



# The Pursuit of Professional Associations in Ethiopia: Practices and Problems

MG Consultancy with  
Ethiopian Training & Development Professionals Association/ETDPA/  
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*Preliminary result presentation to ACSO and Professional Associations representatives*

# About us

- ❖ Ethiopian Training and Development Professionals Association/ETDPA/
  - Established July 2022.
  - Concerned on Training and Development practices and implementations
  - Office address around beklobet Garad Mall 7<sup>th</sup> floor
  - For details kindly visit : [www.ETDPA.org](http://www.ETDPA.org)

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## ❖ MG Consultancy

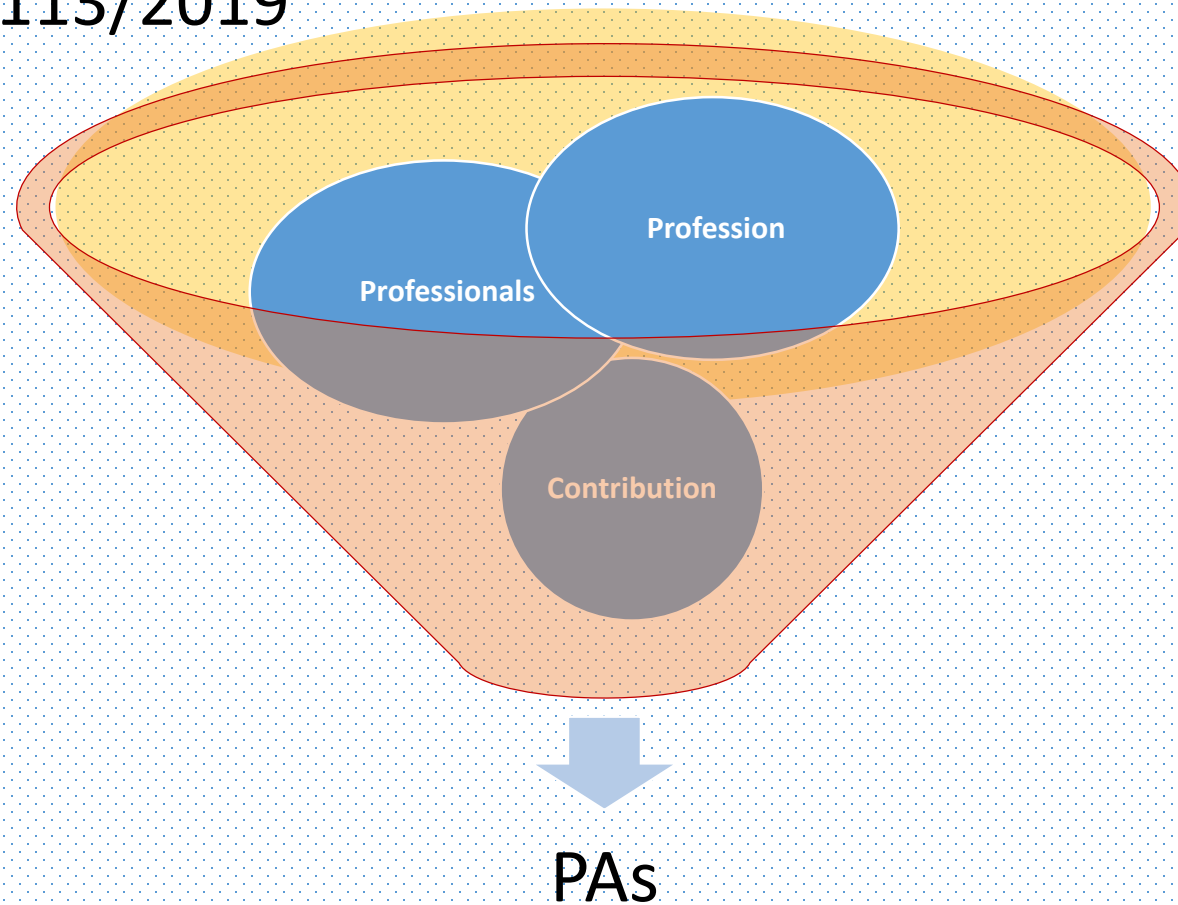
- Established **2012 with 10 row years**
- Mainly focused Organizational Development and Human Resource related research, training and consultation
- We work with different Professional Associations and other CSOs by **organizational development** including timely report preparation to ACSO, fundraising strategies, proposal development, volunteer services and others.

