Gender Parity
S&T as a Transformative Tool
Indian Scenario

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Policy Instruments

To foster, promote and sustain the cultivation of sciences and scientific research in the country and to secure for the people all the benefits that can accrue from the acquisition and application of scientific knowledge.

Scientific Policy Resolution (SPR) of 1958

To promote the empowerment of women in all science and technology activities and ensure their full and equal participation

S&T Policy 2003
Women in Science

Increasing their visibility
Focusing on attracting and retaining young in science

Inclusiveness of Women in Science
Released on the 27th Jan 2010

By Shri Prithviraj Chavan, Minister of State (IC) for S&T and Earth Sciences

Calls for max attention to address the issue of gender disparity &

Specific ATR
Facts and Figures

Last 5 yrs marginal improvement in Women’s enrolment in Universities – still lower by 20% than that of men

Increased from 18.6% in 1995-96 to 20.4% in 2005-06 in Science; Medicine 40%; in Ag,Vet Science, Engineering and Tech less then 25%

37% of Ph.Ds in Science are women and only 20% employed

Students at IISC 14-17 % and IIT less than 10%; Women in DBT/ICMR/ is above 25%; less than 25% in other institutes like CSIR; DRDO; lowest in ICAR and DAE @14%

College of Horticulture in KAU more than 75% of the students and @47% of the scientists are women

Bhatnagar - 442 since 1959 only 10 women; Academies - very meager
Areas to be Addressed

Retention
Recruitment
Reentry
R&D
Recognition
Reward
Remuneration
Initiatives as examples…

Improving GER - to be eliminated by 2011-12
INSPIRE; SHE; CURIE
Re-entry fellowships; Career development pathways
Recognition and rewards
Incubator/techno parks

Affirmative policies
  Time bound recruitment target system
  Spouse policy
  Incentives for transformations

Gender Cell…. 
Science for Women
Through innovative policies, programmes and partnerships
Areas to be considered

Perceptions
Participation
Programmes
Partnerships
Property – Rights
Policies
Some Sectors where women are being increasingly seen in rural areas

Land & water care
Biodiversity conservation & sustainable use
Medicinal plants and herbs
Agro processing industries
Combating desertification and environmental degradation
Community gene, seed, water and food banks
Production of biological software (INMS)
Waste recycling & composting
Integrated energy systems
Community health care
Nutrition security (hunger fighters)
Pro-nature and pro-poor tourism
Knowledge workers
Delivery Systems

- Incubation Centres
- Rural Technology Centres
- Bioresource Complex
- Bioparks
ICT for D

Functional literacy

Computer literacy
Mushroom Production
Crab Fattening
Pseudomonas Production
Trichoderma Production
Value Addition of Tamarind
Trichogramma Production
Integrated Farms
Silk Reeling
Leaf Stitching
Paper & Paper Boards
Biofertilizer Production
Inspirational Transformations
End to End linkages – Value Chain
for the preparation of Medicinal formulations based on traditional systems – in partnership with stakeholders

*Value Chain Process with an end to end approach*

CABC, Wayanad
A model to showcase that entrepreneurship for women is a possible alternative provided it is enabled

Biotech Park for Women

A tripartite initiative – GoI, TN State and MSSRF
Support services……

Assessment and Counseling

Project Identification

Technology Sourcing

Consultancy Advisory Services

Escort Services

Market linkages

Training and capacity building
Dream Finders - **Production of Herbal Cosmetics, Health and Home care products**

Elbitech Innovations Ltd - **Manufacture of Agricultural Bioinputs**

Farm Suzzane Pvt Ltd - **Frozen/Cooked food processing unit**

Suvasa Aromaceuticals - **Blending of Essential Oils for use Aromatherapy application.**

Sandana Floral Extracts Pvt Ltd - **Extraction of Jasmine and other floral concentrates**

Madras Diabetic Research Centre - **Research Centre and Training Institute**

Nouveau Dietitique Pvt Ltd - **Production of Biotech based Medical/Functional food products**

Thiruvensun Bio botanica Pvt Ltd - **Herbal Cosmetics and Home Care**

Asean Aromatics - **Natural extractions**

Biokitone - **Immunoglobins and anti bodies**

Hirise - **Food tech lab quality testing for food products**

NGR foods - **Fruit processing**

TRC – **Hands on Training of Postgraduates/ Quality Control**
Women power is a formidable force

Gro Harlem Brundtland
Can you imagine what will happen if women ask this

We need them as our strategic partners

“So let’s get this straight – we work for 24 hours, in these conditions, and for no pay?!”