

# Gender and Just Transition

Exploring the Opportunities of a  
Gender-Inclusive Transition in India



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## Abbreviations

<b>CIL</b>	Coal India Limited
<b>COP</b>	Conference of the Parties
<b>ECL</b>	Eastern Coalfields Limited
<b>SDG</b>	Sustainable Development Goals
<b>GII</b>	Gender Inequality Index
<b>GAD</b>	Gender and Development



# Executive Summary

Creating a just transition model which benefits all members of society is challenging. Policies need to be aligned to ensure that every segment of the coal-dependent economy gains from economic, social, and ecological changes caused by the energy transition.

Making a model towards a just transition beneficial to every individual is challenging. There needs to be policy alignment to ensure every segment in the coal-dependent economy reaps the benefits of the energy transition's economic, social, and environmental impacts.

This report is intended for national, regional, and local policymakers who are responsible for executing just transition strategies in the fossil fuel and non-renewable energy sectors. This study addresses the significance of gender inclusiveness in just transition. This piece illustrates the five significant challenges that women mine workers confront, as well as how they are unique to them. Women as agents of just transition are being explored since they have long been involved with the fossil fuel industry, and their perspectives are critical in establishing just transition policies and programs. The presence of a substantial number of women in the industry further highlights their significant role in the setting up of just transition policies as active members associated with mines.

This study discusses strategies for maximizing women's involvement in just transition planning comprehensively. Women can meaningfully take part in the development of a just transition through an inclusive and intersectional approach. This report incorporates two case studies of women's involvement in the fossil fuel sector, highlighting how their role switched from reliant to supporting. Finally, the paper proposes six policy recommendations to policymakers.

- **Designing a national action plan that fosters gender equality, women's empowerment, and growth in extractive economies.**
- **Developing legal regulations to eliminate the obstacles and prejudice women confront in mines.**
- **Setting up monitoring teams of women from local communities to ensure the proper execution of government programs.**
- **Increase community participation while mining projects are being developed.**
- **Recognizing women's skills might be a first step toward reskilling.**
- **Women's involvement in decision-making processes should be encouraged.**

“Despite the progress made towards gender equality in the past century<sup>1</sup>, women continue to face exclusion, discrimination, and disproportionate exposure to socio-economic vulnerabilities. Climate change risks widening existing inequality gaps in the world of work<sup>2</sup>. At the same time, women and girls are “early adopters of new agricultural techniques, first responders when disaster strikes, and important decision-makers at home about energy and waste”.

International Labour Organization (2022)



# Background



## What is gender?

Gender refers to the socially determined features of women, men, boys, and girls, which include behaviours and roles. Gender is a socially constructed term that differs by socio-cultural norms. Regardless of whether a person is born male or female, sex-appropriate behaviours and customs are imparted. Individuals who do not “fit” into conventional gender norms are socially excluded and stigmatized.

In many countries, women and girls are expected to be responsible for household chores such as cleaning, cooking, and laundry, as well as tasks related to home maintenance such as fetching water and fuel or engaging in small-scale agriculture for economic independence, regardless of whether they have a paid job outside the home. Meanwhile, tasks involving electrical or mechanical devices have traditionally been regarded as to be the domain of men.

Figure 1

Women working in Brick kiln



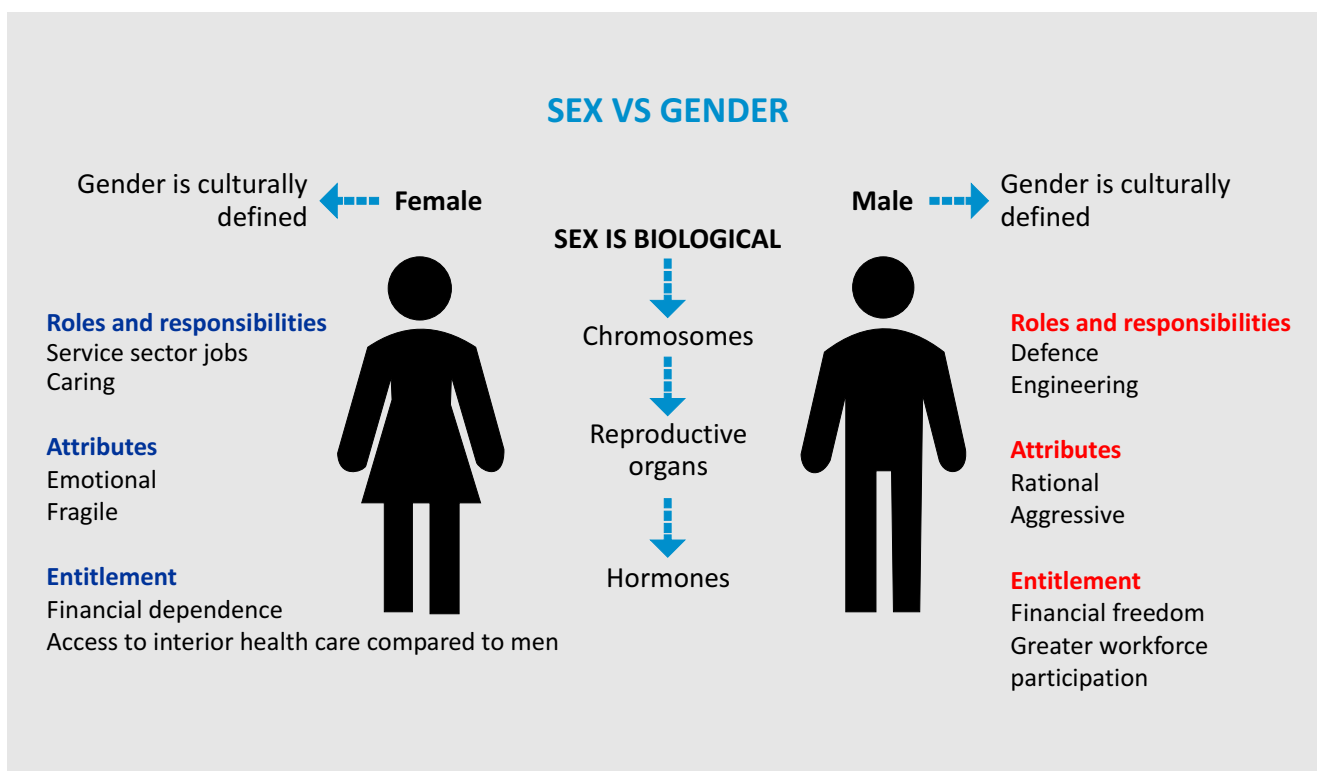


**Table 1: Difference between Sex and Gender**

SEX	GENDER
Different biological and physiological characteristics of men and women	Different socially constructed characteristics attached to men and women
It remains constant throughout all societies	It varies from one society to another
It is inherited by birth and determined by chromosomal construct	It is influenced by social, cultural and behavioural factors
Example: A female can give birth to a child	Example: Women can cook, but women should speak in a low voice

