



Opening Workshop Mentoring Program

Tuesday, September 10th 2013

Presentation of the program

The idea of the Mentoring Program comes from the union Ver.di (Germany). Ute Brutzki, member of the Steering Group of the Women's Committee of UNI Europa with Martina Hartung, also from Ver.di (Germany), came up with the proposal and presented it to UNI Europa Women.

The program's goal is to prepare young women workers in the trade union field in order to achieve a better future for the unions. At present, there are very few young women leaders.

Background:

Since the last conference of UNI Global Union in Nagasaki in 2010, all of its affiliates around the world voted unanimously to "breaking through on women's representation" In order to achieve this goal, a resolution was adopted in which all decision-making structures of UNI Global Union would obligate themselves to have at least 40% representation of women before the next UNI World Congress to be held in Cape Town in 2014.

Despite the efforts made in and out of UNI, there are great difficulties in changing organizational attitudes, where male dominance is deeply rooted. This situation goes beyond regional, national or cultural levels, it happens almost everywhere.

UNI Europa is the starting point for the program, it is its pilot continent. Eventually, we will try to take the Mentoring Program to all regions of UNI Global Union.

The program starts in Europe from September 2013 to September 2015.

This program is also supported by the UNI Europa Women's Committee, the UNI Europa Youth Committee and the UNI Europa Regional Office. The Friedrich Ebert Foundation also provided financial support for our opening workshop.

Forming the working team:

In September 2012 the program was presented at the 3rd UNI Europa Women's Conference and it was met with complete acceptance. In February 2013 the program was introduced at the UNI Europa Youth's Conference, where it was also received with great enthusiasm.

A group of women leaders, members of the UNI Europa Women's Committee were

appointed as steering group for the Mentoring Program. This group will be responsible for the successful development of the program.

Steering Group:

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(English - Inglés - Portuguese - French)

The meeting:

16 participants (8 tandems) from 10 countries,
Portugal
Spain
Hungary
Poland
Greece
Croatia
Austria
Germany
France
Belgium

Methodology:

On the 10th of September 2013, an **Opening Workshop** is carried out in Warsaw, Poland.

From September 2013 until September 2015 the tandems made up of mentors and mentees, undertake to conduct **regular meetings** either in person, by email, over the telephone or by attending meetings together, in accordance to what each partner has agreed to in the written agreement.

Monitoring: each tandem has agreed **to inform the steering group** of the activities carried out at least once every three months. In turn, the steering group **will send a quarterly report** and will keep all of the tandems informed on the activities, successes and obstacles encountered by the different pairs of mentors and mentees in order to learn from each other.

The experiences lived by the mentors and the mentees will be the basis for the preparation of a **manual on the Mentoring Program**. The manual will be prepared jointly by both the tandems and the steering group.

A **Closing Workshop** is planned for September 2015 as a **project evaluation**.

This first opening workshop has 8 pairs of mentors and mentees. Only one representative per union and per country was admitted in order to get the most out both countries and regions.

It is agreed that each participant must transmit and teach the same principle in their own country, in both their union as well as in other unions.

The formation process

Activity: Roundtable work

Participants are presented to the group both professionally and personally. The goal of this mode of presentation is to break the ice and to strengthen ties.

Activity: Presentations

The issues addressed in the opening workshop:

- *The formation of union leaders in the international arena* considering that each union has its peculiarities and terminologies to describe their union structure. In addition, each country has its own classification with respect to the exercise of trade union activity. Terminology varies from country to country, union to union, which is why the terminology needs to be decoded in order to understand that even in different terms we are talking about the same things.

- Investment *in clear communication* and the exchange between mentors and mentees, which will allow a productive joint reflection for the gain of knowledge and mutual growth.

- *The presentation of international structures.*

- UN Women.

- Globalization as a cause of international trade procedures.

- The services sector as one of the most dynamic sectors in the global economy and one of the sectors with highest growth in the labor market.

- UNI Global Union and its 48 global agreements.

- The structure of UNI – the World Management Board - the World Executive Board - The Executive and the Management Board of UNI Europa - UNI Equal Opportunities, department the UNI World Women's Committee - the UNI Europa Women's Committee – the UNI Europa Youth Committee and the UNI World Youth Committee.

- Campaigns of UNI Equal Opportunities:

- Campaign "That's why!" aims to promote women in the international arena. It provides a platform for women leaders to share their experiences and help young women to join. In the same campaign there is a special section for the Mentoring Program where you can download all the documents of the program so they can be used by newly formed groups. www.uni-iwd.org

- Campaign "Break the circle of violence" aimed at raising awareness on the scourge of violence against women and the promotion of a resource center that features a set of policy tools and procedures to combat domestic violence and its impact on the workplace as well as workplace violence. www.breakingthecircle.org

- Campaign "40for40 " created to support the resolution adopted unanimously at the last UNI World Congress held in Nagasaki in 2010, whose commitment is to achieve at least 40 % representation of women in all decision-making structures of UNI Global Union by the next UNI World Congress to be held in December 2014 in Cape Town, South Africa. www.uni40for40.org

Activity: working in a workshop.

The tandems work individually and then present a common proposal. The aim is to clarify the role of both the mentor and the mentee by the answering the following questions:

- What is the role as mentor/mentee?
- Have you had previous experience in this role? Is it necessary to have had previous experience?
- Which are the models to follow and which are the models not to follow?
- What are the challenges?

Activity: working in a workshop.

Another group activity takes place in order to brainstorming on what is expected with the implementation and development of the Mentoring Program.

Belgium and France: shared with the participants three actions undertaken by them.

- They finalized the work undertaken with the EU MP's.
- They shared the proceedings of the European Committee Business for better understanding,
- They have undertaken work with the Belgian Union School

Furthermore, they shared their views and wishes for the Program for the next two years and invited their Eastern European sisters to participate in a Conference in Strasbourg on the 20th of November.

Portugal: learn about the fight in order to improve working conditions. Raise the percentage of participation of women in trade unions and in the decision-making structures.

Croatia: include the Mentoring Program in union structures. Make it a platform for the teaching and learning of foreign languages, organize thematic workshops on the inclusion of women in the labor movement.

Hungary: invite more women to participate in national and trade union structures, mentor and mentee participate jointly at work, enhance vocational rehabilitation, improved maternity leave and improve the situation of young people.

Spain: involve more people to become candidates in elections, to promote and raise awareness on the issues above, develop campaigns for equal opportunities.

Poland: building awareness and social union. Apply the Mentoring Program at conferences, workshops and meetings. Create groups of young people in the unions.

Greece: create a network of young women in the capital and its surroundings and from all parts of Greece to cooperate in the union and improve the participation of

women. Organize meetings and visits to several cities in Greece. Ensure the participation of more women in the elections of the federation and the unions, strive to achieve more decision making opportunities for young women.

Austria: Reconcile professional and personal life.

Activity: Roundtable

Approval of the plan of action and the meeting is summarized in one word: many new skills - experience - hope - constructive meeting - construction - cooperation - future - meeting useful and interactive - the beginning of a success - education - inspiration - personal and professional motivation - exchange.

End of session.

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Head of UNI Department Equal Opportunites
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