

WOLKITE UNIVERSITY



**COLLEGE OF SOCIAL SCIENCE AND HUMANITIES
DEPARTMENT OF CIVICS AND ETHICAL STUDIES**

**ASSESSING OF CIVIL SERVICE REFORM IN COMBATING CORRUPTION: IN
CASE OF WOLISO TOWN.**

**A SENIOR ESSAY SUMMITED IN PARTIAL FULFILMENT OF THE
REQUIREMENTS *FOR* DEGREE OF ARTS IN CIVICS AND ETHICAL STUDIES**

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Abstract

This senior essay paper was conducted under the title of an assessment of civil service reform in combating corruption in woliso Town. The objective of this study was being to solve the problem of corruption in civil service reform in study area. The researcher used 25 respondents in this, 20 respondents for the questionnaires and 5 for the interview. So, in order to study these problem the researcher spent much more time for data collection by using purposive sampling techniques and the researcher used primary and secondary source of data were also included. The collections of data were analyzed through qualitative and quantitative method of data analysis. It also includes the major objectives of contribution of the civil service, the challenges of the civil service reform and the perception of civil servants towards combating corruption. The methodology that contains background of the study area research design, sampling technique and sampling size, source of data and data gathering instruments includes questionnaires and interview and also it includes the major recommendation, the recommends that common societies are affected by some problem even though corruption and the corruption is not eradicated totally, so civil service reform be established the educated society through training about corruption. The corruption is a serious obstacle to effect of government, economic growth, stability of comprehensive anti corruption politics and security of the countries. Developing the culture of civil service reform should be to avoid the corruption and its culture is as crossed different hindrance and promoting honesty. Corruption is case of destruction loyalty of the community and the civil servants. Corruption is the great difficult of challenges of civil service reform, municipality of the town top to down society. Finally the Corruption creates inequality among civil service reform, worker and civil servants officials and society of the country

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CHAPTER ONE

1.Introduction

1.1.Back Ground Of The Study

Civil service reform was begun in the mid nineteenth century in response to development. The growing need for skilled administrators is to carried on the increasing complex functions of government and revolution at the failure of earlier. less formal systems to provide sufficiently honest and qualified public employees, it replaced the so-called spoils system, which filled government administrative positions through patronage, giving out public jobs as reward for support in elections. the administered agricultural research programs factory inspections law, educational institution and public health programs were more technically in the Jacksonian earth spoils system seemed a democratic means to avoid elite bureaucratic control of civil offices. reformers had defended the rotation democratic for civil service holders as refreshing through depressed(Ferries,2006).

Also dominated the post-civil war era, that the civil service reform movement was business man's movement designed to take the reins of government away from the rude spoils man, whose power was based up on political (Josephson after post cold war(1883).both scholars and policy maker often to out meritocratic recruitment often via the implementation of civil service exams-as an effective strategy for the reduction corruption. however, although recent scholarship, such as Oliveros 2016 survey of Argentinean public servants, supports the contention that officials hired via patronage agreement were more likely to target public services to political supporters direct empirical the evidence linking meritocratic requirement and decreased corruption levels was minimal the comparative cause study research have emphasized the role of meritocratic recruitment in reducing corruption, particularly in placing with British colonial legacies such as Hong Kong and Singapore. Quash(2011)contrasts the beneficial legacies of civil services traditions with the non-meritocratic, clientelistic recruitment strategies that emerged in the Indonesia following Dutch and Japanese colonialism, yet, he also notes that Bangladesh

emerged from colonialism with similar civil service institutions. how the china efforts to development competitive recruitment posses for civil servants(burns and xiaoqi,2010).

Civil service reform of the sub-Saharan Africa paper assesses a decade of the experiences in a sample of thirty two sub-Saharan countries .many countries have made an important start to wards reducing excessive staging levels and the nominal wage bill. salaries and incomes of health workers in sub-Saharan Africa chew avid was played many roles of civil service reform(Chew,David,1990).

In Ethiopia context the country civil service has a history many years for mainly linked with the establishment of the first ministries during the emperor Menelik second, but it was controlled and managed by the rules and regulations that were relevant for the ruling class(Tasfaye,2003).

The constitution of 1931was established rational civil servant and parliaments different measures were taken to formulate a modern civil service administration at that time, those reform measures lower the powers of regional leaders and they become salaried officials however, the assessment of civil service reform to the countries social and economic progress was very low, because lack of strong civil services rule, regulation and undesirable political interference in the system which lead to bad administrative practice and social instability in the life of society as a whole(Paulo's,2000).more over the civil service was tool in which the living used to centralized his regime and expands his authority. the civil service was taken to operate under different older and decreases issued in the emperor period(Ibbid).

