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**COLLEGE OF DEVELOPMENT STUDIES  
CENTER FOR GENDER STUDIES MA THESIS**

**THE CONTRIBUTION AND CHALLENGES OF WORK  
PLACE CHILD DAY CARE SERVICE: THE CASE OF  
ADDIS ABABA GENERAL WINGATE POLYTECHNIC  
COLLEGE AND  
MINISTRY OF TRADE AND INDUSTRY CARE CENTERS**

**BY  
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REQUIREMENT FOR THE DEGREE OF MASTERS OF ART IN  
GENDER STUDIES.**

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**ADDIS ABABA UNIVERSITY  
COLLEGE OF DEVELOPMENT STUDIES  
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SERVICE: THE CASE OF ADDIS ABABA GENERAL WINGATE POLYTECHNIC  
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## **DECLARATION**

I, the undersigned, declare that thesis is my own work and has not been presented or submitted partially or in full by any other person for a degree in any other university, and that all sources of materials used for the purpose of this thesis have been duly acknowledged.

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## ABSTRACT

*Globally women's engagement in outdoor income-generating activities is increasing from time to time. However, many factors are affecting women's engagement in such activities. One of such activities is carrying for children. A significant number of women are forced to quit their employment or their effectiveness is compromised due to their dual responsibilities. One of the mechanisms that can help working women to have productive work engagement is establishing workplace child daycare centers. Without daycare facilities, the quality of women's life is undermined in every way. Hence the aim of establishing the center is to address these growing gaps. Theoretically different studies argued that nowadays, many families with young children must choose between spending a significant portion of their income on child care or leaving the workforce altogether to become full-time caregiver. In Ethiopia, specifically in Addis Ababa, most of the young working parents need the child care service. So parents prefer center-based care to other forms of non-family care because they consider daycare centers as a better option. Therefore the purpose of this study is to examine the contribution of workplace child daycare in reducing the burden of work-family balance in general and increasing the performance of working mothers in Addis Ababa General Wingate Polytechnic College and Ministry of Industry care centers. These sites were selected because they have played the leading role in establishing child daycare centers and are experienced in implementing the services. Four major areas were analyzed deeply in line with the objective of the study i.e. the contribution, the challenges in the implementation process, the impacts of non –Parental child daycare service out of the center, and performances of working mothers who are using the service. The study used a purely qualitative research method through in-depth interview, Key informant interview(KII), Focused Group Discussion (FGD) and critical observation. The research findings indicated that the contribution of child daycare services within two years of implementation experience has a positive impact on children's psychological growth and secured child-rearing style, sharing caring activities and reducing the burden of caring activities on mothers. It has also significantly contributed to employee parents in terms of psychological relief, reducing responsibility, income earner opportunity, and avoiding extended family management. Furthermore the daycare center service creates an opportunity for the empowerment of professional women who were deprived of working in the office due to cultural and social domination.*

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# Acronyms and Abbreviations

CEDW— Elimination of All Forms of Discrimination against Women

FGD - Focus Group Discussion

GoE– Government of Ethiopia

KII- Key Informant Interview

ILO- International Labor Organization

GWPTC—General Wingate Polytechnic College

MTI—Ministry of Trade and Industry

TVEC—Technical Vocational Educational College

UN - United Nations

# Table of Contents

|   |          |
|---|----------|
| ABSTRACT.....   | ii       |
| Acknowledgments.....  | iii      |
| Acronyms and Abbreviations.....   | iv       |
| CHAPTER ONE.....  | 1        |
| Introduction.....   | 1        |
| 1.1. Background of the Study.....   | 1        |
| <b>1.2 Statement of the problem.....</b>  | <b>2</b> |
| <b>1.3 Objective of the study.....</b>  | <b>4</b> |
| <b>1.3.1. General Objective.....</b>  | <b>4</b> |
| <b>1.3.2. Specific objectives:.....</b>   | <b>4</b> |
| 1.4. Research Questions.....  | 5        |
| 1.5. Significance of the study.....   | 5        |
| 1.6. Scope of the Study.....  | 5        |
| 1.7. Limitation of the study.....   | 5        |
| 1.8 Organization of the Thesis.....   | 6        |
| CHAPTER TWO.....  | 7        |
| Literature Review.....  | 7        |
| 2.1 Definition of Terms.....  | 7        |
| 2.2. Types of Child daycare.....  | 8        |
| 2.3 History of Child Day Care.....  | 9        |
| 2.4 Workplace Child Day Care Centers Status in Addis Ababa: Documentary review.....                                   | 12       |
| 2.5 Challenges of Working Parents in Raising Children.....  | 13       |
| 2.5.1 Cultural Factor.....  | 13       |
| 2.5.2. Political Factor.....  | 13       |
| 2.5.3 Social Factor: Lack of Work-Family Balance.....   | 14       |
| 2.5.4 Organizational Factor to Perform Office Work.....   | 15       |
| 2.5.5 Absenteeism.....  | 15       |
| 2.6 The Contribution of workplace childcare service on women’s economic, family, and their effectiveness of work..... | 15       |
| 2.7. Structural Factors that Increase the Opportunity of Workplace Child Day Care Service.....                        | 16       |
| 2.7.1. Workplace Child Day Care Service Policy Framework.....   | 16       |
| 2.7.2 ILO Employment Policy.....  | 17       |
| 2.7. 3 Federal Government Offices Child Daycare Practice Code.....  | 18       |
| 2.8. Challenges in Using Workplace Child Daycare Service in Ethiopia.....   | 18       |

|  |     |
|--|-----|
| <b>2.9 Neoliberal Instrumentalization of Gender Equality Ethiopian Contexts.....</b> | 19  |
| <b>CHAPTER THREE.....</b>  | 21  |
| <b>Method of the Study .....</b>   | 21  |
| <b>3.1. Design of the Study .....</b>  | 21  |
| <b>3. 2. Sampling Techniques .....</b>   | 21  |
| <b>3.2.1. Selection of Study sites .....</b>   | 21  |
| <b>3.2.2 Selection of Study participants .....</b>                                   | 22  |
| <b>3.3 Data collection tool.....</b>   | 22  |
| <b>3.3.1. In-depth Interview .....</b>   | 22  |
| <b>3.3.2. Focus Group Discussion (FGD) .....</b>                                     | 23  |
| <b>3.3.3. Observation .....</b>  | 24  |
| <b>3.4. Data analysis .....</b>  | 24  |
| <b>3.5 Ethical Considerations .....</b>  | 24  |
| <b>CHAPTER FOUR.....</b>   | 25  |
| <b>Data Presentation and Discussion .....</b>  | 25  |
| <b>INTRODUCTION.....</b>   | 25  |
| <b>4.1 Data Presentation.....</b>  | 26  |
| <b>4.1.1 Background Profile .....</b>  | 26  |
| <b>4.1.2 Organizational description of the child daycare centers.....</b>            | 28  |
| <b>4.1.3. Work Place Child Day Care Center Service Contribution .....</b>            | 31  |
| <b>4.1.4 Non-Parental Care Experience .....</b>                                      | 35  |
| <b>4 .1.5 Opportunities created .....</b>  | 37  |
| <b>4.1.6 Challenges of Work Place Child Day Care Service.....</b>                    | 39  |
| <b>4.2 Discussion.....</b>   | 43  |
| <b>CHAPTER FIVE:.....</b>  | 47  |
| <b>Summary, Conclusion, and Recommendations .....</b>                                | 47  |
| <b>5.1 Summary .....</b>   | 47  |
| <b>5.2 Conclusion.....</b>   | 49  |
| <b>5.3. Recommendations .....</b>  | 50  |
| References.....  | v   |
| Annex.....   | v   |
| Annex 1: Consent form for Participants of the Study.....                             | v   |
| Annex 2: In-depth Interview Guide .....  | vi  |
| Annex 3: Focused group discussions Guide .....                                       | xi  |
| Annex 4 original language consent form .....   | xii |
| Annex 5 original language quotations .....   | i   |

Anex 6 List of Institutions and Child Day Care Giver’s Status in Addis Ababa ..... xiv

**List of Figures**

Page

Figure 1 Ministry Trade and Industry Daycare center internal setup ..... 29  
Figure 2 Wenget Polytechnic College Daycare center internal setup..... 30

**List of Tables**

Table 1 List of *Institutions and child day Care giver’s status in Addis Ababa*.....20  
Table 2 Institutions which are in the process to start the service ..... 21  
Table 3 parents’ Profile ..... 27  
Table 4 caregivers’ profile.....28

# CHAPTER ONE

## Introduction

### 1.1. Background of the Study

In Ethiopia, the number of women is about 50% of the country's total population. In terms of employment among the age level of 15 —49, married employed people women constitute only 33% while men are 88% (CSA & ICF, 2016)

From this, it can be inferred that the employment gap in the working-age group of men and women is a reflection of gender inequality. To fill this gap in the development process, gender mainstreaming policy suggests the integration approach used by the government to increase the opportunity of women participation rather than men dominated social structure.(Dejene, et al, 2019)

Despite the integration approach gender inequality is still the main problem to implement transformative development policies, programs, and activities at the national level. (Dejene, et al, 2019)

For instance, gender inequality has a significant role in multiple dimensions of development moreover unpaid domestic and care work also makes visible the consequences of gender inequality in the economic sphere. Since women constitute half of the total population sustainable development cannot be succeeded without equal participation of women and men in economic activities, social and. Political reasons. Moreover women's unequal rights in the power-sharing and decision-making processes in the societies and having poor Socioeconomic status than men has an impact on the country's good governance and effectiveness of different policies' decision in their communities and at the national level. In addition to these, women's unequal rights and poor socioeconomic status compared to men limits their ability to participate in the political process as active citizens (MoWA, 2015)<sup>3</sup> According to Ethiopian National Human Development Report (2018), currently women in Ethiopia tend to bear the burden of care activities for children and housework activities.

To endorse the above point the findings from the response of married women stated that:

*Only slightly more than one-third (37 percent) of husbands provide any kind of help with household chores. Most of these husbands do not help out regularly; 63 percent rarely participate in household chores, and only 18 percent assist with chores almost every day. Half of the urban women say their husbands better participate in household chores compared with 34*

*percent of rural women. Husbands in the Somali Region (12 percent) are least likely and those in Addis Ababa (60 percent) are most likely to participate in household chores. Generally, the more educated and the wealthier the woman, the more likely it is that her husband participates in the household chores ((UNDP, 2018, p. 37)*

The findings in the study shows that the gap between the share of time spent between women and men becomes incomparable and this ultimately affects human development that benefits not only women and girls, but also society at large. So collective intervention is needed to achieve gender equality through the removal of barriers to equity (ibid).

Currently, the Global Gender Gap 2020 report shows that Ethiopia has a Gender inequality Gap index value of 0.595, ranking it 82 out of 153 countries. Moreover, the contextual data indicated that the proportion of unpaid work per day is 2.93 i.e 19.3 for females and 6.60 for males. (World Economic Forum, 2019 edition insight report, p. 157)

## **1.2 Statement of the problem**

Nowadays parenting and raising children is much different from those of just a generation ago. Because of modernization and different international and national policy measures taken by the government, there is a change in women's labor market engagement, increases in migration, urbanization, and improvement in girls' educational enrollment.(ODI, 2016)

In line with this, because of the lack of affordable child daycare service talented women are overburdened with child-caring activities. Those women employees who have infant children are given a chance for ‘late arrival and early exit’ in the daily work which provides extra-time for women to take care of their babies and household chores. Women employee also are allowed to be absent from the office and take leave frequently when the child is sick or there is no one to take care of the baby. This instability continues up to one year after giving birth which suggested that women spend more time on child care than at paid work (ODI, 2016)

The CEDAW Convention on the gender-based violence against women i.e No.15, which notes that absence of freedom of women in, public participation, mobility, and another human right including the right to life and health, affects to empower and exercise her power to achieved gender equality in family society and community at large. (CEDAW/C/ETH/8, 2017).

Furthermore absence of a daycare facility increases. violence against women and has an impact on physical and mental health and women's quality of life because it restricts

women's movement and their income-earning capability as well as the productivity and profitability of the economy as a whole. In general violence against women and girls is the major cause for direct and indirect barriers to women's empowerment and human development (UNDP, 2018, p. 37)

All these major challenges of women were reported at the national level to address the problem of working mothers in reducing the burden of child care. However, establishing a workplace child daycare center is not emphasized by all concerned bodies. (FDRE, 2019)

In line with this empirical research has been conducted in Addis Ababa on the provision of child daycare service by Seifu (2014) which was aimed at assessing the quality of daycare service given for infants and toddlers.

In addition to this Emerging Daycare Centers of Addis Ababa: Status, Practices, and Lessons also conducted by (Tefera & H. Yesus (2015). which emphasized the status, practices, and effectiveness of child daycare centers interims of producing healthy generation.

These researchers were focused on the quality of child daycare centers from the child's perspectives and did not consider the contribution and challenges of the service in terms of parent's benefit. Besides, the target area of this research was private daycare centers which are found outside the workplace. In conclusion, it was observed that there are gaps in the above researchers and concerned bodies in that primarily limited attention was given to assess the contribution of a child daycare center in terms of working parent's benefit secondly, To assess the status of workplace child daycare center at the government level Thirdly did not consider constraining factors that prevent working parents in accessing the daycare center services. Therefore this study critically examines the contribution of workplace child daycare services and constraining factors that affect employee parents having under school-age children in accessing the workplace child daycare center services.

## **1.3 Objective of the study**

### **1.3.1. General Objective**

The purpose of this study is to examine the contribution of workplace child daycare services in reducing the burden of work-family balance in general and increasing the participation and performance of working mothers particularly, in Addis Ababa General Wingate Polytechnic College and Ministry of Trade and Industry care centers.

### **1.3.2. Specific objectives:**

- ✓ To assess practices related to childcare services and its contribution to the parents.
  
- ✓ To investigate the effects of non-parental childcare out of child daycare center.
  
- ✓ To examine the workplace child daycare service opportunities and challenges
  
- ✓ To identify existing gaps in the workplace child daycare policy implementation.

## **1.4. Research Questions**

To attain the objectives this research intends to answer the following questions.

- 1 To what extent do the practices related to child care services contribute to the parents?
2. What are the opportunities and challenges of workplace child daycare services for employees' parents?
- 3 What are the existing gaps in the workplace child daycare policy implementation?

## **1.5. Significance of the study**

The study will have the following significances:

1. The study will explore the contribution of workplace child daycare service for at individual, community, and organizational level and identifying the challenges in using and strengthen the service in the study site
2. It will forward some practical recommendations for responsible stakeholders as to what should be done to strengthen workplace child daycare service and provides the basis for alternative policies and examine the consequences of each of these alternatives.(C.R.Kothari., 2004)
3. It may also serve as a source for researchers who want to study any problem related to the topic.

## **1.6. Scope of the Study**

This research focuses only on those workplace child daycare services given by federal civil service offices namely General Wingate Polytechnic College and Ministry of Trade and Industry The researcher selected the sites based on the fact that both sectors have a leading role in establishing child daycare centers because these sectors have 3 years' experience in establishing and implementation of the services. Generally, four major areas were analyzed deeply in line with the objective of the study: first, the contribution of workplace child daycare services in the study site; second, the challenges in the implementation process; third, the experience of non-parental child daycare service out of the center; and fourth, the opportunities of working mothers who are using the service.

## **1.7. Limitation of the study**

Firstly, only two male beneficiaries participated in the study and most of the information is collected from working mothers. Secondly, only one trainee mother has participated in the study because the vocational training schedules were canceled because of 2019 novel corona virus disease' (COVID-19). Thirdly so far few research done on the field at the Country level. Fourthly, the literature review lacks references from developing country experience.

## **1.8 Organization of the Thesis**

This thesis is categorized into five chapters. The introduction part includes the background of the study, statement of the problem, objective of the study, research questions, significance of the study, scope of the study, and limitation of the study. The second chapter deals with the review of related literature and the theoretical framework of the thesis. The third chapter designates the method, approach, and all methodological parts that are used to conduct this study. The fourth chapter describes the findings of the study and discusses the major findings based on the literature. The fifth chapter includes a summary, conclusion, and recommendations.

# CHAPTER TWO

## Literature Review

This chapter includes operational definitions of terms and perspectives of workplace child daycare service and a review of related literature on theoretical and conceptual arguments that strengthen the study.

### 2.1 Definition of Terms

**Caregiver's** :Refers to workplace actors who are working to promote childcare for working parents, have completed 10 + 3 in technical and vocational training in child care, and received child care training or necessary skill training in first aid as well as who is praised about her good behaviour**Federal Government Offices Child day Care practical cod)**

**Gender Equality:**“The state or condition that affords women and men equal enjoyment of human right, socially valued goods, opportunities and resources ,allowing both sexes the same opportunity and potential to contribute to, and benefit from, all spheres of society (economic, political ,and cultural)“(Manual for Trainers, 2014)

**Gender Mainstreaming:** “Gender mainstreaming is a strategy. It integrates gender concerns in the analysis, formulation, and monitoring of policies, programs, and projects. It is a process, rather than a goal of ‘doing gender’ once and for all because gender roles and relations continuously change. Gender mainstreaming aims to strengthen the legitimacy of gender equality values by addressing gender disparity and gaps which have been highlighted in the division of labor, access, and control over resources, access to services, information and opportunities as well as distribution of power and decision making“ (MoWA, 2015)

**Gender Roles:** The sets of behavior, roles, and responsibilities attributed to women and men by the society which are reinforced at the various levels of society through its political and educational institutions and systems, employment patterns, norms and values, and through the family (Manual for Trainers, 2014)

**Workplace child daycare service:** For a working parent having under school-age child/children in Addis Ababa, finding appropriate care for their children is the major challenge for most of the employee. However, care is needed to look after children during the working hours of parents.

This type of care is defined by different authors According to Hein & Cassirer (2010). It is a care needed to look after children during the working hour with the rise of nuclear

families and single parents, migrations to cities, and an increasing number of working parents in both developed and developing countries. So work place child daycare is a care service given for employee parents having under school-age children (Hein & Cassirer, 2010)

Brown TW, van Urk FC, Waller R, Mayo-Wilson E, (2014) also define as center-based daycare that differs from informal care (parent care. private daycare nannies, friends, or family) because it provides group supervision of children in a publicly accessible location. It also provides play materials, feeding services, arrange sleeping place and they taking care of their hygiene (Brown TW, van Urk FC, Waller R, Mayo-Wilson E, 2014, p. 5)

**Work-Family responsibility balance:** To balance the amount of time at paid work versus the amount of time at home spent for unpaid work.

## **2.2. Types of Child daycare**

A child can be in the care of a family member or someone from outside the family, (Hein & Cassirer, 2010). Accordingly, there are 3 main types of none-family day care.

- 1. Daycare in the child's home:** in which someone called a “nanny” or babysitter, who is an employee of the parents and living in the child's home, cares for children in their own home.
- 2. Day care In the home of a child-minder:** It is private care for children of all ages during the daytime usually in their own home. Child-minders are self-employed and they earn income while looking after their child.
- 3. Day care given by childcare centers:** Childcare is given at the institutional level. At this level, the criteria for the children attending the service differ considerably from country to country. (Hein & Cassirer, 2010, p. 7)

The literature points out that some centers may focus on pre-primary education for children aged 3 to 5 years and are variously called kindergarten, pre-primary school, nursery school, or early childhood education center. Sometimes, particularly in developing countries, childcare centers may take children from 4 months to school age (Hein & Cassirer, 2010)

## 2.3 History of Child Day Care

The history of daycare services shows that for the first time such institutions appeared in France in 1840 and the government recognized them in 1869. In the second half of the 19th century, most of the European cities and industrial centers like Great Britain established the center and the services have a longer history in European and Asian countries than the United States where daycare centers are owned by private sectors with better quality than developed countries like France and Italy which include infant care and preschool programs as normal provision of the regular public school system. These situations help women to have better access to daycare services. However, the United States has developed no societal consensus about the appropriateness of daycare which results in uneven standards of child daycare services. Thus, for most developed countries the service became part of the normal welfare facilities which are associated with the mother's place of work. Both the importance and the availability of daycare increased in the 20th century with the rising proportion of women in the workforce. (Tikkanen, 2019)

In most of the developed world participation of parents in the workforce is affected by child care responsibilities. In America, different studies indicate that nowadays many families with young children must choose between spending a significant portion of their income on childcare and leaving the workforce altogether to become a full-time caregiver. The findings also state that due to high cost, limited availability, or inconvenient program hours, childcare challenges are driving parents out of the workforce at an alarming rate. In fact, in 2016 alone, an estimated 2 million parents made career sacrifices due to lack of child day care services(Schoche, 2019, p. 4)Because of this fact, for the development of one's country, the participation of women's takes a decisive role, yet their contribution is not appreciated or accepted by society until recently.

