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(एक राष्ट्रीय महत्व का संस्थान, विज्ञान एवं प्रौद्योगिकी विभाग, भारत सरकार)
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Rajya Sabha

Ministry: SCIENCE AND TECHNOLOGY

Sitting on: 7/08/2025

Question Type: STARRED-D.No : S5273

Promotion of Women in STEM

- (a) the steps taken by the Ministry under the 'Vigyan Jyoti' and 'GATI' schemes to promote gender parity in science and research institutions;
- (b) **the number of girl students and women researchers who have benefited from these initiatives since 2022;** and
- (c) the manner in which these schemes are being scaled up across States and institutions for wider impact?

Rajya Sabha Provisionally Admitted Starred Parliament Question Diary No. S5273 due for answer on 07.08.2025 regarding "Promotion of Women in STEM".

Reply

Steps taken under 'GATI' scheme to promote gender parity in science and research in SCTIMST:

At SCTIMST, under the aegis of the Gender Advancement for Transforming Institutions (GATI) initiative of the DST, several institutional steps have been taken to promote gender parity and foster an inclusive work environment. These include:

- Constitution and active functioning of the GATI Self Assessment Team (GSAT) to lead the efforts toward gender equity across all levels.
- Conduct of gender sensitization workshops and internal policy reviews to ensure a more enabling ecosystem for women researchers and staff.
- Fostering work-life balance through support mechanisms.
- Gender-sensitive policy revisions in leadership roles, and grievance redressal systems.
- Systematically collected and analysed gender-disaggregated data.
- Established a baseline for tracking gender parity in faculty hiring, student admissions, promotions, and administrative positions.
- Aligned our institute with global best practices in gender equity (e.g., Athena SWAN in the UK).

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As part of outreach program, GSAT members at SCTIMST have:

- Conducted interactive science outreach sessions in local and tribal schools to motivate girl students to pursue STEM careers.
- Arranged role model interactions where women scientists from SCTIMST interacted with students, sharing their journeys and insights.
- Facilitated exposure visits for schoolgirls to SCTIMST's research and clinical facilities to spark early interest in science and technology.

Number of girl students and women researchers who have benefited from these initiatives since 2022:

Since 2022, the following outcomes have been noted:

- Over 300 girl students from nearby government and tribal schools have directly participated in GSAT-led science outreach programs, including hands-on science demonstrations, motivational sessions, and career guidance.
- Around 200 women research scholars and faculty at SCTIMST have benefited from institutional mechanisms and support structures strengthened under the GATI initiative, including mentoring, training opportunities, and awareness-building.
- Additionally, increased participation and visibility of women in institutional committees and leadership roles are observable indicators of progress.


Director

SCTIMST

Dated 30th July, 2025