During the Dergue regime also there were few reform measures like change of ideology and distribution of land to peasant radical alternative was made in the civil service party loyalty affiliation for recruitment and promotion is highly pronounced during the military government this result was wide spread of corruption bribery was being of resource and misuse of public property with change in government in 1991,basic change in economic political, socio cultural and ideology were taken place. the administrative perform measures were under taken to enable the civil service system to play a more dynamic and active role that establish an effective civil servant to enhance democracy through accountability and transparency(Myiye,2000).

In the Ethiopian civil service reform is the combating corruption authorities which was start in2002(SWZCSR proclamation no148/1994). Beginning from its establishment the effort to fight

against corruption. however this, institution is under its effort to be more participatory and to bring it more nearer to the societies and its people. In woliso specially woliso Town Administration there are combating corruption is come to the current issues, but there are un observation problems. these are lack of work ethics towards making public policy and accountability, fears of implementation public authority, deprofessionalism and political of civil service. After the completion of this study it assesses to understand the role of civil service reform in fighting corruption(Arsema,2001).

The origin of the modern civil service in Ethiopia dates back to the Menelik second(1907).yet it was few years after the down fall of the military government that civil service system was drastically transformed. the current Ethiopian government has conducted a continuous reform since the early 1990's to restructure the civil service system with the intention of instituting multi-party democracy and market driven economy it was with intentional that autonomous civil service institutions were established and the civil servant was begun to service with merit principles. it is a believed that successfulness based human resource management(HRM)is the corner stone's in the building government institutions to implement public policies and strategies, which in turn can have a direct impact on the performance of the country.

However some empirical studies indicate that the promise to have a neutral policy implementer civil service is inhabited by politicization of the civil service among other things. Therefore, the objective of this article was to examine the promise for practicing civil service de-politicization in during the implementation of the civil service reform (CSR) integrity.

1.2. Statement of the Problem.

Civil service is to show high moral and trust in performing their duties which can indicate in responsiveness and openness in their doing activities of the government operating undesirable practice of corruption a concern of civil servants jobs that can lead them to miss understanding and handling the public interest. in the present even if the Ethiopian civil service reform assess to brings the the effective and efficient of the civil service in general and particular to combat corruption its attempts might be limit.Because of certain factors that are including political in security lack of work ethics and accountability and DE-professionalism (ministry of capacity building 2004).

Corruption is great enemy of the development and corruption also affected poverty alleviation program negatively by distorting developmental decision making which gap between poor and rich(m.weya lodge 1996).fighting corruption required the coordinating of various stakeholders and the application of different skills in several areas of expertise that can be tapped through coalition. Coalition building is required, therefore, to bring such various resources together toward a common goal. This can result in efficiency, avoidance of duplication of efforts as well as prevention of potential conflicts that might arise among different stakeholders in perusing individuals and unorganized anti-corruption action (fabrizio carmignanin (2001).

A research carried out by Tesfaye Shamebo (2003), on anti- corruption in Addis Ababa University and Yosef Taye (2011), on civil service reform in Adama city administration not assessed the civil service reform in combating corruption in detail. For this reason, the researcher initiated to assess the problems related to the civil service reform in combating corruption and year corruption efforts in Woliso town level. Also the researcher aims to find out solution in combat corruption in civil service.

1.3 Objective of the Study.

1.3.1 General Objective.

The general objective of the study is to assessment of the of civil service reform on connoting corruption in woliso town.

1.3.2 Specific Objective.

- To examine the civil service reform contribution in combating corruption in the Woliso town.
- To identify the perception of civil servants towards combat corruption in the Woliso town.
- To identify the challenges of civil service reform in combating corruption in the Woliso town.

1.3.3 Research Questions.

- ✓ What are the challenges of civil service reform to combating corruption in the Woliso town?

- ✓ What is the contribution of civil service reform in combating corruption in the Woliso town?
- ✓ What is the perception of civil servants towards combating corruption in the Woliso town?

1.3.4 Limitation.

. There are some limitations in the process of undertaking this study. These include the following:

Firstly, in order to build a theoretical framework on the topic, the review of the literature, books and publications is important step. However, insufficient studies and literature in Ethiopia particularly those relating to civil service reform in combating corruptions are one of the limitations of the study.

Secondly, during the field assessment process, there is inability to contact some of the participants because they will not honestly respect the appointment time on the place. Inaccurate information from participants and shortage of money to finalize the study is also another constraint.

Despite these limitations, the researcher is confident to finalize his study on the intended time. The findings of this investigation will also give insight to civil service reform in combating corruptions towards effective participatory in the community.

1.3.5 Scope

This study was focused on the civil service reform in combating corruption in woliso town Administration. It was focused on the information related to challenges, contribution of civil service reform and perception of civil servants towards combating corruption in the study area. The information for this assessment is collected from woliso town Administration and from different publications and literatures. Also this study would be helpful for the researchers who are interested in this field of research in the future.

