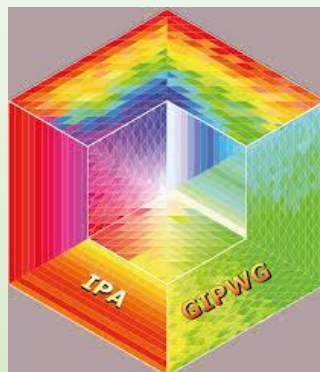


Women in Physics in India: Journeys, Challenges and the Way Forward



Shikha Varma

*Institute of Physics (IOP), Bhubaneswar,
Inter University Accelerator Center (IUAC), New Delhi*

Anadrone Systems Ltd., Gurugram



Symposium on Women in Physics: Networking, Innovation, Opportunity and Equity (SWPNIOE 2026)

Shiv Nadar Institution of Eminence, Greater Noida.

11 Sept. 2026



Gender in Physics Working Groups (GIPWG-IPA)

- The IPA formalized a Working Group on Gender in Physics in May, 2017, with the mandate of coordinating national efforts towards promoting gender equality and inclusivity within the field of physics in India.
- GIPWG focuses on addressing the challenges faced by women and other underrepresented genders in physics, fostering an environment of equal opportunity and recognition for all individuals in the discipline.



GIPWG webpage : <https://www.tifr.res.in/~ipa1970/gipwg/index.php>

YT channel: <https://tinyurl.com/ipagipwg>



Gender in Physics Working Groups & Advisory Panel (2025-27)

Members of the Gender in Physics Working Group 2025 - 26



Shikha Varma
IOP-BBSR & IUAC Delhi
Chair

Sudipta das
Visva Bharati,
Santiniketan

Kripa Gowrishankar
Azim Premji Univ,
Bengaluru

Lokesh Kumar
Punjab Univ,
Chandigarh

Prabha Mandayam
IIT Madras,
Chennai

Ex officio Members



Vandana Nanal
TIFR, Mumbai
Former Chair

Ranjini Bandyopadhyay
RRI, Bengaluru
IPA EC representative

Deepshika Jaiswal - Nagar
IISER - TVM,
Chair-CMP group

Poonam Mehta
JNU, New Delhi
Chair-HEP group

Sarmistha Bhattacharyya
VECC, Kolkata
Chair-NAP group

Advisory Panel

Bindu Bambah
University of Hyderabad,
Hyderabad

Srubarati Goswami
Physical Research Laboratory
Ahmedabad

Neelima Gupte
Indian Institute of Technology
Madras, Chennai

Sulbha Kulkarni
Centre for Materials for Electronics
Technology, Pune
(formerly at University of Pune)

Shobhana Narasimhan
Jawaharlal Nehru Centre for Advanced
Scientific Research,
Bengaluru

Ram Ramaswamy
Indian Institute of Technology Delhi,
Delhi
(formerly at Jawaharlal Nehru University)

Sumathi Rao
International Centre for Theoretical Sciences (TIFR),
Bengaluru
(formerly at Harish- Chandra Research Institute)

Prajval Shastri
India Institute of Astrophysics,
Bengaluru (Retd.)
Past Chair

Indian Physics association (IPA) Executive Committee

President Prof. Srubarati Goswami	Vice-President Prof. D. V. Udupa	General Secretary Prof. Kripamay Mahata
Joint Secretary Dr. Pankaj Kumar	Treasurer Prof. Deepankar Misra	
Member Prof. Naveen Kumar Nishchal	Member Prof. S. M. Yusuf	Member Prof. Aradhana Shrivastava
Member Prof. Shriganesh Prabhu	Member Prof. Tanusri Saha-Dasgupta	Member Prof. Bedangadas Mohanty
Member Prof. Pritam Deb	Member Prof. Ranjini Bandyopadhyay	Member Prof. P. K. Ahluwalia

Condensed Matter Physics (CMP)



Deepshikha Jaiswal-Nagar
IISER Trivandrum
Chair- CMP Gender Group



Sourin Das
IISER Kolkata



Nomita Devi
Manipur University, Manipur



Poonam Mehta
Jawaharlal Nehru University
Chair - HEP Gender Group



Sarmistha Banik
BITS Pilani
Hyderabad Campus



Debanjan Bose
Central University of Kashmir
Ganderbal



Sarmistha Bhattacharyya
VECC, Kolkata
Chair - HEP Gender Group



Bivash Behra
Punjab University,



Asavari Dhavale
BARC, Mumbai



Kavita Jain
JNCASR Bengaluru



Priya Johari
Shiv Nadar University, Delhi



Snigdha Thakur
IISER Bhopal



Shilpi Jain
TIFR Mumbai



Rusa Mandal
Indian Institute of Technology
Gandhinagar



Binata Panda
Indian Institute of Technology
(Indian School of Mines) Dhanbad

Nuclear and Accelerator Physics (NAP)



Sunetra Ramanan
IIT Madras, Chennai

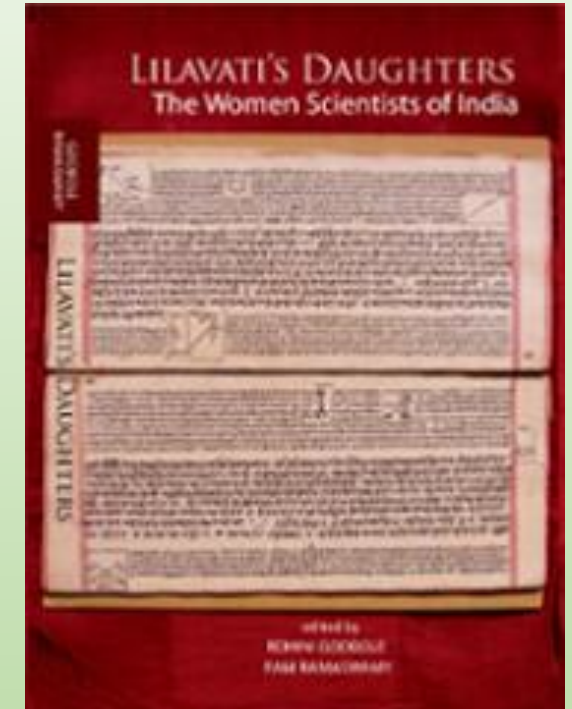


Natasha Sharma
IISER, Berhampur



IPA

Rohini Godbole (1952-2024)



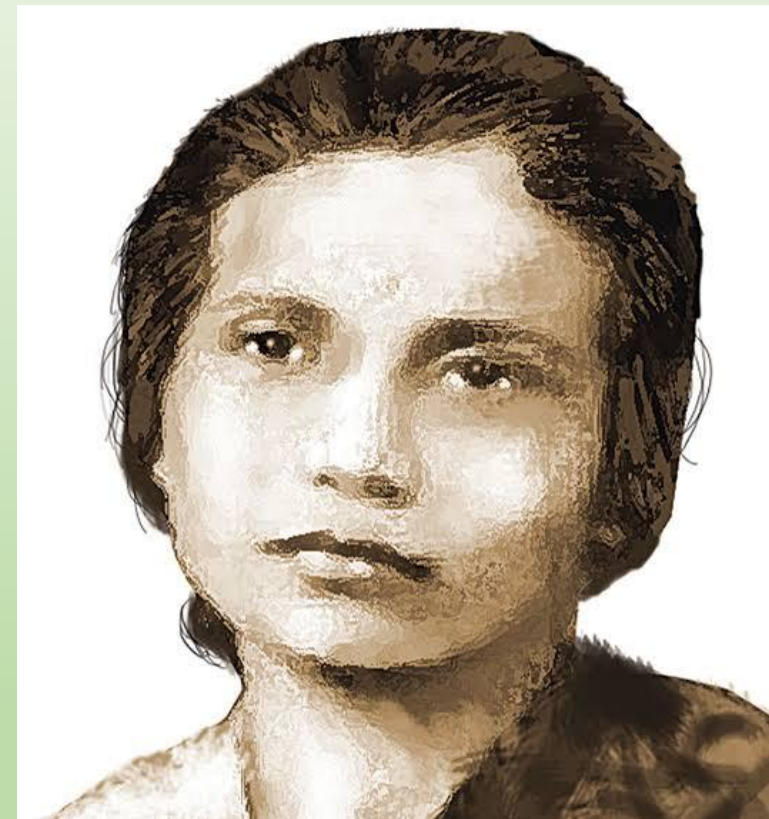
- Highlighted the challenges faced by Women in Physics
- Lilavati's Daughters is a collection that celebrates the experiences of Indian women scientists.
- Strong advocate for Women in Science & Gender Equity

The Journey of Indian Women in Physics Began Much Earlier !

