

## ANNEXURE

### a) Strengthening normative and legal frameworks (paragraphs 40(a) to (j))

**What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?**

**Response :**Government of India is continuously working towards ensuring gender equality and to eliminate all forms of discrimination against women in all spheres of life. Various measures have been taken by the Government to **ensure gender equality and prohibit discrimination against women in the world of work.**The **Code on wages, 2019** (in which the earlier The Equal Remuneration Act, of 1976 has been subsumed) provides for equal remuneration to men and women for equal work of same or similar nature without any discrimination. The **Sexual Harassment of Women at Work Place Act 2013** and amendments to the Indian criminal law in 2013 and 2018 provide an enabling environment for women.

The Occupational Safety, Health And Working Conditions Code, 2020 is a code to consolidate and amend the laws regulating the Occupational safety and health and working conditions of the persons employed in an establishment. The Act provides for special provisions relating to employment of women. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.

33% reservation have been provided for women in Central Police Forces. So far, 20 No. of States have also made provisions for the same and approximately 215 thousand women are serving the police force which is 10.3% of total. The headcount of women in the military has increased almost three-fold. Women have been permitted to fly Fighter Jets in the Indian Air Force. Women are also permitted in combat roles including Indian Coast Guard, Military, Commando Forces & NSG. In January 2020, the corps of Indian military police inducted the first batch of women military police.

**The Maternity Benefit Act, 1961 has been amended in March 2017 to extend the period of maternity leave from 12 to 26 weeks. Working Women's Hostels** have been established to provide safe and affordable accommodation to working women. The **Code on Social Security, 2020** provides that every establishment having more than 50 employees (whether male or female) is required to offer crèche facility.

The Government of India had set up a dedicated fund called "Nirbhaya Fund" for implementation of initiatives aimed at enhancing the safety and security for women in the country. Under the Nirbhaya Fund, various schemes/ projects are being implemented that include One Stop Centres (OSCs) for violence affected women, Universalisation of Women Helplines (WHL), Emergency Response Support System (ERSS) which is a pan-India single number (112)/ mobile app based system for emergencies, a cyber-crime reporting portal to report obscene content, safe city projects in 8 cities (Ahmedabad, Bengaluru, Chennai, Delhi, Hyderabad, Kolkata, Lucknow and Mumbai) including infrastructure, technology upgradation and capacity building in community through awareness programmes, training and skill development programs for Investigation Officers, Prosecution Officers and Medical Officers, distribution of Sexual Assault Evidence Collection (SAEC) Kits to States/ UTs, establishment of state of the art DNA Laboratory at CFSL, Chandigarh, assistance to 24 States/ UTs to strengthen Forensic Science Laboratories, setting up of 1023 Fast Track Special Courts (FTSCs) for speedy disposal of cases of rape and cases under POCSO Act, setting up/ strengthening of Anti Human Trafficking Units (AHTUs) in all districts of the country, setting up/ strengthening of Women Help Desks (WHDs) at Police Stations etc to ensure safety of women across the country.

**What specific actions have been taken to enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value in both the public and private sectors?**

**Response:** The Directive Principles of State Policy are also significant in this regard, particularly article 39 of the Constitution of India, which categorically states that men and women should have the right to an adequate means of livelihood and equal pay for equal work. India already has in place the **Equal Remuneration Act, 1976, which has been subsumed in the Code on Wages, 2019**, embodying the principle of 'equal pay for equal work', ensuring equality between the genders in the sphere of employment and prevents any discrimination against women in matters of employment. The Act, therefore, aims to bring about equality amongst the genders in the work sphere.

Enactment of three Labour Codes i.e. the Industrial Relations Code, 2020, Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020 for creating congenial work environment for women workers.

The Occupational Safety, Health And Working Conditions Code, 2020 is a code to consolidate and amend the laws regulating the occupational safety and health and working conditions of the persons employed in establishments. The Act provides for special provisions relating to employment of women. The code has allowed women to be employed in all establishments for all types of work, including

with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed. This code also provides that in establishments which have any processes which may be hazardous or dangerous for women, including for example in underground mines, the employer can be required to provide adequate safeguards prior to employment of women for such operations.

In alignment with the goals under Nation Health Policy (NHP) 2017, the Government implements Ayushman Bharat Programme, with its twin pillars of Health and Wellness Centres and the Pradhan Mantri Jan Arogya Yojana (PMJAY) since September, 2018. Under Jan Arogya Yojana, coverage is provided to 16.79 crore poor and vulnerable families[i]. The programme is helping in a big way to improve women's, especially for women from poor and vulnerable sections, access to health care services.