For instance according to a 2018 survey conducted in America, childcare challenges have become a barrier to parents' work, especially for mothers, who disproportionately take on unpaid care giving responsibilities. As a result, mothers were 40 percent more likely than fathers to report that they had personally felt the negative impact of childcare issues on their careers because types of job decisions are based on childcare

considerations rather than in the interest of their financial situation or career goals.(Schochet, 2019)

Different studies suggest that in selected developing countries with relatively high proportion of their populations are in urban areas and a significant number of workers are engaged in formal employment, for instance, Brazil and Chile from Latin America, India, and Thailand from Asia and Kenya and South Africa from Africa. The daycare services program existed because of urbanization. To exist workplace childcare programs, there must be some sort of initiative for parents under where they are working. (Hein & Cassirer, 2010, p. 17)

An international convention which tries to address all forms of Discrimination Against Women (CEDAW) which was submitted by Ethiopia in 2015 advocate the responsibility of the government and Ministry of Women and Children Affairs' mandate under Article 2(7) that recognized the constitutional commitment of Ethiopian government and the Ministry of Women and Children Affairs' role to contribute on the enforcement of the strategy. The article stated as:

***The strategy employs the participation and empowerment of women as means to the realization of gender equality. (CEDAW, 2015)***

Thus the above mentioned conventions and articles were strongly supportive to realize gender equality in the development processes however it is the society that lowered the women and elevated men. Women are mothers by nature and society assigned women disproportionately responsible for child care and household tasks. So to abolish these socially rooted gender stereotypes, society needs to exert much effort to share the burden of women.

In line with this, Ethiopia ratified the convention in 1989 and the convention becomes relevant by preparing an eighth periodic report on the implementation of the convention. The commission also emphasized its concern regarding the inadequate capacity, resources, and efficiency of the Ministry of Women and Children Affairs department. According to Institutional Framework. Act 2018 to promote roles and responsibilities Article 33 No 28 expressed the role of the Ministry in all federal and regional Women's Affairs bureaus, and similar structures at the zonal, Woreda, and kebele levels through Proclamation No. 1097/2018 on duties and responsibility of the Ministry. This move enables the Ministry to have a more focused mandate for the rights and wellbeing of women and children department on the capacity building of the national institutions and to take different measures to empower women (EFDRE, 2018)

Ethiopia also has committed to all the necessary measures to balance work and family life and reduce the challenges concerning childcare and women’s right at work. Some of the legislative and procedural measures include the 2017 Ethiopian Civil Servants Proclamation (No. 1064/2017) Article (48) stated as:

*Any government institution shall establish a nursery where female civil servants could breastfeed and take care of their babies; the details of its implementation shall be determined by directives to be issued by the appropriate government institution.*(EFDRE, 2017)

The proclamation guarantees a more favorable working environment for civil servants particularly working women which emphasized the provision of daycare in office spaces. The policy has a great contribution in recognition of the burden of childcare and as a solution for women back in the labor force. The mandatory provision for government institutions to put workplace childcare facilities goes a long way in improving the rights of women when it is implemented at the national level. It stated that currently, close to 75-daycare facilities have been established across various government institutions for working mothers. The report also shows that despite such progress in civil service, there is still setback in the private sector and public enterprises where there is no provision of day-care facilities (FDRE, 2019)

For instance, the following table indicates Institutions that are in the process to start the service

**Table :1 Institutions which are in the process to start the service**

| No | Status  | Number of institutions |
|----|---|------------------------|
| 1  | Doing a proposal for the establishment of the center and essential materials  | 4                      |
| 2  | Waiting for the decision of the higher official on the proposal document.   | 3                      |
| 3  | Lack of extra rooms to arrange the center   | 2                      |
| 4  | Partitions building process   | 3                      |
| 5  | Human power employment process  | 3                      |
| 6  | New office building under construction  | 6                      |
| 7  | Essential materials were purchased but there were problems of human power employment and extra place to establish the center, | 1                      |
| 8  | Process of merging two centers.   | 1                      |
| 9  | Ready to start the service with 15 children, 2 caregivers, and 1 cleaner  | 1                      |
| 10 | Disqualified by the civil service commission 2 times because of lack of the standard.   | 1                      |
| 11 | Process of center arrangements.   | 2                      |
| 12 | Process of legitimizing the center and registration.  | 6                      |
|    | <b>Total</b>  | <b>33</b>              |

Source :Federal Ministry of Women June/2020

To endorse the above point, women compile one half of the world population and spent much of their times by performing outside and inside tasks yet, poor in resources and exposed for domestic violence. So, to promote women’s potential and legal right it is logical to implement gender mainstreaming activities at all institutional level.

## 2.4 Workplace Child Day Care Centers Status in Addis Ababa: Documentary review

According to the Ministry of Women and Children office report, some of the federal offices have the leading role to establish the center and given the services even though they have different standards for the care giver’s because at a country level still there is a problem in recruiting child care professionals since there is no any professional number given to this profession by Ministry of Public Service and Human development.

Minute Report: MTI (2020) Reading allowed :Day Care Establishment Minute 2017.

For instance, table1 shows the documentary review Of some of the federal government organizations and caregiver’s status.

**Table 2:** List of Institutions and Child Day Care Giver’s Status in Addis Ababa

| Name of Institutions               | Number of Children | Number of Caregivers | Educational Status of caregivers |         |          |             |          |
|------------------------------------|--------------------|----------------------|----------------------------------|---------|----------|-------------|----------|
|                                    |                    |                      | Degree                           | Diploma | Grade 12 | Grade 10 +2 | Below 10 |
| Civil Service Commission           | —                  | 2                    |                                  | 1       | 1        |             |          |
| Custom commission                  | 10                 |                      | 1                                |         |          |             |          |
| Chemical and construction industry | 5                  | 1                    |                                  |         | 1        |             |          |
| Ethiopian Broadcast Authority      | 5                  | 1                    |                                  |         | 1        |             |          |
| EBC/ETV                            | 18                 | 2                    |                                  | 2       |          |             |          |
| INSA                               | 79                 | 20                   | 3                                | 1       | 4        | 9           | 3        |
| Ministry of Health                 | —                  | 2                    |                                  |         |          | 1           |          |
| Ministry of Trade and Industries   | 10                 | 2                    |                                  |         | 1        | 1           |          |
| Ministry of revenue                | 20                 | 8                    |                                  | 6       | 2        |             |          |
| Public service                     | 1                  | 1                    |                                  | 1       |          |             |          |
| Transport authority                | 10                 | 2                    | 1                                |         |          |             | 1        |
| G.Wingate Polytechnic College      | 10                 | 3                    |                                  | 2       | 1        |             |          |

Source : Ministry of Women and Children October/2020

## **2.5 Challenges of Working Parents in Raising Children.**

### **2.5.1 Cultural Factor**

In Ethiopia, there is a traditional belief or the social construction of gender that associates femininity with the care of children and kitchen chores as opposed to participating in paid work activity. Because cultural ideas which are developed from the societal culture about women can affect women's level of representation throughout public life, from an individual woman's decision to all development processes hence, women face prejudice as leaders because people tend to assume that leadership is a masculine trait. So when women do lead, they face a problem. People evaluate autocratic and dependent behavior by women more negatively than the same behavior by men. Besides, the traditional gender dualism correlates masculinity with being strong, independent, and unemotional, hence, there is a gender-based division of works between men and women, so that women are overburdened with different household activities like cooking, caring for children, washing, and so on (MoWA, 2015)

In the article, it is also stated that:

*An extra working hours men go out for duty and also go for further studies and jobs outside the family as women stay back to take charge of the family responsibility. All these things contribute for women to be reluctant to run and, if they seek the office, they may fail to attract sufficient party and electoral support to win considered as subordinate to men to perform their duties in the public sector (Kassa, 2015, p. 4)*

This implies that cultural norms and expectations limit women's mobility, they are less educated and their illiteracy affects their access to understand technical information and to have limited opportunity to participate in education and training (MoWA, 2015)

Thus, how we recognize, understand, analyze the world we live in profoundly shaped by gender. So, the inferiority or inequality of women is not natural but is socially constructed. Ultimately this and other factors drive to increase the need for child daycare services.

### **2.5.2. Political Factor**

In Ethiopia where women constitute fifty percent of the total population, they are excluded from the most privileges and opportunities than men in the public sphere participation. Hence nowadays efforts have been made to address the problem of gender inequality The GoE formulated several laws and policies to address the issues. Article 35 in the constitution promotes the intervening activities that empower women and girls in the development strategy. Despite these intervening actions, different factors hinder women's active participation in the political system. The active participation of political involvement include

voting, office responsibilities and take part in political position and sharing of decision making power at a different level in the society.(Kassa, 2015)

Furthermore, to ensure the active political participation of women promotion of equal distribution of care and domestic activities between men and women as well as boys and girls is needed to increase their participation in higher education paid work, politics, and leadership (FDRE, 2019).

### **2.5.3 Social Factor: Lack of Work-Family Balance**

In most developing countries, work-family balance is a challenge for working parents because there is a conflict between gender role experiences and work responsibility. Therefore family responsibility adequately reconciles with the demands of paid work. There are different areas of demand to balance these paid and unpaid workforces which include physical, mental, and social well-being(UN, 2016)

To address the issue of unpaid work demand social expectations promote that women are bearing the primary responsibility for domestic work, while men are more likely to suffer from drug or alcohol dependence. On the other hand, since child health and survival are directly related to parents' life situation, there is a need for intervention to improve family life to reduce the burden of parents particularly the burden of working mothers. Therefore this principle argues that parents' access to supportive workplace policies improves infant and child health. Furthermore without access to childcare families resort to other solutions, such as taking their children out of school to care for younger siblings. In Ethiopian contexts, the objective of establishing workplace daycare activities can rely on the above principles even if most the employed parents, especially women, can be found in the informal sector.(UN, 2016)

Despite the encouraging progress made by GoE in family-work balance by giving attention to the burden of unpaid care work on women and promoting the participation of men and boys in domestic activities, there is still a challenge to balance office work-family responsibility for working mothers. So child caring activity can be one of the major problems to ensuring the active participation of women in education, paid work, politics, leadership, and several other spheres in which women and girls should equally and rightfully take part, and benefited(FDER,2019).

#### **2.5.4 Organizational Factor to Perform Office Work.**

In Ethiopia in an organization where most of the activities are not supported by technology, the job of employees can have more impact on women. The study finding in the Journal of International Women's Studies (2018), indicated that the organization focuses only on the job that needs to be done. They do not care about the workers' well-being, capacity building, economic progress, and creating of family friendly working environment; the leaders just want to see the work is done on time. They don't even want to hear any excuse. (Bahiru, Bruktawi, et al., 2018)

In line with this, this type of workload in the organization together with child caring responsibility increases the burden of working women parents particularly in Addis Ababa where the workplace is far away from home for most of the employees.

#### **2.5.5 Absenteeism**

Skipping daily work can be caused by different factors in Ethiopia such as health problems, personal issues, geographical factors, and family-related factors. Concerning workplace child daycare activities, different studies show that there is a negative relationship between onsite employer-sponsored childcare and absenteeism. It recognizes the specific contribution to studies on the use of on-site employer-sponsored childcare facilities for managing absenteeism, specifically in the South African context. (Anderson & Geldenhuys, 2011)

This type of problem is also common in Ethiopia where most of the working mothers have low working performance due to evaluation of working attendance.

Coherently, every individual is the reflection of his or her life status. Therefore, to enhance lively hood relationships and creating peaceful co-existence for effective work, any institution needs to consider employer challenges into account.

### **2.6 The Contribution of workplace childcare service on women's economic, family, and their effectiveness of work.**

According to the study finding conducted in India using on sight, child daycare has a positive impact on different aspects of the organization specifically on women employees to maintain a work-life balance. The ability of women to immediately return to work also helps to promote productivity. (IFC & Bright Horizons, 2019)

The argument in the finding also implies that women can be more comfortable and becomes productive in the family in a friendly working environment. In line with this women taking career breaks, has contributed to the gender pay gap disparity between men and women. In

addition to this, the economy suffers when women are unable to fully participate in paid labor. So daycare services contributed to fill this gap through the developing strategies that support parents in terms of ability to pursue the higher position, ability to integrate their personal and professional demands, and reduce the stress they face to balance work-family life. (IFC& Bright Horizons, 2019)

The other benefit will be Children's' benefit and the study finding approved that the service is important in terms of the good experience of behavior in early childhood, and self-confidence which stated as:-

*Children in India who entered preschool at an early age (below four years old) were more likely to have good cognitive achievement scores and subjective well-being than children who entered preschool at a later age.”( IFC& Bright Horizons, 2019, p. 23)*

From this, it can be inferred that workplace daycare has a Social, political, economic, and organizational role in significantly reducing the burden of working women and in early child development.

## **2.7. Structural Factors that Increase the Opportunity of Workplace Child Day Care Service.**

### **2.7.1. Workplace Child Day Care Service Policy Framework**

Government policies and intervention in childcare tend to reflect the ideology of sharing responsibility for childcare to increase the labor force participation of parents, particularly working mothers. For instance in America initially, federal funding for childcare was provided to help women to work during World War II; but after the war crisis, the workplace child daycare center funding has ended. Childcare services have usually been characterized as a welfare intervention to help parents work or educational services. According to Cohen (2015), one of the outcomes of childcare funding was to increase gender equality and U.S Commission supported the idea by considering the issue as women's right issue and stated in its report as:

*U.S. Commission on Civil Rights issued a report called Child Care and Equal Opportunity for Women that recognized the link between the availability of child care and women's opportunities in society. The increase in the number of women in the paid labor force is at least partly attributable to women's efforts to attain equality and has broadened the constituency for public support of child care. (Cohen, 2015, p. 3)*

In Ethiopian contexts, to support women's opportunity in paid work gender mainstreaming is used as an approach to address gender inequality in general and the

establishment of workplace child daycare service in particular. Because according to the 1995 FDRE constitution; Ethiopia is part of international conventions promoting gender equality. Gender mainstreaming concerns in analysis, formulation, and monitoring of policies, programs, and projects. It aims to ensure gender inequality by addressing gender disparity and gaps which is high lightened in the gender-based division of labor. (MoWA, 2015)

### **2.7.2 ILO Employment Policy**

According to ILO employment policies and programs (2017), parental leave policies enable working parents to combine work and family responsibilities by facilitating a return to employment after family-related career breaks. They also provide incentives for women to invest in education and obtain work experience at an early stage so that they can play a key role in a more equitable division of unpaid care work in the home (Kring, 2017)

The policy report also explains that different countries propose various measures to reduce the burden of gender wage disparities in general and women's work and family responsibility in particular. These measures include stimulation of social dialogue, equalizing access to training and education, standardization of wages, and accommodating work and family responsibilities by offering childcare facilities. The report also says that the provision of these facilities affects women's labor market decisions on whether to participate or withdraw from the labor market and the types of jobs they pursue. Without childcare options, women may choose to give up work or to work part-time in the informal sector. That way they can have the flexibility to balance their family responsibilities, but there will be differences in wages, hours, and access to benefits (Kring, 2017)

The GoE is also working to ensure gender equality based on the commitment of the Beijing platform for action. According to this declaration, the government should create gender-friendly components in the workplace such as breastfeeding and separate changing rooms, toilets, and better health and safety measures, and these measures are progressively integrated with private organizations. Furthermore, the government is working to recognize and reduce the burden of unpaid care work in the family(FDRE, 2019)

Because of this fact, in a country like Ethiopia women are suffering because of their natural identity. To promote and recognize their crammed potential and above all to legalize their right as a human, it is logical to implement and create awareness and affirmative action for women and the society at large.(ibid)

### **2.7. 3 Federal Government Offices Child Daycare Practice Code**

The policy measures taken by the federal government are important to increase the contribution of child day care services so that parents can reduce their burden of child-rearing. Accordingly, the Ministry of Women and Children Affairs issued this directive following its power stated in Article 48 (6) of the Revised Code of Civil Proclamation No. 1064/2010. For instance according to No.1&3,the aims of child daycare center establishment include:

(1) To minimize the negative impact on women civil servants who lose their full attention and energy in the institution where they work far away from their children, and their frequent absence to care for their children, and to increase their self-development, self-efficacy, and self-confidence.

(3) To reduce the burden of women workers, and increase the effectiveness of women as well as to provide adequate care and protection for children (MOWCA, 2017)

Despite these opportunities there are challenges in using work place child day care services.

## **2.8. Challenges in Using Workplace Child Daycare Service in Ethiopia**

According to UNDP (2018) research findings, there are challenges related to using the child daycare service in Ethiopia which includes:-

### **1 Legal Administrative and Policy Issues**

The research findings conducted in Addis Ababa indicated that there is a challenge in policy implementation for child daycare service in Addis Ababa. For instance, focal persons were not assigned at various administrative structures of the government's hierarchy to coordinate and monitor the service. Manuals and other supporting IT materials that increase the capacity of caregivers were missing. Furthermore, there is no government involvement in providing care and education of children of 3 years below ( Tefera & H.Yesus, 2015)

### **2 Service Quality**

The research indicates that service quality also contributed to the challenges of parents in using the service and this includes the caregiver to child ratio, technical factors such as using common names for all children (like *enatiye*, *abatiye*) rather than using the actual individual names of the children and this approach may affect the children's psychologically because they perceive like my mom for females and my dad for males. In addition to these children are all feed and put to sleep at the same time. Some play materials were not in reasonable

proportion to the number of children and lack of enough playground to promote children's free movement were also noted as a challenge in the study ( Tefera & H.Yesus, 2015)

### **3 Lack of Professionalism**

According to the findings in the study, the daycare services in the study site of Addis Ababa lack experience of professional integrity about special needs and breastfeeding practice. The argument stated as:-

*From the legal perspective, a constitutional right for equal services and their right can't be denied simply because of a lack of caregivers with skills in special needs. The centers need to be inclusive by empowering the caregivers technically rather than shutting the doors in the name of lack of trained personnel( Tefera & H.Yesus, 2015, p. 22).*

Research conducted by Seifu(2014) showed that the implementation of center-based child daycare service in Ethiopia has different problems in relation to its qualification. One of the main problems is caregivers' perception of professionalism. Accordingly, most of them believe that they have acquired the skills of caring for children at all age levels through experience. While the educational level and related training is needed to increase service quality rather than basic skills. (Seifu, 2014)

According to this argument, caregivers lack awareness about the importance of professional child care. Therefore, the challenges in using child day care services include **Policy** and economic issue as well as lack of empowerment by improving the capacity of individuals.

## **2.9 Neoliberal Instrumentalization of Gender Equality Ethiopian Contexts.**

According to this theory, the ideology of Neoliberal argument regarding gender equality in **the Ethiopian context is politicized**. Because it argued that the state advocates to empower adolescent girls living in poverty to reach their full potential however the analysis is made from the perspective of challenges connected boys and men (Consilience, 2016).

