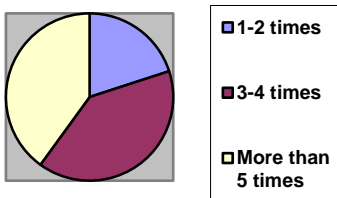


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 5 September 2017

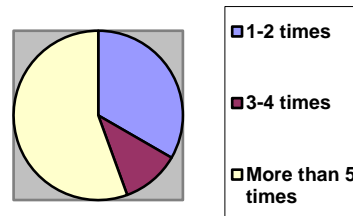
The following document is the second follow up report on the activities, achievements and challenges that 6 tandems, currently participating in the Mentoring Program have presented.

Frequency of meetings:

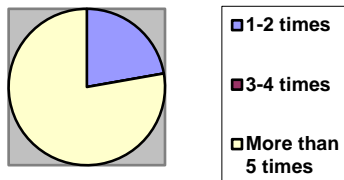
First report on activities:



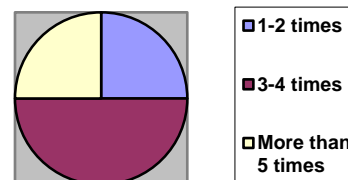
Second report on activities:



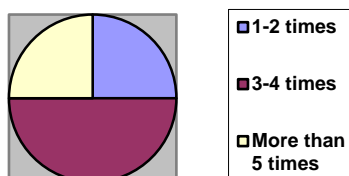
Third report on activities:



Fourth report on activities:



Fifth report on activities:



The tandems have kept with regular meetings in the last months. Some groups have increased their contact activity through social media to send updates on regular basis. In Sri Lanka, participants have become more involved in the union work as well as in the Liaison Council, which has also increased their personal meetings. For other tandems, the frequency of the meetings has been determined by the urgency of the agendas (Nepal). According to this tandem, the increase participation and interest of the mentees in the program, has also increased the number of meetings.

The preferred form of communication amongst the Mentor/Mentee has been person to person, but telephone, email for sharing information and documents, Skype, whatsapp, and other social media platforms were also used due to the difficulty in some cases to have personal meetings or because of lack of time.

Activities in which both Mentor and Mentee participated:

For this reporting period, we have observed an increase in training activities as well as activities aimed at increasing the expansion of the program. The tandems have also continued to work in a wide range of activities such as planning and carrying out union meetings 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:

Like with previous reports, some new aspects and achievements of the program have surfaced. For example, in the case of Nepal, tandems have expressed the increased positive perspective towards union work through education on unions. They have also worked on using the Mentoring relationship as a research team for finding out particular issues for working women in the Finance sector.

The Mentoring Program was also a training opportunity for tandems on other issues that go beyond traditional union work, like the case of environmental education and development of campaigns (Sri Lanka and Malaysia).

The Mentoring Program also continues to demonstrate successful results and proves to be a means for women to enhance their leadership qualities and participation in unions. Here are some of the achievements the tandems shared in this report:

Sri Lanka (Gagarinie/Chandani): This tandem has been working on increasing the number of participants to the Mentoring Program by sharing their experiences with other possible Mentors. The Mentoring Program has given both members an overall knowledge of union work, it has allowed them to develop leadership and presentational skills.

Sri Lanka (Lankika/Sameepa/Thushanthika): All three members of the tandem are actively involved in union activities as well as in the activities of the UNI Liaison Council Women and Youth Committees. Together, they have organized a special meeting for International Women's Day, they conducted a session on UNI campaigns at a leadership seminar; and they have reached out to the other members of the Women's and Youth Committees to become part of the Mentoring Program. As the tandem themselves expressed: "We educated them that having a Mentee is important as we build a second line for the future", because this provides sustainability for the union in the future. This project has also helped cement and strengthen the relationship between both committees.

Malaysia (Margaret/Misjaya): Since the start of the program, this tandem has experienced difficulties to work together. Still, and two years since the launch of the program, the Mentor and the Mentee have built a relationship based on respect and mutual support. The Mentee has kept the Mentor updated on her work, reaching out for advice when needed. The Mentor has helped encourage the Mentees work and has learned valuable asset from their work: patience.

Bangladesh (Adeeba/Taslina): Even though the situation for unions in Bangladesh is quite difficult, the tandems have worked in maintaining communication amongst them via social media. For them, this communication has helped get more active participation from other union members, who are overcoming their fear and gaining in self-confidence. Through their work, they have also built women networks in the unions, and formed women's committees in 3 unions, with a fourth one under way.

Nepal (Bandana/Jayanti/Manita): This tandem worked in two parts. With Jayanti, the tandem worked on the issue of workplace harassment and other workplace issues, such as maternity leave. With Manita, the Mentor focused on creating and agenda to research women's issues in the workplace in the financial sector. The first activity helped women open up and talk about problems they are facing. It was also an opportunity for them to share their feelings with in a close and supportive environment. The second activity, will provide better understanding of the problems faced by women in the Nepalese financial sector. It will also help identify strategies to follow in order to provide better working conditions.

Nepal (Dipa/Manju): According to the tandem, there have been two major achievements. On one hand, the increased capacity of the mentee to face the challenges and accomplish the objectives set out. On the other hand, the Mentoring Program has provided a positive perspective towards union education within the union.

Difficulties/obstacles/challenges:

Differing from previous reporting cycles, in this period, the biggest challenge faced by the tandems has been without a doubt the lack of knowledge of union work from affiliated members, as well as the lack of knowledge from the unions on women's issues.

Distance and working schedules have also been identified as obstacles for the tandems.

In the particular case of Bangladesh, the biggest challenge faced by the union has been the constant attack to the unions by the government.

Mentoring as a multiplying agent:

Like in previous reports, the UNI Apro Mentoring Program has continued to expand amongst the unions. For this last report, 14 new tandems were created. Five from Nepal and nine from Sri Lanka.

Mentoring to build leadership skills:















Amongst the achievements on leadership skills for this reporting cycle, two of the Mentees from Nepal have been elected for decision making positions. One to the organizing committee in the union and another for the Women's Committee at the Union of Private Hospitals in Nepal (UNIPHIN).

In Sri Lanka, the Mentees have been elected to the Executive Committee of the Union and the Women and Youth Committees.

In Bangladesh, the Mentees have also become members of the Youth and Women's committees.

ACTIVITIES BY COUNTRY, Fourth activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
NEPAL Bandana Sharma/Jayanti Chapagain/Manita Sharma					
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel					
BANGLADESH Adeeba ChowdhuryTaslima Mehjabeen					
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake					
SRI LANKA Lankika Ariyasinghe/Sameepa Rajapasksha/Thushantika Bandara					
MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali					



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
NEPAL Bandana Sharma/Jayanti Chapagain/Manita Sharma						
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel						
BANGLADESH Adeeba ChowdhuryTaslma Mehjabeen						
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake						
SRI LANKA Lankika Ariyasinghe/Sameepa Rajapasksha/Thushantika Bandara						
MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali						