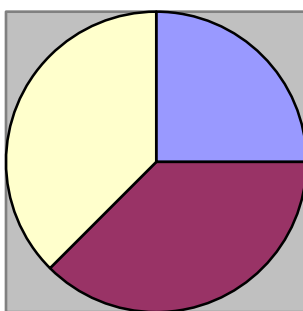


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 3 September 2017

The following document is the third follow up report on the activities, achievements and challenges that 3 of the tandems, currently participating in the Mentoring Program, have presented.

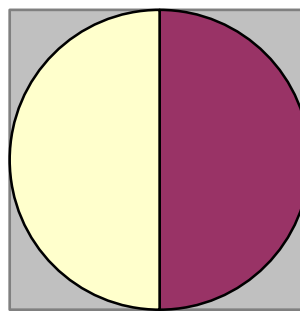
Frequency of meetings:

First report on activities:



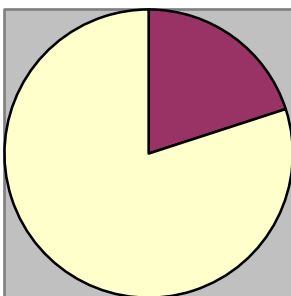
- 1-2 times
- 3-4 times
- More than 5 times

Second report on activities



- 1-2 times
- 3-4 times
- More than 5 times

Third report on activities:



- 1-2 times
- 3-4 times
- More than 5 times

The tandems have kept meeting in the last months. The preferred form of communication amongst the Mentor/Mentee has been person to person, but due, many times to the lack of time, they have widely used telephone, email and whatsapp as forms of communication.

Activities in which both Mentor and Mentee participated:

For this third report, we have noted that although the tandems have continued to work in a wide range of activities such as the planning and organizing of meetings, training and union work, as well as organising, the biggest area of work for all the tandems has been training and capacity building.

Achievements:

The implementation of the Mentoring Program has demonstrated 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. Here is what the tandems responded:

Ghana – HSWU (Elizabeth Ama Adjei/ Theresa Batsa): This tandem has carried out multiple activities. From providing feedback on their experience at an international meeting (UNI Africa Regional Conference) to talks at the ITU (Ghana) and the HSWU Women seminar on the Mentoring Program. They have also worked in preparing training programs and forums for women in the union.

For the tandem, there have been various achievements. On the one hand, they managed to present a report on challenges and recommendations for their work to their National Executive Council. They also carried out a series of successful activities and forums for women and finally, they were able to lobby for funding and all their activities were fully funded by the union.

Ghana – ICU (Dina Tetteh/ Diana Bosuh): During this implementation period, the tandem worked separately but kept close communication regarding their achievements. Their biggest achievement has been in terms of the Mentee running for election and getting elected as chairman of her local union, as well as vice-president at her regional council as well as raising the relevance and the interest in women activities within the union.

Nigeria – ASSBIFI (Nike Joseph/Grace Osayimwen): This tandem has actively worked on maternal health (mortality) and contributing factors. For them, their biggest achievement has been to raise awareness on the need of women to occupy leadership positions within the union. It has also provided the members of the tandems with the opportunity to show greater commitment and to face the challenges ahead.

Difficulties/obstacles/challenges:

Besides the challenge of time and sometimes, lack of resources, unlike with other reports, for this period, participants identified a new obstacle to their work: the working schedules of their target groups. As a solution, the tandem decided to find out more about the working schedules of their target members in order to accommodate to their needs.

Another challenge presented by the tandem has been the perception women have of other women who are in leadership positions. This seems to be a deterrent for women to participate more actively in union work.

External factors have also been identified as obstacles for the work of some of the tandems. In the case of Nigeria, economic recession has had an impact on the unions who have been losing members as a consequence of the downsizing of the workforce.

Mentoring as a multiplying agent:

We were very encouraged to see that this program continues to grow in the unions, particularly with the work carried out by HSWU in Ghana who continues to grow with 10 new tandems which include, for the first time, young men.

Mentoring to build leadership skills:










For this second report, we were particularly happy to see the emphasis given to building leadership skills and encouraging young women to take on leadership positions.

Such is the case of ICU (Ghana), where the Mentee ran for election and was elected as chairman of her local union, as well as vice-president at her regional council.

We also highlight the work of HSWU (Ghana), who has now made the Mentee a Mentor and one of the Mentees from the new tandems is currently running for National Youth President.











ACTIVITIES BY COUNTRY, First activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
GHANA Elisabeth Ama/ Theresa Batsa					
GHANA Dina Tetteh/Diana Bosuh					
NIGERIA Nike Joseph/Grace Osayimwen					



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
GHANA Elisabeth Ama/ Theresa Batsa						
GHANA Dina Tetteh/Diana Bosuh						
NIGERIA Nike Joseph/Grace Osayimwen			