The report said:

*In Ethiopia, public employment is the most attractive option for educated people, and that [people] would rather remain unemployed (the incidence of unemployment is higher among the most educated) than enter informal private-sector employment or self-employment or an adolescent Ethiopian girl, education has a substantial effect on job allocation, by reducing the probability for self-employment and increasing the probability for public and private wage employment. However, there is still seem to be gender-specific constraints for the most attractive form of employment (Consilience, 2016.159)*

According to this report the state used gender equality as a "smart economics" framework and emphasizes gender development to support women's economic empowerment by "improving the productive capacity of individuals' and creating a conducive environment for productive employment rather than just employment opportunities. However in Ethiopia, the barrier is to enter into wage employment, and entrepreneurship presents greater obstacles for women than for men. This approach is significant in that it supports second-wave feminism which explains the displacement of feminism as a political project instead of transformational agenda such as rewarding, independent, and creative work for women and girls, creating an opportunity for women for paid work and resource sharing rather than just an instrument for influential agents in the development era. Moreover, it argues that *the "triple role" of women became undeniably salient under the pressure of the financial crisis*. However, the theory is deficient in using a more holistic view that considers how the challenges of adolescent girls are connected to boys and men.

This theory is consistent with the thesis in that it investigates the third world and Ethiopian women's challenges and opportunities in gender development program (Consilience, 2016)

Notably, Men are the masters in economic, political, and intellectual life, while women play a subordinate and even submissive role. This inequality of sexes has marked class society from its very inception several thousand years ago and the essential inequality still remains a barrier to women.

# CHAPTER THREE

## Method of the Study

This chapter discussed method of the research which includes design of the study, selection of the study area and study participant, appropriate tools and techniques to collect relevant data, method of analysis and ethical consideration.

### 3.1. Design of the Study

For this study, the qualitative research method is used descriptive exploratory research design is applied to explore the experience of employee parents using workplace child daycare. The very essence to select this method was because it enables to identify the critical problems of employee women, contribution and challenges of workplace child daycare service. This helps to draw a valuable and concrete conclusion. Moreover, it helps to discover the inherent problems of the child daycare service.

The study used in-depth interviews, Key Informant Interview (KII), Focused Group Discussion (FGD), and none—participant observation. The Qualitative approach helps the researcher develop a complex picture of the problem or issues from different perspectives and identify many factors involved in a situation (Creswell, 2007)

Creswell (2007) also argued that the qualitative method is used when an issue needs to be explored and a group or population is studied to identify variables that can be measured or when silenced voiced need to be heard and also when the topic is relatively new (ibid).So these method helps to explore the hidden feelings of work place child day care participants in the study.

The main purposes of exploratory studies are that of formulating a problem for more precise investigation and developing the working hypotheses from an operational point of view. It emphasizes the discovery of ideas and perceptions. The study is also flexible enough to provide an opportunity for considering different aspects of a problem under study. (C.R.Kothari., 2004)

### 3. 2. Sampling Techniques

#### 3.2.1. Selection of Study sites

The researcher has purposively chosen Addis Ababa because currently most of the workplace child daycare centers are established in the capital city. Therefore it is possible to access onsite child daycare centers. Because Creswell (2007) argued that using purposive sampling,

individuals and sites can purposefully inform an understanding of the research problem and central phenomena in the study.

Therefore this study has been conducted in two government sectors of Addis Ababa namely in the Ministry of Industry and General Wingate Polytechnic College. The researcher selected the sites based on the fact that firstly both sectors have the leading role in establishing child daycare centers because both of them established in 2017 at an early stage of policy announcement and have experience in implementing the services (ENA, 2018).

Secondly, General Wingate Polytechnic College provides the service for female vocational training participants in addition to the staff (EN\_project, 2018)

### **3.2.2 Selection of Study participants**

The participants for the study were chosen using a purposive sampling approach which includes parents using the service because they are beneficiaries of the service, caregivers, and focal persons who are representative of gender unite in the organization since they are caregivers and facilitators of the service. Administrative staff from the human resource department is also included to get information on the performance of the parents and the implementation process. On the other hand, this study excluded women employees who are not beneficiaries of the service or who have not any mandate in the implementation process. The Ministry of Women and Children Affairs and Addis Ababa Women and Children Affairs Bureau has also participated in the key informant interview (KII) because they are concerned with government officials. One KII has been selected from each office.

## **3.3 Data collection tool**

To collect qualitative data for the study, the researcher used in-depth interviews. Key Informant Interview (KII), non-participant observation, and FGD discussion. Walliman (2001) also explains that observation notes, interview transcripts, literary texts, minutes of meetings, historical records, memos and recollections, documentary films, are all typical examples of qualitative data. (WALLIMAN, 2001, p. 198)

### **3.3.1. In-depth Interview**

The study conducted intensive individual interviews to explore about the contribution and challenges of workplace child daycare service and validate the problem encountering the cooperatives. 22 participants have interviewed at their workplace. 2 caregivers and 3 parents from the ministry of Trade Industry care center were interviewed using the phone. In this regard Walkman (2011) says:

*Telephone interviews avoid the necessity of traveling to the respondents and can therefore be carried out more quickly than face-to-face. However, you cannot use visual*

*aids to explain questions, and there are no visual clues. For interviewing very busy people, it is best to pre-arrange a suitable time to ring – modern communications technology is making it more and more difficult to talk with an actual person on the phone! Interviews can be audio recorded in many instances to retain a full, uninterested record of what was said.*(Walliman, 2011, p. 100)

**In-depth Interview data were** collected from parents, caregivers managerial staff, and KII both by face-to-face and telephone interview using open-ended questionnaires/checklist that is intended to collect the data on the contribution and challenges of child daycare services. The researcher developed the checklist in English and translated it into the Amharic language. The participants were communicated through the Amharic language and administered by an interviewer.

For KII i.e Ato Mersha head of capacity building section from Addis Ababa Women and Children Affaire and Ato EnyewTamiru from Ministry of Women and children affaire were participated and a standard interview checklist was used. Audio recorder used for both physical and telephone interviews.

### **3.3.2. Focus Group Discussion (FGD)**

The study has used this tool to explore ideas that cannot be explained in the interview session in depth. It will help the participant for factual verification on the spot. FGD participants include 4 parents, 2 caregivers, and 1 administrative staff who is working in the human resource section and having 8 participants (all female) member group. Because in group interview people have to be particular experience or knowledge about the subject (Walliman, 2011) So that in the dissection people responded different ideas for similar topic The topic includes: the child daycare service, experience about other non-parental child daycares, the opportunities and challenges in using the service, and measures to be taken to improve the service. Accordingly, the members of FGD share their experiences on each topic respectively. The discussion was conducted at the Winget Polytechnique College daycare center on 17 March 2020, just a day before the announcement of the entrance of corona virus in Ethiopia.

### **3.3.3. Observation**

The non-participatory observation was used as a primary data collection method. The researcher visited the center and observe the physical setting of the center, breastfeeding process, children who are playing in the room at the selected child daycare centers on 11 and 13 March 2020. This helped the researcher to realize the actual situation and the care center setup.

### **3.4. Data analysis**

After collecting data the researcher examined each data in detail and listened to the recordings repeatedly and summarized them. All recorded and written interview data were transcribed. Transcribed data would be merged and coded so that. the anonymity of the participant was maintained. Thematic analysis was used in which similar ideas were categorized based on their theme and ready for data analysis. The data was analyzed using content and narrative analyses. Because content analysis involves categorizing verbal or behavioral data to classify and summarize, while narrative analysis is revising primary qualitative data and rewriting to describe data obtained through qualitative methods(Woods, 2002)

### **3.5 Ethical Considerations**

One of the most important things that keep the quality and authenticity of the research is the high commitment to ethical consideration. A written letter that explains the research idea had been provided to study the site. The researcher obtained an approval letter from Addis Ababa University, Centre for Gender Studies, before any research activity at the specified location. On the first day of data collection, the researcher communicated with the officials and responsible bodies. Before communicating the data information every respondent was informed about the purpose of the study so that they would not be confused and their response would remain confidential and used for academic purposes only. Therefore the research work was carried out only with the consent of the participants and the time.

In the meantime before the interview, every participant was informed about the purpose of the study since the fundamental ethical principle of social work research is never forcing anyone into participating in the study and participation must be voluntary. So, the research work was carried out only with the consent of the participants, and the time the in-depth interview could take was told to the participants. Anonym icyand Confidentiality issue was also addressed including howthe data would be recorded and coded in a secured way and to whom it would be revealed after all.

# **CHAPTER FOUR**

## **Data Presentation and Discussion**

### **INTRODUCTION**

This chapter focuses on data collected from two federal office child daycare centers in Addis Ababa which are found in the Ministry of Trade and Industry(MTI)and General Wingate Polytechnic College(GWPTC). Employee parents, Caregivers, management staff of the organizations, and concerned government representatives have participated in the study. The purpose of the study is to examine the contribution of workplace child daycare services to reducing the burden of work-family balance in general and increasing the participation and performance of working mothers in particular.

Workplace child day caregivers' and parents' profile, as well as all qualitative data information's was included in this section. The general background information includes age, sex, education, number of family members living together, employment statuses, and number of children owned, number of children using daycare service, and year of experience in using the service.

The in-depth interview was analyzed based on the information given by parents' response on the quality of daycare services, the contribution of daycare services, opportunity, challenges in using the services, and effects of non-family child care out of child daycare center. The information from managerial staff, caregivers, and FGD were included by looking for common threads or elements across participants

The parents are coded as 'P', C for caregivers, M' for managerial staff, and KII for the key informant. Since the research was conducted in two research sites the GWPTC is coded as 'O1' and 'O2' for MTI.

## 4.1 Data Presentation

### 4.1.1 Background Profile

Table 3 parents' profile

|                                  | Wingate Polytechnic College(O <sub>1</sub> ) |                               |                               |                               |                               |                               |                               |                               | Ministry of Trade and Industry(O <sub>2</sub> ) |                               |                               |                               |                               |                               |                               |                               |                               |
|----------------------------------|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|---|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Code                             | O <sub>1</sub> P <sub>1</sub>                | O <sub>1</sub> P <sub>2</sub> | O <sub>1</sub> P <sub>3</sub> | O <sub>1</sub> P <sub>4</sub> | O <sub>1</sub> P <sub>5</sub> | O <sub>1</sub> P <sub>6</sub> | O <sub>1</sub> P <sub>7</sub> | O <sub>1</sub> P <sub>8</sub> | O <sub>2</sub> P <sub>1</sub>                   | O <sub>2</sub> P <sub>2</sub> | O <sub>2</sub> P <sub>3</sub> | O <sub>2</sub> P <sub>4</sub> | O <sub>2</sub> P <sub>5</sub> | O <sub>2</sub> P <sub>6</sub> | O <sub>2</sub> P <sub>7</sub> | O <sub>2</sub> P <sub>8</sub> | O <sub>2</sub> P <sub>8</sub> |
| sex                              | Female                                       | Female                        | Female                        | Female                        | Female                        | Female                        | Female                        | Female                        | Female  | Female                        | Male                          | Female                        | Female                        | Female                        | Female                        | Female                        | Female                        |
| Age                              | 34   | 25                            | 38                            | 28                            | 25                            | 28                            | 27                            | 30                            | 38  | 35                            | 33                            | 27                            | 27                            | 32                            | 35                            | 34                            | 34                            |
| Marital Status                   | Married                                      | Married                       | Married                       | Married                       | Married                       | Married                       | Married                       | Single                        | Married   | Married                       | Married                       | Married                       | Married                       | Married                       | Married                       | Married                       | Married                       |
| No of children using the service | 1  | 1                             | 1                             | 1                             | 1                             | 1                             | 1                             | 2                             | 2   | 1                             | 1                             | 1                             | 2                             | 1                             | 1                             | 1                             | 1                             |
| Experience in using the service  | 2 month                                      | 1 yr                          | 2 years                       | 1 yr                          | 3mo                           | 1 yr                          | 9 month                       | 1 yr                          | 2 years   | 1 yr                          | month                         | 1 yr                          | 2 years                       | 1. yr                         | 9mth                          | 1 yr                          | 1 yr                          |
| Employment status                | Permanent                                    | permanent                     | permanent                     | permanent                     | contract                      | permanent                     | permanent                     | permanent                     | Permanent                                       | permanent                     | permanent                     | permanent                     | contract                      | permanent                     | permanent                     | permanent                     | permanent                     |

Source: The researcher's data, March 2020

**Table 4 Caregiver's Profile**

|                                | Wingate Polytechnic College(O <sub>1</sub> )  |  |  | Ministry of Trade and Industry(O <sub>2</sub> )   |   |
|--------------------------------|---|--|--|---|---|
| Code                           | O <sub>1</sub> C <sub>1</sub>   | O <sub>1</sub> C <sub>2</sub>                          | O <sub>1</sub> C <sub>3</sub>            | O <sub>2</sub> C <sub>2</sub>   | O <sub>2</sub> C <sub>2</sub>   |
| Sex                            | Female  | Female   | Female                                   | Female  | Female  |
| Age                            | 38  | 24   | 29                                       | 34  | 42  |
| Educational status             | Diploma   | 10 +2  | Diploma                                  | 12  | 12  |
| Employment status              | Permanent   | Permanent  | Permanent                                | Permanente  | Permanente  |
| Types of professional training | Child day care training in Abebech Gobena childcare training center for 6 months and other short term trainings on child day care | Teaching training at KG level and 2 years' experience. | 2 months training on child care training | <ul style="list-style-type: none"> <li>• 10 years' work experience in orphanage NGOS and short term trainings in the field and</li> <li>• 1 year experience in current child day care center and trained in related fields</li> </ul> | <ul style="list-style-type: none"> <li>• More than 20 years' work experience in orphanage NGOS and short term trainings in the field</li> <li>• 1 year experience in current child day care center and trained in related fields</li> </ul> |

**Source:** The researcher's data March 2020

#### **4.1.2 Organizational description of the child daycare centers.**

The research project is covered two-child daycare centers which are found in Addis Ababa. The organizational description is based on the information obtained from the in-depth interview, office document and the researcher's observation. It includes the background of the organization, physical set up, and types of services given in the center.

Accordingly, Ministry of Trade & Industry is found at Addis Ababa Arada Sub City around Arat Kilo Tourist Hotel. The daycare center was established in 2017. The Human Resources report shows that until August 2012 the MOTI has a total of 762 (male 335 female 425)staff. Among these women, workers constitute 56% of the total active workers.

The daycare center is situated on the first floor of the building. The internal setting has two playing rooms and two bedrooms. Children are categorized into two groups based on their age level that is 0-2 years old in one category and from 2-4 years in the second category to play and sleep. Different playing materials like Toys, Cars, and kid sits are seen in the rooms. The center is well equipped with kitchen materials to store and cook food. The daycare Center proving child daycare services for 10 children whose age is six months up to four years old. There are two-day caregivers in the center.

Wenget Poly technique College is also located in Addis Ababa Gulele sub- city near Wenget Square beside St Gebrale Church. The organization established the center in 2017. According to the human resource management report; currently there are 530 (183 female and 347 men)employee in the college. Among these women, workers constitute 34.5% of the total active workers.

The internal setting has one playing room; one-bedroom, and different playing materials (Toys .cars) and Television were seen in the rooms. The center also has a place to store and cook food. The child day care center proving service for 10 children whose age is six months to four years old. In addition to this the college-gives the service for trainee mother. Both centers used similar manuals on the types of service given. Accordingly, the service given from Monday to Friday. The day care centers open in the morning 7: 30 AM to 8 AM and the children waiting in the center up to 5 PM in the evening. The type of services includes : taking care of their hygiene, breastfeeding every two hours, children's entertainment, and feeding. The following figures tried to view the internal setup of the child day care centers.

**Figure 1 Internal Set-up of Wenget Polytechnic College Care Center**



**Figure 2 Internal Set-up of MTI Care Center**



### **4.1.3. Work Place Child Day Care Center Service Contribution**

According to the study finding, respondents reflect their idea on the contribution of workplace child daycare activities from a child, family, work, community and government perspective.

#### **Children's Benefit**

Respondents also approved that the parents explained their feelings as their children were secured in using workplace daycare services. For instance one of the parent who is using the service explain his experience as follows:

O2P3said

*"We hired a domestic worker to take care of our baby after maternity leave. But after a few months, she disappeared stealing valuables worth 15,000 birr from my house. This type of experience shows how the workplace child daycare services reduce the risk of security problems and ensures that the children are well cared for".*Parent O2P3, Monday, 16/3/20

In addition to this, regarding the physical and psychological development,

O1P4 said,

*"I believe that the service helps my child in doing things actively because When children play, it is helpful for their psychological growth".*

Parent O1P4. ,Friday, 13/3/20

This implies that workplace child daycare service has a significant role in making sure that the future generation is secured, healthy, and has better psychological and physical development.

#### **Family Benefit**

Participants from the first organization reported that the service reduces domestic worker and extended family member management burden. In addition to this, they argued that the importance of the service was more significant for single parents.

O1P8 said,

*"I am a single mother. My first baby is getting the daycare service. I live with my baby alone; therefore I have lots of responsibilities. However, the daycare service has relieved my burden and for the last two years enabled me to do my job and discharge my responsibility as a parent while participating in job-related training programs".* Parent O1P8. ,Monday, 16/3/20

The child daycare service has helped this mother to carry out her job while her baby is taken care of at the center.

Besides, O1P6 said,

*"Workplace daycare service is good not only for me but also for my family because sometimes my husband cannot work and earn income when he is ill and because of other related factors. Therefore the child daycare center helps me use my full potential to work and earn income for my family". ParentO1P6, Friday, 13/3/20*

For this mother, the service has helped her to earn extra income. Besides, O1P2 and O1P4 reported that the service reduces the economic burden in terms of doing away with managing extended family members.

The male participant parent from the Ministry of Trade and Industry O2P2 said,

*I have been getting the service for 2 years. Being a male parent, I am the first to take advantage of the service. My colleague has followed in my footsteps and is also benefitting from the service. I am happy because the service has enabled me to take some of the burdens off my wife's shoulders. Therefore, the availability of a daycare center in my workplace is a great help to me and my wife. I have a car; therefore, I have no transport problem. I suggest other fathers follow in my footsteps if they get the opportunity. But in this organization, my friend and I are beneficiaries. ParentO2P2, Monday, 16/3/20*

This parent is happy because the child's daycare service has enabled him to share in the responsibility of raising a baby.

O2P3 also said,

*"I decided to use the daycare service in my organization two months ago and my wife also continues her fieldwork. I would like to take this occasion to thank my colleague and role model who helped me to decide in doing so and helped my wife continue her job". ParentO2P3, Monday, 16/3/20*

Regarding family benefit the above response shows that because of workplace child daycare service male partners can share caring responsibility and women can be a breadwinner for her family and can raise her child as a single parent.

### **Work-related Benefit**

All participants agree that workplace child daycare service helps ensure effective participation in daily activity because they can work additional hours which used to be wasted caring for a child at home.

Two participants also reported that workplace child daycare service had increased their potential for further reading because psychologically they feel free and also

explained that the service has a great contribution in creating the chance for women to participate in vocational training. Accordingly, the parents explained their experience and personal feelings as follows

for instance, O1P2 said,

*"The daycare service has enabled me to do my job effectively. As a result, I can save more than 3 hours in my daily activity. Because psychologically I feel free in doing my work when my child is in a care center. I cannot do any office activity at home because my husband is not happy to share in child care activities. Sometimes when he tries to take care of the baby at home and the baby cries he automatically leaves the room because it is known that men are naturally aggressive. I had faced many problems while raising my first baby. So now I am lucky in using the service these days. For instance, my sister has no workplace daycare service; she leaves her baby in the care of my mother before she goes to work". Parent O1P2, Wednesday, 11/3/20.*

For this mother, the daycare service helped to reduce the child-raising burden because she faced many problems due to her husband's intolerance behavior.

