

# **“RPL AND MIGRATION IN ETHIOPIA”**

**By Martha Wolde**

**Oct, 2024**

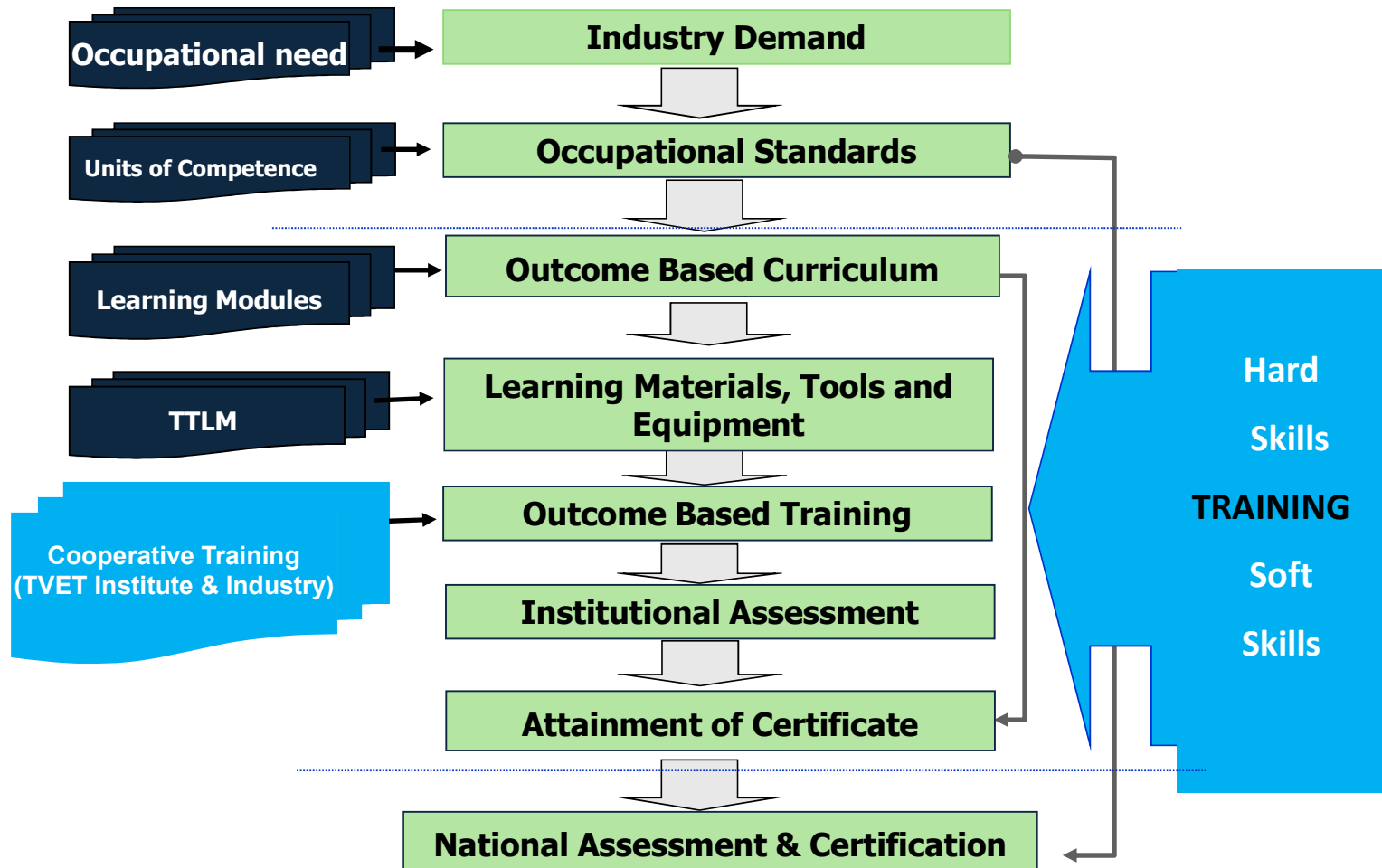
**Accra**

# Ethiopian TVET System

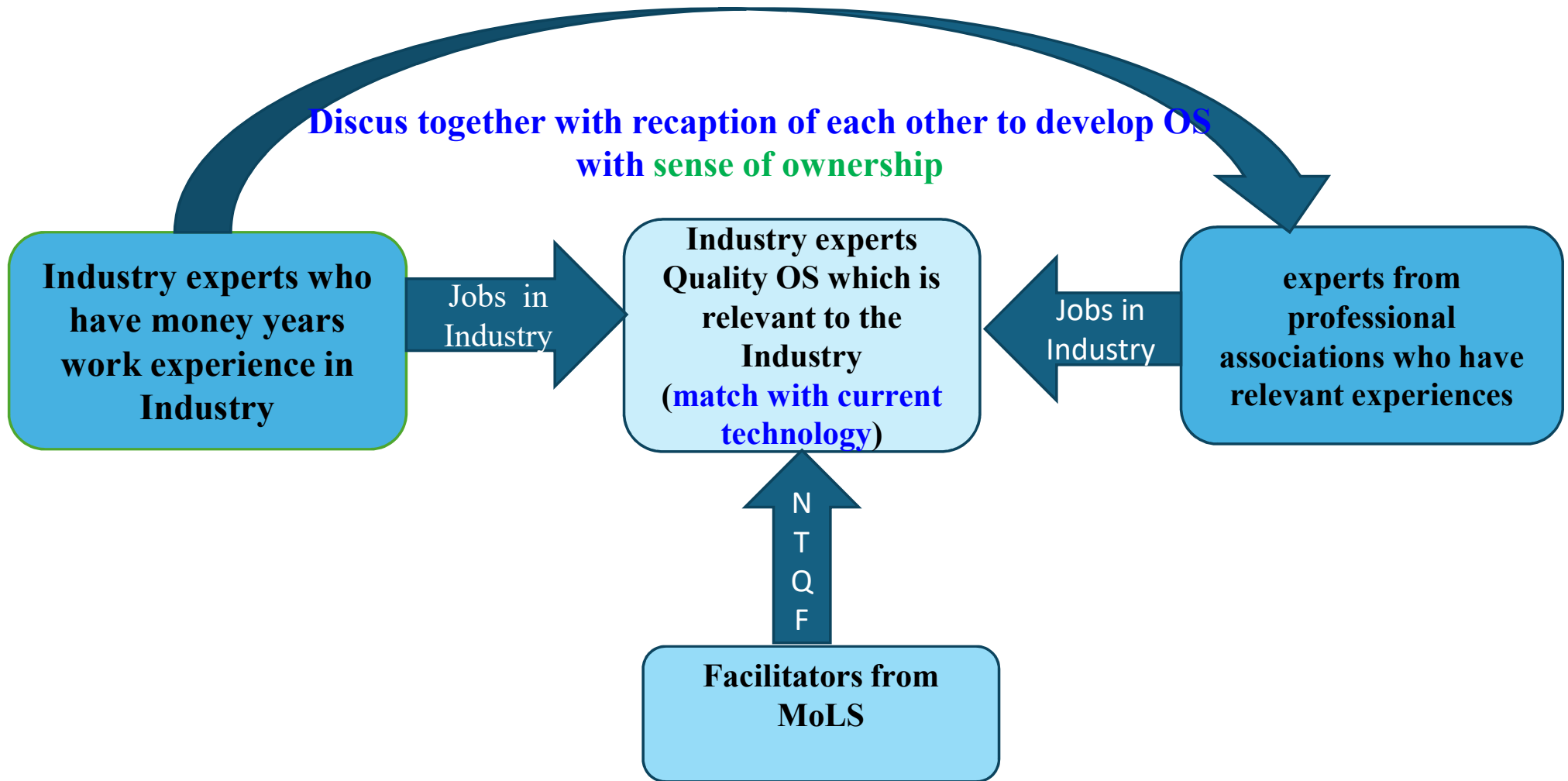
## Outline

1. **TVET system in Ethiopia**
2. **Policy & System Development on RPL & Migration**
3. **The Stakeholder engagement**
4. **Economic impact of RPL deployment**
5. **Mitigants against effective deployment of RPL for migrant skills**