**Figure 2**

Difference between Sex and Gender



The picture above shows biological and physiological differences between men and women. However, society also plays a significant role in creating differences in roles, responsibilities, behavioural attributes, power distribution, and rights between men and women.

# Why Gender is Crucial in Just Transition?



During the COP26 conference in November 2021, India's Prime Minister, Shri Narendra Modi, announced that the nation aims to attain net-zero emissions by 2070. Climate change affects men and women differently owing to existing gender disparities, according to the scientific community. To address this, the notion of a just transition came into existence to minimize negative impacts on gender equality while fostering fairness and inclusiveness in the transition to a greener future.

## SDG and Gender

Gender equality is one of the seventeen Sustainable Development Goals (SDGs), though progress towards achieving this goal has been gradual. Since 2019, the UNDP's Gender Inequality Index (GII), a composite measure of gender inequality in empowerment, has remained constant. The COVID-19 pandemic has aggravated the situation, triggering a global backlash against women's rights and the lasting effects of the human development challenge.

### Challenges faced by Women in Mines.

**Women mine workers come across an array of unique obstacles. The five most notable are as follows:**

- Gender discrimination in the workplace prevents countless women from advancing in careers and securing employment. Despite receiving training, most women are still trapped in the same position due to multiple factors including the discriminatory practices of companies. Certain appointments and positions have been turned down to women merely due to their sexual orientation.
- Based on reports, women workers' contributions are devalued; they are left out of the process of decision-making and are not given opportunities to contribute their ideas, resulting in a loss of interest. Discrimination within the workplace is unconstitutional and unethical, yet its existence continues to persist in different ways.
- Discrimination in terms of remuneration has been identified in the mining sector, with women employees receiving compensation differently than men at the same level while performing similar tasks.
- Women stated verbal assault as an obstacle causing psychological trauma and vulnerability. Along with this, occupational health risks and an inadequate level of safety in the mines constitute significant challenges that women come across in the mines.
- Women are involved in mostly reproductive work such as domestic work, child care etc, which gives them little space for productive work. The women involved in mine work or productive work face chaotic situations at home due to a lack of cooperation both from the workplace and family members

## Necessity of gender perspectives for exploring energy policies and transitions

Gender equity entails creating fair and equitable gender relations that adhere to every individual's right as a human being, irrespective of class, colour, sexual orientation, age, marital status, ability, or circumstances. It is crucial for addressing social and economic inconsistencies, including well-being, employment, and access to resources like energy.

In order to promote gender parity, it is critical to ensure equitable participation in decision-making across all levels. This involves giving women a voice and power in energy planning organizations, as well as enabling opportunities for citizens to take collective action.

Gender equality implies the attainment of all human rights. A "threefold typology of inclusion, reversal, and displacement" is one approach to combating gender parity in policies.

Inclusion imparts greater opportunities and resources for those who face disadvantages pertaining to age, gender, disability, race, ethnicity, origin, religion, or economic status to foster their active participation in society and uphold their rights.

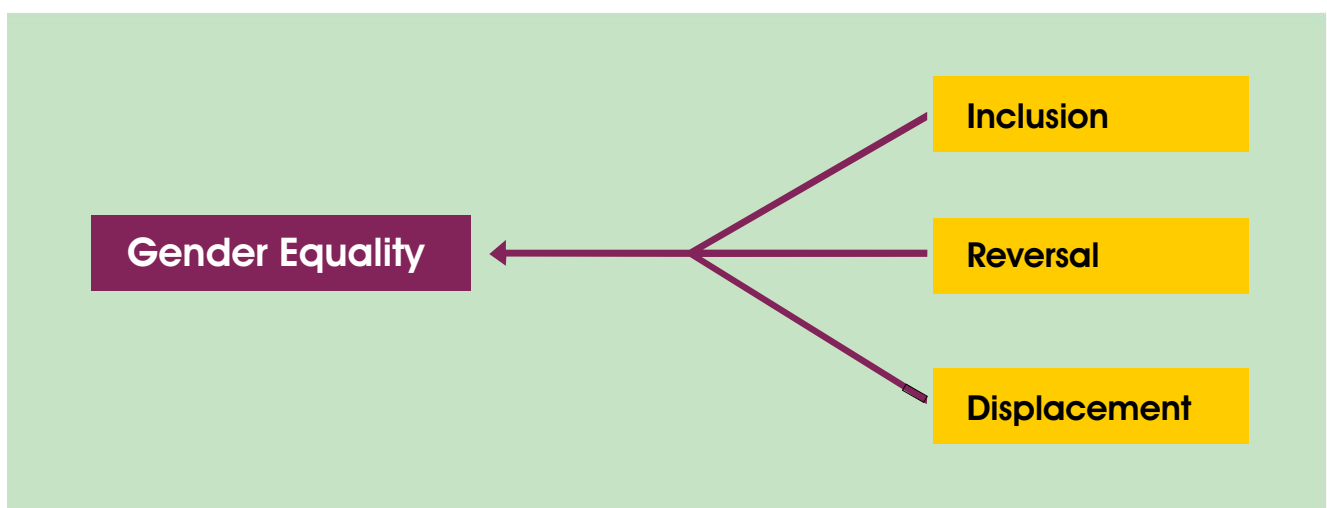
Reversal denotes a change in the customary societal duties that women are allocated, such as caring for the home and cooking. This shift can be achieved by integrating women into the Just Transition process, as well as by giving them agency, such as involving them in decision-making and increasing their participation in political processes and issues.