O1P4 also said,

*"The daycare service has enabled me to prepare my daily lesson effectively because at least 2 extra hours are added to my office activity daily compared to the time before I started using the service. I had been working for 7 years in the organization. As a trainer I have been surprised by the sudden increase in the number of women attending the training because before the establishment of the daycare servicewomen could not attend the training with their babies. I remember that four years ago a woman came to vocational training with her baby and during the practice the baby fell to the ground. She cried saying that her husband would never again allow her to attend the training. She was less concerned about her baby's wellbeing than she was about her husband's violent action at home and losing her chance to attend the training. Of course, the nature of the vocational training practice is very difficult to participate for women with their babies. Now, thanks to the daycare service policy, I am very happy to see an increasing number of young mothers attending the vocational training". Parent O1P4, Friday, 13/3/20*

Concerning the enabling situation created to perform office activities because of the day care services, there are findings in the study; for example O1P6 share her experience in the following words,

*"The daycare service has enabled me to have the chance of working in my profession because my religious norms have forced me to be at home and work in my profession. Now the service has not only given me the chance to work in my profession but also to use my full potential in preparing the training. Now I am earning my monthly income".ParentO1P6, Friday, 13/3/20*

. O1P7 also said,

*"I was working for 2 years in the organization. I was married and have 2 children. I have been getting the daycare service for 9 months. The daycare service has enabled me to give attention to my work because the activity needs attention and clear documentation work. I used to perform poorly at*

*the documentation and I was making mistakes in my work repeatedly. I was usually late for work and sometimes I was absent in child-related problems. My husband was not supporting me in caring for the baby. But my organization now shares my problem of child-caring. Now I can improve my work performance".Parent O1P7 Monday, 16/3/20*

The above experience shows that finance-related type of office work with child caring responsibility increases the burden of parents for most of the employees

In addition to this the managerial staff from the MTI i.e O2M2 said,

*"Workplace daycare center service has a great contribution to our organization and currently, not only women employees but also men employee can be benefited from the service in our organization. Before the establishment of the service, sometimes the employees were forced to leave their job without pay and some of them used to bring their children to the office and tried to make them play in the extra room. However, this action was very difficult for the parents as well as the organization. But now thanks to the daycare center, most of the problems are solved".O2M2, Thursday, 19/3/20*

Furthermore, the focal persons of MTI said that,

*"For me, the workplace child daycare service is an empowerment for women. Because we can see that women are out of formal employment because of raising children".O2M1 Monday, 16/3/20*

The researcher also found out that some letters written to the organization by the employee mothers explain that they were forced to be out of formal work because of child-raising

### **Benefit at Community and Organizational level**

The respondents reported that the service increase women's involvement in working hour meetings and social events. For example

Parent O1P2 said

*"Currently I can attend most of the training and meetings in the workplace. my social participation in the workplace also increased as I participate in staff social events and able to work as Idler secretary ".Parent O1P2, Wednesday, 11/3/20.*

This implies that the availability of the service facility will motivate women to participate at a different level of community activity.

Regarding organizational benefit, only one respondent from GWPTC recognized the contribution of child daycare service impact on the performance of office activities and O1M said that

*"There is an office activities implementation performance gap when female employees were delayed during maternity leave and extra annual leave to child-raising. Sometimes the organization is forced to hire contract worker; however, currently, this problem is getting a solution because daycare service has enabled mothers to return to their job as soon as maternity leave is over".O1M Wednesday, 18/3/20*

On the other hand, some of the respondents reported that only the women directorate and few officials support the implementation process and recognized the service. As a result, there are some attitudinal and administrative gaps at different organizational levels.

For instance, O2P4 said,

*"In my 2 years' experience, I feel that the primary responsibility of women is believed to be raising children. This is the wrong perception at all levels of society. As result work place child daycare activity is taken as women employee's incentive rather than organizational benefit". Parent O2P4, Monday, 16/3/20.*

This implies that there is a gap in the integration of the employee, women's directorate, and the responsible government body in perceiving the workplace of child daycare service implementation process to achieve the policy goal.

#### **4.1.4 Non-Parental Care Experience**

In this section the study participant were reported non-parental care experience which includes hiring domestic workers, using the help of extended family, and using a private daycare center.

##### **Hiring Domestic Worker**

Parents reported that raising the child by a domestic worker has more negative impact than positive contribution. Because the child is not secured in addition to this the physical and psychological development of the child is affected due to poor feeding and monitoring by the domestic caregivers. Among the respondents parents who hired a domestic worker shared their experience as follows:

O2 p2 said that

*"I don't believe in hiring a domestic servant at home to raise a child because the domestic servants cannot be trusted. For example, they may not be very careful with hygiene when cooking for babies, not feed the baby on time, or not at all. I also observed that they may not let the babies move about and play as much as the babies need. All of these things have an impact on the baby's growth. Moreover, a domestic servant's payment is becoming unaffordable ".Parent O2P2 Monday, 16/3/20*

O2P6 said

*"My firstborn baby was cared for by a domestic worker but due to poor feeding and caring, most of the time he was ill. Later on, the health professional told me that the baby had suffered internal damage related to some accident. But up to 4 years old, this is secured for me. Currently, he didn't properly communicate with people and actively*

*playing. Now for my second child, I am using child care center surprisingly my child is psychologically and physically well developed". ParentO2P6, Wednesday, 17/6/20*

The above experience of the parents showed that parents' not preferred hiring domestic workers because they believed that it affects children's physical and psychological growth.

### **Using the help of extended family**

Regarding the help extended—family care service O<sub>1</sub>P<sub>7</sub> said that:

*"In my experience using other family members is a better option for the child to be secured. But extended family management has economic pressure and increase family responsibility. Moreover, usually husband's family not happy to support child caring for working mother". ParentO1P7Monday, 16/3/20*

### **Using private child daycare**

Regarding private child care center experience, 2 parents argued about the negative impact of private child daycare on child health and security, economic issues, and the advantage of breastfeeding access. For example

O<sub>2</sub>P<sub>7</sub> said,

*"Before the establishment of this service in our office, I had been using private child daycare center and I had paid 2,000 birrs per month which is very expensive and challenging. But now I can save 2,000 birrs in my monthly income. Moreover, those parents using service in private daycare center do not know each other; therefore it lacks security and there is no chance of breastfeeding" ParentO2P7Thursday 17/6/20*

O<sub>1</sub>P<sub>3</sub> also said,

*"I had been using a private daycare center which charged me 500 birrs a month 3 years ago for my second child. But the service center was much suffocated many children were waiting in a single room and the payment increased when the age of the baby decreases from 2 years to 6 months. But most of the time my baby was suffering from a viral infection like the flu and tonsillitis". O1P3, Friday, 13/3/20*

The response implies that despite non-parental care out of the center's workplace daycare center has its contribution in terms of child development and to have a well-secured child raising system for future generation and psychological relief of the parent specifically employee mother. On the other hand, breastfeeding is possible only in using a workplace care center. Furthermore, having common child care within an organization develops self-help and increases integrity at the family level.

#### **4.1.5 Opportunities created**

In this part of the study, opportunities created for the participants in using the service were reported.

##### **To participate in vocational training**

Vocational training help parents specifically those mothers who drop out of their formal education to engage in paid work. From GWPTC vocational trainee

O1P1 said that:-

*"I was married. I have 2 children. My second baby is getting the daycare service for 2 months. I am living with my 2 children and my husband. Now I have got vocational training in women's hair beauty salon. The daycare service gives me the chance to go to the public and to achieve my ambitions because I have stopped my education at secondary school. Women are forced to put raising children ahead of improving their life. And my husband is not happy to bear the additional expense of child daycare service. On the other hand, you cannot go to school or training and workshops with your baby. Now, thanks to this institution, I can have the chance to be an income earner for myself and my family". Parent O1P1, Wednesday, 11/3/20*

In consistence with this, the O1M from GWPTC also said,

*"Women prefer our center for vocational training because of the daycare center for instance 16—18/trip women can attend short term training without any interruption. Currently, the number of women trainees has increased from time to time. As a result, for the current budget year, we have a plan to increase the number of women trainees from 24% to 28%" O1M, Wednesday, 18/3/20*

The response from both participants indicated that women are more encouraged to participate in vocational training when the care burden is alleviated,

##### **To stay at low paid work**

This study shows the opportunity created for single mothers having babies and living alone.

Regarding this opportunity O1P8 said,

*"The daycare service has enabled me to attend to my job and reduce the economic burden. In the absence of this service, I cannot do my work and I cannot afford all living costs because my salary is insufficient to cover costs including house rent" P O1P8, Monday, 16/3/20*

This response implies that for this single mother, the child daycare service has created an opportunity not only to be employed in paid work but also to reduce child care responsibility.

In addition to this, O1M1 said,

*"The child daycare service provided in our college needs further improvement in terms of quality service; however, within the last 3 year implementation period, I believe that it has created two opportunities for women. Firstly, it has created an opportunity to participate in the vocational training for trainee mothers, and secondly, employees in the organization can stay in their job with low salary because currently, it is difficult to afford the payment for a domestic worker. Thirdly, the organization also benefited from attracting women who want to participate in vocational training and employment at a low level". O1M1, Wednesday .18/03/2020*

The response from the participants in GWPTC indicated that the organization had created an opportunity for parents, specifically working mothers, to invest their time in paid work, and to involve in vocational training that helps for income-generating activities together with enabling situation in doing their career.

### **Upgrading educational status**

Regarding school involvement opportunity, the response shows that the service is very helpful for those mothers who want to continue their education in working hour educational program.

For example From the Ministry of Trade and Industry

O2P2 shares her experience and said that:

*My husband is from a Muslim family. I had a degree when we got married but after marriage, I encountered a big challenge. My husband and his family kept me from working for two years to raise my child and told me that nobody should be caring the kid .so they believed that I should be out of my job and stay at home for the kids to be well carried. In the mean time when I have to opportunity to hired in the ministry of Industry I was also lucky in getting the child daycare service because using these double opportunity I decided to hired in the organization. My husband and his family also couldn't convinced me to stay at home in the name of child-caring.*

*And once I was hired again, he kept telling me to take annual leave and sit at home. When I tell him that I want to pursue education, he says, "I am not educated. Why should I send you to school? Besides, what good is education for a woman? Just sit at home." But now that the daycare center is taking care of my second child, I am doing my job without worrying and plan to continue my second degree".*

O2P5 also said that

*"For me workplace daycare service has created an opportunity to work and to learn because how much you are educated and your contribution is significant for the development of the family. The organization and the country as a whole expect women to be primarily engaged in raising children. This is a commonly accepted experience at all levels of society. So work place child daycare service has a significant role in my life to reduce this burden because the service has allowed me to do my second degree for 2 years in the Addis Ababa University's regular program". ParentO2P5, Wednesday .17/06/2020*

This response shows that the service created an opportunity to empower women to improve their status and share power in their field of study. There is an opportunity of having a child but also having a job and pursuing education at a higher level at an early age.

The availability of additional opportunity was also reported in the in-depth interview.

These include:

- Having a healthy, physically, and psychologically well-developed child.
- Improved work performance.
- Being a breadwinner for the family.
- Increase interaction and participation in social life.
- Using breastfeeding as birth control.

#### **4.1.6 Challenges of Work Place Child Day Care Service**

According to this study, the challenges of workplace child daycare service lies both in establishing and in using the service.

##### **To strengthening the service**

The response from the key informant of this study also shows that the challenges were created with policy issues, and lack of organizational and individual commitment.

The key informant from Addis Ababa Women and Children's Affairs office i.e KII2 said that

*"There is an enabling policy and proclamation for programming workplace child daycare services and most of the time officials and responsible people believed in the role of the child daycare center to enhance gender development. However, practically they do not take measures in facilitating the establishment. The housing management bureau also is not committed to considering child care centers according to the guideline by the ministry or they refuse to rearrange rooms for such activities. Regarding the policy issue, the government hierarchy is difficult to coordinate and monitor the service. Finally, he recommended that research institutions like Addis Ababa University should take a practical measure to implement an action-based plan by establishing a daycare center for its staff which is used as a pilot project to show how the child daycare service empowers women and a key issue in gender development program".KII2.Thursday .17/09/2020*

*The focal person from the Ministry of Trade and Industry also explained that the daycare policy has to be revised by the ministry because the policy has*

- Lack of clarity in the implementation process. For instance, employment of human power in the capacity of caregiver and specific budget is not allocated.

Concerning this response, the key informant from the Federal Women and Children's Affairs KIII said,

*"Workplace child daycare is a new project and most of the organizations still have not started the establishment of the center while some of them lack the willingness to start the service. For the ones which have started the activity, the policy is still in its testing period; many issues may need revision".KIII. Friday .5/06/2020*

So the respondents from the two organizations reported that the establishment and strengthening of the child daycare center is a challenge that requires the involvement and commitment of all government bodies.

##### **In using the service**

The challenges in using the service were reported from a different perspective that includes service quality, wrong perception of gender equality, and policy issues. Accordingly, regarding service quality parents and caregivers participated in an in-depth interview and FGD discussion of GWPTC reported that lack of transportation, lack of enough space to categorize children according to age and for trainee mothers, lack of extra room for

breastfeeding practice, and lack of health professional was reported as the major challenges to service quality.

. For example, respondent O1C1 said that

*"The center has not enough space for the mother to sit during breastfeeding, no proper place for changing clothes and diaper. There is also not enough place to separate children into different age groups. As a result, those children above 2 years disturb the younger babies when they sleep and play. The problem is more challenging during training time. In addition to these, we have an experienced and trained for a common type of health problem and reported to the responsible bodies if the kids have some problems but there is no health professional to follow-up more complicated health problems like to detect early Autism and the like and these are the reason for poor qualities in the service".*CaregiverO1C1, Wednesday, 11/3/20.

O1P4 also said,

*"Whenever the college is offering training, it also invites women to attend. Although that is commendable, lack of enough spaces and shortage of caregivers is still affecting the quality of the service"*Parent O1P4. ,Friday, 13/3/20

For this mother, the shortage of human power and space during training is undermining the quality of the service.

O1P6 said,

*"There is no appropriate place for breastfeeding in the center. Therefore appropriate sit should be arranged especially during training"*. Parent O1P6, Friday, 13/3/20

In addition to this O1P7 said,

O1P7 added on saying that;

*"Caregivers cooperate by boiling the milk we bring from home but it would be more helpful to us if some facilities were provided so that supplementary food could be cooked at the center "Provision of a diaper is an additional cost for me because I have to provide a minimum of 2 diapers daily and my husband is not happy to share this cost".* ParentO1P7, Wensday, 11/3/20

O2P1 explain her feeling and said that;

*"I feel that workplace child care reduce parent-child attachment, because in my experience gradually my kid starts to prefer playing and eating with peer groups and caregivers than me as a result sometimes the behavior of the child changing and difficult to manage when the baby is at home"*. ParentO2P1, Monday, 16/3/20

O2P5 also said,

*"In our center, sometimes the duty of caregivers had caused controversy among caregivers and parent's but it was resolved that they should handle it in the hope that it would help mothers be less burdened with caring for babies while they are at the workplace. Therefore clear job description and employment status is important in the implementation process"*. Parent O2P5, Thursday, 18//20

In the FGD held on 17/3/2020, group members reported that there are staffs who want to use the service but because of transportation problems coming to the office they couldn't access the service and the homes of these people are very far from the center. The government has arranged the public transport service, but it is not convenient to take babies aboard the buses. So they conclude that this guideline should be revised.

In relation to this response, O1M1 from GWPTC reported the challenge of parents having a low salary in terms of providing sanitary materials for their babies and challenges about the implementation process and said,

*"When working parents use the service they have to provide sanitary materials like diapers; however, some parents cannot afford to cover the cost. On the other hand, the organizations also lack the budget and specific standards to higher professional focal person and caregivers in the field to ensure quality services".O1M1.Wednesday .18/03/2020*

Respondents from the Ministry of Trade and Industry reported challenges in the implementation process and attitudinal problems. For instance, male parents reported their challenges with their family

For instance, O2P2 said,

*"I have the opportunity of being a role model for the first time in using workplace child care service. I can create a safe environment for my child. But there is a Challenges in my family they are not happy in taking my child to the care center"*ParentO2P2, Monday .16/03/2020

O2P3 also said,

*"A traditional way of thinking regarding child caring role is still a challenge for me. For example, my sister disapproves of taking the baby to the care center because she believes that this is the responsibility of my wife. Other people and sometimes my friends also think the same way. So this is a routine challenge for me but I don't care what they think". ParentO2P3, Monday .16/03/2020*

The response from this participant shows how traditional perception affects the use of the service.

Respondent O2P8 added by saying that;

*"One of the obstacles that could keep us from taking advantage of the workplace child daycare service is the problems connected to transport service. Of course, there is room for mothers in the public service but it is not convenient to transport children using public service. Because first, frequent transport of children in public transport is dangerous to health Second, for people living far away from the office, it is difficult to transport children in the morning and at night, and we find it very difficult to use a taxi. In response to this problem, our office allowed us to use the same line as our bosses, but the drivers refused to cooperate. And this shows how people don't understand women's problems and are unwilling to help. Parent O2P8, Monday.16 / 03/2020*

For this mother, the problem of transportation could keep her from benefitting from the service. The solution offered by the organization, which is letting her ride in the vehicles provided for her bosses, was not of much help either since drivers proved to be uncooperative.

O2p7 also said,

*"Sometimes responsible bodies are not committed to support the activity and say that the number of women employees with reproductive age group is not that much significant. So there is no need for strengthening child daycare center". Parent O2P7 Thursday 17/6/20*

This response implies one of the problems related to commitment in giving priority to the implementation of the service like allocating a specific budget and professional human power.

In addition to this, the focal person from Organization 2 care center said,

*"The child care activity from home up to the public stage is taken as women's responsibility which gets in the way of implementation as gender mainstreaming activity. As a result, it is expected that the only responsible body is women employees and women's directorate".O2M1, Monday .16/03/2020*

On the other hand, O2P13.O2P15 and O2P16 reported that transportation access is a challenge due to lack of willingness and attitudinal problems on the part of drivers. The response shows that the organization tries to solve the problem using its strategy despite a lack of individual commitment.

## 4.2 Discussion

This part discusses the main findings of the study. The findings of the response are interpreted based on each created theme and triangulate the findings from different tools used in data collection. The analysis was made inconsistent with the literature review.

According to the response finding from in-depth interview finding the service include playing, child feeding, changing a diaper, taking care of their hygiene, encouraging children to speak, arranging breastfeeding program, and putting the babies to sleep. All these services are important for them in terms of first producing a healthy generation, and it is important for economic, psychological, as well as personal development. On the other hand lack of enough space for mothers' breastfeeding and to sort children according to their age, shortage of caregivers during training time and lack of health professionals' follow-up, lack of food preparation service by the center, and impact of the peer group and care giver's attachment were the main reasons for poor qualities in the service. Also, lack of clarity and lack of commitment in supporting the service in the implementation process was the main finding in the service quality.

In addition to these participants in FGD said that the shortage of spaces during training programs is undermining the quality of the service and making it impossible to sort children into age groups. The writer had also noticed during her visit to the center that mothers were sitting on the floor and breastfeeding their babies in the middle of the room while other children were playing all around them.

In the literature review, the types of good and poor qualities of the services and their negative and positive contributions were mentioned because service quality also contributed to the challenges of parents in using the service. The challenges include feeding the children at a time and similar bedtime schedule, lack of play materials, and lack of enough space to promote children's free movement ( Tefera&H.Yesus, 2015).

Unlike the literature review, most of the findings in this study focus on the good and poor qualities of the services and their short and long terms of impact.

