

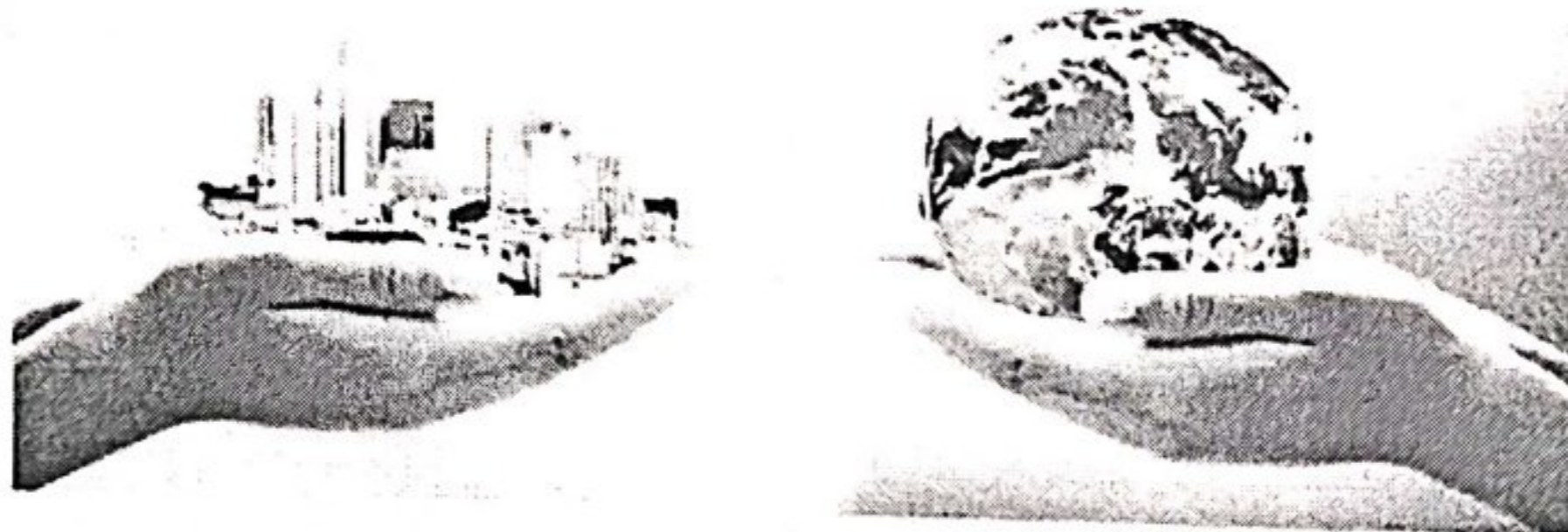


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SOCIAL INNOVATION & ENTREPRENEURSHIP IN INDIA
(In collaboration with Krishna University, Machilipatnam)

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Editors

Dr. D. SURYA CHANDRA RAO
Dr. BUSHAN. D. SUDHAKAR

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Editorial Message

Greetings to all,

I have a great pleasure in releasing this issue. I congratulate all the scholars and colleagues for their active intellectual pursuits and sending research papers for publication. I am very happy to say that issue carries good research papers for review and publication. This book is of immense use for teachers and researchers in Commerce and Management faculty.

Our editorial team will work for quality in promoting this book. We request all the readers to contribute their original research papers in Commerce and Management for favor of publication in our book.

EDITORS

Dr. D. SURYA CHANDRA RAO
Dr. BUSHAN. D. SUDHAKAR




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Introduction

There is a growing concern among policy makers regarding the entry and retention of women in science. Although female academics in science are moving more towards equal representation they are still under-represented in leading positions or in institutes of higher education with post graduate teaching and research. International data during the past decade suggest that the number of women in most areas of science and engineering has continued to grow by leaps and bounds. Quantitative surveys however indicate persistence of gender-gaps, in terms of opportunities, salaries and career advancements and this remains a challenge that needs to be addressed (1 -3). In India, despite the increasing number of women in higher education in science, women's participation at higher levels of science in tenured research positions has shown little increase. Women constitute over one-third of the total science graduate and post-graduate degree holders, but comprise only 15-20% of the tenured faculty across research institutions and universities in India, (4). Science career begins at the early stage soon after PhD and it is important for women to establish themselves during their early 30s. But this period coincides for most Indian women with marriage and family commitments. Breaks or temporary research positions of 3-5 years during this period do not provide the advantage of moving up the ladder at a later stage when family commitments take less time. Thus, as a compromise, a large number of qualified women scientists opt for undergraduate or school level teaching assignments, while others completely drop out of science.

Methodology

In order to have a comprehensive assessment of the impact of dual role on performance and career attainment of women in science the questionnaire has been designed to gather data on both objective aspects as well as a few subjective parameters. The former consists of quantitative and qualitative variables related to 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, intra-household sharing of responsibilities, dual role related to marriage and family care along with achievement indicators such as publications, projects completed, awards etc. The subjective parameters are related to career aspiration, perception about professional attainment, perceptions about best practices and policies that are favourable for maintenance of dual role and hence for career continuity and advancement for female scientists and students of science. The analysis is focused on all-India level. Exploratory and descriptive analysis for major variables of concern is presented separately for currently working women in science and for students of science. Respondent views on best practices for retaining women in science, career attainment and dual role are studied using the technique of examination, exploration, content analysis and thematic classification of responses given and views expressed on this issue. Finally observations from detailed interviews of a few currently unemployed with previous work experience, few dropouts without work experience and a



few school teachers are discussed in case study format.

Discussion

Among the various issues that the empirical studies on women in science addresses, two major recurrent themes are that of (a) entry and retention of women in science and (b) gender differences in career attainment among scientists, with female scientists showing lower levels of attainment vice versa their male peers.

