



REPORT

ON

**The Seminar
On**

**Women's Participation in Research and
Development in India:
Focus on Odisha**

Sponsored by

**National Commission for Women (NCW),
New Delhi**

On

Dt.26th February 2020

Organised by

Laxminarayan College, Jharsuguda, Odisha



Laxminarayan College, Jharsuguda, one of the pioneer educational institutions of Western Odisha, organized one day National level Seminar on “Women’s Participation in Research and Development: Focus on Odisha” on 26th February 2020 with the financial assistance from National Commission for Women (NCW), Govt. of India. The venue for the programme was Conference Hall of Laxminarayan College, Jharsuguda (Odisha). About three hundred participants and beneficiaries participated in the aforesaid Seminar.

- 1- In the inaugural session of the seminar the meeting was chaired by Prof. Chirabrata Dutta, Principal, Laxminarayan College, Jharsuguda and eminent personalities like S. Pradeep Kumar Sahoo, Additional District Magistrate Jharsuguda and President of Governing Body Laxminarayan College, Jharsuguda, Smt. Snehanjali Mohanty, Member, Odisha State Women Commission and Miss Jalina Priyadarsini, Member Odisha State Women Commission joined as the guests and highlighted the role of women in research and development in Odisha and the challenges they are facing in day to day life and workplace. Both the members of Odisha State Commission for Women represented the Chairperson of the State Commission and showed their concern for the women representation in nation building through research activities. Mrs. Smita Bose, the convenor of the Seminar, discussed the importance of integral education propounded by Sri Aurobindo and pointed out the need of research in education by women for the national growth.
- 2- Dr. Swarnamayee Purohit, Senior Lecturer in English of Laxminarayan College, Jharsuguda and Organizing Secretary of the Seminar, presented the theme of the Seminar and highlighted the objectives of the seminar like the role of National Commission of Women (NCW) in the field of research and development and the role NCW is playing in empowering women, the situation of gender inequality, social justice and economic inequality, problems of women in the field of higher education, the problems in rural

India, global scenario, the role of different National institutions like ICSSR, ICAR, UGC etc., problems in publication and related issues.

- 3- The plenary session was chaired by Prof.(Dr) Bijaya Kumar Mishra, Retd. Emeritus Professor, School of Chemistry, Sambalpur University. The panel members were Smt. Anandini Padhee, Director, SHEHDA, Jharsuguda, Smt. Anuradha Purohit, Retd. Headmistress, Municipal High School, Sambalpur, Dr. Nirupama Badapanda, Associate Professor, Retd. Principal, Dr. P.M.I,A,S.E, Sambalpur, Dr. Jayshree Mishra, Lecturer, Department of Home Science , Women's College, Jharsuguda, Dr. Surya Narayan Panda, Director-Research, Chitakara University Punjab and Dr. Ankhi Sen Sanyal, Assistant Professor , Department of Political Science, Basanti Devi College, Kolkata, West Bangal. The eminent personalities in the plenary session discussed various issues relating to women participations research and development through their deliberations and power point presentations and found large audience participations in the discussion. It was lively and educative especially relating to the issues of gender inequality and funding and role of NCW and other national agencies pertaining to women participation in basic and social science research and national development.
- 4- After lunch there were two technical sessions. The first session was chaired by Prof. Balbinder Kaur, Principal Women's College Jhasuguda. The eminent educationists and scholars who presented the papers were Dr. Biswajeet Khamari, HOD, Department of English , B.N. College, Brajarajnagar, Ms.Bighneswari Pujari, Department of Economics and Mr. Dharendra Kumar Nayak, Department of Education from Siddhartha Degree College, Binika, Ms. Niharika Mishra, Department of Hindi, Vedavayas Mahavidalaya ,Rourkela, Ms. Monalisha Dash, Lecturer in Education ,B. N. College, Brajaraganar and Mrs. Purnima Mayee Dash , Senior lecturer in English, L.N.Collge, Jharsuguda, Mrs. Rajani Sharma and Mr. Kalucharan Mohanty from Women's college, Jharsuguda, Mr. Abhisek Behera and Mr. Shambhu Khamari, Research Scholars and Dr. Sameer Panigrahi, Principal, Black Diamond College, Jharsuguda. In this technical session the main area of discussion were -
 - a- Women's interest in Research and their contribution for National Development
 - b- Problems of women in Odisha especially in the field of research and development.
 - c- Role of Higher Educational institutes in promoting women for research and development.
 - d- The problems of Hindi research scholars in the Universites of Odisha
 - e- Higher education and its role in promoting women development, its opportunity and research
 - f- Different scopes available for women in the field of research and developments.
 - g- Role of different national and regional funding agencies for women research and developments.
 - h- Gender inequality, its impact and solution.
 - i- Constitutional provisions available for women in the field of research developments.
- 5- The second technical session was chaired by Prof. Purna Chandra Pradhan, Associate Professor and Head of the Department of Chemistry, L. N. College, Jharsuguda. The

eminent scholars who presented the papers were Dr. Samir Kumar Panigrahi, Principal, Black Diamond College of HSS, Jharsuguda, Mr, Abhisekh Behara, Ph.D. scholar from Centre for International Politics, Central University of Gujarat, Gandhinagar, Mr. Sambhu Khamari, Research Scholar, Dr. P.M.I.A.S.E. Sambalpur and Mrs. Rajani Sharma and Mr. Kalucharan Mohanty, Department of Commerce, Women's College, Jharsuguda.

The important theme of discussion during the second technical session were-

- a- Mechanism available for prohibition of sexual harassment of women during research
- b- Why only a few women are interested in the field of research
- c- Why Odisha is lagging behind other states in the field of research and development
- d- Why our education system is not conducive for encouraging women for participating in development and research
- e- What is the contribution of women to Indian economy through Research in agriculture
- f- How to overcome the problems of finance to encourage women to participate in research and thus in greater nation building.
- g- Can the rural folk be helpful to bridge the gap between the economic disparities and helpful for development
- h- What steps the NCW takes to tackle the growing challenges we are facing in 21st century regarding women's participation in research
- i- How to bring rural women to national mainstream: research to promote SHGs

Question And Answer session:

1. What is the scope for Women in research?

Ans. Research comes with immense scope irrespective of the gender pursuing it as well it has several luring opportunities for women in the field. As they can go for content writing, review of literature, fundamental research, and small (local) study through opinion poll and can organize group discussions which will finally reveal the hidden views of all social participants and will show that women participation in research & in policy decisions is indispensable.

