

Oromia Planning and Economic Development Commission

Practices and Challenges of the Ethiopian National Population Policy Implementation: the Case of Oromia Region

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Acronyms

ARFSD: Africa Regional Forum on Sustainable

Development CSA: Central Statistical Authority

GDP: Gross domestic product

HIV/AIDS: Human immune deficiency virus infection and acquired immune deficiency syndrome (HIV/AIDS)

ICPD: Conference on Population and Development

MDGs: Millennium Development Goals (MDGs)

MoFED: Ministry of Finance and Economic

Development NOP: National Office of Population

NPC: National Population Council

NPP: National Population Policy

NPPE: National Population Policy of Ethiopia

ONRSE: Oromia National Regional State of Ethiopia

PASDEP: Plan for Accelerated and Sustained Development to End

Poverty ROP: Regional Offices of Population

RPC: Regional Population Councils

TFR: Fertility Rate

UNFPA: United Nations Population Fund

CHAPTER ONE: INTRODUCTION

1.1. Background of the Study

For countries things are moving in a good and smooth manner, with strong economic, harmonized society, having balanced population numbers relative to available resources, abundant natural resources and favorable climate etc population policy may not important as such. However, the dynamic and ever changing world with technology, economy, population, need, environment leads us to have the population policy. Particularly the developing countries here technology has not kept pace with the demands for greater productivity, environmentally harmful and economically counter-productive methods of exploiting land and associated resources (forests, animal resources, etc.) are resorted to in order to meet immediate needs. As a consequence of this, climatic conditions are becoming erratic and soil quality is declining at an alarming rate. This phenomenon is true for Ethiopia where high population growth rate induces increased demand for resources and the rate at which these resources are exploited.

The African continent has recorded results in terms of economic growth these recent years. In fact, according to the African Economic Outlook (2019) of the African Development Bank, the real GDP growth has been increasing all around the continent of Africa, from 2.1% in 2016 to 2.4% in 2017 and 3.5% in 2018; this growth is expected to be around 4% in 2019. Despite these encouraging macroeconomic results, it is worth noting that the economic growth did not contribute enough to job creation to effectively alleviate poverty. The African Development Bank in its African Economic Outlook (2018) also mentioned that the number of poor people in Africa raised despite the decrease of the poverty rate from 56% in 1990 to 43% in 2012. In the meantime, inequalities grew; the Gini coefficient augmented from 0.52 in 1993 to 0.56 in 2008. Given this situation in which the economic growth does not result into an improvement of people welfare, it is necessary to question the relevance of development policies, programs and projects implemented in Africa. This interrogation is essential since important public policies components are funded by the international aid, thus a possible approach would be to proceed to an evaluation of actions undertaken by public administration (IDEP; ECA, 2019).

Population policy is the harmonization of the rate of population growth and the capacity of the country for the development and rational utilization of natural resources so that the level of welfare of the population is maximized overtime. The neglect of population dynamism attitude changed among officials due to population pressure and food insecurity during the military junta, and the Ethiopian people counted for the first time in 1984 (Gill, 2010). As a result, the regime of dergue introduced a population policy and produced a draft in 1988 but it was not even adopted (Ibid). The 1993 National Population Policy of Ethiopia(NPPE) recognizes that the rate of growth of the population is one of the factors which influence and impinge upon the long term development process(Manyazewa, 1999). UNFPA also demonstrated that population is central to development policy and planning (Center for Global Development, UNFPA, 2010).

However, population was identified as crosscutting issue, along with HIV/AIDS and gender until the MDG's need assessment in 2002 in Ethiopia . Latter conducted the UN-MDG's need assessment task force recognized population as a separate component in social sector. As a result the office of population department opened under the MoFED and begins to produce the evidence based information on the role of population in Ethiopi development. The Government of Ethiopia (GoE) prepared the development program called the Plan for Accelerated and Sustained Development to End Poverty, 2006-2011 (PASDEP) to attain the development of economy and society. However, the rapid population growth hinders the plan to attain the intended goals poverty reduction in the country (Arowolo, 2010).The rationale for the 1993 National Population Policy (NPP) was to address the imbalances between population growth and its natural resource base, given limited progress in productivity. For this purpose, the fifth session of the Africa Regional Forum on Sustainable Development (ARFSD) creates an opportunity for effective monitoring and evaluation framework to track the progress made at national and sub-national levels. This policy research focused on the assessment of practices 1993 NPPE in focus of institutionalization and capacity building status of practioners at Oromia National Regional State of Ethiopia (ONRSE).

1.2. Statement of the Problem

Population policy may be defined as deliberately constructed or modified institutional arrangements and/or specific programs through which governments influence, directly or

indirectly, demographic change (Demenev, 2003). One of the most insistent voiced by policy makers at the workshops, and researchers at the studies were to evaluate the demographic impact of past and present public policies and programs. The effects of population change on the country's development efforts and how such efforts are likely to affect population change still pose many unresolved questions. Population-policy objectives are not ends in themselves but a means for the realization of development objectives, so development planning is not an end in itself but part of a process for achieving the aims of broad-based development through implementation as well as planning.

The 1993 NPPE emphasized the links between population and development, with the underlying principle of focusing on individual welfare, promoting gender equity, and improving the quality of life rather than attaining demographic targets. It is true that the NPPE 1993 was promulgated during the transitional government of Ethiopia and developed prior to the International Conference on Population and Development (ICPD) held in Cairo in 1994. But, the government tried to link the targets and strategies with newly emerging goals and targets such as ICPD, SDPR, PASDEP, MDG's. However, will encounter certain the limitation NPPE on the of 19 structuring and its functionality. For instance the World Bank pointed out that except the total fertility rate (TFR) other objectives did not have target (World Bank, 2007). Besides, it indicated that the target set was too ambitious without clear progress measurement. On the other aspect population issue considered as the cross-cutting issue at the early stage of promulgation, it indicates that the emphasis given was weak.

Concerning the institution and structure, the government has assigned different responsibilities to fourteen implementing organs so that the goals set can be achieved. Accordingly, the NPP established a National Population Council (NPC) as well as a National Office of Population (NOP), located within the Prime Minister's office. To operate population-related activities and ensure the program the structure at the national level was expected and designed to be replicated and operated at the regional level and accordingly Regional Population Councils (RPCs) and Regional Offices of Population (ROPs). Nevertheless, to the group observation such structure is not functional at the regional and decedent levels. On the other hand, UNFPA also pointed out that the integration of population and development in other sectors remain challenging at the regional level (Center for Global Development, UNFPA, 2010).

Researches and reviews of 1993 National Population Policy Ethiopian (NPPE) were held by various researchers, consultants and both government and non-government organizations. Such as Hailemariam (2016), Haile (2004) entitled on population, development in Ethiopia; UNFPA (2010) Evolution of population policy in Ethiopia;(AliyouWudu, 2019) entitled on an assessment of implementation of the NPPE (1994-2015).However, the study on did not conducted specifically on the institutionalization and their capacity to implement the policy at the national and regional levels. In Ethiopia, the commitment of the government to implementing its population policy has never been consistent.

A policy problem is an unrealized value or opportunity for improvement attainable through public action. The evaluators are going to analyze the 1993 NPPE institutionalization and its implementer's capacity at Oromia Nationalutof Reg evaluation would be to propose the best fit organizational structure and capacity building

mechanisms for implementers in the region. Finally, the achievement of targets set by the policy with in framed budget would be the expected outcome. The policy of population is in general interdependent to other national and global policies such as health, education, women affairs, agriculture, other economies and etc. As a result, conducting research, analysis and evaluation on such interdependent policy of population require a holistic approach, such that one that view problems as inseparable and immeasurable apart from the system of which they are interlocking parts.

To conduct the structural and capacity of implementers 1993 NPPE the *retrospective policy analysis method* was employed. This form of ex post analysis involves the production and transformation of information after the NPPE 1993 has been into action. The retrospective analysis characterizes the operating of three groups of analysts, such as discipline-oriented, problem oriented, and applications oriented analysts. Among the three analysts group the researchers employed the *problem oriented* analysis method. The group composed of various field and seeks to describe the causes and consequences of policies, but less concerned with the development and testing of theories than identifying variables. Problem oriented analysis are not overly concerned with the specific goals and objectives, because the group understand that the practical problem they analyze are usually general in nature.

The significant linkages between population change and development factors such as female education and employment, rates of fertility, child mortality; distribution of incomes, and other resources develop the significance of population policy. In line with this, the Oromia Plan and Economic Commission (OPEC) with its duties and responsibilities vested from the Federal and regional government is going to review and evaluate the national population policy into action. Accordingly, our directorate conducted assessments on practices of 1993 national population policy which ends by 2015 with time frame but extends its function due to political instability in the country. Thus, there is no new policy devised that can substitute the outdated 1993 NPPE, the directorate obliged to conduct the formative evaluation rather than summative ones in order to formulate the new policy and program compatible with the Goals (SDGs) of 2063 agenda. At the end, the sector (OPEC) will set the implementation status, and recommend the regional and federal government NPP revised and devised with the newly adopted SDG of 2063 Africa's agenda to use evaluation procedures.

1.3. Research Objectives

The major objective of this policy research is critically to assess practices 1993 NPPE in focus of institutionalization and capacity building status of practioners at Oromia National Regional State of Ethiopia (ONRSE). The general objective cascades to the following specific objectives.

- i. To assess the structure and their responsibilities of the population policy implementation;
- ii. To assess the population policy practioners capacity at ONRSE ;
- iii. To identify the major challenges of the 1993 NPPE implementation

1.4. Research Questions

- i. How does each structure in the ONRSE exercise the 1993 NPPE responsibilities;
- ii. What is the status of NPPE practioners at ONRSE ;
- iii. What are the major challenges encountered in practicing the 1993 NPPE at ONRSE

1.5. Delimitations

The delimitation of the study consists of content or thematic area, sample, methodology, time and place of the study. The study delimited its scope to the implementation 1993 National Population Policy of Ethiopia institutional structure and practioners practices. With respect to the area of the study it covers the Oromia National Regional State of Ethiopia, Oromia Plan and Economic Commission. The population and sample covers the employees of OPEC at the regional and zonal levels.