Entry and Retention: The problem of losing women power starts at the level of higher studies with enrolment or entry into post-graduate and doctoral degrees programs in science. To start with, the percentage of female enrolment in total enrolment in post-graduate and research degrees in science is much lower for females compared to males, as the various government official statistics will show (5,6).

A quick scan of secondary data from government sources, as also casual observation, will show that the percentage of female enrolment in total enrolment in higher studies in science is on the rise, but post-entry the problem persists as many female students drop out of higher studies and research before completion and forfeit their degrees (6). The other aspect of the problem of entry and retention of women is related to retention after entry. It is evident in the context of women who, after having obtained their doctoral degrees, either fail to pursue a career in science or undergo a break in employment after commencing a career. This is reflected in the larger difference between number of women and men doctorates pursuing postdoctoral research in comparison with the differences in numbers at the doctoral level; or the percentage of female scientists in tenured positions being lower than percentage of females holding doctoral degrees (7,8). Even those who manage to start a career in science fail to continue and undergo career breaks.

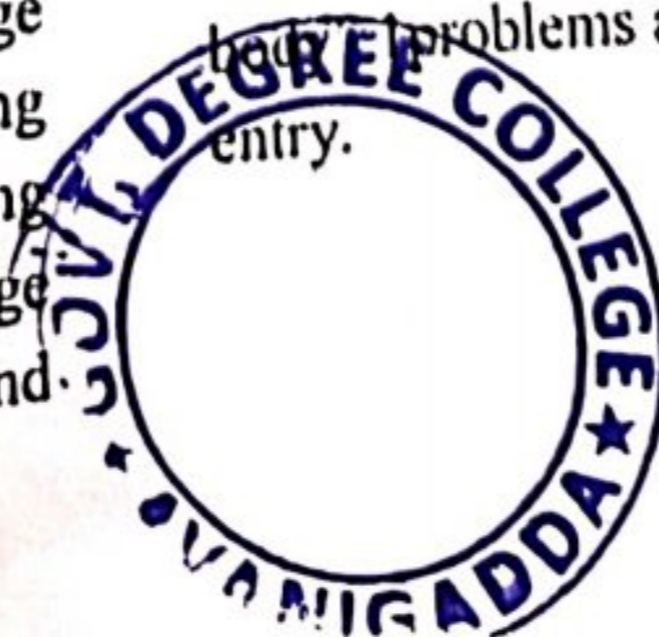
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Career attainment: The issue of retention of women practicing science is related to the second policy issue in these area viz. gender gaps in career attainment among male and female scientists. Career attainment measured in terms of nature and duration of employment contracts or rank and seniority or salary shows large differences across genders (1-3)

1.1.2 Dual Role, Entry and Retention of Women in Science in India

The problem of impact of dual role related to family care and marriage on career continuity and attainment of women in science in India begins at the stage of higher studies and research in science. Data reveals that a large number of women dropout from higher studies and research in science (9-11). In the Indian context there have been several studies on the problems related to retention of trained scientific women power sponsored by INSA, IAS and NIAS (12). These studies conclude that the complexity of developing interventions to retain women in Science stems from the diversity in the characteristics of women scientists across the different sub-groups of women in Science. The differences also, perhaps, stem from the different priorities the groups have because even with several commonalities among demographic profiles of the women, differences on important aspects such as professional prospects vs. childcare or family responsibilities are seen. The studies have come up with policy recommendations and interventions related to organizational and infrastructural provisions and policy changes with regard to recruitment, selection and evaluation procedures in terms of greater transparency, mandatory disclosures, time bound recruitment, policies related to "two

body problems and long term schemes for re-entry.



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1.1.3 Schemes and Measures Related to Researchers in Science and Women Scientists

The major eligibility criteria for recruitment of staff for short term research project (technical support, research support and administrative support) or permanent scientist / researcher /consultant positions for the various categories of government institutions may be classified under the following heads

- > Minimum required qualifications in terms degree held which increases with rank and duration of job contract.
- > Work experience in terms of minimum required number of years (1-3, 5, 10) in related field and specific designation or in a specific type of organisation, which again increases with rank. Some substitutability is allowed between years of work experience and academic qualification.
- > Upper age limit (25/28/30/32/35/40/45 yrs) which again increases with rank or level of appointment and also with nature and duration of job contract. There are provisions for concession to age limit applicable often for SC, ST, OBC, retrenched government employees, departmental candidates, ex- servicemen, physically challenged and in some cases for women.
- > Restrictions on maximum number of years between application and award of degree (in case of fresh applicants for post-doc)
- > Women specific maximum age relaxation of two to five years is specific to certain types of job categories or designations e.g. scientist and researcher positions such as JRF, SRF, Postdoc, RA, Visiting Scientist etc.
- > Other women specific measures schemes include maternity leave, child care leave, women specific research grants e.g. DST Women Scientist

Schemes of 2 to 3 years duration (WOS-A and WOS-B for unemployed women scientists and unemployed women scientists below 55 years age) DBT Bio-care Research Grant Opportunity 3+2 years duration for Ph.D. (age limit 55 years) women scientists who are employed, or unemployed or desirous of coming back after a break with

- > Selection procedure is through interview and/or selection test in most cases. Broadly speaking, existing schemes and measures specific to women in science address the issue of dual role of women scientists primarily in terms of relaxation of (i) upper age limit, (ii) special leave provisions and (iii) special research grants for women undergoing a career break.

Conclusions

The finding of this study is expected to inform policy design and help in formulation of favourable program framework for the willingness and need for women to stay active in research despite their other responsibilities which by creating a trade-off between family and career considerations hamper their entry or continuity in science profession.

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