

DISHA: A WAY FORWARD
Initiatives for Gender Parity in S&T
(Support System for Fostering Women
Professionals in S&T)

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Gender & S &T Policy

- The Science and Technology Policy, 2003 enunciates its commitment to promote the empowerment of women in S &T & ensure their full and equal participation.
- S&T policy 2013 further commits to gender parity in S&T sector

Fig. 1. FACULTY WISE ENROLMENT OF WOMENT IN SCIENCE AND TECHNOLOGY SINCE 1974-75 to 2005-2006

Source: R&D Statistics 2007-08

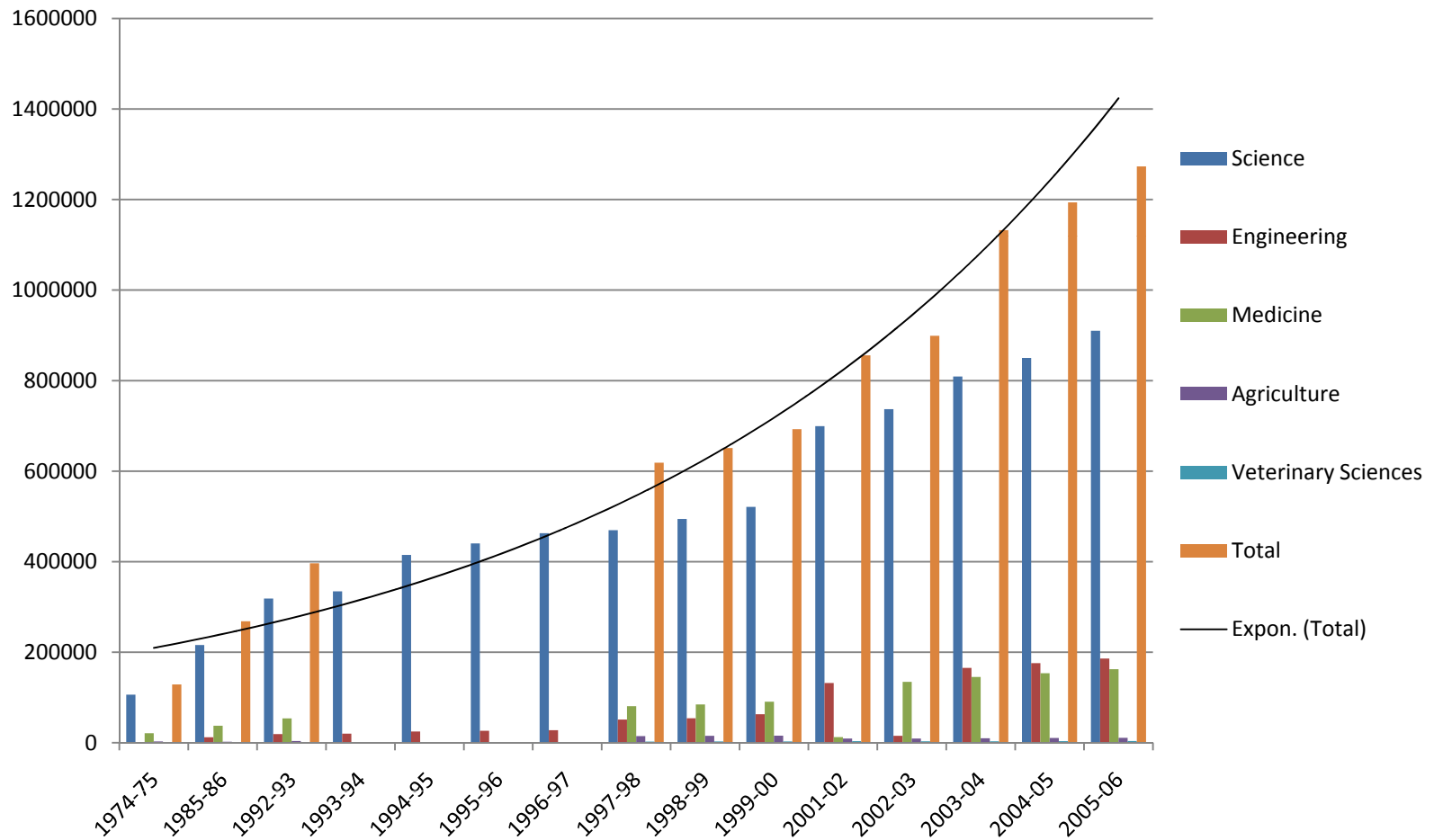


Fig. 2 FULL TIME EQUIVALENT OF WOMEN EMPLOYED IN RESEARCH AND DEVELOPMENT ESTABLISHMENTS AS ON 1.04.2005

Source: R&D Statistics 2007-08

Data for private sector refers to 1273 in-hose R&D units including 248 SIRO units

