

## **Executive summary**

### **Project Name: “Assessment of Gender Mainstreaming Program for Women in Science”**

#### **Objective:**

A project was launched by DST, GOI to assess gender mainstreaming programs for women in science. This study aims to examine the role of gender as a variable in determining science careers in India. The initial segment analyzes the data regarding the enrolment of women into science and research in Indian context. Through a basic assessment it addresses how many of them made active participation in science research and education. The later part concentrates on issues and challenges faced by women as well as impact of gender mainstreaming policy of GOI regarding the progress of women in science and research in Tamilnadu and Puducherry.

#### **Sampling Design:**

The proposer and national coordinator have specified a systematic methodology for assessment of the impact of various funding programs. The method includes planning, data collection, and analysis, recommendation and submission phases. The planning phase included developing familiarity with various gender mainstreaming programs of DST that will be covered in the project. The present study is mainly based on responses collected from women in science. The respondent group comprises of female science experts of various categories, positions and experience and aspiring female researchers.

The survey has been conducted across Tamilnadu and Puducherry covering

premier institutes and autonomous departments under the affiliation of standard universities. A purposive sampling approach was adopted for the survey. Based on this sampling approach the respondents were chosen to guarantee adequate number of women in science representing from various appropriate zones and category of institutes. Participation is made voluntary based on institutional and individual consent. By conducting personal interview with a structured questionnaire the data is being gathered.

Institutions from the following categories have been covered: DST, DBT, CSIR, Central, State and Deemed Universities, IIT, IISC, IISER, NIT, IIIT, NITTTR, Other Central Institutes, ICAR, ICMR, ISI, DRDO, DAE and ISRO. Sample of 20 respondents per institute have been targeted initially; while final numbers covered vary depending on their presence, availability and willingness to participate in the survey.

**Methodology:**

For the evaluation of the effect of dual role on performance and career fulfilment of women in science a questionnaire has been designed taking into consideration both objective and subjective parameters. The data collection includes socio-economic and demographic profile of women in science, educational qualifications, occupation and career track details, specifics of breaks in education and employment, work place academic and non-academic infrastructure and facilities, work environment and peer group interaction, and achievement indicators such as publications, projects completed, awards etc. The subjective parameters include career objective, professional accomplishment,

career continuity and advancement for women scientists. The survey initially was carried by the zone wise selection of states across India and then the list of respondents is gathered from categorized institutes who involved in DST or any government funded projects. To carry this survey an online form was finalized by the national coordinator in April 2019 which is to be filled by the women scientists. Some of the other practices included personal interviews with women scientists through phone calls, some by visiting institutes, conducting meetings, contacting heads of institutes etc, only some of the women scientists responded through it was possible to gather above 30% of data. This procedure couldn't be adopted because of

a) Various professional and personal commitments the meetings have to be rescheduled several times and some have rejected after few scheduling.

b) Some couldn't be traced at their contact details while some declined to participate.

c) Even if some of them are willing to participate, could not participate as they are not approved by the institutional heads.

d) Unwillingness to participate in the study is also a factor as observed.

**Observations:**

As expected, nearly 56% of WOS in Tamilnadu and Puducherry are successful in both scientific research and their family responsibilities to strengthening the society in Tamilnadu and Puducherry. Scientific research is not so dearer to SC&ST communities and occupied only 4% in participation of this program.