



**CFMD HELD
CURRICULUM VALIDATION
WORKSHOP**

**ECSU ORGANIZED
The 5th NATIONAL RESEARCH
CONFERENCE**



Ethiopian

CIVIL SERVICE *University*

Monthly Newsletter Vol 15 No. 8

**የኢትዮጵያ
ሲቪል ሰርቪስ
ዩኒቨርሲቲ**



MAR, 2019



**ECSU CELEBRATES
*The 3rd Annual Community
Service Day***



**ተመሳሳት
በዩኒቨርሲቲው
ዓመታት ቆይታ 21**

ራዕዮችን

የሀገራችንን ልማትና ትራንስፎርሜሽን እውን ለማድረግ ቀልጣፋ፣ ውጤታማ፣ ግልጽና ተጠያቂነት ያለው ፕብሊክ ሰርቪስ ከመገንባት አኳያ በ 2017 በአፍሪካ የልህቀት ማዕከል መሆን

Our Vision

To become a leading center of excellence in public service capacity building in Africa by 2025 through building efficient, effective, Transparent and accountable public service which can contribute to the realization of the development and transformation drive of the country

ተከሰኩችን

ፕብሊክ ሰርቪሱ የአገልጋይነት መንፈስ የተላበሰ እና በግልጽነትና በተጠያቂነት የሚሰራ እንዲሆን አቅሙን በስፔሻላይዝድ ትምህርት፣በስልጠና፣ በማማከር፣በምርምር እና ማህበረሰብ አገልግሎቶች በቀጣይነት መገንባት

Our Mission

Enhancing the service orientation, transparency and accountability of the public service by building its capacity through Specialized Education, Training, Consultancy, Research and Community Services.

እቤቶቻችን

ተገልጋይ ተኮር
ቁርጠኝነት
ሁሌም መማር
ብዝሀነት መቀበል
ትኩረት ልዩ ድጋፍ ለሚሹ
አሳታፊነት
ተባብሮ መስራት

Our Values

Customer Focus
Commitment
Continuous Learning
Welcoming Diversity
Attention to the Disadvantaged
Participation
Collaboration



Ethiopian

Civil Service

University

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Wondimu Moges

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The **ECSU ORGANIZED** **5th NATIONAL RESEARCH** **CONFERENCE**

Ethiopian Civil Service University Research and Publication Coordination Office organized the 5th National Conference with a theme "Public Sector Transformation and Development" from May 14 to 15, 2019 at Hidasse Hall. On the conference ESCU scholars, Researchers and invited guests from Federal Ministries, Regional States and City Administrations participated.



ATO BEZABIH GEBREYES

Commissioner of Civil Service Commission



PROF. FIKRE DESSALEGN

Ethiopian Civil Service University President

In his key note address the invited guest Ato Bezabih Gebreyes, Commissioner of Civil Service Commission, noted that the commission is working on moving from the national focused and centralized way of reform management approach into more sectors or institutions specific reform approach. According to him the commission has prepared a draft road map for the sector as a key step on the road to rebrand and transform the civil service. The draft road map has been built upon five thematic areas which are crucial to transform the civil service system if they are supported by dedicated, disciplined and determined management and problem solving researches. Research plays instrumental role in overcoming the challenges in the civil service in general and rebranding the sector in particular. For this, the commission has been embarking on developing an organizational structure which paves the way to work collaboratively with national and international research institutions. In brining transformation in the civil service system the role of higher learning institutions like Ethiopian Civil Service University is very indispensable. Working with such institutions is not an option; rather it is a must, Ato Bezabih noted. He also assured the participants that the commission is committed more than ever to pave ways towards problem solving research undertakings by academic community and valuing the scholarly contributions by the academia.

Professor Fikre Dessalegn, Ethiopian Civil Service University President, on his part noted that ECSU is the sole public Higher Education Institution in the country entrusted with the unique mission of building the capacity of public sector and its contribution to the human capital development in its specialized education program, short term training and consultancy. By taking into account the constantly evolving public sector demand and expectation, ECSU design and deliver specialized education and training programs in efforts to transform and develop the public services. He also noted that ECSU, by its Research and Community Service Wing, has been engaged in conducting research and rendering need based community service as a full pledged mission pillar since five years ago. The university has also been disseminating outputs from research undertakings to all concerned bodies. Accordingly 160 research topics have been researched and efforts were made to disseminate 65 selected research outputs, Professor Fikre noted. Academic conferences are events where we teach and learn from each other and the 5th annual research conference is believed to be a platform for bringing together good range of speakers with interesting relevant experience; and also hoped findings from these researchers will potentially serve in designing new policies and strategies and improving the existing one, Professor Fikre underscored.



