



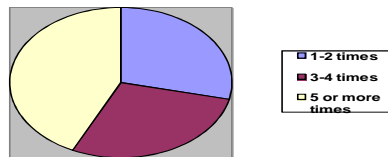
## MENTORING PROGRAM CONSOLIDATED REPORT No. 2 May 2015

The following document is a compilation of experiences, achievements and difficulties that the different tandems who have participated in both the first and second Opening Workshops (14-15 April 2014, and 18-19 September 2014) April have encountered.

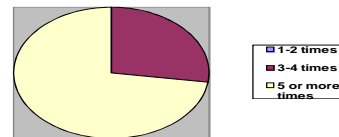
Out of the 80 women (40 tandems) who are currently benefiting from the implementation of this program, only 12 tandems have presented a second report of activities. Therefore, the information contained in this report is based on the information provided by those tandems.

### Frequency of the meetings:

First Report:



Second Report:



In general, the tandems have made an effort to meet as often as possible, while attending to their personal and professional activities. As the charts show, an important part of the tandems has been able to meet on a personal level more than 5 times since the delivery of the first report of activities.

Both Mentors and Mentees have opted for various forms of communication, from personal meetings (which have the highest acceptance), to communications by phone, email and Skype. A new tool which tandems have included into their communications has been the Whatsapp application, since it allows them to form groups and to communicate instantly throughout the day.

### Activities in which the tandems have participated:

The tandems have carried out various types of activities, which have allowed the Mentees to become acquainted with the different aspects of trade union work as well as gender issues (violence against women, discrimination).

For the majority of the participants, working in groups has given them a better understanding of the trade union work and it has given them the opportunity to join efforts in activities like planning and organizing within their unions (Argentina, Uruguay, Colombia, Brazil).

The evidence submitted by the participants show that the Mentoring Program has also served as a useful tool in increasing the visibility of gender issues (ACEB, Colombia) and in the implementation of campaigns around issues like violence and discrimination.

It is worth noting that unions like SAL, Argentina, have created a Subcommittee for Women and that they have increased the coverage in different regions on the issues of workplace violence, health and hygiene. On the other hand FOECYT Argentina, designed and disseminated a "book marker" that had important phone numbers printed on it. These telephone numbers are hotlines for victims of violence, and the initiative was very well received by both the employees and the general public.

Other tandems have used the Mentoring Program to promote education and training of their Mentee in union work, like in the case of La Bancaria, Argentina. On the other hand FUVA, Argentina, included its Mentee in meetings of the Executive Board of the union; and SINTETEL, Brazil, organized and participated in a leadership seminar for women.

The CONTRACOPS, Chile tandem implemented the Mentoring Program as an organizing tool, making it possible for 100 new members to join the union.

### Achievements:

All the activities carried out by the tandems can be considered as achievements, but we would like to highlight those which the participants feel particularly proud of:

SAL (Argentina): The strengthening of the Network Action Plan with the formation of "Itinerant Guild Workshops" to spread actions, strategies and resources on issues like workplace violence, health and hygiene.

FOECYT (Argentina): The impact of the creation and distribution of the book marker that included the telephone number of hotlines for victims of domestic violence, was felt in the comments expressed by both employees and general public who admitted to feeling "safer" just by having the knowledge of whom they should contact in case this situation should arise. Additionally, a study is being carried out with the support of the office of Human Resources on the possibility of creating a special license for women who have been victims of gender violence.

FUVA (Argentina): The inclusion of the issue of violence against women at the negotiation table, as well as how violence can affect both private life and work life.

La Bancaria (Argentina): The Mentee is gaining experience in new areas and structures of union work. It has also provided help to include various tandems within their region, so that they can participate in the 10<sup>th</sup> Meeting of Women Workers in the Financial Sector.

SATSAID (Argentina): Increased coverage of gender issues, including seminars regarding the image of women in the media.

ACEB (Colombia): They presented to both the National Executive Board and the Secretary of Gender and Youth the Mentoring Program in order to implement the program at a national level.

CONTRACOPS (Chile): The unionization of 100 new workers and the use of the program as a tool to prepare a new union leader after the resignation of another.

AEBU (Uruguay): Greater involvement of young people through joint work of the tandem and increased visibility of the participants with their colleagues and with the union's leadership.

SINTETEL (Brasil): For the tutor it was important to see that more people received the proper training to occupy leadership roles as well as how training allows the Mentees to incorporate this knowledge in their activities.

SENTRACOS (Brasil): The union training of 20 youngsters who will be certified at the end of the course in order to be part of the trade union UGT.

Siemacol/SP-Fenascon (Brasil): Participation in union meetings to address issues of gender discrimination and equal opportunities in the labour market.

FESC (Nicaragua): The tandem has organized a seminar on women's health. For them the greatest achievement during these months of working together has been to encourage women to get their medical examinations. Additionally, they have carried out organizing activities, providing information about the importance of unions.

#### Difficulties/obstacles/challenges:

The biggest challenge faced by the tandems has been in terms of resources. For SAL for example, in order to have the necessary resources to carry out their activities, the union asks of the women to guarantee positive results.

SINTETEL, SENTRACOS, AEBU and ACEB have another type of challenge in terms of resources: the lack of time as well as the difficulty to obtain union permits that will allow them to carry out their activities.

