



EMPOWERING WORKERS

Power Resources Toolkit, 2024

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In the heart of every successful and decent workplace lies the undeniable power of its workers, united in pursuit of better conditions, fair practices, and meaningful progress. This Power Resources Toolkit is designed as a beacon for workers everywhere, especially in Ethiopia, who seek to harness their collective strength and channel it into effective action.

Through the inspiring stories of individuals like Hareg, Gemechis, Biniyam, and Hyatt, we highlight the diverse forms of power that workers possess and demonstrate how they can mobilize this power for change. Whether you're aiming to negotiate better terms, rally your community, or engage in strategic actions, this toolkit offers insights and strategies to empower your journey.

Let's embark on this path together, armed with knowledge, united in solidarity, and the determination to make a difference. The Power Toolkit is more than a resource; it's a catalyst for transformation, guiding you to unlock the potential within and around you.

Meet Hareg

An IT specialist overseeing daily operations at a ride-hailing firm, her structural power lies in her key role with rare qualifications and specific skills at her workplace and in the labor market. This power allows her to demand better working conditions.

Nationwide Reach



A green circular graphic containing a white map of India with a network of white lines connecting various points across the country, symbolizing nationwide reach.

Taxi-Hailing App

📍 📍 📍


Taxi Ordering



A yellow taxi with a black roof and 'TAXI' written on the side, positioned centrally below the text.

Employees Rights

Online Transportation



A circular diagram with arrows indicating a flow between 'Online Transportation' and 'Ride hailing platform'.

Ride hailing platform



Meet Gemechis

A packaging expert in a bottling factory, Gemechis and his colleagues are many who have united in solidarity to fight for their rights and better conditions at their workplace.



Meet Biniyam

A flower farm worker, Biniyam is good at networking with neighboring communities. He holds societal power as he can organize cooperation with other social groups to get support for the trade union and demand improved working conditions.



No Union, no justice

Union makes us Stronger

Labours triumph, society's progress

Union makes us Stronger

Union makes us Stronger

Union makes us Stronger

No Union, no justice

Union makes us Stronger

We want Bread and roses too

Union makes us Stronger

Meet Hyatt

Hyatt, a textile factory worker and union member, has previously harnessed the trade union's associational power to obtain special rights. With solid legal backing, the support of institutions like courts and an established collective bargaining system, her institutional power is well-established.



'New Workers Rights'

What are your power resources?
Try to find them!

SWOT analysis

Gemechis and his co-workers evaluate their Strength, Weakness, Opportunities, and Threats to harness their collective power. They understand their employer depends on his employees!



Breaking barriers

Hyatt faces systemic challenges that hinder progress with regard to gender representation. She advocates for direct engagement in addressing such systematic issues, exemplified by the gender representation disparity in the illustration.

'Gender Equality Grievance Committee,



Strategic action planning

Hareg recognizes that setting realistic objectives with clear bench marks is crucial for moving forward and ensuring accountability in leadership and mobilization efforts of trade unions.



Best Working Conditions, how?

Worker Demands

For the world?

With Just 5 of us?

Communication networks

Binyam, facing obstacles in obtaining necessary documents at his workplace, understands the importance of strong communication networks among workers. This support is crucial for advancing their collective movement and action.



Prioritizing & follow-up

A complaint is submitted to the grievance committee with a sense of pride. Yet, real accomplishment goes beyond mere submission, as many grievances end up boxed away, unimplemented. True success is in the persistent follow-up, ensuring that concrete actions are taken.



'my Work here is Done,

'Grievance and
complaint,

Campaign message

Hyatt champions concise, compelling, and motivational campaign messages. She recognizes that, unlike lengthy and unclear messages, brief and catchy messages effectively communicate the worker cause and rally broad community support.