CHAPTER TWO: REVIEW OF LITRTURES

The National Population policy of Ethiopia has for its major goal the harmonization of the rate of population growth a the capacity of the country for the development and rational utilization of natural resources to the end that the level of welfare of the population is maximized over time. The necessary of pursuing this goal is dictated by the fact that the rudimentary state of technologies development combined with rapid population growth has made the effort of extricating the country from its severe state of underdevelopment; and extremely difficult task. Significantly reduction of the rate of population growth by, primarily, addressing the problem of his fertility will, in the long run, be helpful in easing the pressure from contending demands of development resources.

2.1. GENERAL OBJECTIVES

The paths to the attainment of the goal of harmonizing the interrelationship between population dynamics and other factors affecting the probability of development are many Given the assumption that there is a two way interaction between demographic factors of the one hand and other development indicators on the other, sound fertility reduction policy requires that action be taken in carefully selected areas in both spheres. Thus population policy aims at pursuing the following general objectives:

- a) Closing the gap between high population growth and low economic productivity through planned reduction of population growth and increasing economic returns;
- b) Expediting economic and social development processes through holistic integrated development programmes designed to expedite the structural differentiation of the economy and employment;
- c) Reducing the rate to urban migration;
- d) Maintaining/improving the carrying capacity of the environment by taking appropriate environmental protection/conservation measures;
- e) Raising the economic and social status of women by freeing them from the restrictions and drudgeries of traditional life and making it possible for them to participate productively in the larger community;

f) Significantly improving the social and economic status of vulnerable groups (women, youth, children and the elderly).

2.2. SPECIFIC OBJECTIVES

a) Reducing the current total fertility rate of 7.7 children per woman to approximately 4.0 by the year 2015;

b) Reducing maternal, infant child morbidity and mortality rates as well as promoting the level of general welfare of the population;

d) Significantly increasing female participation at all levels of the educational system;

e) Removing all legal customary practices militating against the full enjoyment of economic and social rights by women including the full enjoyment of property rights and access to gainful employment;

f) Ensuring spatially balanced population distribution patterns with a view to maintaining environmental security and extending the scope of development activities;

g) Improving productivity in agriculture and introducing off-farm non agricultural activities for the purpose of employment diversification;

h) Mounting an effective country wide population information and education programme addressing issues pertaining to small family size and its relationship with human welfare and environmental security.

2.3. STRATEGIES

i) Expanding clinical and community based contraceptive distribution services by mobilizing public and private resources;

ii) Promoting breast feeding as a means of dealing with the problem of childhood malnutrition and increasing the time span between earlier and subsequent pregnancies through IEC;

iii) Raising the minimum age at marriage for girls from the current lower age limit of 15 to, at least, 18 years;

iv) Planning and implementing counseling services in the educational system with the view to reducing the current high attribution rate of females;

- v) Providing career counseling services in second and third level institutions to enable students especially girls to make appropriate career choices;
- vi) Designing and implementing a coherent long term policy that is likely to create conditions facilitating an increased integration of women in the modern sector of the economy;
- vii) Undertaking feasibility and experiments in respect to micro enterprises, and creating a system for providing technical and credit support to men and women who have the aptitude for engaging in small to medium sized private enterprises;
- viii) Making population and family life related education and information widely available via formal and informal media;
- ix) Establishing a system for the production and effective distribution of low cost radio receivers and information materials such as posters, flyer and all kinds of promotional materials;
- x) Amending all laws, impeding, in any way, the access of women to all social, economic and cultural resources and their control over them including the ownership of property and businesses;
- xi) Amending relevant articles and sections of the civil code in order to remove unnecessary restrictions pertaining to the advertisement, propagation and popularization of diverse conception control methods;
- xii) Ensuring and encouraging governmental and non-governmental agencies involved in social and economic development programs that they incorporate gender and population content in their activities by establishing within their organizations, appropriate units to deal with these issues;
- xiii) Establishing teen-age and youth counseling centers in reproductive health;
- xiv) Facilitating research program development in reproductive health;
- xv) Developing IEC programmes specially designed to promote male involvement in family planning;
- xvi) Diversifying methods of contraception with particular attention to increasing the availability of male oriented methods;

2.4. The Institutional Structure and Responsibility

The Population Policy of Ethiopia (1993) made provisions for a coordination mechanism, in the form of institutional structures, to support implementing the policy. The NPP also specified the institutional arrangements and organizational mechanisms to implement and coordinate the multi-sector aspects of the policy, including a National Population Council (NPC) chaired by the Prime Minister and an Office of Population within the Prime Minister's office. The composition of the NPC and its functions and those of the Office of Population are defined in the policy paper (ibid).The NPC envisioned the inclusion of representatives from Line Ministries such as planning and economic development, agriculture, health, education, information, labor, and social affairs as well as the natural resources and environmental authorities to implement the various aspects of the NPP. Other non-ministerial institutions and offices to be included in the NPC were the Addis Ababa University, the Central Statistical Authority (CSA) which became the Central Statistical Agency (CSA), the Women's Affairs, and the Family Guidance Association of Ethiopia (FGAE). In addition, two prominent Ethiopian experts in the area of population were also to participate (Arowolo, 2010).