# Outcome Based TVET



# Participants in OS development/Revision



# Policy considerations in entrenching RPL to prepare migrant skills

## TVET Proclamation

The Technical and Vocational Education and Training (TVET) **Proclamation No. 954/2016 is the primary policy document** that **acknowledges the importance of assessing and certifying competencies acquired through previous training, work, or life experience.**

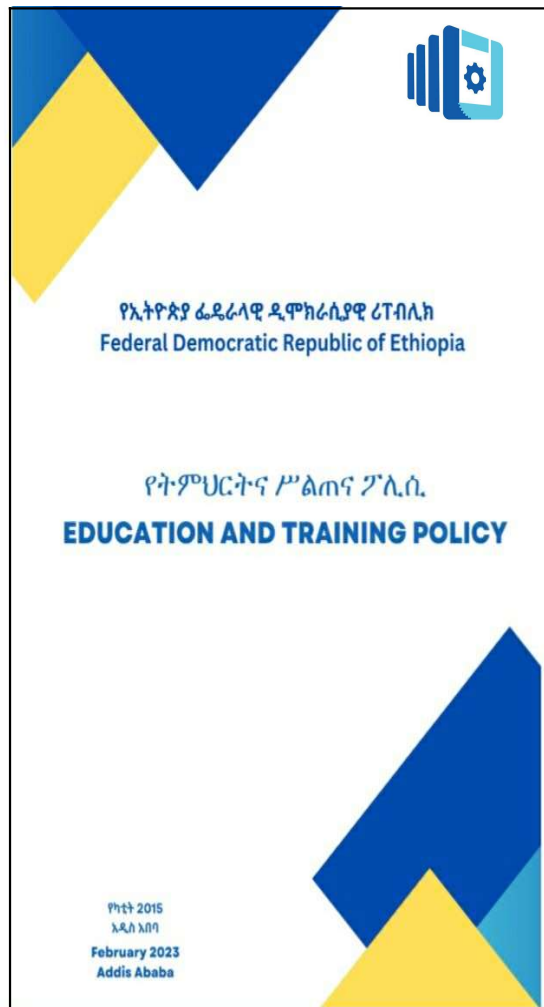
## Education and Training policy

The policy provides the framework for awarding TVET qualifications based on the demonstration of competence through assessment against occupational standards.