Regarding family benefit the finding approved that because of workplace child daycare service male partners can share caring responsibility and women can be a breadwinner for her family and can raise her child as a single parent

Inconsistent with the above response the literature stated that in most of the developing countries, work-family balance is a challenge for working parents because there is a conflict

between gender role experiences and work responsibility. Therefore the statement implies that family responsibility should be adequately reconciled with the demands of paid work (Federal Democratic Republic of Ethiopia, 2019)

The finding from in-depth interviews indicated that women can have an opportunity of doing their careers more quickly and effectively than before moreover her work experience also shows that how going to the public is very hard for married women. In the literature it was mentioned that sometimes educated young females have not the opportunity of doing paid work after marriage because women are overburdened with different household activities like cooking, caring for babies, washing the dishes, and so on so sharing this burden can contribute to having a positive impact to empower (ODI, 2015). It also approved that this contribution is significant in that that increase the need for workplace child daycare service (Bahiru, Bruktawi, et al., 2018)

Inconsistent with the above response the literature stated that in most of the developing countries, work-family balance is a challenge for working parents because there is a conflict between gender role experiences and work responsibility. Therefore the statement implies that family responsibility should be adequately reconciled with the demands of paid work (Federal Democratic Republic of Ethiopia, 2019) creating a conducive environment for productive employment rather than just employment opportunities (Consilience, 2016).

This perspective focused on the contribution of child daycare service at a different level of the community and government organizations. On the other hand, it shows the level of intervention at which the government is working in the field in addition to proposing the policy and guideline.

Unlike the justification given in the related literature, this finding recognized not only the benefit for parents, families, and children but also the organization as one of the immediate beneficiaries of the service. For instance, the in-depth interview indicated that on average a total of 19.1 working hours is saved per parent every week. According to the researcher's opinion, this contribution is not recognized well in the second year of the implementation period.

The finding in the non-Parental Care experience showed that child daycare service out of the center has an impact in terms of child security and economic impact and so that center-based child care is more preferable than other types of care. Inconsistent with this response the literature review also argued that workplace child daycare service is more preferable than

other non—parental child care in that, not only to psychological satisfaction of parents but also to the early development of the child.: Ethiopia T.V (2018)

The response from both organizations indicated that within 2 years of implementation processes the respondents reported that the opportunity created in the center empowered women in terms of psychological satisfaction, social participation, economical support, and capacity building in their work performance and educational level

The argument by King (2017) supports the response in that it approved the equitable division of unpaid care work at home by providing incentives for women to invest in education and obtain work experience at an early stage (Kring, 2017)

As stated in the background of this study, some of the challenges of the child daycare center in Addis Ababa are related to the problem of new office buildings and lack of essential materials for the center. The finding in the study also showed that participants from both organizations reported t the challenges of workplace daycare services were identifying at different levels i.e. at the individual, organizational, government official, and male partners and family. So it needs collective intervention and commitment to overcome the problem and forwarding this developmental project

According to the implementation policy guide, mothers have the right to use public services but the parents argued that these services are inconvenient due to early wakeup and late arrival for those who live very far from the bus stops. So it needs policy revision by the responsible body. In general, according to the participant response, the challenges of gender mainstreaming issues like establishment and implementation of workplace child daycare activities challenge are crosscutting and it takes collective measures to overcome the problems

This response supports the argument in the literature which proves that one of the challenges of using child daycare services in Ethiopia involves lack of government involvement in providing care and education for children aged 3 years and below (Tefera&H.Yesus, 2015)

In relation to transportation problem, the researcher also checked that the Ministry of Women issued this directive in accordance with the powers vested in it by Article 48 (6) of the Revised Code of Civil Proclamation No. 1064/2010 Part Five Exceptional Circumstances 19 which approved the right of mothers to use the service. But number two says,

A public servant who is authorized to take advantage of a government-run childcare facility shall have the right to take her child in public transport service when she goes to work in the morning. (MoWCA, 2017)

Despite all these challenges from the research finding the literature, it was mentioned that the government of Ethiopia is working according to the Beijing Platform Declaration which should create gender-friendly components in the workplace.

## **CHAPTER FIVE:**

### **Summary, Conclusion, and Recommendations**

#### **5.1 Summary**

The study used service contribution, the effect of none—family care out of the center, opportunity, and challenges as themes. Accordingly, The research findings indicate that the contribution of child daycare services within two years of implementation experience has a positive impact on children's psychological growth and secure child-rearing style, sharing caring activities and reduces the burden of caring activities on mothers. It has also a significant contribution to support the nuclear family and single mothers in terms of psychological relief, reducing responsibility, income-earning opportunity, and avoiding extended family management. Moreover, the contribution of workplace child daycare service from a work perspective has been given more emphasis in the study because the implementation at an early stage created an opportunity for women to stay in their job.

Furthermore, the daycare center service creates an opportunity for the empowerment of professional women who were deprived of working in the office due to cultural and social domination.

Regarding the organizational benefit employee mothers coming back to the office immediately after maternity leave and working full hours in the early stage can be taken as the contribution of the child daycare service. But most of the key informants didn't recognize the importance of workplace child daycare activities.

The negative impact of non-family child care out of child daycare centers is also indicated in the finding as a barrier in terms of cost, challenges to manage extended family, inconvenience to controlling, and breastfeeding.

On the other hand, the respondent reported the following gaps in the service:

- Lack of enough space to arrange a separate room for mothers during breastfeeding, to separate children according to their age, and for trainee parents was reflected by 3 caregivers.
- Unspecified caregivers' job descriptions and additional care support from each parent may increase the barrier for the mother.

- Attitudinal problem and lack of commitment in some technical staff like drivers in the organization.
- Lack of clear structure, specific budget line, and employment policy is also mentioned by most of the employee respondents.
- The organizational benefit of the service and increasing women's productivity was unrecognized and taken as not more than using the strategy for political consumption.
- The federal practical code and onsite implementation process indicated that throughout the processes organizational responsibility job description, implementing process, and service beneficiaries are women-centered.
- Transporting the child using the public service is the only option in the implementation code while using these services is inconvenient due to early wakeup and late arrival when back to home for those distant residence areas of the city.
- As indicated in the current status data and the response from federal offices, some of the reasons for delayed establishment and difficulties of starting the services were related to attitudinal and willingness problems like waiting for the decision of higher officials on the proposal document and employee recruitment process.
- There is a gap in analyzing all implementation process whether it is gender-mainstreaming or not.
- Little was done on the integration and recognition of the activity to the respecting institution starting from family.
- There is a gap in linking the activity with the concerned body to increase the quality of the service like MEO and the Ministry of Health.

## **5.2 Conclusion**

The research findings indicated that the workplace child daycare activities have psychological, economic, social, and political contributions to addressing the problem of gender inequality according to its objective. The government of Ethiopia has ratified all conventions which supported this idea and circulated it to all government sectors. Accordingly, those leading organizations like General Woinget Polytechnic College and the Ministry of Trade and Industry have established the centers and started to implement the activities.

According to the finding in this study, both organizations have taken the initiative because of factors that increase the need for workplace child daycare center services. Most of these needs are related to gender issues and to address these needs the organizations are using gender mainstreaming as one of the developmental strategies. As an output the interventions have contributed to increasing women's participation in paid work by enabling them to balance work and family responsibility, and by empowering them to save more time to focus on their work, to attend job training and workshops.

The finding also approved that compared to other non-family child daycare, workplace child daycare center has a significant role in terms of secured child-raising, psychological, economic, social, and political contribution. In addition to this having common child care within an organization develops self-help and increases integrity at the family level. These findings were assessed from the child, family, work, community, and government perspective.

According to this study, the implementation process has its strength as well as gaps that need attention like the establishment of the child care center, service quality, attitudinal challenges on gender inequality, revising policy guideline, and commitments of responsible bodies at all levels because child daycare services are wrongly perceived as affirmative action or a welfare intervention that benefit only women. The challenge also includes using women undermining terminology response and evaluating the productive age of employee women to give priority for workplace child daycare activities.

There is also a recommendation for the community established child daycare center in the residential area by some of the respondents. They believe that establishing a child daycare center in the workplace is inconvenient. They think child daycare is better if provided within the community. But this idea contradicts the objective of child daycare service.

Finally, the researcher would like to point out that even though workplace child daycare center service is a new project in Ethiopia, in its limited intervention its role is not recognized and the objective is not well articulated in terms of gender perspective. Therefore work place child daycare service strategy should be taken not only as of the empowerment of employee parents but also as any developmental strategy at the country level.

### **5.3. Recommendations**

Based on the study findings the following recommendation was forwarded :-

- Male partners should share caring activities using opportunities at home and in the organization.
- Women and Children Affairs office in collaboration with human resource development should prepare specific and clear caregivers' job descriptions.
- Each government organization in collaboration with concerned bodies should provide enough space for the child care center based on the direction of the guideline.
- The gender directorate office should integrate its activity with other departments in the organization and established a strong collaboration with other stakeholders like the Ministry of Education Ministry of Health to implement gender mainstreaming effectively.
- The finding showed that some parents cannot afford to cover the cost of a diaper and the organizations also lack the budget to provide the material, therefore the gender directorate in collaboration with the concerned body in the organization should mobilize resources to address this constraint.
- The city administration should intervene in arranging transport services for those mothers who go to the child care center in all city lines.
- Workplace daycare activities should be implemented at an institutional level rather than considered as the only responsibility of a women's directorate.
- The federal government should allocate a separate budget based on the requirement of quality service equipped with professional human power.
- Ministry of women and Children Affairs should work on advocating the importance of child daycare service.
- Since the child daycare center is one of the developmental strategies it should be implemented in each sector of the government and non-governmental organizations to enable women to actively participate in all dimensions.

- Since it is a new strategy it needs time for those sectors that started to implement the program should be properly evaluated and monitored by the responsible body.
- Research institutions like Addis Ababa University should take a practical measure to implement an action-based plan by establishing a daycare center for its staff which is used as a pilot project to show how the child daycare service empowers women and a key issue in the gender development program
- Ministry of Women and Children's Affairs should take the responsibility to revise all policies and strategies to be applicable
- Before further implementation of the program, researches should be conducted in the field to give input to revise and improve the policy at the country level.
- AAU should promote different researches to work on the field in the Ethiopian context.

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# Annex

**Addis Ababa University**  
**Center for Gender Studies**

Critical Examination of the Contribution and Challenges of Work Place Child Day Care Service,

## Annex 1: Consent form for Participants of the Study.

My name is Berhanie Moges. I am from Addis Ababa University Center for Gender Studies.

Thank you for being participant of this research study. I am doing on workplace child care center service given in the government sectors of Addis Ababa.

As a participant in the study, you are being asked to participate in in-depth interviews, FGD and survey questions.

The purpose of the study is to examine the contribution of work place child day care services in reducing burden of work— family balance in general and increasing the participation and performance of working mothers in particular in Addis Ababa General Wingate Polytechnic College and Ministry of Industry Care Centers.

As part of my assessment, I am interviewing the child day care service beneficiaries, care giver, management staffs and concerned government officials. The study is conducted for the purpose of graduate study.

The interview will last about 30 to 40 min and if it is okay with you, we would like to tape record so that it is easier for me to write my notes from the interview.

### **Confidentiality and consent**

Your answers are completely confidential and that every attempt will be made to keep your details confidential. Your participation is voluntary; you have the right to terminate the interview at any time and if anything is not clear you can ask questions at any time. If you have any question or concerns, you may contact me by the following telephone number 0973944633.

By signing below you have read and understand the above information, and would be interested in participating in the study.

Signature of the interviewee \_\_\_\_\_ Date \_\_\_\_\_

Signature of the interviewer \_\_\_\_\_ Date \_\_\_\_\_

## Annex 2: In-depth Interview Guide

### In-depth Interview Guide for Parents

Date of Interview \_\_\_\_\_

Research Site \_\_\_\_\_

Name of Child Day Care Center \_\_\_\_\_

#### **.PART I personal back ground**

Name /Code of the Parent \_\_\_\_\_ Sex M F

Age a)20-24

(b) 25-30

(c) 31-34

(d) 35 and above

Educational status a) Grade 12 b) 10+2 c) Diploma D)Degree E)Masters F)PHD

Occupational Status \_\_\_\_\_( a)Managerial (b) Core-staff (c) Support Staff)

State of your work experience

(a) 1-5 years

(b) 6-10 years

(c) 11-19 years

(d) 20 and Above

Marital status a) Single b) Married C) Divorced

Family Size \_\_\_\_\_

Number of children owned \_\_\_\_\_

Number of children getting the service \_\_\_\_\_

Year of experience in using the service \_\_\_\_\_

#### **PART II In-depth interview**

**Please give your answer as honestly and accurately as possible**

#### **Work place child day care service provision**

1. What is child day care for you?
2. What are the services given by the center?
3. Which services are more important for you?
4. Why they are important?
5. What is the reason for those poor services?
6. What should be done to improve the service?

### **Contribution of the child day care service**

7. What is the contribution of the child day care center service in your Work? How?
8. What is the contribution of the child day care center service in your family?
9. The contribution of the child care service in your social life?
10. Do you think that your organization, community, family, and your partner positively perceived the importance of child day care service contribution given at work place? If yes how? If no why?
11. What is your recommendation to improve the contribution of the entire day care service?

### **Opportunity Created because of the service**

12. **What are the opportunities created because of the child care day service in your work?**
13. **Opportunity in yourself and your family?**
14. **Opportunity in your community?**
15. **Opportunity in your child?**

### **Challenges in using the service**

16. **Is there any challenge in using the service? If yes please specify as:-**

**Child related**

**Family related**

**Work related**

**Community related**

**Organizational related**

**Government related**

17. **How do you cope up with those challenges?**
18. What should be done at all stakeholder level?

### **Effect of non-family care out of the center**

19. Do you have a child who have cared out of the center ?If yes please specify
20. How do compare the service with the work place child day care service?

**Thank you for your time**

**In-depth Interview Guide for Care givers**

**Part 1 Personal back ground**

Name /Code of the caregiver \_\_\_\_\_ Sex M F

Age a) 20-24

b) 25-30

c) 31-34

d) 35 and above

Educational status a) Grade 10 b) 10+2 c) Grade 12 D) Diploma E) Other \_\_

Occupational Status \_\_\_\_\_ ( a) Managerial (b) Core-staff (c) Support Staff)

State of your work experience

(a) 0-6 month

(b) 7 -12 months

(c) 1-2 years

(d) 2 years and above

Marital status a) Single b) Married C) Divorced

Number of children owned \_\_\_\_\_

**Part II Service related interview**

1. How many children do you take care in the center? M F \_\_\_\_\_
2. Do you enjoy your work? Why?
3. Do you think your sex contributed to get priority for the job? if yes how if no why?
4. What are the services given in the center?
5. Which services are more appreciated by the beneficiaries? Why?
6. Which services have complaint? Why?
7. Who is more responsible for the child follow-up and visit ?Mother/Father ?Why
8. Is there any problem in giving the service? if yes please explain those problems clearly
9. From your experience what are your recommendation to improve the care system?

### **III In-depth Interview Guide for the management in the organization.**

1. What is the organizational structure of the child day care center?
2. What is the benefit of the organization when parents returning to work immediately after the end of maternity leave?
3. Who will be more responsible for the child follow-ups? Mother?Father? Why?
4. Before the establishment of the service who was absent from the job for more child-Related reasons? Father? Mother? Why?
5. What are the opportunities created for women employee in relation to the establishment of the center?
6. What are the challenges in child day care policy implementation?
7. What should be done to at all level of stake holders? 8 What do you plan to insure proper service that empower women employee.

## **In-depth Interview 1V**

Key Informant Interview Guide for Federal Women, Children and Youth Affairs Office

### **PART I Basic Data**

Date of Interview \_\_\_\_\_

Name \_\_\_\_\_ Sex      M      F

Work Position \_\_\_\_\_

### **PART II Interview questions**

Please give your opinion as honestly and accurately as possible.

1. How many work place child day care centers do you have in Addis Ababa government sector?
2. What is the demand of work place child care service in Addis Ababa government office?
3. How many parents are benefiting in all centers?
4. What is the un-demand need in Addis Ababa?
5. What is the reason for the un-met demand?
6. From your experience what are some of the structural factor that increase the need of onsite child day care center service In Addis Ababa?
7. How many women have had the opportunity to improve their status in relation to the establishment of the center?
8. Explain the impact of work place child care center and its implication from gender perspective.
9. Do you face challenges to ensure proper service according to the policy? If yes please explain clearly.
10. What should be the role of governments, male partners, organizational leaders and Medias to recognized, share and reduce care work and archive gender equality?

## Annex 3: Focused group discussions Guide

### **Focused group discussion group (parent, care giver, management staff representative)**

1. What are the driving factors that contributed to the establishment of the child care center in your organization?
2. To what extent the service have addressed the need of the employee? Who are more benefited? Mother/Father? Why?
3. What are the contributions of child care center for? (Child, work, Organization family, society)?
4. What are the challenges faced by the parent in using the service?
5. What have to be done to improve the child care center service to the level that is expected?
6. Do you have experience in using other non-family care type in Addis Ababa ?If yes please specify .
7. How do you compare the contribution of other non-family child day care service with work place child care center?
8. What do you suggest about the service in the organization?

**Thank you for your time**

# Annex 4 original language consent form

## በሥራ ቦታ የህፃናት ክብካቤ አገልግሎት አስተዋፅኦ ከስርዓተ ሥራ እንጻር የሚደረግ ጥናት

### ለጥናቱ ተሳታፊዎች የፈቃድ ቅጽ

ስሜ ብርሃኔ ሞገስ ይባላል። የመጣሁት ከአዲስ አበባ ዩኒቨርሲቲ ስርዓተ ሥራ ትምህርት ክፍል ነው።

የዚህ የምርመራ ጥናት ተሳታፊ በመሆንዎ እናመሰግናለን። እኔ በአዲስ አበባ የመንግስት መስሪያ ቤቶች ውስጥ በሚሰጡት የሥራ ቦታ የሕፃናት መንከባከቢያ ማእከል አገልግሎት ዙሪያ እሰራለሁ።

በጥናቱ ውስጥ ተሳታፊ እንደመሆንዎ መጠን በጥልቀት ቃለ መጠይቆች እና የዳሰሳ ጥናት ጥያቄዎች እንዲሳተፉ ይጠየቃሉ።

የጥናቱ ዓላማ የሥራ ቦታን ሸክም ለመቀነስ የሥራ ቦታ የሕፃናት ማቆያ እንክብካቤ አገልግሎቶች አስተዋፅኦ እና ተጽዕኖን፣ የቤተሰብ እና የስራ ሃላፊነት ሚዛን መመርመር ነው። በተለይም በአዲስ አበባ ውስጥ የሚገኙት የዊንጌት ፖሊቴክኒክ ኮሌጅ እና የኢንዱስትሪ ሚኒስቴር ሴት ሰራተኞች ተሳትፎ እና አፈፃፀም ማሳደግ ነው።

እንደ እኔ የግምገማ አካል ፣ የልጆች ቀን እንክብካቤ አገልግሎት ተጠቃሚዎችን ፣ የእንክብካቤ ሰጪውን ፣ የአስተዳደሩን ሠራተኞች እና ጉዳዩ የሚመለከታቸው የመንግስት ባለስልጣናትን ቃለመጠይቅ እጠይቃለሁ። ጥናቱ የሚካሄደው ለምረቃ ጥናት ዓላማ ነው።

ቃለመጠይቁ ከ 30 እስከ 40 ደቂቃ ያህል ይቆያል። በቃለ መጠይቁ ላይ ማስታወሻዎቹን ለመጻፍ ጊዜ ስለሚወስድ ቀለል ለማድረግ ቀረፃውን ለመቅዳት እንፈልጋለን።

ምስጢራዊነት እና ስምምነት

የእርስዎ መልሶች ሙሉ በሙሉ ሚስጥራዊ ናቸው እና ዝርዝሮቻችን በሚስጥር ለመጠበቅ ሲባል እያንዳንዱ ሙከራ ይደረጋል። የእርስዎ ተሳትፎ በፈቃደኝነት ነው፤ ቃለመጠይቁን በማንኛውም ጊዜ ለማቋረጥ መብት አልዎት እና ምንም ነገር ግልፅ ካልሆነ በማንኛውም ጊዜ ጥያቄዎችን መጠየቅ ይችላሉ። ማንኛውም ጥያቄ ወይም ጭንቀት ካለዎት በሚከተለው የስልክ ቁጥር 0973944633 ሊያገኙኝ ይችላሉ።