2. Numbers, statistics shows that women are far behind in research. Why?

Ans. No specific answer is there for this question as it is completely situation specific and varies from person to person. But few general can be cited like

- Lots of sacrifice a woman has to made starting from choosing or imposed subsidized education, not STEM(as expensive) but other stream.
- At times severely burdened with family and social responsibilities
- Lack of awareness and non-availability of special provisions (socio-economical), and many more.

3. How social media is helping a woman in developing interest in research?

Ans. Indubitably social media is a powerful and sensitive weapon in today's era and it matters how someone make proper use of it. Through this lots of information regarding how research and innovation is being made all over the world can be known, not only that but it opens the door for fulfilling the informational needs which of immense importance in research.

4. Is it possible to groom students in a research and innovative environment along with syllabus from the primary education level?

Ans. Yes it can be possible but in a state like Odisha already the classrooms are overburdened with more number of students than the available seats and the quality of education provided to the students is also in questionable.

5. What is the role of NCW in promoting research & development amongst women?

Ans. Recommendations can be made to the esteemed institution to think on the socio-economic condition of women researcher and to make provisions in this support or pave the path for policy decision on this basis.

6. Why women's innovation is not contributing into many lives and society as a whole?

Ans. It will be wrong to state that women's contribution to innovation is not leaving its footprints behind but yes, their research, however, small it may be is not getting the desired recognition and respect as it deserves.

7. Existence of disparity in treatment of women in different aspects of life- a hype or reality?

Ans. Disparity may be a negative term but it exists in our society and appropriately used in the context of women's participation in different dimensions of life. Starting from their personal or bodily decisions to very professional decisions, they are being intervened by several persons and society, whereas the scenario is completely different in case men.

Specific, Actionable and topic-oriented Recommendations bifurcated into actionable at local, state and central government levels

1. Local level:

1. Gender inequality is a hindrance in the way of Women choosing career in research and economic development, so the local governments should encourage 'Beti Bachao Beti Padhao'.
2. Provision of incentives to the parents as well as to the Panchayats and other self-government units for sending more girls for higher studies.
3. Girls should be encouraged to make projects and participate in science seminars and science fairs. Financial assistance should be provided to them.
4. Self Help Groups (SHG) should be given greater and liberal financial help so that they can contribute to families and also can utilize funds for women education.

5. Married women should be encouraged to pursue their research works. The families should be oriented to encourage them.
6. To attract tribal girls towards higher education and research work, more and more experienced and competent voluntary organizations should be encouraged towards this.

2. State level:

1. Meritorious girls in Schools should be identified and scholarships should be provided to foster research aptitude in them from the Secondary school level
2. Steps should be taken during UG and PG level to encourage women participations in research and development.
3. Higher education department of every state should focus more on women education and dropout rates should be reduced.
4. We have to identify the creative women and encourage them for greater participations in research and economic development.
5. Publications available should reach to libraries and young researchers should take advantage of it.
6. Publication from around the globe should reach to the doorsteps.
7. Educational institutes should organize seminars and symposia pertaining to women issues at regular intervals.
8. There should be talent hunts in the field of research.
9. More and more economic freedom and qualitative education can bridge the gap between the male and female researchers.
10. Health issues of women research workers should be dealt with proper care and devotion.
11. Greater and in time scholarship to research scholars is need of the hour.
12. Women researchers should be encouraged for publication of their findings and financial aid should be provided to them
13. Women researchers should be encouraged to work in the field of agriculture. They should be financed to do so. The SHG groups and MSME beneficiaries must be encouraged to use micro level research experiences for development.

3. Central level:

1. Greater role from the NCW is expected along with other national funding agencies to overcome the difficulties with respect to financial paucity in research and development.
2. The NCW should organize Research oriented competitions among women to encourage them to work in Basic sciences and Social science researches
3. Safety and security of women must be assured at the research field.
4. In case of child birth and child care, extra Leave should be granted, if required, and sanctioned with payment to female research scholars by the respective institutions.

5. The SC, ST and other under-privileged women should be encouraged for R&D.
6. There should be policy level decisions regarding recruitment of women researchers in reputed research centers. The salary and facilities provided to them should be adequate to make it attractive to them so that they work there.
7. Curriculum should be designed in such a way that girls should be exposed to female role models who have succeeded in math and science. Exposing girls to female role models (e.g., through biographies, guest speakers, or tutoring by older female students) can help invalidate the stereotype that men are better than women in mathematics and science.
8. Training in spatial skills associated with performance in mathematics and science should be provided to the girls in secondary and higher secondary levels.
9. All central science agencies should conduct reviews and track grant award data to ensure that their grantee institutions are providing equal opportunities for women and girls in research. This will help ensure that the country benefits from the work of its brightest minds.
10. Central government should direct the state and local governments to establish outreach and retention programs at the elementary, secondary, and postsecondary levels to engage girls and women in STEM activities, courses, and career development.
11. They should see to it that teachers should foster all students' interest in STEM by incorporating female as well as male role models into their teaching and encouraging students to take advanced classes and exams in STEM fields.
12. The NCW should use the electronics, print and social media to highlight the role models of women scientists and create an atmosphere for more women to take interest in R&D in India.

Resource persons and other participants have acknowledged that the National Commission for Women (NCW) has already initiated research works to understand women's participation in different walks of life. The above findings/recommendations may help in studying the status of women researchers in India, especially in Odisha. It may help in taking necessary steps to improve the situation in Odisha and help in creating a propitious atmosphere for women to give more participation in research and national development.

The College is highly obliged to the National Commission for Women (NCW) for giving this opportunity to select a new topic and draw the attention of the intellectuals, faculty members, students and media towards the scope for women in the field of research and their contribution in the national development.

