

WOMEN AND WORK

HOW INDIA FARED IN 2022



Introduction

A landscape of change

2022 presented a landscape of change as the world aimed for greater resilience, recovery and growth as things began to 'open up' post the COVID-19 pandemic. Spurred by changes in the overall outlook on 'work,' women's participation in the workforce also reflected a shift, with remote and hybrid work emerging strongly in certain sectors, in continuation of trends set during the height of the pandemic. Similarly, even in work that cannot be performed remotely, there has been a deepening in positive trends. As lockdowns lifted, women persondays in certain employment schemes also climbed.

Against this backdrop, India has assumed the G20 presidency for 2023, and the year provides the nation with the opportunity to not only proactively set the agenda for 'women-led development', but also plan for the next phase of growth. There is thus a need to provide a roadmap for enablers of women-led development, whether through participation in leadership, reflection in policy mandates, or even addressing barriers to work. From the macro-political economic scenario to the specific challenges faced by women, this report situates women's work against the challenges and opportunities that lie ahead, particularly in light of India's G20 presidency.

Threaded through with insights from IWWAGE and LEAD's research on the subject, the report covers trends across available data sources on scheme performances, policy changes, and political announcements, mapping the contours of women's work in India and looking ahead to 2023.

Overview of the political economy in 2022

Globally, the year 2022 was marked as the year for economic recovery from the effects of the pandemic and elongated period of slow economic growth.¹

This road to economic recovery has however been slow and marked by inequalities.² The World Bank revised the growth rate for India three times, when it slashed the projected GDP growth rate of India from 8.7% to 8% in April, to 7.5% in June and finally to 6.5% in October.³ The IMF too, lowered its growth projections from 8.2% in January to 7.4% in July and finally to 6.8% in December for India. Several factors influenced the slow rate of growth such as the Ukraine crisis, high inflation, and slow growth in European economies.⁴ The slow growth rate directly impacted and impaired the expected job recovery in the Indian economy. The unemployment rates touched a high of 8% according to CMIE data towards the last quarter of the economic year.⁵ Even as the growth rates improved as compared to last year the decline in the number of unemployed has not been significant.

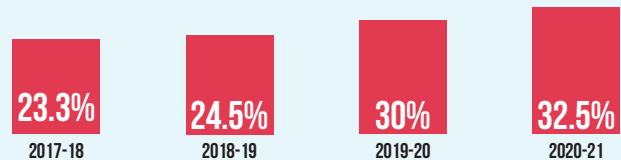
Situating women at work

Macroeconomic factors have also had a direct impact on women's participation in the workforce.⁶ Even as the impact of the pandemic has been disproportionate the recovery from the pandemic has not been equitable. It is important to look at the number of jobs created for women, the sectoral participation trends for women, the nature of jobs that they were able to participate in, the number of employable women in the workforce, as well as the challenges faced in their participation.

Labour Force Participation Rate

FEMALE LABOUR FORCE PARTICIPATION RATE (FLFPR) OVER THE YEARS

LFPR FOR WOMEN ABOVE 15 (URBAN + RURAL)



SOURCE: PLFS DATA⁷

As per the 2020-21 Periodic Labour Force Survey (PLFS), the Female Labour Force Participation Rate (FLFPR) is 32.5%.

According to the Centre for Monitoring Indian Economy (CMIE) and Centre for Economic Data and Analysis (CEDA), in urban India alone, women's employment was reduced by 22.1% in 2021 compared to 2019.⁸ Exclusion from the workforce could very well be permanent for many women – already, data shows that fewer women have been returning to the workplace. As of late 2021, the number of female job-seekers in both rural and urban India had dropped significantly, even as the number of men seeking work increased, compared to 2019.⁹

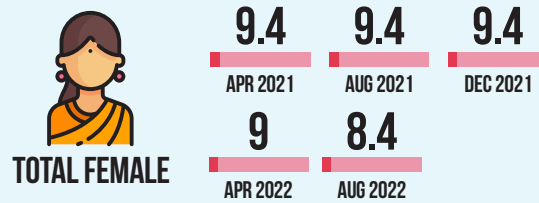
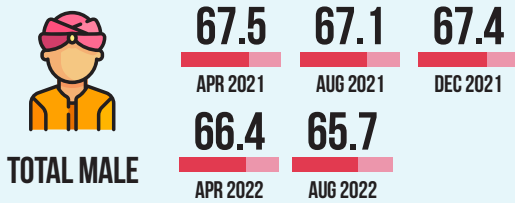
Similarly, CMIE periodic labour force data that provides a quarterly snapshot of the state of jobs for