The structure at the national level was to be replicated at the regional level and accordingly Regional Population Councils (RPCs) and Regional Offices of Population (ROPs) would be established comprising similar memberships as at the national level. The NPP emphasized the links between population and development, with the underlying principle of focusing on individual welfare, promoting gender equity, and improving the quality of life rather than attaining demographic targets.

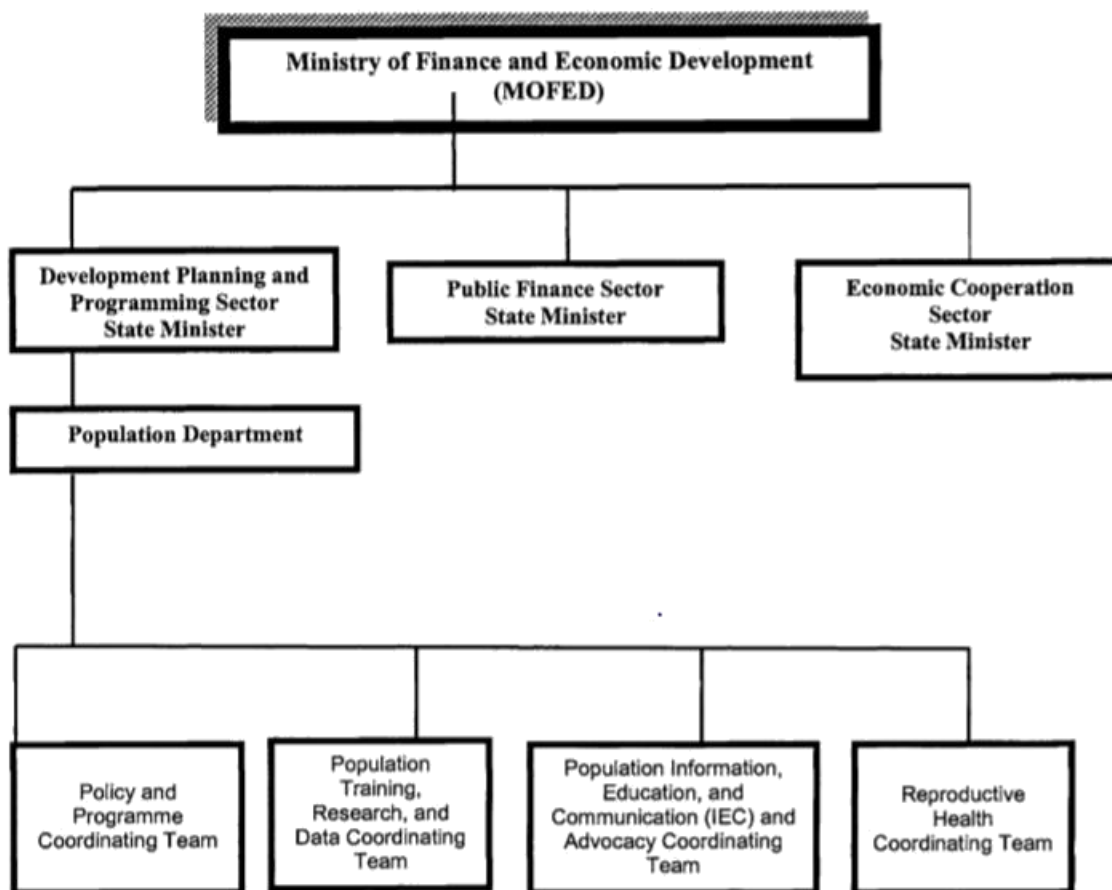


Figure 2.1: The national body responsible for population policy Implementation

The proposed institutional arrangements/structures for population policy implementation have only been partially implemented. There have been significant changes in power relations between the President and Prime Minister, and the Office of Population was moved first to the Office of the President and later to the Ministry of Finance and Economic Development (Center for Global Development, UNFPA, 2010). To date, the national body responsible for population policy and implementation, the National Population Council, has not been constituted. This makes the National Office of Population, wherever it is located, an anomaly. By its creation, the mission of the National Office of Population (NOP) is to facilitate the coordination of the activities of the various sectorial agencies (government and non-government) operating population and development related activities at different administrative levels (sectorial, regional, etc.).

