



Empowering Women in Justice / for Justice:

A Mentorship Programme for
Women Professionals in the Anti-
Corruption Law Enforcement and
the Judiciary



AIM OF THE PROGRAMME

The Empowering Women in Justice / for Justice: A Mentorship Programme for Women Professionals in the Anti-Corruption Law Enforcement and the Judiciary aims to **empower and advance women serving in law enforcement and judicial institutions**, fostering their professional growth and leadership potential. Recognizing the unique challenges that women professionals may face ranging from discrimination to biases, stereotyping and other obstacles to fully thriving in their careers, the Programme seeks to create a supportive community of mentors and mentees and facilitate peer-learning and experience-sharing.





PARTICIPATION CRITERIA

The Programme will be promoted through the UNODC **Global Judicial Integrity Network** and the UNODC **Global Operational Network of Anti-Corruption Law Enforcement Authorities (GlobE Network)**, and will be open to the following women professionals:

- Judges/magistrates (both active and retired) from around the world; and
- Operational anti-corruption law enforcement officials from authorities that are members of GlobE Network.

As a **mentor**, you should:

- Feel that you could offer advice and help and be willing to share your experiences and knowledge.
- Have at least 7 years of professional experience in:
 - Judicial institution; or
 - Operational anti-corruption law enforcement, and currently be working in a GlobE Network member.

As a **mentee**, you should:

- Value opportunities to learn from others and to receive feedback and advice.
- Work in:
 - Judicial institution; or
 - Operational anti-corruption law enforcement, and currently be working in a GlobE Network member.



FOCUS OF MENTORING DISCUSSIONS

Mentors and mentees will be encouraged to choose topics that resonate with their personal goals and interests.

In line with the overarching goal of the programme to **advance women's representation and leadership in judicial and law enforcement institutions**, participants will be invited to discuss the following potential themes:

- Addressing gender biases, discrimination and stereotyping;
- Removing obstacles to advancing professional careers and promoting female participation in the leadership positions;
- Building practical leadership skills, including negotiation and conflict resolution skills, effective communication skills, managing difficult conversations and increasing resilience;
- Managing stress and optimizing well-being;
- Addressing feelings of isolation; and
- Discussing professional ethics and integrity-related challenges.





DESCRIPTION OF THE PROGRAMME

The Mentorship Programme is **completely voluntary**, and the first step is to apply.

Based on **preferences** indicated in the application, UNODC will make a compatible **match**. UNODC's ability to match mentors/mentees will depend on applicant numbers and profiles. UNODC will **establish contacts** between a mentor and a mentee, explaining the expectations and the Programme's modalities. Mentors/mentees will be asked to **confirm to UNODC within 10 days** if they wish to pursue with this match.

The mentor-mentee pair is **expected to hold at least 5 sessions over a 6-month period**, bearing in mind that **confidentiality** is very important in mentoring relationships. The sessions will be **conducted online** through a platform and schedule that are mutually agreeable. Structure and length of the sessions is up to the pair's preferences. UNODC will **provide an indicative mentoring action plan** for possible inspiration and guidance.

Mentoring sessions can be **conducted in any language** as per indicated preferences in the application, although **selecting English or multiple languages** in the application **increases the chances** of UNODC finding a compatible match. UNODC will communicate all **mentorship-related emails and documents in English**.

There is no expectation to keep in touch between mentoring sessions unless both the mentor and mentee would like to do so. Mentors and mentees can reach out to UNODC if they experience any difficulties or have any questions, but otherwise there is no need to inform UNODC about scheduling or session outcomes. The mentor-mentee pair can decide to continue with sessions informally beyond the Programme.

At the end of the Programme - when all 5 sessions will have taken place - mentors and mentees will be expected to fill out and submit to UNODC a **feedback form** about their experiences with the Programme, and they will receive a **certificate of participation**. UNODC will organize **sharing sessions** for the Programme participants with the aim to create a space to exchange good practices and experiences.



HOW TO GET INVOLVED

- Fill out the **application form** and indicate your preferences.
- Within 10 days of receiving an email from UNODC that a mentor/mentee has been found for you, **confirm** to UNODC that you are happy with the match.
- **Hold** at least 5 **mentoring sessions** within a 6-month period.
- Complete and **submit the feedback form** and, if you wish, share your experiences with others.
- **Receive a certificate** of participation.

