

Women Professionals in Fisheries And Aquaculture in Indian Council of Agricultural Research (ICAR)

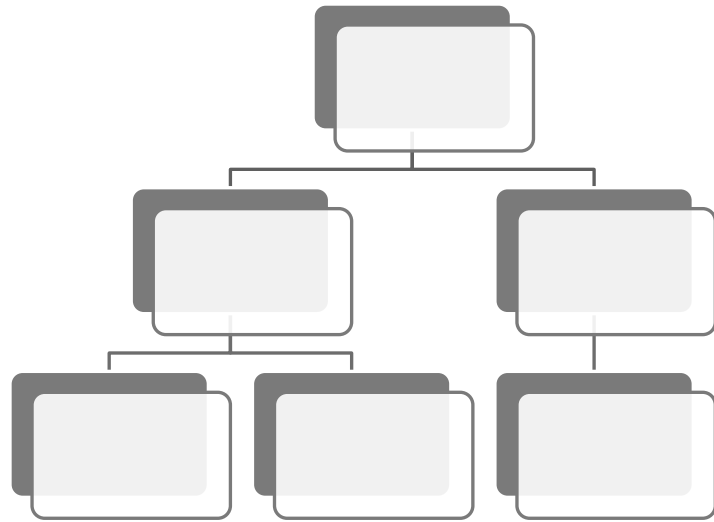
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ICAR

The Structure
Organisation

Union Minister of Agriculture

Minister of State for Agriculture, DARE

Secretary DARE & Director General ICAR

Chairman ASRB

Members ASRB

Addl. Secretary
DARE (Fin.) & FA ICAR

Director Finance
Finance

Addl. Secretary
DARE & Secy. ICAR

Director DARE
Director Personnel
Director Works
Admin. & Coordination
Personnel
Law
Vigilance
Works
Publicity & PR

Dy. Dir. General
Crop Science

ADGs
Institutes on Crops
National Research
Centres
Bureau
AICRPs

Dy. Dir. General
Horticulture

ADGs
Horticulture Institutes
National Research
Centres
AICRPs

Dy. Dir. General
Natural Resource
Management

ADGs
Institutes on Soil,
Agronomy,
Agroforestry
National Research
Centres
Bureau
AICRPs

Dy. Dir. General
Animal Science

ADGs
Institutes on Animal
Science
National Research
Centres
Bureau
AICRPs

Dy. Dir. General
Fisheries

ADGs
Institutes on Fisheries
National Research
Centres
Bureau

Dy. Dir. General
Agric. Engineering

ADGs
Institutes on Agric. Engg.
& Technology & Statistics
AICRPs

Dy. Dir. General
Agric. Extension

ADGs
Zonal Coordinating Units
Krishi Vigyan Kendras
National Demonstrations
Operational Research
Projects
Lab to Land Projects

Dy. Dir. General
Agric. Education

ADGs
SAUs
Agric. Colleges of Central,
General & Deemed Universities
NAARM
AICRPs
Centres of Advanced Studies
Scholarships/ Fellowships
National Professors
National Fellows
Professional Resource Utilization
Library

