

Conclusions of the 1st Opening Workshop in UNI Americas

Buenos Aires, 14-15 April 2014

On the 14th and 15th of April, 2014, UNI Equal Opportunities launched the first Workshop for the Mentoring Program in the Americas in Buenos Aires, Argentina with a massive attendance of 68 participants from 5 countries in the Americas: Argentina, Brazil, Mexico, Paraguay and Uruguay, which participated in the workshop. The participants represented 23 unions from different UNI sectors like: Finance, Care Services, Commerce, Postal, Telecommunications, MEI, Property Services, Gaming, etc.

The Workshop was opened by the President of UNI Americas Women, Alejandra Estoup; the Head of UNI Equal Opportunities, Veronica Fernandez Mendez; the Regional Head for UNI Americas Equal Opportunities, Briceida Gonzalez and Adriana Rosenzvaig, Regional Secretary for UNI Américas.

A Steering Committee that will support the activities carried out by the tandems was created:

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		UNI Igualdad de Oportunidades	
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At the closure of the workshop, 34 tandems were created and they all vowed to further promote the project within their unions, thus increasing the participation of more women and young women in them.

Frequency of meetings

The meetings between Mentors and Mentees will take place at different times and through different mechanisms (Skype, phone, e-mail), depending on the needs of each tandem. The tandems agreed that the meetings should take place every 1-2 weeks.

The tandems were advised not to let more than 6 weeks go by between meetings.

Objectives

The main purpose of the implementation of the program is to introduce and support the initiation of young women workers into union work, as well as to provide the union with a gender perspective. The tandems also expressed their interest in achieving the following objectives:

1. Orientation and introduction to union structure and to women's issues within the unions (82%)
2. Mutual motivation (73%)
3. Preparation for future posts in decision-making posts in all union structures (73%)
4. Advice on union leadership and career opportunities (69%)
5. Participation in meetings, seminars and workshops (66%)
6. Support for personal development (63)
7. Sharing of information and participation in networks (63%)
8. Advice on a better work-life balance (54%)
9. Vocational skills and career development (42%)

Compromise

The tandems agreed to present reports on activities every three months. These reports will be consolidated by UNI EOD, who will then send a consolidated report highlighting the achievements, the experiences and the challenges faced by the tandems during that period of time.

The consolidated report will not only be for information purposes, but it will also provide guidelines that can be adapted and used for further implementation of the program in the region.

The Mentoring Program will conclude with a Closing Workshop where all the participants will be able to share their experiences. A manual will then be created to serve as a guide for future implementation of the program in the union, sector, country, or region.