

Women Leadership Development Programme

Terms of Reference

I. Overview of [UKIERI](#)

UK India Education Research Initiative (UKIERI) started in April 2006 with the aim of enhancing educational links between India and the UK. Over the past 18 years, UKIERI has facilitated hundreds of mutually beneficial collaborations in education, research and innovation, and it has been instrumental in contributing to UK and Indian national priorities in science and technology

UKIERI - 4 will catalyse high-quality, international collaborative research, bringing together wide-ranging disciplines such as STEM, behavioural sciences to take a 360-degree approach to solving the global challenges outlined in the UK and India's strategies. UKIERI-4 programme will respond to the demand for enhanced research and innovation in both countries through supporting the mutual exchange of knowledge and ideas at the level of policy makers and system leaders, academics, and researchers. Moreover, UKIERI 4 will contribute to building a high-quality pipeline of talented researchers in both countries through focusing on the development of early career researchers.

UKIERI-4 will have a tripartite approach to promote stronger collaboration between UK-India in research-innovation and building people and systemic capacity through:

- **Institutional research and mobility partnerships** in multidisciplinary areas of mutual priority to address global challenges.
- **Women Empowerment** to mainstream gender in the leadership and governance roles in science and research
- **innovation clusters for inclusive talent development** to build a pipeline of talented researchers able to engage in international multidisciplinary research through capacity-building programmes, mentoring opportunities and providing access to professional development networks and resources, including our UKIERI alumni network.

2. Overview of the Department of Science and Technology

Department of Science & Technology (DST) was established in May 1971, with the objective of promoting new areas of Science & Technology and to play the role of a nodal department for organising, coordinating and promoting S&T activities in the country. The Department is responsible for formulating policies relating to science and technology in the country and application of science and technology for weaker sections, women and other disadvantaged sections of society.

¹ <https://www.theindiaforum.in/gender/towards-truly-inclusive-science-community-india>

3. Background¹

The gender gap in Indian science resembles a pyramid. The greatest number of women are at the lower levels, as students and at state and central universities. As [newer](#) and [older studies](#) (R. Godbole and R Ramaswamy, 2015) have shown, most women in science occupy the PhD and graduate levels, their numbers dwindling as we go up to postdocs, assistant, associate, and full professorships. In leadership positions, the strength of women in science in numbers drops further. More eminent the institute, fewer women scientists are likely to be found there. In terms of recognition, the committee that makes the Shanti Swarup Bhatnagar Awards – the top science award in India – [in the last 2 consecutive years failed](#) to see any women scientists worthy of the honour.

The low numbers of women in science and the topology of the gender gap reflect that India's science leaders have not quite got the memo about the global drive in science to correct historic wrongs that have overlooked women in knowledge-making, as well as realise that [science benefits from diversity](#). Not only is there an [epistemic advantage](#) to social and cognitive diversity but also a boost the translatability of science done in the labs to the wider public.

4. Programme Details

The British Council along with DST recently concluded a programme Gender Advancement through Transforming Institutions (GATI) to introduce a gender equality framework. The project aimed to promote gender inclusivity in Science, Technology, Engineering, Mathematics and Medicine (STEMM) by encouraging institutions of higher education and research in India towards a more gender equitable and inclusive future. The programme was designed to improve gender parity in STEMM institutions by examining the extent to which policies and practices in the participating STEMM institutions are inclusive, the level of awareness of the policies and the attitude and perception of stakeholders regarding gender advancement. At pilot stage, 6 UK HEIs had partnered with 30 Indian HEIs for this programme. This strand of UKIERI will be built on the British Council and DST experience of delivering the GATI programme.

As a step forward British Council in partnership with DST has designed a Women in Leadership strand under UKIERI -4. This strand is aimed to design a women in leadership development framework and deliver a training programme for 200 - 250 early career researchers by March 2025.

5. Project Model

The project aims to develop a women leadership development framework to support institutions in strengthening their gender-inclusive practices and policies, specifically around science and research. It will also support knowledge exchange and mentoring opportunities for 200 - 250 women early career researchers. The developed framework will build an understanding and provide guidance to their particular social and professional challenges.

¹ <https://www.theindiaforum.in/gender/towards-truly-inclusive-science-community-india>

Mentoring and training workshops will provide pathways for rising the ladder and attaining leadership position in science and research careers.

Strong supporting network contributing to enhanced productivity of science research and providing a gender perspective to research in Space including themes remote sensing, Astrophysics, Astronomy, Material Science, satellite, telecommunication, telescope etc. This is an indicative and not an exhaustive list.

6. Scope of Work

British Council seeks to engage with an agency as a Knowledge and a training partner to implement the project as follows:

1. Convene a one-day face to face design workshop in India in July 2024 bringing together relevant stakeholders to discuss and agree the key aspects of the Women in Science Leadership Programme.
2. Review and analysis of current STEM sector portfolio policies/initiatives/programmes by the government of India and any other external/global agencies / government to promote better participation of women in leadership position in science and research domains.
3. Draw out from the global and the Indian context the best practices and lessons learnt and feed into the development of the framework
4. Review existing reports / analysis of the current STEM sector by the British Council or any published external research.
5. Consolidate all inputs from the secondary research and from all the relevant stakeholders to develop the women in science leadership framework.
6. Plan and deliver training and workshops for 200 - 250 early career researchers from India by March 2025. These capacity building activities will aim to equip project participants, leaders and faculty from institutions, with skills and knowledge to undertake self-assessment of the structures, systems and cultures in their institutions, that might be contributing to gender inequality at the leadership position.
7. For programme sustainability the training to follow a cascade approach and consist of a core group of Master Trainers. The agency is expected to train a group of 25 to 30 Master Trainers.
8. The agency will design the Women in Science Leadership programme comprising of - training module, master trainer training module, assessment tools, pre and post requisite for participants and deliver the training to 200 - 250 early career researchers on behalf of UKIERI-4.
9. The agency is also expected to conduct a face-to-face workshop for 20-25 Head of Institutions or leaders of Institutes to help them support women leaders.

10. Prepare a selection criterion for 200 - 250 early career researchers who would be inducted in this programme. DST will call for applications and shortlist the participants based on the selection criterion however, the final decision of selection will be of DST.

7. Deliverables

- Curate and deliver one-day face to face design workshop in India as per an agreed activity timeline which will be developed by the British Council in consultation with the Department of Science and Technology.
- Develop a Women in science leadership framework with a focus on Space including themes (but not limited to) remote sensing, Astrophysics, Astronomy, Material Science, satellite, telecommunication, telescope etc.
- Develop the Women in Science Leadership Development training programme including training material, master trainer training module, assessment tools, selection criterion
- Delivery of training workshops to 200-250 early career researchers from India
- Selection and training of 25 – 30 Master trainers
- Training of 20 -25 head of institutions/departmental heads
- Monitoring & Evaluation tool for the programme
- Quarterly review of project with British Council and Department of Science and Technology (remotely)

8. Project Duration

The agency will be contracted post selection and the duration of implementation of the entire project deliverables is March 2025. There will not be any extension to the date of completion of the entire programme.