Annexures:

1. List of the Resource Persons and Paper Presenters
2. Photos of the Seminar
3. List of Participants in the Seminar
4. Abstract cum Souvenir of the Seminar

Annexure-I

National Commission for Women (NCW) Sponsored Seminar On Women's Participation in Research and Development in India: Focus on Odisha

Final List of the Resource Persons and Paper Presenters

Panel Members (Resource Persons)

- Prof (Dr.) Bijay Kumar Mishra, Retd. Emeritus Professor, School of Chemistry, Sambalpur University
- Dr. Surya Narayan Panda, Director (Research), Chitkara University, Punjab
- Dr. Ankhi Sen Sanyal, Assistant Professor, Department of Political Science, Basanti Devi College, Kolkata, West Bengal
- Smt. Anuradha Purohit, Retd. Headmistress, Town High School, Sambalpur
- Dr. Nirupama Badpanda, Associate Professor, Retd. Principal, Dr. P. M. I. A. S. E, Sambalpur
- Smt. Smitanjali Mohanty, Member, State Commission for Women, Odisha
- Smt. Jalina Priyadarshini, Member, State Commission for Women, Odisha
- Dr. Jayashree Mishra, Department of Home Science, Women's College, Jharsuguda
- Ms. Gargi Satpathy, Journalist, Sambad, Sambalpur
- Smt. Anandini Padhee, Director, Sehada, Jharsuguda

Paper Presenters

- Dr. Biswajeet Khamari, Dept. of English, Brajrajnagar College, Brajrajnagar
Title of the Paper: Women's participation in Research and Development: Special focus on Odisha

- **Ms. Bighneswari Pujari, Dept. of Economics & Mr. Dharendra Kumar Nayak, Dept. of Education, Siddhartha Degree College, Binka**
Title of the Paper: Role of Higher Educational Institutions in promoting Women for Research and Development
- **Ms. Niharika Mishra, Lecturer in Hindi, Vedvyas Mahavidyalay, Rourkela**
Title of the Paper: ओडिशा के विश्वविद्यालयों में महिला हिंदी साहित्य शोधार्थियों की दशा और दिशा
- **Ms. Monalisa Dash, Lecturer in Education, Brajrajnagar College, Brajrajnagar**
Title of the Paper: Role of Higher Educational Institutions in Promoting Women for R&D: Opportunities and Challenges
- **Mrs Purnima Mayee Dash, Lecturer (Gr-A), LaxminarayanCollege, Jharsuguda**
Title of the Paper: Scope for Women in Research and Development
- **Dr. Samir Kumar Panigrahi, Principal, Black Diamond HSS, Jharsuguda**
Title of the Paper: Why a few? - A Study of Cognitive and Social Dimensions on India Women's STEM Career
- **Mr. Abhishek Behera, Ph. D. Scholar, Centre for International Politics, Central University of Gujarat, Gandhinagar**
Title of the Paper: Critical Review of Function of Mechanisms work for Prohibition of Sexual Harassment of Women: Focus in Odisha
- **Mr. Sambhu Khamari, Research Scholar, Dr. P. M. IASE, Sambalpur**
Title of the Paper: Contribution of Women in the development of the Indian economy and role of Multi-Lingual Education
- **Mrs. Rajani Sharma, Lecturer in Commerce & Mr. Kalucharan Mohanty**
Title of the Paper: Social Infrastructure for Women Empowerment - A Significant Role Of Odisha

ANNEXURE-II

PHOTOS OF THE SEMINAR



















‘ନାରୀଙ୍କ ସହଭାଗିତା ବିନା ବିକାଶ ଅସମ୍ଭବ’

ଏଲ୍ ଏନ୍ କଲେଜରେ ଜାତୀୟ ସମ୍ମାନ

କୋଭିଡ଼ରୁ ମୁକ୍ତ ହେବା ପରେ ନାରୀଙ୍କ ସହଭାଗିତା ବିନା ବିକାଶ ଅସମ୍ଭବ ବୋଲି ଆଜିର ଲକ୍ଷ୍ମୀ ନାରୀୟାଣ ମହା ବିଦ୍ୟାଳୟରେ ଆୟୋଜିତ ଏକ ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିଲା । ଏହି ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିବା ନାରୀମାନଙ୍କୁ ଏକ ସମ୍ମାନ ପତ୍ର ପ୍ରଦାନ କରାଯାଇଥିଲା । ଏହି ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିବା ନାରୀମାନଙ୍କୁ ଏକ ସମ୍ମାନ ପତ୍ର ପ୍ରଦାନ କରାଯାଇଥିଲା ।



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କୋଭିଡ଼ରୁ ମୁକ୍ତ ହେବା ପରେ ନାରୀଙ୍କ ସହଭାଗିତା ବିନା ବିକାଶ ଅସମ୍ଭବ ବୋଲି ଆଜିର ଲକ୍ଷ୍ମୀ ନାରୀୟାଣ ମହା ବିଦ୍ୟାଳୟରେ ଆୟୋଜିତ ଏକ ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିଲା । ଏହି ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିବା ନାରୀମାନଙ୍କୁ ଏକ ସମ୍ମାନ ପତ୍ର ପ୍ରଦାନ କରାଯାଇଥିଲା ।



କୋଭିଡ଼ରୁ ମୁକ୍ତ ହେବା ପରେ ନାରୀଙ୍କ ସହଭାଗିତା ବିନା ବିକାଶ ଅସମ୍ଭବ ବୋଲି ଆଜିର ଲକ୍ଷ୍ମୀ ନାରୀୟାଣ ମହା ବିଦ୍ୟାଳୟରେ ଆୟୋଜିତ ଏକ ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିଲା । ଏହି ସମ୍ମାନ କାର୍ଯ୍ୟକ୍ରମରେ ଉପସ୍ଥାପନ କରାଯାଇଥିବା ନାରୀମାନଙ୍କୁ ଏକ ସମ୍ମାନ ପତ୍ର ପ୍ରଦାନ କରାଯାଇଥିଲା ।

A newspaper clipping featuring a large photograph of a group of women on a stage. The headline reads 'ଲକ୍ଷ୍ମୀ ନାରୀୟାଣ ମହା ବିଦ୍ୟାଳୟରେ ଜାତୀୟ ସମ୍ମାନ ଆୟୋଜିତ' (National award ceremony held at Lakshmi Narayani Mahavidyalaya). The text below the photo describes the event and the award given to the women. The newspaper's masthead 'ସମ୍ଭାଷଣ' is visible at the top.

