



# भारतीयप्रौद्योगिकीसंस्थान (भारतीयखनिविद्यापीठ), धनबाद Indian Institute of Technology (Indian School of Mines), Dhanbad

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## PRESS RELEASE

### **Prof Ratna Ghosh talks about Empowering Women in Mining Sector and also about Women in Science Engineering Technology and Trade (SETT) as part of Shastri Lecture Series 2023-24 in IIT (ISM)**

Prof Ratna Ghosh, a distinguished James McGill Professor and Sir WC Macdonald Professor of Education at McGill University emphasized on need for female recruitment, retention and advancement at all levels in Mining Industry in order to ensure Gender Mainstreaming in the sector.

She further elaborated that the opportunity to work with different types of people and also the opportunity to perform wide range of works besides the opportunity for professional growth and advancement can attract women in Mining Industry.

Prof Ghosh while delivering an online lecture on February 8 on **Critical Aspects in Gender Mainstreaming: Empowering Women in the Mining Industry** as part of Shastri Lecture Series, 2023-24 organized by IIT (ISM) in association with Shastri Indo Canadian Institute (SICI) under the coordinator ship of Prof Rajni Singh, Dean (Corporate Communications) at IIT (ISM) further opined that competitive remuneration serves as most important factor in many countries to attract women towards Mining Industry.

About the reasons for Women leaving the Mining Industry she said that capability of Women being questioned continuously and several other factors like fewer advancement opportunities compared to male colleagues, bias in remunerations etc are main reasons.

She further said for ensuring attraction, retention and promotion of women in the Mining Industry the Mining Companies should initiate several measures like making basic provision for women to feel safe, zero tolerance policy for discriminatory-non inclusive behavior ensuring remuneration based on qualification and ability and not on the basis of gender.

For bringing change she harped on mindset and societal changes as primary steps before legislative initiatives as gender inequalities can't exist if they are not perpetuated by men and women.

In her other lecture titled, **Women in Science, Engineering, Technology and Trade (SETT)** delivered on February 9 under the series she said, "Under Representation of Women in Science, Engineering, Technology and Trade creates an imbalance in Society" and add the issue of gender disparity is of significance in all modern societies and disparity is most significant in fields related knowledge economy.

Elaborating about the increasing recognition of values that women bring in the knowledge economy she said that as society can't be deprived of half of world's brainpower there is urgent need to develop radical policies, radical change to pedagogy, which will ultimately lead to societal change. She also emphasized on the need to convert demographic advantage to demographic dividend.

Rajni Singh

**Dean (Media & Branding)**