1.3.6 Significance of the Study

The result of this study is expected to provide the following advantages: to reduce corruption civil service and promoting good governance in the future at the study area, it might be help as a base line for other researcher, it invites individuals, communities and researchers to develop

awareness about the ever increasing of training in combating corruption. Also it helps to increase quality of jobs in civil servants to be loyal with each other in their office and as well as at the work place.

1.3.7 Organization of the Study.

The study would be structure in two chapters. In first chapter deals with introduction, background of the study, statement of the problem, objective of the study, and significance of the study ,scope of the study, limitation of the study ,organization of the study. Chapter two deals with review of literature. Chapter three deals with methodology of the study and chapter four is about data analysis and presentation and chapter five deals with conclusion and recommendation.

CHAPTER TWO

2. Review of Related Literature.

2.1 Concepts of the civil service reform.

Civil service reform is one of the most important components of the new public management which can be seen the entire basic instrument in the government to fulfill its obligation to the general public in responsive efficient and effective manner. it shows that developing the capacity of the civil servants to recruitment and promotion pay members of employees, performance appraisal and related manner (ministry of capacity building 2004).

2.2. Objective of civil service reform

The overall objective of civil service reform program is to build a civil service capable of promoting democracy, federalism and good government providing client or service delivery and supportive of the governance, social and economic development policies and private sector development. (Geber Egziabher 2016).

The civil service as primary arm of government must keep pace with the changing times in order to meet the aspirations of the people (Atkilt 1996: 55). Based on this, the ultimate goal of government in developing countries is to reduce poverty and to enhance public institutions effectiveness. By having this, the purpose of „CSR“ is to reorient the Civil Service into a dynamic, efficient and accountable apparatus for public service delivery built on the ethos and values of integrity, impartiality and neutrality. The reform is to raise the quality of public services delivered to the citizens and enhance the capacity to carry out core government functions, thereby, leading to sustainable development (World Bank“ 2002).

2.3. Contribution of civil service reform in combating corruption

The contribution of civil service reform in combating corruption is not as much as enough it plays important role in fighting corruption and made the public servants responsive, efficient, effective, accountable and transparent to the people ended. (Michael 2000).

2.4. Increasing code of ethics

The growth of service with enough payment and salaries for civil servants can avoid the most important essential causes of corruption and focus to increase a professional code of ethics among service servant where there is absence of public work ethics among and misunderstanding of the concept accountability and responsibility. Most of the time corruption increase quickly code of ethics. These condition enhance and faster a culture of ethical public life and are expected to be honest accountability, transparent and response to the general public (ibid).

2.4.1. Enhancing Community Participation.

One of the important contributions of the civil service reform is increasing accountability and transparency of the public officials to the needs and the demands of the society. Participation by all section of the society will be active with important reform in the civil service in which the civil servants base on professionalism and neutrality has a great role not only in policy and decision making, but also in its implementation and raised community involvement in all aspects that affects their life. in a democratic form of government the civil servants enacts on behalf of the public needs and interests without having the political affection and loyalties to the party. to the community can participate and gate involved in whatever they wish to without any fear and interference (Paulo's 2000).

2.4.2. Promoting Civil Society and Free Media

Interest group civil service and free media are among the agencies or asterism democratic and democratization. Civil society and free media are crucial asterism creating and maintaining an atmosphere on the public life that discourage fraud and corruption which involves creating public awareness about effects of corruption. civil societies are an instrument that mediating between the states and the public which involves citizens group NGOs trade, unions, business

association, think tanks, religion organization civil society is the more effective when government treats it as a lobbying or influencing and work friend not as an enemy(Ibid).

2.4.3. Accountability

Accountability is a complex concept and its achievement is the basic goal of civil service reform in Ethiopia and evolves more than simply tackling corruption. It is a driving force that generates the pressure for key factors involved to be responsible for and ensures good public service performance. For key factors where public servants are expected to follow the formal rules and regulation of the bureaucratic system more recently the notion of performance accountability has embraced effect and the achievement to the objectives of the public in general (Hume and Tuner 2009).

2.5. The challenges of civil service reform in combating corruption

The challenges in civil service reform are a headache in developing countries particularly nations in these countries that undertake economic and political reform are to make strong commitment to tackle the problem of corruption. Corruption has become pervasive and found everywhere in these countries including Ethiopia. It is distorted the formal and informal rule of the game to transfer the advantage of particular groups into new institutions environment (World Bank 2000).

2.5.1. Political Challenges

Civil service reform has challenges and is politically controlled by level elites and has no political neutrality of public servants. The developing and establishing techniques for accountability and ethics that is external to the public administrative branches. In previous times this was done mainly through political control of public servants through patronage appointments, now a day's political approach depends on the legislative oversight, budgetary control rotation in office to prevent and avoid misperception in public interest due to much specialization in one agency or function representative and public participation a serious anti-corruption program cannot be imposed from outside. It requires committed leadership from internal and within(World Bank 2000).

