

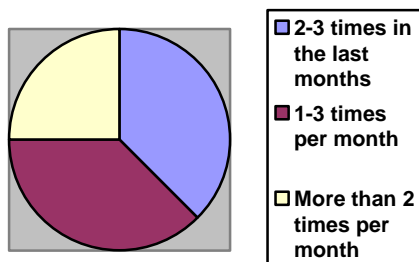


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 2 August 2014

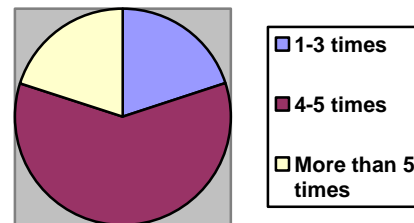
The following document is the first follow up report of the activities, achievements and challenges of the different tandems participating in the Mentoring Program since the first activity report in February (with the exception of the tandem made by Austria-Germany which due to maternity leave was not able to contribute information for this second report and the tandem from Croatia whose activity report we have still not received). The overall picture is encouraging as both Mentees and Mentors have gained experience and knowledge from this program. Furthermore, new tandems have been created inside unions which multiply the effect of the Mentoring Program.

Frequency of meetings:

First report of activity:



Second report of activity:



Since the first activity report, the number of meetings between Mentor and Mentee has overall increased due to the establishment of the Mentoring Program as a regular activity, like the case of Ireland. In the case of Portugal, the difficulties that Mentors and Mentees have faced at their work place have contributed to the increase in the frequency of their meetings and cooperation.

The preferred form of communication amongst the Mentor/Mentee has been the person to person meetings followed by telephone and e-mail exchanges. Facebook is also a popular means of communication amongst the tandems.

Activities in which both Mentor and Mentee participated:

The Mentors have included the Mentees in a wide range of activities such as seminars, training programs, negotiations, conferences and internal as well as international union meetings. In general, the tandems have privileged activities where there was room for discussion and exchanges. The FSC COO Youth School for the Spanish tandem, organising discussion forums with union colleagues for the Greek tandem or the meeting with "L'Ecole Syndicale Belge" for the French/Belgian, tandem proved to be valuable moments and are examples of such activities.

In addition, the meetings and conferences at a national or international level have also enabled the Mentees to familiarise themselves with the national and European institutional framework and the terms and conditions of employment at these different levels.

The activities held inside the tandem's unions have also been frequent and encouraging. For instance, the Mentor and Mentee in Ireland have shared their expertise to work together on an online learning initiative inside their union. The Hungarian tandem has also worked inside its union organising recruitment activities and extending the Mentoring Program to other tandems.

Examples of activities carried out by the tandems:

- Participation in the Youth School of FSC CCOO (Spain).
- Travelling to other towns in the country to create new tandems and contact other colleagues from their same union (Greece).
- Development of an online learning system within their union's structure (Ireland).
- Participation in seminars aimed at sharing experience regarding equal opportunities practices as well as training programs on gender diversity and occupational segregation (Greece).
- Participation in a meeting with the members of the "Ecole syndicale belge", in the meetings of Area IV, in the World Women's Committee in Madrid (France-Belgium).
- Participation in meetings with representatives from other sectors and federations, participation in the Youth and Women's Committee meetings and planning activities (Hungary).

Achievements:

The Mentoring Program continues to demonstrate successful results and proves to be a means for women to enhance their leadership qualities. The program also plays an educational role in providing women with the necessary tools and experience to achieve results in their union work.

Amongst the achievements are:

- The Mentoring Program has helped young unionists learn about the way their union works and about their own role inside their organisation (Spain).
- The Mentoring Program has helped Mentees acquire more confidence and autonomy when it comes to conflict resolution and it has improved the tandems relationship regarding union work (Portugal).
- The Mentoring Program has fostered a good working relationship between the Mentor and the Mentee and has enabled the tandems to develop ideas and activities in their union work (Ireland).
- Mentees have been granted permission by their employers to participate at the European Works Council (France and Belgium).
- The program has played a big educational role in raising the Mentees' awareness on the European promotion on equal opportunities and anti-discrimination policies (Greece).
- The Mentee is more aware of her union's work and knows more about discrimination and mobbing at work (Poland).

Difficulties/obstacles/challenges:

Time constraints due to work duties are the biggest obstacle for the tandems to meet. In Portugal and Poland, both tandems found it difficult to meet regularly because of the high demands at their work place. Work duties have also made it complicated for the Polish tandem to implement the Mentoring Program inside their union.

Additionally, physical distance and travel costs can prove to be a challenge for frequent person to person meetings. For the tandem in Portugal, travel costs because of the physical distance between the Mentor and the Mentee have been an obstacle for regular meetings.

Family commitments and maternity leave have also restrained person to person meetings. This proved to be the case in Ireland where the Mentee missed the initial meeting due to her being on maternity leave as well as the case of Germany/Austria where the Program has been put on hold awaiting the return of the Mentee from her maternity leave.

Structural factors have also impacted the implementation of the Mentoring Program. In Greece, even though the tandem have carried out various activities and achieved encouraging results, the difficult economic and social situation in their country has been an obstacle to such a program.

Mentoring as a multiplying agent:

The mentoring pilot established by the Irish tandem in partnership with other unions is soon coming to an end and therefore the CWU and the other participating unions met in June to analyse the results. Since the first activity report where six new tandems were created, there have been no new tandems in Ireland.

The tandems in Belgium/France, Poland and Spain have not implemented the Mentoring Program inside their union.

The program has been particularly successful in Hungary with two new tandems being created in May and hopefully eleven new tandems in 2014. The implementation of the program inside their union has created positive synergies which have allowed them to increase considerably their union numbers.

In Greece, the tandem has used the Mentoring Program as an opportunity to travel to different Greek towns to create new tandems within their union and to organise discussion forums.

In Portugal, the Mentoring Program has been implemented inside the union and has had a positive impact. Since the first activity report one new tandem has been created inside their union.

Ideas for the future:

- The tandem from Ireland is looking forward to the next UNI meetings to be able to discuss further the Mentoring Program.
- The tandem from France and Belgium propose UNI to hold an English course in order for the participants of the program to feel more at ease during UNI's international meetings.

ACTIVITIES BY COUNTRY, First activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					

ACTIVITIES BY COUNTRY, Second activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
BELGIUM					
CROATIA					
FRANCE					
GREECE					
HUNGARY					
IRELAND					
POLAND					
PORTUGAL					
SPAIN					



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
BELGIUM						
CROATIA						
FRANCE						
GREECE						
HUNGARY						
IRELAND						
POLAND						
PORTUGAL						
SPAIN						



ACHIEVEMENTS BY COUNTRY, Second 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
BELGIUM						
CROATIA						
FRANCE						
GREECE						
HUNGARY						
IRELAND						
POLAND						
PORTUGAL						
SPAIN						