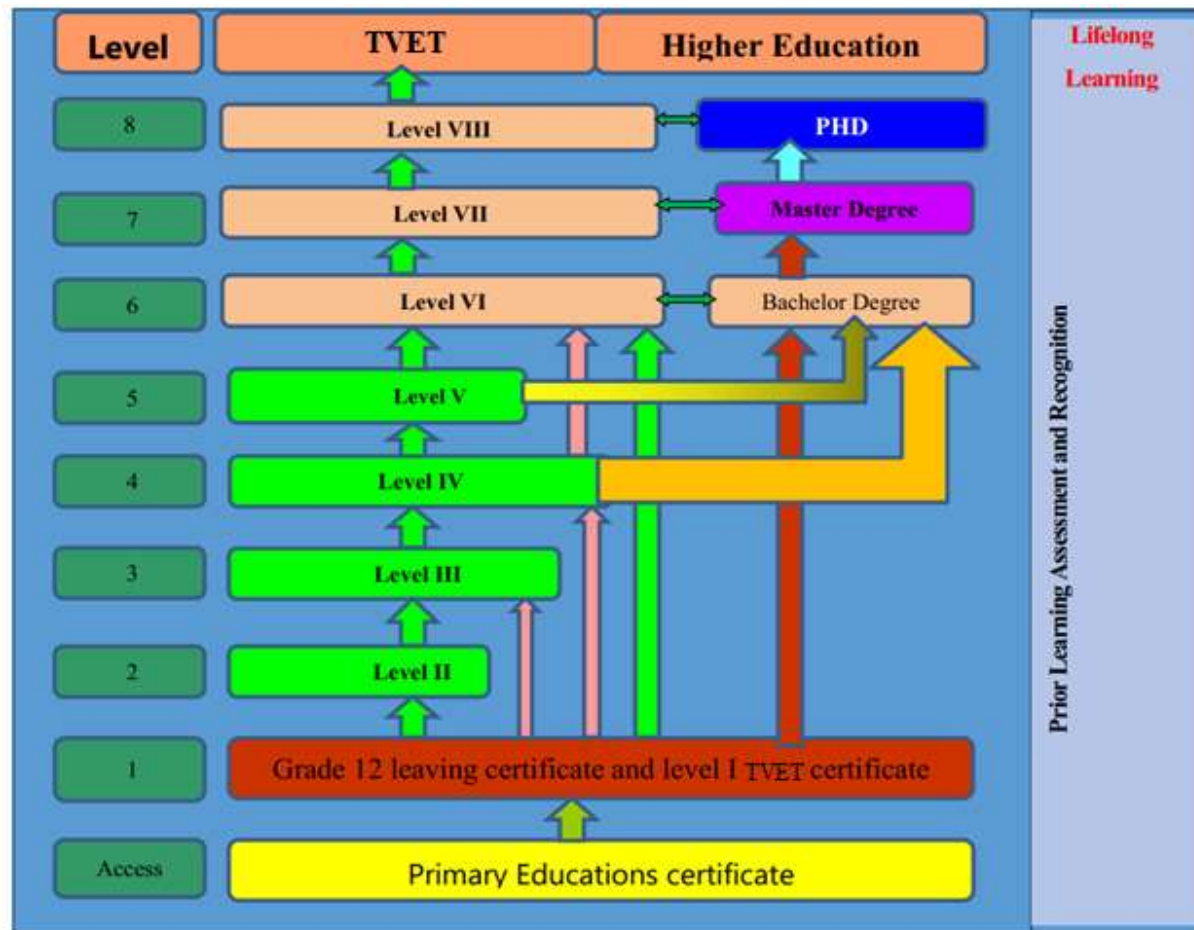
## Expanding Access

The implementation of a quality-assured RPL system aims to **enhance the nation's skills formation system, expand TVET provision.**

# Policy & System Development



# Ethiopian Qualification framework



# Ethiopia overseas employment proclamation

- Article 7 of Ethiopia overseas employment (amendment) proclamation # 1246/2021 sub-Article 1 directs that *‘any person who aspires to seek employment overseas should be trained to acquire an occupational competence and should possess a certificate as evidence’*

