



WOMEN IN SCIENCE AND ENGINEERING

WOMEN IN SCIENCE & ENGINEERING IN INDIA

Status of Women Engineers and Scientists in India

The scarcity of women in science and engineering (more prominently at the managerial level) is a matter of concern in most of the countries especially so in India. The small number of women receiving degrees in the sciences and engineering translates to an even smaller percentage of women at top and middle level of management in science and engineering fields.

Some Facts and Figures of Women Engineers in India

- The number of women decreases while moving up the corporate ladder as family and other social commitments take a priority over career goals
- Lesser number of women involved in management activities vis a vis men (29% vs 71%)



Career Movement of Women Engineers

In India, most women engineers end up in teaching jobs, though the trend is decreasing. Following is the emerging trend of opted professions:



FACTORS AFFECTING WOMEN ENGINEERS



WOMEN ENGINEERS & CONSULTANCY PROFESSION

- Possess inherent qualities like patience and analytical bent of mind
- Higher emotional quotient
- Capacity to multi task
- More “public spirited”, Greater sensitivity to people, situations and catch 22 occurrences
- Self critical of their own strengths and weaknesses
- Rebound and learn from setbacks
- Fair and transparent in communication
- According to industry experts, women are more preferred than men for this profession

THE WAY FORWARD

Attempts by Women Engineers

- Have a dedicated commitment to achieve realistic goals
- Be in touch with the latest technologies by reading journals, attending seminars, courses etc.
- Be willing to travel and relocate if necessary
- Give equal importance to work and family
- Keep well informed, discuss with colleagues, management and seniors
- When taking a break for raising a family, try and have an additional qualification (may be part time) when you rejoin work
- Do not stay out of touch even in this break
- Raise a voice against any injustice in office due to gender

THE WAY FORWARD

Steps to be taken by organizations to retain Women Engineers:

- Organizations to be sensitive towards family and social pressures of women
- Flexible timings for women employees
- Transport facilities for women employees
- Option of working from home for women employees
- Use of communication technologies like video conferencing, net meetings etc to avoid travel
- Providing creche facilities for children of women employees
- Good Compensation at par with men
- Challenging work assignments and more responsibilities to women engineers

An integrative approach i.e. family support and encouragement and initiatives from companies required to retain the women engineers

THE WAY FORWARD

- The companies employing women engineers must encourage them to study further and go for skill up-gradation – Enrolling for technical / management / finance /marketing courses on both short and long term basis.
- They should give them a better understanding of the functions they perform within their organizations
- They should be encouraged to attend important seminars and Conferences to improve networking and get global exposures

Above initiatives would help women engineers to reach higher levels in their organizations

LAUNCH OF WISE IN INDIA WITH KEY STAKE HOLDERS & GUEST SPEAKERS FROM FRANCE & POLAND – 17th September 2010





VISION

To build better prospects for **Women in Science and Engineering** through their active participation and involvement

MISSION

WISE - India aims to create career opportunities for women by *increasing awareness, providing support, enhancing capacity building and by influencing policies for promoting women* in the field of science and engineering.

WISE - India also provides a platform for dissemination and sharing of knowledge, mentoring, professional development and networking opportunities to facilitate the success of women in the science and engineering related fields.

OUR ACTIVITIES

- Create a **Data Bank** of Women Scientists and Engineers in India
- Encourage Girl Child** to take up Engineering and Science as a preferred career choice
- Organize **Seminars** to enhance Leadership and technical skills
- Encourage Participation** of Women Scientists and Engineers in National and International Seminars
- Interaction with Industry** to support recruitment and retention of Women Engineers & scientists



- Mentoring and providing support** to women who have taken temporary break from their career and bring them back to mainstream
- Promoting exchange of information, networking, advocacy of projects** among women engineers and scientists.
- Give **awards** to commend the outstanding work done by women Engineers and Scientists.

INWES (International Network of Women Engineers and Scientists) is an international network specifically focussed on supporting women in STEM (Science, Technology, Engineering and Mathematics).

WISE India, in association with INWES organized the INWES Regional Conference from 12-13th October 2012 at the India International Centre , New Delhi.



GLIMPSES FROM THE INWES REGIONAL CONFERENCE ORGANIZED BY WISEINDIA IN NEW DELHI FROM 12-13TH OCTOBER 2012

- ✓ The conference provided a platform to the Indian women engineers, scientists, technologists and consultants to share their experiences and expertise as well as gain access to and network with the experts globally.
- ✓ It laid a major thrust on women in consultancy so that they benefit through networking, mentoring and knowledge sharing.



The 2-day International Event attracted audience of around 200 delegates, from a diverse range of engineering, science and technology professionals, consultants, practitioners, academia, industry and students.

JOIN US - BECOME A MEMBER

Membership Categories	Annual Fee (INR)
Member - Individual	500/-
Member - Student	200/-
Member (Organization)	
Category 1 (Turnover > Rs. 1 crore)	10,000/-
Category 2 (Turnover < Rs. 1 crore)	5,000/-

*Life Membership

Individual / Organizational Members can become Life Members by paying ten times of Annual Membership Fees.

To Join us and further details, please contact us at:

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