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PRESS RELEASE

Lecture on Workplace Cultures and Reforms Needed at Grassroots by eminent Mining Policy Expert Nandini Chakravarty delivered at IIT (ISM) as part of Shastri Lecture Series 2023-24.

Nandini Chakravarty, Managing Director of Mine Line Pvt Ltd, said on Tuesday that women don't need quotas or reservations instead they need such reforms at grassroots level that ensures equal opportunity, freedom to choose, freedom from prejudices, superstition, discrimination and harassment,

She was delivering the 4th lecture, titled, **Workplace culture and reforms needed at grassroot** late February 14 evening 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) . She also advocated equal pay and equal respect at workplace for women besides the opportunity to being heard, accepted and respected as peers

Chakravarty who serves as a member of committee for policy making at mines regulator, Directorate General of Mines Safety (DGMS) further also pitched for greater role for women in Mining Industry and said, "the women are by nature nurturers so the complex problems of mining industry would have perhaps been mitigated by allowing them to participate design, plan and execute the mining process".

Chakravarty during her over 1 ½ hours on line lecture followed by interactive session with the audience said due to greater patience women have greater safety awareness and resultant better handling ability the safe practices

"Being nurturers by nature women have relatively greater environmental concerns including about the present degradation of land and water bodies which in turn help them to ensures proper utilization of natural resources " further said Chakravarty who is member of two CII committees on Safety as well as mining equipments.

Women in Mining industry can also help to the address the social problems caused due to economic inequality created by displacement of traditional livelihoods over generations of land acquisition and resultant formation of militia groups etc.

"Women in the mining industry due to their empathetic nature can also execute in better way the rehabilitation of displaced person, lessening economic disparity gaps through rehabilitation as responsibility of providing the family mainly falls on women" said Chakravarty who is the recipient of an Engineering Gold Medal from MGMI (Mining, Geological and Metallurgical Institute of India) for the successful development of India's first load centre and 2 MVA Transwitch.

"Women in the mining industry also contribute for ensuring skill development and alternate employment opportunities through rehabilitation programs" said Chakravarty.

The first lecture in the series was delivered on January 23 by Dr Prem Kumar Agarwal, former judge under the judicature of Calcutta High Court and founder of WB National University of National Sciences in Kolkata who spoke on Women, Mines and the Law in India. The second and third lecture in the series on Critical Aspects in Gender Mainstreaming Empowering Women in the Mining Industry and Women in Science, Engineering, Technology and Trade (SETT) were delivered on February 8 and 9 respectively by Prof Ratna Ghosh a distinguished James McGill Professor and Sir WC Macdonald Professor of Education at Mc Gill University.

Rajni Singh

Dean (Media & Branding)