1 International Monetary Fund, Countering The Cost-Of-Living Crisis <https://www.imf.org/en/Publications/WEO/Issues/2022/10/11/world-economic-outlook-october-2022>
 2 World Bank, Global Progress in Reducing Extreme Poverty Grinds to a Halt <https://www.worldbank.org/en/news/press-release/2022/10/05/global-progress-in-reducing-extreme-poverty-grinds-to-a-halt>
 3 LiveMint, World Bank Cuts India's Gdp Growth Forecast To 6.5% For 2022-23 <https://www.livemint.com/economy/world-bank-cuts-india-s-gdp-growth-forecast-to-6-5-for-202223-11665057215882.html>
 4 International Monetary Fund, Gloomy And More Uncertain <https://www.imf.org/en/Publications/WEO/Issues/2022/07/26/world-economic-outlook-update-july-2022>
 5 LiveMint, India's Unemployment Rate Rises To Three-Month High At 8% In Nov: Cmie <https://www.livemint.com/economy/indias-unemployment-rate-rises-to-three-month-high-at-8-in-nov-cmie-11669906209708.html>
 6 World Economic Forum, Inflation Affects Women More Than Men. Civil Society Can Help <https://www.weforum.org/agenda/2022/10/inflation-crisis-hits-women-harder/>
 7 PIB Female Labour Force Participation <https://pib.gov.in/PressReleasePage.aspx?PRID=1810534>
 8 Ankur Bhardwaj, CEDA-CMIE: India's Shrinking Female Workforce <https://ceda.ashoka.edu.in/ceda-cmie-indias-shrinking-female-workforce/>
 9 Ankur Bhardwaj, CEDA-CMIE: India's Shrinking Female Workforce <https://ceda.ashoka.edu.in/ceda-cmie-indias-shrinking-female-workforce/>

men and women in rural and urban areas shows that from April 2021 to August 2022 the overall labour

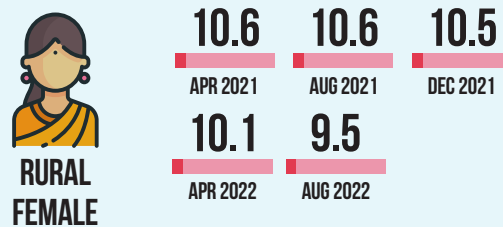
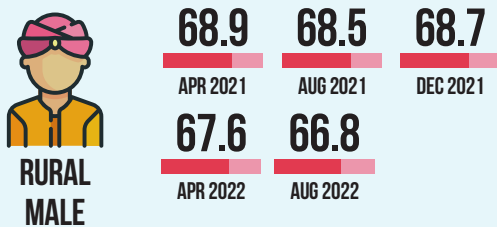
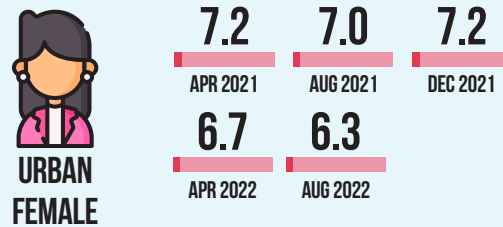
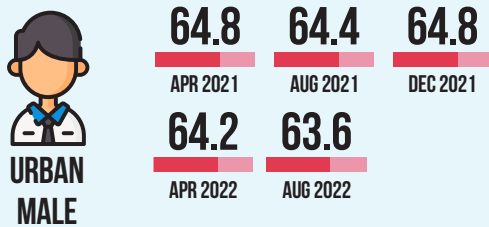
force participation rate of both men and women has declined by 1.8 and 1 respectively.

Periodic Labour force data between April 2021-August 2022



SOURCE: CMIE PERIODIC LABOUR FORCE DATA

Periodic Labour force data between April 2021-August 2022



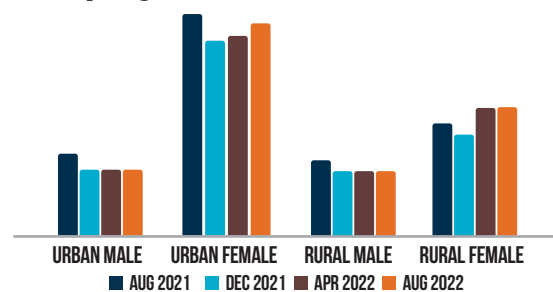
SOURCE: CMIE PERIODIC LABOUR FORCE DATA

Unemployment Rate

The unemployment rate data from CMIE periodic labour force survey¹⁰ also provides insights on the supply of jobs for men and women against the existing demand. If we look at the urban unemployment rate, the unemployment rate for women has been significantly higher than that of men according to CMIE data.

Further, in rural areas the unemployment rates among rural females increased by 1.6% in the same period as the rate of unemployment amongst the rural male fell by 1.2%.

Unemployment



SOURCE: CMIE PERIODIC LABOUR FORCE DATA

10 CMIE, Unemployment Rate in India <https://unemploymentinindia.cmie.com/kommon/bin/sr.php?kall=wstatmore>

Attitudes towards women's work

FSG interviewed 6,600 working-age women from households with low income in 16 cities in 14 states in India.¹¹ The findings showed :-

Women still need to secure permission from men - Almost all women (84%) need to secure a family member's permission before deciding to work. In this research report, the family member identified by the woman as having the most influence in this decision is referred to as the key decision-maker, who is generally male.

While more than 30% of women have had some level of vocational training, 85% of trained women have received training in gendered areas of work -Sewing/tailoring (62%), Beauty/Make-up services (16%), and Mehendi application (7%).

Women start working for financial reasons but want to continue irrespective of financial need - Supporting one's own and one's family expenses is one of the key motivating factors for over 90% of women working in or seeking jobs. For 40% of working women, supporting their child or children's education is an important driver. Only 20% of working women mention that they would stop working if they did not have financial constraints, while 78% intend to work until retirement age or as health permits.

Women strongly prefer fixed location jobs over field jobs - Most women are willing to work in jobs from a fixed location (e.g., 72% are willing to work from an office, 52% are willing to work from a mall or store), compared to jobs that require daily travel (e.g., only 22% are willing to work in a job that requires them to go from door to door).



Women believe mothers should work outside the house; men don't - 88% of women believe that one could work outside the house after having a child. 52% of women believe that mothers with children under the age of 6 could work outside of the home, and, in contrast, 61% of key decision-makers believe that women with young children (below the age of 6) should not seek employment outside of their homes.

1 in 2 women is either working in a job or seeking one - In fact, only 15% of women never want to work in a job, of whom 29% are older than 44. 64% of women strongly believe that in order to be self-reliant, it is important to work. 52% of working women say that they enjoy working, and 90% of working women overwhelmingly agree that working is the right thing to do.

Women are unwilling to migrate for a job - Most women (86%) are unwilling to migrate even within their own state for a job that offers them anywhere between INR 12,000 – 15,000 per month.

¹¹ Puneet Goenka Vikram Jain Roshni Mukherji Sujata Rathi, Creating a Gender-Equitable Workforce in India What Will It Take? <https://www.fsg.org/resource/creating-a-gender-equitable-workforce-in-india/>



IWWAGE INSIGHTS

IWWAGE state level factsheets (2023) analysing PLFS data between 2017-2021 for five states provide the following snapshots on female workforce participation rates:



PUNJAB

In the rural region, Female Work Participation Rate (FWPR) has doubled from 9.9% to 17.9% between 2017-18 and 2020-21. On the other hand, in urban regions, there is a slight improvement by 3 percentage points from 12.3% to 15.4% in the same period. This also shows the convergence of women's participation rate in both regions.



TELANGANA

There are considerable variations among rural and urban women. The Work Participation Rate (WPR) for rural women was higher than that of urban women throughout 2017 to 2021 by at least 15 percent points. The WPR of rural women has increased over time, from 25.9% in 2017-18 to 45.1% in 2020-21, while the WPR of urban women has also moved from 15.9% in 2019-20 to 19.7% in 2020-21.



KERALA

The FWPR has increased at a faster pace in rural areas as compared to urban areas. The WPR increased from 16.6% in 2017-18 to 25.6% in 2020-21 for rural women and, for urban women, it has increased from 16% to 20.8% in the same reference period.



