

Proclamation No...../2023
Granting of University Autonomy Proclamation

RECOGNIZING the vital role of ensuring operational freedom and self-governance of some higher educational institutions for the enhancement of their effectiveness and competence, for the country's development, for production of competent trained human resources, and for the advancement of their international competitiveness;

WHEREAS, it has become necessary to establish higher educational institutions that are competitive internationally and are places where knowledge is acquired through profound teaching-learning and research; innovative ideas and works flourish; quality and appropriate health and other services are supplied expansively to community via community engagement; faculty, researchers, employees, and students are committed to human growth and development and who undertake their works with full freedom;

WHEREAS it is believed expansion of own revenue sources by higher educational institutions and increase in their revenue would reduce gradually the financial constraint on the government;

WHEREAS, it has become necessary to grant autonomy that would help higher educational institutions attain the objectives enumerated above and to establish a system for a better academic, financial and administrative freedom for existing higher educational institutions and for the establishment of ones;

NOW THEREFORE, in accordance with Article 55 (1) of the Constitution of the Federal Democratic Republic of Ethiopia, it is hereby proclaimed as follows.

PART ONE
General

1. Short Title

This Proclamation may be cited as “Granting of University Autonomy Proclamation No. -----
--- /2023”

2. Definition

In this Proclamation, unless the context otherwise requires:

- 1/ “Academic Community” means all students and academic staff of the Autonomous University;
- 2/ “Ministry or Minister ” means Ministry or Minister of Education;

- 3/ “Academic Official” means an academic leader appointed in accordance with internal rules of the Autonomous University and includes University Registrar and Librarian;
- 4/ “Academic Staff” means an employee of the Autonomous University engaged in teaching, research and community engagement;
- 5/ “Academic Freedom” means the freedom of academic staff, students, the Autonomous University, and its units from any governmental, political, social and administrative influence and interference in their teaching-learning, research and community engagement activities;
- 6/ “Administrative Staff” means an employee of the Autonomous University other than academic, technical, and clinical employees;
- 7/ “Employee” means academic staff, administrative staff and any other employee of the Autonomous University;
- 8/ “Higher Education Proclamation” means Higher Education Proclamation No. 1152/2019;
- 9/ “Board” means the Governance Board of the Autonomous University;
- 10/ “College” means a unit of the University consisting of departments, schools, centers, and other academic units engaged in teaching-learning, research, and community engagement;
- 11/ “Community Engagement” means engagement between the Autonomous University and the wider community for provision of professional services, facilitation of dialogue forums aimed at solving challenges jointly, and exchange of knowledge and technology;
- 12/ “Academic Unit” means a unit of the Autonomous University in which education programs leading to the award of degrees, post graduate diplomas, and special training certificates are administered and includes departments, schools, centers and other academic units with similar programs;
- 13/ “Fiscal Year” means the fiscal year of the Ethiopian government;
- 14/ “Internal Revenue” means any revenue other than those obtained from governmental regular and capital budget;
- 15/ “Institute” means an academic unit of a special mission which is self-standing or a unit of a college engaged in teaching-learning, research, and community engagement;
- 16/ “Technical Staff” means an employee hired to provide professional support for teaching-learning, research and community engagement but is neither academic nor administrative staff;
- 17/ “Employee Administration” means the administration of employment, termination, salary and benefits and related activities;
- 18/ “University” means a governmental higher education institution established in the form of a university in accordance with the Higher Education Proclamation;
- 19/ “Autonomous University” means in accordance with this Proclamation
- 20/ “Community of the Autonomous University” means students and employees of the Autonomous University;
- 21/ In this Proclamation, any expression in the masculine gender includes the feminine.

3. Scope of Application

This Proclamation shall apply to an Autonomous University

4. Establishment

- 1/ When it is found necessary under this Proclamation, an Autonomous Public University shall be established by Regulations of the Council of Ministers;
- 2/ The Autonomous University to be established under this Proclamation might be a Public University established in accordance with the Higher Education Proclamation or a new University;

5. Criteria for Establishment of an Autonomous University

While details shall be specified by Regulations of the Council of Ministers, an Autonomous University shall fulfill the following criteria:

- 1/ Strong financial capacity;
- 2/ The system it designed to undertake competent teaching and research;
- 3/ The significance of its teaching and research for the society;
- 4/ Its significance for the country's development and growth;
- 5/ Academic competitiveness;
- 6/ Other criteria to be determined by the Ministry;