2.5.2. Managerial Challenges.

This stresses the need for institutional and organizational unity as a means for creating and promoting accountability and work ethics. Emphasizes that authority and burden must be clearly

assigned and defined over lapping functions which tend obscure responsibilities and consequently frustrated accountability ethics should be reduced the line of hierarchical authority should be open and comprehensive. The civil servants should be loyal to their organization and subordinates. This approach relies on forma, disciplinary system to a force accountability work ethics and subordination of civil servants to identity branches of paper conduct due to in subordination typically high ranks on the list of misbehavior (Ferries 2006).

2.5.3. Economic Challenge.

Corruption and other harm full practice are challenging because of improper ways of economic and political reform in public service, through high state intervention has been abolished. in the transitional economic system the state determine suppliers, set practice and wages, provide finance controlled distribution of resources and over saw most aspect of public enterprise behavior. Political power which created a fertile ground for corruption in countries where national weal. This is concern in a few hands high productive assess and potential wind fall grains have encourage power full individuals or economic groups to take part in corruption (World Bank 2000).

2.6. Concept of Corruption.

Corruption is in ancient social evil and ant-corruption law has been laid down since ancient time. It remains political and property corruption is often a world problem from ancient to contemporary time. it remains is crucial political concern both developed and developing countries(bye joseph 2001).

Corruption is found in the entire world whether they are rich and poor, developed or developing not the case. It is not particular property of the third world. But it is continues features at the political and administrative land escape developing (David Hume and Mark Timer 2009).

There is no universal accepted approach in defining the term corruption no consensus which regard to its gradients. Corruption is the abuse of public trust for private gain and a form of stealing. There are five perspectives that are used to define corruption as identified. These are public office perspective, public interest, market center view, legal perspective and public opinion (Bye Joseph 2001).

Public office expert stress that misuse the public office by government officials for private gain through bribery, nepotism, and misappropriation are the main type of corrupt practice (ibid).

The public interest supporters believe that corruption is the destructive of public interest in terms of the subversion of common good for private purpose. Here corruption can exist when power holder who is involved with doing certain things by monetary or other rewards that are not legally allowed which result to the deterioration of the public interest (William 1999).

Market centered view definition of corruption mainly shares the application of social or public choice and the use of public economic method and the analysis of the politics, for market centered support, corruption means that evil servant abuse their power in order to obtain an additional income from the public (Ibid).

The legal approach of defining corruption concern the violation of particular rules and regulation which control the public interest behavior low are not essential consistent interpretation or application across different countries of the world (Paulo's 2000).

The public opinion proponent argues that corruption is socially defined and public opinion is used as an appropriate standard and for assessing for conduct. This view implies that corruption is what the public police and government public servants were done in any a given state (William 1999).

2.6.1. Types of Corruption.

2.6.1.1. Bribery

Bribery is the form of corruption that receives the greatest shares of reference. It is the essence of corruption. Bribery is an offer of money or favors to influence public officials and can come in the form of a fixed sum, a certain percentage of a contract or any other favor in money or kind usually paid to state officials or business person who can make up contracts on behalf of the state or business or otherwise distributive benefits to companies or individuals, business man and clients, sometimes the gratuities, sweaters, commercial arrangements, hush money, payoff, and milking (Blien Germa 2012).

2.6.1.2. Nepotism.

Nepotism is the form of corruption that when official favor relatives or close friends for position in which they hold some decision making authority. This types of favoritism is the natural human proclivity to give preferential treatment to friends and families and occurs in both the public and private sectors (Charep and Harm 2013).

2.6.1.3 Embezzlement.

It occurs when public official steal money or other governmental property or when disloyal employees steal from their employers in the public and private sectors. Embezzlement is not limited to money, but includes all goods that were meant for the people. Embezzlement presents serious threat corruption countries, as it is sometimes ones of the quickest ways to gain their private business interest (Lasiandra 2014).

2.6.1.4. Fraud.

Fraud also another form of corruption that occurs when a person cheat another through deceit. it is usually a financial crimes in which someone manipulates or distorts information and acts such as false advertising, forgery, smuggling, confidence tricks and other action of deceit are example of fraud in the public domain, a public official who commits fraud manipulates the flow of information for his or her personal profit (Blein 2012).

2.7. Ways of Combating Corruption.

There are many international and national ways to combat and preventing corruption. The inter-American convention against corruption was the first international convention aimed at a combating corruption and there by marked the beginning of an international legal regime to combating corruption (Ackerman 2011).

2.7.1. Establishing International Conventions.

In a globalized economy corruption increasingly has across border dimension. The international legal framework for corruption control is a key element among the options open to governments. This framework has improved significantly over the past decade. In addition to anti-corruption convention, in 2005 the unconventional against corruption entered into force and by late 2013 had been ratified by the vast majority of its 140 signatories and placed its business community in a disadvantageous position (Snider 2013).