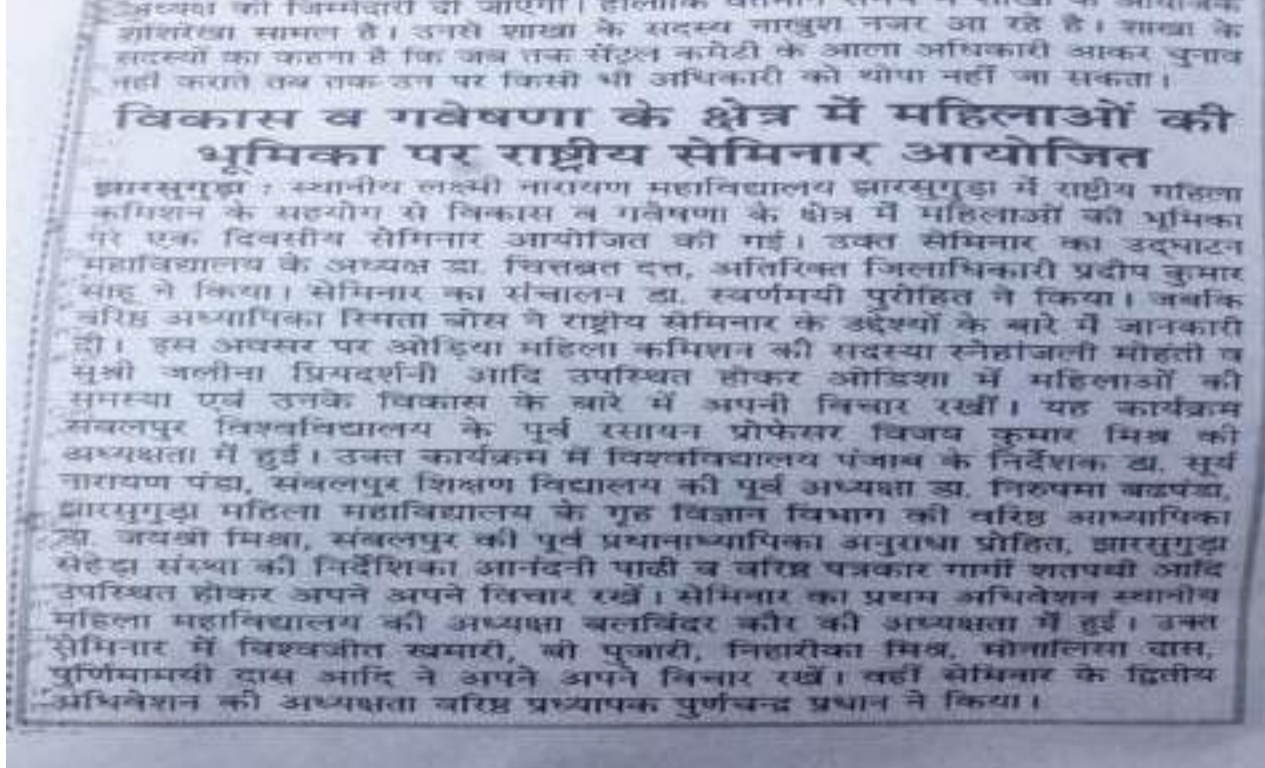
ଏଲ୍.ଏନ୍. କଲେଜରେ ଜାତୀୟ ମହିଳା କମିଶନଙ୍କ କର୍ମଶାଳା

ଭାରତସୁଗୁଡ଼ା, ୨୫/୫/୨୦୧୫ : ଭାରତସୁଗୁଡ଼ା କଣ୍ଠା ନଗରର ମହାବିଦ୍ୟାଳୟରେ ଜାତୀୟ ମହିଳା କମିଶନର ସହଯୋଗରେ ଦେଶ ଓ ବିଦେଶର ଶ୍ରେଣୀବଦ୍ଧ ମହିଳାଙ୍କୁ ମିଳାଇ ଦେଖାଇ ଏକ ବିଦ୍ୟାଳୟ ଭାବରେ ପରିଚିତ କରାଯାଇଛି । ଏହି କର୍ମଶାଳାରେ ମହିଳାଙ୍କୁ ନିଜର ସମସ୍ତ ଚଳଣିକୁ ନିଜ ଅନ୍ତର୍ଭୁକ୍ତ କରିବାକୁ ଉତ୍ସାହ ଦେବାକୁ ପରାମର୍ଶ ଦିଆଯାଇଛି । ଏଥିରେ ଅତିଥି ଭାବେ ଓଡ଼ିଶା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଓ ସୁଜାତା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ, ବିଭାଗୀୟ ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ, ବିଭାଗୀୟ ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏଥିରେ ଅତିଥି ଭାବେ ଓଡ଼ିଶା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଓ ସୁଜାତା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ ।



ଅନେକ ପ୍ରଶ୍ନୋତ୍ତର କାର୍ଯ୍ୟକ୍ରମରେ ଆମେ ଉପସ୍ଥିତ ଥିଲୁ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ ।

ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ । ଏହାଛଡ଼ା ମହିଳା କମିଶନର ସଭାପତି ସୁଜାତା ପାଣିଗ୍ରାହୀ ଉପସ୍ଥିତ ଥିଲେ ।



Annexure-III

List of the Participants in the Seminar

Annexure- IV

Abstract cum Souvenir of the Seminar

IN RESEARCH
 ODI-MIT PROJECT
 Date: / /
 Page No. /
 Phone no. /

S.No.	Name of Participants	College/Institution	Phone No.	emailed	Signature	Remarks
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69	Renuka Rajee	womens college, JSC	9438074753	v Raju 1966		Rajee	Participant
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75	Dipti Dhablia	Member "					Participant
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Signature

Signature

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Sponsored by:
NCW



Organised by:
L.N.College
Jharsuguda

Date :
26th Feb. 2020

**NATIONAL
SEMINAR ON**

“PARTICIPATION OF
WOMEN IN RESEARCH
AND
DEVELOPMENT IN INDIA
- FOCUS ON ODISHA”