6. Objectives

This Proclamation shall have the following objectives:

- 1/ Establishment of Autonomous Universities that shall facilitate and expand social, political, economic and cultural development through expansion of knowledge, teaching and learning, study and research, innovation and transfer of technology, and community engagement;
- 2/ Creation of a system for the establishment of Autonomous Universities that are able to strengthen linkages between academics and industry; enabling them to generate income to ensure their status of self-sufficiency; development of a system for effective and cost-efficient governance;

7 - Powers and Responsibilities of an Autonomous University

The Autonomous University has the following powers and responsibilities:

- 1/ Undertake teaching, research, technology transfer, and community engagement; ensure it is teaching and research institution upholding the objectives and guiding values of higher education;

- 2/ Develop educational programs; provide higher education; supply qualified graduates in knowledge, skills, and attitudes on the basis of the needs of the country; and award the various educational certificates;
- 3/ Provide health services in teaching hospitals;
- 4/ Re-organize its structure as necessary;
- 5/ Establish, merge, and dissolve academic units;
- 6/ Admit students in accordance with criteria to issued in accordance with this Proclamation;
- 7/ Design and implement policies of affirmative action;
- 8/ Offer scholarships to students with special talent and exceptional performance;
- 9/ Employ, dismiss, and administer the academic staff in accordance with the Board's Directives that shall comply with international labour rights, standards and practice; employ, dismiss and administer the non-academic staff in accordance the Labour Proclamation;
- 10/ Establish a system for procurement, property administration, and finance in accordance with the Directives by the Board to be issued in accordance with this Proclamation;
- 11/ Establish academic journals, news magazines, printing houses, and book centers;
- 12/ Partner with governmental and non-governmental research organizations;
- 13/ Establish and develop sports, recreational and arts centers;
- 14/ In accordance with this Proclamation and other relevant laws, undertake income generating activities that shall help the attainment of its objectives and utilize the income for the same;
- 15/ In accordance with Directives to be issued by the Board, charge for its services, administer and utilize the income for its objectives;
- 16/ Prepare work plan and budget and execute the same up on approval by the Board;;
- 17/ Utilize any governmental grant for intended purpose; grant recognition, award or honorary degree for individuals with the highest performance or with the outstanding contribution to society;
- 18/ Issue disciplinary directives and establish a system for taking disciplinary action on students;
- 19/ Undertake other activities necessary for the attainment of its objectives.

PART TWO

Organizational Structure and Governance

8. Structure of the Autonomous University

The Autonomous University has the following organs:

- 1/ Chancellor
- 2/ Governance Board

- 3/ President and Vice Presidents
- 4/ Senate
- 5/ Autonomous University Council, Managing Council, and Executive Committee
- 6/ Quality Assurance Section and Internal Audit Section accountable to the Board;
- 7/ Other sections to be organized by the Autonomous University as necessary;

9. **Chancellor**

- 1/ The Autonomous University shall have a Chancellor who, without entering into University internal governance, will symbolize the work and good will of the University nationally and internationally, serve as a senior ambassador, search for funds and resources, and undertake other good will activities.
- 2/ The Chancellor shall be appointed by the Prime Minister and shall serve for the duration of five years.

10. Governance Board

- 1/ Members of the Board shall be appointed by the Minister in consultation with the Government.
- 2/ With due regard to gender representation, the Board shall have nine (9) to eleven (11) members.
- 3/ The Chairperson and the Vice Chairperson of the Board shall be appointed by the Minister from the members elected.
- 4/ The term of service for members of the Board shall be four years except the Chairperson and the Vice Chairperson, whose term shall be five years.
- 5/ Members of the Board may not be elected for more than two consecutive terms.
- 6/ Benefits and related matters to members of the Board shall be decided by the Chancellor upon proposal by the President of the Autonomous University.