The policy paper is clear on the issues of mode of operation and terms of reference of the National Population Council. Given that the country has embraced democratic principles, the Council itself should be empowered to determine the final form of its terms of reference in accordance with existing principles of governance. If need be, Council members should be given adequate exposure to the mode of operation of such institutions (known as National Population Committee, National Population Council or National Population Commission) in countries such as India, Tunisia, Botswana, Nigeria, Namibia and others. In these countries, population issues are high on the Government's implementation, developmental although to varying age degrees of accomplishment, has enjoyed a high degree of institutional collaboration and success

(Arowolo, 2010). UNFPA (2010) in its report identified that the Ethiopian government 1993 NPP encountered slow establishment of relevant institutions as a shortcomings, resulted in negative consequences on policy implementation. Hailemariam (2016) also concluded that the 1993 NPPE encountered weak institutional arrangement due to absence of legally defined structure for implementation.

CHAPTER THREE: RESEARCH METHODOLOGY

3.1. Research Design

The study employed an explanatory descriptive survey design. Descriptive survey research aims to describe behaviors and to gather people's current issue in education. These descriptions are then summarized by reporting the number or percentage of persons reporting each response. The survey is the primary method used to gather such data or information from people (Lodico, Spaulding, & Voegtle, 2010). The participants were invited at a time to describe and justify their perception. Besides, Creswell (2012) emphasizes that survey research is quantitative research form, useful to use when researchers seek to collect data quickly and economically, study attitudes and opinions, and survey geographically dispersed individuals (Creswell, 2012). Thus, an assessment of 1993 NPPE practices structure and practitioners capacity described the phenomena by associating with the statement and facts on the ground as they were aimed at explaining why the situation has happened. In view of the nature and focus of this research, the researchers predominantly employed the quantitative data (QUAN) with the support of qualitative data (qual). According to Creswell (2012) the explanatory descriptive survey research design gather quantitative data to explain the results follow up with qualitative data (interview) to explore the characteristics of the cases.

3.2. Data Collection Tools

3.2.1. Questionnaire

Questionnaires are forms used in a survey design that participants in a study complete and return to the researcher. Participants mark answers to questions and supply basic, personal, or demographic information about themselves (Creswell, 2012). The questionnaire comprised of two parts. Closed ended questions are quicker and easier both for respondents and researchers. The closed ended part of the questionnaire designed on an ordinal level of measurement basis, and others as 'yes'. The variables or ranked 'no' to measure questions the degree of their strength or the agreement or the disagreement of the respondents with the variables can be

elicited. The open ended parts of questionnaire allow respondents to offer an answer that the researcher didn't include in the questions.

3.2.2. Interview

Interviews occur when researchers ask one or more participants general, open-ended questions and record their answers. Interview surveys are forms on which the researcher records answers supplied by the participant in the study (Creswell, 2012). The researcher asks a question from an interview guide listens for answers or observes behavior, and records responses on the survey. The interview session serves as the supplementary to the questionnaire that can serve as justifying the reasons for the cases.

3.2.3. Document Review

Documents consist of public and private records that qualitative researchers can obtain about a site or participants in a study, such as reports, newspapers, minutes of meetings, personal journals, or diaries. The researchers used the policy, programs, action plans, annual reports, studies, published articles.

3.3. Sources of Data

In order to undertake this research and address the main objectives of the study, both primary and secondary sources of data used. The main part of the information for the study obtained from primary source of data collected through questionnaire, interview and documents such as policy, programs, action plans. The secondary data collected from documents such as reports, studies conducted, related literatures etc.

3.4. Population and Sample Size

3.4.1. Population and Sampling Frame

Oromia National Regional State of Ethiopia consists of 56 regional sectors, 21 zonal administrations and 19 town administrations accounted to the region. The OPEC is one of the regional sector vested a responsibility to implement, evaluate and review policies. Based on the

vested duties and responsibilities from both the Federal and Regional government the commission stretched out its structure.

3.4.2. Sample Size

Table 3.1: The sample size and sampling techniques of the study

No		Population	Sample size	Sampling techniques
	Regional sectors	11(56)	8	purposive
	Zonal administrations	21 (18	Comprehensive
	Town administrations	19	16	Comprehensive
	Total	51	42	
	Head of the Bureau	11	3	Simple random sampling
	Head of the Office		14	Simple random sampling
	Directors	11	12	Simple random sampling
	Process Owner	40	12	Simple random sampling
	Team leaders		15	Simple random sampling
	Expertise		119	Simple random sampling
	Total		213	

3.4.3. Sampling Techniques

The researcher selected both sectors and respondents using non-probability or deliberate sampling techniques. Non-probability sampling is also known by different names such as deliberate sampling, purposive sampling and judgment sampling. In this type of sampling, items for the sample are selected deliberately by the researcher. Deliberate sampling is also known as purposive or non-probability sampling. This sampling method involves purposive or deliberate selection of particular units of the universe for constituting a sample which represents the universe (Kothari, 2004). In addition, to obtain sufficient data professionals or expertise will be required. Thus, sectors and expertise selected with purposive sampling technique. Again Kothari (2004) also states that purposive sampling is considered desirable when the universe happens to be small and a known characteristic of it is to be studied intensively. The instrument used to collect data were structured and unstructured questionnaires that contained both open and closed end questions.