|   |  |
|---|--|
| <p>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ</p> <p><b>ፌዴራል ነጋሪት ጋዜጣ</b></p> <p>FEDERAL NEGARIT GAZETTE</p> <p>OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA</p>  |  |
| የፕ ቦታዎች ስም ቁጥር ይዘ<br>አዲስ አበባ የግዛት ስያ ደብዳቤ ንግ<br>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ<br>የአገልግሎት ምክር ቤቅ ሰነድ ቁጥር  | 22 <sup>nd</sup> Year No. 61<br>ADDIS ABABA 15 <sup>th</sup> February, 2016  |
| አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ<br>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት አዋጅ<br>.....ገጽ  | Proclamation No. 923/2016<br>Ethiopia's Overseas Employment Proclamation<br>.....Page 8881   |
| <p><b>አዋጅ ቁጥር ዘይቤ/ደብዳቤ</b></p> <p><b>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት የወጣ አዋጅ</b></p> <p>መሥሪቶች ለሚችሉ ሲኖች ዙሪያ በአገር ውስጥ ምንም ዓይነት ዕድል ለማግኘት ለሚችሉ ለሚገኙት የሚያደርገው ጥሪት እንደተጠበቀ ሆኖ ለውጭ አገር በመሄድ ለመሥሪቶች ልቅነት ያላቸው ኢትዮጵያዊዎችን መብቶቻቸው ይገነባቸዋል። እር ዘብራቸው ተጠብቆ በላቸው ችሎታና አቅም ሥርዓተ ሰነድ እንዲገኙ ግንባራ አስፈላጊ በመሆኑ፤</p> <p>ከተቀባይ አገሮች ጋር የሁለት ሁለት ስምምነት መፈሪያ ሕጋዊ የውጭ አገር ሥራ ስምሪትን በግንጠና ሕገዎች የሰዎች ስሙርን ለመብላከል ጠቃሚ መሆኑ በማሳመን፤</p> <p>የግዛት ዘርፍ በውጭ አገር ሥራ ስምሪት አገልግሎት ለሰጥተው ለሚገኙት የተሳተፉትን የተሳተፉ ሰዎችን መወጣት በማስፈለግ፤</p> <p>መንግሥት በውጭ አገር ሥራ ስምሪት ለፈጸም የሚፈለገውን የክትትልና የክትትል ግንባራ ማድረግ አስፈላጊ ሆኖ በመገኘቱ፤</p> <p>በሥራ ላይ የሰበሰቡን የሥራና ማህተም ግንኙነት አገልግሎት አዋጅ በአዲስ የውጭ አገር ሥራ ስምሪት ስም ማስተካከል አስፈላጊ በመሆኑ፤</p> <p>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሕገ መንግሥት አንቀጽ 56(6) መሠረት የሚከተለው ይደረጋል፡፡</p> | <p>Proclamation No. 923/2016</p> <p><b>ETHIOPIA'S OVERSEAS EMPLOYMENT PROCLAMATION</b></p> <p>WHEREAS, the Government's commitment to create a favorable domestic condition for promoting employment opportunities for those who are able to work in intact, it has been found necessary to protect the rights, safety and dignity of Ethiopians who are willing to take-up overseas employment in pursuance of their qualifications and ability;</p> <p>WHEREAS, it is believed that bilateral agreements with receiving countries may strengthen lawful overseas employment and could prevent human trafficking;</p> <p>WHEREAS, it has become necessary to define the role of the private sector in overseas employment exchange services;</p> <p>WHEREAS, it has become essential to enhance the role of the Government in the follow-up and monitoring of overseas employment exchange services;</p> <p>WHEREAS, it has become necessary to replace existing Employment Exchange Services Proclamation with new Overseas Employment Proclamation;</p> <p>NOW, THEREFORE, in accordance with Article 55(1) of the Constitution of the Federal Democratic Republic of Ethiopia, it is</p> |