# History of PAs in Ethiopia

- Ethiopian professional associations trace their history back **99 years**. The first officially established association was the **Technical and Vocational Providers Association**(launched at **25/12/1925**), as documented by Addis Ababa University press.

# Foundational Objectives of PAs

Based on Proc.1113/2019



# Responsibilities of PAs (Directive. 849/2021)

- Developing the **goals and contributions** of their particular profession;
- Coordinating the **collection** and **formulation of the ideas** and efforts of their members and getting them across to the government, policymakers, and other stakeholders;
- **Serving as a voice** to their respective professions and **arranging platforms** for dialoguing and debating on various matters;
- Developing **professional codes of conduct** and monitoring that the profession is guided by such code;
- Carrying out other related activities that are beneficial to the county and the public (**volunteer service**)

# Research Objective

- To examine the **practices, challenges,** and **key development areas** of professional associations in Ethiopia, aligned with their **foundational goals,** and provide actionable insights to enhance their **impact, inclusivity,** and **sustainability.**

# Research Scope

## ❖ Practice

- Governance
- Membership
- Visibility

## ❖ Challenges

- Regulatory related
- Operation related
- Externals



# Data Gathering Process

- ❖ Total data was gathered from all registered and active PAs (**52.4%**).
- ❖ Employed a mixed-research methods approach.
- ❖ The quantitative data was collected from **77 PAs** through a Google form, whereas the qualitative data comprised Key Informant Interviews (KIIs) with **39 PA** representatives, **three officials** from the Minister's offices (Ministry of Health, Ministry of Education, and Ministry of Agriculture), **one representative** from umbrella organizations (CCRDA), and **one representative** from Confederation of Ethiopian Trade Union (**CETU**).
- ❖ Additionally, document analysis was conducted, encompassing **books, journals, research findings, web pages**, and **AI-supported documents**.

# Findings

## ❖ Governance

- The **lack of fundamental guidelines** within professional associations negatively impacts their relationships with donors and internal operations, particularly in governance and financial management. Without clear frameworks, transparency and accountability decline, reducing donor trust and funding. Weak internal controls lead to inefficiencies and hinder organizational goals.

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## ❖ **Members Engagement**

- **A number of PAs** among the respondents have undertaken initiatives to increase membership through **low-effort outreach activities**. However, nearly all **lack a well-defined strategy** for effectively communicating the advantages of membership in connection with the expected contributions from members. The majority of respondents noted that they do not place a strong emphasis on member engagement, which negatively impacts membership challenges and fundamental goals.

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## ❖ **Visibility**

- Respondents of the research indicated that a **small number** actively engage in visibility efforts on **social media**, including **during meetings**, while the majority remain unaware of these practices. Although some possess a basic understanding, there is a pressing need for updated training, and **all respondents lack** a well-defined visibility strategy.

# Challenges

## ❖ **Regulatory related Challenge**

- **97%** of respondents reported no challenges associated with the government proclamation, while the remaining **2%** indicated they encountered difficulties specifically related to the **federal and regional government registration systems**. This reflects the challenges faced by professional associations in Ethiopia.
- Some respondents mentioned that the proclamation has a gap concerning professional associations, as these associations have **distinct and highly specific establishment objectives** and are **also quite numerous**.

# Challenges ... continued

## ❖ **Operation related Challenge**

- The majority of respondents indicated that operational challenges related to **administrative costs** and **donor organizations' funding requirements** have a significant impact. The remaining challenges identified from the research questionnaire include: lack of board commitment, limited member engagement, regional government policies, inadequate leadership skills, insufficient resource mobilization skills, outdated understanding of government proclamations, lack of expertise in advocacy and social media management skills., and umbrella organizations requirements.

# Challenges ... continued

## ❖ **External Challenge**

- Many respondents highlighted the **limited support and acceptance** from government offices, along with **low community awareness**, as major external challenges.

**THANK YOU**