CHAPTER FOUR: DATA PRESENTATION, DISCUSSION AND ANALYSIS

4.1. Response Rate

Response rate is the percentage of persons in the sample who complete and send surveys back to the researcher (Lodico, Spaulding, & Voegtle, 2010). The study conducted based on descriptive survey method in order to describe behaviors beliefs using quantified numbers or percentage of respondents' resp rates from participants. The high response rates from participants in a study so that they can have

confidence in generalizing the results to the population under study. According to Babbie (1989) as cited in Best & Kahn (2006) suggests that a response rate of 50% is adequate, 60% good, and 70% very good. Similarly, Lodico, Spaulding, & Voegtle, (2010) pointed out that professional journals consider for publication only studies for which the response rate is 50% or higher and preferably 70% or higher. Reversibly, low response rates can have serious implications for the generalizability of the results of a survey study.

The study found the overall response rate 95.5%. It indicates higher level of questionnaire papers were returned from respondents out of the distributed once. It implies it is possible to infer the results obtained from samples to population.

4.2. Demographic Characteristics of the Respondents

As indicated in the table above, 89.2 % of the respondents were males. Of the total 213 respondents, eight of them did not mention their sex and age group

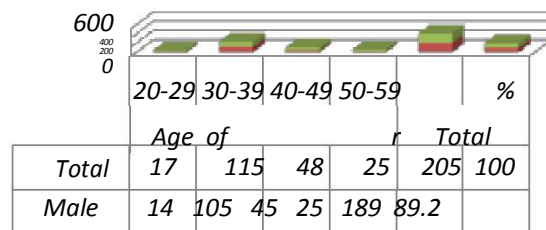


Figure 4.1: The demographic characteristics of respondents

4.3. Awareness on National Population of Ethiopia

Table 4.1: Familiarization with National Population Policy of Ethiopia

No.	Items		Frequency	Percent
1	I have an awareness about the 1993 NPPE(General)	Yes	97	47
		No	104	51
		Missing values	4	2
		Total	201	100
2	I get the awareness about the 1993 NPPE	School level	11	11.3
		I don't rememb	22	22.7
		training and/workshops	42	43.3
		Media (reading and listening	22	22.7
		Missing	-	-
		Total	97	100
3	I have familiarity with the objectives and strategies of the NPPE	Yes	82	40.0
		No	113	55.1
		Missing	10	4.9
		Total	205	100

Concerning respondents awareness about national population policy 51%% of them did not get awareness about the population policy and 47%, them get awareness. Regarding the source of the awareness 19.7% were from training/workshop, 10.3% from reading policy material and listening to media and 10.3% of them did not remember the source. UNFPA (2010) pointed out the high rate staff turnover undermines capacity building efforts of the Development Assistance Group, including UNFPA which leads to lack of awareness.

As the survey shows, only 38.5% of the respondents were familiar with the objectives and strategies of policy in detail and only 43.2% of the respondents know their organizational involvement in the process of policy implementation. On the other hand, 48% did not know how their organization involved in the process of policy implementation. The data collected from the respondents reveals that majority of the respondents which comprise 51 or information about the 1993 NPPE. And also the familiarity of the respondents assessed by the questionnaire. Consequently, majority of the respondents which consists of 113 (55.1%) were not familiar with the objectives and strategies of the 1993 NPPE. It indicates that majority of the practioners could not have both awareness and familiarity with the objectives and strategies of 1993 NPPE. Thus, it is expected to achieve the intended goal, evaluate and review the policy as required.

The source of information cognizance for the 1993 NPPE assessed from the respondents. Thus, they replied that 42(43.3%), 22(22.7%), 22(22.7%), and 11(11.3%) were obtained from training/workshops, media (reading and listening), don't remember and scho respectively. The respondents confirmed that practioners obtained know how about the NPPE basically from the training and/workshops prepared both from the government and NGOs. Arowolo (2010) validated that policies and plans in Ethiopia weak capacity of program implementers (Government institutions and NGOs) and inability to mobilize adequate resources for population-related program

4.4. Limitations of the 1993 NPPE Formulation

Table 4.2: Major Limitations of the 1993 NPPE

S.No	Items	Frequency	Percent
1	I can't weaknesslistbecausethe awareness about the issue	21	10.2
2	Not include displaced groups	1	0.5
3	No comprehensive or weak approach NPPE program	17	8.3
4	Lack of sectorial integration and coordination in implementation phase	48	23.4
5	Lack of formative evaluation (lack of monitoring and evaluation system)	45	22.0
6	Not updated with the current situation/context	9	4.4
7	Have no structure at zone and woreda level	15	7.3
8	Policy is not clearly addressed the implementers and public at all	20	9.8
9	It has no weakness	3	1.5
10	All except 1 &9	19	9.3
11	Missing	7	3.4
	Total	205	100

Table 4.2 presents the limitations of 1993 NPPE formulation. Accordingly, respondents identified the weakness as lack of sectorial integration, lack of formative evaluation, incapability to list weakness, lack of clarity for implementers/practioners and public, lack of comprehensive or weak program approach, lack of zonal, tow, and woreda administration structure, and incapability to update with the current situation and context with a frequency and percentage of 48 (23.4%), 45 (22.0%), 21(10.2%), 20(9.8), 17(8.3%), 15(7.3%), and 9(4.4%) respectively. Thus, the finding reveals that among the listed weakness incorporation of sectorial integration

was the most dominant weakens of the 1993 NPPE formulation. Reversibly, inculcation of the displaced group was the least shortcomings of the 1993 NPPE formulation.