Dr. Alemayehu Debebe, Vice President for Research and Community Service, on his part welcomed the participants and said that ECSU is making its utmost effort to contribute positively to the new development of the nation. We also organized this conference in order to meet the sensation of the government and public at large contributing to change our society Dr. Alemayehu said.

On the conference thirty four research papers carried out by ECSU staff members and other higher education and training institutions were presented and the participants discussed on

CFMD HELD CURRICULUM VALIDATION WORKSHOP

Ethiopian Civil Service University College of Finance, Management and Development Department of Development Economics and Management held a curriculum validation workshop for masters program in Development Management on May 13, 2019 at Hidasse Hall. On the workshop ECSU Deans, Directors, Academic staffs as well as External reviewers participated.

In his opening Speech Dr. Lemma Gudissa, Academic Vice President of ECSU, welcomed the participants and thanked the curriculum committee for their great work and professional contribution. He also noted that the process of developing the curriculum requested tremendous efforts and time by the college in general and the committee of the curriculum Reviewer in particular. "By breaking the prevailing tradition of attaching every contribution with finance, the college and the committee enabled us to reach this level today. Otherwise it would have costed us a great sum of our budget. This will be used as a model for others and our future similar initiatives as well." Dr. Lemma noted.



DR. LEMMA GUDISSA
Academic Vice President of ECSU





DR. YESHITILA WENDIMENEH

from Hawassa University

On the workshop the curriculum committee presented the draft curriculum for “Masters of Art in Development Management” for validation. Based on the need assessment conducted by the committee there is a high demand by the public for opening of the program. According to the committee the program provides specialized knowledge to bring the gap in the area of development management by producing graduates equipped with theories, perspectives, paradigms ideas and practice and concepts in the area of development management. The program will have thirteen modules and thirty five credit hours or fifty nine ECTS with completion duration of two years for regular program and three year for continuing program.

Participants on their part forwarded their comments and suggestions on technical matters and modalities for the program and recommended the draft curriculum to be in line with the university legislation. The external reviewers Dr. Elias Berhanu from Addis Ababa University and Dr. Yeshitila Wendimeneh from Hawassa University gave detailed comments and suggestions for further improvement of the draft curriculum.



DR. ELIAS BERHANU

from Addis Ababa University



ECSU CELEBRATES *The 3rd Annual Community Service Day*

Ethiopian Civil Service University celebrated its third Annual Community Service day in different programs from May 6-10, 2019. On the program exhibition and sales of different books also held.

Dr. Alemayehu Debebe, Vice president for Research and Community Service, in his opening speech welcomed the participants and said that besides their regular teaching learning activities, higher educational institutions needs to work in collaboration with the nearby communities. By taking this fundamental issue in to account and paying special attention by its community service division, ECSU is working closely with the two woreda in Bole and Yeka Sub-cities. In these two woreda ECSU has engaged in different activities like in building capacity, giving professional assistance and other supports by identifying their problems and serve the community, Dr. Alemayehu noted. He also requested the participants to further strengthen their efforts in the future more than ever in community services and making the environment green.



DR. ALEMAYEHU DEBEBE

Vice president for Research and Community Service





AFEWORK BEKELE

Novelist, Translator and Editor



HILEMELEKET MEWAEL

Novelist, Teacher and Editor

In connection with the celebration of community service day a week lasting book exhibition and sales program was organized by ECSU Library and Documentation Directorate, Mega Books Publishing and Distribution PLC, Tobiya Books Center, Jahfar Books Center and Book Corner participated on the exhibition and different activities have been made to motivate the reading habits of the community and the public at large. On the program invited guests novelist, translator and Editor Afeework Bekele and novelist, teacher and Editor Hilemeleket Mewael shared the participants their life experiences in connection with their reading habits.

Finally the university community has participated on different community service activities including blood donation and planted seedlings in different site of the university.





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አንድ ሆነን እንደ ብዙ ከሁከንተናዊ ከወጥ እንሰራከን።



TCD ORGANIZED CONSULTATION MEETING

Ethiopian Civil Service University Training Coordination Directorate organized half day consultation meeting on April 17, 2019 at ECSU Senate Hall. The main purpose of the meeting was to create a good coordination among the training stakeholders to deliver the trainings given by the university in a coordinated manner.

