Innovations

Indian Men, Mining, development and missing sustainability

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Abstract:
Mining process were never considered sustainable and is primarily responsible formajor environmental damages.This article examines how Indian patriarchy and mining industrial constructions of masculinities and manhood shape impacted and exploited natural resources. These claims rely on theoretical analysis about how men behave, and highly consider the production of masculinity as the preferred gender in mining.The present work examines how the mining inequalities have changed well-established understandings of development i.e. men and only men through ruthless mining is responsible for various problems of sustainability.This paperrecommends and suggests feminist perspective, gender equality and increasing women participation in mining in direct and indirect ways may open better prospects for improved environmental practices andsupport sustainability.

Key words:*1.Patriarchy, 2.Masculinity, 3.Environment, 4.Development, 5.Mining, 6.Theoretical analysis, 7.Feminist perspectives.*

Introduction:

India is well known for its unity in diversity, its democracy, its people their languages, their tradition and rich culture associated within. One of the rich Indian cultures also reflectdeep roots of patriarchy that are assimilated into it from generations. It can be said that patriarchy existed in some form or the other in Indian civilization. Although, with sudden active participationof Vedic reformers, efforts of different ruling dynasty, the practice of patriarchy was suppressed for a certain period of time as highlighted by many historians but it can never be said that it has ended. From past history to current scenario, Indian patriarchy, power, male privilege continues to remain the same, with negligible change. The regional and social patriarchy practices were never

limited to people but also reflected in their division of work, industrial segregation, formulation of class categorized on the basis of strong and week, educated and uneducated, vulnerable sections, and many more. In doing so, female occupy a secondary place in relation to men in all of the three inequality dimensions i.e.in terms of status in society, monetary power and holding important political positions.Women faced and are still facing discrimination in the society and are considered to be the largest disadvantaged group.This paper tries to introspect the same dimensions of inequalities into industry and contextualize consequences of masculine mining.

Today, mining is a particularly strong and significant human activity, essential but controversial. There are disputes over who owns the resources that can be mined, the value of the people who do the mining, and the effects of mining on the stability of the planet and its inhabitants. We can only fully understand the extent to which maintaining dominant gender understandings in and for mining denies the possibility of more peaceful gender practices and how we, as gendered humans, utilize the earth's natural yet finite resources through exploring the relationship between gender and mining.A decade of men and their masculine mining practices continued in India. It is the male who formulated policies, sets targets managed, controlled, operated mines and looked into mining processes associated directly or indirectly.

Keeping regional and industrial masculinity in mind third section of this paper discusses about theories of men nature relationship and try to establish closer amicable relationship amongst them through the concept of sustainable development. The thrive of lives forms on earth is possible only due to unique environmental conditions on earth. But today, the situation is deteriorating and doing reverse devastation to the human in the forms of pandemic, natural calamities, global warming, etc.

The environment has supported humans and many other organisms over ages, yet because of their insatiable needs, humans have had to create methods for adapting and surviving. Several of these methods, particularly technological ones, have negatively impacted the nearby environment in both direct and indirect ways.Today's environmental issues are increasingly the result of men's individual actions, decisions, and dominating and leadership qualities. However, the reality remains that the health of the environment directly affects the health of the global economy, human population, and the future generations. This suggests that there is a greater need now than there ever was to comprehend the patterns, relationships, systems, and core causes of the worsening environment. In this paper, I argue using theoretical analysis along with proper justification to develop and understand gender basically male as one of the root causesfor ecological crisis that the current generation is facing today and challenges of future generations. Although, gender disparities that contribute to the gender gap in environmental sustainability are undeniable, the current study offers a fresh explanation for this phenomenon. We specifically suggest that the preconception that green customers are feminine and the pervasive link between the concepts of greenness and femininity. Although, because of the power differences between the sexes, their wisdom is frequently disregarded and women are not recognized as change agents. Therefore,this paper also suggests a gender analysis of environmental management is required as a future study, looking at gender differences in the use of natural resources (such as

water, forests, and land) as well as in the consumption of services and goods (such as transportation and food) (pollution, chemicals, loss of biodiversity, etc.).