Bibha Chowdhuri (1913-1991)

Bibha Chowdhuri received recognition for her scientific contribution very recently, ~30 years after her death, when a star was named 'Bibha' after her (2019).

A chair professorship in physics has been created (2020) in her name by the Ministry of Children and Women Welfare, Govt. of India.



Bibha Chowdhuri

Bibha Chowdhuri belonged to the first generation of women scientists who began their research career in pre-independent India. Born more than hundred years ago (1913), opting for a research career in physics, visited England for further research and worked in two premier research institutes (TIFR, PRL) after her return to India.

Her life is full of desolation and deprivation as she remained at the lower strung of the academic ladder throughout her life. Measurement of meson mass while she was at Bose Institute, Kolkata using photographic plates (1938-1940) preceded the measurement made by C.F. Powell for which he won the Nobel Prize (1950).

In spite of her significant contributions to physics throughout her life, she was practically unknown to the community of Indian scientists and has started receiving recognition only about 30 years after her death.

--Suprakash C. Roy and Rajinder Singh – Physics News



Trajectory

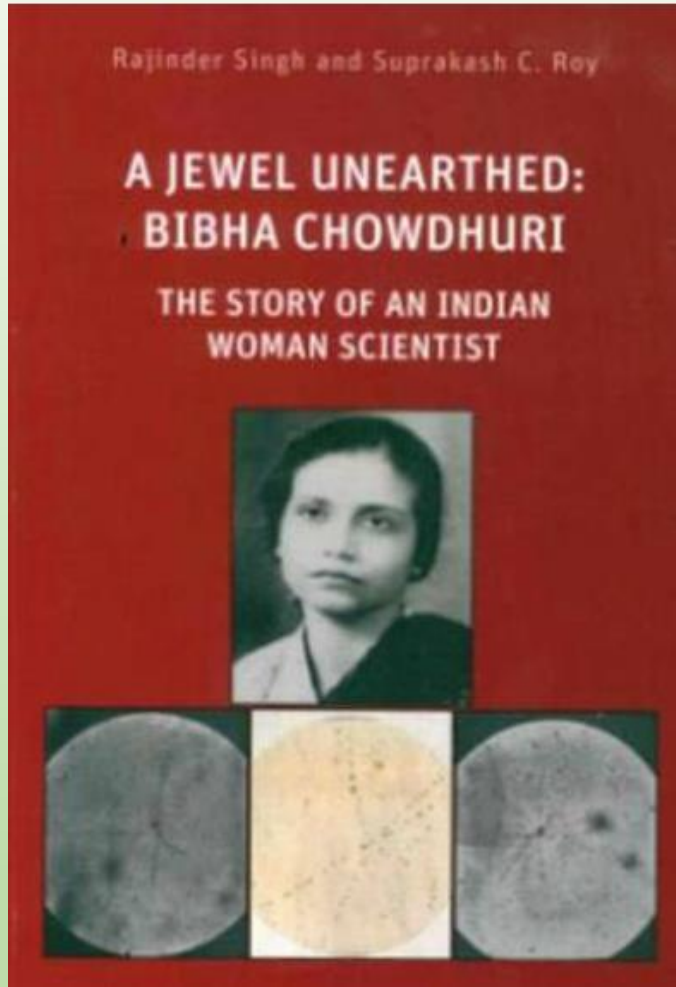
- After M.Sc. joined D.M. Bose, Palit Professor of Physics, at Calcutta University
- PhD with P.M.S Blackett in Manchester University (1945 -1949) on extensive air shower arrays
- TIFR (1949-57) : Appointed by Homi J. Bhabha. First woman researcher in TIFR
- Joined PRL in 1961 to work on cosmic ray air-showers with Dr. Vikram Sarabhai. Guided one student
- She was involved in Kolar Gold Mine experiments
- In 1976 moved to Calcutta. She used to come to VECC and SINP. Last paper in 1990 .



Bibha Chowdhuri at International Conference in Pisa, Italy (1955),

From “Cosmic Quests” by S. Biswas

Faced Gender Discrimination ?



“Here gender discrimination means that she was not elected as member of any of the three science academies though her work was of high quality. Chowdhuri’s name does not figure anywhere in the writing on cosmic particle research done at KGF”

C.F. Powell acknowledged: “In 1941, Bose and Chaudhuri had pointed out that it is possible, in principle, to distinguish between the tracks of protons and mesons in an emulsion... Bose and Chaudhuri exposed... plates at mountain altitudes and examined the scattering of the resulting tracks... the physical basis of their methods were correct and their work represent the first approach to the scattering method of determining momenta of charged particles by observation of their tracks in emulsion”



“It is a tragedy that we have so few women physicists today... I can count the women physicists I know, in India and England, on the fingers of one hand”

Interview in Manchester Herald

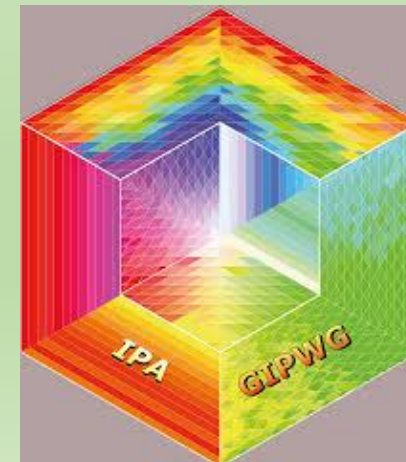
Has the situation changed?”

Gender in Physics Working Groups

- GIPWG focuses on addressing the challenges faced by women fostering an environment of equal opportunity and recognition for all individuals in the discipline.
- Subject gender groups : HEP, CMP, NAP
Focus on subject specific issues & provide wider reach for sensitizing community
- Groups organize Conferences, workshops, panel discussions, as well as special sessions in Physics conferences for raising awareness about gender-related issues for women-scientists.

<https://www.tifr.res.in/~ipa1970/gipwg/index.php>

gipwg.ipa@gmail.com



Toward Gender Equity in Physics: The Changing Scenario in Indian Academia – country paper -2023

Suchetna Chatterjee, Srubabati Goswami, Vandana Nanal, Tripta Bhatia, Deepa Chari, Moon Moon Devi, Debashis Ghoshal, V. Madhurima, Krushna Mavani, Pragya Pandey

- The gender gap in physics is a global problem that the community has acknowledged and tried to address for the past several decades. India is not an exception.
- Various policies adopted by the institutes as well as the funding agencies in India , have tried to bridge this gap.
- IPA and GIPWG have systematically examined the gender gap prevalent at different levels in the physics community.
- A Campaign for gender awareness was also undertaken by several professional physics societies and institutions ranging from Research Institutes to Colleges and State Universities.



Women at different stages of their careers :

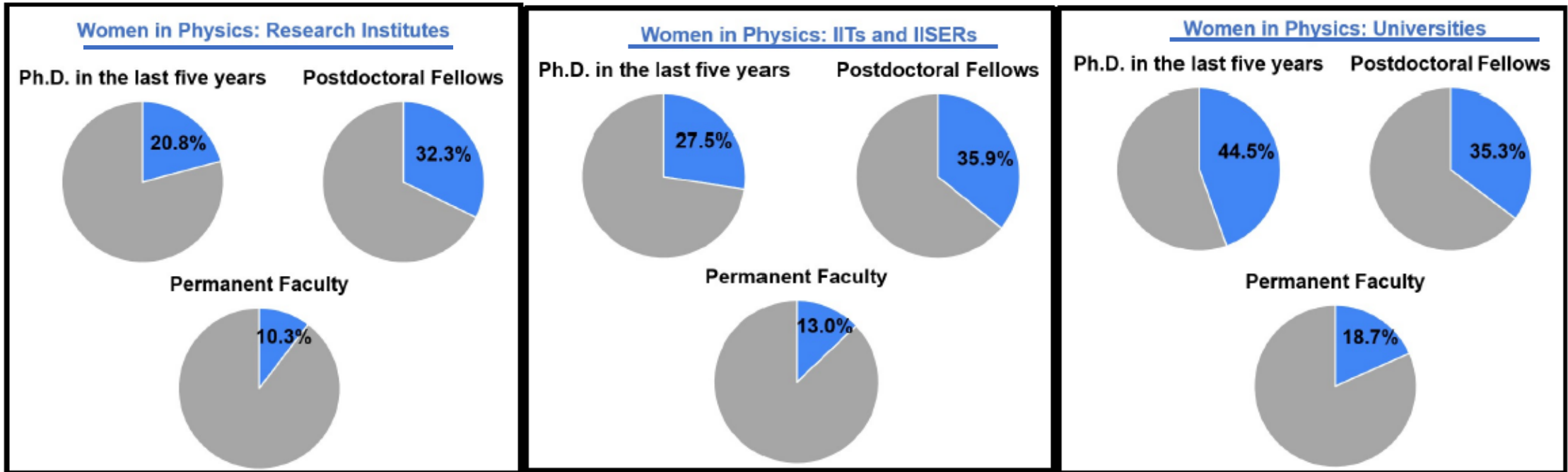


FIGURE 1. Fraction of women at various levels in physics profession across different types of institutions

- 31% research scholars, 29% post-doctoral fellows, 14% faculty member
- At 44%, the Universities do better in the representation of women at the level of Research scholars, however, this percentage drops significantly at higher levels across institutions.

Colloquium & Invited Talks :

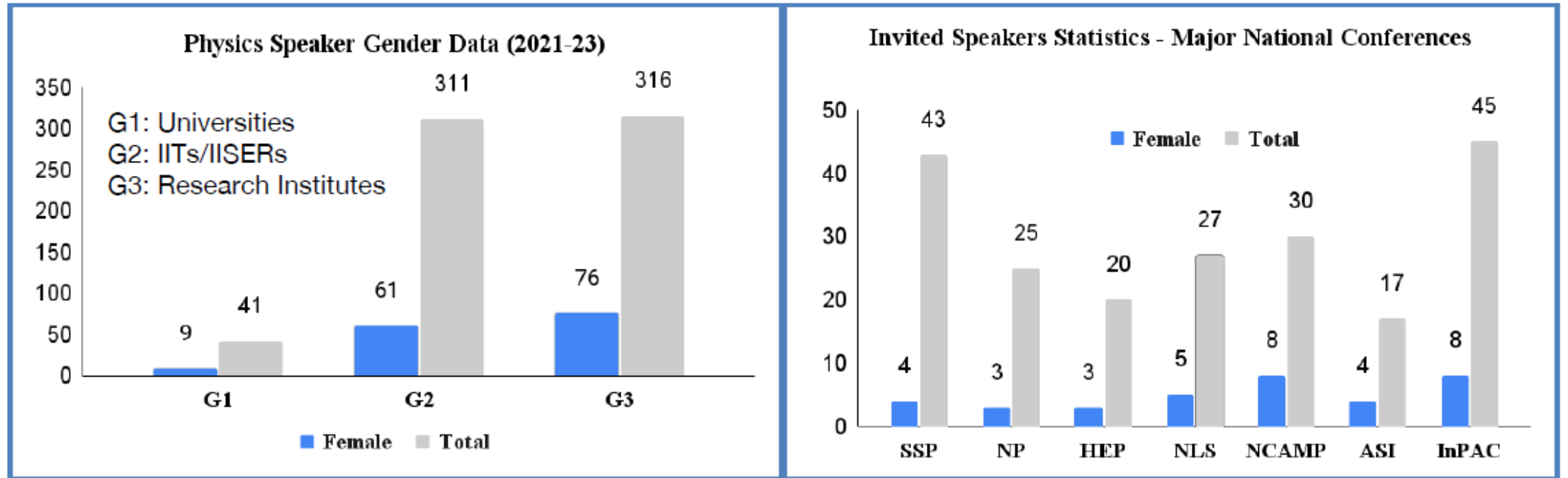


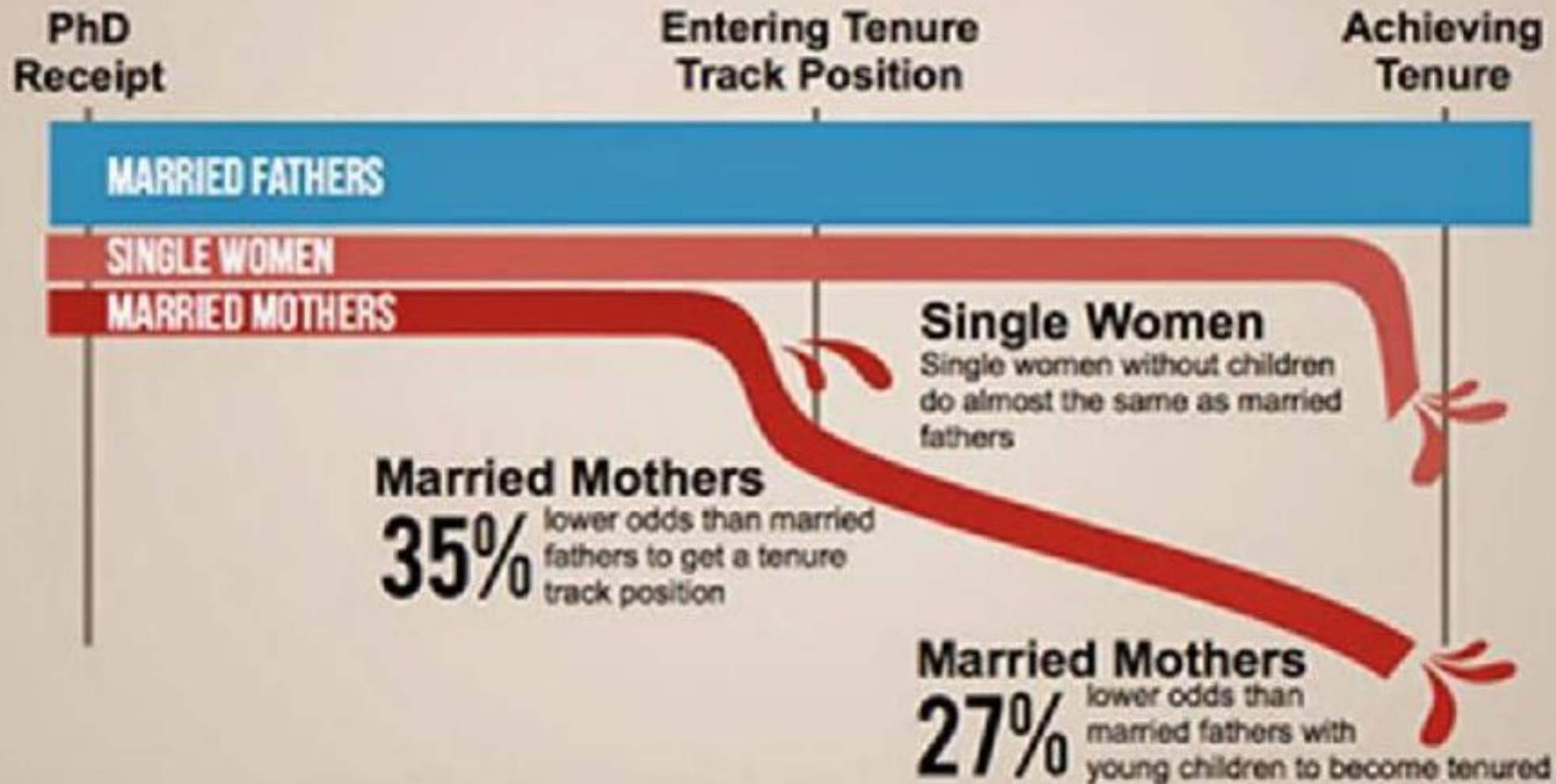
FIGURE 2. Representation of women as colloquium speakers (left) and invited speakers at national conferences (right)

- Women speakers in institute colloquia (20- 22%) is reflective of the fraction of women scientists (faculty and postdocs). This implies efforts by and awareness from the community.
- Women as invited speakers to Conferences, at 10--20%, is below the fraction of women scientists in the field (20-22%).

- However, it may be noted that invitation for Colloquium and Invited talks is perhaps influenced more by personal initiatives than by active policy directions.
- There has been an increase from 3% in 2017 to about 16% in 2021 in the representation of women in leadership positions (as heads of institutions and members of executive councils).
- With cautious optimism, one observes some positive impact of the awareness campaigns.



LEAKS IN THE PIPELINE FOR WOMEN PHDS IN THE SCIENCES*

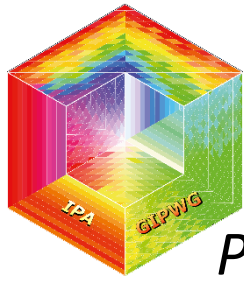


Source: http://www.americanprogress.org/issues/2009/11/women_and_sciences.html

The Way Forward :

- The first national conference on gender in physics (PFP19) and the “Hyderabad Charter for Gender Equity in Physics” are milestones in the community’s effort toward promoting gender equity.
- The Working Group for Gender Equity (WGGE) of the Astronomical Society of India (since 2015) and GIPWG (since 2017) were the only two gender groups in existence before ICWIP-2021.
- Currently, other sub-disciplines of physics (e.g., Condensed Matter Physics, High Energy Physics, Nuclear and Accelerator Physics) have constituted their discipline-specific gender groups.
- In 2023, the Indian Association for General Relativity and Gravitation (IAGRG) and the Indian Association of Physics Teachers (IAPT) formed gender panels.





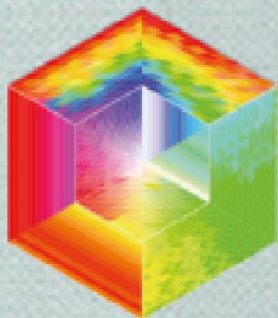
GIPWG (IPA)

(2017- ...)

Platform to address various issues related to gender parity in Physics Profession



The first GIPWG team (2017-20)



Pressing for Progress 2019

An IPA National Conference towards Gender Equity in Physics

19 - 21 September 2019, University of Hyderabad, India



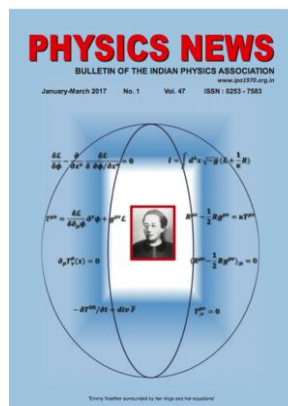
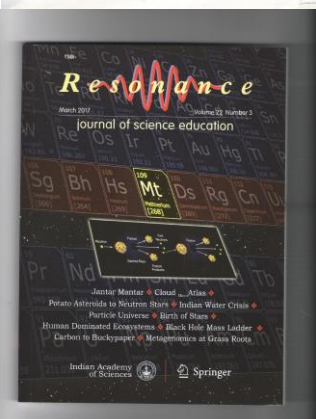
Hyderabad Charter – guiding principles to achieve gender equity

Fundamental Principles

- ★ *People of all genders have equal potential to excel in all aspects of physics practice*
- ★ *Utilizing the talents of all is essential for the physics enterprise to achieve its full potential*

Guiding Principles

- Gender disparity in physics is due to both patriarchy in wider society and gender bias within the enterprise
- Time alone will not achieve gender equality and therefore conscious action is essential
- Closing the quantitative gender gap at all levels of physics practice is a necessary step to achieve equality
- The culture of physics also needs to transform in order to make all talent feel welcome, be acknowledged and used
- The practice of physics is a social activity and addressing its gender bias requires insights from the social sciences
- The interventions and strategies must be such that they do not endorse societal patriarchy
- The interventions must adapt to the evidence from regular monitoring of the status of the enterprise
- When a process of selection reduces the gender fraction from that in the pool, it is a signature of a biased process
- Institutions must assume immediate and ongoing responsibility to move towards gender equality
- The commitment of institutional leaders is key to make progress



ICWIP2023

8th International Conference on Women in Physics

10-14 July 2023 (online)



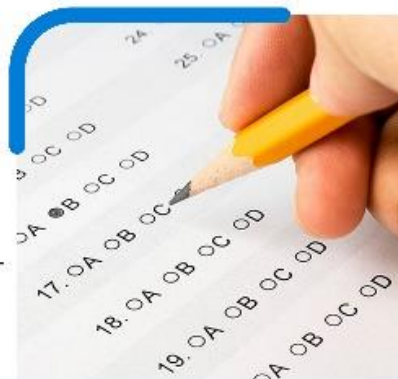
<https://tinyurl.com/ICWIPPLENARY>

A detailed report in PN July-Sept issue



Webinar on Are Multiple Choice Questions (MCQ) tests in STEM gendered?

June 21, 2023 | 3:45-6:00pm IST



PANEL DISCUSSION

Satellite Event of ICWIP 2023



**Rupamanjari
Ghosh**

Former Vice-Chancellor,
Shiv Nadar University
Delhi-NCR, Former
Professor of Physics &
Education Science at Physics
Department, Jawahar
Nehru University



**Nissim
Kanekar**

Professor and Jyoti
Sachdevya Professor at
The National Centre for
Radio Astrophysics
(NCRA), Tata Institute of
Fundamental Research
(TIFR), Pune



**Debashis
Ghoshal**

Professor of Physics,
Jawahar Institute of Science,
New Delhi



**Kate
Wilson**

Associate Professor of
Physics Researcher in
Renegades, University of
Bristol, Wales,
Cardiff



**Nandini
Chatterjee Singh**

Senior Research Officer,
UNESCO-UIS, Education
Research Institute for
Policy and Development
Research, New Delhi



**Chief Patron
Ananya
Mukherjee**

Vice-Chancellor,
Shiv Nadar University,
Delhi-NCR, Former
Professor, Indian
Institute of Technology,
Delhi



**Convener
Rohini M.
Godbole**

Former Director,
Department of
Physics, Indian Institute
of Technology,
Bombay



**Co-convener
Moon Moon
Devi**

Assistant Professor,
Department of Physics,
Shiv Nadar University,
Delhi-NCR

Co-Chair of ICWIP 2023

Prof Vandana Nalal and Srubabati Goswami

Organizing Committee for Panel Discussion

**Prof Vandana Nalal
Prof Srubabati Goswami
Prof Susanta Sinha Roy**

**Prof Priya Johari
Dr Priyanka Grover
Dr Srijita Banerjee**



Follow us on WhatsApp
Scan here for Registration



Live Stream on YouTube
Participants can access a live stream on the
ICWIP (IPA) & Shiv Nadar YouTube channels

For any enquiries please contact Dr. Srijita Banerjee (srijita.banerjee@snu.edu.in)

- GIPWG in its continued efforts towards gender parity organized the Program for Aspiring Women Scientists (PAWS), interactive workshops for masters' and doctoral students. With a total of five workshops the program reached out to about 200+ young women.
- The **PAVINARI** (PAdarth Vigyan ki NAriyan: Women in Physics) series of public lectures, where established scientists talked about the life and work of women physicists
- Other workshops included 'Teaching Physics Online: Issues of Access & Equity in the Classroom' and 'Combating Biases & Improving Institutional Culture'



PAVINAARI

Physicist Exemplar and Pioneering Climate Scientist: Glimpses into the Life of Anna Mani



PAVINARI-1: Anna Mani

A pioneer Indian physicist and meteorologist, who made significant contributions to both India and the international front. She became the Deputy Director-General of the India Meteorological Department and held several key positions within the World Meteorological Organization (WMO).



Prof. Prajval Shastri
Emeritus Scientist, RRI

Harvard's Computers and Legacy of the Stellar Women

PAVINARI-2: Harvard's Computers

The legacy of the Stellar Women!

The second lecture of PAVINARI series will focus on the lives and works of a group of fantastic women working with Edward Charles Pickering at the Harvard College Observatory, who did painstaking work with astronomical observations and made phenomenal discoveries in the field of stellar astrophysics.



Prof. Suchetana Chatterjee
Presidency University, Kolkata

Promoting Physics Across Borders: Women who opened doors for others

PAVINARI-3: Promoting physics across borders :

some women who opened doors for others

The third lecture of PAVINARI series will focus on the contributions of a few women physicists, who have given back to the community by nurturing scientific talent and giving a platform for new ideas. The contributions of Émilie du Châtelet, Cecile DeWitt-Morette, Milla Baldo Ceolin and Bimla Buti will be discussed.



Prof. Bindu A. Bambah
Hyderabad University

PAVINARI...

Overlooked for Nobel: Lise Meitner and discovery of Fission

PAVINARI-4 Overlooked for the Nobel:

Lise Meitner and the discovery of fission



The fourth lecture of PAVINARI series will give a glimpse of the inspiring journey of Lise Meitner, a pioneer behind the discovery of nuclear fission. Her commendable grit and passion to Physics overcame prejudice, misogyny and lack of opportunities in establishing herself as one of the great scientists of the 20th Century.



Prof. Amit Roy
VECC, Kolkata

Making a splash in surface science -The life and work of Agnes Pockels



The fifth lecture of PAVINARI series will focus on the life and work of Agnes Pockels, a pioneer German chemist. Her work was fundamental in leading to the establishment of the “Surface Science” discipline which describes the properties of liquid and solid surfaces.



Prof. Arnab Bhattacharya,
TIFR, Mumbai

Tale of Photo 51 - Puzzle of DNA & Rosalind Franklin



The sixth lecture of PAVINARI series will focus on the life, work and struggle of Rosalind Franklin, a pioneer British chemist and X-ray crystallographer. Her work was instrumental towards understanding of the molecular structures of DNA, RNA and viruses, although her contributions were not fully recognized during her lifetime.



Prof. Shikha Varma
IOP Bhubaneswar

The legacy of Bose, Purnima Sinha & the rise of women in Quantum Science in India



Purnima Sinha was a pioneering Indian physicist and crystallographer. A student of S. N. Bose, she completed her PhD in X-ray crystallography in 1956, becoming a **trailblazer for women in science in India**. Her remarkable contributions, however, remained largely unacknowledged during her lifetime.