ከዚህ በታች በመፈረም ከዚህ በላይ ያለውን መረጃ አንብበው ተረድተዋል፤ እናም በጥናቱ መሳተፍ ይፈልጋሉ።

የቃለ መጠይቁ ፊርማ \_\_\_\_\_ ቀን \_\_\_\_\_

# Annex 5 original language quotations

## በጥናቱ ቀለ-መጠይቅ የተሳታፊዎች ምላሽ

### 1. የአገልግሎት አስፈላጊነት እና ጥራትን በተመለከተ

ጥሩ አገልግሎት

O1P2

”በማእከሉ ከሚሰጡት አገልግሎቶች እኔ የማደንቀው እና የጠቀመኝ አስፈላጊ ሲሆን ዳይፐር መቀየራቸው የሚያጫውቱበት ሂደት ልጆቼን የሚከታተሉበት መንገድ ነው ምክንያቱም እነዚህ ተግባራት ልጆቼ በአእምሮ እንዲጎለብቱ እና ጤናቸው ተጠብቆ እንዲያደጉ ያደርጋል”

O1P3

”እኔ አገልግሎቱን የማደንቀው በየ2 ሰዓቱ ጡት የማጥባት ፕሮግራም መኖሩ ነው ምክንያቱም በሌሎች የግል አገልግሎቶች እና ህፃናት እቤት ቢሆኑ የዚህ አይነት እድል አይኖርም። ሌላው ደግሞ ህፃናቱ ከወላጅ የቀረበላቸው ምግብ በበቂ ሁኔታ እንዲመገቡ ማድረጋቸው ነው። ምክንያቱም ለወላጆች በተለይም ለሰራተኛ እናቶች ህፃናትን መመገብ ጊዜ ስለሚወስድ እና አስቸጋሪ በመሆኑ ነው። ልጄ ደግሞ እኔ ከማበላው ይልቅ ሌላ ሰው ቢያበላው ወይም ልጆች ካገኘ ቶሎ ይበላል”።

O1P4

”በየ2 ሰዓቱ ጡት ማጥባትን ለእኔ በጣም አስፈላጊ እና የተለየ ጥቅም ነው ምክንያቱም ጡት ማጥባቴ እርግዝና በቶሎ እንዳይከሰት ስለሚረዳ ነው። በዚህ ማእከል ህፃናትን በተለያዩ ዘዴዎች በጨዋታ እንዲንቀሳቀሱ ማድረግ አንዱ አገልግሎት ነው ይህ አገልግሎት ልጄ ነገሮችን በፍጠነት ከመተግበር እና ንቁ ተሳትፎ እንዲኖረው አድርጎልኛል።

O1P6

እኔ ህፃናትን የሚያጫውቱበት ዘዴ ንጽህና አጠባበቃቸው እና ሁሉንም ህጻናት እኩል ክትትል ማድረጋቸው በጥሩ ጎኑ አይቸዋለሁ።

O2P1

”አገልግሎቱ ሴቶችን ከማበረታታት አንጻር ትልቅ ሚና አለው ለምሳሌ ይህ አገልግሎት ባይኖር ኖሮ በአሁኑ የሰራተኛ ደሞዝ መወደድ እና የኑሮ ውድነት እኔ የመንግስት ሰራተኛ ሆኜ

Note: The translation should be giving linking code that corresponds to the English version

እዚህ ቦታ መገኘት አልቻልንም ነበር ምክኒያቱም ልጆች ለማሳደግ ስል እቤት ለመቅረት እገደድ ነበር። ሌላው ሁለተኛ ነፃ መሆኑም በጣም ትልቅ ዋጋ ይሰጠዋል ለምሳሌ እኔ ለሰራተኛ የማወጣውን ብር አድኖልኛል በበለጠ ደግሞ አገልግሎቱ በስራ አቅራቢያ መሆኑን ነፃ ሆኖ ከመስራት አንፃር የአገልግሎቱን ዋጋ ከፍ ያደርገዋል።

O2P4

”አገልግሎቱ መኖሩ ልጆቼን ሰራተኛ ቀጥሮም ሆነ ሌሎች አማራጮች ተጠቅሜ ማሳደግ ለእኔ ከባድ ነበር ምክኒያቱም ልጅ ከወለድኩ በኋላ እቤት ሆኜ ልጅ እንዳሳድግ ጫና ተደርጎብኝ ነበር ስለዚህ ይህ አገልግሎት መጀመሩ በዚህ ተቋም ተቀጥሎ ያለምንም ሃሳብ እንደሰራ እና ራሴን እንዳሻሽል አድርጎኛል ”።

O2P6

”ለእኔ የሚያስደስተኛ አገልግሎት ልጆቼ እንደአየ እድሜ ደረጃቸው መጫወቻ ተዘጋጅቶላቸው ልጆቼን የሚያቻውቱበት ሂደት ያስደስተኛል። ይህ ደግሞ ልጆች ከእድሜ እኩቶቻቸው ጋር በሚጫወቱበት ጊዜ ፈጥነው አፋቸውን ይፈታሉ ለአይምሮ እድገትም ትልቅ አስተዋፅኦ አለው”።

**የአገልግሎቱ ክፍተት**

O1C1

”ማእከሉ በሚሰጠው አገልግሎት እናቶች ጡት የሚያጠቡበት አመቺ ቦታ ለማዘጋጀት አልቻልንም ሌላው ለልሎች ልብስ ወይም ዳይፐር ስንቀይር አመቺ ቦታ የለንም ። በተጨማሪም ልጆችን እንደየእድሜያቸው ደረጃ ለመከፋፈል በቂ ቦታ የለንም ስለዚህ ከሁለት ዓመት በላይ የሆኑት ህፃናት ትንንሾቹን ይረብሻሉ ። በተለይም ሰልጣኝ እናቶች ሲመጡ በጣም እንቸገራለን። ሌላው ልጆች ብዙ አይታወቁም ነገርግን ቀለል ያለ ችግር ሲኖር ለምሳሌ ቶንሲል እና የመሳሰሉት የጤና ችግር ካለ ወዲያው ለእናቶች ወይም ለሃላፊያችን ሪፖርት እናደርጋለን። ነገርግን ከበድላሉ እና ቶሎ ለማይታወቁ የጤና ችግር ለምሳሌ የአይምሮ ዘገምተኛ ችግር የመሳሰሉትን ቶሎ ለማወቅ የጤና ባለሙያ ክትትል ስለሚያስፈልገው ባለሙያ በማዕከሉ ቢኖር ጥሩ ነው”።

O1P4

ኮሌጁ ስልጠና በሚሰጥበት ወቅት ለሴት ሰልጣኞችም አገልግሎት ይሰጣል። ይህ የሚበረታታ አገልግሎት ቢሆንም በቂ ቦታ ያለመኖር እና የተንከባካቢዎች እጥረት አገልግሎቱ ጥራት እንዳይኖረው አድርጎታል።

O1P6

Note: The translation should be giving linking code that corresponds to the English version

በማእከሉ ጡት ለማጥባት የተለየ ቦታ የለንም በተለይም በስልጠና ወቅት ልጆቻችንን ገብተን ለማጥባት በጣም እንቅጥራለን”

O1P7

”አገልግሎቱን ለማግኘት 2 ዳይፐር በቀን ማቅረብ ስላለብንኝ ወጪ ለማውጣት ተጨማሪ ጫና ይሆንብኛል ባለቤተ ደግሞ ሊያገዙኝ ፈቃደኛ አይደለም ::ነገርግን ዋናው ነገር መስሪያ ቤቱ ትልቁን ነገር አግዞኛል::ተንከባካቢዎች ያመጣነውን ወተት በማፍላት ይተባበሩናል ነገርግን ተጨማሪ አገልግሎቶች ለምሳሌ ምግብ በማእከሉ ቢዘጋጅ ለእኛ ጫና ጥሩ ነው ምክኒያቱም ምግብ አዘጋጅቶ ይዞ ለመምጣት ያለውን ጫና ይቀንሳል”

O2P1

*በማዕከሉ ውስጥ የሚውሉ ልጆች ከወላጅ ጋር ያላቸው ቀረቤታ ይቀንሳል ምክንያቱም በማዕከሉ ከዕድሜ እኩዮቻቸው እና ከሞግዚቶች ጋር መጫወት ለምደው እቤት ሲውሉ ባህሪያቸው ይቀየራል”::*

O2P5

”በእኛ ማእከል የተንከባካቢዎች የስራ ድርሻ ተለይቶ ባለመቀመጡ አከራካሪ ሆኖ ከቆየ በኋላ በመጨረሻም ለጊዜው ተንከባካቢዎች እና ወላጆች በተሰማሙበት እንዲቀጥል ተደርጓል::እንደነዚህ አይነት ሂደቶች መስተካከል አለባቸው”::

O2M1

በስራ ቦታ የህፃናት ማቆያ መኖሩ እንደኔ ለሴቶች በጣም ጠቃሚ እና አበረታች ነው ምክኒያቱም ሴቶች እኮ ልጅ ለማሳደግ ቋሚ ስራቸውን የሚለቁበት ጊዜ አለቃ::

2.አገልግሎቱ ለህፃናት ያለውን ጠቀሜታ በተመለከተ

O1P4

”ህፃናትን በተለያዩ ዘዴዎች በጨዋታ ከእድሜ እኩቻቸው ጋር እንዲንቀሳቀሱ ማድረግ ለልጆች አእምሮያዊ እና አካላዊ እድገት ወሳኝ ነው”::

Note: The translation should be giving linking code that corresponds to the English version

O2P3

”ለእኔ አገልግሎቱ ህፃናት ደህንነታቸው ተጠብቆ እንዲያደጉ አስተማማኝ አማራጭ ነው እላለሁ። ዘሬ እኮ አዲስ አበባ ውሥጥ ለሰራተኛ ልጅ ጥሎ መሄድ አደጋ ነው። እኔ ያጋጠመኝን ልንገርሽ እኔና ባለቤቴ ሰራተኛ ቀጥረን ነበር በአጭር ጊዜ ውሥጥ ብዙም አልተቀመጠች 15000 ብር የሚያወጣ ንብረት ዘርፋን ጠፋች ። አስቢው ይህ የሚያሳየው ለሰራተኛ ልጅ ጥሎ መምጣት ምን ያክል አደጋ እንዳለው ነው ስለዚህ ልጆች እዚህ ሲውሉ ወላጆች ከዚህ አይነቱ ስጋት ነፃ ሆነው ስራቸውን እንዲሰሩ ከፍተኛ አስተዋፅኦ አለው”።

**3 ከቤተሰብ ጠቀሜታ አንፃር**

”አብዛኞቹ ወላጆች ማለትም O1P1, O1P3, O1P5, O1P7, O2P1, O2P4, O2P5, O2P6, O2P8 and O2 p9 አገልግሎቱ ልጅ ለማሳደግ ሲባል ተጨማሪ የቤተሰብ አባል እና የቤት ሰራተኛ ቀጥሮ የማስተዳደርን ጫና ከመቀነስ አንፃር ትልቅ ጠቀሜታ አለው ሲሉ ሁለት ወላጆች ደግሞ O1P2 እና O1P4

በተለይም አሁን ባለንበት የኢኮኖሚ ደረጃ ተጨማሪ የቤተሰብ አባል ለማስተዳደር ያለውን ጫና ይቀንሳል ብለዋል”።

O1P6

”አገልግሎቱ ለቤተሰብ ገቢ የማስገኘትን እድል እንድፈጥር አድርጎኛል ምክኒያቱም ባለቤቴ በህመም እና መሰል ችግሮች ስራ የማይሰራበት ሁኔታዎች ሲኖሩ ለቤተሰቡ ብቸኛ የገቢ ምንጭ ለማስገኘት ስራዬን በነፃነት እና በሙሉ አቅሜ ሰርቼ ለቤተሰብ የገቢ ምንጭ እንዳስገኝ ይረዳኛል”።

O1P8

”ልጄን የማሳደገው ብቸኛ ወላጅ ሁኔ ነው ልጄ በማእከሉ ውስጥ አገልግሎት እያገኘ ነው ። እቤት የምንኖረው እኔና ልጄ ብቻ ስለሆንን እንደወላጅ ሃላፊነቴ ከበድ ነው ። ነገርግን ልጄን በማእከሉ እንዲቆይ በማድረግ ያለብኝን የኢኮኖሚ ጫና እንዲቀነስ ረድቶኛል በመሆኑም ላለፉት 2 ዓመታት ስራዬን በአግባቡ እንዳከናውን እና ሌሎች በስራ ዙሪያ ለሚደረጉ ስልጠናዎች እና ስብሰባዎች እየተሳተፍኩ የወላጅነት ሚናዬን እንድወጣ ረድቶኛል”።

O2P2 ”እንደወላጅ አባት ምሳሌ በመሆን ለመጀመሪያ ጊዜ በመስሪያ ቤታችን የአገልግሎቱ ተጠቃሚ በመሆኔ ደስተኛ ነኝ ጓደኛዬም የእኔን አርዳያ ተከትሎ አገልግሎቱን እያገኘ ነው በዚህ አገልግሎት ባለቤቴ ያለባትን ጫና በመቀነሱ በጣም እረካለሁ ሌሎች ወላጆችም የእኔን አርዳያ እንዲከተሉ እመክራለሁ”።

Note: The translation should be giving linking code that corresponds to the English version

O2P3

” አገልግሎቱን ለመጠቀም እንድወስን የረዳኝ ንደኛዬ ነው ። ለእኔ ጥሩ ምሳሌ በመሆኑ አመሰግናለሁ። የዚህ አገልግሎት ተጠቃሚ በመሆኔ ባለቤቴ በአንድ ሃሳብ ሆኖ ስራዋን በትኩረት እንድትሰራ ረድቶኛል በዚህም በጣም ደስተኛ ነኝ።

**4.ክፍያ የሚገኝበትን ስራ ለማከናወን ያለው ጠቀሜታ**

O1P2,

”ማዕከሉ ሥራዬን በብቃት እንድሠራ አስችሎኛል ። በዚህ ምክንያት በዕለት ተዕለት እንቅስቃሴዬ ከ 3 ሰዓታት በላይ መቆጠብ ችያለሁ ። ምክንያቱም በስነልቦና ልጄ በእንክብካቤ ማዕከል ውስጥ እያለ ስራዬን ለመስራት ነፃነት ይሰጣኛል ። ልጄን እኔ ሲወልድ ሲያተኩሰውም ትቀሪያለሽ እኮ ። በቤት በቤት ውስጥ ማንኛውንም የቢሮ ሥራ መስራት አልቻልንም ምክንያቱም ባለቤቴ በልጆች እንክብካቤ ተግባራት ለመካፈል ደስተኛ ስላልሆነ አንዳንድ ጊዜ ህፃኑን በቤት ውስጥ ለመንከባከብ ሲሞክር እና ህፃኑ ሲያለቅስ ጥሎ ይወጣል ። ያው እንግዲህ የኢትዮጵያ ወንዶች ታውቂያቸዋለሽ በተፈጥሮአቸው ትዕግስት የላቸውም ። የመጀመሪያ ልጄን በማሳደግበት ጊዜ ብዙ ችግሮች አጋጥመውኝ ነበር ። ስለዚህ እኔ አሁን አገልግሎቱን በመጠቀሜ እድለኛ ነኝ ። ለምሳሌ እህቴ የስራ ቦታ የመዋለ ሕጻናት አገልግሎት የላትም ፣ ወደ ሥራ ከመሄዴ በፊት ልጄዋን እናቴ አድርገን ነው የምትሄደው ። ስለዚህ እኔ እድለኛ ነኝ ብዬ አምናለሁ።”

O1P4

”አገልግሎቱን መጠቀም ከጀመርኩበት ጊዜ ጀምሮ በየቀኑ ቢያንስ 2 ተጨማሪ ሰዓታት በሥራ ሰዓቴ ላይ ጨምራለሁ ብዬ አምናለሁ። በተጨማሪም አገልግሎቱ የዕለት ተዕለት የማስተማር ዝግጅቴን በብቃት ለማዘጋጀት አስችሎኛል ። በድርጅቱ ውስጥ ለ 7 ዓመታት ሰርቻለሁ ። በስልጠናው ላይ የተገኙት ሴቶች ቁጥር በድንገት መጨመሩ አስገርሞኛል ምክንያቱም የሕጻናት ማቆያው አገልግሎት ከመቋቋሙ በፊት ሴቶች ከልጆቻቸው ጋር ስልጠናውን መከታተል አልይችሉም ነበር።

ከአራት አመት በፊት አንዲት ሴት ከልጅዋ ጋር ወደ ሙያዊ ስልጠና መምጣቷን አስታውሳለሁ ። እና በተግባር ወቅት ህፃኑ መሬት ላይ ወደቀ ። ከዚያ የልጁን መንዳት ትታ ወይኔ ጉዴ በቃ ባሌ ሁለተኛ አይልከኝም ብላ ደገገጠች

። ምክንያቱም ባሏ ስልጠናውን እንድትከታተል በጭራሽ ፍላጎት አልነበረውም ማለት ነው። ለምን ያስጨነቃት ባሏ በቤት ውስጥ ስለሚፈተጽምባጽ የኃይል እርምጃ እንጂ ስለ ልጅዋ ደህንነት ብዙም አልተጨነቀችም ። ስልጠናውን ለመከታተል በእርግጥ የሙያ ስልጠና ልምምዱ ባህሪ ህፃናትን ይዘው ለሴቶች መሳተፍ በጣም ከባድ ነው ።

አሁን የህፃናት ማቆያው አገልግሎት ከጀመረ ወዲህ፣ የሙያ ሥልጠና የሚከታተሉ ወጣት እናቶች ቁጥር እየጨመረ በመምጣቱ በጣም ደስ ብሎኛል”

Note: The translation should be giving linking code that corresponds to the English version

O1P6

”የህፃናት ማቆያው አገልግሎቱ በሙያዎ የመሥራት ዕድል እንዳገኘ አስችሎኛል ምክንያቱም በእኛ ሃይማኖት አንዲት ሴት ከወለደች በኋላ ቅድሚያ መስጠት ያለባት ልጆች ለማሳደግ ነው ስለዚህ ስራዬን ላቋርጥ እችል ነበር ። አሁን አገልግሎቱ በሙያዬ እንድሠራ ብቻ ሳይሆን ስልጠናውን ለማዘጋጀት ሙሉ አቅሜን ለመጠቀም ችያለሁ። አሁን ወርሃዊ ገቢዬንም እያገኘሁ ነው ይህ ደግሞ ለሴት ልጅ በጣም አስፈላጊ ” ።

. O1P7

የህፃናት ማቆያ አገልግሎት ለሥራዬ ትኩረት እንድሰጥ አስችሎኛል ምክንያቱም የስራው ባህሪ ትኩረት ይፈልጋል ግልፅ እና ጥራት ያለው ሰነድ ማዘጋጀትንም ይጠይቃል ። በመሆኑም ልጄን እቤት ጥዬ በምመጣበት ጊዜ ሃሳቤ ስለማይሰበሰብልኝ በሰነድ አያያዝ ላይ ደካማ አፈፃፀም ነበረኝ እናም በስራዬ ላይ በተደጋጋሚ ስህተቶች እየፈፀምኩ ነበር። አብዛኛውን ጊዜ የስራ ሰዓት ይረፍድብኛል እና አንዳንድ ጊዜ እንደውም ከልጄ ጋር በተያያዙ ችግሮች ምክንያት እቀር ነበር ። ባለቤቴም ህፃኑን ለመንከባከብ ድጋፍ አልሰጠኝም ነበር ። ድርጅቴ አሁን ህፃናትን የመንከባከብን አገልግሎት በመስጠት እያገዘኝ ነው ። አሁን የሥራ አፈፃፀሜን ማሻሻል ችያለሁ ። ”