Displacement in the context of women and their involvement in mines refers to a transition in their employment paradigm aside from being unpaid caregivers at home. Women's agential position propels them to take charge of their situations not just as wives and dependent members of coal mine workers, but additionally as supporters and contributors to the process.

This entails incorporating women's rights into decision-making processes in order to promote gender equality, as well as identifying and addressing specific requirements of different genders, such as through affirmative action policies. It also involves going beyond typical binary gender notions and incorporating all genders and their interests in decision-making processes, while acknowledging intersectional challenges.

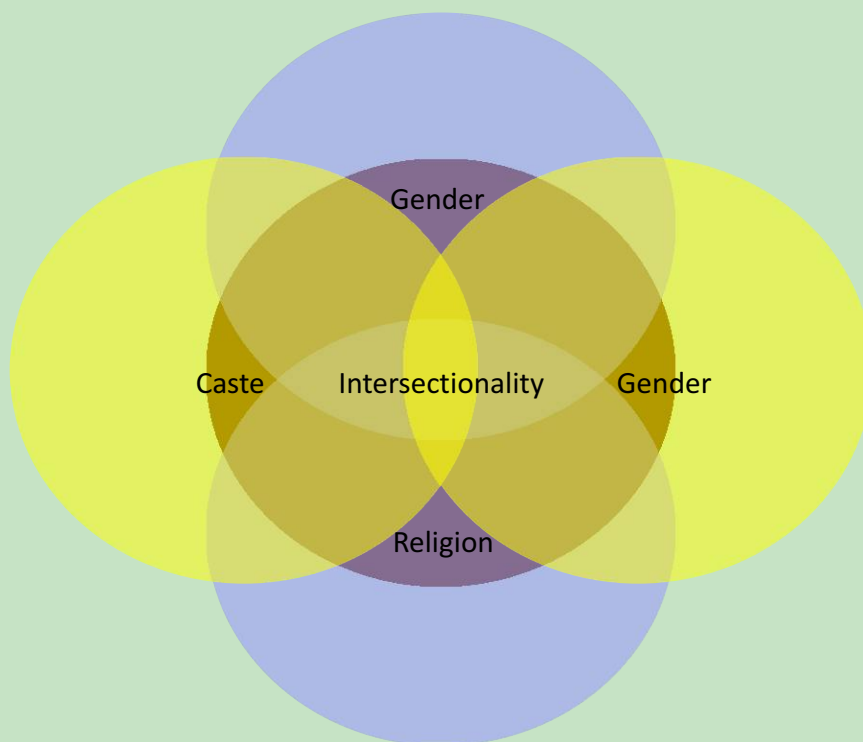
Figure 3

Three measures to achieve gender equality



## What is Intersectionality?

Intersectionality refers to the fact that various identities that women have and how they impact their experiences in society. These identities, such as religion, social class, race, economic status, and family, culture, interact with gender and create specific types of social oppression. The theory of intersectionality acknowledges the interdependence of gender with these identities and the resulting discrimination. It is essential to note that these identities do not function separately, but rather, they work together to bring about various kinds of discrimination against women. For example, the woman can be from lower caste community, widow, unlettered and on top of that poor. Gender and development practitioners are now turning towards the Sustainable Development Goals (SDGs) to address issues of inequality, power, and exclusion to ensure that no one is left behind. The term 'intersectionality' has gained popularity in this context, but there is no consensus on its proper application. (For further reading: Ferree, 2018).



# How are Gender and Just Transition Connected?



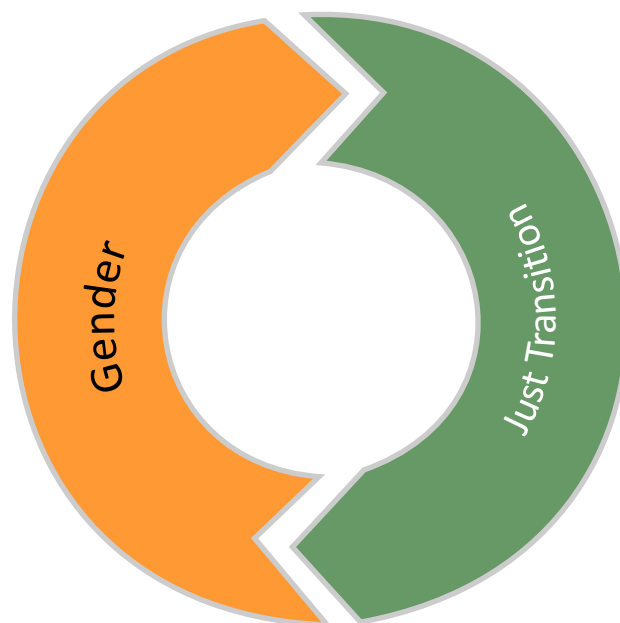
The association between gender and just transition executes on two dimensions. The first encompasses **the role of gender in the energy sector**, while the second is focused on the **relationship between gender and the consumption of energy**.

Gender becomes an imperative component to address just transition since it is only through this approach that the extractive industries' gender-blind, male-cantered articulation of development can be countered. McIlwaine and Dutta (2003: 370-1) suggest that gender and development (GAD) discourse has the potential to articulate a robust and radical agenda that can address the cores of existing inequalities between men and women and that this approach may culminate in a redistribution of power inherent in gender relations. GAD, through its strategy of operation, enables space for 'diversity' within communities. GAD creates space for diversity in communities, which helps women from less developed countries find their voices. The language used is simple and familiar, making it easy for everyone to understand. The most important information is presented first and sentences are kept concise. Overall, the text flows well and is organized logically. GAD emphasizes diversity, including that of race and ethnicity.