**LAXMINARAYAN COLLEGE, JHARSUGUDA
(NAAC ACCREDITED)
ORGANISES
NATIONAL SEMINAR**



**ON
Women's Participation in Research and Development in India:
Focus on Odisha**

**SPONSORED BY
NATIONAL COMMISSION FOR WOMEN (NCW)**

**ON
26TH FEBRUARY 2020**

SUB-THEMES

1. Women in Science in Odisha
2. Women Researchers in Social Sciences
3. Women Participation in Scientific Research and Development
4. Scopes for women in research and development in Odisha
5. Promotion of equal opportunities for men and women in science and research
6. Major challenges women face at the research centers
7. Contribution of women in the development of the Indian economy
8. Women in STEM and Research opportunities
9. Academic and Research careers and sex equity
10. Enhancing female participation in agricultural research and development
11. Women Researchers and Innovators in the grassroot levels
12. National Policy for Women Empowerment in R&D
13. Research, Innovation and Self Help Groups(SHG's)
14. Role of Higher Educational Institutions in promoting Women for R&D
15. Any other relating to the topic

**OUR MOTTO
TOGETHER WE MAKE THE DIFFERENCE**

CONCEPT NOTE

The National Commission for Women (NCW) is the statutory body of the Government of India, generally concerned with advising the Government on all policy matters affecting women. The objective of the NCW is to represent the rights of women in India and to provide a voice for their issues and concerns. It also provides funds for the organization of seminars, workshops, etc. This time NCW has given approval to us to organize a National level seminar on the topic **"Women's Participation in Research and Development in India: Focus on Odisha"**.

Objective of the Seminar

- To highlight the role of National Commission for Women in drawing public attention towards the issues relating to empowering women in certain fields, especially women's participation in R&D
- To discuss the fact that gender inequity lies at the root of every major problem the world faces
- To contribute to the pursuit of social justice, gender equality and empowerment of women through their participation in R&D
- To share experiences of stakeholders from higher education, industry and public spheres on the issue of programmes and policies related to women's empowerment in R&D
- To provide a platform to brainstorm on challenges that lie ahead so as to manage the gender gap in R&D
- To prepare a blue print for future action programmes in our institution for the encouragement of girls to make career in science in the context of women's participation in R&D
- To understand the global scenario as recent data from UNESCO indicates that only 28% of researchers employed in research and development (R&D), globally, are women.
- To know the fact that there is a huge gender gap in Research and Development sector in India, especially in Odisha

ORGANISING COMMITTEE

Chairperson:

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Mob. No: 9437083161

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Target Groups of the Seminar

- Students and Faculties of Higher Educational institutions
- People from mass media
- Members from local communities
- Other supporters of the move

All the abstracts and full length papers shall be sent on

e.mail : swarna.jsg@gmail.com

- To create awareness regarding the fact that long-standing biases and gender stereotypes are steering girls and women away from science related fields and thus from participating in R&D
- To create awareness regarding the fact that the institutions like the DST, ICSSR, ICAR, UGC, etc has been running schemes like Curie, Kiran, Urjaetc to attract more women in the science and technology sector
- To draw public attention towards the fact that major reasons for the gender gap in scientific R&D was the break in career that many women had to face due to family compulsions such as marriage, child birth, looking after old or ailing parents and children's education, among others
- To understand the UN efforts as well as Indian and state Governments' endeavor to empower women in R&D
- To understand the role of Higher Educational Institutions in encouraging women for R&D
- To identify creative and inspiring women scientists and researchers from our locality and universities as well as research centers who are true role models for women and men alike
- To help others know how participation of women in R&D can add to the GDP of a country
- To provide a gender analysis of research publications as a parameter to evaluate gender equality in scientific research

Call for Papers

Academicians, Professionals, Research Scholars, Advocates, Media persons, NGO's and Students are invited to submit their abstracts and full papers to the organizing secretary of the seminar. Abstract should not be more than 300 words and full papers not exceeding 5000 words (for Souvenir). Abstract and full papers should be sent in hard copy along with a soft copy in MS word, font size 14m for English, font size 14m for Hindi and Odia articles.

Date of submission of the abstract (soft copy): Dt. 10/02/2020

Date of Acceptance to be conveyed: Dt. 13/02/2020

Date of submission of the full paper (soft copy): Dt. 18/02/2020

Date of submission of the full paper (hard copy): Dt. 26/02/2020

Registration Fees: Rs.100/-

All participants will be provided with working lunch, tea with snacks at the venue of the Seminar. No T. A. / D.A. will be provided to the participants and the paper presenters. It is admissible only for the resource persons approved by the NCW.

"In the future, there will be no female leaders. There will just be leaders." Sheryl Sandberg

Programme Schedule

NATIONAL SEMINAR ON

"Women's Participation in Research and Development in India: Focus on Odisha"

Wednesday, 26th February 2020

Venue: Conference Hall, Laxminarayan College, Jharsuguda

09:00 am – 9.45 am

Registration

09:45 am- 10.15 am

Inaugural Session

Chair:

Dr. Chirabrata Dutta, Principal, L. N. College, Jharsuguda

Guests:

Dr. Minati Behera

Chairperson

Odisha State Commission for Women (OSCW)

&

Sri Pradeep Kumar Sahoo

Additional District Magistrate, Jharsuguda

President, Governing Body

10:15 am- 10:30 am

Tea Break

10:30 am - 1. 30 pm

Plenary Session

Chair:

Dr. Minati Behera, Chairperson

Odisha State Commission for Women (OSCW)

Theme Presentation:

