጎት ካለኖ ጥናቱ በአዲስ አበባ ዩንቨርስቲ ከፀደቀ ቡኋላ ለመስጠት ፍቃደኛ መሆኔን በዚህ አጋጣሚ ለመግለፅ እፈልጋለሁኝ ፡፡*

<u>ማሳሰቢያ</u>

- ***ስምዎ በመጠይቁ ላይ መጻፍ አይጠበቅቦትም ፡፡***
- ***እባክዎ ለእያንዳንዱ ጥያቄ የተቀመጡ አቅጣጫዎች (መመሪያዎች) በሚገባ በመረዳት መልስዎ በጥንቃቄ እና በቅንነት እንዲሰጡ በአክብሮት እጠይቃለሁኝ ፡፡***

ሙስናን ማጋለጥ አገራዊ ጀግንነት ነው !!

Exposing corruption is being a national patriot!!

በድጋሚ አመሰግናለሁኝ !!

<u>ክፍል አንድ ፡ የግል ሁኔታዎ</u>

እባክዎ በእያንዳንዱ ጥየቄ ለየ. የማሰጡት መልስ የሂን የራየት ምልክት (✓) እንዳጠቀሙ እጠየ.ቀለሁኝ

- ***ፆታ : ሀ/ ወንድ ☐ ለ/ ሴት ☐***
- **እድሜዎ : ሀ/20-30 ☐ለ/31-40 ☐ሐ/ 41-50 ☐መ/ ከ51በላይ ☐**
- ***የትምህርት ደረጃዎ : ሀ ዶክትሬት ☐ ለ/ ማስተር(ሁለተኛ ዲግሪ) ☐ ሐ የመጀመሪያ ዲግሪ ☐ መ/ ዲፕሎማ ☐ ረ/ ከዲፕሎማ በታች ☐***
- **አጠቃላይ የስራ ልምድዎ : ሀ/ከ0-5ዓመት ☐ ለ/ከ6-10 ዓመት ☐ ሐ/ ከ11-15 ዓመት ☐ መ. ከ15 ዓመት በላይ ☐**
- ***አሁን ተሰማሩበት የስራ ዘርፍ ስም.----------***

<u>ክፍል ሁለት : አጠቃላይ መረጃ</u>

<u>ማሳሰቢያ</u> : በእያንዳንዱ መጠይቅ ላይ ያሉ ጥያቄዎች የየራሳቸው ባህሪ ስላለቸው ለእያንዳንዳቸው መመሪያ ተቀምጠላቸዋል ፡፡ በመሆኑም በመመሪያው መሰረት ምላሽዎ እንዲሰጡ በአክብሮት አጠይቃለሁኝ ፡፡

1. አሁን በሀገራችን ኢትዮጵያ ያለው የግንባታ ዘርፍ (construction sector) እድገት እንዴት ያዩታል…?

5.እጅግ በጣም ጥሩ	4.በጣም ጥሩ	3.ጥሩ	2.ዝቅተኛ	1. ምንም መረጃ የለኝም

2. አሁን ባለው ሁኔታ በሀገራችን በግንባታ ዘርፍ (construction sector) ያለው የሙስና ችግር ከሌሎች ዘርፎች (sectors) ሙስና ሲወዳደር እንዴት ያስቀሙጡታል…..?

5.በጣም ከፍተኛ	*4.ከፍተኛ*	*3.መካከለኛ*	*2. ዝቅተኛ*	*1.በጣም ዝቅተኛ*

3. በአዲስ አበባ ቤቶች(ኮንደሚንየም) ግንባታዎች ላይ ያለው የሙስና ሁኔታ እንዴት ያስቀሙጡታል...?

5. በጣም ከፍተኛ	*4. ከፍተኛ*	*3.መካከለኛ*	*2.ዝቅተኛ*	*1.መረጃ የለኝም*

4. አሁን በተሰማሩበት የመንግስት ስራ ላይ የኮንደሚንየም ቤቶች ግንባታ የሚመለከቱ የሙስና ጥቆማዎች የመቀበል ፤ የማጣራት ወይም የመከሰስ እድል አጋጥሞት ያውቃል ….?