Dr. Waqqari Negari, Vice President for Training and Consultancy Service, in his opening remarks said that in order to meet the vision of the university, each and every divisions and directorates need to discharge the responsibilities vested on them by working in cooperation with each other. This meeting will helps us to pave the way to achieve our mission by changing the existing situation that defame the image of the university's training facilities and create a communication channel for further improvement in delivering training services, Dr. Waqqari added.



W/RO EDEN BUSHIRA

Director for Training Coordination Directorate

On the program W/ro Eden Bushira, Director for Training Coordination Directorate presented the current conditions on which the training halls and other facilities are found. In her presentation she demonstrated the improper management, maladministration and utilization of training facilities in pictures to the participants. Participants on their part discussed on the ways in which they can change the current conditions. They also pledged to change the situations by taking their respective shares and discharge their responsibilities. On the meeting representatives from training and consultancy division, training facilities directorate, purchasing directorate, project coordination directorate and others participated.

Training Coordination Directorate works on coordinating the trainings given by the university, training need assessment, preparation of training materials and other related issues



ECSU AND SOUTH SUDAN DELEGATION SIGNED MOU

Ethiopian Civil Service University and Ministry of Labour, Public Service and Human Resource Development of South Sudan signed MoU on April 2, 2019 at ECSU Senate Hall.

The purpose of the MoU is to enhance a multi-facet bilateral cooperation on public servants capacity building, between the two parties on the basis of equality in accordance with their respective national delegations and policies. To achieve this purpose both parties agreed to promote and develop cooperation on building the capacity of public servants of the Republic of South Sudan and the institutional capacity of the MLPS and HRD.

On the signing ceremony, Professor Fikre Dessalegn ECSU president and the Hon Gen. Jame Hoth Mai Minister for Ministry of Labour, Public Service and Human Resource Development of South Sudan discussed on number of issues on the implementation and the approaches to practice the MoU. They also discussed on the continuity of the long term scholarship education and capacity building in short term trainings.



PROF. FIKRE DESSALEGN

Ethiopian Civil Service
University President

HON GEN. JAME HOTH MAI

Minister for Ministry of Labour, Public Service
and Human Resource Development
of South Sudan



TEAM FROM SOAS UNIVERSITY OF LONDON VISITS ECSU

A team from SOAS university of London lead by Dr Dan Plesch, Director of Centre for International Studies and Diplomacy (CISD) has visited ECSU and discussed with Ethiopian Civil Service University president, Prof. Fikre Dessalegn, on issues of bilateral cooperation among the academic centers on April 12, 2019.

On the discussion Prof. Fikre Dessalegn briefed Dr Dan Plesch and his team about ECSU and the future cooperation among the institutes. The team discussed with School of Diplomacy and International Relations Director Ato Endale on bilateral cooperation. Besides, students of SOAS University and students' of School of Diplomacy and International Relations of ECSU shared their experiences of the tow academic centers.



DR DAN PLESCH PROF. FIKRE DESSALEGN

A team from SOAS university of London & Ethiopian Civil Service University president , vicepresident and Directors'

Ato Wondimu Moges, International and Public Relations Coordination Directorate Director explained the ECSU establishment and the overall structure of the university in detail to the team.

SOAS University of London is a public research university in London, England, and a constituent college of the federal University of London. Founded in 1916, SOAS is located in the heart of Bloomsbury in central London. SOAS is the world's leading institution for the study of Asia, Africa and the Middle East.



ETHICS AND ANTI -CORRUPTION DIRECTORATE ORGANIZES HALF DAY TRAINING

Ethiopian Civil Service University Ethics and Anti-Corruption Directorate gave half day awareness raising training to ECSU students on March 27, 2019 at Hidasse Hall. The training was organized with the objective of producing well-mannered civil servants who properly exercise their rights and discharge their responsibility.

The training was given by Ato Gebre Tibebe, Director of Ethics and Anti-Corruption Directorate and focused on basic concepts of corruption and ethical elements.



ATO GEBRE TIBEBU

Director of Ethics and Anti-Corruption Directorate



On the training Ato Gebre Tibebe, explained to the students the basic principles of ethics and different related issues which are helpful to fight and prevent corruption in detail. He also called up on the students as civil servants to play their important role to fight corruption in all aspects when they return to their respective federal or regional institutions.

The students on their part raised different questions for further explanations and Ato Gebre Tibebe answered and explained to them briefly. The students also discuss on issues related to the students' Ethics and Anti-Corruption Club future activities.



