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# Empowering women in the oil & gas industry

Strategies for enhancing women's representation in the Oil & Gas industry include dismantling biases, implementing robust practices, and providing support throughout their careers.

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Traditionally viewed as a stronghold of male dominance, the oil and gas industry has long harboured an unconscious bias towards men. Stereotypical views and challenging field conditions have deterred women from joining the workforce of an industry critical to economic acceleration. Misconceptions about women's suitability for technical roles and a lack of structured policies for inclusivity have limited their opportunities to excel and prove their capabilities.

Today, a transformative wave is reshaping the industry globally, with companies actively championing inclusivity. Initiatives range from challenging deep-rooted stereotypes to revising engagement rules, significantly altering the landscape. In India, where women engineers like A Lalitha have historically spearheaded transformative projects, empowering women in the energy sector is not just about gender equality (<https://www.peoplesmatters.in/article/diversity/childcare-safety-and-pay-keys-to-indias-gender-gap-40749>); it's a cornerstone for achieving a self-reliant ('Aatmanirbhar') and inclusive society.

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