|  |   |
|--|---|
| <p>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ</p> <p><b>ፌዴራል ነጋሪት ጋዜጣ</b></p> <p>FEDERAL NEGARIT GAZETTE</p> <p>OF THE FEDERAL DEMOCRATIC REPUBLIC OF ETHIOPIA</p>   |   |
| የፕ ቦታዎች ስም ቁጥር ይዘ<br>አዲስ አበባ የግዛት ስያ ደብዳቤ ንግ<br>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ<br>የአገልግሎት ምክር ቤቅ ሰነድ ቁጥር   | 22 <sup>nd</sup> Year No. 21<br>ADDIS ABABA 15 <sup>th</sup> Feb. 2021  |
| አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ<br>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት ግንባታ አዋጅ<br>.....ገጽ  | Proclamation No. 1246/2021<br>Ethiopia's Overseas Employment Proclamation<br>Amendment .....Page 13256  |
| <p><b>ግጥም</b></p> <p><b>አዋጅ ቁጥር ዘይቤ/ደብዳቤ</b></p> <p><b>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት ግንባታ አዋጅ</b></p> <p>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ ለማስተካከል፤</p> <p>የኢትዮጵያ ፌዴራላዊ ዲሞክራሲያዊ ሪፐብሊክ ሕገ መንግሥት አንቀጽ 56(6) መሠረት የሚከተለው ይደረጋል፡፡</p> <p><b>፩. ስምሪት ርዕስ</b></p> <p>ይህ አዋጅ የኢትዮጵያ የውጭ አገር ሥራ ስምሪት ግንባታ አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ ተብሎ ሊጠቀስ ይችላል፡፡</p> <p><b>፪. ግንባታ</b></p> <p>የኢትዮጵያ የውጭ አገር ሥራ ስምሪት አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ ለማስተካከል፤</p> <p>ሰ/ ከአዋጁ አንቀጽ ፩ ገደብ አንቀጽ (፲፱) ቀጥሎ የሚከተሉት አዲስ ገደብ አንቀጽ (፲፯) (፲፰) ለውጭ አገር ሥራ ስምሪት ግንባታ አዋጅ ቁጥር ዘይቤ/ደብዳቤ ንግ ለማስተካከል፤</p> | <p><b>Content</b></p> <p>Proclamation No. 1246/2021<br/>                 Ethiopia's Overseas Employment Proclamation<br/>                 Amendment .....Page 13256</p> <p><b>PROCLAMATION NO. 1246/2021<br/>                 ETHIOPIA'S OVERSEAS EMPLOYMENT AMENDMENT PROCLAMATION</b></p> <p>WHEREAS, it has become necessary to amend Ethiopia's Overseas Employment Proclamation No. 923/2016;</p> <p>NOW, THEREFORE, in accordance with Article 55(1) of the Constitution of the Federal Democratic Republic of Ethiopia, it is hereby proclaimed as follows.</p> <p><b>1. Short Title</b></p> <p>This Proclamation may be cited as "Ethiopian's Overseas Employment (Amendment) Proclamation No. 1246/2021."</p> <p><b>2. Amendment</b></p> <p>The Ethiopian's Overseas Employment Proclamation No. 923/2016 is hereby amended as follows:</p> <p>1/ The following new Articles (15), (16), (17) and (18) are added after Sub-Article (14) of</p> |



