



**MINISTRY OF LABOUR
AND EMPLOYMENT**
New Delhi



**ENSURING
EQUALITY,
EMPOWERMENT
FOR WOMEN**

Advisory For Employers To Promote
WOMEN WORKFORCE PARTICIPATION
(Gender Equality & Promoting Women's Economic Empowerment)

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ADVISORY FOR EMPLOYERS TO PROMOTE WOMEN WORKFORCE PARTICIPATION

A. Introduction

Gender equality and promoting women's economic empowerment have remained central to policy discourses in the country. The Government of India has taken several initiatives to increase participation of women in the workforce. The Periodic Labour Force Survey (PLFS) indicates that there has been an increase in women's workforce participation by 13.9 percent with 22 percent in 2017-18 to 35.9 percent in 2022-23. Though women's participation in workforce has increased in recent years, there is ample scope for further improvement that can be addressed through effective implementation of existing policies by employers.

The Government of India has implemented several programs and initiatives to improve employment rates and quality of work for women. The government initiatives to ensure better opportunities for women workers include social security programs, skill development, better educational opportunities, and legislative reforms. These initiatives have contributed immensely to addressing the gender gaps and improving female workforce participation in the country still, there are several challenges that needs to be addressed to encourage women to participate in the work force predominantly, by proactive initiatives by the employers towards improved access to safety, flexibility, and social security.

B. Government Initiatives /Schemes

The Government of India has prioritised women's empowerment and has undertaken several measures to improve women's participation in the labour force. Many policies, programmes and initiatives have been implemented in recent years to improve education and livelihood of citizens of the country, particularly women. An indicative list of initiatives taken by the Government of India to improve economic livelihood of the women is annexed with this advisory.

C. Key Provisions for Women Workers under various Labour Laws

The labour laws in India cover a wide range of provisions to address various aspects of employment and to safeguard the rights and well-being of women workers. An overview of various key provisions for women workers is as under:

1. Welfare Provisions:

- a. The Factories Act, 1948 (Chapter V) incorporates provisions to ensure the welfare of women workers. These include the establishment of canteens, restrooms, first aid boxes, facilities for sitting, washing, storing, and drying cloths, and crèches for women workers within the factory premises. These welfare measures aim to provide a favorable and comfortable working environment for women, addressing their specific needs for health, hygiene, and childcare.
- b. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, mandates comprehensive welfare measures for women construction workers. These measures include provisions for first aid facilities to address immediate health needs, the availability of clean, accessible, and separate toilets to ensure sanitation, the establishment of canteens to provide food during working hours, the provision of crèches for the childcare, and the provision of restrooms to facilitate a comfortable working environment. The Act enhances the overall well-being and working conditions of women construction workers by ensuring access to essential amenities and services at construction sites. (Under BOCW cess fund, there is provision of Maternity benefit. This may also be added)

- c. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966 requires that every industrial premises where female employees more than the specified number are ordinarily employed, a suitable room or rooms for the use of children under the age of six years of such female employees shall be provided and maintained. Such room(s) shall be provided with adequate accommodation, be adequately lighted and ventilated, maintained in a clean and sanitary condition and be under the charge of women trained in the care of children and infants.
- d. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) also has a welfare provision for children accompanying the women working under MGNREGA. The Act states that in case the number of children below the age of six years accompanying the women working at any site is five or more, provisions shall be made to depute one of such women workers to look after such children.
- e. The Maternity Benefit Act, 1961 provides maternity benefits to women employees, this act was amended in 2017 that extend maternity leave from 12 to 26 weeks. This act goes beyond providing maternity leave for women employees. In addition to granting maternity leave, the Act mandates that employers with 50 or more employees must establish and maintain a crèche within the workplace. This crèche is intended to cater to the needs of children, ensuring a convenient and safe space for working mothers to leave their children during working hours. Now the act also includes provisions for surrogate mothers, aiming to support and promote women’s participation in the workforce.
- f. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980 mandated for separate latrines and urinals, separate washing facilities, creches and accommodation for migrant workers.

Text Box 2: The Maternity Benefit (Amendment) Act 2017

The Maternity Benefit (Amendment) Act, 2017: Key highlights				
Increase in Maternity leave	Applicability	Adoption/Surrogacy	Creche Facility	Work from home
Paid maternity leave increased to twenty-six weeks	Applicable to businesses with more than ten employees, whether in the organized or unorganized sector.	Both adoptive mother (women who lawfully adopts a child under the age of three months) and commissioning mother shall be eligible for maternity benefit for twelve weeks	Every business with 50(fifty) or more employees must have a mandates creche facility	An employer may allow a woman to continue working from home beyond the Maternity Benefit period



2. Health Provisions:

- a. The Maternity Benefit Act, 1961, is a crucial legislation that ensures the health and well-being of women workers throughout pregnancy and childbirth. This act facilitates not only maternity leave but also emphasizes the provision of nursing breaks for women employees. These breaks are designed to allow mothers to attend to the needs of their infants, promoting breastfeeding and maternal care. Employers are required to provide these facilities and breaks to support the overall health and well-being of women employees.
- b. The Factories Act, 1948 (Chapter III) mandates comprehensive health measures in factories, with specific provisions catering to the well-being of women workers. It outlines stringent requirements for maintaining cleanliness, ventilation, lighting, drinking water, and sanitation facilities to create a healthy and conducive working environment specifically for women. The Act necessitates the appointment of a qualified medical practitioner dedicated to addressing the unique health needs of employees. Furthermore, it imposes the obligation of periodic health check-ups tailored specifically to address the health concerns and conditions affecting women workers, ensuring their overall well-being within the industrial setting.

3. Safety Provisions:

- a. The Factories Act, 1948 (Chapter IV) specifies safety measures for women workers, encompassing restrictions on working near cotton openers, prohibition from cleaning, lubricating, or adjusting any part of a machine while it is in motion, and not allowing them to lift excessive weights. In addition to these specific provisions, the Act also mandates generic safety measures applicable to both women and men workers, including the fencing of machinery near which they work, regulations for work on or near machinery in motion, and precautions against hazardous processes.
- b. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, plays a pivotal role in fostering a safe and secure working environment by actively preventing and addressing instances of sexual harassment in the workplace, which indirectly contributes to enhancing women's participation in the workforce. One of its key provisions is the mandatory creation of Internal Complaints Committees (ICCs) within organizations. These committees are responsible for addressing complaints related to sexual harassment and ensuring a fair and confidential process for redressal. The ICC comprises both internal and external members, including a presiding officer, representatives from among employees, and a member from a non-governmental organization or association committed to women's rights. The Act outlines the procedures and timeframes for the resolution of complaints, promoting a workplace culture that prioritizes the dignity and well-being of women employees. The POSH act also mandates that the district administration must constitute a Local Complaints Committee (LCC) in each district to focus on cases where the complaints are lodged against the employer themselves or in case of units with less than 10 employees where ICC is not constituted.

4. Social Security Provisions:

- a. The Employee State Insurance (ESI) Act, 1948, extends comprehensive social security benefits to both women and men workers. It ensures their well-being by providing various benefits, including medical and cash benefits in instances of sickness, maternity, disablement, or death. The cash benefit ensures that women workers, in particular, receive support and financial assistance during periods of sickness and maternity. Under this Act, registered employees, including women workers, and their dependents are entitled to medical benefits. These benefits cover the costs of medical care, including outpatient and inpatient treatment, maternity care, and related services.

- b. The Employees' Provident Funds (EPF) and Miscellaneous Provisions Act, 1952 ensures the establishment of a provident fund for social and financial security and retirement benefits for all eligible employees, regardless of gender. The Act applies to both women and men workers, providing them with a savings mechanism to accumulate funds for retirement. Under this Act, both the employer and the employee make contributions to the provident fund, creating a pool of savings that can be utilized by the employee upon retirement, or in case of certain contingencies such as disability.

5. Provisions Related to Wages:

- a. The Payment of Wages Act, 1936, plays a pivotal role in safeguarding the rights of workers especially for women workers by specifying the timing and mode of wage payments. This act outlines the frequency of wage disbursement, ensuring that employees receive their wages regularly and in the prescribed manner. By providing a legal framework for wage payments, the act promotes financial stability for workers, particularly important for women supporting themselves and their families.
- b. The Minimum Wages Act, 1948, is a crucial piece of legislation that ensures the fixation and periodic revision of minimum wages for various categories of employment. This ensures that every worker, regardless of gender, receives remuneration commensurate with the nature of their work, skills, and prevailing economic conditions. The Act helps establish a baseline standard of living for labourers and seeks to prevent exploitation by setting a floor wage that employers must adhere to that prevents exploitation and guarantee that women receive fair remuneration for their work.
- c. Equal Remuneration Act, 1976: The Equal Remuneration Act, 1976, is a significant legislation designed to eliminate gender-based wage discrimination. This act prohibits any form of discrimination in wages based on gender and emphasizes the principle of equal pay for equal work and ensures women receive the same remuneration for identical or similar work. The Act promotes fairness, nondiscrimination, and equal opportunities for both male and female workers, fostering a more equitable work environment.

6. Provisions Related to Industrial Relations:

- a. Trade Unions Act, 1926: Recognizes and upholds the right of workers to freely form and actively participate in trade unions, enabling collective bargaining activities. The Act ensures that all workers have equal opportunities to voice their concerns, contribute to negotiations, and participate in union activities, thereby promoting gender inclusivity within the trade union framework.
- b. Industrial Disputes Act, 1947: Specifically addresses the rights and concerns of all workers by providing comprehensive mechanisms for the settlement of industrial disputes. The Act outlines procedures that cater to the unique needs and circumstances of women, including provisions related to their job security during maternity periods. Additionally, it establishes regulations governing layoff procedures, ensuring that women workers are protected from discriminatory practices.

7. Provisions Related Working Hours:

- a. The Factories Act, 1948 (Chapter VI) comprehensively regulates working hours and ensures provision for weekly holidays, intervals for rest, and overtime pay to all factory workers. Specifically addressing the needs of women workers, it imposes restrictions on their employment during certain hours, particularly during the night. Furthermore, the Act recognizes the importance of the well-being of workers by providing provisions for compensatory holidays.

- b. Under state-specific Shops and Establishments Acts, which govern working hours and conditions in shops and other commercial establishments, further provisions of this act also address the specific needs and concerns of women employees. These provisions include considerations for rest intervals, suitable working conditions, and other safeguards to promote the overall health, safety, and welfare of women workers in shops and other commercial establishments.

8. New Provisions under Various Labour Codes

- a. The Occupational Safety, Health, and Working Conditions Code, 2020, incorporates provisions to address the occupational safety, health, and welfare of workers including women workers. It emphasizes creating a secure and healthy working environment, considering the unique health considerations of women. The code includes provisions aimed at promoting the well-being of women, such as mandatory health checkups. Employers are required to facilitate free-of-cost health checkups on an annual basis for all workers. This code grants women the right to work at night, subject to their consent, and mandates that employers must establish sufficient measures to ensure the safety and well-being of female workers during at night. Also, the code extends its provisions to transportation, mandating employers to provide a pickup and drop-off service for female employees.

Text Box: 3 -The Occupational Safety, Health and Working Conditions Code, 2020

Text Box: 3 The Occupational Safety, Health and Working Conditions Code, 2020 Provisions for Night Work

In order to promote women's employment in India, the law allows consenting women to work at night, subject to any safety, holiday, and work schedule restrictions that the appropriate government may impose.

Hazardous occupation

A government may, in the prescribed manner, require an employer to provide adequate safeguards before hiring women for an operation if it determines that hiring women poses a risk to their health and safety in that establishment due to the operation conducted there.

Transportation Facility

Transportation for female employees is covered under the Act; the employer is required to offer a pick-up and drop-off service.

Creche Facility

According to the provisions, the Central Government may issue regulations to provide for the availability of a creche or rooms for the use of employees' children under the age of six at a suitable location and distance, either separately or in addition to shared facilities, in establishments where more than fifty workers are typically employed.

- b. The Code on Wages, 2019, serves as a comprehensive and streamlined framework for labour laws about wages. It encompasses all categories of employees, including those who are in contractual, casual, and temporary work. This code underscores the principles of gender equality and nondiscrimination by explicitly prohibiting wage disparity based on gender. It establishes the principle of equal remuneration for both women and men engaged in the same work or work of a similar nature, thereby promoting fairness and equity in the realm of remuneration.