**What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?**

The Sexual Harassment of Women at Work Place Act 2013 and amendments to the Indian criminal law in 2013 and 2018 provides an enabling environment for women to participate in economic activities.

The Sexual Harassment of Women at Work Place Act 2013 was enacted to provide a safe and secure environment to women at the workplace. It covers all women, irrespective of their age or employment status and protect them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized. The domestic workers are also included under the ambit of the Act. It has put a robust redressal mechanism in place in the form of mandatory requirement of establishment of Internal Committee (IC) and Local Committee (LCs).

It also casts a duty on employers to sensitize employees by carrying out various awareness generation programmes and workshops. A complaint of sexual harassment can be filed within a time limit of 3 months. This may be extended to another 3 months if the woman can prove that grave circumstances prevented her from reporting earlier.

Further, vide notification dated 31.07.2018, the Government has also amended the Companies (Accounts) Rules, 2014 and inserted a clause that provides for submission of a statement that the company has complied with the provisions relating to the constitution of IC under the Sexual Harassment of Women at Workplace

(Prevention, Prohibition and Redressal) Act, 2013 in the Board's report of every company.

**b) Strengthening education, training and skills development (paragraphs 40 (k) to (n))**

**What measures have been taken to mainstream a gender perspective into education and training programmes in order to facilitate the effective transition from education or unemployment to work?**

**Response:** - The Constitution of India has given fundamental right to free and compulsory education to all children between the ages of 6-14 years. However, Government has taken policy decision for universalization of education from pre-school to secondary level with 100 % Gross Enrolment Ratio (GER) in school education by 2030.

In July 2020, the Government of India launched the New Education Policy that aims at making "India a global knowledge superpower". The policy **recognizes the special and critical role that women play in society and in shaping social mores**; therefore, providing a quality education to girls is the best way to increase the education levels for these SEDGs, not just in the present but also in future generations. The policy thus recommends that the policies and schemes designed to include students from SEDGs should be especially targeted towards girls in these SEDGs. In addition, the Government will constitute a '**Gender-Inclusion Fund**' to build the nation's capacity to provide equitable quality education for all girls as well as transgender students. The **awareness and knowledge of how to teach children with specific disabilities (including learning disabilities) will be an integral part of all teacher education programmes, along with gender sensitization and sensitization towards all underrepresented groups** in order to reverse their under representation.

To ensure economic independence of women through skill development and vocational training, the Government has also introduced Skill India Mission. The **National Skill Development Policy** focuses on inclusive skill development, with the objective of increased women participation for better economic productivity.[i] The Government of India created the 'Ministry of Skill Development and Entrepreneurship' (MSDE) in 2014. Since its inception, Ministry of Skill Development and Entrepreneurship has undertaken several initiatives to achieve women empowerment through skill development. Under the scheme, training is provided in various vocational streams through the training partners.

Government has also set up the **Pradhan Mantri Kaushal Vikas Kendras** across the country. Emphasis has been laid on creating additional infrastructure both for training and apprenticeship for women; flexible training delivery mechanisms such as mobile training units, flexible afternoon batches along with on local need-based training to accommodate women; and ensuring safe and gender sensitive training environment, employment of women trainers, equity in remuneration, and complaint redressal mechanism. Besides these, the women candidates are provided conveyance allowance for non-residential trainings, in accordance with the Common Norms, to enable effective training of the candidate. Approx 50% of the candidates, out of the total 56 lakh candidates who have benefited from the scheme, enrolled and trained under PMKVY are women.

The Government of India launched the 'Pradhan Mantri Gramin Digital Saksharta Abhiyan' (PMGDISHA) in February, 2017 to usher in digital literacy in rural India by covering 60 Million rural households (one person per household). The Scheme aims to bridge the digital divide, specifically targeting the rural population including marginalized sections of society like SC/ST, minorities, persons falling below poverty line, women and differently-abled. Under PMGDISHA, approximately 50.1 Million beneficiaries have been enrolled and 42.1 Million have been trained. So far, over 25.9 Million women beneficiaries are registered which is 52 % of the cumulative registration count. Out of the above, over 17.8 Million women beneficiaries are certified under the scheme which is 54 % of the total certified beneficiaries.[ii] This count is more than the population of a large number of the countries in the world.