Data does not include small scale industries and higher education

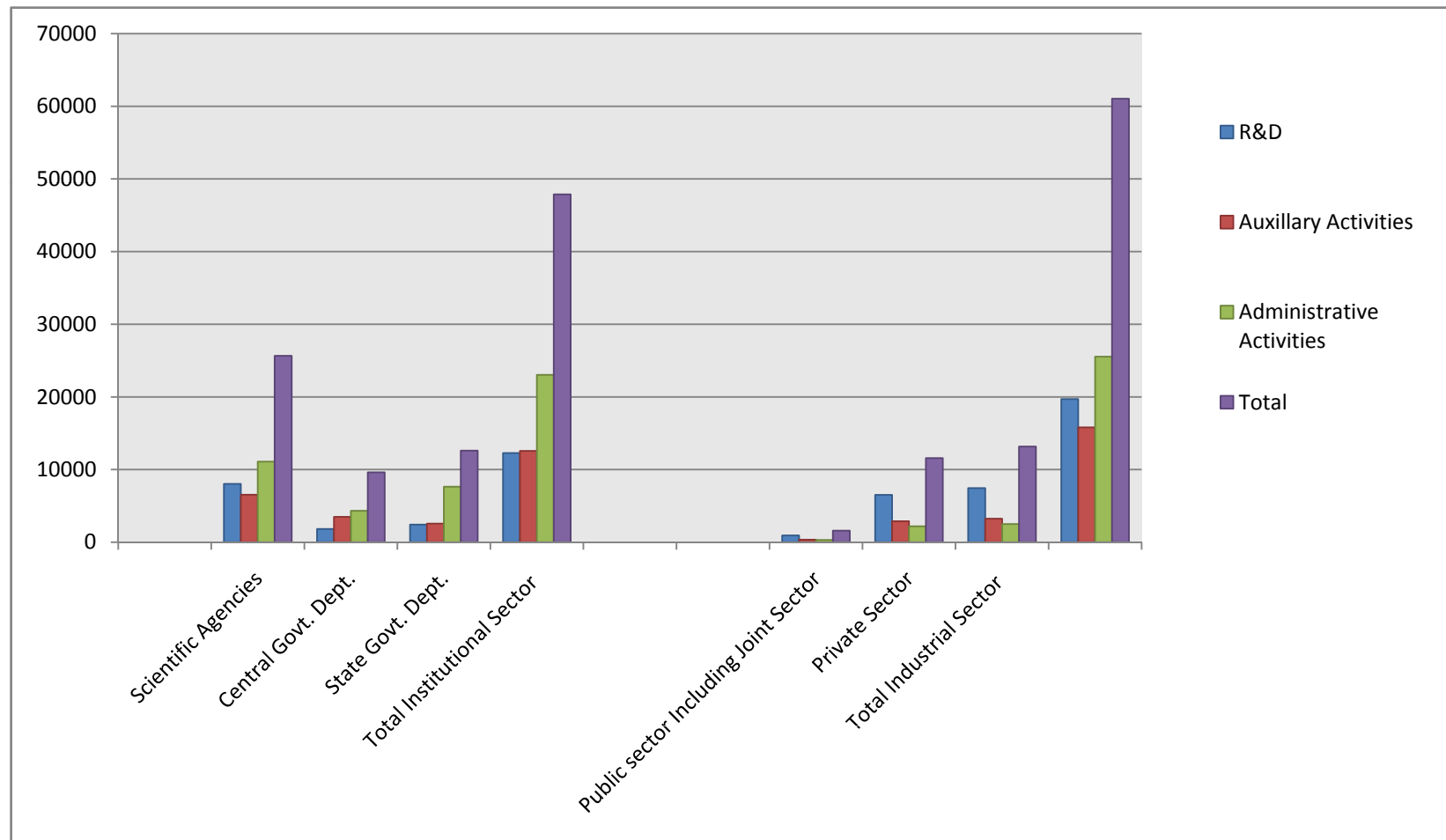
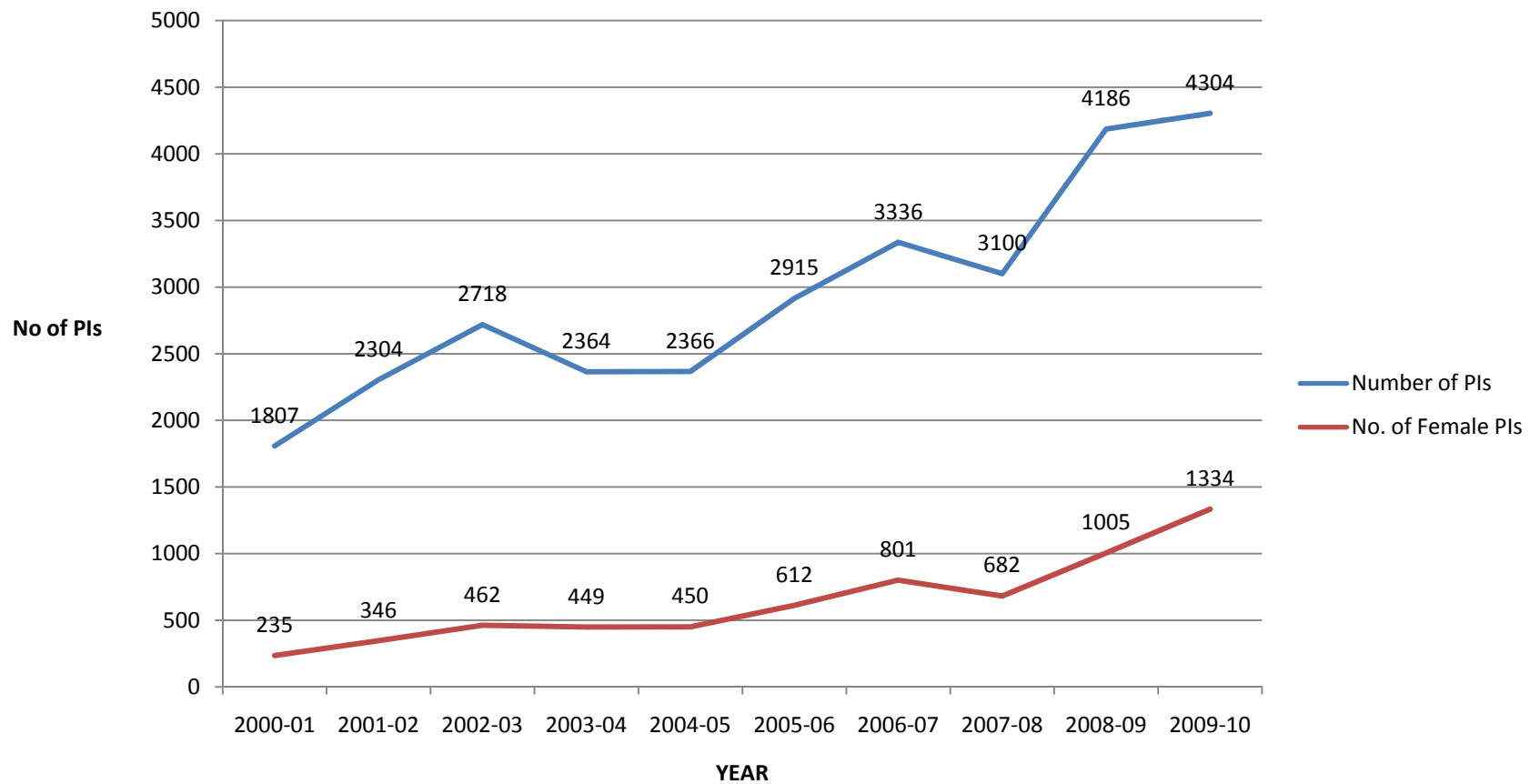


