

#BREAKTHEBIAS

Building a better tomorrow needs equal participation from all. All hands need to be on the deck to ensure gender equality in all walks of life, specifically to address a skewed representation of women in Science, Technology, Engineering and Mathematics (STEM)



It is a fact that gender gap is much larger in STEM fields despite growing job opportunities in Science, Technology, Engineering field across the world today. While in social science or Biology, Maths, Psychology we see almost 55% of women globally earn Bachelor degree, other

STEM education areas have much worse statistics.

Specially in Engineering, Physics the gap is much wider with only 20-22% women globally earning Bachelor degree. What is more unfortunate that only a small fraction of women who study science go on to pursue

it professionally. According to the National Task Force for Women in Science study, women make up only 15% of the Indian research and development workforce and the global average stands at about 30%. According to All India Survey of Higher Education (AISHE) 2018-

19 report published by Ministry of Human Resource and Development, the number of female students in technology-related courses like Bachelor of Technology (B.Tech.) and Bachelor of Engineering (B.E.) still remain very low as compared to male students.

For example, the B.Tech. programmes with an overall enrollment of 2 million students have only 28% women students

b. Unconscious biasness

that affects hiring and retaining women in STEM profession. Though today most of

implemented at different levels to build a solid talent pipeline for female professionals:

Catch them early -

Engaging girls at early age with STEM education is the first step; so they can develop interest for science right from tender

professionals to climb the ladder. It will also help to reduce attrition rate of women at middle management level, wherein women mostly leave the job after marriage or attaining motherhood.

This is where 'sisterhood' comes into play as said by former Pepsi CEO

Development Goal 5: Gender Equality.

Under their flagship CSR program, Seed of Hope, Company in India is not only enabling the STEM learning by setting up STEM Mini Science centres for girl students but has also provided scholarships and digital tabs for girls from less



the companies are implementing policy and practices to promote gender diversity thereby, ensuring inclusive workplace but the social, cultural value system while selecting or recommending candidate for mechanical, automobile, field job or construction sites, shop floor runs much deeper.

Indeed Industry-academia linkage has a crucial role to play to address Gender gap in STEM. This partnership model can be

age *Identify and fund merit -*

Scholarship program for young science professionals at high school and engineering college can help avoiding drop out of talented students from underprivileged section in technical education

Sponsor and mentor women -

Employee volunteering and mentorship program in corporate can mentor, encourage talented aspiring women

Indira Nooyi, "It takes a village to build a whole ecosystem". This would help to address the root cause of gender disparity at top management level. Industries across all professional fields consistently need to work towards building an inclusive work environment to hire, retain and grow female talent.

Technip Energies* India has stepped up its efforts to promote STEM learning amongst girls in Indian cognizance with the UN Sustainable

fortunate section of the society who aspire to pursue their careers in the sphere of STEM.

Here are the key highlights of our STEM focused CSR initiatives in India:

STEM Mini Science Centers and Science Lab:

Technip Energies India established 12 STEM Mini Science Centres for girl students in Mumbai, Delhi, Chennai and Gujarat thereby benefitting more than 13,000 girl students.



Company has also helped setting up a science lab in a girls school in Gujarat thereby benefitting 800 girl students to pursue their curriculum based science experiments.

A STEM Mini Science Centre(MSC) comprise of 75 table top science based working models with 33 back-drops and manuals in regional language providing hands-on experience for learning Science and Mathematics in playful manner for students of std. 5-10. MSC will be a permanent part of the school from installation onwards. This initiative is backed by teachers' training program.

Tablets with pre-installed STEM curriculum and Lego kits have also been distributed in a primary school in Suva village in Gujarat thereby benefitting 200 students.

Scholarships for girls in STEM:

Technip Energies India has provided scholarships to 150 girl students including 100 girls who are pursuing Science in their Senior Higher Secondary Education stage and 50 females who are in their penultimate year of Engineering in Electrical, Chemical, Mechanical, Instrumentation & Control streams in Mumbai, Delhi and Chennai.

We hope such initiatives will foster inquiring minds, logical reasoning, and collaboration skills amongst girls thereby empowering future ready women professionals in the field of STEM.

Garima - Empowering women through Livelihood promotion and Financial Inclusion:

The CSR project Garima

was activated in Dahej, Gujarat. This initiative is led by women with an objective to increase the income of rural women through vocational training.

- 500+ women trained on sustainable livelihood generating opportunities computers, tailoring and stitching in Delhi/NCR, Chennai and Gujarat. Project ACE-our integrated waste recycling initiative being implemented in Dahej, Gujarat employs 10 women. These women were insured with Govt. Schemes and also, bank accounts were opened for them.



of masks and cloth bags. These products were sold in market through different cooperatives and other market linkages thereby ensuring sustainability of the project. This initiative is in alignment with UN Sustainable Development Goal 5: Gender Equality and Goal 8: Decent work and Economic Growth. In last one year, these women have sold a total of 45,000 cotton masks and 900 cotton bags resulting a savings corpus of INR 5 lacs. Bank accounts opened for all 38 women and have been insured with

Govt schemes.

We hope such initiatives will foster inquiring minds, logical reasoning, and collaboration skills amongst girls leading to future ready women professionals in the field of STEM. Overarching social issues like financial inclusion for women cannot be resolved overnight and requires efforts from all stakeholders on consistent basis.

- Swayantani Ghose

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*About Technip Energies

Technip Energies is a leading Engineering & Technology company for the energy transition, with leadership positions in Liquefied Natural Gas (LNG), hydrogen and ethylene as well as growing market positions in blue and green hydrogen, sustainable chemistry and CO₂ management. The company benefits from its robust project delivery model supported by extensive technology, products and services offering. Operating in 34 countries, our 15,000 people are fully committed to bringing our client's innovative projects to life, breaking boundaries to accelerate the energy transition for a better tomorrow. Technip Energies is listed on Euronext Paris with American depositary receipts ("ADRs").

For further information:
www.technipenergies.com