- c. The Code on Social Security, 2020, was formulated with the primary objective of consolidating laws related to social security, aiming to extend comprehensive social security coverage to all workers. This code places a strong emphasis on the universalization of social security benefits. Notably, the code ensures the extension of these benefits to all workers, including gig workers and platform workers, marking a significant stride in guaranteeing the rights and protection of workers in the unorganized sector. It is especially noteworthy that women in the unorganized sector now have access to social security rights. The code also emphasizes inclusivity across all sectors of employment under the Employees' State Insurance Scheme, notably extending its benefits to plantation workers. This provision is particularly beneficial for women engaged in tea and coffee plantations, providing them with essential support and ensuring their well-being.
- d. The Industrial Relations Code, 2020 aims to consolidate laws relating to industrial relations. The code introduces the concept of fixed-term employment and sets rules for the retrenchment of workers. The code emphasizes on fair representation of women in the Grievance Redressal Committee and mandates that representation should be proportionate to the number of women workers in relation to the total workers employed in the establishment. The aim is to ensure that women have a meaningful role and participation in resolving individual workplace disputes.

These provisions collectively aim to establish a supportive and secure working environment for the specific needs and challenges of women workers. The comprehensive measures include restrictions on night shifts, provisions for suitable seating arrangements, and facilities for personal hygiene, acknowledging the distinctive requirements of women in the workforce. Employers are essential stakeholders in creating a workplace that prioritizes the well-being and equitable treatment of women workers. Employers must be well-informed about and strictly adhere to these provisions, fostering an atmosphere that safeguards the health, safety, and dignity of women in the workplace.

D. Advisory for Employer to encourage participation of women in Workforce

While the Government is taking various policy measures to support women in all aspects of work life, it is imperative that the employers should also take the lead in implementing the policies and programs in the right perspective to encourage women to join Workforce. Accordingly, an advisory is being issued to employers to increase the participation of women in Workforce:

STATUTORY PROVISIONS

1. Welfare Provisions:

- a. ensure the welfare of women workers.
- b. ensure provisions of canteens, restrooms, first aid boxes, facilities for sitting, and crèches for women workers are made available as per the statutory provisions and requirements of women workers.

2. Construction workers:

Every employer should:-

- a. ensure provisions for first aid facilities to address immediate health needs, the availability of clean, accessible, and separate toilets to ensure sanitation, the establishment of canteens to provide food during working hours, the provision of crèches for the childcare, and the provision of restrooms to facilitate a comfortable working environment.
- b. ensure overall well-being and working conditions of women construction workers by providing access to essential amenities and services at construction sites.
- c. ensure that as per the provisions of the Building and Other Construction Workers (BOCW) Act and govt guidelines, maternity benefits including creches facility at worksites are made available.

3. Migrant Workers:

Every employer should:-

- a. ensure that facilities such as latrines and urinals, washing, creches and adequate accommodation, etc for migrant women workers are made available as per the provisions of the Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980.

4. Maternity Benefits and Creche

Every employer should:-

- a. ensure maternity benefits to women employees as per the provisions of the Maternity Benefit Act, 1961 and/or BOCW guidelines.
- b. establish and maintain a crèche within the workplace if there are 50 or more workers.
- c. crèche should cater to the needs of children, ensuring a convenient and safe space for working mothers to leave their children during working hours.

5. Health Provisions:

Every employer should:-

- a. ensure the health and well-being of women workers throughout pregnancy as per the provisions of the Maternity Benefit Act, 1961.
- b. ensure cleanliness, ventilation, lighting, drinking water, and sanitation facilities to create a healthy and conducive working environment specifically for women.

- c. ensure availability of a qualified medical practitioner dedicated to addressing the unique health needs of employees, specifically women workers.

6. Safety Provisions:

Every employer should:-

- a. ensure all precautionary safety measures for women workers.
- b. ensure creation of Internal Complaints Committees (ICCs) for sexual harassment within organizations.
- c. ensure the sexual harassment complaints of women workers are timely attended as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- d. ensure timely redressal of safety concerns of women workers.
- e. ensure creation of awareness within the enterprise/unit about what constitutes sexual harassment, violence against women, etc.

7. Social Security Provisions:

Every employer should:-

- a. ensure that comprehensive social security benefits are extended to both women and men workers as per the various provisions on social security.
- b. ensure the provisions of the Employee State Insurance (ESI) Act, 1948 and Employees' Provident Funds (EPF) and Miscellaneous Provisions Act, 1952 are complied for medical, cash, provident fund, and retirement benefits for all eligible employees, regardless of gender.

8. Provisions Related to Wages:

Every employer should:-

- a. ensure the provisions of the Payment of Wages Act, 1936 are complied to safeguard the rights of workers especially for women workers by specifying the timing and mode of wage payments.
- b. ensure the payment of minimum wages for various categories of employment as per the provisions of the Minimum Wages Act, 1948.
- c. ensure that every worker, regardless of gender, receives remuneration commensurate with the nature of their work, skills, and prevailing economic conditions.
- d. ensure prohibition of any form of discrimination in wages based on gender.
- e. ensure the principle of equal pay for equal work for women employees so that women receive the same remuneration for identical or similar work as per the provisions of the Equal Remuneration Act, 1976.

9. Provisions Related Working Hours:

Every employer should:-

- a. ensure provision for weekly holidays, intervals for rest, and overtime pay to women workers as per the requirement and eligibility.
- b. ensure rest intervals, suitable working conditions, and other safeguards to promote the overall health, safety, and welfare of women workers in shops and other commercial establishments.



10. Night shift and transportation facility

Every employer should:-

- a. ensure that the women employees have the right to work at night, subject to their consent, as per the statutory provisions.
- b. ensure sufficient measures to ensure the safety and well-being of female workers during at night.
- c. ensure provisions for transportation for pickup and drop-off service for female employees, particularly at night.

OTHER GENERAL ADVISORIES

11. Balance between employment and care responsibilities

Every employer should:-

- a. ensure a balance between employment and caregiving responsibilities for both men and women to foster an equitable workplace, including implementing family-friendly measures such as paternity leave, parental leave, family emergency leave and flexible working arrangements.
- b. take measures that not only encourage women but also men to take up flexible working time arrangements, including teleworking, to participate in care responsibilities.

12. Women's representation in management and leadership positions

Every employer should:-

- a. promote women in management and leadership roles within companies to foster diversity of thought for enriching decision-making processes.

13. Support women entrepreneurs and women-run enterprises in the value chain

Every employer should:-

- a. review procurement practices to promote women-run enterprises in the value chain.
- b. provide women-led enterprise support facilities including business development services, network, and finance.

14. Eliminate Gender bias in recruitment, promotion, and performance review

Every employer should:-

- a. mitigate unconscious biases in recruitment, promotion, and performance evaluation processes that might influence career path of women employees.
- b. ensure periodic reviews and audits of pay structures and practices to identify and rectify gender pay gap.
- c. ensure implementation of guidelines on eliminating discrimination and promoting equality in recruitment and at work.

15. Promote Gender neutral job advertisements

Every employer should:-

- a. promote gender-neutral job advertisements to foster inclusivity and equal opportunities in the hiring process.

b. avoid gender-specific language or biases, ensuring that the job descriptions appeal to all qualified individuals regardless of gender.

16. Gender Neutral Creche Breaks

Every employer should:-

- a. ensure that both men and women have equal opportunities to take care of their children or dependents without facing discrimination or biases based on gender roles.
- b. offer a balanced distribution of caregiving responsibilities and facilitate a more inclusive work environment encouraging a fairer and supportive workplace culture.

17. Training and Sensitization

Every employer should:-

- a. ensure regular awareness programs and sensitization training for all employees to foster a culture of respect and understanding.
- b. cover topics such as gender sensitivity, diversity, and the prevention of sexual harassment to create a safe and inclusive workplace.
- c. contribute to the establishment of a supportive and inclusive environment for women workers, while also boosting morale and productivity.