4.5. Implementation Practices of 1993 NPPE

The practices of the 1993 NPPE were assessed from three segments, such as dissemination of the policy, effectiveness of the leadership and challenges.

4.6. Dissemination of the 1993 NPPE

Table 4.3: NPPE Dissemination and its challenges

		Frequency	Percent
Dissemination status		7	3.4
	Limited	167	81
	wide	21	10
	not familiar with the policy	10	4.9
	Total	205	100
Main Challenges of NPPE dissemination	No organized events	61	30
	Economic and social development not clearly set with the population growth	1	0.5
	less accountability and responsibility	54	26
	Limited consultation platforms	44	21
	poor communication	9	4.4
	Lack of budget	8	3.9
	Weak technical and institutional capacity of implementation	1	0.5
	Lack of integration	25	12
	Missing values	2	1
	Total	205	100

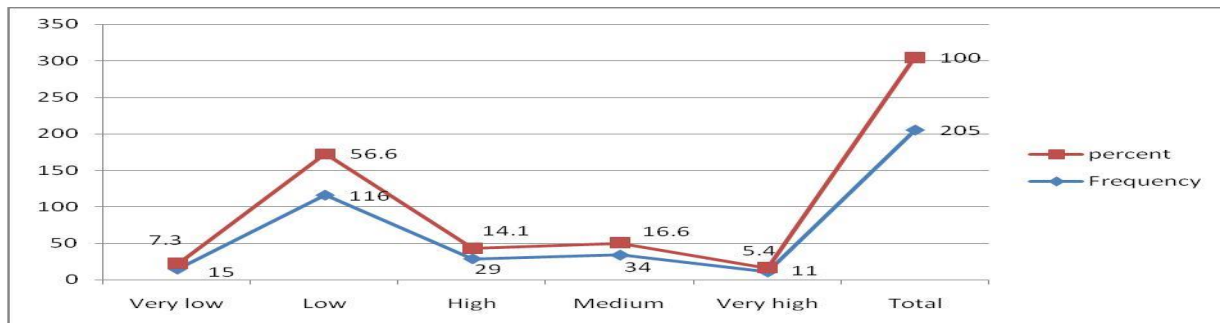
Table 4.3 presents the dissemination status and changes encountered to disseminate information about the 1993 NPPE. The data collected from the respondents revealed that 167(81.0%) limited, 21 (10.0%) wide spread, and 10 (4.9%) unfamiliar with the policy. It implies dissemination of NPPE limited due to various reasons. The limitations of NPPE disseminations were due to the following challenges presented.

The challenges encountered in disseminating about the information were unorganized events, the less accountability and responsibility, limited consultation platforms, lack of integration, poor communication, and lack of budget constitutes 61(30%), 54(26%), 44(21%), 25(12%), 9(4.4%), and 8(3.9%) respectively. Thus, the capability to organize events in order to disseminate

information about the NPPE the major challenge encountered. Arowolo (2010) in his Ethiopia case study pointed out that NPPE faces three major challenges, among these the integration of population issue was the most predominant one. Thus, he reported that there is poor knowledge of the relationship between population and development among planners. The interview held with the health, education, enterprise development regional sector informed us that we have a physical accountability to the president of the region and Federal level Ministry. However, the representative of the sectors did not say about the targets and indicators, objectives and strategies of 1993 NPPE. Thus, we can conclude that the sectors only consider the physical accountability and miss the functional accountability of the holistic NPPE where other sectorial policies emerged from. On the other hand Hailemariam (2016) reported that the NPPE of 1993 encountered absence of a comprehensive population program and financial constraints.

4.7. Leadership effectiveness

Figure 4 2: Leadership effectiveness for the implementation of 1993 NPPE



Source: SPSS output of data survey

Figure 4.2 presents the leadership effectiveness for the implementation of NPPE. The data collected from the respondents shows 116 (56.6%) low, 34 (16.6%) medium, 29(14.1%) high, 15 (7.3%) very low and 11(5.4%) very high level. Thus, the effectiveness of leadership for the implementation of NPPE was predominantly at low level at the ONRSE.

4.8. Challenges Encountered in Implementation of NPPE

Table 4.4: The major challenges encountered NPPE implementation

No	Items	Frequency	Percent
1	No responsible institution for policy implementation	26	13
2	Poor policy communication and means of awareness creation	63	31
3	low commitment of government and policy makers	51	25
4	poor participation of private sectors	2	1
5	Lack of necessary tools and finance	15	7.3
6	Food insecurity, family and poor health condition	1	0.5
7	Lack of coordination, monitoring and evaluation system	45	22
	Missing system	2	1
	Total	205	100

Table 4.4 presents major challenging factors for the implementation of NPPE. The respondents reacted that poor policy communication, low commitment of government and policy lack of coordination, monitoring and evaluation, institutional organization problem, lack of resource including finance and poor participation were 63(31%), 51(25%), 45(22%), 26(13%), 15(7.3%), and 2(1%) respectively. Accordingly, poor policy communication, low commitment of government and policy makers', lack of coord organization problem, lack of resource including finance and poor participation were challenges encountered from the most to the least in implementing the NPPE. Coordination, monitoring and evaluation mechanism in the population policy is the foremost devise used establish, manage, and apply any population action plan at national and regional levels. Reversibly the coordination, monitoring and evaluation system were the second most ineffectively implemented for the attainment of the goal in Ethiopia, specifically in Oromia. Again AseffaHailemariam (2016) in his study of implementation of the population policy of Ethiopia, found that the 1993 NPPE faced the lack of monitoring and evaluation, weak coordination due to absence of legally defined structure for implementation.

CHAPTER FIVE: Conclusion and Recommendations

5.1. Conclusions

Although the NPP specified the weak and irregular institutional arrangements and organization, the weakness leads to lack of full potential implementation, weak integration and coordination, weak monitoring and evaluation system, and much more less achievement. In addition the NPP loses its holistic potential to lead other policies design (formulation), implementation, and analysis. The lack of institutional arrangements for responsibility, accountability and transparency has made itself felt.

Majority of the respondents (51%) them replied that the practioners did not have an awareness about the 1993 NPPE. The remaining 47% have awareness, but out of these only 40.0% of them were familiar with the objectives, targets and strategies of 1993 NPPE. It indicates most of the practioners work the routine activities provided from their immediate boss or current issues forwarded. The practioners did not aware about the 1993 NPPE as holistic policy for others, its objective, targets, and strategies to achieve the target.

The 1993 NPPE encountered the sectorial integration, coordination, monitoring and evaluation as the major limitation. The national as well as regional offices did not prepare any monitoring and evaluation system to measure the progress as well as challenges encountered in the implementation of the policy. There is weak integration, coordination, among sectorial and no strong monitoring and evaluation system.

The NPPE of 1993 come across weak public relation to disseminate the information about the importance, policy objectives, targets and strategies. The weak communication and education strategies followed by the government about the NPPE leads to the weak institutional and structural arrangement, low practioners capability, high turnover, low implementation, and reduced the vitality of the policy and weakened the translation of rhetoric into practice

The research finding revealed that poor policy communication, low commitment of government and policy makers', lack of coordination, mo

problem, lack of resource including finance and poor participation were challenges encountered from the most to the least in implementing the NPPE.

Poor policy communication, low commitment of government and policy makers about the NPPE leads to lack of coordination, monitoring and evaluation, institutional organization problem, lack of resource including finance and poor participation reduced the vitality of the policy and weakened the translation of rhetoric into practice.

The finding of the research revealed that the more than half (56.6. %) of the leaders were at low status to implement the NPPE. The leaders interviewed informed us that they are running to achieve only the sectorial goal and did not consider the NPPE, or their sectors integration with others.

5.2. Recommendations

The Federal government should either at the sectoral or office level should have vested the power and responsibility to exercise the formulation, implementation and analysis of NPP to high degree. The regional government should consider NPP as basic and holistic policy that govern other sectoral policies. Thus, the regional government should establish the institution and structure either at the sectorial or office level to manage and update the formulation, implementation and analysis of the policy.

Both the Federal and regional government should create the legal basis for the institutional arrangement, make stable, and conducive environment for practioners. As a result, the necessary training, workshops, education and public relation should be taking place in order to communicate internally and externally; as well build up the practioners capacity, and simultaneously decrease their turnover.

Both the Federal and regional government should create the legal basis for the sectoral integration, coordination for effective policy implementation and achievement. In addition to this there should be strong and continuous monitoring and evaluation system both at national and regional level to measure the progress as well as challenges encountered in the implementation of the policy.

Both the Federal and regional government play the assignment and empowerment strong NPP institution with holistic image, importance, objectives, targets, and strategies. As a result the public relation plays a vital role for the dissemination of information about the vitality and holistic nature of the NPPE.

There should strong commitment of government and policy makers at both the Federal and regional government level to establish strong policy communication system for the sectoral integration, coordination. In addition to this there should be strong institutional organization supported with resource including finance and skilled participation. Finally, there should be strong and continuous monitoring and evaluation system to measure the progress as well as challenges encountered in the implementation of the policy.

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Annex 1

Responsibility of Respondents	Frequency	Percent
	7	3.3
Expert	119	55.9
Director	43	20.2
Head of the institution	17	8.0
team leader	15	7.0
Process Owner	12	5.6
Total	213	100.0