2.7.2. Creating Transparency and Openness in Government Spending.

Subsidies tax exemption, public procurement of good and service and extra budgetary funds under the control of politicians. all the element of the various ways in which governments collect taxes, tap the capital markets to raise money, receive foreign aid develop mechanism to all allocated these resources to satisfy a multiplicity of needs, some countries do this in the ways that are relatively transparent and make efforts to ensure that resources will be used in the public interest. The more open and transparent process the less opportunity it would provide for (Malsifane and Colier 2007).

2.8.3. Reform Public Administration and Finance Management.

Reform focusing on improving financial management and strengthening the role of aiding agencies have in many countries achieved greater impact than public sector reform on curving corruption on such reform is the disclosure of budget information which prevents waste and misappropriation of resources (Ibid).

CHAPTER THREE

3 Research Methodologies

3.1 Description of the study Area

This study would be conducted in Woliso town Administration which found in the south west part of Ethiopia in Oromia regional states. Woliso town lies about 114 km from Addis Ababa the capital city of Ethiopia. Woliso town is located in tropical climate zone.

The climate condition of the Woliso town is medium that the altitude of the land is Wayna dega. Woliso town is boarded in the North by Bacho woreda, in the west by Wonchi woreda, in the south west by SNNP, in the south by Gooro woreda and in the east by Sadden Soddo woreda. The total area of the town is approximately around 681.8 km² (SWSZARDO, 2009).

According to national population housing of 2007, the total population of the town is around 165,280. As the result of this census of 2007, the number of female is greater than that of males. The numbers of females out of total population of the Woliso town are around 82,788 and the number of male 82, 492, (CSA, 2007).

3.2 Research Method

The researcher use mixed method. Because of data collection also involves gathering both numeric information as well as text information from quantitative and qualitative approach. Qualitative data through the interview and quantitative data through the questionnaires

3.3 Research Design

Research design was a plan on how the study would be under taken research design indicates whether to use one types of method or contribution of two or more methods. Accordingly, in this study the researcher would descriptive mixed research design in which quantitative and qualitative.

The reason why the researcher mainly designed to carry out the research in quantitative method was, because of quantitative method enables the researcher to put facts and numerical terms so that there is an accurate measurement was obtained.

Descriptive research design in the quantitative data used to supplement, explain to enhance and in some cause follow up the quantitative method. Therefore, for this study, the researcher would be quantitative method to the assessment of role of civil service reform on combating corruption and the qualitative method also would be used to supplement the quantitative result.

Finally, the researcher will triangulate the data opt aimed from the quantitative and the qualitative data during data analysis.

3.4. Sampling Techniques.

In this study the main sampling technique was woliso town Administration, which contains 1815 total number of civil servants. From 1815 civil servants, 25 civil servants were incorporated in the sample through purposive sampling method, from those 1815 of them 954 are male and 861 of them are female.

To under taken the proposed research, purposive techniques were used to collect quantitative and qualitative data in order to get accurate information from those selected participants of total civil service.

3.5. Sampling Size

From the total 1815 civil servants in woliso town Administration, 954 are male and 861 of them are female. Among 1815 civil servants, 25 civil servants were selected by purposive sampling method of which 17 male and 8 of them were female to conduct research analysis.

3.6. Source of Data.

3.6.1. Primary Data

For this study a qualitative and quantitative research type approaches regarded as the most appropriate means of data collection. In this respect, survey involving the asking of questions for respondents which is filling by them. In addition to survey, the qualitative method in depth interview was the major source of data. In addition the researcher obtains the data from participant observation.

3.6.2 Secondary source of data

In this study, the researcher use secondary source of data to support the finding of the study which includes: books, documents, internet sources and unpublished and published journals, previous researches and other related materials or sources that are related to the topic.

3.7. Data collection instruments

The data gathering instrument were questionnaire and interviews .The questionnaire and interview were distributed to purposively selected group of respondents.

3.7.1. Questionnaires

Questionnaires are one of the search tools uses to gather information, from the large number of respondents. The questionnaires is a use full instrument which is a widely use for collecting survey information and has advantage for researcher together reliable and valid data. In the study, the researcher develop a self prepare survey questionnaire containing close ended questions were designed and distributes to 25 respondent of civil servants of which 17 male and 8 of them were female.

3.7.2. Interview

An interview is one of research tools used to collect straight forward information in a real situation. In interview is as form of asking and answering question which involved conducting an intensive interview with a small number of research participants to elect information to achieve a holistic understanding of the interviewers' point of view or situation. Thus interviews enable the researcher to obtain various information about the research problem by providing into the various relevant issues and eliciting various responses from the reaction of the respondents. In this study the researcher used the interview from 5 respondents of civil service officials of which 4 of them were male and 1 female.

