

INTERVENTION BRIEF | **LABOUR SYSTEM**

ENHANCING WOMEN'S EMPLOYABILITY THROUGH CHILDCARE SERVICES

THE PROBLEM

Domestic duties, particularly taking care of children, are considered the prime responsibility of young and adult women. This impacts their ability to participate in the labour market and is a key reason for high unemployment among women in Addis Ababa.

A diagnostic study conducted by LIWAY found that there are very few public and private childcare services that are accessible and affordable for poor women and youth in Addis Ababa. Childcare services in public institutions primarily cater to employees. Although they have sufficient operational space to service the broader community, they lack key facilities, as well as the ability to fully cover nanny fees due to provision of free services to employees. On the other side, lack of adequate operational space, high cost of rental, and shortage of trained nannies have led to limited private service provision and high operational costs for those providing services.



OUR INTERVENTION

Pro-poor childcare services were identified as one of LIWAY's key intervention areas, with the aim of enabling young and adult women to have more time to search for work, remain in the labour force, and get better paying jobs. In order to address accessibility, affordability, and quality constraints, LIWAY focused on lowering operational costs (e.g., space rental) and improvements to poorly equipped childcare facilities.

LIWAY conducted a landscape study to identify potential partners based on their incentives and capacity. Four public institutions were selected, all of which had experience in childcare service provision, rooms dedicated for childcare services, adequate space, and willingness to provide childcare services to surrounding community members. These were Nefas Silk Poly Technic College, Dagmawi Menelik Primary School, Entoto Polytechnic, and Kokebe Tsibeha Primary School.



LIWAY shared investments to equip the institutions with additional childcare facilities (e.g., renovations, childcare equipment, playground facilities) and employ trained nannies to test a new model of using surplus space at public institutions to extend childcare services to low-income women in the community. The agreement with the institutions was that they would avail physical spaces and buildings, cost share development of childcare facilities, deploy trained nannies, and accept unemployed women who are actively seeking job opportunities but are forced to remain home due to childcare responsibilities.

KEY ACHIEVEMENTS TO DATE

- Concept note developed and approved by Sida.
- Partnership agreements signed with Dagmawi Menelik Primary School, Nefas Silk Polytechnic College, Entoto Polytechnic College, and Kokebe Tsebah Primary School.

YOUNG & ADULT
WOMEN BENEFITTING
FROM NEW PRO-POOR
CHILDCARE SERVICES

55



- Dagmawi Menelik Primary School Childcare Centre started service provision and is benefiting 55 young and adult women, of which 20 are newly employed.
- Dagmawi Menelik Primary School Childcare Centre was visited by different public institutions (e.g., Arada Sub-City Administration) to learn about the management structure, recruitment and deployment of nannies, collection of fees from users, stakeholder engagement, and mobilisation of resources. Some of the visiting institutions adapted the model for their office setup.
- Renovation work and targeting of parents is underway for the other public institution partners, and service provision will start soon.

The Livelihoods Improvement for Women and Youth (LIWAY) programme aims to increase incomes of poor women and youth in Addis Ababa through improved wage and self-employment opportunities. We work in four interrelated market systems to create sustainable change: labour, micro and small enterprise (MSE), medium and large enterprise (MLE), and skills. LIWAY is funded by the Swedish International Development Cooperation Agency (Sida) and the Embassy of the Kingdom of the Netherlands (EKN). The programme is implemented by a consortium of partners composed of SNV Netherlands Development Organisation, Mercy Corps, TechnoServe, and Save the Children International.

For more information, visit: www.liway.org