Figure 4

The connection between Gender and Just Transition

Substantial advancements in the pursuit of gender equality over the last century, women continue to face a disproportionate amount of exclusion, discrimination, and susceptibility to socioeconomic vulnerabilities. The gender inequality disparities that already exist are being exacerbated by climate change, specifically in the realm of employment. Achieving climate and just transition objectives will be unattainable in the absence of coordinated and decisive action, as well as policies and investments designed to facilitate a transition that is characterised by gender equality.

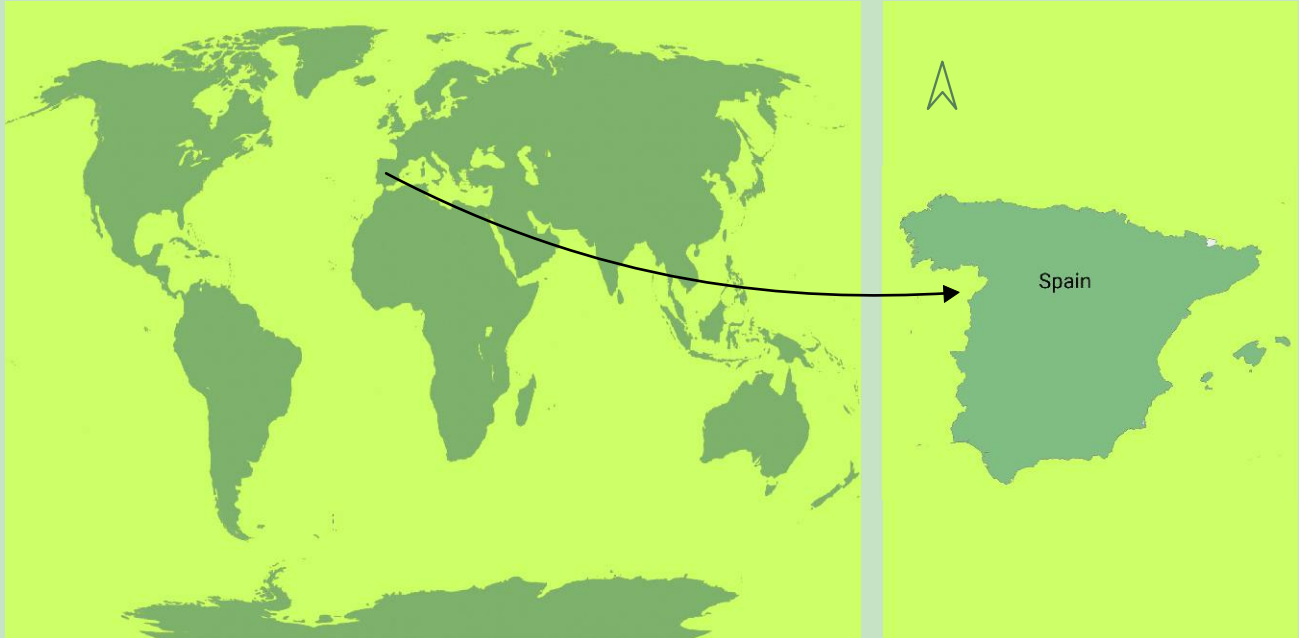


### What is just transition?

Just transition can be defined as the process through which means of greening the economy is aimed in a fair manner. It is to be achieved by being inclusive in its proceeding, including everybody in society, creating decent work opportunities and leaving no one behind. The idea of a 'just transition' was introduced by trade unions in the 1990s, aiming to provide financial aid and opportunities for those affected by environmental policies. It seeks to create fair and inclusive green jobs while promoting environmental equity and reducing inequalities caused by development.

Figure 5

## Gender Inclusive Just Transition in Spain



Spain's plan for a National Just Transition, launched in 2020, aims to make the most of the shift to a more environmental friendly economy while minimizing negative effects. The plan focuses on creating job opportunities for women in green industries, especially in rural areas, and promoting their involvement in the transition. The Women's Institute of Spain's Ministry of Equality and the Institute for Just Transition has signed a protocol to support the Just Transition Agreement and its goal of providing more green job opportunities for women, recognizing their contribution as agents of positive change. The plan is designed to be gender-responsive, with policies that support gender equality and empower women during the energy transition



# Women and Energy consumption

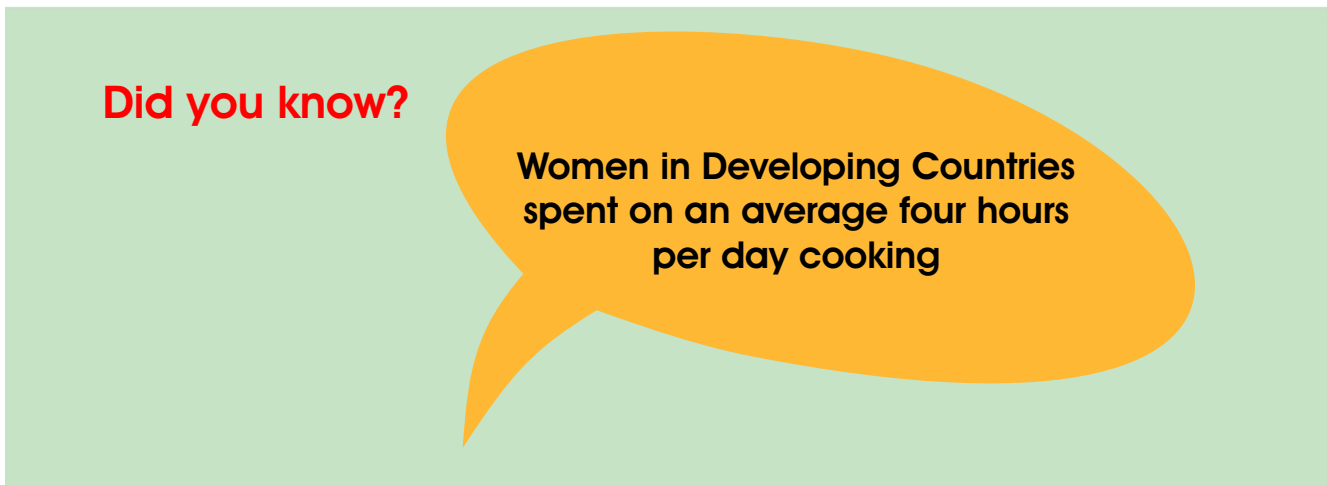


Photo credit: BLOOMBERG

A significant component of development is the connection between women’s consumption of energy and clean cooking technologies. In 2016, Prime Minister Shri Narendra Modi launched the “Pradhan Mantri Ujjwala Yojana” to provide Liquid Petroleum Gas to women below the poverty line. Women in developing countries spend an average of four hours daily cooking, and indoor air pollution has an immense impact on their health. (IEA, 2015). According to the World Health Organization, household air pollution triggers 3.2 million mortality annually in 2020. (WHO, 2022). As a result, 58 million children worldwide fail to attend school, and 100 million drop out of elementary school, with girls accounting for the majority of those who stay at home to help their mothers with domestic chores.

