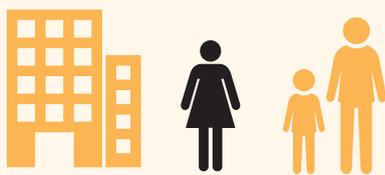


JUST JOBS OR CAREERS FOR WOMEN?



Image courtesy: UN Women

Is a woman's real job just her family?



19.16 mn

Indian women quit work between 2004-05 to 2011-12

(Source: World Bank Study 2016)

11%

Decline in labour force participation rate for women of working age in India from 1993-94 to 2011-12

(Source: World Bank Study 2016)

25%

Overall gender pay gap in India in 2016

(Source: Monster Salary Index 2016)

Are women not good enough for science?

37%

of PhD candidates in science are women

(Source: DST Report 2010)

15-16%

Employees working in government scientific research organisations in India are women

(Source: DST Report 2010)

3%

of Bhatnagar prize awardees between 1958 and 2016 are women

(Source: <http://ssbprize.gov.in/>)

If half of the graduates of sustainability courses are women, why are they missing in public policy?

36%

of employees are women

(Source: CEEW analysis 2017)

33%

of senior management are women

(Source: CEEW analysis 2017)

21%

of the board of trustees are women

(Source: CEEW analysis 2017)

About Women in Sustainability

Sustainability lies at the intersection of economic growth, social justice and equity, and environmental protection. In order to make advances in sustainability, women and men around the world have committed themselves to careers in science, academia, activism, public policy, field work, data analytics, governance, law, politics, and the media. However, even as women globally make strides toward advancing the ideals of sustainability in various forms and countries, they continue to face gender-based challenges.

The Council on Energy, Environment and Water (CEEW) is committed to promoting gender diversity in sustainability public policy and beyond. To change the status quo within the institution and the sector as a whole, CEEW is launching an initiative, Women in Sustainability (WiS).

WiS, a network of individuals and institutions, seeks to promote greater participation, inclusiveness, and visibility of women at all levels of the sustainability workforce. Its endeavour is to recognise and recommend affirmative actions to counter the challenges that restrict women from entering the sustainability workforce, taking on leadership roles, and receiving due recognition.

Under WiS, lectures and roundtable discussions will be held on practical steps that institutions, colleagues, and women themselves can take to increase participation and encourage career growth for women in this sector. WiS will be a platform for women researchers and analysts to showcase their work, along with providing mentorship opportunities for women at universities or at the early stages of their careers.



“Empowering women and girls everywhere is going to be a key factor for transforming our societies and economies onto a positive development path. There is abundant research and practical evidence that women can assist in building stronger, more resilient and environmentally-friendly communities that are better able to resist climatic impacts and seize the opportunities from a transition to a greener, cleaner world. I therefore welcome CEEW's Women in Sustainability initiative and look forward to it flourishing in the years to come.”

Patricia Espinosa
Executive Secretary, UNFCCC

“I have recently co-founded GWNET, a global network aiming at empowering women working in sustainable energy in both developed and emerging/developing countries at different career levels from both the public and private sector. GWNET looks forward to collaborating closely with CEEW's new initiative to advance women in sustainability, thereby promoting gender equality and facilitating the reaching of the Sustainable Development Goals.”

Christine Lins
Executive Secretary of REN21, Founding Member of GWNET



“In the energy and sustainability space there still exists a gendered divide on who studies the gender angle of the process of transformation towards sustainability.... While gender is an important aspect of sustainability, it should not be restricted to being explored by women researchers alone.”

Dr Tejal Kanitkar
Chairperson, Centre for Climate Change and Sustainability Studies, TISS.

“Women are often affected by the failure to balance personal and professional lives. My support goes out to this initiative because if we, as people who understand this failing, do not start talking about it and think of ways to act on it, who will?”

Kangkanika Neog
Research Analyst, CEEW



Women will play key roles in shaping a sustainable and prosperous India. Interested in joining Women in Sustainability?

Please write to kanika.chawla@ceew.in and kangkanika.neog@ceew.in to explore collaborations and get the latest updates.