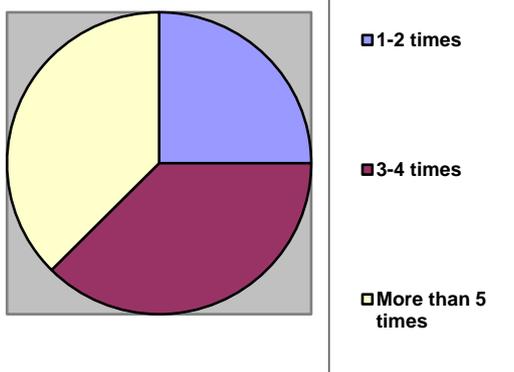


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 2 May 2017

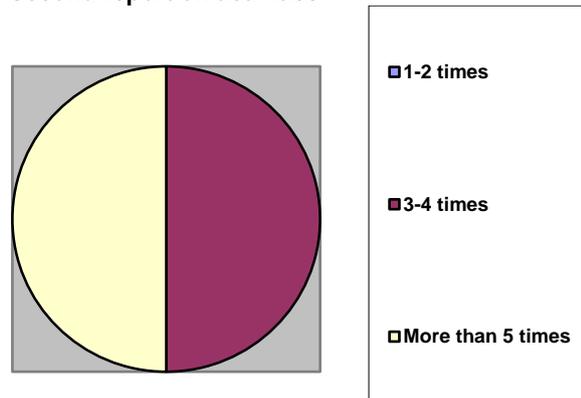
The following document is the second follow up report on the activities, achievements and challenges that 8 of the tandems, currently participating in the Mentoring Program, have presented.

Frequency of meetings:

First report on activities:



Second report on activities



The tandems have kept meeting in the last months. 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 second 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, the biggest area of work for all the tandems has been training.

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 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 (Patricia/Selina): This tandem worked, as part of their Program agenda, in training exercises to build the confidence of the Mentee to give presentations. As a result, the tandem carried out an activity in a medical facility where they were

able to present to the participants information about the union and its structures, as well as the Mentoring Program to build new tandems.

Both Mentor and Mentee have identified as an achievement the close working relationship built between both of them, which has enhanced their confidence. Likewise, it has allowed them to share their acquired knowledge with other members in the union.

Ghana – HSWU (Elizabeth Ama Adjei/ Theresa Batsa): It was very interesting to observe that this tandem worked very hard in pushing forth the implementation of the Mentoring Program in their union. In a previous report, they identified possible Mentors and for this second report, they had already conformed the tandems and followed up on their work. Another highlight of their work was that some of the tandems they conformed, were already forming young women to take over decision making positions within their local level union; and were working on training more young women in union work.

From a personal level, the tandem expressed that the most valuable asset they have gained is a strong personal relationship, built on trust. They also mentioned their increased visibility within their union, learning skills like drafting reports, and confidence.

Ghana – ICU (Esinam/Mary Margaret): The Mentoring Program has provided this tandem with better understanding of union activities and it has increased their visibility in the union and with employers. It has also been a tool to organize training activities for young people to seek for leadership positions.

Ghana – ICU (Catherine/Juanita): Worked together discussing the collective agreement in order to better understand it. The Mentor also expressed her satisfaction in working towards encouraging young women to seek leadership positions within the union.

Ghana – ICU (Christine/Ransforlina): Besides carrying out training activities on women empowerment and leadership, the biggest achievement for this tandem was the fact that the Mentee won a decision-making position in her union. This has allowed the participants to gain better knowledge of the union and how it works.

Ghana – ICU (Abibatu/Akosua): For this tandem, their biggest achievement is the knowledge they gained in union work. Through a discussion “know your union”, they were able to better understand the union structures and their work, as well as the rights of the worker and the employer.

Liberia – NTUPAW (Lorpu/Joanna): Worked in disseminating information on union work and the importance of being part of a union. They have also taken the opportunity to raise awareness on the need to discuss women’s issues in the union. For the tandem, this opportunity has allowed them to bring women together and highlight their importance to society.

Liberia – NTUPAW (Fatu/ Lorpu): For this tandem, the biggest achievement was getting to know better the work of the union.

Difficulties/obstacles/challenges:

The biggest obstacles faced by the tandems have been time constraints and lack of resources. But amongst other obstacles mentioned, they are facing the lack of interest from younger people to join unions (lack of credibility of the union) as well as the inadequate capacity of the mentors to mentor young women.

Mentoring as a multiplying agent:

We were very encouraged to see that this program continues to grow in the unions. One of the tandems from HSWU in Ghana has been able to reach out more than 28 people, confirming 5 new tandems. Another tandem from HSWU conformed 10 tandems and keeps growing.

At ICU (Ghana), 3 new tandems were created.

At NTUPAW (Liberia) their work has allowed them to reach over 200 people and around 6 new tandems were created.

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. In HSWU, two women are currently working to run for positions within their local unions. Others are being trained by allowing them to represent their Mentor at meetings in the union.

At ICU (Ghana), the Mentee in one of the tandems ran and won the position of 2nd Trustee in her union.

ACTIVITIES BY COUNTRY, First activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
GHANA Patricia Ofosua/ Selina Opoku					
GHANA Elisabeth Ama/ Theresa Batsa					
GHANA Esinam Poku/ Mary Margaret Anane					
GHANA Catherine B.K. Hesse/ Juanita Beyonce Abedi					
GHANA Christine Asante/Ransforlina Wellington					
GHANA Abibatu Shami/ Akosua Okrah					
LIBERIA Lorpu Leumakeh Helb / Joanna Dwanyen					
LIBERIA Fatu T. Quenzuir/ Lorpu Flomo					



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 Patricia Ofosua/ Selina Opoku						
GHANA Elisabeth Ama/ Theresa Batsa						
GHANA Esinam Poku/ Mary Margaret Anane						
GHANA Catherine B.K. Hesse/ Juanita Beyonce Abedi						
GHANA Christine Asante/Ransfortlina Wellington						
GHANA Abibatu Shami/ Akosua Okrah						
LIBERIA Lorpu Leumakeh Helb / Joanna Dwanyen						
LIBERIA Fatu T. Quenzuir/ Lorpu Flomo						