Research Objective and Question

This study tries to develop deep understandings based upon various discourses involved in the regional(India) and industrial(Mining)construction of masculinity, which has challenged sustainability. For Indians, growing up in some or the other form of patriarchal masculinity is always one of the biggest challenges even in contemporary times. So, the question that came first hand is that masculinity is the cause for crisis? What are the traits of masculinity and what lead men to behave is being challenged in the current paper.

1. We will reinvestigate the thinking about does gender-men have any impact on climate change??
2. We will illustrate how the industrial context of development boosted developing economy of India, deepening social inequalities, and the adverse environmental problems and missing sustainability component in mining.
3. Finally, Some aspects of environmental damage Mitigation –with a feminist perspective.

Literature Review:

Indian Gender Ideology

The term gender is still unsettled in its varied forms in research and in practice among different social groups. The term gender is basically used to defined the roles rather than physical components, based upon their cultures and practices followed over the ages(Unger,1979).

Talking about India, the early conceptualization of gender is exclusively based upon the male and female inherited roles i.e. Feminist for female and Masculinity for male. Males are considered to be sturdy, muscular, and effectual. Accordingly, some of the behavior traits such as superiority, competitiveness, status concerned, power-oriented and authoritative are associated with masculinity. “H”was considered as task leader and “W” was social emotional leader. Earlier social structure were developed in such a way that fathers, who were generally the eldest person of house and heads of households had decision making authority and had controlling power over members of family who were younger to him including wives, children, and servants. Subsequently, this developed over-time into a social system wherein men gained more power and access to resources over women.This paper tries to explore gender ideologies and how gender behaviors, nature, culture shapes the Indian society.

Indian Social masculine construct is a matter of study from various perspective.Indian society is rooted in to patriarchal social construct where still men are considered superior be it in its social processes’ interactions behavior actual division of work construct on masculinity and femininity. In the Indian context,these patriarchal values govern and guide differential gender socialization and control over the other counterparts in addition. Indian population reflex high masculine sex ratios and numerical imbalances from many past decades which is also a matter of concern this conservatism is not only reflected in society but also at workplace nature of work is also gendered.

Previous researchers have also emphasized on theory in Indian context that, conflicting masculine ideologies create situations that lead to negative behaviors. Moreover, societal norms and its patriarchy is relatable to men's dominance over women and other vulnerable.It is one of the astonishing facts about India, that with the growing awareness and sensitization of gender issues over the past few years, several books, papers, research studieshave already made about different facets of Indian masculinity and studies confirmed existence of biasedness, stratum of superiority and exploitations as its one of the probable outcomes (Osella and Osella, 2006). Some researcher found gender as one of the ancient differences that exist in Indian societies but yet sanctioned by history.Further, Indian socially constructed another ideology that viewed nation as their motherland and portraited as womeni.e.'Bharatmata', which is required to be by its brave warriors and nationalists. It can also be viewed like women are dependent on the male counterparts for their security and honor.

Indian Industrial Ideology

Mining Industry: India is a country of large dimensions, rich resources and carrying one of the primitive histories of mining. Early mining was in the form of searching strong stones for making tools, weapons required for basic livelihood. Later-on, usage of different precious minerals such as gold, iron, silver and precious stones, gems can be seen from 1400-1600 A.D. or even earlier. The rust-free iron pillar constructed in 4th century in New Delhi, even depicts the techniques of smelting iron, used in the said construction. Thus, nothing can be exactly traced about mining evolution rather it has evolved as per the needs and along with the Indian civilization. However, few documentary evidences of permission wereproduced with records of coal mining in India in Raniganj in 1774. It was the year 1777 for iron ore mining, 1880 for gold fields mining in Kolar and 1866 for first oil well drilled in Digboi was started. Although it received little attention at the time because to its poor quality, the expensive cost of excavation, and other political factors, which greatly slowed down the development of industrialization, the very start-ups may be considered as the catalyst for India's industrial revolution. While going through a major change towards increasing production capacities on large-scale, Government of India (central and state) taken the control over resources and different public sector companies have been created.