**Figure 6**

Time spent per day cooking in developing countries



It is essential to focus on three key areas:

- How does clean energy consumption benefit women?
- Has clean energy consumption changed their role within the family?
- Is it possible for women to find employment opportunities and become less dependent on male household members?

Although energy consumption entails diverse uses of energy, women are primarily associated with caregiving and household duties. Therefore, delivering clean cooking gas tends to be the best way for women to reap advantages from the energy transition.

**Table 2: Time spent cooking (per day)**

Country	Number of hours per day	Share of population relying on biomass for cooking (in percentage)
South Africa	1.7	9.14
India	1.1	59.46

# Women as Agents of Just Transition



*“..... women are agents of change for a just transition, and climate action cannot be successful or sustainable if it does not meaningfully engage them. A just transition and the promotion of gender-equality are intrinsically linked and mutually reinforcing. Just transition is critical to achieving gender-transformative climate action and social justice....” (ILO, 2022).*

### What is IDWIM?

The International Day of Women in Mining was started in 2023 to acknowledge the accomplishments of women in the mining industry. The International Women in Mining (IWIM) organization decided to mark June 15th, 2023, as a worldwide day of commemoration. This occasion comprehends women’s substantial contributions to the mining sector and advocates gender parity while advocating for a more inclusive industry. The celebration takes place annually, with events taking place on or around June 15th.

Women have been threatened and impacted by climate change, despite their significant contributions in environmental conservation and just transition innovation. Women exhibited leadership in developing and executing community-specific mitigation and adaptation initiatives but are substantially underrepresented in just transition policymaking. To accomplish equal participation and benefit for women, priority must be focused on unpaid care work, where women deliver the most. Discussions of the care economy, encompassing elder and childcare, health, and education, ought to be prioritized in just transition discussions. The gender-specific and low-paid care sector should be addressed as a vital component of dealing with gender disparities in low-carbon sectors.

Women are taking leadership roles in grassroots movements and posing as agents of just transition. According to a recent United Nations Women report, women in local communities are advocating gender parity through innovative approaches in agroecology, sustainable energy, and ecosystem protection. These efforts for inclusion and gender equality necessitate government assistance to scale up and replicate.

The involvement of women in political processes and decision-making is of the utmost importance for a just transition. In India, Article 243D Clause 3 of the Constitution’s 73rd Amendment Act reserves at least one-third of the total number of seats to be filled by direct election in every panchayat for women, even those from scheduled castes and tribes. This statute encourages women to get involved in politics and become agents of just transition. According to the UN Women report, women’s representation in elected seats remains low, with only 14.44% in parliament and 44.43% in local government deliberative bodies.

## Bottom-up approach for Just Transition

To effect global change, it is imperative to initiate a grassroots approach that entails participation at the local level. In India, the Union government addresses national concerns, the state government handles state-specific issues, and panchayats or municipalities oversee district-level challenges. The transition to renewable energy has emerged as a critical issue in mitigating climate change, with multiple stakeholders involved. To ensure that all stakeholders have a voice, it is essential to recognize the existence of women and deploy an intersectional approach that brings women from diverse backgrounds together. Grassroots stakeholders play a pivotal role in disseminating information about the energy transition and implementing ideas within communities.

It is of the utmost importance to obtain insights from local stakeholders to create a bottom-up approach. To achieve a just energy transition, grassroots voices must be heard. These findings can serve to guide local governance strategies related to energy transition, particularly when compared to wealthy countries. Local players in rural areas spearhead many renewable energy initiatives, while urban actors have a less significant part in energy transition governance.

Understanding local conflicts, alliances, and the perspectives of local stakeholders is required for developing a connection between local governance and energy transition. The Strategic Action Field Network method is a viable tool for integrating local agents into the larger narrative of just transition and mitigating vulnerabilities across all intersections.

Figure 7

Two steps for a bottom-up approach



## Dependent or Supporter

Coal mines not only offer a significant source of employment for the communities that surround them, but they also attract a large number of migrants from the adjacent states. People who work in coal mines have families who rely upon their incomes. Women from families whose husbands or sons work in mines usually do not have credentials that would enable them to work in mines.

Prime Minister Sri Narendra Modi announced during COP26 in Glasgow that India will achieve net zero by 2070. This has culminated in the rapid pace of the energy transition, which is the process by which the country strives to reduce its reliance on fossil fuels comprising coal, gas, and oil. This restructuring promotes the utilization of renewable energy sources such as solar, wind, and others. Mine closure is followed by worker unemployment, resulting in a detrimental effect on both the worker and the dependent members of the family.