18. Working Women Hubs

Every large and Micro, Small, Medium Enterprise (MSME) employer should:-

- a. collaborate to build or facilitate common working facilities and/or dormitories/working women hostels for women:
 - at urban, semi-urban/sub-urban areas that may help in reducing travelling time for women workers.
 - which may enable employers in managing women workforce at remote locations.
 - having attached creche/senior care facilities.

19. Develop resource groups for retaining women in the workplace

Every employer should:-

- a. create or encourage enrolment in resource groups that provide direct access to senior female leadership for mentoring.

The above guiding principles are advisory in nature unless they are covered under statutory provisions, which every employer is expected to comply. The aim of the above guidelines/advisories is to create a safe, healthy, and conducive environment for women to participate in the workforce of the country and contribute to the development of VIKSIT BHARAT to the best of their ability.



Annexure

Female specific outcomes of Schemes/policies/programmes being implemented by Government of India

S.No.	Schemes	Department / Ministry	Achievement
1.	Pradhan Mantri Jan Dhan Yojana (PMJDY)	Department of Financial Services, Ministry of Finance	Almost 56% Jan Dhan account holders are women. Around 20 crore women received over ₹30,000 crore in their Jan Dhan accounts. Rs. 500/ month support to 20+ crore women during Pandemic.
2.	PM Awas Yojna	Ministry of Housing & Urban Affairs	Over 3 crore Houses constructed under PM Awas Yojana. 70% houses solely or jointly owned by women.
3.	Pradhan Mantri Surakshit Matritva Abhiyan (PMSMA)	Ministry of Health & Family Welfare (MoHFW)	Nearly 4 crore pregnant women examined under PMSMA.
4.	Pradhan Mantri Matru Vandana Yojana	Ministry of Women and Child Development	Rs. 5,000/- to meet nutritional needs during pregnancy.
5.	Medical Termination of Pregnancy (Amendment) Act, 2021	Ministry of Health and Family Welfare	Reducing unsafe abortion and its attendant morbidity and mortality. A decline in Maternal Mortality Ratio: During 2018-20, 97/lakh live birth as compared to 167/lakh live birth in 2011-13.
6.	Beti Bachao Beti Padhao	Ministry of Women and Child Development	The scheme aims to ensure survival, protection, and empowerment of the girl child.
7.	Sukanya Samridhi Yojana	Ministry of Finance	More than 3 crore accounts were opened. 100% coverage in more than 19,500 villages. Minimum deposit of ₹250, to open an account in the name of a girl child.
8.	Pradhan Mantri Bhartiya Janaushadhi Pariyojana (PMBJP)	Ministry of Chemicals and Fertilizers	Over 34.71 crore Jan Aushadhi Suvidha Sanitary Pads have been sold at Jan Aushadhi Kendras.

S.No.	Schemes	Department / Ministry	Achievement
9.	Deendayal Antayodaya Yojana (DAY-NRLM)	Ministry of Rural Development	Over Rs. 3.85 lakh crore of bank credit to SHGs since 2013-14. Limit of collateral-free lending increased from 10 lakh to 20 lakh for women Self Help Groups.
10.	Start Up India	Ministry of Commerce and Industry	45% of recognised Startups have at least one woman Director.
11.	PM Mudra Yojana	Ministry of Finance	Over 68% of the account holders are women.
12.	Stand Up India	Ministry of Finance	83% of the entrepreneurs are women.
13.	Swachh Bharat Mission (G)	Ministry of Jal Shakti	100% Open Defecation Free (ODF) status declared on 2nd October 2019. Over 11 crore Individual household toilets constructed. 2.23 lakh Community Sanitary Complexes (CSCs) built.
14.	Vigyan Jyoti	Ministry of Science & Technology	Promoting women in different fields of Science & Tech.
15.	Women Involvement in Science and Engineering Research (WISER)	Ministry of Science & Technology	Encouraging women researchers to join R&D projects between India & Germany.
16.	Consolidation of University Research for Innovation and Excellence (CURIE)	Ministry of Science & Technology	Supporting science programmes in women's PG colleges.
17.	Ujjwala Yojana	Ministry of Petroleum & Natural Gas	Free LPG connections to women of BPL Households. Around 10 crore LPG connections released. Percentage of LPG connections coverage has increased to 105% in November 2022 from 62% in April 2016. More than 14 crore cylinder refills delivered free of cost.