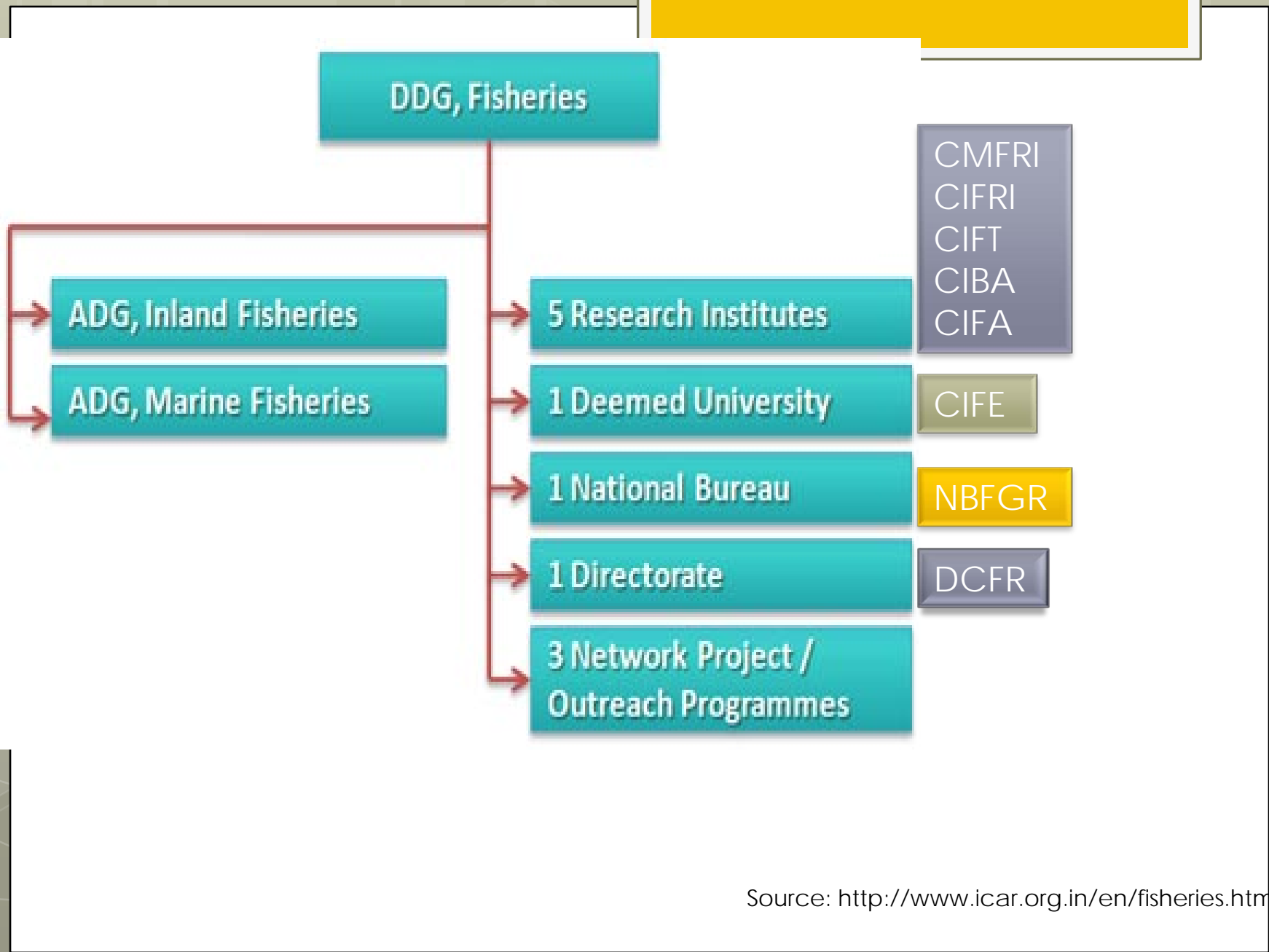
Project Director DKMA

English Editorial
Hindi Editorial
Photography
Production
Business
ARIS
Administration & Finance

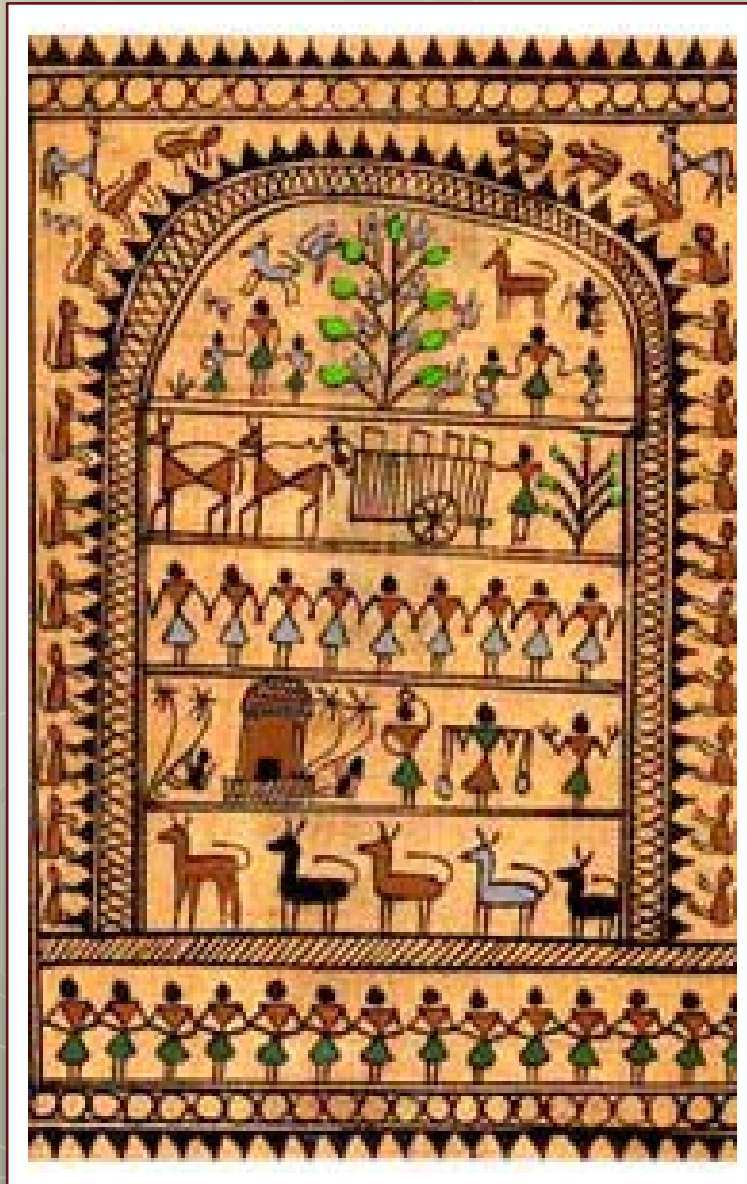


Fisheries Research in ICAR

Institutes




Source: <http://www.icar.org.in/en/fisheries.htm>



Women Scientific Strength

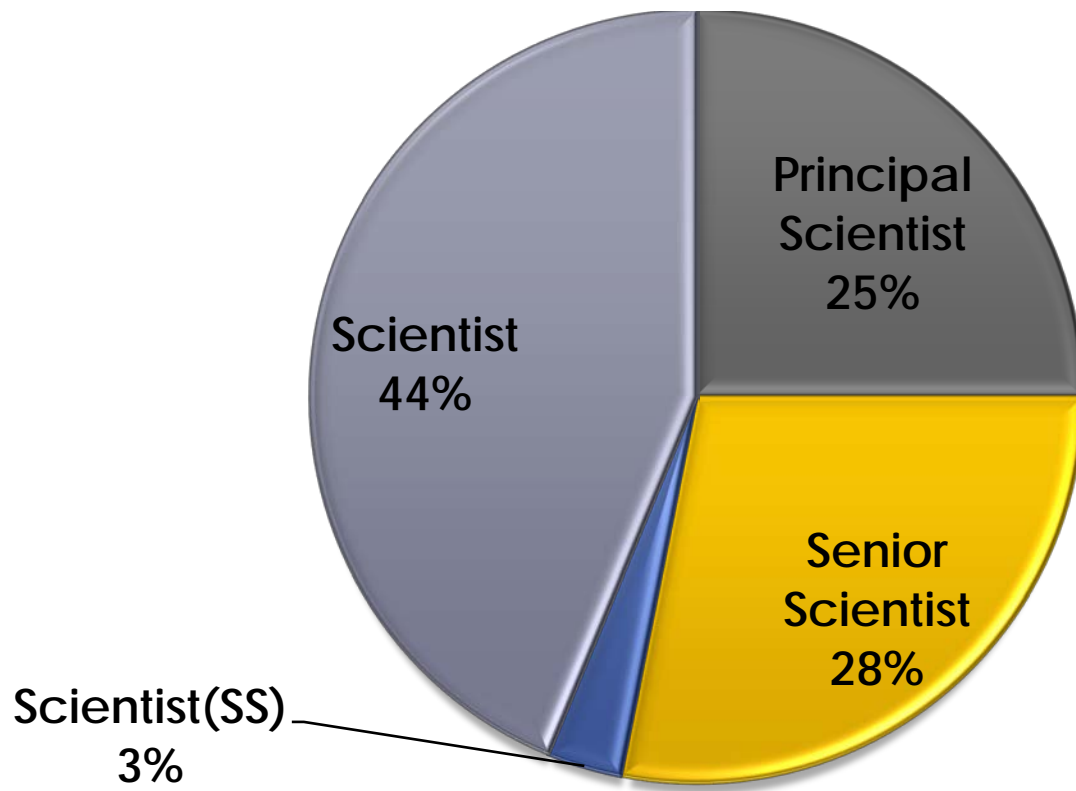
- A total of 105 women work in ICAR Fisheries Institutes in the scientific cadre.
- Women formed 13.92 per cent of the total scientific force in fisheries research (under ICAR) in 2001 (Gopal & Thomas, 2001).
- By 2012, the percentage has increased to 20%.
- **The number of women professionals in fisheries has been steadily increasing over the years.**



Information from a cross section of women scientists in the system

Findings.....

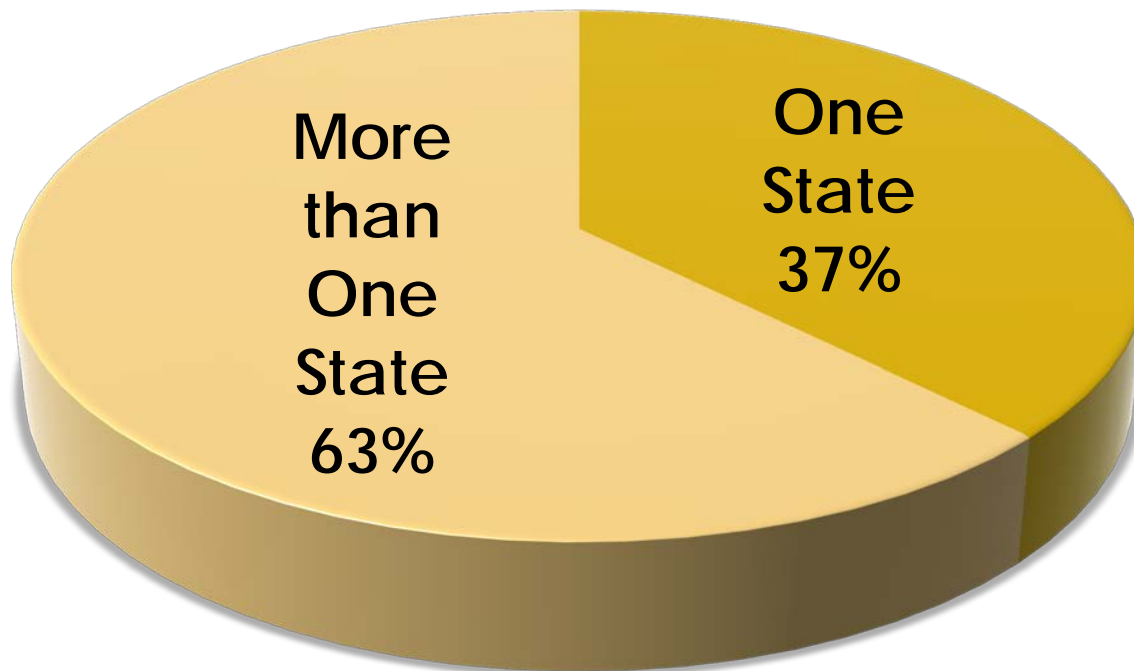
Position in the career graph



- Promotion regulations – gender neutral
- Based on guidelines (which can be self assessed)
- Rigorous scoring pattern, looking at all round contributions to the Institution

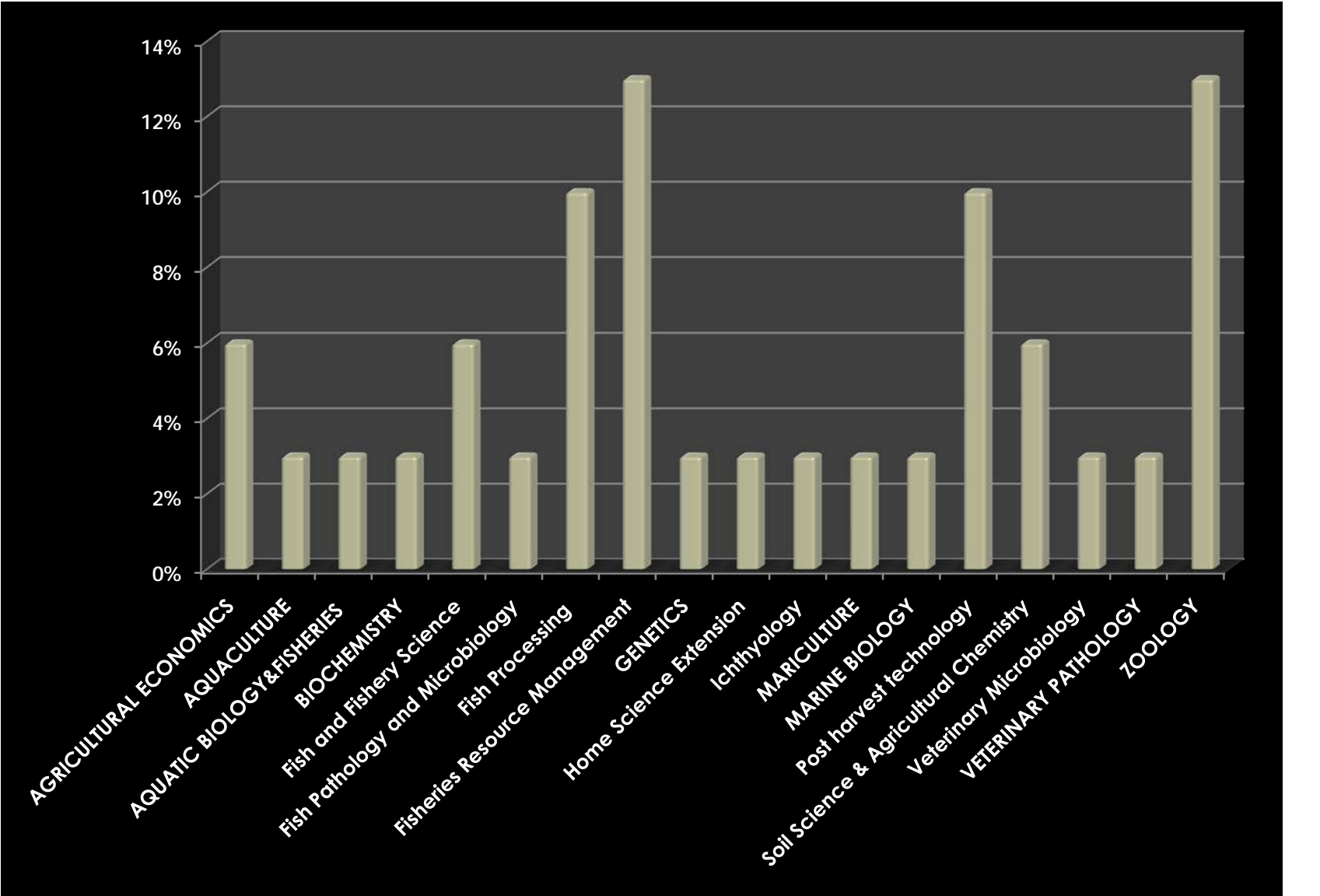


Education levels



- Women not averse to seeking education in places other than their domicile
- 63% of women have gone to more than one Institution in different places to finish their education

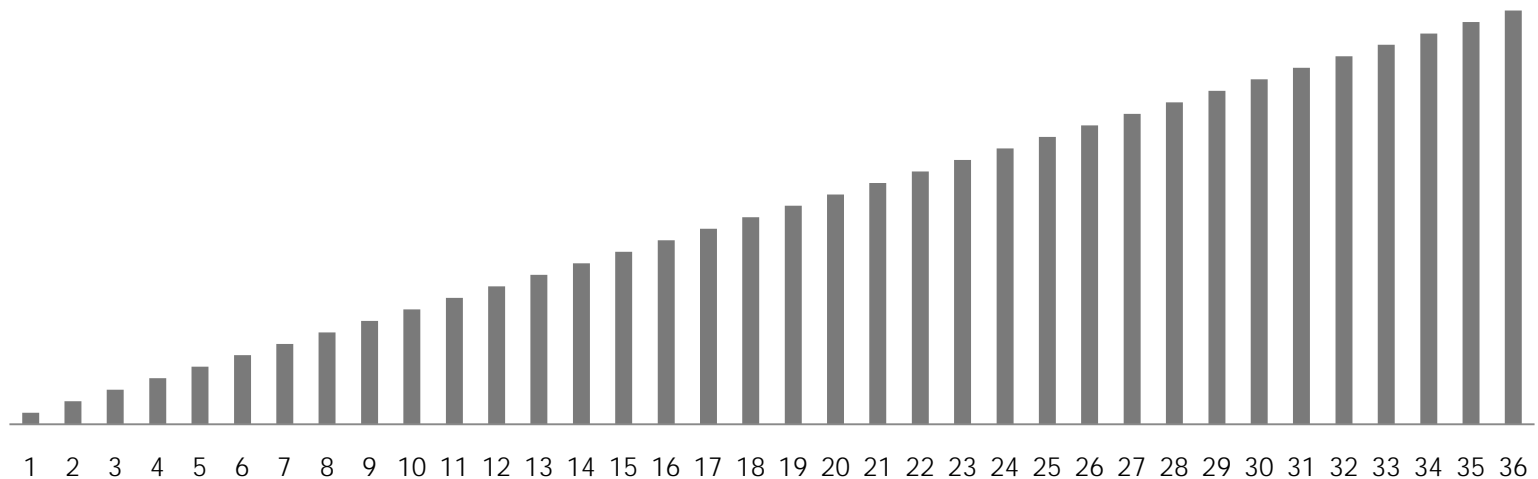
One needs a PhD to become a Senior Scientist and more than 50% of women scientists are PhD holders

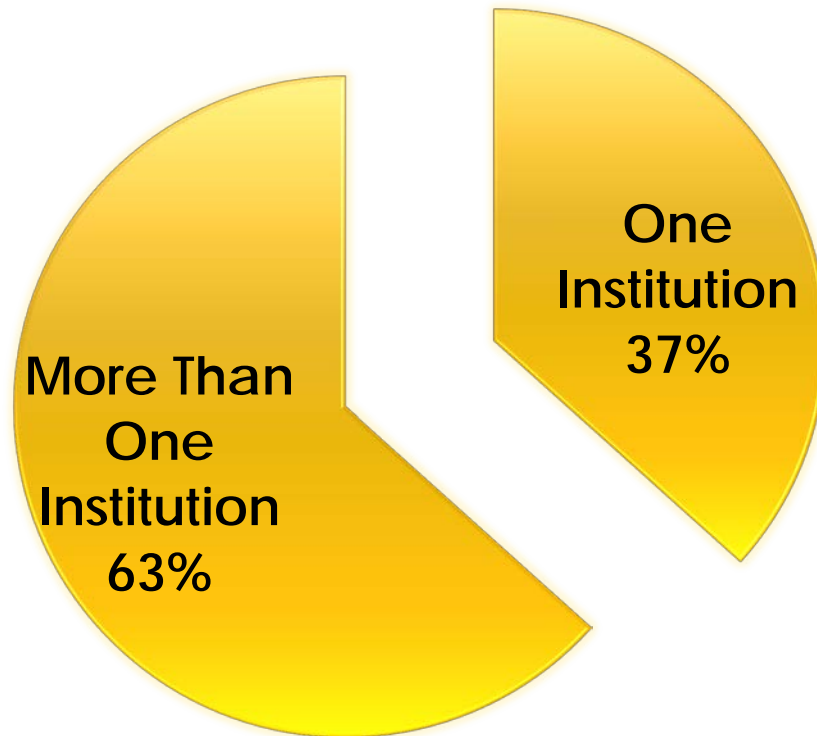




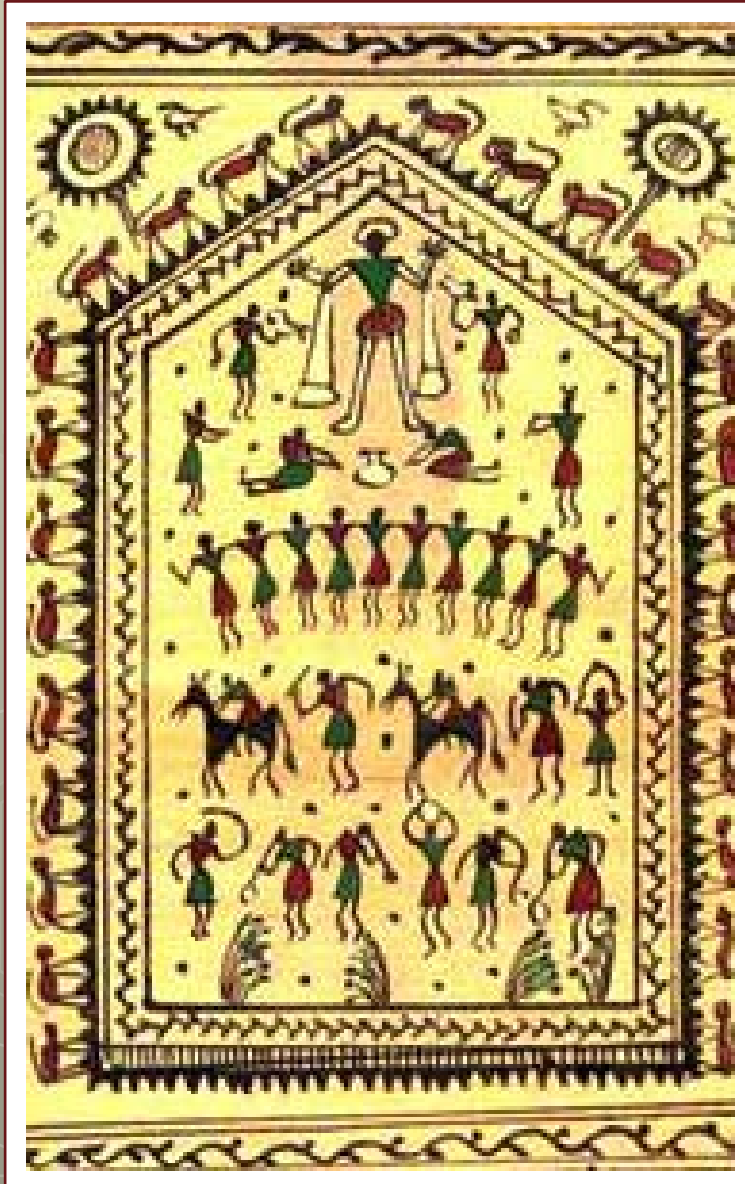
Work experience

- Average years of experience is 12.36
- Ranging from 1-36 years



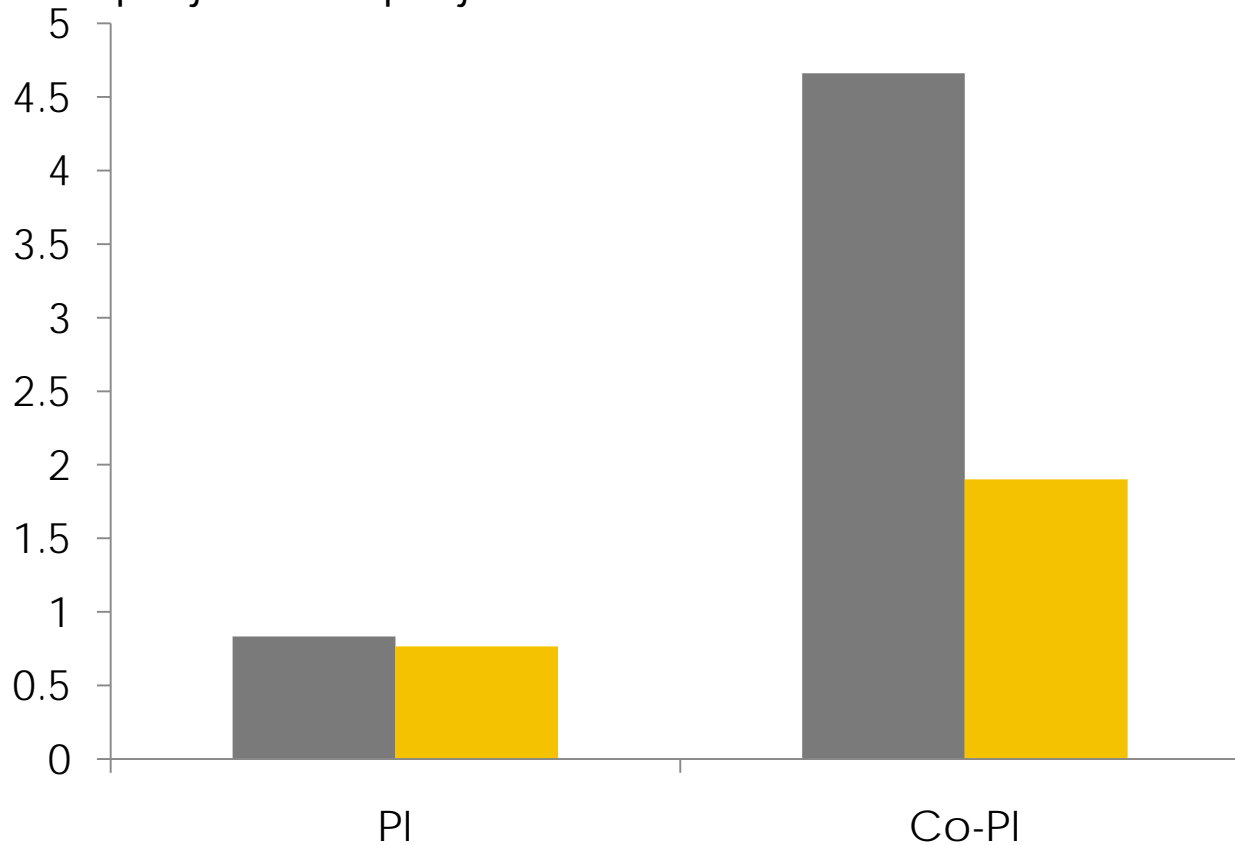


- Women are moving out of Institutions as and when opportunities beckon (??)
- 63% have worked in more than one Institution
- Could also be due to the fact that they would have worked in different capacity and moved on to permanent positions later on....



Projects handled

Less leadership roles and more participants. Have led a maximum of 6 projects. And for external funded projects - 5 projects.





"Before we begin I need to inform you that the computers in this row are not working and some of the passwords are not being accepted by all the computers."

Training



		Average	Range
Training	Within the Country	2.37	0-8
	Outside the Country	0.4	0-6

- Not really availing / have not availed opportunities for training
- Fewer opportunities outside the country
- The sample was more than 50% senior level and so at later stages in the careers




Publications



	Average	Range
International	9.06	0-31
National	6.16	0-50
Others	29.57	1-109



Scientific Contributions



Tagging

Mariculture

Harvest technologies

Genetic improvement

Stock evaluation

Seed production

Biotechnology - biomarkers, bio-prospecting

Post harvest technologies

Processing, product development

Trade, Marketing

Gender

- Involved in a whole range of technological developments
- As well as studies in other emerging areas in fisheries

Future

- Women are a significant presence in Fisheries in ICAR
- The glass ceiling often quoted by women as an impediment ----- the top most decision making authority is a woman
- Women need to exploit opportunities more effectively
- More girl students coming into the field, so expected that more women will get into the profession



Thank you