11. Termination of Membership of the Board

Membership to the Board may be terminated on the following grounds:

- 1/ Expiry of term of service;
- 2/ Voluntary resignation;
- 3/ Illness or Conviction for serious crime;
- 4/ Grave disciplinary breaches, loss of capacity, or absence from meetings for three consecutive times without good cause;

12. Powers and Responsibility of the Board

The Board shall be the highest governance body of the Autonomous University and shall have the following powers and responsibilities:

- 1/ Ensure the implementation of powers and responsibilities of the Autonomous University granted under this Proclamation;
- 2/ Examine and approve the internal structure and organization, human resource administration, and work manuals of the Autonomous University and its internal regulations and directives;
- 3/ Examine and approve salary, allowances and benefits of employees of the Autonomous University based on in line with this Proclamation and based on the university performance and the capacity to pay.
- 4/ In accordance with Directives to be issued under this Proclamation, facilitate selection of the President and Vice Presidents based on competition and appoint the same and determine their salaries and benefits;
- 5/ In accordance with Directives to be issued under this Proclamation, take disciplinary measures including removal from office of President and Vice Presidents owing to their incompetence in discharging their responsibilities and other disciplinary grounds;
- 6/ Examine and approve annual plan and budget of the Autonomous University;
- 7/ Examine and approve performance reports to be submitted by the President from time to time;
- 8/ Examine and approve Professorship submitted to it by the Senate;
- 9/ Appoint external auditor for auditing of Autonomous University finance; examine and approve the audit report; monitor the taking of corrective measures on audit findings
- 10/ Issue Directives on tuition fees and other service charges to the Autonomous University;
- 11/ Determine organs of the Autonomous University that might be established, merged, divided, changed, or dissolved in accordance with the relevant law;
- 12/ Examine and approve quality control and internal audit reports and follow-up corrective their measures;
- 13/ Give permission to, decide, and approve arbitration proceedings outside courts,
- 14/ Decide the sale of property of the Autonomous University; the decision shall be by two-third majority where it is immovable property found to be necessary for sale;
- 15/ Monitor decisions of the Senate, the Senate Legislation, decisions and other activities of the President and other organs are in accordance with the law and work procedure; rectify breaches;
- 16/ Perform other activities compatible with this Proclamation and useful for the attainment of the objectives of the University;
- 17/ Delegate any of its powers and responsibilities under this Article to the Senate, the President or other organs of the Autonomous University.

13. Sessions of the Board

- 1/ The Board shall meet at least once in a month.
- 2/ Notwithstanding sub-Article 1, when necessary the Chairperson of the Board shall convene a meeting or when five members of the Board request it in writing.

14. The President

- 1/ The President shall be the Chief Executive Officer of the Autonomous University.
- 2/ The President shall be appointed by the Chancellor up on submission by the Board of three candidates elected on the basis of international open competition through the process that shall involve establishment of screening and selection committee and the participation of colleges and academic units. Details shall be determined by the Directives of the Board.
- 3/ The President shall fulfill at least the following criteria:
 - a) Capacity and commitment for the attainment of objectives of the Autonomous University;
 - b) Demonstrated leadership ability; and
 - c) Shall consent to withdraw from political party membership if chosen for presidency.
- 4/ The term of office of the President shall be five years. He might compete for one additional term only.

15. Powers and Responsibilities of the President

The President shall have the following powers and responsibilities:

- 1/ Implement and ensure implementation of work directions, directives, decisions, and other responsibilities decided or issued by the Board and the Senate;
- 2/ In consultation with relevant academic units, enter into agreements with appropriate national and international organs;
- 3/ Request the Board for removal of Vice-Presidents for reasons of incompetence, indiscipline, and other sufficient causes;
- 4/ Submit performance report of the University to the Senate and the Board;
- 5/ Within three months of the expiry of the budget year, close the accounts of the University and subject the same for audit by external auditor appointed by the Board;
- 6/ Represent the Autonomous University in all its dealings with third parties;
- 7/ Chair the Autonomous University Council, Managing Council, and Executive Committee;
- 8/ Discharge other activities assigned by the Board;

16. The Senate

- 1/ There shall be established the Senate of the University which shall consist of at least the following:
 - a) The President,
 - b) All Vice Presidents,
 - c) University Registrar,
 - d) Deans of Colleges,
 - e) Directors of Institutes,
 - f) Chief Librarian,
 - g) Dean of Students,
 - h) One representative of academic staff from each College;
 - i) One representative each from associations of academic staff and students;
 - j) One representative of administrative staff;
 - k) A maximum of additional three members might be appointed;
- 2/ The President shall chair the Senate.