*Prof. Tanusri Saha Dasgupta,
SN Bose, Kolkata.*

Hidden Tracks: Reconstructing the scientific journey of Marietta Blau and Bibha Chowdhuri



Marietta Blau: Austrian physicist, pioneer of nuclear emulsions, crucial for particle physics, overlooked for a Nobel Prize despite her impact.



Bibha Chowdhuri: India's pioneering woman physicist, worked on new particles and cosmic ray research, remained largely unrecognized.



*Prof. Srubabati Goswami,
PRL, Ahmedabad*

Musical Scales to Nano-scales



Mildred Dresselhaus was an American physicist, known as the **Queen of Carbon Science**, who pioneered nanotechnology, advanced graphene and thermoelectrics, and became a leading advocate for women in science worldwide.



*Prof. Sulabha Kulkarni
Pune University, Pune*

Where symmetries become law: Emmy Noether's Legacy



Emmy Noether was a groundbreaking mathematician who revolutionized abstract algebra and proved **Noether's Theorem**, linking symmetry and conservation laws, profoundly influencing modern mathematics and theoretical physics despite facing discrimination.



*Prof. Sumathi Rao,
ICTS, Bangalore*

Diversity-related activities

08 MARCH 2025 | **Women in Focus: A Journey of Science, Empowerment and Dialogue**
International Women's Day

Events:

- Technical talks by leading women scientists
- An inspiring session on the evolving role of women in science
- An immersive performance by renowned social scientists
- Dynamic panel discussions that address both challenges and opportunities for women in research and academia today
- Exhibition of handmade products by Stand By Me group

Seminar Hall
Priyadarshini Planetarium
PMG Junction
Thiruvananthapuram

Distinguished guest:
Ashoka Sen (ICTS Bengaluru, Padma Vibhushan, Padma Shri)

Speakers:
Reem Lekhani (IIST Trivandrum)
Shikha Varma (IOP Bhubaneswar & Chairperson, Gender in Physics Working Group of IPA)
Sumathi Rao (ICTS Bengaluru & Advisory Member, Gender in Physics Working Group of IPA)
Deepshikha Jaiswal-Nagar (IISER Trivandrum & Chairperson, CMPGIPWG)
S Soetha (ISRO Bengaluru & IRI Bengaluru, Principal Investigator-ASTROSAT)

Immersive Performance:
Claire Le Michel & Meera Nair

Panel discussion:
Gouria Das (IISER Kolkata), Shikha Varma (IOP Bhubaneswar), Sumathi Rao (ICTS Bengaluru), Poonam Mehta (JNU Delhi), Reem Lekhani (IIST Trivandrum), Ajit Srivastava (IOP Bhubaneswar), Navasa Serendran (IIST Trivandrum), Rakitha Justhi (IIST Trivandrum) and Jicky Varghese (IISER Trivandrum)

SPONSORS:



2025 HEP Group activities

CMPCIP 2025

Panel Discussion on Empowering Women in Science:
Best Practices for Inclusive Conference Environments
31/01/2025: 5:30 PM-6:30 PM;
TP Ganesan Mini Hall-1.

SUPPORTED BY
NSRF
Department of Science & Technology, India

IN ASSOCIATION WITH
The Institute of Mathematical Sciences
Department of Science & Technology, India

HOSTED AT & ORGANISED BY
SRM
Department of Physics & Nanotechnology
SRM Institute of Science and Technology
K. J. Somaiya Institute of Technology, India

Moderator
Poonam Mehta
JNU &
HEP Chair,
Gender in Physics
Working Group, IPA

Panelists
Shubhashree Desikan,
Associate Editor,
Shaastra Magazine, IITM
Amol Dighe,
TIFR
Indumathi D,
IMSc & Member
HEP Advisory
Committee, IPA
Rusa Mandal,
IITGN &
Member, HEP Group,
Gender in Physics
Working Group, IPA
Triparno,
SRMIST &
Co-Convenor,
CCAPP
Paromita
Chakraborty,
SRMIST

CONFERENCE ON COSMOLOGY, ASTROPHYSICS & PARTICLE PHYSICS

**SEMINAR IN PHYSICS:
FOCUSING ON WOMEN IN SCIENTIFIC LEADERSHIP**

**ORGANISED BY DEPARTMENT OF PHYSICAL SCIENCES
IISER KOLKATA**

M N Saha Auditorium

WED | MARCH 26 | 2025

DISTINGUISHED GUESTS:
AJIT SRIVASTAVA, IOP, BHUBANESWAR
ARTI GARG, SINP, KOLKATA
DEEPSHIKHA JAISWAL-NAGAR, IISER TVM
PARONGAMA SEN, UNIVERSITY OF CALCUTTA, KOLKATA
POONAM MEHTA, JNU, DELHI
PRIYA MAHADEVAN, SNBNCBS, KOLKATA
SHIKHA VARMA, IOP, BHUBANESWAR
SOMDATTA SINHA, IISER MOHALI
SUCHETANA CHATTERJEE, PRESIDENCY UNIVERSITY, KOLKATA
SUMATHI RAO, ICTS, BANGALORE

PANEL DISCUSSION ON:
THE IMPORTANCE OF FOSTERING A GENDER-EQUITABLE ENVIRONMENT IN EMPOWERING WOMEN AND ENABLING THEM TO STEP INTO LEADERSHIP ROLES WITHIN THE SCIENTIFIC COMMUNITY

Diversity-related activities



SPECIAL LECTURE CELEBRATING THE INTERNATIONAL WOMEN'S DAY
March 10, 2025, 12:30 hrs

Life of a STAR : Dr. Bibha Chowdhuri

Dr. Bibha Chowdhuri (1913–1991) was a pioneering Indian woman physicist who made significant contributions to the field of experimental particle physics (particularly in cosmic ray physics) in pre-independence era. Her progressive upbringing enabled her to obtain a Masters degree in Physics from the University of Calcutta in 1936 being the only female student in her class. During the years 1938-42, she worked with Prof. D.M. Bose and made a pathbreaking study of identifying a cosmic particle having mass close to 200 times that of the electron by exposing photographic emulsion at high altitudes. She joined the cosmic ray research laboratory of Prof. P.M.S. Blackett (who was awarded the Nobel Prize in 1948) at the University of Manchester in 1945. She became a faculty member at TIFR and PRL where she continued her investigations on cosmic air showers. Her dedication and groundbreaking research have left an indelible mark on the scientific community, serving as an inspiring role model and demonstrating that science and research are fields for all genders.

SPEAKER
Dr. Reetanjali Moharana
Associate Professor,
IIT Jodhpur

This lecture is being organised as a part of
The School on Experimental Astroparticle Physics (SEAP - 2025)
March 9-13, 2025, GRAPES-3 Experiment, CRL-TIFR, Ooty

HEP 2025

tifr BRNS NSERB

- Several National Conferences are making conscious efforts to ensure representations of women in scientific Organizing Committees, and among the Plenary and Invited speakers
- Ongoing Survey by GIPWG :To assess the representation of women faculty in universities and institutes, and attempt to comprehend the nuanced challenges faced by them.



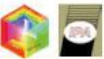
 **INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR**

WOMEN in Science
March 8, 2025 | 11:30 AM
Academic Block 1/201, IIT Gandhinagar

 **WOMEN IN PHYSICS:
CHALLENGING THE STATUS QUO**
Speaker: Prof. Srubabati Goswami
Theoretical Physics Division, PRL, Ahmedabad

 **WOMEN CHEMISTS WHO CREATED
HISTORY WITH NATURAL
PRODUCTS CHEMISTRY**
Speaker: Prof. Sivapriya Kirubakaran
Department of Chemistry, IIT Gandhinagar

The session is part of the workshop **IITGN Flavor Physics Week**, Organised by
Dr. Rusa Mandal, Department of Physics, IIT Gandhinagar
Member of HEP Gender in Physics Working Group, IPA

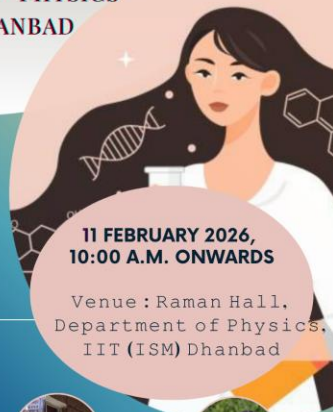




SPOTLIGHT ON THE RISING STARS International Day of Women and Girls in Science



DEPARTMENT OF PHYSICS
IIT(ISM) DHANBAD



Guest of honour:



PROF. POONAM MEHTA
School of Physical Sciences,
Jawaharlal Nehru University and
Chair - HEP Group, Gender in Physics
Working Group (GIPWG) of the Indian
Physics Association (IPA)

**11 FEBRUARY 2026,
10:00 A.M. ONWARDS**

Venue: Raman Hall,
Department of Physics,
IIT (ISM) Dhanbad

Our Speakers:



Prof. Samapika Malik
Neuromorphic Devices, Thin Films, Atomic
Force Microscopy, Resistive Switching



Alokannada Kar
Black Hole Thermodynamics



Shingini Pal
Experimental Nuclear Physics



Poulami Das
Laser Matter Interaction; Plasma dynamics



Priyadarshini Tamang
Green Hydrogen production via
electrochemical water splitting



Sanchari Biswas
Cosmology



Sudeshna Hembram
Semiconductor device fabrication
in 2D Materials



Prithipada Sahoo
Nuclear and Particle Physics, Quark
Gluon Plasma

Organised by :



PROF. BINATA PANDA
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IIT(ISM) Dhanbad,
Member, HEP Group, Gender in Physics Working Group
(GIPWG) of the Indian Physics Association (IPA)

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**IUCAA Centre for Astronomy Research & Development (ICARD),
School of Physical Sciences, Jawaharlal Nehru University, New Delhi**

organizes the

**FIRST REGIONAL NETWORKING MEETING OF WOMEN IN COSMOLOGY,
ASTROPARTICLE PHYSICS, ASTRONOMY & ASTROPHYSICS**

in celebration of the International Women's Day 2026

**9 March 2026, 2 pm onwards
Venue: Seminar Room, SPS, JNU**



Geetanjali Sethi
St. Stephen's College,
University of Delhi



Sumathi Rao
ICTS, Bengaluru
[Guest of Honour]



Chetana Jain
Hansraj College,
University of Delhi



Nisha Rani
Miranda House,
University of Delhi



Scan to register

Patron:
Prof. Santishree Dhulipudi Pandit [Vice-Chancellor, JNU]

Chairperson:
Prof. Pritam Mukhopadhyay [Dean, SPS, JNU]

Conveners:
Poonam Mehta and Ram Prasad Prajapati [Coordinators of ICARD, SPS, JNU]

Local Organising Committee:
Shilpi Agarwal, Amala Bhawe, Tanuja Mohanty, Ankita Rai, Supriya Sabbani, Riddhi Shah
and Smita Sonker

DEPARTMENT OF PHYSICAL SCIENCE, IISER KOLKATA

is celebrating

INTERNATIONAL WOMEN'S DAY

6,7 March, 2026

Ashima Chatterjee Auditorium, IISER Kolkata

Organizers: Rumi De, Sudip K Garain, Sourin Das



6 MARCH, 2026



SUPURNA SINHA
PURNIMA SINHA'S JOURNEY IN SCIENCE AND BEYOND
⌚ 2:15 – 3:15 PM

7 MARCH, 2026



TEJPREET KAUR
INSPIRING LEARNING IN
UNDERPRIVILEGED CHILDREN
THROUGH ASTRONOMY
⌚ 9:30 – 10:30 AM

6 MARCH, 2026



NOMITA DEVI
WOMEN IN PHYSICS IN NORTH EAST INDIA: PROGRESS,
CHALLENGES AND FUTURE DIRECTIONS
⌚ 3:45 – 4:45 PM

7 MARCH, 2026



SEEMA JOSHI
CREATING SAFE CAMPUSES:
UNDERSTANDING THE POSH LAW
⌚ 11:00 AM – 12:00 NOON

6 MARCH, 2026



CHANDNI U
TWO DIMENSIONAL MATERIALS: MOIRE AND BEYOND
⌚ 5:15 – 6:15 PM

VOLUNTEERS: TITIR MUKHERJEE, ISHIKA KUMAR, AISHI DASADHIKARY, JESSICA DAS

- Several National Conferences are making conscious efforts to ensure representations of women in scientific Organizing Committees, and among the Plenary and Invited speakers



Survey on Women Faculty in Physics, India

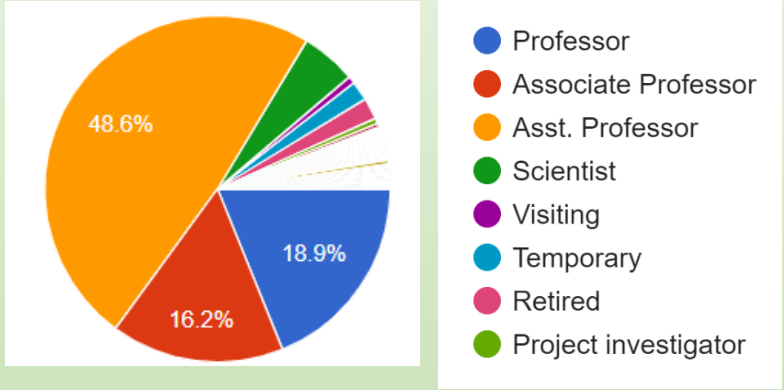
- Survey is being carried out to assess the representation of women faculty in universities and institutes, and attempt to comprehend the nuanced challenges faced by them. These challenges encompass the availability of childcare facilities on campuses, the "two-body problem," flexible working hours, career breaks, the presence of internal complaint committees, government funding, and more.
- Survey is presently ongoing. Started in May 2023 so far more than 600 responses have been received.



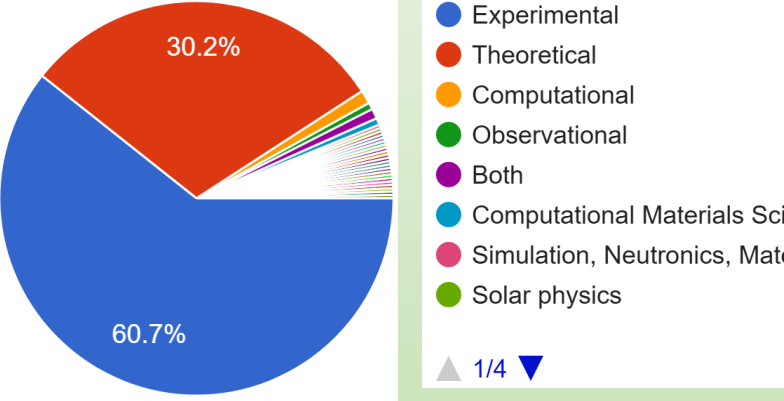
Survey Report on Women Faculty in Physics, India