O2M2

"በሥራ ቦታ የመዋለ ሕጻናት ማቆያ አገልግሎት ለድርጅታችን ትልቅ አስተዋጽኦ አለው እናም በአሁኑ ወቅት በድርጅታችን ውስጥ ሴት ሰራተኞች ብቻ ሳይሆኑ በድርጅታችን ውስጥ አገልግሎቱን ተጠቃሚ የሆኑ ወንዶች ሰራተኞችም ናቸው ። አገልግሎቱ ከመቋቋሙ በፊት አንዳንድ ጊዜ ሰራተኞቹ ያለ ደመወዝ ፈቃድ ይወጡ ነበር ። አንዳንዶቹ ደግሞ ልጃቸውን ወደ ቢሮው ያመጣሉ እና ተጨማሪ ክፍሉ ውስጥ እንዲጫወቱ ለማድረግ ሞክረው ነበር ። ሆኖም ይህ እርምጃ ለወላጆችም ሆነ ለድርጅቱ በጣም ከባድ ነበር ። አሁን ግን የህፃናት ማቆያ ማእከል ፡ ችግሮች ፈቶልናል "።

O2M1

”እኔ የሥራ ቦታ የህፃናት ማቆያ አገልግሎት ለሴቶች ማበረታቻ ነው ብዬ አምናለሁ ። ምክንያቱም ልጆችን በማሳደግ ምክንያት ሴቶች ከመደበኛ ሥራ ውጭ የሚሆኑበት ጊዜ አለ" ።

Note: The translation should be giving linking code that corresponds to the English version



➤ የግል የእንክብካቤ አገልግሎቶችን መጠቀም

OIP3

ለሁለተኛ ልጅ ከ 3 ዓመት በፊት በወር 500 ብር እየከፈልኩ የግል ሕጻናት ማዋያ ተቋም እጠቀም ነበር ። ነገር ግን የአገልግሎት ማእከሉ በጣም የታፈነ እና ብዙ ልጆች በአንድ ክፍል ውስጥ እንዲቆዩ ያደርጉ ነበር በተጨማሪም የህጉ እድሜ ሲቀንስ ክፍያው እየጨመረ ይሄዳል ። ማለትም ከ 2 ዓመት ወደ 6 ወር ሲደርስ ። ግን አብዛኛውን ጊዜ ልጄ እንደ ጉንፋን እና ቶንሲል ባሉ የቫይረስ ኢንፌክሽኖች ይሰቃይ ነበር። , አርብ ፣ 13/3/20

O2P7

”ይህ አገልግሎት በቢሮአችን ከመቋቋሙ በፊት የግል የህፃናት ማቆያ ማእከልን እጠቀም የነበረ ሲሆን በወር 2000 ብር እከፍል ነበር ይህም በጣም ውድ እና ፈታኝ ነው ። አሁን ግን በወር ገቢዬ 2 ሺህ ብርን ማዳን እችላለሁ ። በግል የሕጻናት ማቆያ አገልግሎት ውስጥ መጠቀም ከባድ ነው ምክንያቱም ወላጆች አይተዋወቁም ፣ ስለሆነም ደህንነቱ የተጠበቀ አገልግሎት ከማግኘት አኳያ እና እና ጡት የማጥባት ዕድልን ከመጠቀም አንፃር በሥራ ቦታ ያለው አገልግሎት በጣም ጠቃሚ ነው ።”

➤ ሌሎች የቤተሰብ አባላትን እገዛ መጠቀም

O2P7

ሌሎች የቤተሰብ አባላትን ማለትም የባለቤትሽን ወይም የራሳሽን ወንድም እና እህት ልጅ ለማሳደግ እንዲረዱሽ ማድረግ ከህጉ ደህንነት አንፃር የተሻለ አማራጭ ቢሆንም ተጫማሪ ቤተሰብ ለማስተዳደር የኢኮኖሚ ጫና አለው በተጨማሪም እኔ ካለኝ ተሞክሮ በአሁኑ ጊዜ በተለይ የባል ቤተሰቦች ልጅ ካለሽ ልጅ ለመንከባከብ ፍቃደኛ አይሆኑም ።

4. በሥራ ቦታ የህፃናት አገልግሎት በመኖሩ የተፈጠሩ ዕድሎች

➤ ሞያን በተመለከት በሚሰጡ ስልጠናዎች መሳተፍ

OIP1

አሁን በሴቶች የውበት ሳሎን የሙያ ስልጠና እየተከታተልኩ ነው። ይህ ለእኔ በጣም ጥሩ እድል ነው ምክንያቱም የሁለተኛ ደረጃ ትምህርቴን አቁሜ እቤት ነበርኩ ይህን እድል በማግኘቴ ምኞቴን ለማሳካት እድል አግኝቻለሁ ። ሴቶች እኮ አንዴ ልጅ ከወለዱ ህይወታቸውን ከማሻሻል ይልቅ ልጆችን ማሳደግን ለማስቀደም ይገደዳሉ ። ባለቤቴ ደግሞ ለልጆች እንክብካቤ አገልግሎት ተጨማሪ ወጪዎችን ለማውጣት ደስተኛ አይደለም። እንግዲህ ልጅሽን አዝለሽ ወደ ትምህርት ቤት ወይም ስልጠና አትሄጂ ነገር። አሁን ግን እዚህ ኮሌጅ ይህንን ስሰማ አላመንኩም ይህ ተቋም ምስጋና ይገባዋል ለራሴ እና ለቤተሰቦቼ ገቢ የማስገኝበትን ዕድል ፈጠረልኝ ። ሥልጠናው ስትካፈዱ እኮ ከሰውም ጋር የመገናኛት እድል ይኖርሻል”።

Note: The translation should be giving linking code that corresponds to the English version

O1M

”ይህ የህፃናት ማቆያ አገልግሎት በመኖሩ ልጅ ያላቸው ብዙ ሴቶች ለሙያዊ ሥልጠና ማዕከላችንን ይመርጣሉ። በማዕከሉ ከ16 እስከ18 ሴቶች ለአንድ ዙር ያለምንም ችግር ልጆቻቸውን በማዕከሉ በማቆየት የአጭር ጊዜ ሥልጠና መከታተል ይችላሉ ። በአሁኑ ወቅት የሴት ሰልጣኞች ቁጥር ከጊዜ ወደ ጊዜ እየጨመረ መጥቷል ። በተያዘው በጀት ዓመት የሴት ሰልጣኞችን ቁጥር ከ 24% ወደ 28% ለማሳደግ እቅድ አለን” ረቡዕ 18/3/20

➤ በዝቅተኛ ደመወዝ ሥራ ላይ ለመቆየት

O1P8

የህፃናት ማቆያ አገልግሎት ሥራዬን እንድከታተል እና በትንሽ ደምዘ ሥራዬ ላይ እንድቆይ ረድቶኛል ። ምክንያቱም ልጄን በትንሽ ደምዘ የቤት ኪራይን ጨምሮ ሁሉንም ወጪዎች ሸፍኜ የኖርኩት ለልጅ እንክብካቤ የማወጣው ወጪ ባለመኖሩ እና ኢኮኖሚያዊ ሽኩቻ ለመቀነስ አስችሎኛል ። ይህ አገልግሎት ባይኖር ኖሮ በዚህ ደምዘ ሥራዬን መሥራት አልቻልም ነበር ይከብዳል።

O1M፣

”በኮሌጅዎችን ውስጥ የሚሰጠው የቀን የህፃናት ማቆያ አገልግሎት በጥራት ረገድ የበለጠ መሻሻል ይፈልጋል ፤ ሆኖም ባለፉት3ዓመታት ትግበራ ወቅት ለሴቶች ሁለት ዕድሎችን ፈጥረዋል ብዬ አምናለሁ ። መጀመሪያ በሙያ ለመሳተፍ ለወለዱ እናቶች እድል ፈጥሯል ። በሁለተኛ ደረጃ ደግሞ በድርጅቱ ውስጥ ያሉ ሠራተኞች በዝቅተኛ ደመወዝ በስራቸው መቆየት ይችላሉ ፤ ምክንያቱም በአሁኑ ጊዜ ለቤት ሠራተኛ የሚከፍለውን ክፍያ መክፈል ከባድ ነው ፤ ሦስተኛም ድርጅቱ በዝቅተኛ ደምዘ እና የሥራ መደብ ለመቀጠር የሚፈልጉ ሴቶችን በመሳብ ተጠቃሚ ሆኗል ብዬ አምናለሁ ።”

➤ የትምህርት ደረጃን ለማሻሻል

O2 p2

“ባለቤቴ ቤተሰቦቼ ሙሴም ናቸው ። ስንጋባ ዲግሪ ነበረኝ ግን ከጋብቻ በኋላ ትልቅ ፈተና ገጠመኝ ። ባለቤቴ እና ቤተሰቡ ለሁለት ዓመት እንዳልሰራ አግተውኛል ። ከተቀጠርኩ በኋላ ደግሞ ዓመታዊ እረፍት እንድወስድ እና ቤት እንድቀመጥ ይነግረኝ ነበር ። ትምህርቴንን መከታተል እንደምፈልግ ስነግረው “እንኳን አንቺ እኔም አልተማርኩም ለሴት ልጅ ማስተርስ ምን ፋይዳ አለው በቃ ዝም ብለሽ በቤት ውስጥ ቁጭ ብለሽ ስራሽን አትሰሪም” ይላል ። አሁን ግን የመዋለ ሕጻናት ማቆያ ልጄን እየተንከባከበልኝ ነው ስለሆነ ያለምንም ጭንቀት ሥራዬን እየሠራሁ ሁለተኛ ዲግሪዬን ለመቀጠል እቅድ አለኝ ።

Note: The translation should be giving linking code that corresponds to the English version

O2P5

"ለእኔ የሥራ ቦታ የቀን ህፃናት እንክብካቤ አገልግሎት ለመስራት እና ለመማር እድል ፈጥሮልኛል ምክንያቱም ሴት ልጅ የቱንም ያክል ብትማር ደረጃዋን በማሳደን ያላት አስተዋፅዖ ለቤተሰብ ፣ ለድርጅት እና በአጠቃላይ ለሀገር እድገት ዋጋ ይኖረዋል ተብሎ አይታመንም ። ምክንያቱም የሴቶች ዋና እና የመጀመሪያ ሃላፊነት ልጆችን በማሳደግ ላይ መሰማራት ነው ተብሎ በሁሉም የኅብረተሰብ ክፍሎች ስለሚጣመን ነው ። ስለሆነም የሥራ ቦታ የሕፃናት ማቆያ አገልግሎት ይህንን ሽኩቻ ለመቀነስ በሕይወቴ ውስጥ ጉልህ ሚና አለው ምክንያቱም አገልግሎቱ ለሁለተኛ ዲግሪዬን እንድማር አስችሎኛል ። ለ2 ዓመታት በአዲስ አበባ ዩኒቨርሲቲ መደበኛ ፕሮግራም ውስጥ ሁለተኛ ዲግሪዬን ስከታተል ፣ ልጆቼን በማቆያ ውስጥ ነበር ትኛ የምመጣው "ረቡዕ .17 / 06/2020

8. በሥራ ቦታ የህፃናት አገልግሎት ላይ ያጋጠሙ ችግሮች

➤ ማዕከሉን ለመመስረት እና ለማጠናከር የሚከሰቱ ችግሮች

**K112**

በሥራ ቦታ የህፃናት ማቆያ አገልግሎቶች መርሃግብር ለማመቻቸት የሚያስችሉ ፖሊሲ እና አዋጅ አለ እናም ብዙ ጊዜ የበላይ ሃላፊዎች የሥርዓተ-ይዘት እኩልነትን ለማሳደግ የሕፃናት ማቆያ ማዕከል ያለው ሚና ያምናሉ ። ሆኖም ግን በተግባር ተቋሙን ለማመቻቸት እርምጃ አይወስዱም ። የሴቶች አስተዳደር ቢሮ እንዲሁ በሚኒስቴሩ መመሪያ መሠረት የሕፃናት ማቆያ ማዕከሎችን ከግምት ውስጥ ለማስገባት ቁርጠኛ አይደለም ፣ ወይም ለእንዲህ ዓይነቶቹ ሥራዎች ክፍሎችን እንደገና ለማመቻቸት ፈቃደኛ አይደሉም ፣ የፖሊሲውን ጉዳይ በተመለከተ በተዋረድ አገልግሎቱን ለማስተባበርና ለመከታተል አስቸጋሪ ነው ። እንደ አዲስ አበባ ዩኒቨርሲቲ ያሉ የምርምር ተቋማት የሕፃናት ማቆያ አገልግሎት በማቋቋም በሚሰጡ አገልግሎቶች ሴቶችን እንዴት ተጠቃሚ እንደሆኑ እንደ የሙከራ ፕሮጀክት የሚያገለግል ለሠራተኞቻቸው መዋእለ ሕጻናትን ቢያቋቋም ጥሩ ማስተማሪያ ይሆናል ብዬ አምናለሁ"።

**O2M1**

የቀን የሥራ ቦታ ህፃናት ማቆያ አገልግሎት የሥራ መመሪያ እና ፖሊሲው በሚኒስቴሩ መሻሻል አለበት። ምክንያቱም ፖሊሲው በአፈፃፀም ሂደት ውስጥ ግልፅነት የጎደለው ነው። ለምሳሌ በጀት እና የተንከባካቢን የሰው ኃይል ቅጥር በተመለከተ ደረጃ አልተመደበም ።

**K111**

"የሥራ ቦታ የህፃናት ማቆያ አዲስ ፕሮጀክት ነው። አብዛኛዎቹ ድርጅቶች አሁንም ማዕከሉን ማቋቋም ያልጀመሩ ሲሆን አንዳንዶቹ አገልግሎቱን ለመጀመር ፍላጎት የላቸውም ። እንቅስቃሴውን ለጀመሩት ግን ፖሊሲው በሙከራ ጊዜው ውስጥ ይገኛል ። ፣ ብዙ ጉዳዮች ከለሳ ይፈልጉ ይሆናል "።

Note: The translation should be giving linking code that corresponds to the English version

1. አገልግሎቱን በመጠቀም የተከሰቱ ችግሮች

O1P7

“የዳይፐር አቅርቦት ለእኔ ተጨማሪ ወጪ ነው ምክንያቱም በየቀኑ ቢያንስ 2 ዳይፐር ማቅረብ ስላለብኝ ባለቤቴ ይህንን ወጪ መጋራት ደስተኛ አይደለም” ::

O1M

“ሥራ ላይ ያሉ ወላጆች እንደ ዳይፐር ያሉ የንፅህና መጠበቂያ ቁሳቁሶችን የሚያቀርቡ ሲሆን ለአንዳንድ ወላጆች ወጪውን የመሸፈን አቅም የላቸውም :: በሌላ በኩል ደግሞ ኮሌጁ ይህንን ለመሸፈን በጀት አልተመደበም” ::

O2P2

“በሥራ ቦታ የሕፃናት እንክብካቤ አገልግሎትን በመጠቀም አርአያ የመሆን ዕድል አግኝቻለሁ:: ለልጄ ደህንነቱ የተጠበቀ አካባቢንም መፍጠር እችላለሁ :: ነገር ግን በቤተሰቤ ውስጥ አንድ ሁኔታ አለ የኔ ቤተሰቦች ልጄን ወደ እንክብካቤ ማዕከል በማመላለሱ ደስተኛ አይደለም”

O2P3

"ልጄን የመንከባከብ ሚናን በተመለከተ ባህላዊ አስተሳሰብ አሁንም ለእኔ ፈታኝ ነው :: ለምሳሌ እህቴ ህፃኑን ወደ እንክብካቤ ማእከል ማመላለሱን አትቀበለውም ምክንያቱም ይህ የባለቤቴ ኃላፊነት ነው ብላ ታምናለች :: ሌሎች ሰዎች እና አንዳንዴም ጓደኞቼ በተመሳሳይ መንገድ ያስባሉ::ስለዚህ ይህ ለእኔ ፈታኝ ነው ፣ ነገርግን ለእነሱ ትችት እኔ ግድ የለኝም :: በእርግጥ የእንክብካቤ አገልግሎቱን የማስቀጠል ሀላፊነት ስላለብኝ ብዙ የሥልጠና ዕድሎችን አጥቻለሁ” :

O2P7

"አንዳንድ ጊዜ የሚመለከታቸው አካላት እንቅስቃሴውን ለመደገፍ ቁርጠኝነት የላቸውም እናም የመራቢያ ዕድሜ ያላቸው የሴት ሰራተኞች ቁጥር ከፍተኛ አይደለም ይላሉ :: ስለሆነም የህፃናት ማቆያ ማእከልን ለማጠናከር ቅድሚያ መስጠቱ አስፈላጊ አይደለም" የሚል ሃሳብ ይሰነዝራሉ :: ስለዚህ ይህ ዓይነቱ አስተሳሰብ በሴቶች ሥነ-ልቦና ላይ ተጽዕኖ የሚያሳድር ከመሆኑም በላይ በሴቶች ኃይል ማጎልበት ላይ ከፍተኛ አሉታዊ ተፅእኖ አለው “

Note: The translation should be giving linking code that corresponds to the English version

O2P8

በሥራ ቦታ የሕፃናት ማቆያ አገልግሎት ስንጠቀም እንቅፋት ከሚሆኑብ ነገሮች አንዱ ከህዝብ ትራንስፖርት አገልግሎት ጋር የተገናኙ ችግሮች ናቸው ። በእርግጥ ሰርቪሱ ውስጥ ለእናቶች ቦታ ይሰጣል ነገር ግን በሕዝብ ማመላለሻ ውስጥ ሕፃናትን ለመውሰድ አመቺ አይደለም ። ምክንያቱም ብዙ ጊዜ በሕዝብ ማመላለሻ መጠቀም ሕፃናትን ለበሽታ ያጋልጣል ሌላው ደግሞ ሰርቪሱ ጠዋት በማለዳ ስለሚነሳ እና ማታ አምሽቶ ስለሚደርስ አስቸጋሪ ነው ። በተጨማሪም በታክሲዎች ከፍተኛ ዋጋ የተነሳ ሕፃናትን ለማጓጓዝ በጣም ተቸግረናል።

ለዚህ ችግር ምላሽ መስሪያቤታችን ከአለቆቻችን ጋር አንድ አይነት መስመር እንድንጠቀም ፈቀደልን ፣ ሾፌሮቹ ግን ለመተባበር ፈቃደኛ አልሆኑም ። እናም ይህ የሚያሳየው ሰዎች የሴቶችን ችግር እንዴት እንደማይረዱ እና ለመርዳት ፈቃደኛ አለመሆኑን ነው ።

O2M11

"ሕፃናትን የመንከባከብ ሂደት ከቤት እስከ አደባባይ የሴቶች ሃላፊነት ተደርጎ ይወሰዳል። ይህ ስርዓት በሥራ ሂደትም ተፅዕኖ ስለሚያሳድር የሥርዓተ—ቦታ ሥራ ለሴቶች ዳይሬክቶሬት ብቸኛ ሃላፊነት ተደርጎ ይወሰዳል"

Note: The translation should be giving linking code that corresponds to the English version

