



UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

WOMEN'S MENTORSHIP PROGRAM

2025

“Approved”
by Chairperson of the
Women’s Advisory Council
of UWED

WOMEN'S MENTORSHIP PROGRAM UNIVERSITY OF WORLD ECONOMY AND DIPLOMACY

Section I **General Provisions and Key Concepts**

1. This Program defines the goals, objectives, principles, and procedures for implementing a mentorship system for women at the University of World Economy and Diplomacy (*hereinafter – UWED*).

2. The Program aims to support female undergraduate, master’s, and doctoral students, as well as young female lecturers at UWED in their academic, professional, and personal development through the formation of stable mentoring relationships.

3. The Program involves faculty members, researchers, and invited specialists acting as mentors. Female undergraduate, master’s, and doctoral students, and young female lecturers participate as mentees, with some potentially serving as peer mentors

4. The Program is implemented in accordance with the Constitution of the Republic of Uzbekistan, the Law “On Guarantees of Equal Rights and Opportunities for Women and Men,” the State Strategy for Gender Equality until 2030, and UWED’s internal regulations.

5. **Mentorship** is an informal educational approach where a more experienced participant (*mentor*) shares knowledge, experience, and skills with a less experienced individual (*mentee*) to foster their professional and personal growth.

6. **Mentor** – a faculty member, researcher, or other qualified individual who provides support and guidance to a mentee within this Program.

7. **Mentee** – a female student, master’s student, doctoral candidate, or young female lecturer participating in the Program.

Section II **Purpose and Objectives of the Program**

8. The purpose of the Program is to establish a sustainable institutional

platform for unlocking the leadership, professional, and personal potential of women in academic and professional settings.

9. Key objectives:

- Enhance the effective functioning of Women's Advisory Councils in all UWED faculties and departments through the integration of a mentorship system;
- Boost women's confidence in their potential, and develop leadership and communication skills;
- Support professional orientation and career growth;
- Expand women's access to academic internships and professional development opportunities (*conferences, grants, projects, etc.*);
- Foster and develop a culture of mentorship at the university.

Section III Program Principles

10. The Program is based on the following principles:

- Voluntary participation and mutual respect;
- Equal opportunities and non-discrimination;
- Personalized approach;
- Confidentiality and adherence to communication ethics;
- Support for initiative, leadership, and self-realization of mentees;
- Alignment of the Program with the UN Sustainable Development Goals and UWED's strategy.

Section IV Implementation Mechanism

11. The Women's Advisory Council of UWED provides organizational support for the Program.

12. Mentors and mentees are selected through surveys and personal interviews.

13. The Program includes:

- Seminars, training sessions, and consultations;
- Trainings in leadership, communication, and planning;
- Thematic masterclasses featuring women leaders;
- Group mentoring sessions for experience sharing.

Section V

Monitoring and Evaluation

14. At the end of each semester, both mentors and mentees will complete report-questionnaires assessing their achievements and the progress of the mentorship.

15. An annual summary report on Program outcomes is prepared and, if necessary, submitted to the UWED Academic Council for consideration.

16. Outstanding mentors are awarded through UWED's motivation programs. The Program may also offer additional financial and academic support, including competitive scholarships such as the "Rector's Scholarship." Participation in the Program may be considered an advantage when applying for these incentives.

Section VI

Responsibility and Compliance

17. Program participants commit to following the ethical standards, internal regulations of UWED, and the provisions of this Program.

18. In case of violations hindering effective cooperation, either party may terminate the mentoring relationship by mutual agreement, or seek resolution through the Women's Advisory Council.

Section VII

Final Provisions

19. The Program operates on a permanent basis throughout the academic year and aims to involve at least 10% of female students, as well as other eligible participants depending on number of applicants

20. The Program comes into effect upon its official approval by the Chairwoman of the UWED Women's Advisory Council.