Supplementary material 1: Government offices, total number of civil servants and civil servants proportionally allocated in the sample

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| --- | --- | --- |
| Institutions/offices | Total no. of civil servants | Samples drawn proportionally |
| Mayer’s office | **40** | **7** |
| Economy /T/D/S | **341** | **59** |
| Spokesperson office | **7** | **1** |
| Finance/Env/Eco/Dev | **70** | **12** |
| Semi-urban court  | **10** | **2** |
| Trade and Transport | **92** | **16** |
| Micro /small scale tra/Industry  | **67** | **12** |
| Cooperative association | **16** | **3** |
| Agriculture | **59** | **10** |
| Administration and Security | **9** | **2** |
| Communication | **14** | **2** |
| Militia | **18** | **3** |
| Civil service | **54** | **9** |
| Sport  | **26** | **4** |
| Education  | **28** | **5** |
| Ladies, Children &Youth  | **15** | **3** |
| Culture &Tourism | **21** | **4** |
| Labor & social affairs  | **12** | **2** |
| Health office  | **22** | **4** |
| Public schools | **1439** | **249** |
| Kebeles | **172** | **30** |
| Millennium parks  | **7** | **1** |
| Health centers | **373** | **64** |
| HIV secretariat  | **7** | **1** |
| Justice  | **31** | **5** |
| Revenue  | **114** | **20** |
| Municipal water supply  | **167** | **29** |
| TOTAL | **3225** | **557** |
| Mean | **119.67** |  |
| SD | **280.15** |  |