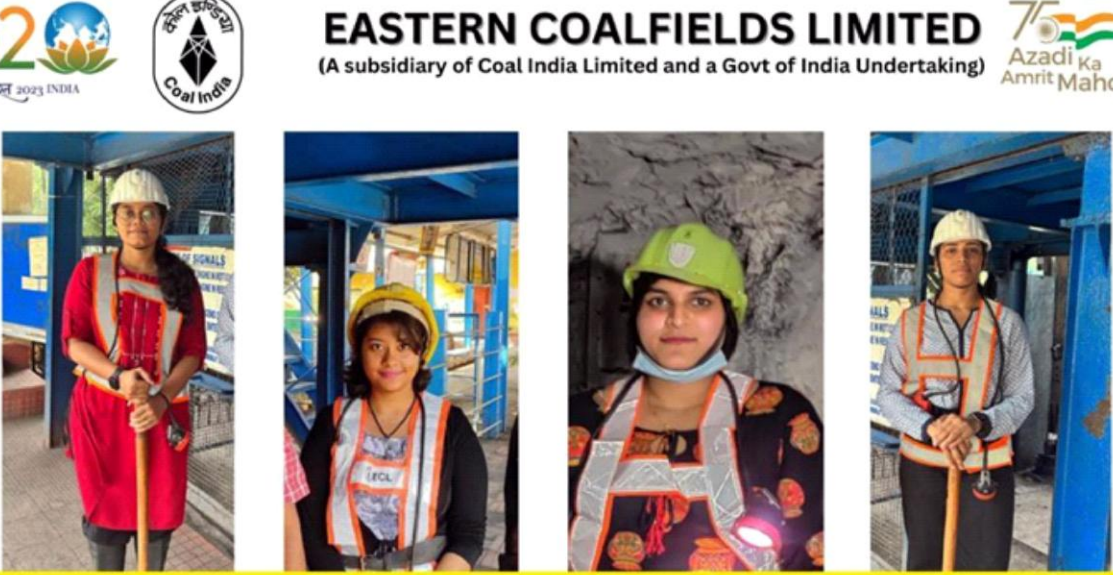
In this post-closure scenario, where the primary earning member is unemployed, the women of the family must switch from being dependent members to supporters of the family's existence. Women's position in the family requires attention because quoting them as 'dependent' is a way through which their work is restricted to the domain of the household as these works do not generate revenue. "Women perform caring roles in households and communities, are involved in ancillary industries and trading activities in coal mining regions, and are instrumental in the services that grow around coal's value chain." (Lahiri-Dutt, 2023, p. 2). Despite all these, we have seen how women are not considered important stakeholders while a transition is taking place in the coal industry. Hence, conceiving women as the one who is dependent and not the primary supporter needs further reformulation.

## Did you know?

SECL, a CPSE under the Ministry of Coal, is taking significant strides toward empowering women in the workplace by introducing a new Creche facility for the children of its employees. This two-story childcare centre comprises three rooms, a kitchen, and several amenities comprising CCTV cameras, toys, games, and, most significantly, female caregivers. This is just one of the numerous ways that SECL assists its employees and fosters a safe, welcoming, and inclusive work environment for everyone.



## Did you know?



**EASTERN COALFIELDS LIMITED**  
(A subsidiary of Coal India Limited and a Govt of India Undertaking)

**Reaping the Potential of the Female Workforce in the Coal Mining Industry**

**Female Mining Engineers working at Jhanjra Area of ECL**

Coal India Limited (CIL) is supporting more inclusive work environment for women with a workforce including 19000 females. Akanksha Kumari, a proud graduate of BIT Sindri, made history by breaking gender barriers and becoming the first female mining engineer to work in the Churi Underground mine of Cebtrak Coalfields Limited (CCL).

During the GATE 2022 score-based recruitment process, Anjali, Ankam Akhila Sahithi, Aishwarya Sarkar, Garima Singh, O. Pramila, Pragya Vaishnav, Pritismita Behera, Sanyami Nidhi, Subhangi Srivastav, Swati Kumari, Tripti Maurya, and Vishakha Rauat all joined the Coal India Limited (CIL) team as mining engineers.

Source: South Eastern Coalfields Limited

### Women are an integral part of the energy transition for three reasons:

1. On a global scale, women comprise 32 per cent of the workforce in the renewable energy sector, whereas their representation in the non-renewable sector is a mere 22 per cent. This demonstrates the importance of women in the transforming energy sector and how they are contributing internationally while emerging as significant supporters and key players.
2. Women contribute substantially to the family. Their position as a supplementary source of income for the family or as workers immediately following the unemployment of the spouse (the primary wage earner) should not be probed. Women have historically served in pivotal roles in environmental conservation and preservation. Their involvement in adaptation measures has been substantial. For instance, women have led innumerable environmental movements,

notably the Chipko movement and the Narmada Bachao Andolan. Even elsewhere women have always been supporters of environmental movements which also makes them active supporters of energy transition.

3. The employment of women contributes in two distinct ways. To begin with, a gender paradigm shift is occurring within the family unit, as women are beginning to venture beyond the confines of their domiciles. Secondly, employment does not ensure that family members are going to change their attitudes toward women. The empowerment of women with respect to decision-making isn't implied by their employment. A woman who works outside the home is frequently placed in a double-burden situation, even though such labour may serve as an indication of her empowerment.

### **Negative impacts of non-inclusive mitigation and adaptation policies**

It is imperative to combat the adverse consequences of energy transition and climate change with policies that aim to mitigate and adapt. However, it's essential to acknowledge that a one-size-fits-all approach may not be effective, as different groups experience different negative impacts. The Paris Agreement recognizes that parties are affected not only by climate change but also by the measures taken to address it. Inequality and poverty must therefore be considered alongside intersections of identity, such as gender, age, unemployment, ethnicity, and religion.

Developing and executing adaptation measures might unintentionally create, strengthen, or redistribute new sources of vulnerability. To ensure that adaptation policy is comprehensive, all stakeholders and representatives from every sector need to participate in both the planning and implementation stages. Mitigation and adaptation policies aim to address a variety of concerns confronting different groups of people, with justice being at the core. In order to achieve this, a public forum where everyone has an equal opportunity to express their concerns, vulnerabilities, and perceptions of a just transition must be forged. True inclusion must be developed through the bottom-up approach.

### **Women are breaking barriers in the mining industry.**

More than 3,000 women are shattering gender stereotypes at Eastern Coalfields Ltd. (ECL) by operating heavy machinery to mine coal.

"Many of the women are the finest HEMM (heavy earth moving machinery) operators we have," said Vinay Ranjan, Director, of Personnel and Industrial Relations, Coal India Limited (CIL).

