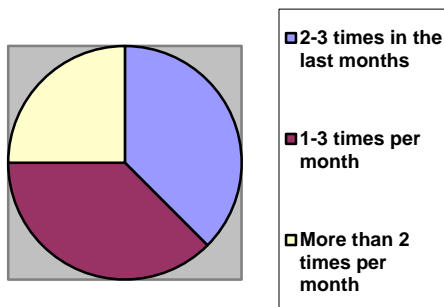


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 4 September 2015

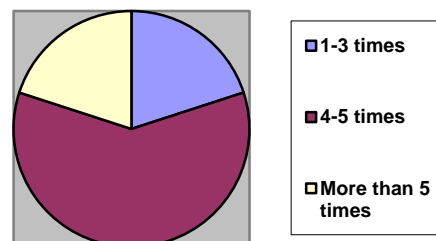
The following document is the fourth follow up report of the activities, achievements and challenges from 9 tandems participating in the Mentoring Program. The overall picture is encouraging as both Mentees and Mentors have gained experience and knowledge from this program. Furthermore, new tandems have been created inside unions which multiply the effect of the Mentoring Program.

Frequency of meetings:

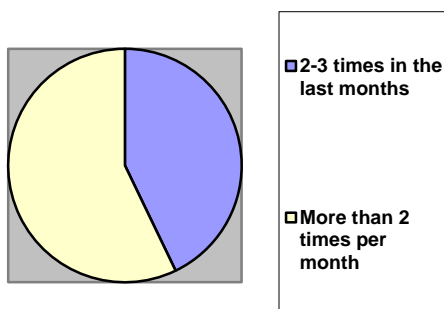
First report of activity:



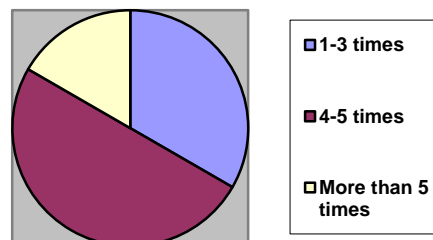
Second report of activity:



Third report of activity:



Fourth report of activity:



Since the first activity report, for many of the tandems the number of meetings between Mentor and Mentee has overall increased. The reason for this increase being the activities that are carried out by the tandems as part of the implementation of the Mentoring Program.

The preferred form of communication amongst the Mentor/Mentee has been telephone and email followed by person to person meetings.

Activities in which both Mentor and Mentee participated:

The tandems have continued to work in a wide range of activities such as the planning and organizing of meetings, conferences and seminars; the organization of training programs and leisure activities. All of these activities help build cohesion between both the Mentor and the Mentee and serve as inspiration for other women who might be interested in joining the program.

Achievements:

The Mentoring Program continues to demonstrate successful results and proves to be a means for women to enhance their leadership qualities and participation in unions. The program also plays an educational role in providing women with the necessary tools and experience to achieve results in their union work.

Austria/Germany – The participation in national and international meetings like a Women's Conference in Berlin and in the Women's meeting for region V.

Hungary (Nagy/Gyurcsekne) – Succeeded in getting the Mentee's work recognized by management. Furthermore, they helped build cohesion within the union by organizing leisure activities for the benefit of union members. They also organized preventive medical examinations for both women and men.

Hungary (Fulop/Szava) – Participation in both Youth and Women meetings. Participation in a communications training to help build stronger tandems through better communication skills and the exchange of information.

Greece – The Mentoring Program has allowed the Mentee to learn more about Greek legislation and European anti-discrimination laws, and in particular, to develop more flexible workplace strategies for disadvantaged employees. Furthermore by learning about union work, the Mentee has become more eager to continue work within the union, particularly in the promotion of gender work.

Poland – Greater understanding of union work and the building of a stronger relationship between Mentor and Mentee.

Belgium/France – Participation in international meetings like the 4th UNI World Women's Conference in South Africa, the participation in the European Council Works and the implementation of the Mentoring Program as a training program within CFDT.

Spain – To increase the interest of more women in participating in the program.

Portugal – Working as a tandem has allowed them to gain more access to other women and to inspire them to help each other as a way to build cohesion.

Ireland – The imminent launch of the union's online learning platform with other Irish unions as well as the development of a mentoring manual to carry out trainings.

Difficulties/obstacles/challenges:

Time constraints due to work duties as well as family responsibilities are the biggest obstacles faced by the tandems.

The tandem from Greece has also faced the lack of support from its unions, due to the economic and social crisis that the country is experiencing. For Portugal, increased problems at the workplace have made it difficult not only to meet, but to carry out joint activities.

Mentoring as a multiplying agent:

Portugal has created four new tandems, in which the current Mentee acts now as Mentor.

Hungary has created tandems all over the country and the participating tandems are currently helping them and supporting their activities.

Belgium/France have presented the program for approval to the CFDT. They are expecting to begin the implementation of the program within the union at a national level on the second semester of 2015.

Mentoring to build leadership skills:

Belgium/France – the Mentee was elected on behalf of her union to participate at the UNI World Executive Board as a 2nd substitute.

Ireland – the use of external trainers has allowed for the tandems in the union to grow and gain skills.



ACTIVITIES BY COUNTRY, First activity report

	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					





























ACTIVITIES BY COUNTRY, Second activity report

	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					


























ACTIVITIES BY COUNTRY, Third activity report

	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					
GERMANY					
AUSTRIA					

ACTIVITIES BY COUNTRY, Fourth activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY (Nagy/Gyurcsekne)					
HUNGARY (Fulop/Szava)					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					
GERMANY					
AUSTRIA					



ACHIEVEMENTS BY COUNTRY, First activity report

	MENTORING FOR ORGANIZING	MENTORING AS TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESS	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK AND NEEDS
BELGIUM						
CROATIA						
FRANCE						
GREECE						
HUNGARY						
IRELAND						
POLAND						
PORTUGAL						
SPAIN						
































ACHIEVEMENTS BY COUNTRY, Second activity report

	MENTORING FOR ORGANIZING	MENTORING AS TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESS	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK AND NEEDS
BELGIUM						
CROATIA						
FRANCE						
GREECE						
HUNGARY						
IRELAND						
POLAND						
PORTUGAL						
SPAIN						




































ACHIEVEMENTS BY COUNTRY, Third activity report

	MENTORING FOR ORGANIZING	MENTORING AS TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESS	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK AND NEEDS
BELGIUM						
CROATIA						
FRANCE						
GREECE						
HUNGARY						
IRELAND						
POLAND						
PORTUGAL						
SPAIN						
GERMANY						
AUSTRIA						



ACHIEVEMENTS BY COUNTRY, Fourth activity report

	MENTORING FOR ORGANIZING	MENTORING AS TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESS	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK AND NEEDS
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