



Network of Ethiopian Women's Associations (NEWA)

Term of Reference (ToR)

Provide evidence-based Policy advocacy in relation to Care Economy
/Specific to Unpaid Care and Domestic Work/ training to leaders and staff
of Women Right and Women Led organizations and association which
operates in Amhara and Oromia Regions

January, 2025

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1. 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 not 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.

As part of these commitment, to enhance the advocacy efforts of UCDW in different part of the country, NEWA has planned to enhance the capacity of women right and women lead organizations leadership which base in Amhara and Oromia Regions on evidence-based Policy advocacy in relation to UCDW. To capacitate them to effectively influence their respective society, media, and stakeholders through ensuring that decisions regarding UCDW are informed and inclusive of those directly impacted.

2. Objective

The primary objective of Evidence-based policy advocacy training to leaders and staff of women right and women led organizations/ associations which implement in Amhara and Oromia Regions to raise awareness on how to make effective advocate about Care economy issues (Unpaid Care and Domestic Work - UCDW) and to influence policy and other framework development in relation to care economy.

Specific objectives

- To enhance the policy advocacy capacity of WRO/Women Led Organizations to secure concrete policy commitments on Unpaid Care and Domestic Work (UCDW) across sub-national, national, regional, and international levels.
- To foster stronger engagement with key sectoral ministries such as water, public planning, energy, and finance at sub-national and national levels to advocate for increased investments in care-supporting infrastructure and public services.

- To elevate the visibility and importance of UCDW as a critical economic, development, and gender equality issue.
- To integrate UCDW into broader policy discussions, by building positive pressure

3. Methodology

The final methodology will be agreed upon after submission of the proposal, however the training need be participatory, evidence based and practical. The candidates are invited to submit their own methodology based on their experiences and related subject matter with the care economy issue (access to water, sanitation, energy, and childcare services, which can significantly reduce the time and effort required for domestic tasks).

4. Deliverables

The evidence-based policy advocacy training aims to cover and address the following key strategies, known as the 5Rs:

Evidence based policy advocacy- concept, terminology, how to develop advocacy message, how to organize advocacy activities, practical examples

Integrating policy advocacy with the below mention topics

Increasing Recognition in Public Policy: NEWA aims to integrate UCDW into public policy discussions and decisions, ensuring that the value and impact of unpaid care work are acknowledged by policymakers. This involves advocacy and awareness campaigns to highlight the critical role of UCDW in society.

Reducing UCDW Burdens: By advocating for investments in essential public services and infrastructure, NEWA seeks to alleviate the heavy and time-consuming nature of UCDW. This could include improving access to water, sanitation, energy, and childcare services, which can significantly reduce the time and effort required for domestic tasks.

Redistributing Responsibilities: NEWA promotes the equitable distribution of UCDW responsibilities between men and women, and between households and the state. This involves challenging traditional gender roles and encouraging both policy reforms and societal changes that support shared care responsibilities.

Ensuring Representation: It's crucial for women with care responsibilities to have a voice in the planning and implementation of budgets and policies that affect their lives. NEWA advocates for their representation in decision-making processes to ensure that policies are inclusive and address the needs of caregivers.

5. Application requirement

Candidates required to submit a technical proposal indicating on how they will undertake the assignment with detailed training plan and budget. NEWA also requests the candidates to attach or web links of similar previous engagements and experiences.

6. Terms of payment and other conditions

The terms of payment and other conditions for this assignment will be included in the contract agreement to be signed between NEWA and winning organization.

7. Duration of the assignment

The training will be held of February after signing the contract agreement with NEWA.

8. Deadline

The deadline for submission of the proposal is **5 p.m. Saturday February 01, 2025.**

9. Submission of the application

Please send your application via e-mail or in person the technical and financial proposal, (separate), curriculum vitae, together with the names, e-mail addresses, telephone numbers of three referees to; newarecruitments@gmail.com
Or in person to the following address;

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