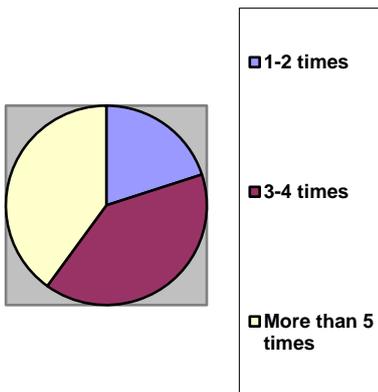


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 4 May 2017

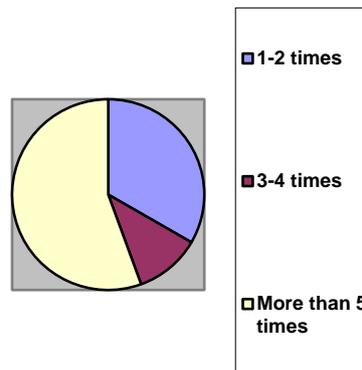
The following document is the second follow up report on the activities, achievements and challenges that 8 tandems, currently participating in the Mentoring Program have presented.

Frequency of meetings:

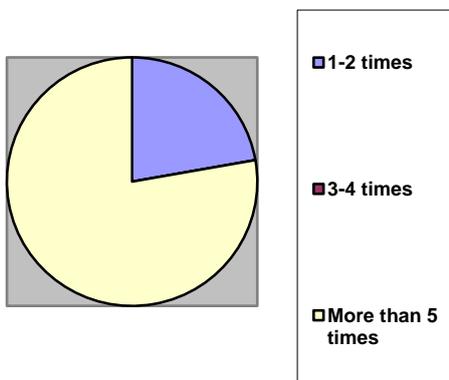
First report on activities:



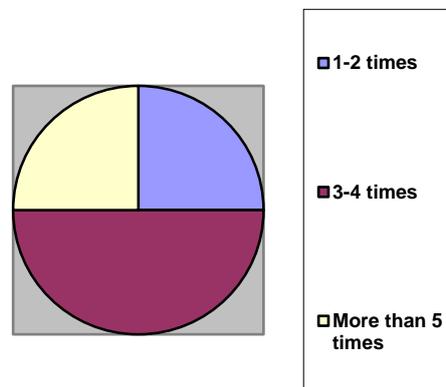
Second report on activities:



Third report on activities:



Fourth report on activities:



The tandems have kept with regular meetings in the last months. For some, the number of meetings has increased because of their engagement in carrying out joint activities or providing support, while for others, it has increased due to a busy time for work in their union.

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:

The tandems have continued to work in a wide range of activities such union meetings, training, organizing 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:

This last report on activities had some additional achievements that we had not envisioned when we created the program. One of them is the networking and support groups that have been built by participating tandems from different sectors (case of Nepal). These networks have allowed the participants to exchange information and expertise, a useful tool when they have had the need to face different challenges in their respective unions.

We also noted that some tandems (Sri Lanka), have been actively engaged in building and restoring the credibility of their union within their communities. They are doing so by giving back to their communities (ex: cleaning the beach of plastic bags).

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. 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:

Sri Lanka (Gagarinie/Chandani): This tandem has been working with the union on strategizing a way to increase the number of members to the union. They have recruited 4 new members to the union and plan on increasing this number to 15 per year. Likewise, they have been active in building the credibility of the union by performing charitable work.

Malaysia (Margaret/Misjaya): Although this tandem has experienced difficulties since the beginning, it is very encouraging to see that the Mentee has reached a leadership role in her union and that the relationship she has built with her Mentor has helped her in pursuing her union work.

Nepal (Dipa/Manju): This tandem has continued to work building leadership skills in the Mentee. She has received additional training in workplace harassment and anti-harassment policies. Another valuable asset described by the tandem has been the cooperation relationship built by both.

Nepal (Chandika/Geeta): Mentee in leadership position, training in collective bargaining, meetings with management and various achievements at the negotiation table (ex: revising organization bylaws, provision of paternity leave in the CBA, lobbying for sexual harassment bylaws), were amongst the examples presented by this tandem.

Difficulties/obstacles/challenges:

The biggest challenge faced by these tandems has been without a doubt the lack of time, which makes it difficult for them to meet and carry out activities.

Likewise, the tandems mentioned that in some cases, the lack of support from their unions (financial, motivational and technical), makes it harder to carry out their work.

Mentoring as a multiplying agent:

The UNI Apro Mentoring Program has continued to expand the program. For this report, 5 new Mentees have been identified and it will be launched in other unions.

Mentoring to build leadership skills:

Training for leadership has continued during these months (Nepal) and in two of the tandems (Malaysia/Nepal), the Mentees are already occupying leadership positions within their unions.

ACTIVITIES BY COUNTRY, Fourth activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
NEPAL Chandika Pokharel/Geeta Basnet					
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel					
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake					
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 Chandika Pokharel/Geeta Basnet						
NEPAL Dipa Bharadwaj/Manju Dotel Phuyel						
SRI LANKA Gagarinie Withanawasam/Chandani Dassanayake						
MALAYSIA Margaret Chin Sat Peng/ Misjaya Binti Sahali						