3.8. Method of Data Analysis.

For the realization of the study, both quantitative and qualitative method data analysis would used. Quantitative data which gathered from the questionnaire would be analyzed in the descriptive way and present through table and percentages. On the other hand qualitative information was obtained from respondent and interpreted.

CHAPTER FOUR

4. Data Analysis and Interpretation

4.1 Introduction

This chapter is concerned with data analysis and interpretations of the data were collected through questionnaires and interviews. Analysis is presented analyzed and interpreted in research questions.

Data collection through questionnaires are analyzed using descriptive stoical tools such as tables and percentage and then interpreted quantitative and qualitatively. These data gathered through interviews from management officials of Woliso Town civil service has been analyzed using narrative argument.

4.2. General characteristics of the respondents

This part presents back ground information of the respondents which classify the sex, age, and educational level. Table 1, sex distribution

No	Sex	Frequency	Percentage
1	Male	15	60
2	Female	10	40
3	Total	25	100%

Source: survey result, 2013

As indicated in the above table 1, 15(60%) male and 10(40%) of the respondents were females. This reveals the participation of females during the interview were lower than male respondents.

Tables 2. Age distribution of the respondents

No	Age categories	Frequency	Percentage
1	18-25	12	48
2	26-36	8	32
3	37-60	5	20
4	Total	25	100%

Source: survey results, 2013.

As indicated in the above table 2, 12(48%) of respondents were in age of 18-25, 8(32%) of the respondents were in age of 26-36 and also, 5(20%) of the respondents in the age of 37-60 were exists. In this table, the researcher was understood that the employees were almost youth and middle age. Because of 12(48%) of the respondents are youth and more of respondents were below 25 years.

Table 3, Distribution of respondents by educational level.

No	Educational level	Frequency	Percentage
1	Certificate	3	12
2	Diploma	8	32
3	Degree	12	48
4	Others	2	8
5	Total	25	100%

Source: survey result, 2013

As described in above table3, 3(12%) of the respondents are certificate, 8(32%) of them were diploma , 12(48%) degree and 2(8%) of the respondents were above degree. In this study area most of the respondents were 32% of diploma and 48% of the respondents' degree by the

educational level of civil service reform in the Woliso town. As the researcher understood from above table 3, the educational level of human powers were more degree and diploma levels among civil service reform in the study area. This reveals that most of the employees were degree holders which accounts about 12(48%) of the total respondents.

Table 4. In terms of contribution civil service reform on prevent corruption.

No	Items	Response	Frequency	Percentage
1	The role of civil service reform on combating corruption	Very high	-	-
		High	13	52
		Medium	10	40
		Low	2	8
1	Total		25	100%

From the above table 4, the role of civil service reform on preventing corruption in the study area is given by respondents view that 13(52%) as high, 10(40%) the medium, and 2(8%) of the respondent respond low. On this table information evaluated by the respondents on the role of civil service were high and medium respectively. As the researcher measure the evaluation role of civil service on combating corruption in study area is better.

Table 5. View of respondents on corruption of civil service reform on preventing corruption.

No	Items	Response	Frequency	Percentage
		Giving transparence to the workers	8	32

1	The contributions of civil service in combating corruption	Encourage employees to combat corruption	2	8
		Giving advice to corruptions	5	20
		All the fact	10	40
2	Total		25	100

Source: survey result, 2013

As indicated in the above table 5, based on the contributions of civil service in combating corruption in civil service reform to prevent corruption 8(32%) were giving transparency to the workers, 2(8%) were encouraging employees to combat corruption, 5(20%) were giving advice to the corrupters, and 10(40%) of them are all the fact..

Depend on the table the researcher was measured the responses of the respondents. As the given evaluation the contribution of civil service reform in the preventing corruption is good in the different direction of the above supplied alternatives.

Table 6. Distribution of respondent views on challenges of civil service reform

No	Items	Responses	frequency	percentage
1	The challenges of civil service reform in the combating corruption	Lack of detected corruption	9	36
		Insincerity of workers	7	28
		Unwillingness of workers	3	12
		Lack of attend fighting corruption civil servants	6	24

2	Total		25	100%

Source : survey result, 2013

As indicate in table 6 above 9(36%) of the respondents have lack to detected corruptions. 7(28%) respondents were insincere of workers, 3(12%) of the respondents unwillingness of workers and 6(24%) of the respondents were have lack of attend from end fighting corruption in civil servants. As shown in the above table 36% of respondents were has lack to detect corruption and 24% lack of attend fighting corruption in civil servants respectively. As indicated there was difficult challenge of civil service reform in the fighting corruption in the study area. Depend on the above table described, the researcher understood that there was big challenge of the civil service reform in the preventing corruption, lack of detected corrupters and also additionally, there is lack of attended fighting corruption in civil servant.