The New Education Policy (NEP), 2020 envisions providing free education to all upto the age of 18 years. The Policy aims to eliminate the remaining disparity in access to education (including vocational education) for children from any gender or from any socio-economically disadvantaged groups. The policy additionally recognizes the special and critical role that women play in society and in shaping social mores. The policy recommends that the policies and schemes designed to include students from SEDGs should be especially targeted towards girls in these SEDGs. In addition, a 'Gender-Inclusion Fund' has been envisaged to build the nation's capacity to provide equitable quality education for all girls as well as transgender students.

**c) Implementing economic and social policies for women's economic empowerment (paragraphs 40(o) to (mm))**

**What steps have been taken to promote decent paid care and domestic work in the public and private sectors?**

Government has taken several initiatives to improve women's participation in the labour force. In order to encourage employment of women, a number of enabling

provisions have been incorporated in various labour laws for creating congenial work environment for women workers. The Equal Remuneration Act, 1976, now subsumed under Code on Wages, 2019 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination. Further, under the provisions of the Minimum Wages Act, 1948, the wages fixed by the appropriate Government are equally applicable to both male and female workers without any gender discrimination. Some of the initiatives are:-

The Code on Wages, 2019 prohibits any discrimination on the ground of sex while recruiting any employee for the same work or work of similar nature and in the conditions of employment, except where the employment of women in such work is prohibited or restricted by or under any law for the time being in force. It also ensure statutory protection for minimum wages and timely payment of wages to approximately 50 crore workers of organized as well as unorganized sector.

Working Women's Hostels have been established to provide safe and affordable accommodation to working women.

#### **What actions and investments have been made to support gender-responsive social protection and care infrastructure and services?**

The Government of India, has implemented several social protection programmes for job placement, Minimum Wages, pension schemes, health insurance, family benefits, social welfare, housing benefits, Maternity Leave, health protection at work, and other forms of local-level social protection.

In the absence of a countrywide social security system, ageing population, improving life expectancy and social change on account of breakdown of traditional family support, the Government of India runs **National Pension Scheme (NPS)** with a view to provide old age income security in the country. NPS was extended to all citizens including the unorganized sector workers on a voluntary basis w.e.f. 01.05.2009. All citizens of India aged between 18-65 years may join NPS on voluntary basis under the All Citizens Model of the NPS. This scheme is a pan India schemes and is available to women as well.

Under the National Social Assistance Programme (NSAP), five separate welfare schemes for elderly, widowed women and other disadvantage section of the society namely: a) **Indira Gandhi National Old Age Pension Scheme (IGNOAPS)**, b) **Indira Gandhi National Widow Pension Scheme (IGNWPS)**, c) **Indira Gandhi National Disability Pension Scheme (IGNDPS)**, d) **National Family Benefit Scheme** and e) **Annapurna Scheme** are being implemented.

Under Pradhan Mantri Kisan Maan Dhan Yojana (PM-KMY), a minimum fixed pension of Rs. 3000 will be provided to the small and marginal farmers, subject to certain exclusion criteria, on attaining the age of 60 years. Government contribution under the Scheme is equal to the monthly contribution made by the farmer, which varies from Rs.55/- to Rs.200/- depending on the age of entry.[iii]

**Pradhan Mantri Awas Yojana (Grameen) {PMAY(G)}** helps in providing all weather pucca houses with basic civic infrastructure like water, sanitation, sewerage, road, electricity etc. to all eligible urban households of the country, to achieve the goal of Housing for All by 2022.

For partial compensation of wage losses and promoting health seeking behaviour amongst the pregnant women and lactating mothers (PW&LM), GoI transfers funds directly to bank accounts of PW&LM under the flagship Pradhan Mantri Matru Vandana Yojana or the Prime Minister's Maternity Benefit Scheme. The Scheme envisages providing cash incentive amounting to 5,000/- in DBT Mode during pregnancy and lactation. Benefits have been extended to more than 20 million women through this scheme so far

**What specific measures have been implemented to promote women's entry, re-entry and advancement in the labour market?**

**Response:**Over the last five years, the Government of India took multiple actions to advance gender equality in relation to women's role in paid work and employment with regard to the strengthening/enforcement of laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation. The Government has amended the Maternity Benefit Act, 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act, 2017 which inter-alia provides for increased paid maternity leave from 12 weeks to 26 weeks, pre-natal leave from 6 weeks to 8 weeks, provisions for facility of crèche in the establishments having 50 or more employees, time-off for feeding children and permitting women workers in the night shifts with adequate safety measures, etc. The Act also provides for grant of leave for Medical Termination of Pregnancy and pregnancy related complications, with full pay and also entitles the mother for an additional medical bonus.

A provision in the Companies Act, 2013 has been added which states that the following class of companies are required to appoint at least one woman director:-

- i. Every listed company
- ii. Every other public company having-
  - a. Paid-up share capital of 100 crore rupees or more; or

b. Turnover of 300 crore rupees or more

**d) Addressing the growing informality of work and mobility of women worker (paragraphs 40 (nn) to (qq))**

**What measures have been implemented to promote the transition from informal to formal paid employment for women?**

The Government of India has adopted multi-dimensional course of action to provide for the welfare of migration/migrant workers through rural development, provision of improved infrastructural facilities, equitable dispersal of resources to remove regional disparities, employment generation, land reforms, increased literacy, financial assistance etc. The Government has enacted the Unorganized Workers Social Security Act, 2008 to provide for the welfare of unorganized workers including migrant workers on matters relating to: life and disability cover, health and maternity benefits; old age protection and any other benefit as may be determined. In addition to the above welfare schemes, the Central Government has recently converged the social security schemes of Aam Aadmi Bima Yojana (AABY) with Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) to provide life and disability coverage to the unorganised workers for the age group of 18 to 50 years depending upon their eligibility.

The **India Centre for Migration (ICM)** is a research think tank of the Government, exclusively focusing on issues pertaining to international migration from India. Over the past two years, it has brought out a comprehensive Pre-Departure Orientation Training (PDOT) Manual in 6 languages, including English. Apart from the manual, it has also developed Handbook for Migrant Workers in Hindi and English, which aims to enhance soft skills of potential emigrant workers in terms of culture, language, traditions and local rules and regulations of the destination country. So far, ICM has also conducted Awareness Generation and Training of Trainers Workshops in eight states of India, in coordination with the concerned Departments of the State Government for generating awareness about safe, orderly and regular migration among relevant stakeholders and enhancing the outreach of Pre-Departure Orientation Program to the migratory labour pockets of the country. ICM has also collaborated with International Organization for Migration and UN-WOMEN and is presently undertaking technical projects such as India-EU Common Agenda on Migration and Mobility (CAMM) in collaboration with International Labour Organization (ILO).

**e) Managing technological and digital change for women's economic empowerment (paragraph 40 (rr) to (ss))**



**What specific actions have been taken to support women's access to skills development and decent work in emerging fields, including science, technology, engineering, and mathematics?**

India produces the highest percentage of women STEM graduates in the world (about 40 percent). However, their share in STEM jobs in India is very low at 14 per cent. Recognizing the crucial role of technology and innovation in economic development, India has taken several women-centric programmes and schemes to bring gender parity in science and technology through various mechanisms<sup>[iv]</sup>. Some of the key initiatives are ;

**'Knowledge Involvement Research Advancement through Nurturing (KIRAN)'** Scheme in 2014-15 to encourage women in the field of Science and Technology(S&T) through gender enabling programs. 'Women Scientist Scheme' under KIRAN provides career opportunities to unemployed women scientists and technologists, especially those who had a break in career. There are three major components of Women Scientists Scheme namely,

- Women Scientists Scheme-A (WOS-A) for conducting research in Basic & Applied Sciences,
- Women Scientists Scheme-B (WOS-B) for research projects that entail S&T interventions for societal benefit and
- Women Scientists Scheme-C (WOS-C) enables them to become Intellectual Property Rights (IPR) professional. The Mobility programme has been introduced under KIRAN to address relocation issue of working Women Scientists.

Further, under KIRAN, institutional support is also provided through **'Consolidation of University Research through Innovation and Excellence in Women Universities (CURIE)'** Programme in order to enhance women's participation in Research & Development activities in S&T domain.

(ii) In 2017-18, DST launched a **'Indo-US Fellowship for Women in STEMM'** (Science, Technology, Engineering, Mathematics & Medicine) programme provides opportunities to Indian Women Scientists, Engineers & Technologists to undertake International collaborative research in premier institutions in the USA for duration of 3-6 months.