17. Powers and Responsibilities of the Senate

The Senate shall have the following powers and responsibilities:

- 1/ Approve overall University academic calendar;
- 2/ Approve academic programs;
- 3/ Determine criteria and procedure for academic promotion including professorship;
- 4/ Review request for professorship and, if it found appropriate, submit to the Board for approval;
- 5/ Review honorary degrees and other awards and submit to the Board for approval;
- 6/ Set criteria for academic appointments below vice-presidency;
- 7/ Review strategic plans of the University and submit to the Board for approval;
- 8/ Determine student admission, discipline, and graduation in the Senate Legislation;
- 9/ Issue directives on activities relating to teaching-learning, research and technology transfer, and community engagement;
- 10/ Establish work procedure to implement this Proclamation and Directives by the Board relating to academic matters, academic staff employment, promotion, benefits, discipline, termination, selection of academic officials, student administration, and related matters;
- 11/ Prepare Senate Legislation for approval by the Board;

18. Sessions of the Senate

- 1/ The Senate shall convene at least four times a year.
- 2/ The President might convene the Senate at any time he thinks necessary.
- 3/ The President shall convene the Senate where at least one-third of Senate members request for the meeting.
- 4/ The duration of service of representative Members in the Senate shall be three years, with the possibility of reelection only once.

19. Autonomous University Council

- 1/ There shall be established the Autonomous University Council composed of the President, Vice-Presidents, Officials of Colleges and Institutes with the status of Vice President, College Deans, Heads of departments and schools, Head of Human Resources, Head of Legal Services, Head of Financial Administration, Head of Procurement Services, Head of Property Administration and others to be identified by the Board;
- 2/ The principal role of the Council is to evaluate the performance of academic units. It shall discharge other responsibilities granted to it by the Board.

20. Managing Council

- 1/ There shall be established the Autonomous University Managing Council composed of University President, Vice-Presidents, Officials of Colleges and Institutes with the status of vice presidents, College Deans, Head of Human Resources, Head of Legal Services, Head of Financial Administration, Head of Procurement Administration, and Head of Property Administration;
- 2/ Led by the Vice President of Academic Affairs, the principal role of the Managing Council shall be to advise the President;
- 3/ It shall prepare and submit directives, policies, and other instruments to be decided or approved by the Board and the Senate;

21. Executive Committee

- 1/ There shall be established the Autonomous University Executive Committee composed of University President, Vice-Presidents, and Officials of Colleges and Institutes with the status of vice president;
- 2/ The powers and responsibilities of the Executive Committee shall be determined by the Board.

22. Vice Presidents

- 1/ The Autonomous University shall have Vice Presidents and Officials with the status of Vice President accountable to the President. The Vice President shall be elected from the academic staff based on competition.
- 2/ The Board shall determine the number, powers and responsibilities of Vice-Presidents.
- 3/ The Vice-Presidents shall be elected through a process of screening and selection and with the participation of academic units. Details shall be determined by the Board.
- 4/ The term of office of Vice-President shall be four years. He might compete for one additional term only.

23. Other Officers of the University

- 1/ The Autonomous University shall have College Deans, Officers, Directors, Registrar and Officials of the various teaching, research, community engagement and administrative offices as necessary.
- 2/ The election procedure, powers and responsibilities, duration of service, and benefits of officers under sub-article 1 of this article shall be determined by the Directives of the Board.

PART THREE

Academic and Institutional Autonomy

24. Academic Freedom

- 1/ Based on its objectives and international good practice, Autonomous University shall have academic freedom;
- 2/ Autonomous University shall exercise its academic freedom consistent with this Proclamation and international good practices;

25. Institutional Autonomy

- 1/ On the basis of this Proclamation, Regulations to be issued hereunder, and Directives by the Board, the Autonomous University shall have the autonomy to decide on its internal governance, set up its own organizational structure, design and approve educational programs and curricula, identify research sectors and determine their prioritization, search for sources of funds and decide on their utilization, own and sell property, and employ and administer its employees;
- 2/ The autonomy of the Autonomous University shall include the execution of the powers and responsibilities under Article 7 of this Proclamation without any interference;
- 3/ The Autonomous University shall exercise its autonomy ensuring legality, effectiveness, efficiency, transparency, fairness, and accountability;
- 4/ The provisions of sub-articles (1) and (2) of this article shall not be construed to prevent monitoring and follow-up of the Autonomous University under this Proclamation;

26. Autonomy of Colleges, Research Institutes and Departments

In accordance with the Directives to be issued by the Board, academic units of an Autonomous University shall have internal autonomy necessary for attainment of their objectives including determination of their educational programs, identification of research directions, administration of finance and property, and other activities.

