

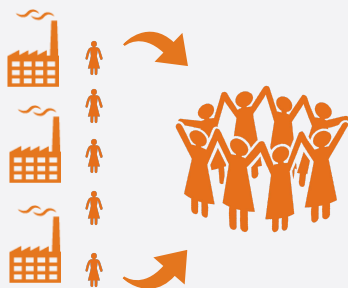
The EKATA Model: Supporting workers to take action

The **Empowerment, Knowledge and Transformative Action (EKATA) model** has been tested and developed by CARE Bangladesh to promote collective empowerment of women. It has been tailored to promote workers' rights to encourage women's leadership and empowerment within the garment industry.

The EKATA model remains flexible so it can be adapted for different contexts and incorporated into projects in different ways.

EKATA groups

- 25-30 women workers.
- 9 month basic engagement.
- Peer support
- Facilitated discussions and analysis on rights, life skills and basic leadership.
- Participatory exercises to identify and prioritise issues.
- Formation of collective action plans.



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- ✓ Increased individual confidence.
- ✓ Increased negotiation and collective bargaining skills.
- ✓ Dialogue within households.
- ✓ Collective action within communities.
- ✓ Improved dialogue and bargaining with management, local authorities and service providers.

Women-led networks

- EKATA groups identify the most appropriate sustainability model for their context. This can include:
- 8-10 EKATA groups form a Community Worker Association.
 - Groups develop relationships with existing unions and associations.
 - Associations register as unions.



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- ✓ Sustainability beyond EKATA groups.
- ✓ Opportunities for a wider network and collective action.
- ✓ Opportunities to contribute to national advocacy.

Trade Unions and Federations

- Training on gender considerations.
- Tools to support worker representation: *Compensation Calculation Toolkit* and *Worker Outreach Model*.
- Enhanced outreach to women workers.



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- ✓ Increased proportion of women members.
- ✓ Increased number of women in leadership positions.
- ✓ Improved representation of the needs of women workers.



Empowered women engage powerholders to take action on issues affecting them.



Households



EKATA groups and community actors support improved gender relations within households, helping increase decision-making power and prevent abuse.

Workplaces



Women workers take action to claim their legal rights and entitlements at work with support from EKATA groups, associations and unions.

Unions



The voices and needs of women workers are recognised and addressed by trade unions.

Communities



Groups work together to resolve issues affecting women in the community, such as sexual harassment & inadequate infrastructure.

Local services



Women leaders and groups engage service providers such as banks and health centres to provide more accessible services.

Governments



The voices and needs of women workers are heard in national dialogue.

