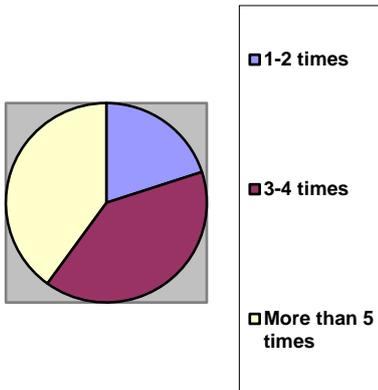


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 3 January 2017

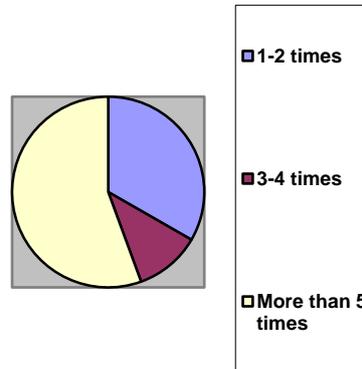
The following document is the second follow up report on the activities, achievements and challenges that 8 tandems, currently participating in the Mentoring Program have presented.

Frequency of meetings:

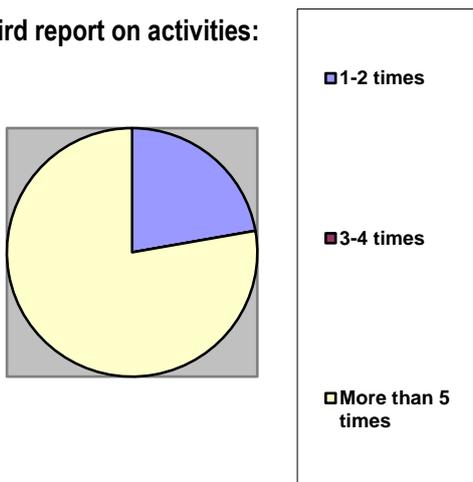
First report on activities:



Second report on activities:



Third report on activities:



The tandems have kept meeting in the last months. For some, the number of meetings has increased because of their engagement in carrying out joint activities or providing support.

The preferred form of communication amongst the Mentor/Mentee has been telephone, email, Skype or whatsapp, 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 are some of the achievements the tandems shared in this report:

Bangladesh (Lina/Nahar): Working as a tandem has given them the opportunity to reach out to other women and discuss their rights at the workplace, as well as to teach them about union work and why it is important to belong to a union. One more achievement noted by this tandem, was the creation of a Women's Committee in BPADKU.

Sri Lanka (Lankika/Sameepa-Thushantika): These tandems have been working hard in raising awareness and expanding the program within their unions. As a result, 15 new tandems have been created within different sectors. This activity has also engaged them more thoroughly in union work.

Sri Lanka (Gagarinie/Chandani): The Mentoring Program has allowed them to increase their leadership skills as well as to build relationships with colleagues and peers.

Malaysia (Margaret/Misjaya): It has been difficult for this tandem to meet and work together, but the efforts they have made towards keeping in contact, has provided them with valuable lessons. The Mentee has gained more confidence in herself and in her work, and now is thinking of running for a position in her union; whilst the Mentor, has gained more patience and understanding.

India (Shruti/Amruta): The tandem participated in an empowerment seminar, which was a training experience for both, as it helped them work in the solution of problems. This event also allowed them to present the program to the participants.

Nepal (Dipa/Manju): For this reporting period, one of the main achievements for the tandem was that the Mentee campaigned as a core union member and was elected as part of the organizing committee in her union. The tandem also took the opportunity to participate together in organizing and leadership courses.

Nepal (Chandika/Geeta): Mentor and Mentee have used this opportunity to organize together a training program on collective bargaining and have led a class on how to report activities in the Mentoring Program for other tandems. The Mentoring Program has given them the opportunity to discuss issues related to trade unionism, hold meetings with management, as well as a better understanding of union work.

Nepal (Bandana/Jayanti): As a tandem, they have been able to work together in building a women's committee in one of the financial unions, as well as to include more women's issues in a joint demand draft to the management of Nepal Bank Ltd.

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.

Like in previous reports, the tandems have also made reference to the lack of support from some of the leaders in their unions and the lack of interest in union work by other women, who see it as an additional workload to their family responsibilities.

Mentoring as a multiplying agent:

The UNI Apro Mentoring Program has been very impressive in terms of expanding the program. For this last report, 16 new tandems were created including 1 in Nepal and 15 in Sri Lanka, and continuing to grow.

Mentoring to build leadership skills:

For this last reporting period, we observed that the tandems (India) have worked hard in continuing the training of its members in leadership to occupy decision making positions in the union, or the work of Nepal, where the Mentee has been elected into the unions organizing committee.

But sometimes training in leadership is not enough. Sometimes it takes a considerable amount of effort and confidence to stand up and express yourself. So, for this reason, we want to highlight the work of those tandems (Malaysia), who have worked in giving the Mentee the necessary confidence to work towards attaining this goal.

ACTIVITIES BY COUNTRY, First activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BANGLADESH Lina Taslima Akter/ Tuly Azrazabin					
NEPAL Bandana Sharma/ Jayanti Chapagain					
INDIA Shruti Avadhane/Amruta Sapre					
NEPAL Chandika Pokharel/Geeta Basnet					
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel					
SRI LANKA Lankika Priyamalee Ariyasinghe/ Sameepa Rajapakse					
SRI LANKA Lankika Priyamalee Ariyasinghe/ Thushanthika Bandara					
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake					
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						
vvNEPAL Bandana Sharma/ Jayanti Chapagain						
INDIA Shruti Avadhane/Amruta Sapre						
NEPAL Chandika Pokharel/Geeta Basnet						
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel						
SRI LANKA Lankika Priyamalee Ariyasinghe/ Sameepa Rajapakshe						
SRI LANKA Lankika Priyamalee Ariyasinghe/ Thushanthika Bandara						
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake						
MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali						