

THE ORF GENDER
COMPENDIUM
INDIA'S
G20 PRESIDENCY
AND WOMEN-LED
DEVELOPMENT

SHAMIKA RAVI
ARUNDHATIE BISWAS KUNDAL

Editors

© 2023 Observer Research Foundation. All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means without permission in writing from ORF.

Attribution: Shamika Ravi and Arundhatie Biswas Kundal, Eds., *The ORF Gender Compendium: India's G20 Presidency and Women-Led Development*, September 2023, Observer Research Foundation.

Observer Research Foundation
20 Rouse Avenue, Institutional Area
New Delhi 110002
India
contactus@orfonline.org
www.orfonline.org

Design & Layout: Rahil Miya Shaikh

All photos used in this publication are from Getty Images. Cover, clockwise from top L: MoMo Productions, Tuul & Bruno Morandi, Poltu Shyamal, CR Shelare; back cover: Jeremy Woodhouse.

ISBN: 978-93-90494-92-7
ISBN Digital: 978-93-90494-93-4

Contents

I.	Introduction: India's G20 Presidency and Women-Led Development	6
	<i>Shamika Ravi</i>	
II.	Upscaling Women's Entrepreneurship: Call for Action, Evidence, and Agency	14
	<i>Sharon Buteau and Diksha Singh</i>	
III.	The Challenge for Microfinance Institutions: Product Innovation and Boosting Women's Financial Literacy	30
	<i>Chetna Gala Sinha and Ashish Desai</i>	
IV.	Investing in the Care Economy to Boost Economic Growth and Gender Equality in G20 Countries	42
	<i>Mitali Nikore</i>	
V.	The Collective Path to Women's Economic Empowerment	64
	<i>Renana Jhabvala and Nandini Dey</i>	
VI.	Policy Perspectives in Bridging Gender Disparity in STEM	79
	<i>P. Sivakumar and Niyathi R. Krishna</i>	
VII.	The Case for Women-Led Climate-Smart Agriculture	94
	<i>M. Manjula</i>	
VIII.	Women as Key to Water Security	108
	<i>Ambika Vishwanath and Sanya Saroha</i>	
IX.	The Girl Child at the Centre of Policymaking: Weighing the Successes of the <i>Ladli Laxmi Yojana</i> of Madhya Pradesh	121
	<i>Shoba Suri, Oommen C. Kurian, and Sikim Chakraborty</i>	
X.	Caprine Custodians: Steering India's Alternative Community Livestock Extension Model Through the <i>Pashu Sakhis</i>	142
	<i>Arundhatie Biswas Kundal</i>	

VI.

Policy Perspectives in Bridging Gender Disparity in STEM

P. Sivakumar and Niyathi R. Krishna

Abstract

INDIA HAS AN IMPRESSIVE number of women enrolled in STEM (science, technology, engineering, and mathematics) courses, who are gaining greater visibility in academic publications and faring better than even some countries in the Global North. These gains, however, are yet to translate to women's proportional representation in the STEM workforce and in design and policy implementation, and women are missing in top research and leadership positions. This disparity indicates deeply entrenched gender stereotypes and discrimination in what has been a largely masculine academic terrain. The biases percolate down to artificial intelligence (AI) systems that embody systemic and societal barriers. This essay discusses the prevalent gender bias against women and girls in STEM; the invisible gendered patterns that shape classroom culture laboratories and workplaces; and the prospects of innovation and research to encourage alternative, egalitarian narratives of women in leadership positions in STEM. Contextualised on an intersectional gender mainstreaming approach by utilising secondary data, the article proposes implementable policy recommendations for quality learning opportunities, labour market equity, and leadership positions for women in STEM in India.