Fig. 3. GENDER PARTICIPATION IN EXTRAMURAL R&D PROJECTS SUPPORTED BY CENTRAL S&T AGENCIES

Source: DST Annual Report 2011-12



Disha

DISHA is designed to provide an integrated enabling and supportive framework for gender mainstreaming of Women in Science, Technology and Innovation

DISHA

- Government initiative to facilitate women scientists through gender parity schemes categories such as:
- Individual research support
- Institutional support
- Training & Capacity Building
- Societal Development
- Mobility

DISHA

DISHA Inspire –INSPIRE is an on going scheme of DST modification to provide special relaxation/provision.

DISHA Post Doc-Being formulated proposed to include other S&T Departments and MHRD.

DISHA BRF-Enabling women scientists in research careers after a break with modification in terms of performance related initiatives and longer duration.

DISHA

- CURIE-Strengthening research facilities in women only universities.
- Disha-entrepreneurs-Facilitating focused programmes to inculcate entrepreneurial spirit amongst the women S&T personnel.

DISHA For societal good

- **DISHA-Science Communicator Fellow (DISHA-SCF)**- to train women scientists to popularize S&T and stimulate a scientific and technological temper among people, it is necessary to have effective S&T communications in different languages

DISHA For societal good

- **Disha-SRF** Fellowship for women scientists addressed to women scientists and technologists who have a desire to return to mainstream science and work as agents of change in society by taking up projects addressing societal issues through S&T.

Disha

- **DISHA IPR**-implemented by the Patent Facilitating Centre of Technology Information Forecasting & Assessment Council (TIFAC) .
- The scheme aims to train women scientists in the area of intellectual property rights (IPR) and their management for a period of one year for career progression and self employment.
- Training programmes for women scientists from public sector institutions on diverse themes.

DISHA –Mobility

- **DISHA MOBILITY** –Challenges of Employed S&T manpower.
- Full time equivalents of R&D professionals in India is estimated at 1, 54,000 .
- The R&D sector remains the niche sector with respect to employment.
- Portability of employments in R&D sector from one city to another is poor due to autonomous and administrative disconnects of employing institutions.
- Lateral entry for both men and women in R&D sector in the country is difficult.
- Woman makes the compromise in career when a family makes a decision to move from one place to another

Disha Mobility

- In order to retain women employed in the Indian S&T sector, a new initiative to increase mobility opportunities & thereby retain employed women scientist is shortly to be launched.
- proposes to create 1000 super-numerary and contractual positions with portability within India for creating opportunities for overcoming lateral entry challenges for women.

Steps Taken for Gender Mainstreaming in S&T

- Re focusing reenergising gender initiatives in the XII plan
- Mobility scheme
- Innovative career options- regulatory, entrepreneurship, IPR
- International experience sharing Indo-US initiative
- Manual on gender issues in technology transfer under preparation.

Thank you

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