1 .አዎ አጋጥሞኛል	2. አላጋጠመኝም

5. የአዲስ አበባ ቤቶች ግንባታ ፕሮጅክት ፅ/ቤት ሙስና እና ሌሎች ብልሹ አሰራር ችግሮች ለመፍታት የወሰዳቸውን የቁጥጥር እና የተጠያቂነት እርምጃዎች እንዴት ያዩታል… ?

5. በጣም ጠንካራ ነው	4.የተሻለ ነው	3. መካከለኛ ነው	2. ደካማ ነው	1. በጣም ደካማ ነው

6. አዲስ አበባ ቤቶች ግንባታ ላይ በቀጥታ የሚሰተፉ የተለያዩ አካላት አካላት እንዳሉ ይታወቃል ። እባክዎ ከዚህ በታች የተገለፁት በቤት ግንባታ ላይ እየተሳተፉ ያሉ አካላት ሙስና ያላቸው የተጋላጭነት ደረጃ ከዚህ ቀጥሎ በተቀመጠው ሰንጠረዝ መሰረት መልስዎን የራይት ምልክት (□) በመጠቀም ያስቀምጡ ።

ተ.ቁ	በቤቶች ግንባታ የሚሰተፉ አካላት	*ለሙስና ያላቸው ተጋላጭነት ደረጃ*		
		ከፍትኛ ተጋላጭ ነው	መካከለኛ ተጋላጭ ነው	ዝቅተኛ ተጋላጭ ነው
1	የፕሮጅቱ ባላቤት (Project owner)			
2	ኮንሳልታንት (Consultant)			
3	ተቋራጭ (Contactor)			

4	ፕሮጀክት አስተዳዳሪ (Project manager)			
5	የፕሮጀክት ሰራተኞች (Employees of the projects)			

7. *በአዲስ አበባ ቤቶች ግንባታ ላይ የተሰማሩ የአዲስ አበባ ቤቶች ግንባታ ፕሮጀክት ፅ/ቤት ሰራተኞች እና የፕሮጀክት ማነጀሮች የስነ ምግባር ደረጃ እንዴት ይመዝኑታል....?*

5. በጣም ጥሩ	*4. ጥሩ*	*3.መካከለኛ*	*2.መጥፎ*	*1.በጣም መጥፎ*

8. እባክዎ መልስዎ " መጥፎ " ወይም " በጣም መጥፎ " የሚል ከሆነ መነሻ ምክንያትዎ ቢገልፁሉን....?

- ❖ ----------
- ❖ ----------
- ❖ ----------

9. በእርስዎ አምነት እና አረዳድ በኮንደሚንየም ቤቶች ግንባታ ላይ ያለው የሙስና ችግር ዋነኛ መነሻ ምክንያቶች ምንድን ናቸው ብለው ያስባሉ? እባክዎ ከታች ከ 1 አስከ 10 መንስኤዎች ይሆናሉ ብለን የዘረዘርን ሲሆን ከፊት ለፊት ያለውን የመንስኤ ደረጃቸውን (ከ1-5) በመመዘን ትክክለኛው የመንስኤ ደረጃ የያዘን ቁጥር ያክብቡ ::

5 ቁጥርን	እጅግ ዋነኛ መንስኤ ነው
4 ቁጥርን	ዋነኛ መንስኤ ነው
3 ቁጥር	አንስተኛ መንስኤ ነው
2 ቁጥር	መንስኤ አይደለም
1 ቁጥር	መንስኤ መሆኑ አለመሆኑ ምንም መረጃ የለኝም

ተ.ቁ	የአዲስ አበባ ቤቶች ግንባታ ፕረጀክቶች የሙስና መንስኤዎች	የመንስኤዎቹ ደረጃ				
		5	4	3	2	1
1	የሰራተኞች እና ፕሮጀክት ማነጀሮች የስነ ምግባር ደረጃ መውረድ	5	4	3	2	1
2	ደካማ የክትትል እና የቁጥጥር ሰርዓት መኖር	5	4	3	2	1
3	ደካማ የተጠያቂነት ሰርዓት መኖር	5	4	3	2	1
4	ደካማ የፕሮጀክት አቅድ እና የግንባታ ዲዛይን	5	4	3	2	1
5	የአመራር ቁርጠኝነት እና ተነሳሽነት ማነስ	5	4	3	2	1

