

WOMEN IN SCIENCE & ENGINEERING IN INDIA

**SANGEETA WIJ, NILANJANA RAO
& PRERNA SOHAL**

LAUNCH OF WISE IN INDIA WITH
KEY STAKE HOLDERS & GUEST
SPEAKERS FROM FRANCE &
POLAND

17th September 2010

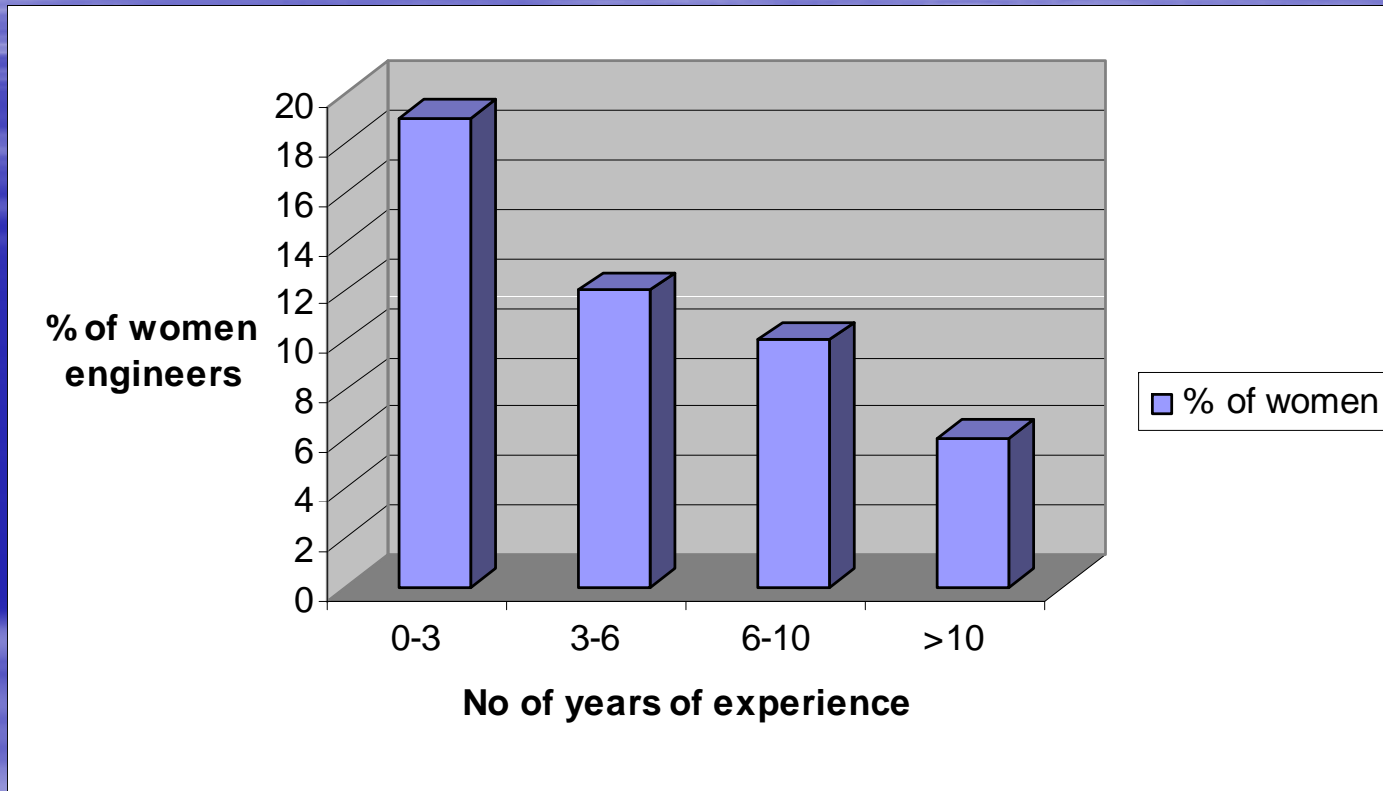




PREFERRED PROFESSIONS AMONGST WOMEN ENGINEERS – SOME FACTS

- In India, most women engineers end up in teaching jobs, though the trend is decreasing.
- Following is the emerging trend of opted professions:
 - **Consultancy Organization – 22.2%**
 - **Technical & Educational Institutions – 20.7%**
 - **Research & Development Organizations – 10%**
 - **Government & Semi-Government Organizations – 7.7%**
 - **Industry (Public & Private) – 3.5%**

CAREER MOVEMENT OF WOMEN ENGINEERS



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%)

FACTORS AFFECTING WOMEN ENGINEERS

Economic

- Difficulty in getting job
- Reluctance of employers to give jobs to women
 - Less Promotions
- Less Salaries as compared to men
 - Less Professional Recognition

Social

- Family Background
- Personal Commitments
- Family takes a priority over career ambitions

Other Factors

- Less willing to travel
- Less willing to relocate or shift base
- Geographical Factors i.e. More women engineers in Southern states than in Northern States
- Mutual Career Priorities Competition between Wives & Husbands

WOMEN ENGINEERS AND 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

WISE - INDIA



- To create awareness and to encourage women engineers and scientists to and promote women scientists and engineers them reach the top --- **WISE – India** has been created – to become the voice of women engineers and scientists.
- **WISE – INDIA** is supported by **International Network of Women Engineers and Scientists** and looks forward to its guidance and cooperation for its future activities

VISION & MISION – WISE INDIA

VISION

To build better prospects for women in science and engineering through their active participation and involvement



VISION & MISSION – WISE INDIA

- **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.



WISE-INDIA : The Voice of a Women Scientists & Engineer

ORGANISING Cultural program, social events, plays etc to show the qualities of a women engineer.

CREATE A DATA BANK OF WOMEN ENGINEERS

ORGANISING SEMINARS on stress management, managing workload etc. **TO ENHANCE LEADERSHIP AND TECHNICAL SKILLS**

ADVISE on education and career prospects, information about various courses, degrees



ENCOURAGE GIRL CHILD to take engineering as a career

ENCOURAGE WOMEN ENGINEERS by acknowledging those who have done commendable work in different fields

ENCOURAGE PARTICIPATION of Women Engineers in National and International Conferences

INTERACTION WITH INDUSTRY & EMPLOYERS to support the retention, recruitment and advancement of women engineers

Thank You