S.No.	Schemes	Department / Ministry	Achievement
18.	Poshan Abhiyaan	Ministry of Women and Child Development	Reducing anaemia & malnutrition in mothers & adolescents. PoshanTrackerApp-realtime monitoring of nutritional status.
19.	MSE on GeM	Ministry of Micro, Small and Medium Enterprises	Over 1.44 Lakh Woman MSE on GeM fulfilled orders worth Rs. 21,265 Crore.
20.	Jal Jeevan Mission	Ministry of Jal Shakti	No longer walking extra miles to get water. Around 3.23 crore households in villages had access to piped water connection as on August 2019 which has increased to 12 crore households as on May 2023.
21.	Khelo India Games	Ministry of Youth Affairs and Sports	160% increase in women participation in Khelo India Games from 2018 to 2020
22.	Nari Shakti in The Armed Forces	Ministry of Defence	Sainik Schools now open to girls. Permanent Commission of women officers. First Batch of women cadets joined to train in NDA. As on March 2023, 9,477 women officers as compared to 3,000 women officers in 2014-15.
23.	Enrolment in Higher education	Ministry of Education	28% higher female enrolment in higher education since 2014-15.
24.	Schools with Functional Girls Toilets	Ministry of Education	Lower Dropout Rates for Girls. Number of Schools with Functional Girls Toilets has increased from 13.2 lakh during 2012-13 to 14.5 lakh during 2021-22, registered 10% increase. 1023 Fast Track Special Courts to be set up.
25.	Fast Track Special Courts: Fighting Crime Against Women	Ministry of Law and Justice	Over 1.44 Lakh pending cases of rape & POCSO act disposed.

S.No.	Schemes	Department / Ministry	Achievement
26.	Skill India Mission	Ministry of Skill Development and Entrepreneurship	Offering training to female workers to increase their employability through a network of Women Industrial Training Institutes, National Vocational Training Institutes, and Regional Vocational Training Institutes.
27.	Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)	Ministry of Rural Development	Women given preference under the programme, with one-third of the beneficiaries to be female.
28.	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Ministry of Skill Development and Entrepreneurship (MSDE)	To enable Indian youth to take up industry relevant skill training that will help them in securing their livelihood.
29.	E-Shram Portal	Ministry of Labour and Employment	A National Database of Unorganised Workers (NDUW). As on 31st December, 2023, more than 29.20 crore unorganised workers were enrolled on the e- Shram portal with around 53% of women workers.
30.	Child Care Leave	Department of Personnel & Training	Female Government employees are entitled to 730 days of Child Care Leave (CCL), which allows women to manage both work and motherhood responsibilities.
31.	PrimeMinister's Employment Generation Programme (PMEGP)	Ministry of Micro, Small & Medium Enterprises	The scheme provides a higher margin money subsidy of 35% to rural women and 25% to urban women, empowering them to pursue entrepreneurial ventures and contribute to economic growth.
32.	Credit Guarantee Scheme for Micro & Small Enterprises (CGTMSE)	Ministry of Micro, Small & Medium Enterprises	To empower female entrepreneurs to pursue self-employment opportunities by providing credit guarantee support.
33.	Entrepreneurship and Skill Development Programme (ESDP) Scheme	Ministry of Micro, Small & Medium Enterprises	Specifically designed to empower women, this initiative expands the realm of entrepreneurship through the motivation and development of essential entrepreneurial skills.
34.	Coir Vikas Yojana-Umbrella Scheme	Ministry of Micro, Small & Medium Enterprises	Under CVY, the Mahila Coir Yojana specifically targets women, offering training, stipends, and self-employment opportunities for rural women in coconut-producing regions.
35.	MSME Sustainable (ZED-Zero Defect Zero Effect) Certification	Ministry of Micro, Small & Medium Enterprises	The subsidy program offers 80-60- 50% cost coverage for Micro, Small, and Medium Enterprises, with an additional 10% subsidy for women-owned enterprises.

Source : MyGov (<https://9years.mygov.in/info-graphics/?theme=new-momentum-for-nari-shakti>)



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New Delhi