TEXTILE COMPANY

Payment Should be similar
for Everyone in the Country

Equality for All

Gender Matters

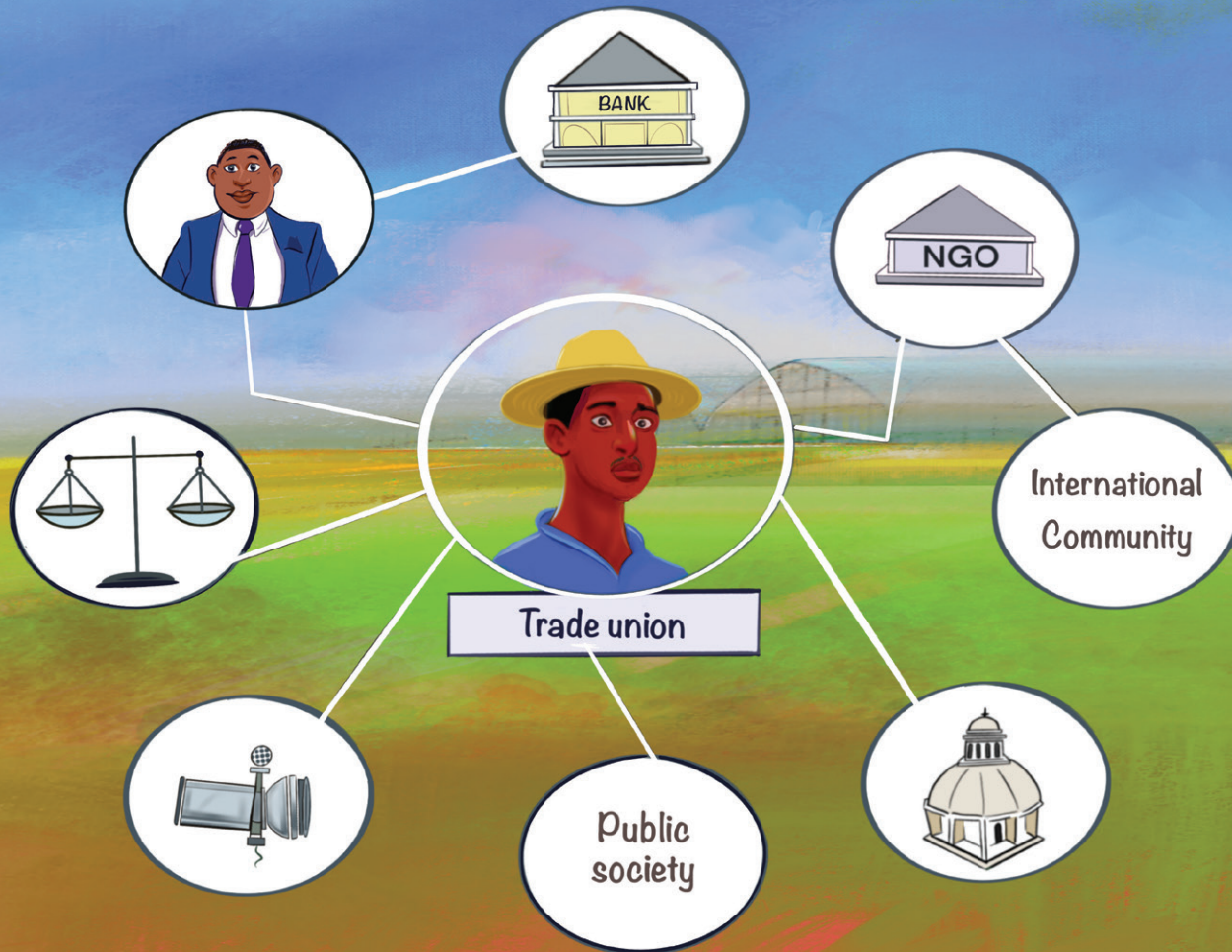
Women in
Management

Payment Sh Ould be similar
for Everyone in the Country

Payment Sh Ould be similar
for Everyone in the Country

Mapping chart

Biniyam maps the ecosystem of his workplace to identify key players and potential allies for the workers' cause. He acknowledges that understanding the system we intend to change, along with external influences, is crucial for developing the most effective strategy.



Strategy & employee tactics

Gemechis and his colleagues prepare for negotiations by understanding the company's current status and broader ecosystem. This knowledge equips them to counter the pressure from the employer effectively with data.



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007

Employees Need

- Health insurance for family's
- 10% Wage increase
- Better working conditions

Employer Challenge

- 20% decline of productions
- High glass import costs
- New competitor in the market

Collective bargaining

Hyatt and her colleagues face the company for collective bargaining. They realize that a well-informed trade union about the company's operations and industry context is better positioned for effective collective bargaining.



Constitutional
Right 2022

Gender Report

Women Rights

Bargaining points

As a workers' representative, Biniam places crucial worker points on the scale. Both company and trade union representatives acknowledge that bargaining involves numerous issues; hence, open discussions are key to reaching a fair agreement between the company and trade unions.



Decent pay

Health & safety

Decent working environment

Investment

Company profit

Productivity

Workers rights

Minimum Wage

Winning negotiations

Hareg mobilizes local community members, leaders, CSOs, and trade unions to facilitate successful negotiations. Her effort aims to exert pressure on decision-makers at both the company and government levels, ensuring worker demands are met.



Strike tactics

Gemechis and his colleagues acknowledge their collective power. Considering a work strike as a strategic option when other engagement forms are ignored, they aim to challenge the company leaders to acknowledge workers' concerns.



Drafting contract proposal

As a workers' representative, Gemechis emphasizes the importance of using clear and unambiguous language in the contract proposal. This clarity ensures that rights, delivery dates, and other specifics are outlined comprehensively, promoting fair representation for all parties and avoiding discrimination against any group.

Signing Day,



Contract proposal,

Have you identified your own
power resources?



**FRIEDRICH
EBERT 
STIFTUNG**