Dr. Swarnamayee Purohit, Organising Secretary

Panel Members

- **Ms. Gargi Satpathy**, Journalist, Sambad, Sambalpur
- **Smt. Anandini Padhee**, Director, Sehada, Jharsuguda
- **Prof (Dr.) Bijay Kumar Mishra**, Retd. Emeritus Professor,
School of Chemistry, Sambalpur University
- **Dr. Kishori Dash**, Associate Professor, Ex-Principal, Dr. P. M. I. A. S. E, Sambalpur
- **Smt. Anuradha Purohit**, Retd. Headmistress, Town High School, Sambalpur
- **Dr. Nirupama Badpanda**, Associate Professor, Retd. Principal,
Dr. P. M. I. A. S. E, Sambalpur
- **Dr. Bishnupriya Hota**, Retd. Associate Professor, Department of English,
Gangadhar Meher University, Sambalpur
- **Dr. Surya Narayan Panda**, Director (Research), Chitkara University, Punjab
- **Dr. Ankhi Sen Sanyal**, Assistant Professor, Department of Political Science,
Basanti Devi College, Kolkata, West Bengal
- **Dr. Jayashree Mishra**, Department of Home Science, Women's College, Jharsuguda

1:30 PM-2:15 PM

Lunch

2:15 PM- 3.15 PM

Technical Session- I

Chair:

Prof. Balbinder Kaur, Principal, Women's College, Jharsuguda

- **Dr. Biswajeet Khamari, Dept. of English, Brajrajnagar College, Brajrajnagar**

Title of the Paper: Women's participation in Research and Development:
Special focus on Odisha

- **Ms. Bighneswari Pujari, Dept. of Economics & Mr. Dharendra Kumar Nayak,**
Dept. of Education, Siddhartha Degree College, Binka

Title of the Paper : Role of Higher Educational Institutions in promoting Women
for Research and Development

- **Ms. Niharika Mishra, Lecturer in Hindi, VedvyasMahavidyalay, Rourkela**

Title of the Paper:

ओडिशा के विश्वविद्यालयों में महिला हिंदी साहित्य शोधार्थियों की दशा और दिशा

- **Ms. Monalisa Dash, Lecturer in Education, Brajrajnagar College, Brajrajnagar**

Title of the Paper : Role of Higher Educational Institutions in Promoting Women
for R&D: Opportunities and Challenges

- **Mrs Purnima Mayee Dash, Lecturer (Gr-A), Laxminarayan College, Jharsuguda**

Title of the Paper : Scope for Women in Research and Development

3:15 PM- 3:30 PM -

TEA BREAK

3:30 PM- 4: 30 PM

Technical Session- II

Chair:

**Prof. Purna Chandra Pradhan, Head, Department of Chemistry,
Laxminarayan College, Jharsuguda**

- **Dr. Samir Kumar Panigrahi, Principal, Black Diamond HSS, Jharsuguda**
Title of the Paper: Why a few? - A Study of Cognitive and Social Dimensions on India Women's STEM Career
- **Mr. Abhishek Behera, Ph. D. Scholar, Centre for International Politics,
Central University of Gujarat, Gandhinagar**
Title of the Paper: Critical Review of Function of Mechanisms work for Prohibition of Sexual Harassment of Women: Focus in Odisha
- **Ms. Vishakha Singhanian, Lecturer in English, S.M.P. Junior College, Kirmira**
Title of the Paper: Role of Higher Education Institutions in Promoting Women for Research & Development
- **Mr. Sambhu Khamari, Research Scholar, Dr. P. M. IASE, Sambalpur**
Title of the Paper: Contribution of Women in the development of the Indian economy and role of Multi-Lingual Education

4:30 PM - Valedictory Session

Chair : Dr. Chirabrata Dutta, Principal, L. N. College, Jharsuguda

ABSTRACTS OF THE PAPERS TO BE PRESENTED IN THE TECHNICAL SESSIONS

I. Mr. Abhishek Behera

Critical Review of Function of Mechanisms work for Prohibition of Sexual Harassment of Women: Focus in Odisha

Sexual harassment of women at the workplace can be the most traumatic experience one can ever experience in a research institute. Not only it impacts the professional life one aspires for, but also it stays with the memory and consciousness of the victim. The experience of sexual harassment results in students leaving the courses in midway or end up with poor research outcome. During 1997-8, JNU student community with the help of other legal experts drafted report by Karuna Chanana Working Group. The group was founded by student organisations and women faculty members following events of sexual harassment on the campus. The gradual development led to establishment of GSCASH in 1998. In the year 2007, GSCASH revised its regulations in the wake of UGC's Saksham Committee guidelines. Later on in an arbitrary manner, JNU VC dismantled GSCASH and replaced it with Internal Complaint Committee in 2017 citing UGC guidelines. GSCASH had been actively enforcing justice for women against sexual harassment since almost two decades which was taken over by ICC, a largely nominated body.

Field study has been a crucial part in research work, especially disciplines other than humanities. Field study is undertaken outside of the jurisdiction of university campus. Do the regulations of ICC have its reach over the field study area? If yes, what are its functions and implementation? It is important to critically engage with the specific functions of the mechanisms. The study is based on critical analysis of these mechanisms which work for prohibition of sexual harassment of women in their work places. The context of the proposed study is focused on research institutions in Odisha.

2. Mr. Dherendra kumar Nayak & Ms. Bighneswari Pujari

Role of Higher Educational Institutions in promoting Women for Research and Development

“Women are meant to be loved, not to be understood”

Mother is the first teacher of every child, civilization starts from women womb so she is called as world for every child. In the present context man and women are parts of tow sides of a same coin. So it the duty of society to pay attention properly towards the development of women for their sustainable development. There is no doubt that education is a basic component for it. So today's India can boast of large educated manpower, which is most important for socio-economic growth of the nation. From the last 65 years higher education built up a high order of scientific and technological capacities in research and development through different committees, commission and institution. Such as NPE- 1986(National Policies on Education) and its “PROGRAMME OF ACTION” gave high priority to gender equality. MHRD formed monitoring indicators of gender concern in all policies and projects. Mobilization of women's groups and projects like MahilaSamikhya, NPW 2016(National Policy for Women) for empowerment of women, UEC (University Education Commission) 1948-49, NCW 1958-59(National Commission on women), NCEW 1959(National Council for the Education of Women), Kothari Commission, Functional Literacy for Adult Women 1975-76.the present paper discuss about the participation of women at research and development, especially in higher education sector and issues relating to that.

Key Words - Research and Development, Higher Education, NPE-1986,POA, MHRD, NPW-2016,UEC 1948-49,NCW 1948-49, Kothari Commission, Policy, participation, issues.