Bindu Paswan, a 49-year-old mother of four, is one of these women, operating a giant mechanized shovel in the SonapurBazari open-cast mine in West Bengal's Raniganj Coalfields. Despite having just completed ninth grade, Ms Paswan has become one of ECL's most efficient workers, loading a 60-tonne dumper in 20 minutes. Ms Paswan was offered a job at ECL on compassionate grounds after the demise of her spouse. Instead of pursuing an office job like her late husband, she determined to work in the mine, where she found independence and recognition. Her daughters are extremely proud of her, and she is not the only woman operating shovels and drills in the Barmuri open-cast mine in Jharkhand; there are also six more such women. In 2019, the Indian government permitted women to work in open-cast mines and advised mine owners and management to implement Standard Operating Procedures that promoted women's employment. This shift has the potential to revolutionize the technical cadre at executive levels and transcend gender prejudices in the industry.



# Case Studies



This section will comprise an overview of two case studies. By means of these case studies, the narratives of women associated with the extractive industries are going to be presented in the foreground. Their presence and roles in the mines are underscored by the obstacles they encounter and the accomplishments that result from overcoming them.

### Case 1

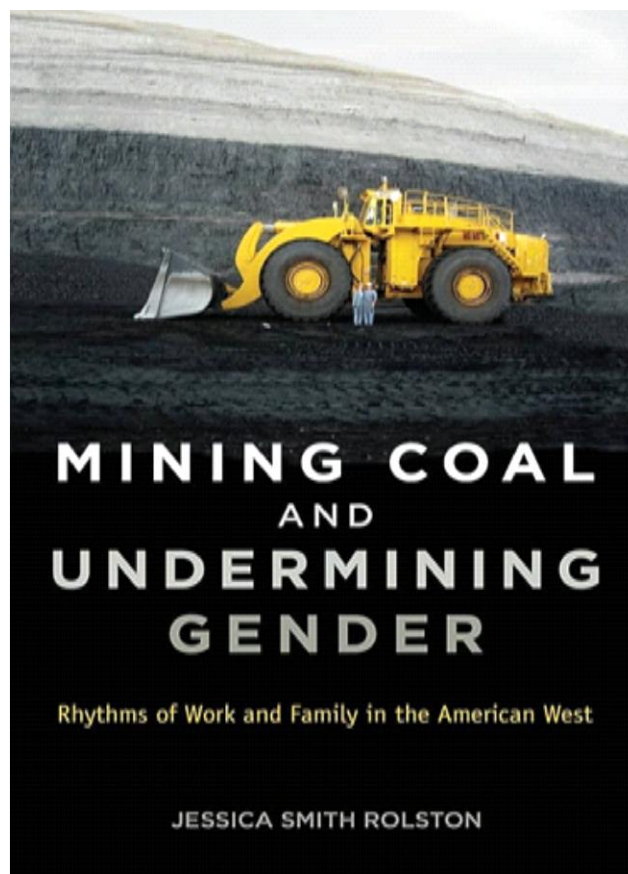
Mary, a worker at a surface coal mine located in the Powder River Basin of northeastern Wyoming, the most expansive coal-producing region in the United States of America, mentioned, "Gender is not the most important part of my day." Mary is not inferring that gender is unimportant in her initial remark; instead, she implies that gender is an essential part of her daily existence but is not the sole variable that retains importance. She points out how the absence of women's restrooms on the shovels makes life challenging for women in the mines, and how cultural norms further exacerbate this issue.

Mary urges the researcher to consider "gender difference not as an ever-present feature of the workplace but as a social process that comes to matter in particular moments and places." (Pg 5). Mary advocates the researcher to think about not only the narratives of women but also the efforts made toward gender neutrality and how substantial progress has been accomplished. Mary is aware of the prevalent view of the mining industry as a hostile workplace for women. According to Mary, their most noteworthy accomplishment is that they have made gender a "non-issue" in everyday activities despite addressing challenges and achieving goals.

The story of Mary and many other miners is illustrated in a book by anthropologist Jessica Smith Rolston, herself a onetime mine worker and the daughter of a miner.

### Figure 8

The case study of Mary is part of the book "Mining Coal and Undermining Gender"



## Case 2

Sarmila is an Assamese woman who runs a modest snack shop. She narrates how the closure of the mine triggered her husband to be laid off from his job. He thereafter moved to Bangalore along with his friends in search of employment. Sharmila, who has two children, ages 12 and 19, was finding it getting harder to manage the family and pay for the schooling of her two children after her husband lost his job. During this phase, she decided to start something on her own and opened a snack shop. During the lockdown, Sarmila's husband came back to his home town and later when the situation normalised he went back to Bangalore once again. As of right now, he works for a company as a driver, but he says he intends to come back to Assam once the mine units are entirely operational.

The case of Sarmilla exemplifies the dual challenge that women undergo. In addition to managing household chores, she is also compelled to run a shop to ensure the financial stability of her family. The current location of her spouse in a different city demonstrates the trend of migration that happened since the closure of the mine. Sharmilla's statement that her spouse travelled to another city with his friends implies the existence of a network that promotes the migration of a significant number of workers in search of alternative means of livelihood. The existence of contractors becomes noticeable in the midst of widespread migration.

Figure 9

JTRC member interacting with villagers of Humakjan village, Assam



# Recommendation to Policymakers



Women have the potential to play a vital role in the process of just transition if they can be well woven into the fabric. Inclusive transition ensures the well-being of every stakeholder and gives direction towards social justice.

This section will provide steps and procedures for how just transition can be achieved, strengthened and made gender inclusive. Ensuring justice based on gender by considering the changes that can be made in line with national and international policies.