ECSU INAGURATES PRINTING HOUSE

Ethiopian Civil Service University Printing House inaugurated in the presence of the university's top management, deans and directors on May 2, 2019.



PROF. FIKRE DESSALEGN (INAGURATES PRINTING HOUSE)
university's top management, deans and directors

Speaking to participants of the event Dr. Alemayehu Debebe, Vice president for Research and Community Service thanked the university management for their relentless support they provided to the printing house. The management has frequently made critical and urgent decisions without any delay and worked day and night to make this printing house operational, Dr. Alemayehu said. He also thanked Brihanena Selam Printing Enterprise for its technical support.

On the program different materials printed by the house were exhibited and the participants visited the printing house. The printing house is expected to produce different print products with high quality and quantity and this is believed to pave the way to its vision "to become center of excellence in public sector capacity building in Africa by 2025".



ECSU HOSTS A DISCUSSION ON DRAFT TRAINING PROJECT

Ethiopian Civil Service University hosted a discussion on a draft training project designed to give capacity building training for the implementation of Addis Ababa City master plan on May 3, 2019 at ECSU Senate Hall. The objective of the discussion was to reach at consensus between the Client, Addis Ababa Plan Commission and the three consultant universities; Ethiopian Civil Service University, Addis Ababa University and Adama University.

Professor Fikre Dessalegn, ECSU president guarantee the participants that the trainings should not compromise training quality. By taking basic standards and quality measurements into account, it is important to reach at a consensus for a negotiation on the issues raised by Addis Ababa City Administration Road Authority, Professor Fikre noted.

On the discussion program the house held an extensive discussion on the issues related to budget requested for the training, training program reschedules, the numbers of trainers involved in the training, roles and responsibilities of technical and steering committees by considering their effect on the quality of the training.

The training project will be funded by a donation of World Bank and given by the three consortium university; Ethiopian Civil Service University, Addis Ababa University and Adama University. It has been planed that six hundred officials and experts will take the training in three rounds



PROF. FIKRE DESSALEGN
Ethiopian Civil Service University President



የፀናት ተመላሴት 21 ዓመታት ቆይታ

የሀገር ፍቅር በርካታ መገለጫ መንገዶች አሉት። በዘመናችን የሀገር ፍቅር መገለጫ ከሆኑት መካከል አንዱ በተሰማሩበት የስራ መስክ የራስን ኃላፊነት በአግባቡ በመወጣት ለቀጣይ ትውልድ የሚተላለፍ ስራ መስራትን ያካትታል።

በመሆኑም ስለ ሀገር መቆርቆርም ሆነ ስለ ሀገር ያገባኛል ማለት “ሀገሬን እወዳለሁ!” በማለት በአንደበት ከመናገር ባለፈ ተግባራዊ የሆነ ስራን የሚጠይቅ መሆኑ አያጠያይቅም። የስራ ፍቅር የአገርን ፍቅርና ክብር ማሳያ ነው። በዚህ ረገድ በአንደበት ከመናገር ባለፈ ለሀገራቸው ያላቸውን ፍቅር በተግባር ያሳዩ፤ ሀገራቸውንም ወደላቀ ደረጃ ለማሳደግ በየዕለቱ የሚተጉ ትጉህና ታታሪ የሆኑ በርካታ ኢትዮጵያውያን በየተሰማሩበት መስክ ሁሉ ለውጥ ለማምጣት ሲተጉ ፤ የተጣለባቸውንም ኃላፊነት በአግባቡ ለመወጣት ደፋ ቀና ሲሉ ይውላሉ።

ሁሌም በስራ ገበታቸው ላይ በመገኘትና የተጣለባቸውን ኃላፊነት ያለምንም መታከት በጽናት የሚወጡ፤ ዛሬ የተጣለባቸውን ኃላፊነት በአግባቡ መወጣት ለነገው የሀገሪቱ ሁለንተናዊ ዕድገት መሰረት ለመጣል አንድ ጡብ እንደማስቀመጥ መሆኑን በመገንዘብ ዘመንን ተሻግረውና የወደፊቱን ተመልክተው ለሀገራቸውና ለወገናቸው የድርሻቸውን ከማበርከት ወደኋላ የማይሉ ራሳቸውን ለስራ አሳልፈው የሚሰጡ ትጉ ሰራተኞች ክብር ይገባቸዋል።

