

THE ACADEMY ACTIVELY PROMOTES GENDER EQUALITY AND ELIMINATION OF GENDER-BASED DISCRIMINATION

The Universal Declaration of Human Rights states that there can be no distinction or discrimination on the basis of gender. The concept of gender equality has been established within the core guiding principles of the United Nations, and unequivocally reflects a commitment to the equality of all, irrespective of the gender, in all aspects of human endeavour.

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles.

The Indian Academy of Sciences supports the advancement of gender equality and the elimination of unlawful and unfair discrimination on the basis of gender. The Guidelines on Scientific Values of the Academy reflect this outlook.

Most women in science in India have faced, and continue to face, gender-related problems in the course of their career. This includes sexual harassment and gender bias, as well as hurdles like discouragement, condescension and invisibility, inadequate institutional infrastructure that makes the workplace unwelcome for women, and administrative norms that make it less conducive for women to contribute to science. The Academy strongly believes that it is a matter of great urgency that proactive steps be taken to improve the situation.

To this end, the Indian Academy of Sciences is adopting a concrete and constructive set of policies applicable to all Fellows and Associates as well as to its initiatives and activities. These policies will also guide the Academy's interactions with the government and the public.

Gender Policy Commitments

1. Promote gender equality as an explicit human right.
2. Identify and eliminate practices that create systemic and structural impediments to the advancement of women in science.
3. Support the empowerment of women to enable them to flourish in the scientific profession.
4. Identify potential risks and hindrances to women in their pursuit of science and implement strategies to eliminate them.
5. Engage with the Government of India, scientific institutions and the civil society to promote and support gender equality in general, and in science in particular.

The Academy has initiated steps towards implementation and monitoring of these policies and expects the entire Fellowship, Associateship and staff members of the Academy to pledge to uphold these policies and take appropriate actions.