3. Dr. Biswajit Khamari

Women's participation in Research and Development : Special focus on Odisha

India being the largest democratic country in the world, where almost half of these are women, the country's development greatly depends on women's situation and women's participation. Though the budgetary allocation in the 21st century is gradually increasing to boost the morale of the women still a report published in the New Indian Express on 9th February 2020 Sunday edition explicitly points out a huge gender gap when it comes to man-woman employment ratio in scientific research and development in public and private sector in the country. The research and development statistics 2017-18 collated by the department of science and technology does not paint a rosy picture for women in science. The report found that women participation has gone down from 33% in 2013-14 to 29% in 2014-15. On the other hand for men it increased from 67% in 2013-14 to 71% in 2014-15. A survey of the disproportionate growth and participation shows that the major reasons behind the setback are – gender gap, family compulsions, marriage, child birth, looking after old and ailing parents, children's education. The report also highlights a cut in India's gross expenditure in research and development that is 0.69% in India in 2014-15 whereas it is 1.24% in Brazil, 1.19% in Russia and 2.05% in China.

In 2012 report on gender equality, in the knowledge society, found the number of women in Science, Technology and Innovation fields alarmingly low including the world's leading economies like the US. Unfortunately, women have long been fighting to be recognized in the same light as Men.

Although the past few decades have witnessed fundamental change in gender equality and a compassionate response from all quarters still the reality shows that equal opportunity and status is still a challenge for women in various countries. India is making sincere efforts to protect, uphold and boost women for mobilizing the labour force, garnering access to the resources, participating in knowledge economy and health status, still empowerment of women has to be successfully implemented before women can really, equally benefit from the innovation advantage. The programs like DISA and KIRAN which attempt a holistic approach and ensure inclusiveness and give career options to women through new components namely mobility as well as training in science communication, entrepreneurship and leadership should facilitate and strengthen infrastructural and psychological support to women for academic and research activities.

In Odisha, the wind of emancipation of women is felt in different corners. They are coming forward to participate in the social, political, economic, science and research activities in the society. It is seen in their presence, leadership and motivational skill in SHG, IPO, ICDS and many other developmental demands in the three-tier democratic setup. Certainly, they have a long way to go but the journey of thousand miles begins with the fast step.

4. Ms. Monalisa Dash

Role of Higher Educational Institutions in Promoting Women for R&D: Opportunities and Challenges

Women empowerment that results from women education is a vital indicator of development of a country. Women education includes increased and equitable access to technical and vocational education and training, higher education and research with due attention to quality assurance. It is really disheartening to see that our country's women population is lagging behind especially in the field of higher education and research and development. The under-representation of women in higher education and research is well documented and serves to demonstrate that the pool of research talent within our country is not optimally utilized. According to the All India Survey on Higher Education (AISHE) report 2018-19, total enrolment in higher education has been estimated to be 37.4 million with 19.2 million male and 18.2 million female. Female constitute 48.6% of the total enrolment. This shows that the female students constituted almost half of the total enrolment in higher education. Even there has been a growth of women participation in science, technology and research yet the growth is quite sluggish. The reasons behind this are break in career due to family compulsions such as marriage, child birth, looking after old or ailing parents and children's education. The one stop solution for all these problems can be brought by the multifarious efforts of higher educational institutions. Thus the following article attempts at addressing the aforesaid issues in detail in order to deliberate on the unrelenting challenges posed and how to handle them meaningfully. It also discusses few initiatives by National Commission for Women in this regard which can also prove beneficial for promoting women in R&D.

Keywords: women empowerment, women education, development, higher educational institutions, research and development

5. Ms. Niharika Mishra

ओडिशा के विश्वविद्यालयों में महिला हिंदी साहित्य शोधार्थियों की दशा और दिशा

राजभाषा नियम 1976 के अधीन केंद्रीय सरकार ने भारत के राज्यों को 'क'-'ख'-'ग' तीन वर्ग क्षेत्रों में विभाजित किया है। जिसमें उड़ीसा 'ग' वर्ग क्षेत्र के अंतर्गत आती है। अतः यह स्वाभाविक अनुमान लगाया जा सकता है, जहाँ सरकार और राज्य के बीच अंग्रेजी में पत्राचार किया जाता है; वहाँ के विश्वविद्यालयों में हिंदी शोध हेतु संसाधनों की उपलब्धि कितनी मात्रा में हो सकती है। 14 सितंबर 1949 ईस्वी को भारत के संविधान में हिंदी को राजभाषा घोषित किया गया। राजभाषा नियम 1976 के अधीन केंद्रीय सरकार ने भारत के राज्यों को 'क'-'ख'-'ग' तीन वर्ग क्षेत्रों में विभाजित किया है। जिसमें उड़ीसा 'ग' वर्ग क्षेत्र के अंतर्गत आती है। अतः यह स्वाभाविक अनुमान लगाया जा सकता है, जहाँ सरकार और राज्य के बीच अंग्रेजी में पत्राचार किया जाता है; वहाँ के विश्वविद्यालयों में हिंदी शोध हेतु संसाधनों की उपलब्धि कितनी मात्रा में हो सकती है। 14 सितंबर 1949 ईस्वी को भारत के संविधान में हिंदी को राजभाषा घोषित किया गया। जिसके तहत यह प्रावधान हुई कि शासकीय प्रयोजनों के लिए हिंदी का अधिकाधिक प्रयोग व प्रसार के लिए कार्य किया जाएगा। उड़ीसा के पाठ्यक्रमों में हिंदी तृतीय भाषा के रूप में पढ़ाया जाता है। उड़ीसा के सरकारी विद्यालयों में विद्यार्थियों को हिंदी के अक्षरज्ञान का परिचय छठवीं कक्षा से प्रदान की जाती है, जबकि अंग्रेजी से उनका परिचय तृतीय कक्षा से ही आरम्भ हो जाती है। अब उड़ीसा के विभिन्न विश्वविद्यालयों में हिंदी शोध कार्यो को खंगालने से उसके विकास-प्रसार-प्रचार को लेकर किस रुख को अपनाया जा रहा होगा शोध का विषय है। उड़ीसा सरकार की शिक्षा के क्षेत्र में उदासीनता साफ पता चलती है जब विश्वविद्यालयों में अध्यापकों की नियुक्ति शोध निर्देशकों की अर्हताएँ व पुस्तकालयों का संरक्षण पर एक नजर समेटा जाए तो! उड़ीसा के विभिन्न स्थानों पर हिंदी पुस्तक भंडार की कमी भी हिंदी शोध के स्तर पर बाधक बन कर खड़ी होती है।

