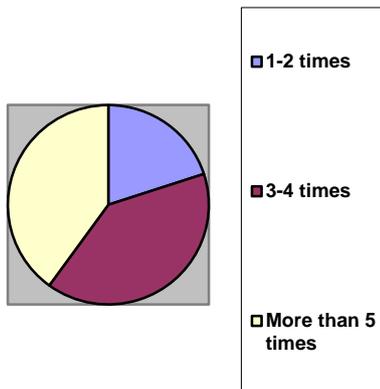


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 2 April 2016

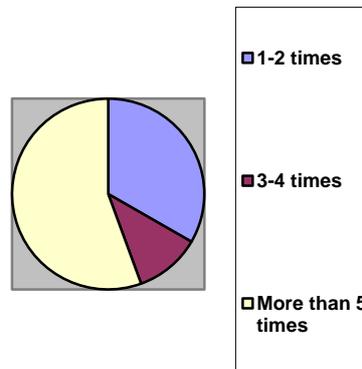
The following document is the second follow up report on the activities, achievements and challenges that 8 tandems, currently participating in the Mentoring Program have presented.

Frequency of meetings:

First report on activities:



Second report on activities:



The tandems have kept meeting in the last months. For some, the number of meetings has increased due to the planning, organizing and carrying out of joint activities or support, like in the cases of Indonesia, India and Nepal. For others, like Malaysia, Nepal, Philippines and Sri Lanka, they have decreased because of work responsibilities, health problems, and other difficulties.

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, training and union work. 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:

Indonesia (Mira/Ika)- They have carried out activities like training for women workers, migrant workers and domestic workers; as well as workshops on women's health. Their biggest achievement has been providing more women with information on the program and inspiring them to join the union's women's committee.

Nepal (Chandika/Geeta)- The tandem worked in carrying out organizing and training activities for women workers which gave them better understanding of union work and activities. They also mentioned in their report that one of the greatest achievements of the Program was that it provided them with skills and knowledge and that it served as inspiration for other women in the union.

Nepal (Dipa/Manju)- Published an article on working women and the challenges of work-life balance which was published in a national newspaper.

* Both tandems from Nepal have introduced the program to other affiliates in the country. They held their own Opening Workshop in December 2015 in which they presented the participants with all the reading materials from the Program (they were translated for better use) and they emphasized on the importance of developing leadership in women and their participation in unions. Mentors and Mentees received information on their roles and responsibilities and signed the Mentoring agreement to begin their work as tandems. 8 new tandems were created with this activity.

Sri Lanka (Lankika/Sameepa and Lankika/Thushanthika)- These tandems have been working hard in raising awareness on issues like women leadership (40for40 campaign), violence and discrimination. Their biggest achievements has been the recognition of the work carried out by the Mentees, who have successfully joined different committees within their unions. Furthermore, they pointed out that the biggest achievement of this program has been enhancing team work and the exchange of experiences.

Malaysia (Margaret/Misjaya): Although the tandem keeps facing multiple challenges, the tandem has made an effort to continue the exchange the ideas and knowledge. In this particular case, the Mentee has received information from the Mentor on collective agreements and how these can help in the cases of harassment from the management. The Mentor has also noted that one of the biggest achievements, on her part, from the Program, has been to learn patience and the willingness to guide and listen to her Mentee.

India (Shruti/Amruta): The tandem expressed not having been able to work jointly as a tandem, but they used the relationship formed in the Mentoring Program as a support system. The Mentee received valuable information from the Mentor on how to work on the verification process of the union, which would allow them to increase the number of affiliates.

Philippines (Michelle/Karen): Both Mentee and Mentor have worked hard towards achieving one of the goals of the program which is to reach leadership positions within their organizations. The Mentee was elected Secretary of her local union and became member of the negotiation panel during her CBA negotiations, while the Mentor was elected as the NUBE Philippines Chairman of the Board.

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. Still, economic resources makes it difficult to carry out workshops and training.

The biggest problem that has affected the participating tandems does not come from internal factors, but external. The lack of support from some of the leaders in their unions as well as health issues that have affected some of the participants, have had some impact in the work carried out by the tandems.

Mentoring as a multiplying agent:

This last instalment of the program has been impressive in terms of expanding the program. 14 new tandems were created in the last months: 9 from Nepal, 1 from Indonesia, 2 from Sri Lanka and 2 from Philippines.

Mentoring to build leadership skills:

For this period, we observed that the work carried out by the tandem has allowed two Mentees in the Sri Lanka unions, to move forward and join committees in their unions.

Likewise, the tandem from the Philippines worked in training activities like a CBA crash course and Effective presentation skills and the Mentee was elected Secretary of her local union and became member of the negotiation panel during her CBA; while the Mentor was elected as the NUBE Philippines Chairman of the Board.

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 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 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						
SRI LANKA Lankika Priyamalee Ariyasinghe/ Thushanthika Bandara						
MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali						