

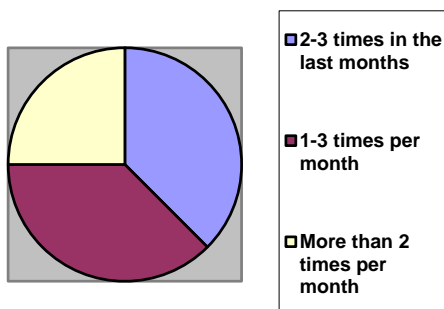


MENTORING PROGRAM CONSOLIDATED ACTIVITY REPORT No. 3

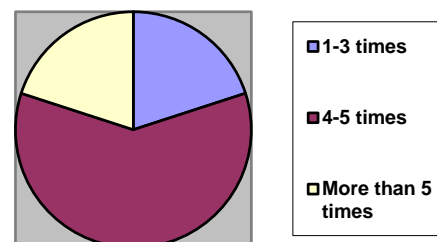
The following document is the third follow up report of the activities, achievements and challenges of the different tandems participating in the Mentoring Program since the first activity report in February (with the exception of the tandem from Croatia whose activity report we have still not received). 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:

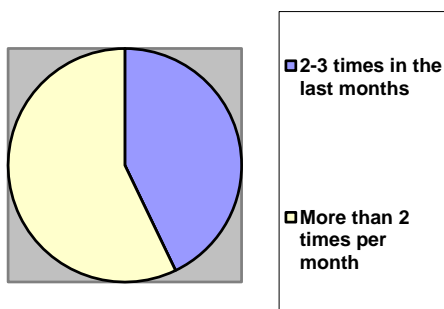
First report of activity:



Second report of activity:



Third 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, for the tandems. In the case of Greece, the number of meetings increased due to the fact that the Mentee changed and it was necessary to bring the new participant up to date on the work that was being carried out.

The preferred form of communication amongst the Mentor/Mentee has been telephone and email followed by person to person meetings.

Activities in which both Mentor and Mentee participated:

For this new report, it was noted that the tandems began to work together in launching and designing projects around the issue of gender mainstreaming. In the case of the tandem conformed by Belgium and France, the participants have been working on organizing a seminar around women and pensions. Ireland also began work on an online education tool. Both Poland and Hungary have been working together with their youth groups.

Furthermore, the tandems have continued to work in a wide range of activities such as seminars, training programs, negotiations, conferences and internal as well as international union meetings.

Examples of activities carried out by the tandems:

- Presentation of a request for funds in order to carry out the organization of a seminar around the topic of women and pensions (including organization and planification of activities) (Belgium and France).
- Adoption of new initiatives to promote better understanding of European gender mainstreaming legislation and the under representation of women in union structures in Greece. (Greece)
- Began discussions on the existing equality policies at both national and union levels (Austria and Germany).
- Workshop on occupational hazards with a gender perspective and environment. (Spain)

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 creation of 8 new tandems (Hungary).
- The Mentoring Program has helped strengthen the relationship between Mentor and Mentee. This stronger relationship is reflected on the positive feedback the tandem receives from other co-workers (Portugal).
- The inclusion of a Mentoring Program, similar to the one carried out by UNI, within the CFDT (Belgium and France).
- The implementation of an open dialogue which provides for a good working relationship, as well as for developing ideas and activities towards union work (Ireland).
- The constant communication between the tandems has allowed the Mentee to gain a better understanding of the important issues for the unions as well as the work that is carried out by them at an international level (Germany and Austria).
- The union to which the tandem belongs has expressed interest in the implementation of the program (Spain).

Difficulties/obstacles/challenges:

Time constraints due to work duties are the biggest obstacle for the tandems to meet.

For Portugal, finding support within the men in the union has been an obstacle, while for Greece, the constant changes within the sector has affected the structure of the union as well. In the case of Poland, the biggest obstacle has been in the expansion of the program since it has been difficult to find people who wish to work in the Program.

Mentoring as a multiplying agent:

Since the last report, both Greece and Portugal have created two new tandems.



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 | | | | | |



ACTIVITIES BY COUNTRY, Third activity report

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



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 | | |  | |  |  |
|-------|--|--|---|--|---|---|



ACHIEVEMENTS BY COUNTRY, Third 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 | | |  | |  | |
| GERMANY | | |  | | |  |
| AUSTRIA | | |  | | |  |