This report is based on approximately 600 responses from women faculty

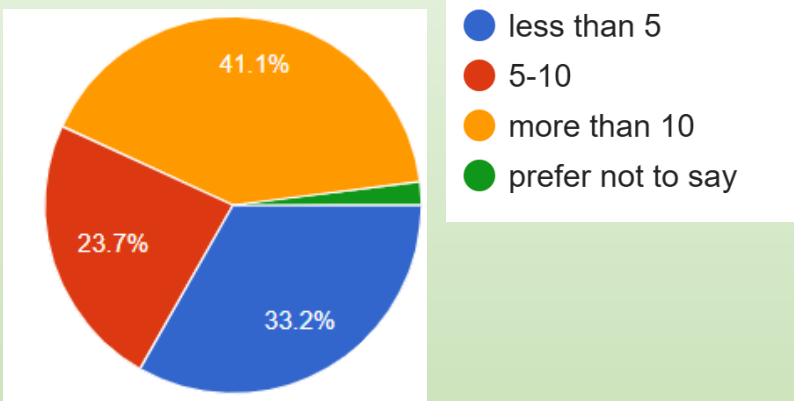
1. Designation



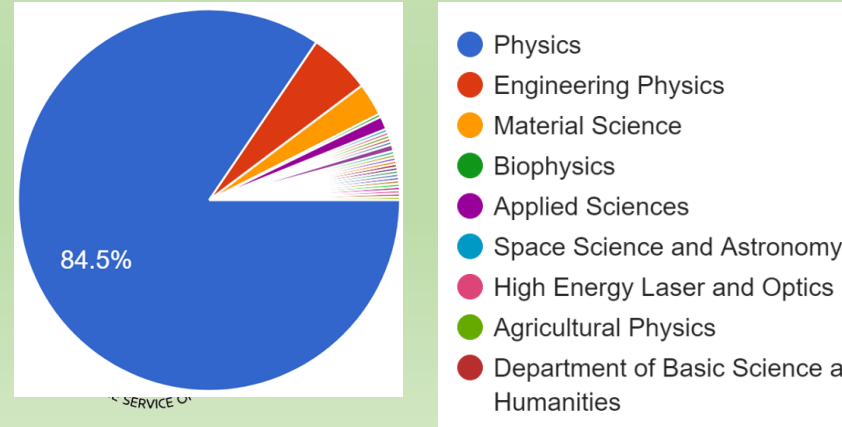
3. Research Area



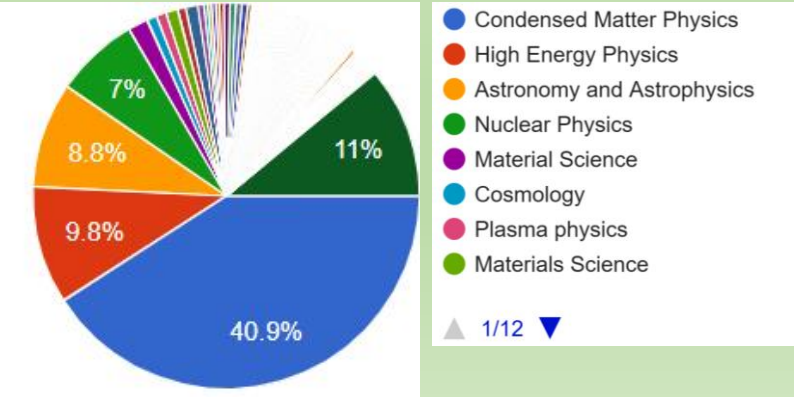
5. Years in present position



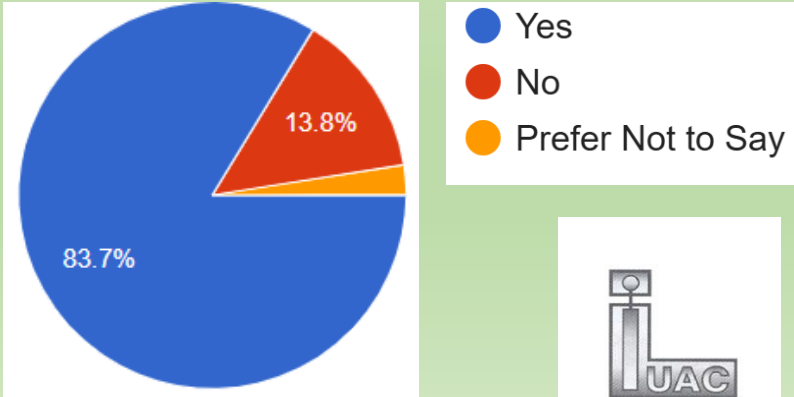
2. Department



4. General Research Area

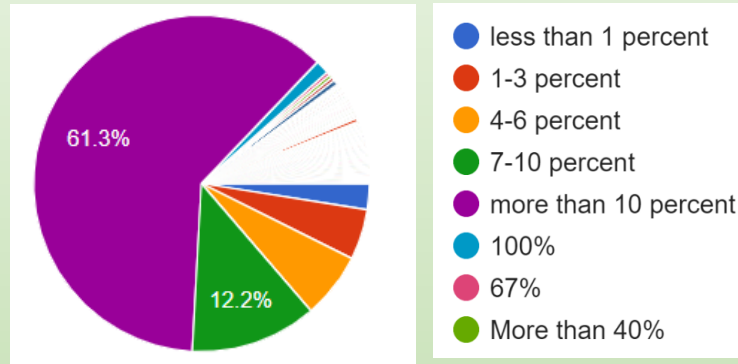


6. Is your position Permanent?

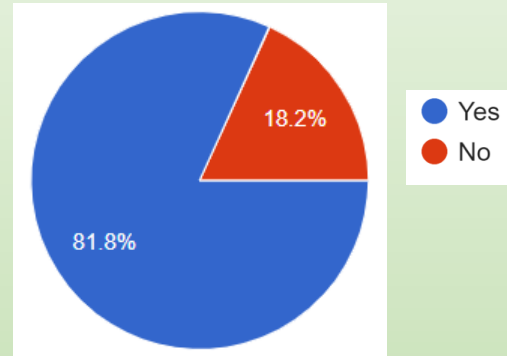


Women Faculty in Physics, India

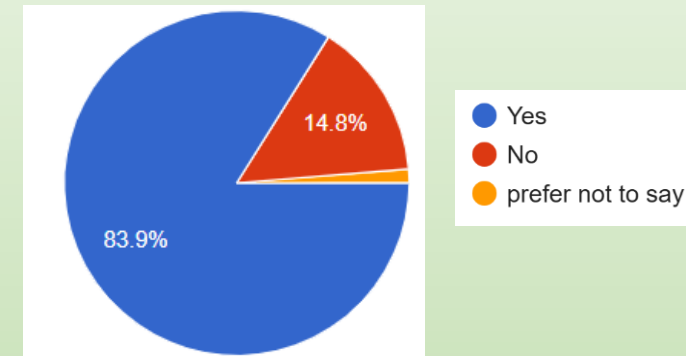
7. Number of women students in a Dept. (in percent of total strength)



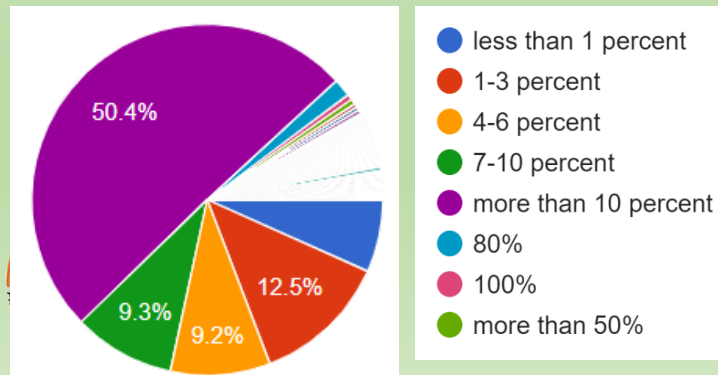
9. Are you aware of internal complaints committee (ICC) in your Univ./Institute



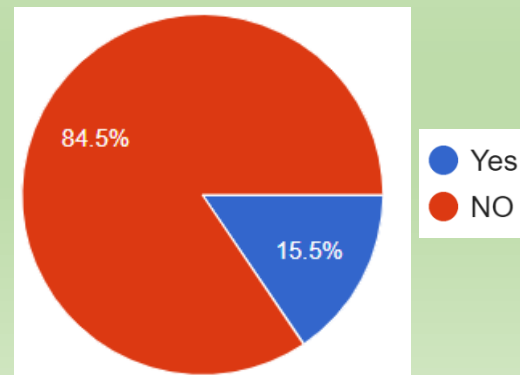
11. Are you married



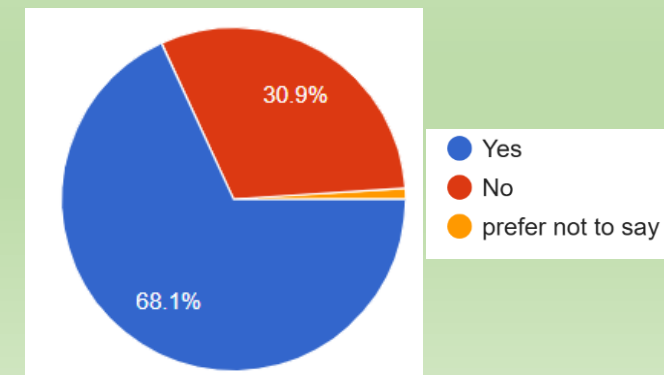
8. Number of women faculty in a Dept. (in percent of total strength)



10. Is your Vice Chancellor/Director a female

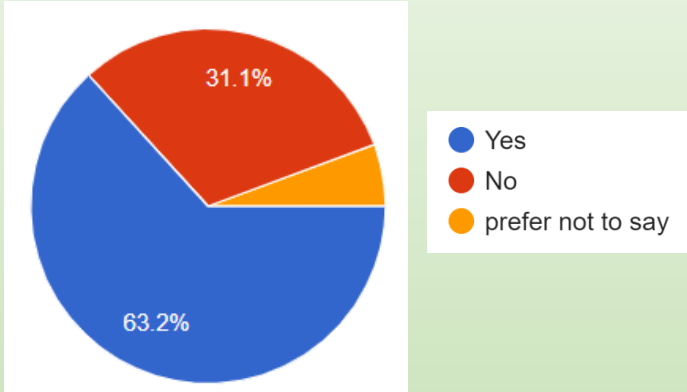


12. Do you have children

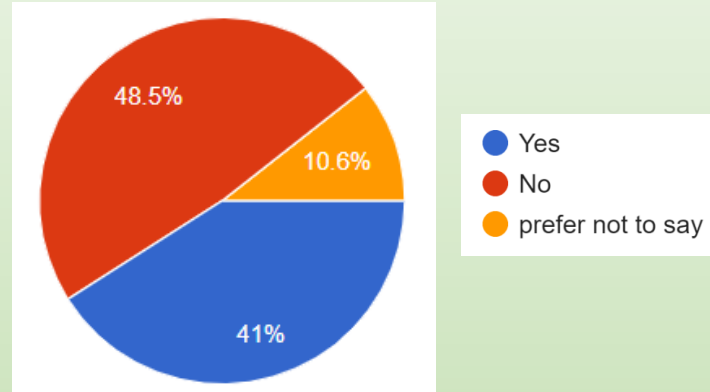


Survey Report Continuing...