In Financial Year'21, the nation's coal production totaled 715.95 million tonnes (MT). The amount of coal produced in India between April 2021 and October 2021 was 379.597 million tonnes (MT).In terms of iron ore production, India comes in fourth place worldwide. The amount of iron ore produced in FY21 was 204.48 million tonnes. India produced 204 MT of iron ore between April 2021 and January 2022.India has a total of 878 steel factories that produced crude steel in FY20. In FY21, India produced 103.54 million tonnes of crude steel. In comparison to May 2020, when 5.8 million tonnes of crude steel were produced, 9.2 million tonnes were produced in May 2021, a 46.9% YoY increase, according to worldsteel. By FY22, it is anticipated that India will produce 120 million tonnes (MT) more steel, an increase of 18%. India produced 9.5 MT of crude steel in September 2021, down from the FY21 total of 102.49 million tonnes (MT).SAIL produced 1.55 MT of hot metal, 1.44 MT of crude steel, and 1.46 MT of saleable steel in September 2021, respectively.India's total aluminium production (primary and secondary) reached 4.1 MT in FY21,

making it the second-largest country in the world. From April 2020 to January 2021, 3,285,186 tonnes of aluminium were produced(Annual Report,2021-22).

*Industrial Ideology:*The term Mining is associated with process of digging and extraction of minerals into dark earth below earth using huge power and forces to its final processing and making it available to the market. Industrial gender stratification is a matter of discussion and deliberation of this current paper. Total strength of female employees of Coal India Limited, which is one of the largest coal producing company in India is as follows in Table-1

TABLE-1: Annual Percentage of females in total manpower of CIL.

Year	Total manpower	Female strength	Percentage
2018-19	285479	19779	6.92%
2019-20	272445	19460	7.14%
2021-22	259016	19535	7.54%

This table demonstrate strengthen male hierarchies and women are still infrequently or insufficiently appointed in jobs requiring extreme physical exertion or endurance, such as operating heavy earth moving equipment, rock drills, underground mining, etc. Furthermore, Design of equipment and tools, limitations of mining costume, boots are designed taking standardization of men which also poses limiting factor for female participation in Mining. Being guided by female boss is sometimes hitting to the Indian men ego and several types of arrangements such as creche, maternity leaves, safety of female underground, suitable toilet facilities for females are matter of additional frustration experienced among the colleagues and management too.Before appointing women to core mining roles, it is important to take into account a variety of issues, including physical strength and fitness, heat tolerance, body measurements, the design of the equipment used in mining, subterranean safety, etc. This in-depth examination in respect of mining industry reflects a high male employment rate. It demonstrates how male privileges and comfort are considered that endangered women safety at work in dark underground mines and thus prohibited women's overall industrial presence. A significant portion of masculinities analysis reveals a severely limited, unfavorable notion of manhood. Considering the same Mines Act 1952 prohibited employment of women in mining industry. This industrial harsh step led to decade of masculinity and invisibility of women across mining industry. With this, the superior males formulated their own rules based upon their masculine virtues and guided industry, rising demands, explored forests, ruined mother earth yet supporting economy.

Theories of Man-Nature-development relationship and Sustainability

The existing conflict between growth and development and environmental degradation can be typically viewed on three major pointsi.e. 'dry green', 'shallow green', and 'deep green.'According to this division, views tend to be either more Earth-centred or more human-centred. The ‘dry greens’ have human centered leanings. With minimal interference from government regulations

and high trust in self-policing, they believe an unfettered economy can change the world for humanity's benefit. Deep greens are environmentalists who believe modern economies and consumer patterns cannot coexist with the environment and that they invariably do more harm to the environment than they do good.The shallow greens have therefore attempted to end the existing conflict between two earlier concepts and thus establishes new relationship, which is been called as "sustainable development".Sustainable developmentcan be considered as meeting human needs of present generation without compromising the ability of future generations to meet their needs. Sustainability is related to the environmental issues, social equity and economic development. Sustainable development was much discussed and burning area of research in recent era, but it came into effect as formal mandate in mining Industry in India with the MMRD 2015. As per the recommendation of Hoda'2005. As a result of this amendment, District Mineral Foundations (DMFs) were established to promote sustainable development in the area and for individuals impacted by mining. A crucial first step in institutionalizing benefit sharing in Indian mining was the establishment of the DMF. In the 2008 amendment to the National Mineral Policy, sustainability is addressed for the first time with a view to preserving and enhancing the exhaustible mineral deposits and ensuring the best possible use of natural resources. All mining operations must be carried out in accordance with a thorough Sustainable Development Framework that outlines guiding principles for efficient mine closure and suitable reclamation/rehabilitation to sustain the ecological state. The National Mineral Policy was authorized by the Federal Government in February 2019 and includes the public trust doctrine, the intergenerational fairness principle, and the common property ownership of natural resources. As the trustee on behalf of the people, the State must ensure that future generations benefit from the inheritance by ensuring environmentally sustainable mining practices that take social and economic factors into account. As a whole, sustainability and the sustainability strategy bridge social science with environmental science and with future technology. Sustainable growth protects the natural environment, human health, and the environment, while driving innovation, while not compromising our lifestyles.

A collection of policies, statutes, rules, and regulations have been established by the Ministry of Environment, Forest, and Climate Change (MoEFCC), which is the top organization, to prevent environmental problems that may result from various mining activities. The Forest (Conservation) Act, 1980 (FCA 1980) and the Environment Protection Act (EPA) 1986, as recently amended, are the two main policies that have specific clauses for monitoring mining activities for environmental protection. The MoEFCC's policy framework is general for the entire industrial sector. The Forest (Conservation) Act (FCA 1980) has undergone numerous revisions throughout time, the most recent of which were made in 2014. The Act gives the Central Government the authority to take whatever steps are deemed necessary for environmental protection, pollution prevention, control, and abatement. EPA 1986 establishes requirements for the Environmental Impact Assessment (EIA) that will result in environmental clearance, as well as regulations for the discharge of effluents, national ambient air quality standards, and ambient air quality standards. According to EPA 2006, an EIA is the most crucial environmental requirement for a mining operation that began in 1994 and has since continued with improvements. Additionally, Central Pollution Control Board (CPCB), which operates under the auspices of MoEFCC, is the principal

regulatory body that advises MoEFCC on all issues pertaining to the prevention and control of water and air pollution from industrial activity. The Water (Prevention and Control of Pollution) Act of 1974, the Air (Prevention and Control of Pollution) Act of 1981, and the Coastal Zone Regulation of 2011 have all been established by CPCB to reduce the environmental effects of mining processes.

Some of the sustainable steps taken in Mining Industries are like:

*ISO Certifications:*Indian Mining Companies have taken initiative of meeting standards by taking various types of certifications from International Organization for Standardization which is adding credibility and enhancing responsiveness, fair practices of their Organizations like Coal India Limited renewed its certifications for the year 2019-20 with the Bureau of Indian Standards (BIS) for Quality Management, Environment Managementand Energy Management System.

*Star Rating System:*A good governance project called the Star Rating System was created as a tool for mapping mining footprints from a sustainability perspective. Based on assessments of mine performance on technological, socioeconomic, and environmental aspects, The Star Ratings are given, providing unbiased reporting of their operations. It has been set up as a two-tier system, with the mine operator filling out templates for self-evaluation before having them validated by the Indian Bureau of Mines.

*Solid Waste Management*is the biggest challenge for any mining industry and such wastes are parked and utilized in some of best of their usage such as in construction and maintenance odHaul road, maintenance road, into construction of slime dams, transformed into sand/clay and slit that can be used in construction activities.

*Plantation:*Number of muti-tier plantation campaign is taken-up by mining companies to increase their greenland and green cover. Moreover, in order to decide the best plant species for afforestation, environmentally friendly and durable ones, scientific study is also conducted with collaboration of national institutes like Forest Research Institute etc. During the last five years (2016-17 to 2020-21), CIL has planted 94.19 Lakh no. of saplings over an area more than 3,873Ha.

Reclamation: Technical and Biological reclamation to the soil and barreled mined-out land is a practice and responsibility taken by companies to mitigate the damage. Mined-out regions are simultaneously reclaimed and renovated for profitable land usage. After the technical reclamation is finished, biological reclamation is done. In addition, Eco-restoration of mining lands and making it easily accessible for social surrounding by developing it into innovative parks promotes tourism and maximum utilization added to it. Some of the best examples are Gokul Eco-Cultural Park, BCCL, Rajarappa Eco Park, CCL, etc.

*Technology:*Modern techniques of mining such as use ofHydrostatic Drilling , geophysical loggers; Ripper Dozer and using artificial intelligence and software's, such as MINEX, Theodolite technology are some of the best innovative solutions for mining industry that has added towards their efficiency as well asmanaging environment in some better way.

Human life on Earth would not be what it is now without "mining" and the success the mining industry has had in collecting and making accessible a wide array of resources. The scale of the benefits that people obtain from mining cannot be ignored, it is highly emphasized. Without mining, there would not have been many improvements and discoveries in the fields of health, science, technology, communications, and transportation. But the pace, level and side-effects are

astonishing that the then men could not have visioned the same and the repercussion are challenging for present and future generations too.

Men, Mining and missing sustainability

Environment provides the basic resources needed for establishment of an industry, such as the land, water, resources and it also absorbs the industrial waste produced by these industries. When resources extraction and its side-effects go beyond what the environment can support, results into varied problem. Therefore, the environment faces crisis as a result of failing to maintain life, which is the most crucial purpose of environment. Human, majorly men activity is enormously responsible for the current environmental problems such as deforestation, ozone decline, pollution, increasing industrial toxins, nuclear radiation, etc. At the macro level, Mining Industry is primarily responsible as one of the major sources of carbon emission and energy consumption.Although there is array of activities that has contributed to theenvironmental crisis, this particular industry while dealing with the non-renewable resources is considered highly unsustainable due to its primary nature. Adding to it, due to its varied Indian geological structure, India is blessed with rich and varied mineral resources which is easilyavailable and accessible at the very low cost.This is the prime reason for its overexploitation, extraction either in authorized/unauthorized/private mining or for personal use and rapid depletion. While talking about mined resources, it is pertinent here that these minerals are priceless as they serve as important raw materials for many fundamental industries like power, steel, cement, etcand are a significant source of development. India has a long history of mining minerals going back to the Harappan period. The broad availability of minerals serves as a foundation for the expansion and development of India's mining industry. These minerals are not only adding to the nations development but also supporting as key minerals empowering India's defense and security as well. Nation is in high mining need of crucial rare minerals like Lithium, Cobalt, Indium, Gallium etc. which is used in making modern and low-fossil fuel-based equipment’s, arms and ammunitions, etc.India is having great reserve of minerals that are mostly located in forest covered areas that also raises further environmental and socio-economic concerns. Being ranked as one of the fastest growing nations across the world, there is huge pressure on minerals, metals to contribute towardsmeeting the potential estimated GDP. Rising demands will leads to more and rampant exploration of minerals that will ultimately lead to deforestation, and other mining problems as detailed below.

In order to complement and enhance the revival and rapid growth of the national economy, the new liberalized industrial policy led to high and accelerated growth in the mineral industry. The exploration activities were massively expanded, which resulted in the augmentation of mineral reserves as well as the addition of a number of new ones. The government and the State along with there under created public sectors were involved into ambitious programmes, 5 year plansformulated and launched for the core industries of steel, non-ferrous metals, fertilizers, etc., to meet the ever-growing demand for minerals, as well as for higher exports to conserve foreign exchange.In order to meet the ever-rising demands and as a major source of energy, establishing new minesidentifying blocks lead to huge extension of mining areas. Such greed and process of commercialization of mining is achieved on the cost of mega destruction of flora and fauna,

vegetation clearance, Disruption of habitats. These activities of growth express the context of the speedy use of natural resources to fulfill the wishes of the market and local and national development. In addition to mining, large tracts of forest and flora and fauna habitat have been used for indirect impacts of mining such as associatedindustry, railways, and human settlements. Which additionally contributes to the ecosysteminequalities lacking sustainability. The need for mineral resources would rise even more as a result of the "Make in India" programme to develop the industrial sector. Mineral reserve depletion is already a problem that needs to be addressed. All of these call for the sector to incorporate sustainability and equity.