- Formulating a **comprehensive national action strategy** that encompasses the advancement of extractive industries, women's empowerment, and gender equality.
- By devising **legal frameworks, obstacles and discrimination** experienced by women in mines can be eliminated entirely. In order to **gauge the level of women's involvement** in the mining industry, strategies ought to incorporate gender-responsive indicators.
- **Forming a monitoring team comprised of female members** of the local community to ensure that government initiatives are carried out effectively. This enables women to voice their opinions, motivates them, and transforms them into active participants in an inclusive Just Transition.
- **Increasing community involvement** while mining projects are being implemented and developed, and through these two purposes are served:
  - a. Reducing community tensions, which frequently occur due to land acquisition during the establishment of mining ventures.
  - b. Women in this process also receive information regarding healthcare benefits and pensions, which gives them self-assurance, makes them feel connected, and enables them to articulate their thoughts.
- The initiation of **reskilling women may consist of certifying the abilities they currently possess**. The certification of the diverse abilities that women in communities have inherited over the generations can facilitate their mobility. Prolonged completion of formal education and reskilling can impede the community's ability to sustain itself. Educating women in coal districts in digital competencies could provide them with alternative means of subsistence, given that such competencies could enable them to seek employment beyond the mines. The majority of adult males possess internet and other digital platform access, while women generally do not have access to such resources.
- Women are **increasingly represented in decision-making processes**. This will enable policies to incorporate gender issues into account. Legal rights for women to access and use funds designated for community development should be granted. Equity can be attained and gender-based discrimination can be combated through this process.

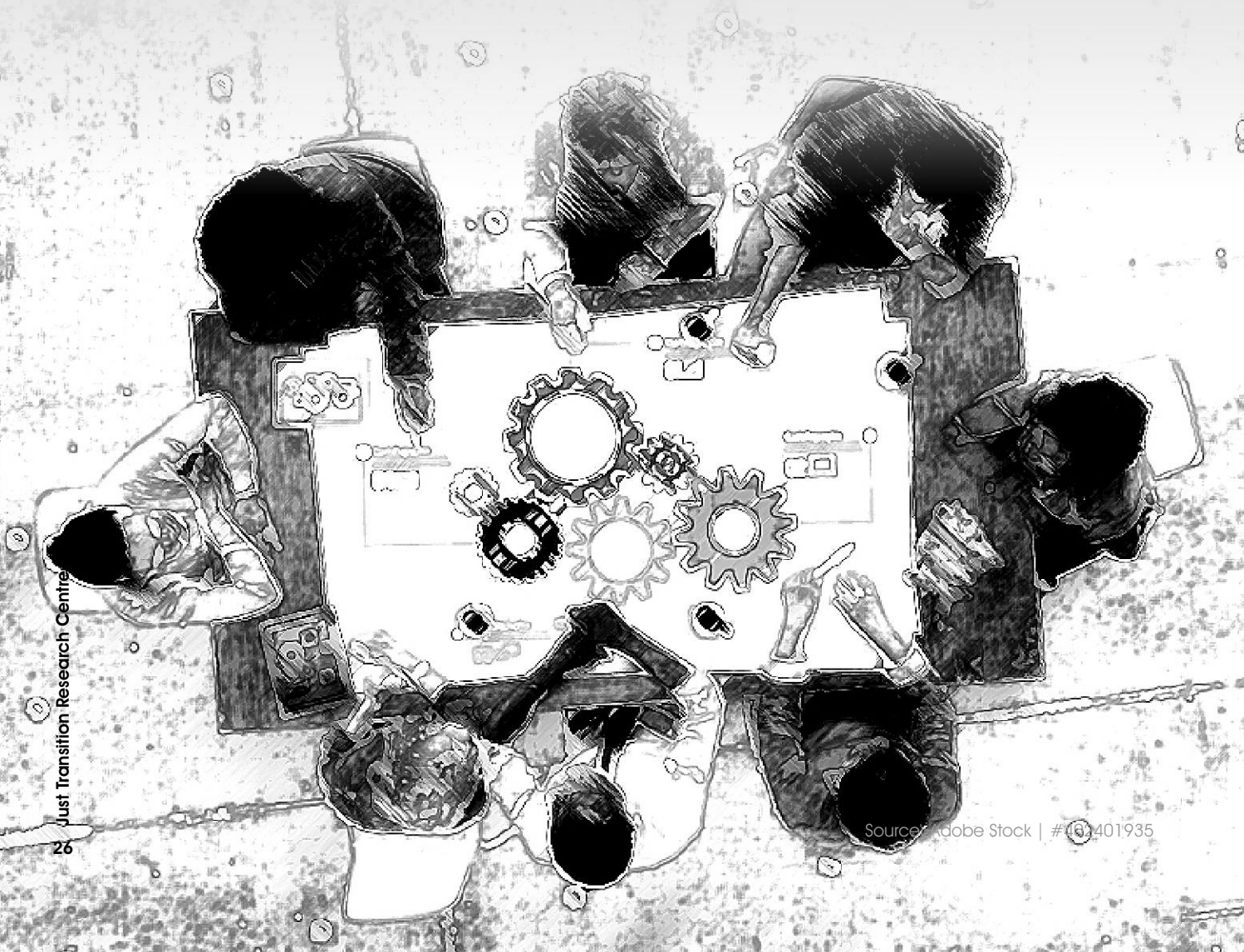
# Conclusion

India has set two significant goals: a sustainable future and a just transition. It is essential to consider how gender influences the paths of the transition to ensure a fair transition. Women remain marginalised in the population, but they still encounter vulnerability, exclusion, and discrimination. Nevertheless, women have been pioneers in adopting new agricultural techniques, mitigating climate change challenges and making decisions regarding energy usage and waste management within households.

Gender must be taken into account in all levels of governance decision-making to guarantee a just transition. This will strike a balance between social and environmental issues and economic growth. Women's involvement in local governance is particularly significant as it makes inclusive, bottom-up approaches feasible that

take into account the vulnerabilities and voices of all communities. To accomplish the goal of a just transition, a microscopic approach addressing the major policies that eradicate discrimination against women and distribute justice ought to be taken.

By utilizing the knowledge and abilities that have been passed down through generations, women in every community can advocate for equity and inclusiveness throughout the transition process. It is imperative to acknowledge the pivotal contribution that women make to the energy sector and to ensure that their status as significant stakeholders is formally recognised. By doing so, half of the population can benefit from the advantages of a just transition that is inclusive and takes into account the perspectives of all beneficiaries.



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