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① Ho. The programmes of govt to empower women in SST 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.to women's participation in SST

① Women's are still ^{an} 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 ^(STEM) research field (14%)

→ JAP - 16%
→ Netherland - 26%
→ USA - 27%
→ Tunisia - 55%

③ 43% of women graduate in STEM areas but merely 14% of them in universities & academic institutions 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 academies in IND]

→ IAS - 7%	} → no. of women fellows in these institutions.
→ INSA - 5%	
→ NASI - 8%	

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

(eg) IIT Madras - 10%	} women's occupy professional position.
IIT Bombay - 18%	

Govt intervention in this backdrop :-

① GATI - initiative by govt aimed to improve gender equality in higher education by providing incentives to them.

(eg) pilot project under Dep of S&T.

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 job schemes.
(eg) flexi-hour worktime
rejoining work after long time (breaks)
- ② promotions in official prestigious institutions should be made based on [Competence or merit] to reap the benefits as achieved in corporate sector 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 recognize their (female) problems in working place.
- ⑤ The vision to harvest (Crato 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 (or) parity by