Table 7. view of respondents on corruption

No.	Items	Response	frequency	percentage
1	The degree of corruption in Woliso town administration	Very high	5	20
		High	11	44
		Medium	7	28
		Low	2	8
		Very low	-	-
2	Total		25	100%

Source: survey result, 2013

As shown in the above table 7, 5(20%) of the respondents replied that very high, 11(44%) of the respondents high,7(28%)medium and 2(8%) of the respondents are low. As indicated in this table the degree of corruption in the study area 44% of the respondents gave responses high and 28% of the respondents are responses medium respectively. As described in the above table the researcher can measured the degree of corruption is high in the study Area .This high degree of corruption may be detect the study area for the destruction in the future, so the civil service reform should be hard work more improve its image.

Table 8. Main actors in the corruption

NO	Items	Responses	Frequency	Percentage
1		Government workers	15	60
		Society	4	16
		NGOs	3	12
		Civilians	3	12
2			25	100%

Source: survey result,2013

As indicated in the above table 8, 15(60%) of the respondents replied that the Government workers, 4(16%) of the Society 3(12%) NGOs, and 3(13%) of the respondents are Civilians. As the above table revealed, the respondents responds, the main actor challenges in the corruption at the study area were the Governments workers as. The Government workers through different direction would be done the actors of the corruption in the study area. In this evaluation the Government workers are the major causes more over for the future. So in this discussion Government worker needs some steps forward to decreasing the corruption in the study area.

Table 9.The major causes of corruption

NO	Items	Response	Frequency	Percentage
1		Poverty	15	60
		Lack of knowledge	10	40

2	Total		25	100%
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Source: survey result,2013

As shown in the above table 9, 15(60%)of the respondents were responded the major causes of corruption were poverty, whereas 10(40%) of the respondents responded the major causes of corruption were lack of knowledge. As the researcher measured the major causes of corruption in the study area was poverty which resulted in the expansion of corruption

Table: 10 contribution experienced civil service.

No,	Items	Responses	frequency	percentage
1	The contribution that experienced in civil service to prevent corruption	Punishment	9	36
		Giving awareness	11	44
		Increasing anticorruption	2	8
		Transparency among workers	3	12
2	Total		25	100%

Source: survey result, 2013

As described in the table 10, 36% of the respondents are punishments worker, 44% giving awareness, 8% increasing anticorruption, and 12% of the respondents provide that transparency among workers. In this evaluation in above table, giving awareness and punishment of corrupters respectively are related the experience of civil service reform to prevent corruption in the Woliso town. In this described the researcher can analyzed the giving awareness is the usefulness for the worker and it's the experienced of the civil service reform. In this consciousness the civil service reforms has got a broad knowledge about the corruption, means what it has both merits and demerits and widely know the corruption results and hypnosis for the solution of the problem which came by the consequence of the corruption.

As the interview results related to the data gathered through questionnaires that revealed the contribution encourages civil servant officials for employee to combating corruption, enroll in different ways: first, the reward program supply by civil servant official to encourage employees as they prevent corruption. Second, nomination of executive can endorsed. Additionally, the contribution changes those respondent responses to preventing corruption in study area check in government wealthy, materials and etc which exploited by the workers in the previous time.

Also as the interviewer gave views some constructors to be promoting expenditure excess money for recreation for him or herself.

Table 11: challenge determination in civil service reform

No,	Items	Responses	Frequency	percentage
1	The challenges that determination of civil service reform to combating corruption	Dishonest	9	36
		disagreement	3	12
		people attitude	6	24
		Lack of good decision making to prevent corruption	7	28
2	Total		25	100%

Source: survey result, 2013

As described in table 11, 36% of the respondents are dishonest, 12% disagreement, 24% people's attitude and 28% of respondents responded the lack of good decision making to prevent corruption. In the above table researcher measured as their high percent of dishonest and lack of the good decision making top prevent corruption in the study area. In this discussion the challenges determination of the civil reform to preventing corruption in the study area revealed

that through dishonest and lack of good decision making to prevent corruption mostly expanded among civil service reform and dwelling town.

Table 12. Accountability of civil service reform in combating corruption

No,	Items	Responses	Frequency	percentage
1	The challenges that accountability of civil service reform in fighting corruption	Careless of workers	11	44
		Lack of knowledge about corrupt	5	20
		Less awareness of employees	7	28
		None	2	8
2	Total		25	100%

Source: survey result, 2013

As the shown in the above table12,44% respondents revealed that careless of the workers,20% lack of knowledge about corrupt,28% less awareness of the employee ,and 8% ;f the respondents none. in this table the most challenges that accountability of civil service reform in the fighting corruption in above table 6, alternative that careless of workers. Finally the researcher can measured the most challenges accountability of civil service reform as shown above table, careless workers to participate or to prevent the corruption is more addressed in study area. So, the workers in the study area needs awareness and out from careless through improving their image

Additionally, the interview result related to the data gathered through questionnaires that implies the challenges of civil service reform in combating corruption in the study area is firstly, lack of detect corrupter face to face. In these steps many workers or employees lose the work and also detect the law. Secondly, as this view secret combating corruption. It is desecration for the workers. However, by this method the civil service reform preventing corruption, the worker and the people cannot live corruption practice. As this result researcher can analyzed the challenges of civil service reform in combating corruption in the study area of administration if they detect face to face the corrupters, they can lose work. If they give discussion for the workers, amount of corruption in the study area can increase and it to be the consequence of money destruction.

