



## **Network of Ethiopian Women's Associations (NEWA)**

### **Term of Reference (ToR)**

Production of training manual on Social Movement and Unpaid Care and Domestic Work for CSOs and other formal women focused structures

January, 2025

Addis Ababa, Ethiopia

## Contents

|    |  |   |
|----|--|---|
| 1. | <a href="#"><u>Background</u></a>                    | 3 |
| 2. | <a href="#"><u>Objective</u></a>                     | 4 |
| 3. | <a href="#"><u>Deliverables</u></a>                  | 4 |
| 4. | <a href="#"><u>Time Frame</u></a>                    | 4 |
| 5. | <a href="#"><u>Application requirement</u></a>       | 5 |
| 6. | <a href="#"><u>Deadline</u></a>                      | 5 |
| 7. | <a href="#"><u>Submission of the application</u></a> | 5 |

## **Background**

The Network of Ethiopian Women's Associations (NEWA) is non-partisan and non-governmental network established in 2003 by 13 local associations and organizations seeking to create a stronger advocacy voice for women's rights and advancement. NEWA has a twofold goal: synchronizing the individual endeavors of women associations into an integrated collective effort and create synergy to realize their common aspirations for gender equality; women and girls' empowerment and ending GBV/VAW/G and launching a vigorous public campaign of promotion, advocacy, and lobbying for women's rights. Currently, NEWA has 38 member associations and organizations, as its constituency operating all over Ethiopia.

In collaboration with Oxfam GB Ethiopia, NEWA with its partners are implementing a project entitled "WE- CARE Phase V". This project (WE-CARE Phase V) aims to increase the recognition of UCDW in public policy; reduce heavy and time-consuming UCDW through investments in essential public services and infrastructure; redistribute the responsibility for UCDW more equally between men and women and between households and the state; and ensure that women with care responsibilities are represented in the planning and implementation of budgets and policies that affect their lives. By making women's voices more recognized and valued as a public good, NEWA aims to help shift how the policy frameworks and economies are structured and how existing legal frameworks, public policies, and public services are designed and delivered to transform the lives of women. In addition to that, it also aims to strengthen gender responsive systems in formal, informal institutions and ensure an enabling environment for Equal participation.

Evidences show that women spend most of their time on domestic care work than what men spend. This condition has not only made women to stay away from playing productive roles but also caused them to face a double burden as many of them are parallelly doing paid works too. This unequal distribution of caring work is attributed to the discriminatory social institutions and stereo types on the one hand and the neglecting policy measures that failed to incorporate the issue of unpaid care work into the development agenda.

Women's unpaid domestic care work burden is a serious challenge that undermined the achievement of women's empowerment and gender equality. Like many parts of the world, in Ethiopia, caring work is considered to be the role and responsibility of women. Due to this discriminatory social norm which considers women as the only responsible for domestic care work women are forced to spend considerable proportion of their time on domestic care and reproductive roles. In addition, the issue is still far from the concern of development policies and programmes of the major development actors such as the government, CSOs, and the private sector. Above all, there are no enough support mechanisms and initiatives by women right organizations that can help the unpaid care burdened women to save their time and energy and hence to be able to engage on productive activities.

Thus, towards addressing the disproportionate care and unpaid work burden on women, it is paramount to advocate for the incorporation and consideration of the issue in the development agenda of the country. It is necessary to advocate for the consideration of the 5 Rs which consists of recognition, reduction, and redistribution of women's unpaid care and domestic work

burdens. Advocating or working for the realization of the 5 Rs and other unpaid care and domestic work issues is important not only to address the uneven care burden on women and for women's empowerment, but also contributes for the achievement of sustainable socioeconomic and human development.

Based on this project NEWA has planned to develop a **training manual that focus on social movement and Unpaid Care and Domestic Work in Amharic language** that can equip the women's right organizations with the basic issues, intervention areas, and strategies towards addressing unpaid care and domestic work issues. The training manual is also aimed to familiarize the WROs and women led movements on the advocacy issues and strategies as well the key stakeholders.

### **Objective of producing the training manual**

The production of the training manual is aimed to create social movement, capacitate and guide the CSOs/WROs, formal structures and women led movements as well as relevant stakeholders to effectively engage on advocating and promoting the incorporation of the unpaid care and domestic work issue into the development policy and programme of the country. The manual is also expected to guide and enable CSOs/WROs, formal structures and women's movements to provide supports on how to create social movement on UCDW which include care burden adaptation and response mechanisms, and time and energy saving technologies so that to enable those care burdened women to be engaged on productive initiatives and to improve their economic earnings.

### **Major Deliverables**

- ☐ **Inception report:** The inception report is expected to cover the key objectives of the training manual, the outlines of topics to be covered, the methodologies of the training application, the work plan, the tools, the key areas to be understood,
- ☐ **Draft manual in Amharic Language:** that contain the whole picture of the training manual as per the required quality and standard provided by NEWA, and subject to be commented by NEWA and relevant stakeholders in a workshop modality to be organized by NEWA
- ☐ **Final training manual:** The final training manual is the final document to be prepared with incorporating all the comments and inputs to be provided by NEWA and other relevant stakeholders, and that is to be accepted as final manual by NEWA. The consultant is expected to deliver the final manual both in electronic and hard copies.

### **Time Frame**

The time provided to produce the training manual is totally 20 days from the signing of an agreement between NEWA and the winning consultancy firm to produce the guideline.

## **Required Qualification and experience for the production of the manual**

The lead applicant / consultant is required to have the following qualification and area of experience.

- A minimum of Master's Degree in Gender Studies, Development Studies, Economics, Law or related social science fields
- Excellent understanding/knowledge of the issues of unpaid domestic care work
- Excellent understanding/knowledge of the gender equality and women's empowerment issues
- Knowledge and experience in producing training manuals on women's empowerment and gender equality, unpaid care and domestic care, and on national and international policies/laws, declarations related with addressing women's challenges and unpaid domestic work
- Experience of identifying major interventions and strategies to promote women's economic empowerment
- A minimum of 10 years' experience in development and gender

*N.B. The training guide will be prepared in Amharic version not in English*

## **Deadline for application**

Interested consultant/s or consultancy firms can apply to NEWA by sending their expression of interest (EOI) including their technical and financial proposals through the following addresses **with in 10 consecutive calendar days.**

## **How to apply**

Applicants can send their application via email mentioned as below and through coming to NEWA office physically.

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