(iii) The DST has started a programme **"Vigyan Jyoti"** for meritorious girl students of Class 9 to 12 in order to increase participation of women in STEM (Science Technology Engineering and mathematics), especially in the fields where women are underrepresented.

(iv) Another new initiative of DST '**Gender Advancement for Transforming Institutions (GATI)**' has been started during 2019-20 to transform institutions for more gender sensitive approach and inclusiveness with ultimate goal to improve the gender equity in S&T domain and supporting diversity, inclusion, and the full spectrum of talent for their own success and progression<sup>[v]</sup>.

v) To encourage more women to take up STEM subjects, '**Udaan**' is a project launched by the Central Board of Secondary Education (CBSE) under the guidance of the Ministry of Human Resource Development to enable disadvantaged girl students to transit from school to post-school professional education, especially in science and mathematics.

(vi) The Science and Engineering Research Board (SERB) under DST implements **SERB-POWER (Promoting Opportunities for Women in Exploratory Research)**, a scheme aimed to mitigate gender disparity in science and engineering research funding in various S&T programs in Indian academic institutions and research and development (R&D) laboratories, address comparatively lower participation of women scientists in research activities and to identify and support competitive women researchers in the country<sup>[vi]</sup>.

**f) Strengthening women's collective voice, leadership, and decision-making (paragraphs 40 (tt) to (aaa))**

**What specific efforts have been implemented to support women's participation and leadership in trade unions, workers' organisations and employers' organisations?**

In the past few years, the Government has taken various initiatives for empowerment of women and engagement with public through very active outreach programmes

A provision in the Companies Act, 2013 has been added which states that the following class of companies are required to appoint at least one woman director:-

- Every listed company
- Every other public company having-
- Paid-up share capital of 100 crore rupees or more; or
- Turnover of 300 crore rupees or more.

The **Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM)** aims to mobilize women from poor households and help them come together into SHGs, facilitate discussion of issues of poverty and deprivation, undertake saving and inter-lending regularly, access bank credit and provide technical support to improve livelihoods and quality of life. It provides capacity building/training in repeated doses on various issues such as group dynamics, leadership, bookkeeping, decision-making in the group, planning, resource utilization, etc.

The leaders of the SHGs and federations are encouraged to participate in the local self-government (Panchayats and others) to raise their issues and have a greater say in the political sphere. Every level of the institutions of the poor are encouraged to have links with the corresponding level in the PRI structure. NRLM plans to build the capacities of SHG members on issues such as food security, natural resource management, health, reproductive rights, domestic violence and access to entitlements. One of the key outcomes of the SHG-federation network is the generation of a large pool of social capital - including institutions of poor, their members, leaders, community service providers and Community Resource Persons (CRPs) or 'community heroes'.

#### **g) Strengthening the role of the private sector in women/s economic empowerment (paragraphs 40 (bbb) to (eee))**

**What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?**

A provision in the Companies Act, 2013 has been added which states that the following class of companies are required to appoint at least one woman director:-

- Every listed company
- Every other public company having-
- Paid-up share capital of 100 crore rupees or more; or
- Turnover of 300 crore rupees or more.

In India, diversity got a big boost when SEBI mandated there should be an independent woman director on the board of listed companies to have a more meaningful voice on the board and encourage diversity in its true sense. SEBI (Securities and Exchange Board of India) is the regulator of the securities and commodity market in India owned by the Government of India. This was a progressive decision and there is sufficient evidence globally, which shows that companies with diverse boards perform better than their peers over a long period of time.

Corporate India has taken many steps to eliminate gender biases and empower women in the workplace. While organizations, on the whole, are much more open to hiring women, the recruitment itself is just the beginning of a long journey. Companies are taking steps to ensure that women employees prolong their careers and have equal growth opportunities as their male compatriots. Corporates are shedding their biases and offering women recruits dynamic roles, helping them acquire new skills and fostering an inclusive work environment.

For the private sector, investing in women brings several benefits such as risk reduction, supply chain stability, financial performance and innovation. One in three private sector leaders reported that profits increased as a result of efforts to empower women in emerging markets.

### **What action has been taken to increase investment and support for women entrepreneurs?**

Government of India provides support for Women Entrepreneurs through its various schemes/programmes. There are several Ministries/Departments with schemes for skill development in the country. Programmes are implemented across different areas of operations of enterprises, covering credit, marketing, technology, skill development, infrastructure development, fiscal matters and legal/regulatory framework. The programmes are implemented through various organizations under the Ministries, commercial banks, Small Industries Development Bank of India (SIDBI) and the State /UT Government etc.