As the interview results related to the data gathered through questionnaires that revealed the contribution encourages civil servant officials for employee to combating corruption, enroll in different ways: first, the reward program supply by civil servant official to encourage employees as they prevent corruption. Second, nomination of executive can endorsed. Additionally, the contribution changes those respondent responses to preventing corruption in study area check in government wealthy, materials and etc which exploited by the workers in the previous time. Also as the interviewer gave views some constructors to be promoting expenditure excess money for recreation for him or herself.

CHAPTER FIVE

5.1, Conclusion and Recommendation

This chapter contains some conclusion that drawn from the research information gathered through data and recommendation based on the factors found from the information gathered from different written materials and other resource through questionnaires and interviews analysis.

5.2, Conclusion

In this paper assessment of civil service reform in combating corruption ,the major objective of this study role of civil service,challeng perception of civil servants to preventing corruption accordingly obtained from respondents in the data analysis civil service has great role to preventing corruption in woliso town administration. The challenges of corruption is very difficult. The researcher used methods of data gathering both qualitative and quantitative methods. From collected view through questionnaire the effects of corruption is that harmed the integration of dwelling town and civil servants loyalty. And data gathering through interviews, also that harmful of the corruption in every where the town

Finally the objective finding of the researcher is to assessing the corruption among civil service reform and inform the problem to concerned body.

5.3, Recommendation

Corruption is the basic challenge, so the public service reform and society should protect it. And prevent being broken. So it indispensable to recommended the following points.

- As the researcher recommends that common societies in the town are affected some problem even though corruption not be eradicated totally civil service reform be established to educated society from corruptions.
- Since, corruption damage socio economic life of individuals, the civil service reform must pay attention in reducing corruption in the society by using system of giving awareness about the risk of corruption.

- The corruption is a serious obstacle to effect of government, economic growth, stability of comprehensive anti corruption politics and security of the countries.
- Developing the culture of civil service reform should be to avoid the corruption and its culture is as crossed different hindrance and promoting honesty.
- Corruption is case of destruction loyalty of the community and the civil servants.
- Corruption is the great difficult of challenges of civil service reform, municipality of the town up to society of ht rural.
- Corruption creates inequality among civil service reform, worker and civil servants officials and society of the country.
- Civil service reform is mare increase the contribution to preventing corruption and encouraging workers, society up to low-level of peoples

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APPENDIX

ONE QUESTIONARIES

Personal information

- 1) Sex-male female
 - 2) Age-18-25 26-36 37-60
 - 3) Educational level, certificate Diploma degree others
 - 4) Position: government workers
- 1) What is the role of civil service sectors to combating corruption in Woliso townAdministration.
A. Very high B. High C. medium D. poor
 - 2) What is the degree of corruption in Woliso town administration. A. Very b. High. C. Medium d. Low e. Very low
 - 3) Who is main actor challenges in corruption in study area? A, government workers b. Society. C.NGOs. D. civilians
 - 4) What is the major causes of corruption practice by individuals. A. Poor b. Lack of knowledge
 - 5) What is the civil service sectors reform experience in combating corruption? A, punishment corrupter B, Giving awareness C. increasing anti corruption D. transparency among workers
 - 6) What is the contribution of the contribution of civil service sectors reform in combating corruption? A. giving transparency to workers B. encourages employees to combat corruption C. giving advice to corrupter. D. all the fact.
 - 7) What are the challenges of civil service sectors reform in combating corruption in Woliso town ? A. lack of the detected corrupters. B. insincerity of workers C. unwillingness of worker D. lack of public sectors attendee fighting corruption.
 - 8) What is the challenges that determination of civil service reform to combating corruption in study are? A. Dishonest B. Disagreement C. people attitude D. lack of participate decision making to prevent corruption

- 9) What are challenges that accountability of civil service sectors to combating corruption?
A. careless of workers B. lack of knowledge corrupt C. less awareness of employee D.
none

APPENDIX TWO: INTERVIEWS

- 1) What is the role of civil service sectors in combating corruption?-----

- 2) What are the challenges of civil service sectors reform in combating corruption?-----

- 3) What is the contribution encourage of civil service officials for employees to combating
corruption?-----
- 4) What is the contribution changes of civil service sectors reform in combating corruption
of study area?-----
- 5) What is the types of corruption addressed in Woliso town?-----