



G²LM|LIC

Gender, Growth, and Labour Markets in
Low Income Countries Programme

G²LM|LIC **Mentoring Programme** Guidelines

G²LM|LIC Mentoring Programme

Purpose

The G²LM|LIC Programme aims to develop the research skills of young scholars based in low-income countries (LICs). The mentoring programme is part of G²LM|LIC's capacity building strategy and offers one-to-one mentoring to help researchers refine a full draft research paper in applied microeconomics, preferably focused on gender and labour topics, with the goal of submitting it to scientific conferences and peer-reviewed journals. Experienced researchers offer targeted support for full papers, including guidance on writing, presentations, journals submissions, and responding to referee feedback.



Key Information

- Duration** Mentorships ideally continue until the paper is published. It is encouraged to continue at least until publication in a working paper series and submission to a refereed journal. Given the long publication processes and aiming to give as much freedom for paper (re-)writing as possible, we do not impose any deadlines to the mentorship.
- G²LM|LIC Working Paper** Papers may be considered for publication in the G²LM|LIC working paper series (with screening by the G²LM|LIC team and input from the mentor).
- Communication and Progress Updates** Mentors and mentees will communicate regularly, and the G²LM|LIC team will check in periodically on progress.
- Workshops and Events** Online workshops and potential networking events are held throughout the year.

Code of Conduct

- Mutual Respect** Mentors and mentees will treat each other with respect, offering constructive feedback and maintaining a positive, patient approach. Compliance with [IZA's Code of Conduct](#) is mandatory.
- Timely and Friendly Communication** Respond to emails within a reasonable time frame (approximately one week or signal that it might take longer) and show appreciation with a 'thank you'. The goal is to foster a welcoming community where everyone feels valued, respected, and comfortable sharing their perspectives.
- Confidentiality** All information shared during the mentorship is confidential.
- Contact** Please reach out to g2lm-mentoring@iza.org with any questions or concerns.

Mentee Guidelines

Eligibility

Junior researchers based at a university or research institution in Africa or South Asia. This includes

- PhD students
- Researchers with less than 5 years of work/research experience past the PhD
- Researchers without a PhD who have less than 10 years of work/research experience past their university degree.



Process

- Register** Create a profile on the online portal: <https://eap.iza.org/g2lm-lic-mentoring>
- Screening** Your eligibility and paper will be reviewed. You need to have a paper draft (full unpublished paper in English) in applied microeconomics (preferably focusing on gender and labour topics). We do not accept research proposals or research ideas.
- Mentor Matching** Eligible papers will be shared with mentors matching your research area. Mentors will select papers of interest.
- Collaboration** Contact your mentor early on to establish communication methods (email, Zoom, etc.).
- Mentorship** Work with your mentor to improve your paper. While feedback is important, you retain final decision-making on your work.
- Progress** If you and your mentor mutually decide to end the mentorship for this paper, please email us at g2lm-mentoring@iza.org. Also, let us know if either of you feels the mentorship is not progressing.

Mentor Guidelines

Eligibility

Researchers with a PhD based at a university or research institution and experience in publishing applied microeconomics research, preferably in development economics.

Role

- Provide constructive feedback on the mentee's draft paper.
- Also guide the mentee on paper presentation, journal submission, and responding to referee reports.
- Mentoring takes time. Commit adequate time investments to the mentoring relationship.



Process

- Register** Create a profile on the online portal: <https://eap.iza.org/g2lm-lic-mentoring>
- Screening** Your eligibility areas of expertise will be reviewed.
- Paper Selection** Review available papers and choose one aligning with your interests.
- Collaboration** Your mentee will initially contact you. Please establish your preferred communication methods. We encourage to have at least one videocall meeting to be able to get to know each other at least somehow 'in person', preferably rather early in the process.
- Mentorship** Guide the mentee through the process of refining and submitting their work.
- Progress** If you and your mentee mutually decide to end the mentorship, please email us at g2lm-mentoring@iza.org. Also, let us know if either of you feels the mentorship is not progressing.

*Please note that these guidelines may be subject to change as the programme develops.
Thank you for supporting the development of researchers in low-income countries!*

I Z A Institute
of Labor Economics

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