



TERMS OF REFERENCE Organize awareness-raising sessions for childcare workers on their right to ensure their representation and meaningful participation in relevant forums and policy dialogues

Scaling Child Care Project

Background:

ActionAid Ethiopia is a gender justice, good governance and poverty eradication organization working to achieve gender equality and poverty eradication. In Ethiopia, AAE works to challenge various forms of power and build capacities to create people agencies of a critical mass of communities especially women and girls living in poverty and exclusion to fulfill their rights, ensure redistribution of resources, and build their resilience. We prioritize working with women and girls and their organizations, networks of civil society organizations, national and local government, and other allies to overcome gender injustice and structural causes of poverty, we engage in national-level policy works to influence the agendas of women and girls to tackle gender injustice.

ActionAid Ethiopia (AAE) is implementing the *Scaling Child Care to Promote Women's Economic Empowerment and Child Development* project in collaboration with Policy Study Institute (PSI), Addis Ababa Bureau of women, Children & Social Affairs, and Addis Ababa Mayor Office Strategic program management office, with support from the International Development Research Centre (IDRC) and Global affair Canada , aiming to enhance access to quality childcare, support women's economic participation, and strengthen child development outcomes. For this to be workable model childcare workers play a critical role in the protection, wellbeing and development of children. Despite their essential contribution, many childcare workers face limited opportunities to participate in policy discussions and decision-making platforms that directly affect their work and the quality of childcare services. Strengthening their awareness of their rights, especially the right to be represented and meaningfully engaged in relevant forums, is essential in ensuring improved service delivery, enhanced accountability and more inclusive policy processes.

This awareness-raising initiative is implemented under the Scaling Child Care Project, with technical and knowledge contributions informed by studies conducted by Policy study institutes (PSI). The PSI study provides evidence on childcare service gaps, workforce challenges, and inclusiveness in service delivery, which directly informs the design of this capacity-building intervention. Thus



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ActionAid Ethiopia (AAE) aims to build the capacity of childcare workers to understand their legal and institutional rights, strengthen their collective voice, and support their engagement in multi-stakeholder platforms at local, regional and national levels and promoting inclusive, equitable, and disability-responsive childcare service.

Overall Objective: To enhance childcare workers' awareness and capacity to exercise their rights to represent and participate, while promoting inclusive, equitable, and disability-responsive childcare service delivery through strengthened skills and collective engagement

Specific Objective:

- Increase childcare workers' understanding of their labour, human rights, and participation rights.
- Strengthen their ability to advocate for their representation in local, zonal, regional and national forums.
- Promote collective action and networking among childcare workers to increase visibility and impact.
- Understanding inclusive childcare standards and approaches, including disability inclusion and responsiveness to diverse child needs.

3. Scope of the Awareness Activities

The awareness creation will cover the following main areas:

3.1 Understanding Rights and Legal Frameworks

Overview of childcare workers' labour rights, participation rights and protection entitlements.
Introduction to national policies, laws and guidelines relevant to childcare services, workplace safety and representation.
Rights to freedom of association and participation in worker networks or community structures.

3.2 Representation and Participation Mechanisms

Types of forums where childcare workers' voices are relevant (woreda, zonal, regional platforms, community structures, child protection committees, sectoral working groups, etc.).
Pathways for childcare workers to join or be elected/selected into these forums.
Roles and expectations of participants in policy and decision-making spaces.



3.3 Building Collective Voice

- Importance of organizing, solidarity and collaboration among childcare providers.
- How to form or strengthen childcare workers' groups, associations or networks.
- Strategies for collective advocacy and presenting shared priorities.

3.4 Skills for Effective Participation

- Practical communication, negotiation, and advocacy skills.
- How to articulate challenges, propose solutions and engage constructively in dialogues.
- Understanding power dynamics and how to ensure respectful, safe and confident participation.

3.5. Inclusive service delivery

- Sessions will integrate principles of, including gender responsiveness, disability inclusion, and equity for marginalized children and caregivers, and emphasize the role of childcare workers in ensuring inclusive and quality childcare services.

4. Methodology

The sessions will prioritize participatory and practical learning, using approaches such as:

- Interactive presentations and short thematic inputs.
- Group discussions and experience sharing among childcare workers.
- Case studies reflect real-life challenges and decision-making situations.
- Reflection sessions on emerging issues, gaps and opportunities.

Expected Outputs

- Increased awareness among childcare workers on their rights to participation and representation.
- Childcare workers are equipped with essential advocacy and communication skills.
- Strengthened motivation and confidence to engage in community and administrative-level discussions.
- Clear understanding of available policy forums and participation opportunities.
- Identification of local action points to sustain engagement and collective voice.

Duration

The workshop will be conducted on March 10 - 13, 2026 at AAE's Empowerment Hub.

Participants; 33 (3 per sub city) childcare workers in institution and public childcare centers