

## **MENTORING PROGRAM**

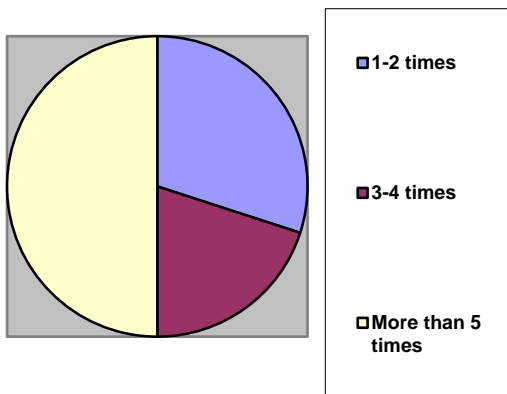
### **CONSOLIDATED ACTIVITY REPORT No. 1**

October 2017

The following document is the first follow up report on the activities, achievements and challenges that 12 of the tandems from the MENA Mentoring Program have presented.

#### **Frequency of meetings:**

#### **First report on activities:**



The tandems have kept meeting in the last months. The preferred form of communication amongst the Mentor/Mentee has been person to person, and in both countries, Morocco and Tunisia, the coordinators have had additional Mentoring meetings with the tandems. Telephone, email and whatsapp have also been useful ways of communication between the participants and the tandems.

#### **Activities in which both Mentor and Mentee participated:**

For this first report, we were very pleased to see the wide range of activities the tandems have carried out. From planning activities to 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 engage in union work and start enhancing their leadership qualities. Here is what the tandems responded:

#### **Morocco – UMT**

Soaud Mabchour/Nadia Ouakrim – More experience in union work, better understanding of their labour rights and most importantly, a increased appreciation for the work of other women in the different sectors of the union.

Soaud Mabchour/ Laila Ait Daoudi – The creation of a questionnaire to better understand the challenges of organizing women into unions in Morocco.

Soaud Mabchour/ Azmi Imane – The tandem worked on increasing their knowledge of labour rights, worked on their communication skills and worked on organizing new members into the union.

Siham Messaoudi/ Imane Houkine – The tandem worked with an organization that provides help for young entrepreneurs to raise awareness on the need women in the workplace, as well as how to work with gender based discrimination. They have also worked with other tandems to discuss ways to involve more women in the union.

Souad Benfikira/ Samira Chawi – Increased participation in union meetings and at the negotiation table, better communication with personnel and planning of future activities.

Naima Ezouine/ Merieme Tighriboula – Carried out organizing activities by raising awareness on the need for women to join the union. More women were inspired to pursue positions within the union structures.

Safaa Fizazi/ Yasmine Siguel – The tandem worked with groups of pregnant women to teach them of their labour rights (breastfeeding, maternity leave) and what the union can do for them. As a result, many women wanted to join the union.

Safaa Fizazi/ Narjis Namrouch – Worked on learning about labour laws that will help with conflict resolution, a topic particularly important for workers at the workplace where the Mentee is based.

### **Tunisia - UGTT**

Habiba Wada/ Dhouha Arfaoui - Focused on increasing women participation in the union, worked on raising awareness of their working rights and their workplace entitlements, carried out actions against privatisation.

Dahmani Zohra/ Louichi Meriem – Planning and organizing of World Post Day as well as the organization of a round table on the topic of the impact of digitalization in the sector. The Program has also increased their visibility within the union.

Hend Farhat/ Amani Ben Soltane – The tandem participated jointly in the discussions taking place regarding the improvement of the status of social insurance funds that the union is carrying out. This activity allowed them to improve their teamwork, share the workload and learn from each other.

### **Difficulties/obstacles/challenges:**

Lack of time has been identified as one of the biggest challenges for this group. Religious holidays as well as vacation period, made it difficult for many to meet and to be able to have some form of continuity in their work.

For one particular tandem, the biggest challenge has been the absence of the Mentor, an issue that we will have to see how we can correct

Unlike other regions, we also noticed that a big obstacle for the groups is the lack of understanding and knowledge of labour rights and union entitlements. We were happy to see that this was identified as an issue by many of the tandems and that as a result, they started to carry out activities to teach and raise awareness on this issue.

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:**

For this first report, two new tandems have been created in UMT (Morocco). We hope that this trend will continue and the expansion of the program will be well under way.

### **Mentoring to build leadership skills:**

We were very encouraged to see that as a result of the implementation of the program, one of our participants from Morocco, felt inspired to postulate herself for a decision making positions within her company.



































## ACTIVITIES BY COUNTRY, First activity report






	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
Morocco Souad Mabchour/Nadia Ouakrim					
Morocco Soaud Mabchour/ Laila Ait Daoudi					
Morocco Soaud Mabchour/ Azmi Imane					
Morocco Siham Messaoudi/ Imane Houkine					
Morocco Souad Benfkira/ Samira Chawi					
Morocco Naima Ezouine/ Merieme Tighriboula					
Morocco Safaa Fizazi/ Yasmine Siguel					
Morocco Safaa Fizazi/ Narjis Namrouch					
Morocco Melikh Rachida/Meryem Oualla					
Tunisia Habiba Wada/ Dhouha Arfaoui					
Tunisia Dahmani Zohra/ Louichi Meriem					
Tunisia Hend Farhat/ Amani Ben Soltane					



## 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
Morocco Souad Mabchour/Nadia Ouakrim						
Morocco Soaud Mabchour/ Laila Ait Daoudi						
Morocco Soaud Mabchour/ Azmi Imane						
Morocco Siham Messaoudi/ Imane Houkine						
Morocco Souad Benfkira/ Samira Chawi						
Morocco Naima Ezouine/ Merieme Tighriboula						
Morocco Safaa Fizazi/ Yasmine Siguel						
Morocco Safaa Fizazi/ Narjis Namrouch						
Morocco Melikh Rachida/Meryem Oualla						
Tunisia Habiba Wada/ Dhouha Arfaoui						

Tunisia Dahmani Zohra/ Louichi Meriem						
Tunisia Hend Farhat/ Amani Ben Soltane			