ምግብ ዝግጅት ክፍል ውስጥ በወጥ ቤት ሰራተኝነት ሲሆን ከዚያ በማስከተል በዋናው ወጥ ቤት ኃላፊ በመሆን ለበርካታ ዓመታት አገልግለዋል። ከዚያም በመቀጠልም በተማሪዎች ማደሪያ ዶረሚተሪ በተቆጣጣሪነት ካገለገላች በኋላ በቅርቡ በተደረገው የስራ ምዘናና የነጥብ ድልድል መሰረት በተማሪዎች ምግብ ቤት በቲኬተርነት ተመድባ በማገልገል ላይ ትገኛለች።

ዩኒቨርሲቲያችንም የተጣለበትን ታላቅ ሀገራዊ ተልዕኮ ለመወጣት በሚያደርገው ያላሰለሰ ጥረት ተቃማዊ ተልዕኮውን በመላበስ የራሳቸውን ድርሻ ለመወጣት በተቻላቸው መጠን ሁሉ በትጋት የሚሰሩ ጠንካራ ሰራተኞች መኖራቸው እሙን ነው። እነዚህ ሰራተኞችም ዩኒቨርሲቲው አሁን ከደረሰበት ደረጃ እንዲበቃ ያበረከቱት አስተዋጽኦ ከፍተኛ ነው። ለዚህ ማሳያ ይሆን ዘንድ ለሌሎች ሰራተኞችም የተነሳሽነትን መንፈስን ለመፍጠር በዩኒቨርሲቲያችን ጠንካራ ሰራተኛ ከሆኑት ሰራተኞች መካከል ከአንዷን ጋር ቆይታ አድርገን ስራዋንና ከስራዋ ጋር በተያያዘ ያላትን ተሞክሮ እንደሚከተለው ለመቃኘት ችለናል።



ወ/ሮ አፀዳ ትልቤ

አፀዳ ትልቤ አባ ፈርዳ ትባላለች። በኢትዮጵያ ሲቪል ሰርቪስ ዩኒቨርሲቲ ስራዋን በቋሚነት በመቀጠር መስራት የጀመረችው ዩኒቨርሲቲው በወቅቱ የኢትዮጵያ ሲቪል ሰርቪስ ኮሌጅ በነበረበት ጊዜ በወርቃ ግንቦት 1989 ዓ.ም ነው። ተቋሙንም ለሃያ አንድ ዓመታት በተለያዩ የስራ ክፍሎች ውስጥ በተለያዩ የስራ መደብ ላይ በመመድብ አገልግለዋል። በተቋሙ ስራዋን አሁዱ ብላ የጀመረችውም በተማሪዎች

ትውልዷ በቀድሞው አጠራር በጋሞጎ ጎፋ ጩንቻ ወረዳ ሲሆን በልጅነቷ ወደ አዲስ አበባ በመምጣት የመጀመሪያ ደረጃ ትምህርቷን ራስ አበበ አረጋይ ትምህርት ቤት ፤ የሁለተኛ ደረጃ ትምህርቷን ደግሞ በጥቁር አንበሳ ትምህርት ቤት ተከታትለዋል። በተማሪነት ዘመናዋ ከትምህርቱ ባሻገር የተለያዩ ስራዎችን በመስራት ቤተሰቦቿን ትደግፍ ነበር።



በወቅቱ በነበራት የቤተሰብ ኃላፊነት ምክንያት በትምህርት ከሁለተኛ ደረጃ በላይ በትምህርት ገፍታ አልሄደችም፡፡ በመሆኑም በልጅነቷ ወደጀመረችውና ወደአደገችበት የስራው አለም ጠቅልላ ለመግባት ተገደደች፡፡ በስራው ዓለም ደግሞ ቀዳሚ ምርጫ የኢትዮጵያ ሲቪል ሰርቪስ ዩኒቨርሲቲ ሆነ፡፡ ከዚያ ጊዜ ጀምሮ ዩኒቨርሲቲውን እንደ ቤቷ ተማሪዎቹን ደግሞ እንደ ልጆቿ በመውሰድ ስራዋን በጽናት መስራቱን ተያያዘችው፡፡ በዚህም ከዩኒቨርሲቲውና ከተማሪዎች ጋር ያላት የስራ ግንኙነት በየጊዜው አድጎ ዛሬ ላይ የህይወቷን ዐብይ ምዕራፍ ለመያዝ በቅቷል፡፡

የስራ ህይወቱ በሙሉ ከተማሪዎች ጋር የተያያዘ ነው የምትለው አፀደ የእኔ የስራ ድርሻ ወይም ኃላፊነት አይደለም ወይም አይመለከተኝም በማለት ወደ ጎን የምትገፋው አንዳችም ስራ የለም፡፡ በማንኛውም የስራ ቦታ ላይ የሚታይን ክፍተት ወዲያውኑ ለመሙላት ሌት ተቀን እንደምትማስን ትናገራለች፡፡ ስራዋም ለዚህ ዐብይ ምስክር ነው፡፡ በድንገት የሚታይ አንዳንድ ችግሮች እንኳን ሲከሰቱ ባላት አቅም ሁሉ ለመፍታት ትሞክራለች እንጂ በእርሷ ዘንድ በይደር የሚተው ወይም ወደሌላ አካል የሚገፋበት ሁኔታ የለም፡፡ ስራም ይገኘ ወደ አለቆቹ ዘንድ በፍጹም አልሄድም የምትለው አጻደ “የእኔ ተቀዳሚ አላማ ተማሪዎቹ ምንም ቅሬታ ሳያድርባቸው፤ ተገቢውን አገልግሎት አግኝተው፤ በዩኒቨርሲቲው ቆይታቸው ተገቢውን ዕውቀት ቀስመው በመውጣት የሀገሪቱን ሲቪል ሰርቪስ ደረጃ ሲያሻሽሉ ማየት ነው ትላለች፡፡ በማስከተልም እኔ እራሴን የማየው ትልቅ ኃላፊነት እንደተጣለበት ሲቪል ሰርቪስ ነው፡፡ የእኛ ተማሪዎች ትምህርታቸውን አጠናቀው ከዩኒቨርሲቲው ሲወጡ በሲቪል ሰርቪስ ውስጥ በመመደብ ማህበረሰቡን የማገልገል ሚና ይኖራቸዋል፡፡ ሲቪል ሰርቪስ ከኃላፊነቱን በአግባቡ ካልተወጣ በሀገር ደረጃ የሚኖረው ኪሳራ ከፍተኛ እንደመሆኑ መጠን ይህን ችግር ከሚቀርፉት አካላት መካከል አንዱ እኔ ነኝ፡፡ እኔ ዩኒቨርሲቲው ለሚያፈራቸው የነገ ሲቪል ሰርቪስ ተገቢውን አገልግሎት መስጠት፤ አርአያ ሆኜ መገኘት ይኖርብኛል፡፡ ተማሪዎቹ የእኔን ፈላጊ እዲከተሉ እፈልጋለሁ፡፡” የምትለው አጻደ በሀገሪቷ ሲቪል ሰርቪስ ዕድገት ላይ የራሷን አሻራ ለማስቀመጥ ከመታጋት ምንም ነገር ሊገታት እንደማይችል በቁርጠኝነት ትናገራለች፡፡ የእላት ተዕላት ተግባሯም ለዚህ ቋሚ ማስረጃ ነው፡፡

ዘወትር በእቅድ ነው የምትመራው፡፡ በየዕለቱ የስራ ውሎዋን ትገመግማለች፡፡ ይህንንም “በእኔ ፈረቃ ወቅት ተማሪው

ምንም አይነት ቅሬታ እንዲያቀርብ አልፈልግም፡፡ ስለዚህ የዕለት ተዕለት ስራዬን ዘወትር እፈትሻለሁ፡፡ ዛሬ ምን ስራሁ ለተማሪዎች ምን አገልግሎት ሰጠሁ፤ የሚለውን በመፈተሽ ያሰብኩትንና ያቀድኩትን በአግባቡ አሳክቼ ከሆነ በስራዬ እረካለሁ፡፡ ቅር የሚለኝ ነገር ካለ በቀጣዩ ቀን ያንን ለማስተካከል እሰራለሁ፡፡” ስትል ትገልጻለች፡፡

ስራዋን የምትጀምረው ከጠዋቱ አንድ ሰዓት ላይ ሲሆን ምሽት አንድ ሰዓት የስራ መውጫ ሰዓቷ ነው፡፡ በመሆኑም ከስራዋ ባህርይ አንጻር ከጠዋቱ አንድ ሰዓት በፊት በዩኒቨርሲቲው ቅጥር ግቢ መገኘት አለባት፡፡ ለዚህም ከንጋቱ አስር ሰዓት ከእንቅልፍ በመነሳት ለእርሷም ሆነ ለቤተሰቦቿ ለዕለቱ አስፈላጊውን ነገር ሁሉ በማዘጋጀት ልክ ከጠዋቱ አስራ አንድ ሰዓት ላይ ወደገዳናው በመውጣት ትራንስፖርት መጠበቅ ትጀምራለች፡፡ ቀደም ሲል በአንበሳ የከተማ አውቶቡስ ተጠቃሚ በነበረችበት ወቅት የመጀመሪያዋን አውቶቡስ ተሳፍራ ከአንድ ሰዓት በፊት በስራ ገበታዋ ላይ በመገኘት ለዓመታት አገልግላለች፡፡ ከትራንስፖርት ጋር ተያይዞ ይገጥማት የነበረውን ችግር በመገንዘብ የቅርብ አለቆቿ ባደረጉለት ትብብር በአሁኑ ሰዓት ሰርቪስ የተመደበለት ሲሆን የተመደለትን ሰርቪስ ለመጠቀም ትችል ዘንድ ጠዋት 11 ሰዓት ላይ ሰርቪስ ወደምትጠብቅበት ስፍራ ታቀናለች፡፡ ከመደበኛው የስራ መግቢያ ሰዓቷ ለደቂቃዎች እንኳን ማርፈድ በእርሷ ዘንድ ፈጽሞ የማይታሰብ ነው፡፡

ስራዋን በቅርበት የሚያውቁ የስራ ባልደረቦቿም ሆኑ አጻደን ዘወትር በስራዋ ላይ የሚያይዎት አንዳንድ ሰራተኞች ስለእርሷ ምስክርነታቸውን ሲሰጡ አፀደን የጽናት ተምሳሌት አድርገው ይሷታል፡፡ ለመስራት የማትደክም፤ ስራንም ከሌሎች የማትጠብቅ ጠንካራና ጉምቱ ሰራተኛ መሆኗን በመግለጽ በባህርይዋም ነጻና ተግባቢ ፤ ከሁሉም ጋር በፍቅርና በመከባበር እንደምትሰራ ይገልጻሉ፡፡ ለተማሪዎች ባላት ፍቅር የተነሳ ተማሪዎቹም ለእርሷ ያላቸው ክብር እጅግ ከፍተኛ ነው፡፡ እኛም ከእርሷ ጋር በመስራታችን ደስተኞች ነን የሚሉት ባልደረቦቿ ስለአፀደን እውነቱን ለመናገር ለበርካታ ሰራተኞች ተምሳሌት የምትሆን ባለራዕይ፤ ከብረት የጠነከረና ጽኑ የሆነ የስራ ፍቅርን የተላበሰች መሆኗን ይመሰክራሉ፡፡

ስራ ከሆነ መስራት ብቻ ነው የሚል የጻና አቋም አላት፡፡ ይህን ጠንካራ የስራ ባህል የወረሰችውም ከቤተሰቦቿ እንደሆነ የምትገልጸው አፀደን ሲገልጹትም ልክ እንደወታደር ሁሌም ዝግጁ እና ንቁ በመሆን ስራ በልበ ሙሉነት ለማከናወን

ዝግጁ መሆን የእርሷ መገለጫዎች እንደሆኑም ያስረዳሉ።

ሁሌም መልካምነት፤ የምንግዜም ፈገግታ ፤ የማይነጥፍ የእናትነት መንፈስ ለተማሪዎች በመለገስ የምትታወቀው አጸደን ተማሪዎችም እንደ ወላጅ እናታቸው ይመለከቷታል፡፡ ሲጠሯትም ማሚ በሚል የቁልምጫ ስያሜ ነው። እርሷም ዘወትር የማይነጥ እናታዊ ፍቅራን ከመለገስ ተቆጥባ አታውቅም። ያልተገባ ባህሪያ ሲያሳዩ እንኳን በተለመደው እናታዊ ተግሳጽ እንዲታረሙ ለማድረግ በተማሪዎች ዘንድ መልካም ስነ ምግባርን ለማስረጽ በምታደርገው ጥረት ተማሪዎቹ እራሳቸው በእጅጉ ይደነቃሉ። እንደ ተማሪዎቹ ገለጻም “አልፎ አልፎ ከመስመር የወጣ ነገር ስናደርግ እንኳን ማሚ ምን ሆነህ ነው? ሳይማሩ ያስተማረህን ማህበረሰብ ለመርዳት ነው የምትማረው። ይህን ዓይነት ባህሪያ ከወዲሁ ካለስተካከል ምኑን ተማርኩት ትላለህ? እንዴትስ ማህበረሰቡን ልታገለግል ትችላለህ? ከዚህ ተግባርህ ተስተካክል፤ ጠባይህንም አርቅ።” በማለት የእናትነት ምክሯን ስለምትለግስ በማሚ ምክርና ተግሳጽ ልቡናው የማይነካ ተማሪ አይኖርም በማለት አስተያየታቸውን ይሰጣሉ።

