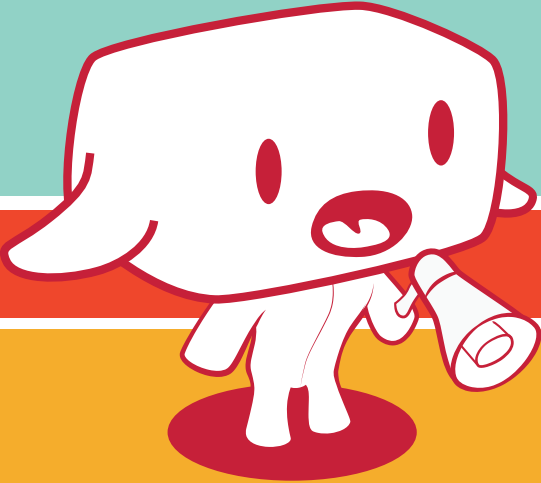
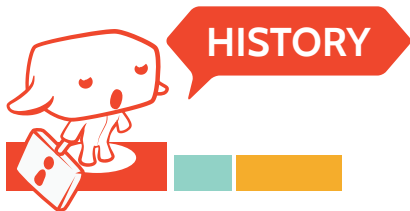



MENTORING
PROGRAM

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The Mentoring Program **was created by UNI Equal Opportunities and UNI Youth** to help prepare **young women for leadership positions** by providing them with a mentor who will help them develop the necessary skills to achieve this goal. It also strives to serve as an **inspiration** for other women to join unions, thus providing a much needed **gender balance** in many male dominated unions.

The program **was launched in 2013 for the UNI Europa region** in Warsaw, Poland with 9 tandems from 11 countries in the region. By 2015, after a two-year implementation program, the program had created 18 new tandems, for a total of 27 tandems in the region (74 women in total).

In 2014, and as a result of its success, **the program was included as part of the UNI Equal Opportunities global Strategic Priorities**, which were unanimously adopted at the 4th UNI Women's Conference in Cape Town.

Since then, the program has continued to expand to all UNI regions, including:

- Americas in 2014
- Asia Pacific in 2015
- Africa in 2016
- And the MENA region and the Caribbean in 2017 and 2018

FIGURES:

COUNTRY	# ORIGINAL TANDEMS	# OF NEW TANDEMS	LEADERSHIP POSITIONS
Europe	9	18	2
Americas	40	48	11
Asia Pacific	12	54	3
Western Africa	14	28	2
Mena	15	2	1
Caribbean	16	3	1



HOW DOES THE MENTORING PROGRAM WORK?

The Mentoring Program begins with an **Opening Workshop** in the region/country where it is going to be implemented in order to establish the working tandems as well as the guidelines of the program. This Opening Workshop is also an opportunity to carry on additional workshops on leadership, communications, organizing, etc.; in order to help capacity and skill building of the participants.

Since the program **has a two-year implementation** program, a Follow-up workshop is suggested in order to evaluate the work of the tandems, the obstacles and challenges faced, and to share achievements with other working groups.

The two-year implementation period of the Program concludes with a **Closing Workshop**.

Participating tandems are expected to hold **regular meetings** between them in the manner in which they consider efficient. This can be in person, over the telephone, via Skype, etc; and in some cases, women worker support networks have been created to help them share ideas and experiences during the implementation of the program.

To follow up on their work, tandems must present every two to four months a **Report on Activities**, in which they describe the experiences, difficulties and achievements they have faced throughout the implementation of the program. Furthermore, they must report on the ways in which both Mentor and Mentee have benefitted from the experience of working together.

With the information presented by the tandems, a **Consolidated Report** is drafted by the UNI Equal Opportunities Department that will include the information provided by the tandems. This will serve as a guideline and inspiration for other tandems to use in relation to the activities they wish to carry on during the duration of the program.

IMPACTS OF THE PROGRAM

By the end of 2017, the Mentoring Program had more than **500** women in **259** tandems working on the program in over **39** countries in all of UNI regions.

Countries like Hungary, Ghana, Argentina, Nepal and Sri Lanka, have created between 10 to 30 new tandems since they began work in the Program.

QUANTITATIVE IMPACT:

- More than **500** women working on the program around the world
- The number of tandems working on the program doubled since it began. From **106** original tandems, today the program has **259** working tandems in all UNI regions. Since its launch in 2013, **153** new tandems have been created throughout all UNI regions.
- More than **25** women have sought and achieved leadership positions.
- **4** new women's networks have been born as a result of the Mentoring Program in: UNI MENA (Morocco and Tunisia), UNI Africa (Liberia, Ghana and Nigeria), UNI Americas (Argentina, Uruguay, Colombia, Mexico and Dominican Republic) and UNI Caribbean.
- **2** Manuals for the implementation of the Program were created: a Manual on Mentoring and a Manual on Good Practices.

QUALITATIVE IMPACT:

The Mentoring Program has:

- Trained more women, particularly young women, in union work
- Built new support networks.
- Trained women in leadership, communication and organizing
- Provided them with spaces to share their ideas, their goals and objectives

- Empowered them to have a voice within their unions
- Raised their visibility and that of their work, within their union

From the reports on activities from our affiliates, we know that they have carried out a number of activities and workshops as part of their work as tandems. Some of these activities include:

- Training on sexual harassment, violence against women, workplace violence
- Awareness raising campaigns on equal pay
- Training on collective bargaining and negotiation skills
- Training on leadership and communication skills
- Training on conflict resolution
- Training on union structures and union work
- Planning, organizing and carrying out women's meetings
- Building women's networks within their unions
- Building equal opportunities departments in their unions
- Workshops for young union leaders
- Awareness raising campaigns and workshops on women's health
- Community service activities
- Organizing drives

For more information, please visit:
www.uni-iwd.org/mentoring/

