

Gender Advancement through Transforming Institutions is the need of the hour to push gender equity in the field of science and technology in the country.  
Discusses.

Global Gender Gap Index of World Economic Forum ranks 108 out of 149 countries capping the necessity of gender sensitisation in Institutions, Organisations, Programmes etc.;

Gender Advancement through Transforming Institutions (GATI) is an thinking promoted by SWAN of developed countries like UK incubating ranking based upon the gender components in institutions, organisations etc.;

Necessity of GATI for gender Equity:

1. Lack of Independent women directors:
  1. Although government policies has mandatory  $\frac{1}{3}$ <sup>rd</sup> women independent directors with employees more than 500,
  2. It is still not implemented due to male patriarchy and low awareness.
  3. (e.g) IIT, NIT in India still lack women ID in Science and Technology.

2. Harassment lacks Scientific talented women:

1. SHE-box complaints still not adhered by many research Organisations, institutions.
2. (e.g) ISRO has very less women scientists than its NASA counterpart by Ministry of Science

Advantages by GIATI to Science and Technology:

1. Promotes women talents:

1. GIATI through ranking based performance makes scientific institutions to adhere Gender equality.
2. (e.g) GIATI and NAAC are planning to rank IIT, NIT, IISc's based upon women enrollment

2. Promotes Gender Equity in Committee:

1. GIATI through enhanced monitoring in Committee of STEM courses will make way more women employment.
2. (e.g) Ministry of Science - made voluntary/mandatory participation of women in STEM syllabus is the initial step in gender sensitisation.

Challenges:

1. Women has to be safeguarded from harassment, BPRD reports 40% crime against women in SET organisations
  2. ASPIRE scheme should inculcate Gender sensitisation to promote R&D in SET
- GIATI when performed with a co-ordinated approach will result in enrollment of women and workforce enhancement of women.