6	ደካማ የፕሮጀክት ግብአቶች ስፐስፊኬሽን ዝግጅት እና የግዥ ሰርዓት መኖር	**5**	**4**	**3**	**2**	**1**
7	ደካማ የመዋቅር እና የአሰራር ሰርዓት	**5**	**4**	**3**	**2**	**1**
8	የኮንትራክተሮች እና ኮንሳልታንቶች አውቀት እና ክህሎት ማነስ	**5**	**4**	**3**	**2**	**1**
9	የፕሮጀክት ጽ/ቤት ሰራተኞች እና አመራሮች አውቀትና ክህሎት ማነስ	**5**	**4**	**3**	**2**	**1**
10	ደካማ የአዲት እና የእርስ በእርስ የቁጥጥር ሰርዓት (check and balance) መኖር	**5**	**4**	**3**	**2**	**1**
11	የኮንትራክተሮች እና ኮንሰልታንቶች የስነ ምግባር ደረጃ መውረድ (poor ethical standard).	**5**	**4**	**3**	**1**	**1**

10. ከላይ ከተጠቀሱ ውጪ ሌሎች ለሙስና መከሰት አስተዋፅኦ አላቸው የሚሏዋቸው መንስኤዎች በዝርዝር ቢገልፁልን..?

    _____

    _____

    _____

11. አሁን ባለው ሁኔታ ኢትዮጵያ ውስጥ ትልቅ የካፒታል የመንግስት በጀት የሚመደብላቸው አምስት ፕሮጀክቶች አሉ ። እነሱም የመኖሪያ ቤቶች ግንባታ ፤ የተሌኮም ዝርጋታ ፤ የመንገድ ግንባታ ፤ የአሌክትሪክ እና የንፁህ መጠጥ ውሃ አቅርቦት ፕሮጀክቶች ናቸው ። እባክዎ አሁን ባሎት ግንዛቤ በቤቶች ግንባታ ፕሮጀክቶች ላይ ያለው ሙስና ከሌሎች አራቱ ፕሮጀክት ከሚፈፀም ሙስና ጋር ሲያነፃፅሩት እንዴት ያስቀመጡታል …?

1) ከፍተኛ ነው	2) መካከለኛ ነው	3) አነስተኛ ነው

12. በተራ ቁጥር 11 ላይ የተጠቀሱ አምስት ፕሮጀክቶች አሁን ባሉት ሁኔታ ለሙስና ባላቸው የተጋላጭነት ደረጃ ከከፍተኛ ወደ አንስተኛ ዘርዝረው ቢያስቀምጥሉን ።

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13. በእርስዎ ግንዛቤ እና አሁን ካሎት የሙስና ወንጀል የመከላከል ሃላፊነት አንጻር በአዲስ አበባ ቤቶች ግንባታ ላይ እየተከሰቱ ያሉ ተብለው ከ1 አስከ 12 የተዘረዘሩ የሙስና ችግሮች (አይነቶች) እንደየ መከሰታቸው ስፋት አንጻር (ከ1 -5) በመመዘን ትክክለኛ መልስዎ የያዘን ቁጥር ያክብቡ ።

5 ቁጥርን	ሁል ጊዜ ወይም በተዳጋጋሚ የሚፈፀም ነው
4 ቁጥርን	አልፎ አልፎ የሚፈጸም ነው
3 ቁጥር	አንድ አንድ ጊዜ ብቻ የሚፈጸም ነው
2 ቁጥር	በጣም ጥቂት በሆነ ሁኔታ የሚፈፀም ነው
1 ቁጥር	ተፈፅሞ አያቅም