ለሚሄዱ ሰራተኞች በሚሰጠው ስልጠና እርሷም ወደአዲስ የስራ መደብ ስትሸጋገር ለአዲሱ ስራዋ ይረዷት ዘንድ የተለያዩ ስልጠናዎችን የወሰደች ሲሆን በተዘዋወረችባቸው የስራ ክፍሎች ሁሉ ጋር አብሮ ለመሄድ ስልጠናዎቹ በእጅጉ እንደረዳት ትናገራለች። ስለተሰጣት ስልጠናም ዩኒቨርሲቲውን ታመሰግናለች።

ስለአጠቃላይ በስራ ክፍሉ እና በክፍሉ ካሉት ባልደረቦቿ ጋር ስላለው የስራ እንቅስቃሴ ተጠይቃ ስትመልስ ከስራ ክፍሉ ሰራተኞችም ጋር በፍቅር እንሰራለን። በአጠቃላይ በስራ ክፍሉ ሰራተኞችም ሆነ ከቅርብ አለቆቻችን ጋር መልካም የሆነ የስራ መንፈስና ትብብር በመኖሩ ስራችንን በፍቅር ነው የምንሰራው። እኔም በስራ እና በፍቅር ነው ያደኩት። በዙርያዬ ከሚገኙ ሰዎች ጋር በሙሉ በፍቅርና አብሮ ተከብብሮ በመስራት ነው ከዚህ የደረስኩት። ሁላችንም ለሀገራችን በአንድ መንፈስ ነው የምንሰራው። ለሀገርም ሆነ ለሚሰሩበት ተቋም ትክክለኛ አገልጋይ መሆን ነው የሚያስፈልገው። እናም ተማሪዎቻችንን በቅንነት እናገለግላለን።



ነገር ግን የተማሪዎች ፍላጎት በርካታ ነው። በዚያ ላይ የአቅርቦት ችግር ይኖራል። የሚጠየቀው ነገር በአግባቡ ካልተመለሰ ከተማሪዎች ዘንድ ቅሬታን ይፈጥራል፡፡ ሰራተኛውንም እጅ ሰባራ የሚያደርግበት ጊዜ ይኖራል። እንደአጠቃላይ ስናየው ግን ተማሪዎች ወደ ካሬቴሪያ ሳይሆን ወደ እናታቸው ቤት እየመጡ እንደሆነ ነው የሚሰማቸው አድርገን ነው የምንሰራው ትላለች አፀደ።



አንድ ሀገር ሁለንተናዊ እድገትን መምጣት የሚወስነው በራሷ ዜጎች ጥረት በመሆኑ ራሳቸውንም ሆነ ሀገራቸውን ወደፊት ለማራመድ የሚጥሩ፤ የሚያጋጥሟቸውን ተግዳሮቶች ለማለፍ ዋጋ የሚከፍሉ ከእኔ ይልቅ ሀገሬ በሚል መንፈስ የሚሰሩ እንደ አፀደ ያሉ ትጉ ዜጎች ያስፈልጓታል።

እኛም በሁሉም ዘርፍ የተሰማራን ሰራተኞች የአጸደን ራዕይ በመከተል የተጣለብንን ኃላፊነት በትጋት እንድንወጣ እና የእርሷ ተምሳሌትነት በመከተል ለሀገራችን ዕድገት የበኩላችንን እንድንወጣ እያሳሰብን በየስራ ክፍሉ ተሰማርተው ኃላፊነታቸውን በትጋት የሚወጡ ሰራተኞች በሙሉ ተገቢው ክብር ይገባቸዋል እንላለን።

በዩኒቨርሲቲው ባላት የሃያ አንድ ዓመታት ቆይታ ከዩኒቨርሲቲው ያገኘችው ምንም ዓይነት ዕውቅና ባይኖርም ለእውቅና እና ለታይታ ሳይሆን ስራ ስለሆነ ብቻ በትጋት ትሰራለች። ለዚህም ለምሳሌው ስራ መንግስት ደምወዝ ስለሚከፍለኝ በምችለው ሁሉ የማገልገል ግዴታም አለብኝ ትላለች። ዩኒቨርሲቲው ከአንድ የስራ ክፍል ወደ ሌላ ክፍል

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