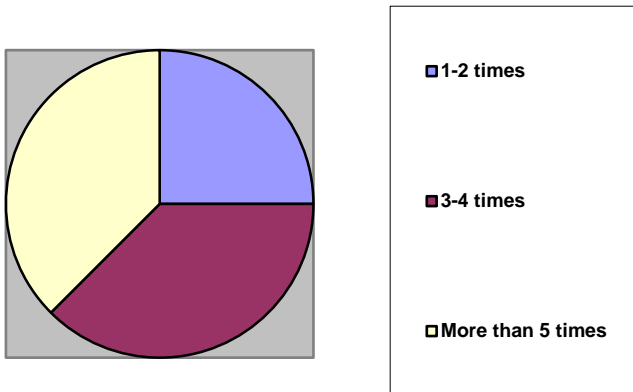


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 1 January 2017

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:



The tandems have kept meeting in the last months. The preferred form of communication amongst the Mentor/Mentee has been telephone and email, 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 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 (Delphina/Nicholina): the program has allowed them to raise awareness on the Program within the union, as well as to the work of UNI Global Union. It has also helped them to gain recognition from management and other union members.

Ghana – HSWU (Victoria/Antoinette): they have used the program to campaign for women at the union elections. It has also allowed them to reach out to younger women in the union and engage them in union work and decision making processes. The Mentoring Program also provided for training ground for the Mentee in union work.

Ghana – HSWU (Elizabeth/Theresa): they organized a forum on Women Leaders where they were able to encourage others to be part of the meetings and training programs. This type of activity allowed them to present the Mentoring Program, and engage the support of other women leaders in the organization.

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.

Liberia – NTUPAW (Lorpu/Joanna): worked in disseminating information on union work and the importance of being part of a union. Their work has provided them with lots of positive feedback from people who wish to become part of the union. They have also engaged the support of men in their awareness campaign.

Nigeria – ASSBIFI (Adenike/Osayimwen): the Mentoring Program has provided them with the opportunity to work together in the planning and organization of the union conference, as well as to spread the word amongst other women unionists on the need to focus on women's health issues. They have also worked hard against cultural and social stereotypes regarding union work, and presenting it as a "liberation for women".

Nigeria – FOBTOB (Theresa/Emem): as a tandem they have worked to disseminate information of the work of UNI and UNI Africa, and the promotion of female empowerment. It has also given them a chance to meet people, share their work and experience, and gain more knowledge of the situation of women in the union.

Nigeria – RATTAWU (Loretta/Benita): worked in organizing and carrying out a workshop on "Women and Leadership Role". This allowed them to encourage more women to join the union and seek leadership positions within the union. From a personal perspective, this program has given the Mentor the opportunity to share her knowledge and encourage other women to support each other; while the Mentor has seen it as a way to better understand and get more involved in union work.

Difficulties/obstacles/challenges:

The biggest obstacles faced by the tandems have been time constraints and lack of resources.

For some tandems, the lack of resources is not only limited to financial support from the union, but the lack of physical space to carry out the meetings, or of material to be able to disseminate amongst other women.

Two tandems have faced another challenge which is the break-up of the tandem due to external circumstances.

Mentoring as a multiplying agent:

This first instalment of the program has been impressive in terms of expanding the program. More than 10 new tandems were created in the last months: 13 from Ghana, 9 in Liberia and 4 in Nigeria.
















Furthermore, the program has been presented throughout other union activities, motivating others to inquire about being part of the program.

Mentoring to build leadership skills:

During this period, some tandems have carried out substantial work in promoting women for leadership positions within the union. Such is the case of HSWU (Ghana), where tandems campaigned for women to take part in elections and occupy executive positions; and held a forum for Women Leaders, inviting them to take part in training programs. Or in the case of Nigeria (RATTAWU), where the tandem organized a forum on "Women and Leadership Roles", encouraging them to pursue leadership positions within the union.


























ACTIVITIES BY COUNTRY, First activity report



	ORGANIZING ACTIVITIES	PLANNING ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING ACTIVITIES
GHANA Delphina Apressi/ Nicholina Abena Yorke					
GHANA Victoria Essilfie/ Antoinette Gaitu					
GHANA Elisabeth Ama/Theresa Batsa					
GHANA Catherine B.K. Hesse/ Juanita Beyonce Abedi					
LIBERIA Lorpu Leumakeh Helb / Joanna Dwanyen					
NIGERIA Adenike Joseph/Osayimen Grace					
NIGERIA Theresa Nduka/ Emem Okore					
NIGERIA Loretta Marcus /Benita Omo-Okhilua					



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 Delphina Apressi/ Nicholina Abena Yorke						
GHANA Victoria Essilfie/ Antoinette Gaitu						
GHANA Elisabeth Ama/Theresa Batsa						
GHANA Catherine B.K. Hesse/ Juanita Beyonce Abedi						
LIBERIA Lorpu Leumakeh Helb / Joanna Dwanyen						
NIGERIA Adenike Joseph/Osayimen Grace						
NIGERIA Theresa Nduka/ Emem Okore						
NIGERIA Loretta Marcus /Benita Omo-Okhilua		