ተ.ቁ	በቤቶች ግንባታ የሚፈፀሙ የሙስና ዓይነቶች	*የመከሰታቸው (የመፈፀማቸው ሁኔታ) ደረጃ*				
		5	**4**	**3**	**2**	**1**
1	ዝቅተኛ የጥራት ደረጃ ያላቸውን የፕሮጀክት ግብአቶች ለማቅረብ ጉቦ መስጠት/መቀበል (bribe for low quality input supply	**5**	**4**	**3**	**2**	**1**
2	ላልቀረበ እቃ ወይም ሰርቪስ ጉቦ መስጠት(bribe for undelivered work or service)	**5**	**4**	**3**	**2**	**1**
3	በኮንትራክተሮች እና ኮንሰላታንቶች የሚደረግ መመሳጠር (collusion)	**5**	**4**	**3**	**2**	**1**
4	የፕሮጀክት እቃዎች መዝረፍ ወይም ለግል ጥቅም ማዋል (Embezzlment of project items)	**5**	**4**	**3**	**2**	**1**
5	ግዥን ማጭበርበር (procurement rigging)	**5**	**4**	**3**	**2**	**1**
6	ላላቀ የፕሮጀክት ስራ ለማፅደቅ ጉቦ መቀበል / መስጠት (bribe for unfinished project work)	**5**	**4**	**3**	**2**	**1**
7	አቅራቢዎች በዝምድና/ቅርበት መመረጥ (nepotisim of among suppliers	**5**	**4**	**3**	**2**	**1**
8	ብቁ ያልሆነ ኮንትራክተር በቁ ነው ለማለት የሚከፈል ጉቦ	**5**	**4**	**3**	**2**	**1**
9	ከመሬት በታች በሚደረግ ቁፋሮ መጠን እና ጥራት የሚደረግ ማጭበርበር (substructure and bulk excavation fraud)	**5**	**4**	**3**	**2**	**1**
10	ጥራቱ ላልጠበቀ ግንባታ ለማጽደቅ የሚሰጥ ጉቦ (bribe for low quality approval)	**5**	**4**	**3**	**2**	**1**
11	ስልጣን ያላ አግባብ (abuse of power by officials).	**5**	**4**	**3**	**2**	**1**
12	የሀሳት ሰነድ ማዘጋጀት (fabricating facke document)					

14. በእርስዎ ግንዛቤ የፌደራል ስነ ምግባርና ፀረ ሙስና ኮሚሽን በቤቶች ግንባታዎች የሚፈፀሙ የሙስና ችግሮች በመመርመር እና በመከሰስ ረገድ እንዴት ይመዝኑታል….?

4. በጣም ጠንካራ ነው	3. ጠንካራ ነው	2. ደካማ ነው	1. በጣም ደካማ ነው

15. በእርስዎ አረዳድ እና ግንዛቤ የፌደራል ስነ ምግባር እና ፀረ ሙስና ኮሚሽን እና ሌሎች የፍትሕ አካላት በቤቶች ግንባታ ላይ የሚከሰት ሙስና እና ብልሹ አሰራር በመከላከል ረገድ እያሳዩት ያሉት ጥረት ጥሩ ነው ብለው ያስባሉ..?

3) አዎ ጥሩ ነው	4) ጥሩ አይደለም

16. የሰጡት መልስ " ጥሩ አይደለም " የሚል ከሆነ ምክንያትዎ ሊዘረዝሩሉን ይችላሉ…?

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17. በእርስዎ አረዳድ በአዲስ አበባ ቤቶች ግንባታ ላይ የሚስተዋሉ የሙስና እና ሌሎች የስነ ምግባር ችግሮች ለመቅረፍ ከዚህ በታች የተቀመጡ 8 የመፍትሔ አቅጣጫዎች እንደየ መፍትሔዎች ውጤማነት ቅደም ተከተል ከ 1 አስከ 8 በመስጠት ቅደም ተከተላቸውን ከፊት ለፊት ያሉትን ቁጥሮችን በማክበብ መልስዎን ያስቀምጡ ። (እባክዎ 1 ቁጥር ካከበቡ እግጅ በጣም ውጤታማ መፍትሔ ሲሆን 8 ቁጥር ካከበቡ ደግሞ መፍትሔው እጅግ አነስተኛ ውጤታማነት ያለው ነው ማለት ነው።)