In India, men are privileged and have always easy access to everything such as food, education, like-wise so, they have taken nature also as ready for usage and exploitation. Sense of dominance over resources as dominance in family, society and associated insensitiveness to it. Dominant patterns of production, consumptionand distribution are heading in deeply unsustainable directions.Beyond many socio-economic factors, one of the reasons for such rapid shift from need based mining to commercialization can be seen as the liberal rules and regulations prepared are only by the men regulated by men for the masculine clan.The tasks and responsibility-ties that men and women are expected to fulfil in private and public arenas. Women confined themselves within the periphery of home whereas men as the major role player in the coal industry. Men as miners from actual fields to supervisors to male centric board rooms, all places in the mining industry were completely masculine with glimpses of masculinity in their every associated activity. Indian patriarchy elaborated above fixes the home and family responsibility on femaleand male is known as The'Bread-earner', the one who gives money for managing homes. So, men were more easily movable from one place to other in search of work. Same applies to short mines and men easy relocation into other mines, even at faraway places. This also involved more and more men into mining activities and their own masculine style of dealing with it. Instead of thinking as a part of mother nature, men with knowledge, use of innovative technology and as privileged breeds dominated and taken control over resources which were never owned nor meant to be exploited by them. It is pointed out that "dominant masculinity norms (including pressure to provide) rob toomany men of identity, livelihood, and well-being, putting them at risk of self-harm by(Enarson, 2014).Social and economic high expectations made the circumstances that men in order to proof their superiority over other breeds, in order to prove better and competitive traits, made their single voices to roar in such a way that it has not only interrupted but done rampant damage without any long-term planning, vision rather short-term profit interest.Traditionally,the majority of organizations were profit-making with little or no other concerns. This collocation between businessand environment has developed along the lines of the 'Separation Thesis. Business in general thought that endeavor for profit maximization as onlyresponsibility. Further, Ecological restoration provides the measure to reverse the biodiversity loss in the mining area. The process can bring about the restoring of basic ecological functions of the region. Today, it is mandatory for the mining industries to develop and execute such initiatives and many have even become successful in carrying out the work. However, the proper planning and execution are lacking in execution. The compliance of all the parameters has to be periodically monitored so that the work is not merely carried out in the pretext of earning some brownie points while seeking Environmental Clearance or Forest Clearance and expand the

excavation of mineral resources.Even large scale plantation is done but vegetation in such areas faces numerous challenges such as compaction, poor water holding capacity, infertility, high acidity, salinity and hostile temperature regimes.Also, in order to speedy meeting up with the rising pace of competition, proper attention is not given on the mines closure plan.At present, the Indian government does not have a mine closure framework in place(Coal Mining, 2021). In India most mine closures are unplanned, with only 30% of mines closing when the economic resource has been extracted.It resulted in barrel land, water leaching, chemical reaction. Normally for miningcompanies'abandonment cost is too high as this mining process specifically in coal includes removal of top soil(Overburden), also and sometime create hollow earth from inside. Table 2 reflects several violations detected by IBM regarding violations by mining companies as follows:

Principal Violations of MCDR, 2017 detected by IBM during 2019 and 2020

Rule Number and description	No. of violations pointed out in 2019	No. of violations pointed out in2020 (Jan. to Dec. 2020)
Rule11 (1) - Mining operations in accordance with mining plans	376	300
Rule 11 (3) - Submission of Review of Mining Plan / Scheme of mining	03	02
Rule 20 - Notice of opening of mine	08	03
Rule 23 - Submission of progressive mine closure plan	02	01
Rule 26 (2) - Responsibility of the holder of mining lease to submit yearly report	121	164
Rule 27(2) - Submission of Financial assurance	15	06
Rule 28 (1) - Notice of temporary discontinuance of mining operations	16	14
Rule 31(4) - Maintenance of plans and sections	25	25
Rule 33 - Copies of plans and sections to	51	68
Protection of Environment: Rules 35, 36, 37, 38, 39, 40, 41, 42, 43, 44 - Sustainable mining, removal and utilization of top soil, Storage of overburden, waste rock Precaution against ground vibrations, Control of surface subsidence, Precaution against air pollution, Discharge of toxic liquid, Precaution against noise, Permissible limits and standards, Restoration of flora respectively.	162	107
Rule 45 (5) (b) - Submission of Monthly Return	38	44
Rule 45 (5) (b) - Submission of Monthly Return	38	07
Rule 45 (5)(c) - Submission of Annual Return	124	49
Rule 55(1)(c)(i) - Employment of Whole time Mining Engineer/Geologist	78	32
Rule 55(1)(c)(ii) - Employment of Part time Mining Engineer/Geologist	19	40
Others	722	337
Total	**1798**	**1199**

The nature which was already existing was made to be destroyed and now company has to deploy extra cost and energy manpower in regaining the same which was already existed.