**በኢንዱስትሪ ሚኒስትር ከሰሞኑ ሰው-ሰው የተገኘ**

1. በደ/ብ/ብ/ሀሐክልል ፋይናንስና ኢኮኖሚ ልማት ቢሮ የሚገኙ ሴት ሠራተኞች ልጅ ወልደው የዕረፍት ጊዜያቸውን ከጨረሱ በኋላ ልጆቻቸውን ለማጥባት በመቸገራቸው እንዲሁም ማርፈድ፣ ያለ ሰዓት መውጣት፣ መቅረትና ልጆቻቸው ሲታመሙ ፈቃድ የማጠዘት ሁኔታ ነበር። በዚህም ምክንያት ከኃላፊ ጋር ያለመስማማት በመታየቱ የተቋሙ የሥርዓተ ጾታ ክፍል ይህንን ችግር ለመቅረፍ ከበላይ ኃላፊ ጋር በመነጋገር በተቋሙ ከሚገኙት ባዶ ክፍሎች ጥቆማ በማድረግ ተገልጋዬች በማይበዙበት ወለል ላይ 2 ክፍል ያለው -5 ሜትር በ 3 ሜትር እና 3 ሜትር በ 4 ሜትር? ቦታ በማስፈቀድ፣ የሚያስፈልጉ ግብዓቶችን በማሟላትና ቦታም ከ2 ወር እስከ 4 ዓመት የሆኑ 10 ህፃናትን የማስተናገድ አቅም እንዲኖረው በማድረግ ሚያዝያ 5ሐ2008ዓ.ም የማኔጅመንት አባላት፣ የተቋሙ ሠራተኞችና ሌሎች ተጋባዥ እንግዶች በተገኙበት በቢሮው ኃላፊ የህፃናት ማቆያው አገልግሎት መስጠት እንዲጀምር ተመርቋል።
2. በጋፋት አርማመንት አንዲት ሠራተኛ ከወለደች በኋላ በልጅ አያያዝ ምክንያት ችግር ስለጋጠማት ሥራዋን ለመልቀቅ ተገደደች። ይህንን ችግር በወቅቱ የነበሩት የሴቶች ጉዳይ ኃላፊ ተመልክተው በተቋሙ ውስጥ ህፃናት ማቆያ ለማቋቋም መንቀሳቀስ ጀመሩ። በወቅቱም ተቋሙ የጥይት ማምረቻ ቦታ ስለነበር ማቆያ እንዳይከፈት የበላይ አመራሩን ጨምሮ ብዙ ተቃውሞ ቢደርስም የተለያዩ የግንዛቤ ማስጨበጫዎችን በመስጠት ተቀባይነት እንዲኖረው እንዲቋቋም ማድረግ ተችሏል።
3. በመቀጠልም በቢሮፍቱ አውቶሞቲቭ፣ አምቦ የሚገኘው ሆሚቶ፣ አዳማ እርሻና የመጨረሻውና ልምድ ልውውጥ የተካሄደበት ብረታ ብረት ኢንጅነሪንግ ኮርፖሬሽን ህፃናት ማቆያ የተቋቋመባቸው ቦታዎች ናቸው። አዳማ እርሻና ብረታ ብረት ኢንጅነሪንግ ኮርፖሬሽን ውስጥ ከሚገኘው ህብረት ህፃናት ማቆያ ውጪ ያሉት እስከ መዋዕለ ህፃናት ድረስ ትምህርት ይሰጣሉ።
4. ህብረት ህፃናት ማቆያ ከተቋቋመ በኋላ የተገኘው ለውጥ በሰስት መልኩ የሚታይ ሲሆን የመጀመሪያው በሴት ሰራተኞች በኩል የሚታይ ነው። ሠራተኞች ተረጋግተውና ሙሉ አቅማቸውን ተጠቅመው በመሥራት ውጤታማ እንዲሆኑና በኢኮኖሚ፣ ፖለቲካዊና ማህበራዊ መስክ ተሳታፊና ተጠቃሚ እንዲሆኑ አስችሏቸዋል። ሁለተኛው በልጆች በኩል የሚታይ ሲሆን ጤንነታቸው ተጠብቆና የእናት ጡት እያገኙ እንዲያድጉ ረድቷል። በመጨረሻም ተቋሙ ሠራተኞች በጊዜ እየገቡ ሥራቸውን እያከናወኑ ምርትና ምርታማነቱ እንዲጨምር አስችሎታል።

( ከኢንዱስትሪ ሚኒስትር የተወሰደ፡ መጋቢት/2020)

## Anex 6 List of Institutions and Child Day Care Giver's Status in Addis Ababa

| ቁ. | የሚኒስቴር መ/ቤቱ ስም | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች |           |                    | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት  | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ                              |
|----|----------------|--------------------------|-----------|--------------------|-------------------------|--------------------------------------|---------------------------------------|
|    |                | ስም                       | የህጻናት ብዛት | የተንከባካቢዎች ብዛት      |                         |                                      |                                       |
| 1. | ትራንስፖርት ሚኒስቴር  | ትራንስፖርት ሚኒስቴር            | 1         | 2                  | አልወሰዱም                  |                                      |                                       |
|    |                | ፌደራል ትራንስፖርት ባለስልጣን      | 10        | 3                  | አልወሰዱም                  |                                      |                                       |
|    |                | የፕብሊክ ሰርቪስ ሰራተኞች ድርጅት    | 1         | 1                  | አልወሰዱም                  |                                      |                                       |
|    |                |                          |           |                    |                         | የኢት. መንገዶች ባለስልጣን                    | የተጠቃሚዎች ዳሰሳ ጥናት ላይ የተመሰረተ ግንባታ ለማስጀመር |
|    |                |                          |           |                    |                         | የኢት. ሲቪል አቭቭን ባለስልጣን                 | የበላይ አመራሩን ውሳኔ በመጠበቅ ላይ               |
|    |                |                          |           |                    |                         | የማሪታይም ጉዳዮች ባለስልጣን                   | የቢሮ ችግር                               |
|    |                |                          |           |                    |                         | የኢት. ምድር ባቡር ኮርፕሬሽን                  | የፓርትሽን ስራ ላይ                          |
|    |                |                          |           |                    |                         | የመድን ፈንድ ኤጀንሲ                        | ተንከባካቢ የቅጥር ድጋሚ ማስታወቂያ ወጥቷል           |
|    |                |                          |           |                    |                         | ኢት ጅብቲ ሬልጭይ ቬር ካንፓኒ                  | 64 ካሪ/ሚ ፓርትሽን ለማሰራት የጨረታ ሰነድ ዝግጅት ላይ  |
|    |                |                          |           | መንገድ ፈንድ           | የቢሮ ጥበት                 |                                      |                                       |
|    |                |                          |           | ክፍያ መንገዶች ኢንተርፕራይዝ | የበላይ አመራሩን ውሳኔ በመጠበቅ ላይ |                                      |                                       |
| 2. | ሰላም ሚኒስቴር      | -                        | -         | -                  | -                       |                                      |                                       |

| ቁ. | የሚኒስቴር መ/ቤቱ ስም    | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች                  |           |               | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ   |
|----|-------------------|---|-----------|---------------|------------------------|--------------------------------------|--|
|    |                   | ስም  | የህጻናት ብዛት | የተንከባካቢዎች ብዛት |                        |                                      |  |
|    |                   | ኢ.ንፎርሜሽን መረብ ደህንነት ኤጀንሲ                   | 110       | 12            | አልወሰዱም                 |                                      |  |
| 3. | ንግድና ኢንዱስትሪ ሚኒስቴር | ዋናው መ/ቤት                                  | 8         | 2             | አልወሰዱም                 |                                      |  |
|    |                   | የኬሚካልና የኮንስትራክሽን ግብዓቶች ኢንዱስትሪ ልማት ኢንስቲትዩት | 5         | 1             | አልወሰዱም                 |                                      |  |
|    |                   |   |           |               |                        | የብረታ ብረት ኢንዱስትሪ ልማት ኢንስቲትዩት          | የቅድመ ዝግጅት ስራዎች ተጠናቀው የሰው ኃይል ቅጥር ለመፈጸም በምዝገባ ላይ ይገኛሉ።      |
|    |                   |   |           |               |                        | የኢንዱስትሪ ግብዓት አቅራቢ ልማት ድርጅት           | የቅድመ ዝግጅት ስራዎች ተጠናቀው ጊዜአዊ የሰው ኃይል ቅጥር ለመፈጸም በምዝገባ ላይ ይገኛሉ። |
|    |                   |   |           |               |                        | የጨርቃጨርቅ ና ኢንዱስትሪ ልማት ኢንስቲትዩት         | የህንፃ ፖርቲሽን ሥራ እና የሚያስፈልጉ እቃዎች ግዥ ነገሮች ለመሰብሰብ ላይ ይገኛሉ።      |
|    |                   |   |           |               |                        | የቆዳ ኢንዱስትሪ ልማት ኢንስቲትዩት               | የህንፃ ግንባታ ሥራ እና የሚያስፈልጉ እቃዎች ግዥ ነገሮች ለመሰብሰብ ላይ ይገኛሉ።       |
|    |                   |   |           |               |                        | የኢትዮጵያ ደረጃዎች ኤጀንሲ                    | የህንፃ ግንባታ ሥራ ላይ ይገኛሉ።                                      |
|    |                   |   |           |               |                        | የኢትዮጵያ ተስማሚነት                        | የህንፃ ግንባታ ሥራ ላይ ይገኛሉ።                                      |

| ቁ. | የሚኒስቴር መ/ቤቱ ስም        | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች |           |               | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት   | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች   | ያሉበት ደረጃ |
|----|-----------------------|--------------------------|-----------|---------------|--|--|----------|
|    |                       | ስም                       | የህጻናት ብዛት | የተንከባካቢዎች ብዛት |  |  |          |
|    |                       |                          |           |               | ምዘና ኤጀንሲ   |  |          |
|    |                       |                          |           |               | የኢትዮጵያ ብሔራዊ አክሲዲቲቭን ጽ/ቤት   | የህንፃ ግንባታ ሥራ ላይ ይገኛሉ።  |          |
|    |                       |                          |           |               | የኢትዮጵያ ብሔራዊ ሥነልቦና ኢንስቲትዩት  | የህንፃ ግንባታ ሥራ ላይ ይገኛሉ።  |          |
|    |                       |                          |           |               | የንግድ ውድድርና ሽማግሌ ጥበቃ ባለሥልጣን                                       | የህንፃ ግንባታ ሥራ ላይ ይገኛሉ።  |          |
| 4. | ከተማ ልማትና ኮንስትራክሽን ሚ/ር | ከተማ ልማትና ኮንስትራክሽን ሚ/ር    | 12        | 2 የህጻናት ሞግዚት  |  |  |          |
|    |                       |                          |           |               | ፌዴራል የኮንስትራክሽን ሥራዎች ተቆጣጣሪ ባለስልጣን የከተሞች ስራ ዕድል ፈጠራና ምግብ ዋስትና ኤጀንሲ | የግዥ ሂደት ተጀምሯል፤ ለማቆያ ቦታ እስከአሁን አልተገኘም፤ የቅጥር ሁኔታው ገና ነው። ዕቃ የማሟላት፣ ቦታ የማመቻቸትና የባለሙያ ቅጥር የመፈጸም ሂደት እየተከናወነ ይገኛል |          |
|    |                       |                          |           |               | ፌዴራል ከተማ   | ከከተማ ልማትና ኮንስትራክሽን ሚ/ር ህጻናት ማቆያ በጋራ የሚጠቀም ይሆናል   |          |

| ቁ. | የሚኒስቴር መ/ቤቱ ስም | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች |           |               | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ  |
|----|----------------|--------------------------|-----------|---------------|------------------------|--------------------------------------|---|
|    |                | ስም                       | የህጻናት ብዛት | የተንከባካቢዎች ብዛት |                        |                                      |   |
|    |                |                          |           |               |                        | መሬትና መሬት ነክ ንብረት ምዝገባና መረጃ ኤጀንሲ      |   |
|    |                |                          |           |               |                        | ፌዴራል የተቀናጀ መሠረተ ልማቶች ማስተባበሪያ ኤጀንሲ    | ማቆያው ተቋቁሟል፡ 15 ህጻናት ለማምጣት ፈቃደኛ የሆኑ ሠራተኞች አሉ፡፡ በአሁኑ ሰዓት 2 ሞግዚትና 1 ጽዳት ባለሙያ ተቀጥረዋል፡፡  |
|    |                |                          |           |               |                        | ፌዴራል ኮንስትራክሽን ፕሮጀክት ማኔጅመንት ኢንስቲትዩት   | ተቋሙ በግለሰብ ህንጻ ተከራይቶ የሚገኝ በመሆኑ ያለውን ቦታ አብቃቅቶ ለመጠቀም በዕቃዎች እያደራጀ ያለ ቢሆንም ቅጥር ለመፈጸም ሁለት ጊዜ የሲቪል ሰርቪስ ኮሚሽን ቦታው በቂ አይደለም በማለት ጥያቄያቸውን አልተቀበለም፡፡ |
|    |                |                          |           |               |                        | የፌዴራል ቤቶች ኮርፖሬሽን                     | የህጻናት ማቆያ ለማቋቋም ፕሮፖዛል ተዘጋጅቶ ለማኔጅመንት እንዲያጸድቀው ቀርቧል፡፡ በ2012 ዕቅድ የቅድመ ዝግጅት ስራዎች፡- ቦታ፣ ቅጥርና ዕቃዎችን የማሟላት ሥራዎች ተይዘዋል፡፡                          |
| 5. | ገቢዎች ሚ/ር       | ገቢዎች ሚ/ር(ዋናው መ/ቤት)       | 10        | 2             | አልወሰዱም                 |                                      |   |
|    |                | መካከለኛ ግ/ክ/ቅ/ጽ/ቤት         | 10        | 3             | አልወሰዱም                 |                                      |   |

| ቁ. | የሚኒስቴር መ/ቤቱ ስም | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች |           |               | ሰልጠና የወሰዱ ተንክባካቢዎች ብዛት | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ   |
|----|----------------|--------------------------|-----------|---------------|------------------------|--------------------------------------|--|
|    |                | ስም                       | የህጻናት ብዛት | የተንክባካቢዎች ብዛት |                        |                                      |  |
|    |                | ኤርፖርት ጉምሩክ ቅ/ጽ/ቤት        | 10        | 2             | አልወሰዱም                 |                                      |  |
|    |                | ምስራቅ ግ/ክ/ቅ/ጽ/ቤት          |           | 2             | አልወሰዱም                 |                                      |  |
|    |                | ምዕራብ ግ/ክ/ቅ/ጽ/ቤት          |           | 2             | አልወሰዱም                 |                                      |  |
|    |                |                          |           |               |                        | መቀሌ ግ/ክ/ቅ/ጽ/ቤት                       | ቦታ ተዘጋጅቷል፤ የቁሳቁስ ግዢና የሰራተኛ ቅጥር ሂደት ላይ ይገኛል፤                |
|    |                |                          |           |               |                        | ኮምቦልቻ ግ/ክ/ቅ/ጽ/ቤት                     | ቦታ ተገኝቶ ግንባታ እየተካሄደ ይገኛል፤ የቁሳቁስ ግዢና የሰራተኛ ቅጥር ሂደት ላይ ይገኛል፤ |
|    |                |                          |           |               |                        | ሀዋሳ ግ/ክ/ቅ/ጽ/ቤት                       | ቦታ ተዘጋጅቷል፤ የቁሳቁስ ግዢና የተንክባካቢ ቅጥር ተካሂዷል፡፡                   |
|    |                |                          |           |               |                        | ጉምሩክ ኮሚሽን ዋና መ/ቤት                    | መ/ቤቱ እዲስ የተከራየበት አካባቢ ለማዕከሉም ለብቻው ተከራይቶ በእንቅስቃሴ ላይ ይገኛል፤   |
|    |                |                          |           |               |                        | ቃሊቲ ጉምሩክ ቅ/ጽ/ቤት                      | ቦታ ተከራይተው ለማዕከሉ ግንባታ ሊካሄድ በሂደት ላይ ነው፤                      |
|    |                |                          |           |               |                        | ጅማ ጉምሩክ ቅ/ጽ/ቤት                       | ቦታ ተከራይተው የፓርቲሽን ስራ ላይ ናቸው፤                                |
|    |                |                          |           |               |                        | ሀዋሳ ጉምሩክ ቅ/ጽ/ቤት                      | ቦታ ተከራይተው የቁሳቁስ ግዢ በሂደት ላይ ይገኛል፤                           |
|    |                |                          |           |               |                        | ሚሊ ጉምሩክ ቅ/ጽ/ቤት                       | ቦታ ተከራይተው የሰው ሃይል ቅጥር ላይ ይገኛል፤                             |
|    |                |                          |           |               |                        | መቀሌ ጉምሩክ                             | ቦታ ተከራይተው የፓርቲሽን ስራ ሂደት ላይ ናቸው፤                            |

| ቁ. | የሚኒስቴር መ/ቤቱ ስም | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች           |           |               | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ                              |                   |
|----|----------------|------------------------------------|-----------|---------------|------------------------|--------------------------------------|---------------------------------------|-------------------|
|    |                | ስም                                 | የህጻናት ብዛት | የተንከባካቢዎች ብዛት |                        |                                      |                                       | ቅ/ጽ/ቤት            |
|    |                |                                    |           |               |                        |                                      |                                       | ባህርዳር ጉምሩክ ቅ/ጽ/ቤት |
| 6. | ገንዘብ ሚኒስቴር     | -                                  | -         | -             | -                      |                                      |                                       |                   |
|    |                | የመንግስት የልማት ድርጅቶች ይዘታና አስተዳደር ኤጀንሲ | 4         | 1             | 1                      |                                      |                                       |                   |
|    |                |                                    |           |               |                        | የመንግስት ግዢና ንብረት ማስወገድ አገልግሎት         | ማቆያውን ለማስገንባት የቦታ መረጣና የዲዛይን ስራ ተሰርቷል |                   |
|    |                |                                    |           |               |                        | የመንግስት ግዢና ንብረት አስተዳደር ኤጀንሲ          | ማቆያውን ለማስገንባት የቦታ መረጣና የዲዛይን ስራ ተሰርቷል |                   |
|    |                |                                    |           |               |                        | የኢትዮጵያ የሂሳብ አያያዝና ኦዲት ቦርድ            |                                       |                   |
| 7. | ጤና ሚኒስቴር       | -                                  | -         | -             | -                      |                                      |                                       |                   |
|    |                | ጻውሎስ ሆስፒታል                         | 30        | 4             | አልወሰዱም                 |                                      |                                       |                   |
|    |                | ጅጥሮስ ሆስፒታል                         | 12        | 3             | አልወሰዱም                 |                                      |                                       |                   |
|    |                | የኢትዮጵያ ህብረተሰብ ኢንሰቴትዩት              | 9         | 3             | አልወሰዱም                 |                                      |                                       |                   |
|    |                | አቤት ሆስፒታል                          | 3         | 2             | አልወሰዱም                 |                                      |                                       |                   |

| ቁ.  | የሚኒስቴር መ/ቤቱ ስም         | የህጻናት ማቆያ ያቋቋሙ ተጠሪ መ/ቤቶች |           |               | ስልጠና የወሰዱ ተንከባካቢዎች ብዛት | የህጻናት ማቆያ ለማቋቋም በሂደት ላይ ያሉ ተጠሪ መ/ቤቶች | ያሉበት ደረጃ                      |
|-----|------------------------|--------------------------|-----------|---------------|------------------------|--------------------------------------|-------------------------------|
|     |                        | ስም                       | የህጻናት ብዛት | የተንከባካቢዎች ብዛት |                        |                                      |                               |
|     |                        |                          |           |               |                        | አለርት ሆስፒታል                           | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
|     |                        |                          |           |               |                        | የኢ/መ/ጤ/ክ/አ/ባ ለስልጣን                   | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
|     |                        |                          |           |               |                        | ብሔራዊ ደም ባንክ                          | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
|     |                        |                          |           |               |                        | ኤች አይ ቪ መ/መቆ/ጽ/ቤት                    | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
|     |                        |                          |           |               |                        | ጤና መድሀን                              | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
|     |                        |                          |           |               |                        | አማኑኤል ሆስፒታል                          | ቦታ በማስፈቀድና ልጆችን በመመዝገብ ሂደት ላይ |
| 8.  | የኢትዮጵያ ብሮድካስቲንግ ኮርፖሬሽን |                          | 18        | 3             |                        |                                      |                               |
| 9.  | የኢትዮጵያ ፖሊስ ዩኒቨርሲቲ ኮሌጅ  |                          |           | 8             | አልወሰዱም                 |                                      |                               |
| 10. | ሰብአዊ መብት               |                          | 9         | 2             | አልወሰዱም                 |                                      |                               |

Source :Federal Ministry of Women June/2020

