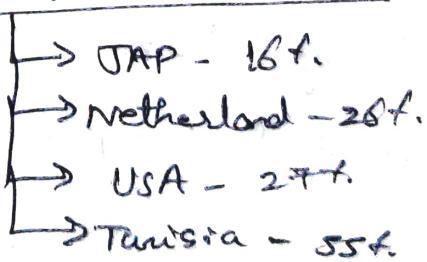


- ① Ho. The programmes of govt to empower women in S&T field will usher in gender parity by 2047.

Introduction - Since 75 years of independence India has made remarkable achievements in most of the areas - from agriculture to space but still the women's participation in workforce & higher education lacks

Issues w.r.t. women's participation in S&T

- ① Women's are still under-represented population globally when it comes to (STEM) branch.
- ② According to (unesco) data, India is at the lowest position in no. of women's participation in ⁱⁿ research field (%)



- ③ 43% of women graduate in STEM areas but merely 14% of them in universities of academic institution in (STEM) areas

④ The participation of women declined in research field significantly (27%) compared with men (73%).

⑤ % of women in faculty position is shrinking especially women in position involving decision making is sluggish.

[③ science academics in IASD]

IAS - 7%
INSA - 5%
NASI - 8%
Y-axis → no. of women
fellow in those institutions.

⑥ More the prestigious institution, less the no. of women participation is prevalent.

(eg) IIT Madras - 10% Y-axis women's occupy professorial position.
IIT Bombay - 18%

Govt intervention in this Backdrop :-

① GRATI - Initiative by govt aimed to improve gender equality in higher education by providing incentives to them (eg) pilot project under Dep of DST.

② KIRAN - encourage women scientist to participate in S&T research & also preventing them from giving up

work due to family problems.

Way Forward

(1) Encouraging the women's participation in workforce with the adoption of various govt schemes.

(eg) flexi-hour worktime

rejoining work after long time (break)

(2) promotions in official prestigious institutions should be made based on [Competence or merit] to reap the benefits as achieved in corporate sectors during 1990's

(3) Setting up creches in University & institutions to take care of their child.

(4) Feedback mechanism should be set up in all institutions to recognise their (female) problems in work place.

(5) The vision to harness (Chard shakti) should be kept in mind while framing policies relevant to them

[Conclusion] - change

in Mindset of institution should consider women as an asset to bring gender equality (as party by