PART FOUR

Educational Programs, Research, Community Engagement

27. Educational Programs

- 1/ An Autonomous University might offer regular, continuing, distance, or information-technology assisted education;
- 2/ The Ministry shall determine by directives of the educational programs that might be offered using any of the modalities of sub-article 1 of this article;
- 3/ In addition to sub-article 1 of this article, any Autonomous University with approved competence might offer short term trainings for capacity building or transfer of knowledge and skills in specific fields and areas of its specialization; the level of certification, the duration of such trainings and the credit system shall be determined by the Directives of the Board.

28. Language of Instruction

- 1/ The medium of instruction, except in language studies, shall be English.
- 2/ Notwithstanding the provisions of Sub-Article (1) hereof, short term trainings or programs designed for preparation of teachers for primary schools may be given in other appropriate languages.
- 3/ Education for students with hearing impairment shall be administered or supplemented by sign language.

29. Curriculum

- 1/ Curricular design, delivery, and assessment of learning outcomes in any Autonomous University shall aim at enabling the learner to acquire pertinent scientific knowledge, independent thinking abilities, communication skills, and professional and practical values that together make competent professional.
- 2/ Curricular design and delivery shall rely on studies, be up-to date and relevant.

30. Autonomous University Education Quality Enhancement System

- 1/ The Autonomous University shall have an internal system for quality enhancement that shall be continuously revised;
- 2/ The internal system of quality enhancement shall provide for clear and comprehensive measures of quality covering professional development of academic staff, education content, teaching-learning process, student size, student assessment and grading, and student feedback;
- 3/ The quality enhancement system shall include assessments from potential applicants up to graduating students.
- 4/ Every Autonomous University shall be responsible to give effect to appropriate recommendations on quality enhancement by the Education and Training Authority.
- 5/ Every Autonomous University shall fulfill the minimum criteria for education quality identified by the Education and Training Authority.
- 6/ Without prejudice to the provision of this article, the provisions of Article 21 of the Higher Education Proclamation shall be applicable as appropriate.

31. Academic Guidance and Counseling

- 1/ Through its academic units, the Autonomous University shall set up a system guidance and counseling for students' choice of courses of study pre- and post-admission;
- 2/ The Autonomous University shall provide academic guidance and counseling to students.
- 3/ The Autonomous University shall take appropriate actions for students needing special academic support.

32. Research and Research Direction

- 1/ In addition to fundamental research aimed at expansion of human knowledge, the researches of the Autonomous University shall focus on enhancing the relevance and quality of education and the country's development and growth that rely on technology transfer and community engagement;
- 2/
- 3/ The Autonomous University shall have an institutionalized system for undertaking its own researches and conducting joint research projects with national and international institutions, research organizations, and industries; it shall establish a system to ensure quality of research;

33. Research and Innovation Fund

- 1/ The Autonomous University shall have Research and Innovation Fund.
- 2/ The Autonomous University shall ensure that research funds are utilized for research purposes; the source of such funds can be from government or non-government bodies.
- 3/ The Autonomous University shall have a policy of transparent system of research fund management and utilization.

34. Community Engagement

In addition to teaching-learning and research, every academic staff shall take part in community engagement; details shall be determined by Directives of the Board.

35. Consultancy and other Supplementary Activities

- 1/ The Autonomous University may perform consultancy or other supplementary activities in areas of its specialization.
- 2/ The Autonomous University shall ensure that consultancy or other supplementary activities undertaken by its academic staff comply with the law and ethical principles and not compromise regular duties of the staff, University objectives and quality of education.
- 3/ The Autonomous University shall have the responsibility to forge relations with industries for mutual benefits on the basis of principled and transparent negotiations and agreements;

PART FIVE

Sources of Income, Financial Administration, Accounting and Audit

36. Sources of Income of the Autonomous University

- 1/ Sources of Income of the Autonomous University shall be the following:
 - a) Charities in the forms of donation, inheritance, trusteeship, and endowment;
 - b) Education fees including registration fee and tuition fee;
 - c) Income generated through patent, innovation and technology transfer;
 - d) Income obtained from services of the Autonomous University;
 - e) Income generated from commercial and investment undertakings of the Autonomous University;
 - f) Grants and support by the government;
 - g) Other legal sources of income;
- 2/ Without prejudice to allocation to the objectives of the University of the funds under sub article (1) of this article, their utilization and administration shall be determined by the Board's Directives that shall comply with basic principles of finance.

