

Recommendations

Each of the *reports* has its own set of recommendations.

Presented below are the recommendations regarding Gender Bias from a 2019 INSA book on *Ethics in Science Education, Research and Governance*

Collated Recommendations (pp 126-127):

1. Gender equality should be part of the core values of every academic institution.
2. It should be recognized that equitable treatment of all members is a constructive approach in creating viable and cooperative academic communities. Full and equal participation of women in all academic activities should be promoted.
3. Ethical training imparted to members should include training of members of both sexes on gender sensitivity. An orientation process, which will make her aware of the existence of ICC and her rights in the workplace, should be chalked out by the organization for women at the time of joining.
4. Interview and selection committees as well as project supervisors need to be sensitized about gender biases.
5. Sexual misconduct as well as gender-based harassment in the workplace have to be considered as academic misconduct.
6. The availability of accessible, affordable and high-quality care services must be considered an important ingredient in making the environment friendly and safe for women and to create a gender-equitable atmosphere.
7. Organizations must strive to provide infrastructure such as campus housing, child-care and other services, lounge facilities to cater to the special needs of women, and provide flexible working hours to facilitate maternity and child care needs.
8. It is imperative that every organization carries out an annual gender-audit. It would be best if such reports are put up on the web-page.
9. Similarly, statistics of drop-out rates of women should be taken to reveal functioning of exclusionary mechanisms.
10. There should be mandatory positions for women academics in the selection/evaluation committees and in the decision making bodies both in research and administration. They also should be encouraged to assume leadership role.
11. Funding agencies should continue to support workshops and other activities to promote diversity and to monitor progress on gender equality.
12. In terms of regulatory action, complaints about gender bias and harassment should be examined by the Ethics Committee of the concerned institution and speedy and appropriate disciplinary action initiated.