Addis Ababa, 15 December 2006

Based on the question raised from Ethiopian Teachers, Ethiopian Government has introduced a new career structure for teachers in 1995 which results in salary increment after evaluation based on qualification, experience and performance appraisal. But there was interruption of the activity from 2002 in Oromia and Amhara Regional states and from 2003 in Diredawa, Addis Ababa and Southern Nations, Nationalities and Peoples' Regions due to the complaint from the government that the career structure is abused, i.e. the evaluation is not being made according to the criteria set and it would be done depending on result oriented performance appraisal. But teachers and their association, ETA, opposed this and ETA's General Congress held in June 2003 in Addis Ababa requested the release of the interrupted career structure, otherwise peaceful demonstration will be held in October, 2003.

As the response was not positive, the decision of the Congress, demonstration, was made in Addis Ababa, Diredawa, in some parts of Amhara and Southern Nations, Nationalities and Peoples' Regions. After a series of negotiation with higher government officials, including His Excellency Prime Minister Meles Zenewi, an ad hoc committee was organized in April, 2005 under the supervision of Ministry of Capacity Building which was composed of Federal Ministry of Education, Federal Civil Service Agency, Regional Education Bureaus, Regional Civil Service Commissions and Ethiopian Teachers Association representatives. The committee conducted a series of discussion for one month and finally came up with a manual as to how to proceed with the interrupted career structure and submitted the proposal with alternatives. The government of Ethiopia has decided to accept the first alternative as the suggestion of the committee which requests the payment from where the interruption was made. ETA has appreciated for the government's decision. As a matter of implementation at grass root level, Ministry of Education has distributed the guidance to the regions on 12 December 2006 which helps to carry out the activity. ETA is proud of the peaceful and fruitful struggle made by teachers and their association, and calls up all the concerned stakeholders for the implementation of the activity. In addition, ETA calls upon Ethiopian Teachers to work hard for the success of the teaching-learning process.