37. Grants by Government, Utilization and Monitoring

- 1/ While the Autonomous University shall establish a system that allows its self-generated income to cover all its expenditures, the government shall allocate grants that will be reduced gradually until the University is self-sufficient;
- 2/ Grants by the government shall be used only for the attainment of the objectives of the Autonomous University;
- 3/ The amount, administration, monitoring and related matters of the grants allocated by the government allocated under this Proclamation to the Autonomous University shall be decided by the Regulations to be issued by the Council of Ministers.

38. Establishment of Profit-Making Enterprises

- 1/ Up on decision by the Board, every Autonomous University may establish business organizations;
- 2/ The business organizations shall have their own legal personality and be regulated by the Commercial Code and other relevant laws;

39. Obligation to Keep Accounts

- 1/ Every Autonomous University shall have the obligation to keep accounts showing financial flows prepared in accordance with accepted financial standards;
- 2/ The books of accounts shall contain income and expenditure of every Autonomous University, reasons for expenditures, assets and liabilities, identity of donors and sources of income;
- 3/ The books of accounts prepared in accordance with this articles shall be kept for at least five years after the expiry of the fiscal year.

40 Annual Financial Report and Audit

- 1/ Every Autonomous University shall send annual financial report prepared in accordance with accepted standards to the Ministry of Finance;
- 2/ The finance of every Autonomous University shall be audited annually by the Auditor General;

PART SIX

Power and Responsibility of Executive Organs

41. The Powers and Responsibilities of the Ministry

Without prejudice to powers and responsibilities given to it under this Proclamation, powers and responsibilities of the Ministry by other laws regulating higher education institutions shall as appropriate to be applicable Autonomous Universities.

42. The Power and Responsibility of the Education and Training Authority

Without prejudice to powers and responsibilities given to it under this Proclamation, the Education and Training Authority shall apply to Autonomous Universities powers and responsibilities given to it by other laws in ways consistent with this Proclamation.

PART SEVEN

Miscellaneous Provisions

43. Meetings, Decision Making Procedures, and Quorum

- 1/ Except Autonomous University Council meeting, every meeting and decision made by any organ of the University shall be recorded minutes by the secretary and signed by all members. The minutes shall be archived and be accessible as necessary to the Autonomous University community.
- 2/ Unless otherwise provided, all decisions shall be made by a simple majority of members present and voting. Relevant officials are duty bound to implement the decisions.
- 3/ In the event of a tie, the chairperson shall have a casting vote. However, if the number of abstainers is greater than the majority who voted for the motion, the matter shall be presented for reconsideration.
- 4/ A simple majority of the total membership shall constitute a quorum at any meeting

44. Procurement and Property Administration

The system of procurement and property administration of the Autonomous University shall be regulated by the Directives enacted by the Ministry of Finance inline with this proclamation, following international principles of procurement and property administration.

45. Power to Enact Regulations and Directives

- 1/ The Council of Ministers may issue regulations necessary for the implementation of this Proclamation.
- 2/ The Ministry may issue directives necessary for the implementation of this Proclamation and regulations issued pursuant to the Proclamation.

46. Transitional Clauses

1. Upon establishment of a University as an Autonomous University, assets and liabilities of this University including governmental budgets and other properties shall be transferred to the new Autonomous University;
2. Until such time that an Autonomous University builds its capacity to exercise its academic and institutional autonomy under this Proclamation, the Ministry might decide for a transitional period within which the Autonomous University functions as any other Public University under the Higher Education Proclamation.
3. The transitional period specified under sub-article 2 of this article shall not exceed two years since the establishment of the Autonomous University.

47. Inapplicable Laws

1. Any law inconsistent with this Proclamation shall not be applicable.
2. Without prejudice to sub-article (1) of this article, the Higher Education Proclamation and other laws related higher education and universities shall be applicable as appropriate to Autonomous Universities to the extent they are compatible with this Proclamation and its objectives.

48. Effective Date

This Proclamation shall enter into force up on the date of its publication in the Federal Negarit Gazeta.

Done at Addis Ababa, this ... the day of 2023

SAHLEWORK ZEWDE

PRESIDENT OF THE FEDERAL

DEMOCRATIC REPUBLIC OF ETHIOPIA