ተ.ቁ	በቤቶች ግንባታ የሚስተዋሉ የሙስና ችግሮች ለመቅረፍ የሚያስችሉ መፍትሔዎች	*የመፍትሔዎች ውጤታማነት (1 to 8)* *1= በጣም ውጤታማ 8 = ውጤታማነቱ በጣም ያነሰ*							
		በጣም ውጤታማ የሆነ መፍትሔ			ውጤታማነቱ መካከለኛ የሆነ መፍትሔ			ውጤታማነቱ ያነሰ መፍትሔ	
		1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
1	ጠንካራ የሆነ የተጠያቂነት ስርዓት መዘርጋት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
2	የፕሮጅት ፅ/ቤቶች የኣሰራር እና አደረጃጀት ስርዓት ማሻሻል	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
3	ጠንካራ ፖለቲካዊ ቁርጠኝነት መዘርጋት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
4	የፕሮጀክት ማናጀሮች እና ሰራተኞች ደመወዝ ማሻሻል	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
5	በሙስና ዙሪያ ጠንካራ እና ተከታታይነት ያለው ሰልጠና መስጠት	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
6	የፕሮጀክት ማነጀሮች እና ሰራተኞች እውቀትና ክህሎት ማሳደግ	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**

7	የክትትል እና ቁጥጥር ሰርዓት ማጠናከር	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**
8	የኡዲትና የcheck and balance ሰርዓት መዘርጋትና ማጠናከር	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**

- እባክዎ ከላይ ከተጠቀሰው ውጪ ሌላ መፍትሔ አለ የሚሉ ከሆነ ዘርዝረው ቢያስቀመጥሉን ? ፡----------
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18. በስተ መጨረሻ በቤቶች ግንባታ ላይ ያለው የሙስና እና የስነ ምግባር ችግሮች በተመለከተ የሚስጡት አስተያየት አለ ? ፡---
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መጠይቁ ሲሞሉ ከተቸገሩ በዚህ ስልክ ሊያገኙኝ ይችላሉ !!

0913 xx xx xx

ግዜው ሰውተው መጠይቁን በሞሙላትዎ ምሰጋናየ የላቀ ነው !!

ADDIS ABABA UNIVERSITY
SCHOOL OF COMMERCE
DEPARTMENT OF PROJECT MANAGEMENT
Appendex 6: List of selected officials for Intervieews

No	Name Intervieewe	Profession	Current posisition	Date of interview	Duration of interview
1	Ato Aregahegn Tesfamichieal	Pedagogical education	Ethics Director	13/09/2009	30 minute
2	Enginer Yitibarek Hadis	Civil Enginering	proces owner/ director of project contract administration	13/092009	40 minute
3	xxxxxxxxxxxx	xxxxxxx	Project manager	15/09/2009	1 hour

- Xxx is reperesented to hide the name and profession of interviewee due to protect the identity of individual

Appendix-7: List of Population category and sample institutions

No	Name of Population category	List of sample poplation institution	
1	Hosuing Constructtion sector regulatory institutions	1	Ministry of urban and house development
		2	Adiss ababa construction burea
		3	Parliament (urban and house development standing commite)
1	Housing development Executing institutions	1	Adiss ababa housing project office
		2	Adis ababa housing projects branches ethics liason office
		3	Contractors
		4	Consaltants
3	Law enforcement institutions	1	Federal police (corruption investigation division)
		2	Federal ethica and anti corruption commission (corruption prevetion department)
		3	Office of Atroney Genral (corruption prosecution department)

Appendix-8: List of Population sample institution and sample size

No	List of population samaple institutions	Size of population	Sample detrmined	Remark
1	Ministry of urban and house development	30 (urban housing administration department only)	15	
2	Adiss ababa construction burea	100 Employess	20	
3	Parliament (urban and house development standing commite)	22 members	10	
4	Adiss ababa housing project head office	300 employees (150 employees working in relevant department)	30	
5	Adis ababa housing projects branches ethics liason office	18 project branch Ethics officers	10 branch Ethics officers	
6	Contractors	2000 contractors	10 Contractors	2 projects selected with 10 contractors)
7	Consaltants	40	10 (consultants)	1 consultant for one projects
8	Federal police	35(corruption investigation division investigators)	15 investigators	
9	Office of attorney General	47 corruption prosecution lawyers	20 prosecutors	
10	Federal ethics and anti corruption	22 (corruption prevention department)	15 corruption examiners	
		ToTal selected	**155 sample**	