

5.6.6 - Does your university as a body have women's mentoring schemes, in which at least 10% of female students participate?

Azerbaijan State Oil and Industry University (ASOIU) operates a comprehensive and institutionally supported framework of women’s mentoring and career development schemes, reaching over 2,000 female students annually — equivalent to around 40% of the total female student body. These programs are coordinated through the Sustainable Development Center, in alignment with SDG 5.

1. Main Mentoring and Support Programs

Program Name	Category	Target Group	Description	Key Outcomes
She Leads Mentoring Program	Mentoring & Career Development	Female UG & PG students	One-to-one mentoring with women academics and industry leaders (SOCAR, BP Azerbaijan, SLB).	Retention rate of female students rose from 93% → 97%.
Girls in Engineering Outreach Day	Outreach & Recruitment	High-school girls	Annual event introducing engineering and campus life through lab tours and mentoring sessions.	30% of participants applied to ASOIU programs.
Equal Access Grant for Women	Financial Aid & Mentorship	Low-income female students	Provides financial and mentoring support for rural and low-income women.	Over 400 women supported since 2021.
Women’s Leadership Forum Series	Leadership & Networking	Female students & staff	Workshops and mentoring sessions on leadership, communication, and digital literacy.	40% secured external internships.
Flexible Study Support Scheme	Structural & Academic Support	Students with care/maternity duties	Enables hybrid study, academic mentoring, and extended leave policies.	Prevented withdrawal of 24 female students in 2024.
Great Future for Girls Bootcamp (SDG Learncast)	Innovation & Empowerment	Women in STEM	Two-week bootcamp offering mentoring on innovation and entrepreneurship.	8 female-led start-ups created.
Women in Research Mentorship Scheme	Academic Career Support	Female MSc & PhD students	Mentoring on publishing, grant writing, and academic leadership.	12 female researchers published in Scopus journals.
Women in Energy Mentoring Network	Industry Mentoring	Female engineering students	Joint program with SOCAR and TotalEnergies connecting students with female engineers.	Improved female participation in field internships by +32%.
STEM Sisters Peer Mentoring Circle	Peer Support & Inclusion	1st–3rd year female students	Peer-led mentoring for academic and emotional support, facilitated by senior students.	Enhanced academic performance and belonging.

Women in Digital Transformation Program	Digital Skills Mentoring	Female IT & management students	Mentorship on coding, AI, and tech leadership, supported by Microsoft Azerbaijan.	45% participants obtained digital certification.
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2. Institutional Coverage and Impact

- Total participation exceeds 2,000 female students annually — well beyond the 10% threshold required by THE.
- Mentoring data are tracked through the ASOIU SDG Monitoring Dashboard, ensuring evidence-based reporting.
- Programs foster career readiness, academic progression, and leadership capacity for women at all study levels.

3. Mentorship Programs for Women Students Development

The *Women in Research Mentorship Scheme* is one of ASOIU's flagship academic empowerment programs. Its primary goal is to enhance the academic visibility, research productivity, and publication capacity of female postgraduate and early-career researchers, particularly in STEM and energy-related fields.

This initiative responds to the underrepresentation of women in high-impact academic publishing and leadership positions within scientific research. The program provides individualized mentoring, publishing workshops, and grant writing training for Master's and PhD-level students led by senior female faculty members and international research partners.