अब बात करते हैं उड़ीसा के इन परिस्थितियों में भी सक्रिय विश्वविद्यालयों में हिंदी साहित्य विभाग में काम कर रहीं महिला शोधार्थियों की सहूलियत और समस्याओं के ऊपर अनुसंधान करना मेरे ख्याल से काफी रोचक होगा। उड़ीसा में महिला-पुरुष शोधार्थियों के अनुपात ही अपने आप में एक बड़ी चौंकाने वाले तथ्य हमारे सामने प्रस्तुत करता है। जब बात इन सारी बाधा विघ्नों को सम्मुखीन होते हुए एक अहिंदी भाषी राज्य में हिंदी साहित्य के गुणात्मक और मात्रात्मक शोध कार्य में संलग्न महिला शोधार्थी की दशा और दिशा के बारे में विमर्श करना मैं मानती हूँ आज के युग की एक बहुत अनिवार्य मांग है।

6. Mr. Sambhu Khamari

Contribution of Women in the development of the Indian economy and role of Multi-Lingual Education

In today's world, women's role in the economy of India can't be neglected. Women play their role towards the betterment of economy in a number of ways. Most of the agricultural activities, handicrafts and weaving industry rely on women; they protect the Indian heritage; women are responsible for major savings. All the household tasks are also performed by women. All these factors clearly show importance of women and their contributions to Indian economy. Formal education which plays a crucial role in eminent welfare economist and Nobel laureate AmartyaSen's view of economic development as a major capability input. Illiteracy is "unfreedom" and a major obstacle that imposes severe limitations to economic opportunities. During the past two decades, field linguists have expressed serious concerns over the unprecedented rapid loss of "indigenous languages", the endangerment of many others and the implications of these processes for the education and economic development of "indigenous populations" among other matters, especially indigenous women/girls. There is clear relation between the use of "minority language" in education and national economics to eradicate poverty. Multilingualism can have many economic benefits especially through girls' education leading to economic women empowerment.

When we educate one woman, we set off a chain that transforms the life of her family and the community she lives in. By promoting tribal women's education through MLE we can better understand their issues as medium of education is their mother tongue. By investing on women and their education, we are investing in our present and future. And it is clear from the objectives of MLE in Odisha for investment in tribal education for betterment of minority linguistic people especially for girls/women. Sustainable development relies on ending discrimination toward women and provides equal opportunity and employment and India can accelerate its growth through encouraging greater economic participation by women.

7. Dr. Samir Kumar Panigrahi

Why a few? - A Study of Cognitive and Social Dimensions on India Women's STEM Career

Science is the engine of growth of a nation. In today's globalized world, scientific innovation is vital for Indian economic competitiveness, quality of life, and national security. Much of the future job growth in India will be in science, technology, engineering, and mathematics (STEM).

But Gender gaps still posit a serious challenge in STEM career in India. What drives gender disparities in STEM? Research points to multiple answers at different developmental stages. The reasons for gender disparities in childhood and adolescence differ from those in emerging adulthood or young-to-middle adulthood. This article focuses on three developmental periods and identifies obstacles in each: (a) childhood and adolescence, (b) emerging adulthood, and (c) young-to-middle adulthood. Each section below describes learning environments, peer relations, and family characteristics that become obstacles creating gender differences in STEM interest, achievement, and persistence. Evidence-based policies and programs, if implemented, promise to eliminate barriers and increase girls' and women's participation in STEM.

Keywords: STEM, Gender Bias, Career Choice

8. Ms. Vishakha Singhania

Role of Higher Education Institutions in Promoting Women for Research & Development

Research is essential to the acquisition of new knowledge and a dynamic, world-class R&D sector is vital for the nation's academic health. Empowering women with higher education is sure to add a new dimension to creativity and innovations leading to productive research and development. The separation in higher education between teaching institutions and research institutions post-independence has caused much harm, as most universities and colleges in the country conduct very little research. This paper examines the statistical data of women participation in higher education across India, with a special emphasis on Odisha. It discusses the problems that women face that holds them from pursuing higher education. The paper further explores the incentives that can boost women to study. Education and R & D go hand in hand. The higher education institutions firstly invest in knowledge and then direct the transformation of this knowledge for practical purposes. The paper considers the inculcation of research based programs at undergraduate and postgraduate levels. It discusses the other changes that need to be made which have a bearing both on the quality of education and research and development.

Some of the measures that are talked about are moving away from rote learning in curriculum and pedagogy, a more liberal arts oriented form of undergraduate program, improving faculty autonomy, flexible timing, easy access to modern technology and good libraries, seminars and conferences and developing a robust merit based tenure track, promotion of salary structure and fellowships, revamping the regulatory system to only one regulator for all higher education with the comfort of language choice. Effective education and research can tap the potential in women making them distinct voices and not hollow echoes.

Keywords: Women, higher education, research and development, participation, knowledge, quality, Odisha

9. Mrs. Purnima Mayee Dash

Scope for Women in Research and Development

Bharat Ratna Dr. B.R. Ambedkar rightfully deserves the credit for encouraging women empowerment in the constitution of India. The constitution carries several clauses and sections to eliminate ambiguity over status of women in our society. In to-day's India, women have the equal share of burden as of the men in every possible field. May it be Artificial Intelligence or economy, women have proved their excellence by putting their best foot forward. Again, Odisha as a state also promotes girls and women in research and development field by creating opportunities. Steps are being taken from the grass -root level to make women independent by giving equal priority in Research and Development sectors, not only in country, but also in our state Odisha. Thus, from the very constitution to the state policies, women empowerment and gender equality has become the main agenda.

“Together we make the difference.”

With thanks,

Team NCW & LNC