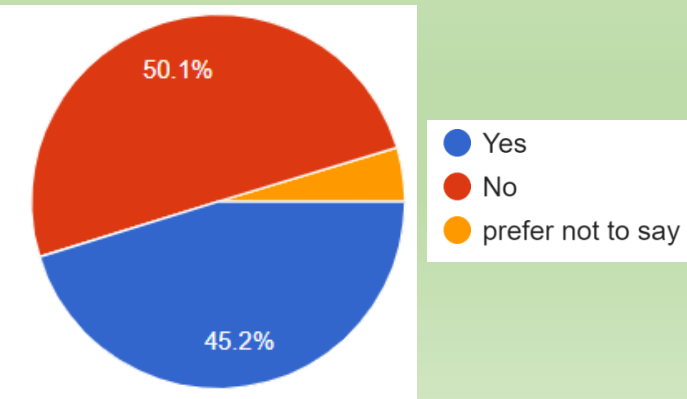
13. Did you ever require Flexible Office Hours due to Family reason



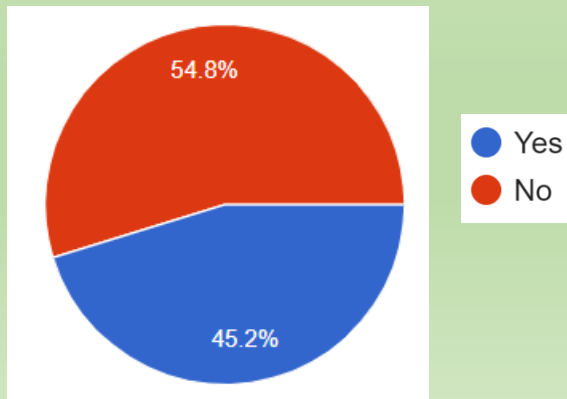
14. Did you receive flexibility in office hours due to family reason



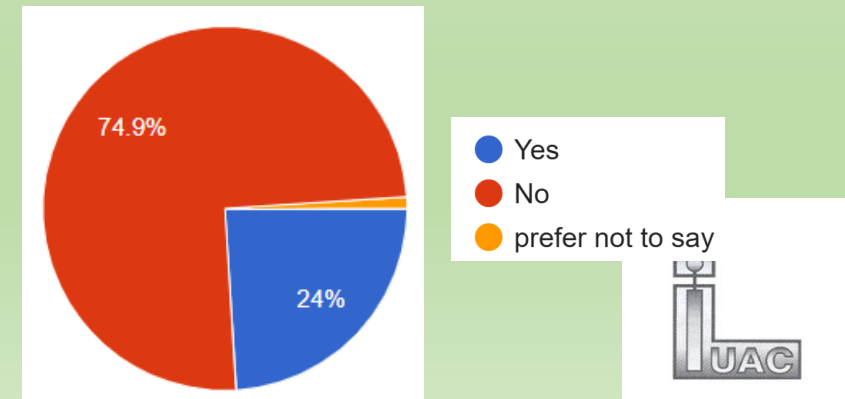
15. Do you have two body problem (i.e. your spouse having permanent position in a different town)



16. Do you have child care facility in your Univ./Institute



17. Did you have break in career



Take on Message:

- Proper child care facility, flexible office hours are must for women to grow professionally and at same time to take care of the family. Much remains to be achieved in this direction.
- Two body problem is also an important issue. A large percentage of women (about 45.2%) are facing this problem. This creates an overall instability for women to manage and maintain professional and personal life, especially when they have children.
- 63.2% women wanted Flexible working hours, only 41% received.
- Responses are being analyzed to get a clearer picture.



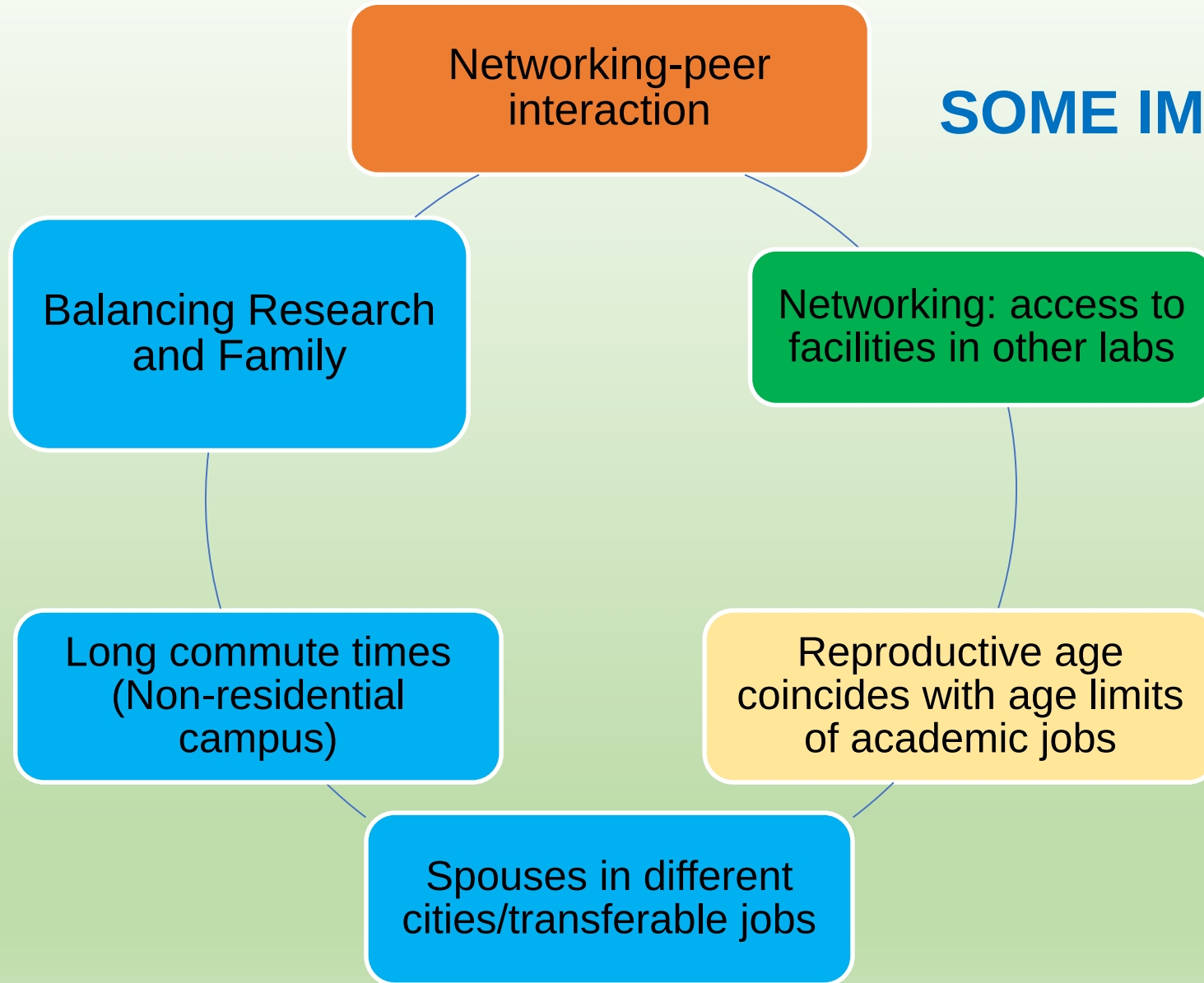
WAY FORWARD:

Action Plan:

- GIPWG plans to initiate several endeavors, including workshops, panel discussions, etc. for raising awareness about gender-related issues for both women students, post docs, and faculty.
- By spearheading these initiatives, the group aims to drive positive change and foster a more inclusive and equitable environment, where women researchers are able to freely communicate with each other about their problems and challenges.



SOME IMPEDIMENTS FACED



Many impediments in the early stages add up: the mole-hills add up to make a mountain

Such Symposia Provide Excellent Opportunities for Networking



A meeting on “Focusing on Women in Scientific Leadership” held at IISER Kolkata on 26 March 2025.



Thank you