# RPL Launching Program and Certification of construction experts

Recognition of Prior Learning (RPL) Implementation Guideline

National Guideline to establish consistent and effective RPL implementation system in Ethiopia

በልምድ የተገኘ ብቃትን እውቅና አሰጣጥ ማስጀመሪያ ፕሮግራም  
Recognition of Prior Learning (RPL) LAUNCHING PROGRAMME

ሽህዎች ለልህዎች  
Skill for Excellence

መስከረም 20 2017 | ሐዋሳ ራዲዮ አዲስ አበባ  
September 20, 2017 | HVAIT REGENCY Addis Ababa



## RPL in construction sector

❖ Assessment and certification in construction Occupations in collaboration with construction sector Government, private and Partner organization.

1. Masonry
2. Plastering
3. Tiling
4. Gypsum
5. Painting
6. Bar bending
7. Carpentry



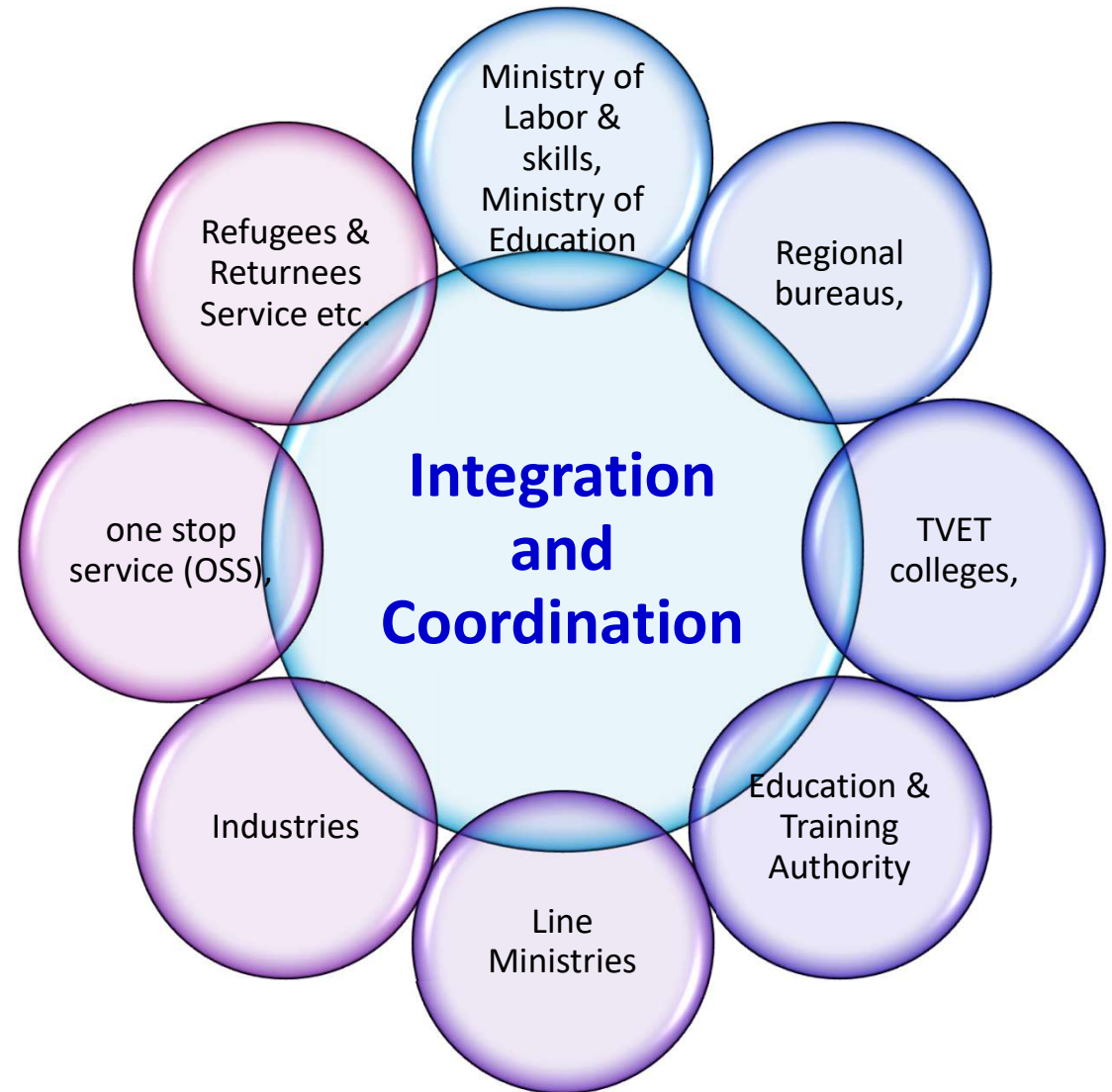
More than 650  
experts are certified.



# The Stakeholder engagement

## Structured approach:-

- 1. Identify Stakeholders**
- 2. Develop Engagement Strategies**
- 3. Pilot Programs**
- 4. Capacity Building**
- 5. Monitor and Evaluate**



## Economic impact of RPL deployment in migrant skills & the SDGs addressed

- **Economic Development:** Facilitating the mobility of skilled labor , benefit from **remittances sent by skilled migrant workers**, while destination countries gain access to a skilled workforce that fills critical labor shortages and supports economic growth.
- **Skill Alignment:** Identifications of **specific skills and competencies** required in their destination country's /cities job market.
- **Integration and Social Cohesion-**promotes social cohesion and reduces the risk of discrimination or marginalization, **benefiting both migrant workers and the host communities**.



## Relevant Sustainable Development Goals (SDGs)

### **SDG 4: Quality Education:**

RPL supports this by recognizing non-formal and informal learning.

### **SDG 8: Decent Work and Economic Growth:**

RPL directly contributes by enhancing the employability of migrants.

- ❖ **Ethiopia's national development plans, such as the Growth and Transformation Plans (GTP), are aligned with these goals.**

# Mitigants against effective deployment of RPL for migrant skills

- 1. Lack of Awareness and Understanding**
- 2. Cultural and Language Barriers**
- 3. Employer Perceptions and Engagement**
- 4. Resource Constraints**



## The Pool Approach

- ❖ **Ministry of Labor and Skills, Ethiopia Construction Contractors Associations in Ethiopia and Goethe Institute (PASCH-Initiative).**
- ❖ **The “Pool Approach” aims to match German construction companies with suitable candidates from non-EU countries to complete an apprenticeship in Germany.**
- ❖ **It is driven by the private sector.**
- ❖ **In 2023 and 2024, 34 young people from Ethiopia were matched with German construction companies.**



## Key features and services

- ❖ Connects job seekers with employers based on skills & requirements, fostering meaningful employment opportunities.

**“Ethiopian Overseas Employment”**





*Thank You!*