

## **MENTORING PROGRAM CHARTER**

### **AFSE–WinE**

Mentoring is a relationship in which one person (mentor) guides another person (mentee) in their professional life by benevolently sharing their experiences. This personalized guidance is tailored to the mentee's needs and challenges they may encounter. The mentor can help clarify situations and processes that may seem problematic within the profession, shed light on choices, and weigh the stakes of a decision.

Mentoring is a voluntary process for both the mentor and the mentee, based on mutually accepted values of reciprocal respect and confidentiality.

The charter outlines the framework within which the mentoring process, proposed by the AFSE committee responsible for promoting the role of women in economics (AFSE-WinE - Women in Economics), should take place.

Members of the AFSE-WinE committee (<https://www.afse.fr/fr/afse-wine-500244>) are responsible for implementing the program.

### **MENTOR/MENTEE DEFINITION**

Women doctoral students or those in the early stages of their careers in economics (first five years), who are members of AFSE, can apply to benefit from the mentoring program by completing the designated form on the AFSE website. Economists, both men and women, with over 7 years of experience can apply to take on the role of a mentor by filling out the designated form on the AFSE website.

### **FORMATION OF PAIRS**

A pair consists of a mentor and a mentee who have no institutional connection: these two individuals do not come from the same university/institution and conduct their research in two different fields of Economics.

Pairs are proposed by the AFSE-WinE committee, and the mentee always has the option to decline.

### **ROLE OF THE AFSE-WinE COMMITTEE**

It forms pairs in accordance with the commitments outlined in the charter.

It ensures the mentee's agreement regarding the choice of the mentor.

It connects the individuals in each pair.

It ensures the signing of the charter by the members of the pair and is informed of the end of the mentoring process and/or its renewal.

It has the authority to terminate the mentoring relationship in case of non-compliance with the commitments by either party in a pair.

It is not bound by the content of exchanges within the pair.

**FRAMEWORK AND TERMS**

The mentoring program lasts for one year from the signing of the charter. It can be extended upon mutual agreement of both parties.

In the event of a problem, the mentor and/or mentee may terminate the mentoring relationship and are invited to inform the AFSE WinE committee.

**COMMITMENTS**

The mentor/mentee relationship involves adherence to certain rules:

- Voluntary commitment: Mentoring is an act of free will for both the mentee and the mentor. It does not impose any obligation for specific outcomes. The mentee benefits from information and advice from the mentor but remains the sole decision-maker for their choices and actions.
- Voluntary involvement: Mentoring entails strictly voluntary and disinterested commitment from the mentor. Reciprocally, the program should not, under any circumstances, serve as a source of financial or material assistance for the mentee.
- Trust: Trust should be at the core of the mentor/mentee relationship.
- Confidentiality: Trust is based on absolute confidentiality of exchanges within the framework of the process, during and after the mentoring period. Confidentiality also extends to the existence of the process and the identity of the pair.
- Benevolence: This inclination towards understanding, tolerance, and indulgence towards others should inspire the relationship between mentor and mentee.
- Respect: The mentee and the mentor respect each other regardless of their profile and experience.
- Regular contact: The pair will agree in advance on a schedule of regular exchanges, at their convenience, which they will strive to uphold.
- The mentor is not intended to replace the information provided by doctoral schools, information and guidance services, and university career support offices or specialized organizations (especially those in the social and health fields). The mentor is by no means a substitute for the thesis supervisor.

The mentor and the mentee share responsibility for the success of their endeavor.

<p>The mentee Name: Institution: Date: Signature:</p>	<p>The mentor Name: Institution: Date: Signature:</p>
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