



SRI SRI UNIVERSITY

(Established under UGC State Private University Regulation 2003)

Sri Sri Vihar, Ward # 3, Bidyadharpur, Arilo, Cuttack, Odisha 754006

Name of Policy	Women Mentorship programme	Department responsible	Executive Registrar
Department	All	Prepared by	Captain C.S. Panda
Effective date	21.07.2020	Checked by	Director Operations
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1. Purpose:

In the past few decades, workplace conditions for women have come a long way. But there is still much progress to be made. Experienced female professionals endure numerous gender-related issues throughout their careers. Many successfully navigate around these roadblocks and manage to rise in the organisation they work for.

Women in leadership positions in the university can offer guidance to young females who are early in their careers. Creating a women's mentorship program provides every female employee the opportunity to offer or accept guidance.

Common Issues Face by Women in the Workplace:

(a) **Gender income inequality:** The income of females is about 20 per cent less than their male counterparts. That is unfair considering the concept of equality.

(b) **Work-family life balance:** A working lady has two full-time careers. Hence there is a need to consider for females to prioritize their job instead of being flexible for working parents.

(c) **Gender Bias and Stereotypes:** The generalizations, including gender biases need to be kept in mind. Employees are to be judged based on their professional qualifications and accomplishments, not labelled with stereotypes.

(d) **Career Advancement:** Many women pass over the promotions which are given in favour of less-qualified males.

(e) **Harassment:** The harassment towards women in the workplace is required to be addressed.

2. Responsibility Centre: Executive Registrar

3. Procedure:

- (a) To understand whether the women face any problems during the initial days of their careers.
- (b) To identify the types of problems that a new women employee and female students encounter.
- (C) Conduct induction/ orientation and training sessions for women employees and female students.
- (d) Identify whether there is a need for Mentoring and if required set up a team for that
- (e) Highlight the areas where the concept of Mentoring could be of use for new women employees and girl students. A few areas may be Time Management, Managing Emotions, Problem Solving, Performance Enhancement, Healthy Work Environment, Work-Life Balance, Research Orientation etc.
- (f) Suggest measures to apply the concept of mentoring for the benefit and the growth of young women employees and female students
- (g) Identify the ideal mentor and frequency of mentoring sessions.
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- (h) Compare and analyse the problems faced by new women employees and girl students.
- (i) Decide the frequency of mentoring.

4. Conditions. Nil


24/6/23

Executive Registrar