Recognizing these gaps Government in 2014 has created a dedicated Ministry for Skill Development & Entrepreneurship (MSD&E) and a new National Policy on Skill Development and Entrepreneurship, 2015, to create an ecosystem for entrepreneurship.

With the goal of promoting women in leadership roles, Government of India is providing support to women entrepreneurs through its various schemes/programmes. The emergence of women entrepreneurs and their contribution to the national economy is quite visible in India.

The government is committed to ensure financial inclusion of women by enabling banking services for the unbanked. Recognising this, the world's largest financial inclusion programme **Pradhan Mantri Jan DhanYojana** was launched under which out of 42.89 Crores Account holder, over 55.3% are women (approx 23.76 Crore women beneficiaries)<sup>[iii]</sup>.

Recognising further that availability of credit facility plays an important roles in promoting entrepreneurship, the **Pradhan Mantri MUDRA Yojna (PMMY)**, was

launched to provide credit to non corporate, micro enterprises, small entrepreneurs without the need for collateral or a guarantor. Out of 298 million loans sanctioned under **Pradhan Mantri Mudra Yojana**, over 68% loans are women-owned and operated enterprises (approx 20.31 Crore women beneficiaries)

Recognising also that handholding is important to promote entrepreneurship amongst new generation, the **Stand Up India** scheme has been launched which mandates that every government bank provide at least one loan to a woman entrepreneur. Under the scheme credit and handholding support is provided in the form of loans in the range of \$ 15000 to \$150000 (Rs. 10 Lakhs to Rs. 100 Lakhs) for setting up green field enterprises by the entrepreneurs, particularly women, SCs and STs. **Over 81% loans are sanctioned to women.**

Under **Start Up India** initiative, 44% of the recognized start-ups have at least one-woman director. 1,250+ start-ups have been incubated in the Atal Incubation Centers/ Established Incubation Centres out of which ~500 are women-led start-ups.

To increase the women participation in workforce, paid maternity **leave of 26 weeks**, provisions **crèche facility in the establishments having 50** or more employees, time-off for feeding children and permitting women workers in the night shifts with adequate safety measures, etc. To provide safe and affordable accommodation to working women, having day care facilities for children have been setup and Government is going ahead to set up such **hostels** all the areas having highest concentration of work areas including that for migrant workers. Creche facility is provided for children of working mothers & other deserving women to lower the burden of care work and to increase labour force participation. Submission of a statement about compliance of the **Sexual Harassment of Women at Workplace Act, 2013** in the Board's report of every company.

**Apart from the above, a Portal** has been launched for women entrepreneurs for providing technical assistance for entrepreneurship, learning tools and incubation facilities one single portal.

Government e Marketplace [GeM] has launched "Womaniya on GeM" in January, 2019, an initiative to enable women entrepreneurs and women self-help groups [WSHG] to sell handicrafts and handloom, accessories, jute and coir products, home décor and office furnishings, directly to various Government ministries, departments and institutions. Womaniya on GeM will spur hyper-local economic opportunities for women entrepreneurs and address goals and objectives under United Nations Sustainable Development Goal 5: Achieve gender equality and empower all women and girls[viii].

The Government has notified Public Procurement Policy for Micro and Small Enterprises (MSEs) in July, 2019. Under this policy, 25% of annual procurement by Central Ministries/Departments/Public Sector Enterprises (CPSEs) has to be made

from Micro & Small enterprises. This includes 3% procurement from MSEs owned by Women entrepreneurs[ix].

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[i] Press Release by Ministry of Skill Development and Entrepreneurship dated 08.03.2019, available at: <http://pib.nic.in/newsite/PrintRelease.aspx?relid=189350> (Last accessed on 04.05.2019).

[ii] <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1743244>

[iii] PIB Release dated 19.11.2019 available at

<https://pib.gov.in/newsite/PrintRelease.aspx?relid=194640> (Last accessed on 05.05.2019)

[iv] <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1702976>

[v] [https://dst.gov.in/sites/default/files/Gati%20detailed%20advertisement\\_0.pdf](https://dst.gov.in/sites/default/files/Gati%20detailed%20advertisement_0.pdf)

[vi] <https://pib.gov.in/PressReleasePage.aspx?PRID=1694537>

[vii] <https://pmjay.gov.in>

[viii] <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1559864>

[ix] <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1580277>

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