A different challenge confronted by the tandems of CONTRACOPS, Siemaco/Fenascon and AEBU, has been the lack of interest from the workers, particularly from the union leadership, in these type of activities.

#### The multiplying effect of the program:

We are very proud to see that the tandems have made multiple efforts to continue the implementation of the program within their union, as well as locally, regionally and nationally.

Such is the case of La Bancaria, which continues to include women in the region and sharing their own training with other tandems, both nationally and internationally.

We would also like to highlight the efforts of tandems like CONTRACOPS who carried out a tremendous job of organizing and recruiting 100 new workers to their union; as well as SENTRACOS, which continues to work training young people in union work to join the UGT; or FESC who carries out seminars on the importance of unionization.

## ACTIVITIES ARGENTINA








	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
STOUP-ALVAREZ					
BORT - CLEÑAN					
CALDERON - VAZQUEZ					
CALDERON - BAZAN					
FULLANA - OZAN					
WAINMAYER - PEREZ					
LOPEZ - SFEIR					
FULLANA - CALLEN - TACCA - RAMSEYER - PROKOP					
IGLESIAS - PEREZ					
SFEIR - SPERANDIO/LASCANO					
BENITEZ-ORELLANO					



## ACHIEVEMENTS ARGENTINA

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
STOUP-ALVAREZ						
BORT - CLEÑAN						
CALDERON - VAZQUEZ						
CALDERON - BAZAN						
FULLANA - OZAN						
WAINMAYER - PEREZ						
LOPEZ - SFEIR						
FULLANA -						

CALLEN - TACCA - RAMSEYER - PROKOP						
BENITEZ- ORELLANO						
IGLESIAS - PEREZ						
SFEIR - SPERANDIO/ LASCANO						

## ACTIVITIES BRASIL



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
GODOY - QUEIROZ					
LIMA - REIS					
COSTA - GOMES					
MONTEIRO - FORTUNATO Y PIRES (SINETEL- Telecom)					
ADAO - SOUSA					
GOMEZ SANTOS- NOGUEIRA (CONTCOP-MEI)					
MESQUITA HELLMEISTER- ANTONIEVICZ (CONTRATUH)					



## ACHIEVEMENTS BRASIL

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
GODOY - QUEIROZ						
LIMA - REIS						
COSTA - GOMES						
MONTEIRO - FORTUNATO Y PIRES (SINETEL- Telecom)						
ADAO - SOUSA						
GOMEZ SANTOS- NOGUEIRA (CONTCOP-MEI)						
MESQUITA HELLMEISTER- ANTONIEVICZ						

(CONTRATUH)						
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## ACTIVITIES MEXICO



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
FRANCO – ROSAS (STRM-Telecom)					
GONZALEZ - DIAZ					

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
FRANCO – ROSAS (STRM-Telecom)						
GONZALEZ - DIAZ						



## ACHIEVEMENTS MEXICO



## ACTIVITIES PARAGUAY



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
Vera- Perrupato (Fetraban)					
Cardozo- Cohler					

















## ACHIEVEMENTS PARAGUAY

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
Vera- Perrupato (Fetraban)						
Cardozo- Cohler						

## ACTIVITIES URUGUAY



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
PAU - DE LEON (AEBU)					
PAU - CHAVEZ (AEBU)					
ROJAS - GONZALEZ					
ROSENDE - CHAVEZ					

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
PAU - DE LEON (AEBU)						
PAU - CHAVEZ (AEBU)						
ROJAS - GONZALEZ						
ROSENDE -						








## ACHIEVEMENTS URUGUAY

CHAVEZ						
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## ACTIVITIES COLOMBIA



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
Garzon-Vargas (ACEB)					
Higuera (ICTS)					
Libreros (UNION)					





	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
Garzon-Vargas (ACEB)						
Higuera (ICTS)						
Libreros (UNION)						








## ACHIEVEMENTS COLOMBIA

## ACTIVITIES CHILE



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
Ortega- Perez (CONATACOPS)					
Palleras Norambuena-Henriquez Marin (CSTEBBA)					




	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
Ortega- Perez (CONATACOPS)						
Palleras Norambuena-Henriquez Marin (CSTEBBA)						








## ACHIEVEMENTS CHILE

## ACTIVITIES NICARAGUA



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
Ordoñez – Sanchez Osorio (FESC)					

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
Ordoñez – Sanchez Osorio (FESC)						



## ACHIEVEMENTS NICARAGUA

## ACTIVITIES PERU



	UNION ORGANIZING ACTIVITIES	PLANNING OF UNION ACTIVITIES	UNION MEETINGS	INTERNATIONAL UNION MEETINGS	TRAINING
Purisaca Montalvan-Paza Ochoa (Sutragrisa)					

	MENTORING FOR UNIONIZING	MENTORING FOR TRAINING	PARTICIPATION IN UNION WORK	PARTICIPATION IN DECISION MAKING PROCESSES	PARTICIPATION IN MEETINGS	BETTER UNDERSTANDING OF UNION WORK
Purisaca Montalvan-Paza Ochoa (Sutragrisa)						



## ACHIEVEMENTS PERU