Recommendation and Conclusion:

It is the year 2013, when section 135 of Companies Act 2013 brought the concept of improving gender equality matter as a sub-section under Corporate Social Responsibility activities. In the year 2015, when SEBI set parameters for all listed entities to publish and bring under public domain their sustainability reporting based upon parameters of Environment, Social and Governance. In 2019 amendment in mines act allowed decades of prohibitory mining practices against women. All these processes are very recent and thus a matter of discussion of current paper.

Since the globe have realized women's potential and environmental knowledge and thereby acting towards increasing women participation and also included gender equality as its one of the top 20 agendas of development. Recognizing and sharing women's vast potential maybe used as a key to building their adaptive capabilities and strengthening their capacity to absorb the impacts of conditions such as environmental degradation, natural disasters etc. Concept of ecofeminism must be imbibed into the culture of mining organization, so that the decision makers can place environment first at foremost priority before taking any every decision. Sustainability is a long-term process which requires continual efforts by the companies to encourage and arouse female to participate with a long-term vision providing better facilities to create work-life balance, lower attrition rates.We think that the key to addressing the major climate change concerns is to enable adaptation and learning, design for justice and inclusion from the outset, and embrace complexity. Public engagement facilitates collaborations and collaboration across multiple levels and sectors, including industry, civic and climate change organizations, and the general public. Through consistent, ongoing public interaction, it encourages shifts in thinking, beliefs, and behavior.

The relationship between mining and sustainable development, however, appears to be up for debate. The fact that mineral resources are limited and nonrenewable and that fewer opportunities exist for future generations to exploit these resources is a major argument against the mining industry's ability to contribute to sustainable development.

Moreover, throughout the past 40 years, the mining industries have been primarily responsible for the major environmental catastrophes that have raised public concern. It is agreed that problems of sustainability exists and the organizations are making continual efforts towards the same. However, it cannot be ever achieved half-heartedly, without involving half of global population that is female. Ecofeminist suggests increasing women participation, their involvement at every level can contribute towards better sustainable steps by organizations. They focus more on a 'doer' (subject) than on the doer's vicinity full of resources (objects).There has never been a more pressing need to address the converging issues of creating sustainable development routes and attaining gender equality. The current World Survey highlights both the significance of each challenge and the necessity of addressing them jointly in order to fully realise the rights of women and girls and assist nations in making the transition to sustainable development as the world moves toward the post-2015 development agenda.

Conclusion:

Indian economy and human civilization have depended on the mineral resource sector since the dawn of time. The initiatives of mining are very important for achieving the Sustainable Development Goals (SDGs) of the UN and carrying out the Paris Agreement. Despite the sector's diversity, it has the chance and potential to positively impact the realisation of all 17 SDGs and the Paris Agreement. To achieve equality in their talents and potential at many work-societal-economic fronts, stakeholders in their respective fields must work together and with sensitivity to the feminist perspective.The earth is not something we inherit from our ancestors; rather, we borrow it from our offspring. This is a significance realization that is of late dawning on the human mind. While a large majority of humans still argue for the welfare of the environment because it is necessary for the survival of humans as a species on this planet, there are growing number of people and activists who are driving the point that the environment needs to be protected for its own sake. The environment shall not be viewed as having mere instrumental value satisfying the needs and wants of human beings, but is to be viewed as a system throbbing with an invisible force that interconnects every being with the other and hence has intrinsic value. Unless the man vs wild attitude transforms into 'man and wild in cohabitation' attitude and unless anthropocentrism paves way for eco-centrism all our efforts toward conserving and preserving the nature would prove to be shallow. Realization and eco-feminist transformation, combined efforts rather than single handed sustainability are some of the suggested ways to save near extinction of life forms on the mother earth.

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