

MENTORING PROGRAM

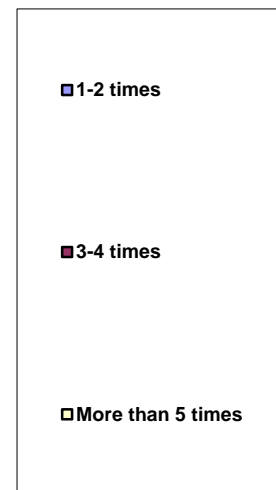
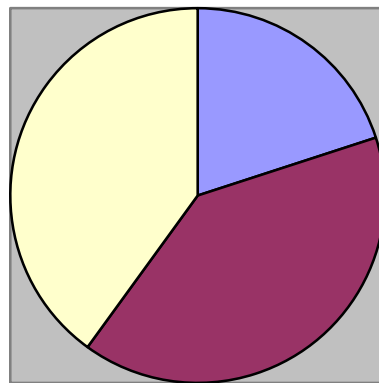
CONSOLIDATED ACTIVITY REPORT No. 1

November 2015

The following document is the first follow up report of the activities, achievements and challenges from 9 tandems that presented their reports and are currently participating in the Mentoring Program.

Frequency of meetings:

First report of activity:



Since the beginning of the program, the tandems have kept continuous meetings as can be seen from the chart above. The preferred form of communication amongst the Mentor/Mentee has been telephone and email, due to the difficulty in some cases to have personal 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 as well as the organizing of activities that will benefit the development of the program. 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. Here is what the tandems responded:

Bangladesh (Lina/Tuly)- Raising awareness within the union on the need to empower women.

Bangladesh (Adeeba/Taslina)- Encouraging women to join the union by motivating them and setting an example that will inspire them to join.

India (Shruti/Amruta)- More sense of commitment towards union work and more confidence in it.

Nepal (Chandika/Geeta)- The Mentee was elected as president of the union, which will help bring forward women's issues.

Nepal (Dipa/Manju)- The Mentee has been receiving training on union work on issues like organizing, women's issues and trade unions.

Philippines (Michelle/Karen)- Mentee won the position of Secretary of the Union and as Youth President.

Sri Lanka (Lankika/Sameepa)- They have been able to convince UNI SLAC on the importance of women representation in unions, by working on the implementation of the UNI 40for40 campaign.

Sri Lanka (Lankika/ Thushanthika)- They have been able to convince UNI SLAC on the importance of women representation in unions, by working on the implementation of the UNI 40for40 campaign

Malaysia (Margaret/Misjaya): Although the tandem has faced multiple challenges, it has surpassed them to make them achievements. For example, the Mentor has been able to exercise her mentor role fully, by providing advice and support to her Mentee and the Mentee has gained valuable information regarding union work from her Mentor. They have also engaged the General Secretary and Assistant General Secretary as Mentors for future tandems.

Difficulties/obstacles/challenges:

The participating tandems expressed that in terms of challenges, one of the most common ones is the lack of time to meet, but tandems managed to have meetings by relying more on available technology, which made this obstacle surmountable.

In terms of lack of economic resources, the tandems looked at various alternatives for raising funds in order to carry out their activities.

The biggest problem that has affected the participating tandems does not come from internal factors, but external. The lack of recognition of unions by the government (Bangladesh), the lack of support for this type of activities by the unions themselves (Bangladesh and Sri Lanka), political changes within the unions (Philippines), issues arising in ongoing union work like collective bargaining (Indonesia); all had an impact on the work carried out.

Malaysia faced different problems, from the lack of communication (Mentee was often outside areas of coverage so could not communicate), to lack of knowledge of union work, to fear from management. The exchange of ideas and the continuous dialogue between both Mentor and Mentee has helped overcome some of those issues and to work together towards the implementation of the program.

Mentoring as a multiplying agent:

During these first months of implementation of the program 6 new tandems were formed: 4 in Bangladesh, 2 in Sri Lanka and 1 in Malaysia.

















Most of the participating tandems are currently working to gain the support of their unions in order to implement the program in their own unions and be able to conform new tandems.

Mentoring to build leadership skills:

Regarding women in leadership in the tandem from Nepal (Chandika/Geeta), the Mentee was elected president of her union, while in the tandem from the Philippines, the Mentee (Karen) was elected as Secretary in her union, as well as the presidency of Youth in her union.

ACTIVITIES BY COUNTRY, First activity report



| | ORGANIZING ACTIVITIES | PLANNING ACTIVITIES | UNION MEETINGS | INTERNATIONAL UNION MEETINGS | TRAINING ACTIVITIES |
|--|---|---|---|---------------------------------|---|
| BANGLADESH Lina Taslima Akter/ Tuly Azrazabin | |  |  | | |
| BANGLADESH Adeeba Zerin Chowdhury/Taslima Mehjabeen |  |  | | | |
| INDIA Shruti Avadhane/Amruta Sapre | | |  | |  |
| INDONESIA Mira Ardianti/Ika Yulianti | | | | | |
| NEPAL Chandika Pokharel/Geeta Basnet | |  |  | | |
| NEPAL Dipa Bharadwaj/Manju Dotel Phuyel |  |  |  | | |
| PHILIPPINES Michelle Rovinia P. Belino/ Karen Liwana | |  |  | | |
| SRI LANKA Lankika Priyamalee Ariyasinghe/ Sameepa Rajapakse | |  | | | |
| SRI LANKA Lankika Priyamalee Ariyasinghe/ Thushanthika Bandara | |  | | | |
| MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali | |  | | | |



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 |
|---|--------------------------|-----------------------|-----------------------------|--|---------------------------|--|
| BANGLADESH Lina Taslima Akter/ Tuly Azrazabin | | | | | | |
| BANGLADESH Adeeba Zerine Chowdhury/Taslima Mehjabeen | | | | | | |
| INDIA Shruti Avadhane/Amruta Sapre | | | | | | |
| INDONESIA Mira Ardianti/Ika Yulianti | | | | | | |
| NEPAL Chandika Pokharel/Geeta Basnet | | | | | | |
| NEPAL Dipa Bharadwaj/Manju Dotel Phuyel | | | | | | |
| PHILIPPINES Michelle Rovinia P. Belino/ Karen Liwanag | | | | | | |
| SRI LANKA Lankika Priyamalee Ariyasinghe/ Sameepa Rajapakshe | | | | | | |
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