ASSAM

There have been some positive changes in the FWPR both in rural and urban areas. In the former, there has been a notable increase by 9.8 percentage points from 8.1% to 17.9% between 2017-18 and 2020-21, respectively. In the urban areas, there is a marginal improvement by 2.3 percentage points from 11% to 13.3% in the same reference period.



CHHATTISGARH

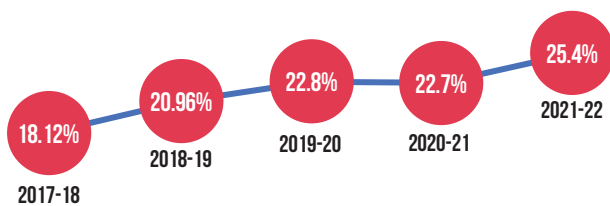
The WPR for both men and women across rural and urban regions experienced a slight dip during the pandemic years of 2019-20. However, the FWPR in rural areas significantly rose from 38.9% in 2018-19 to 46.2% in 2020-21, which is also 24.6 percentage points higher than the national trend. The urban FWPR is about 26.5 percentage points lower than the rural FWPR in 2020-21.

Status of women's workforce participation: A Sectoral Snapshot

Women in the formal sector

Payroll data¹² released by the Ministry of Statistics is reflective of the jobs created each month in the labour force. The year wise gender disaggregated data regarding the share of female additions in payroll shows that the share of women has been increasing steadily each year. However despite the increase in the share of women's enrollments in payroll, the total share of women continues to be around 25%, which is one-third of the additions of male employees in the payroll.

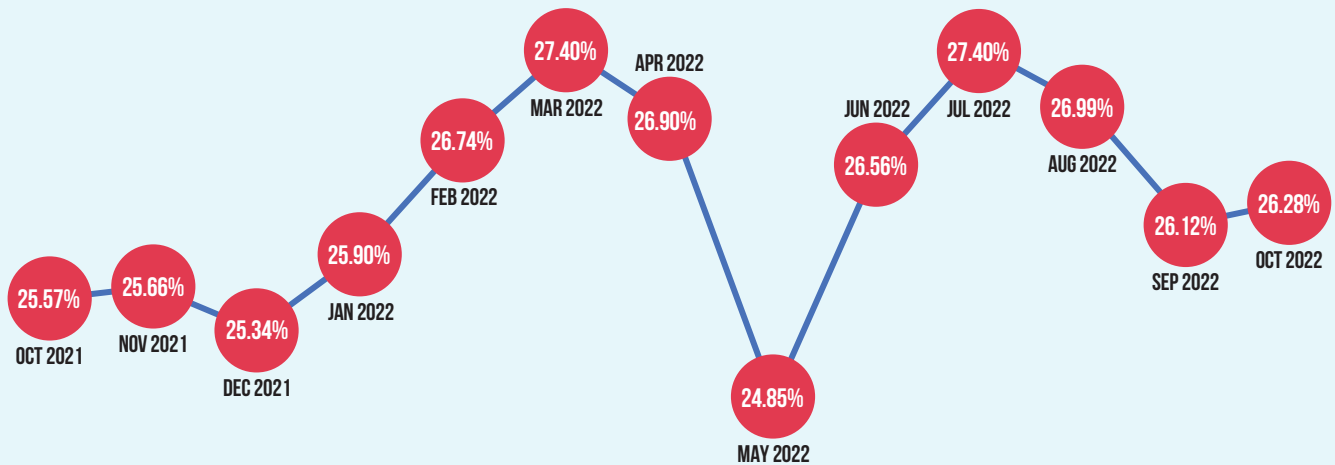
Share of women in new payrolls from 2017-2022



Further, analysing month-wise data we get an insight into the trends of formal labourforce jobs that were created and women's share in these jobs. The monthly share of women has constantly remained lower than 28% and despite the extent of job losses during the pandemic being higher from women, the jobs recovered in the year have not been evenly distributed.

¹² Government of India, Ministry of Labour and Employment, Provisional Monthly Estimate of Payroll https://www.epfindia.gov.in/site_en/Estimate_of_Payroll.php

Share of women in new payrolls from October 2021 to October 2022

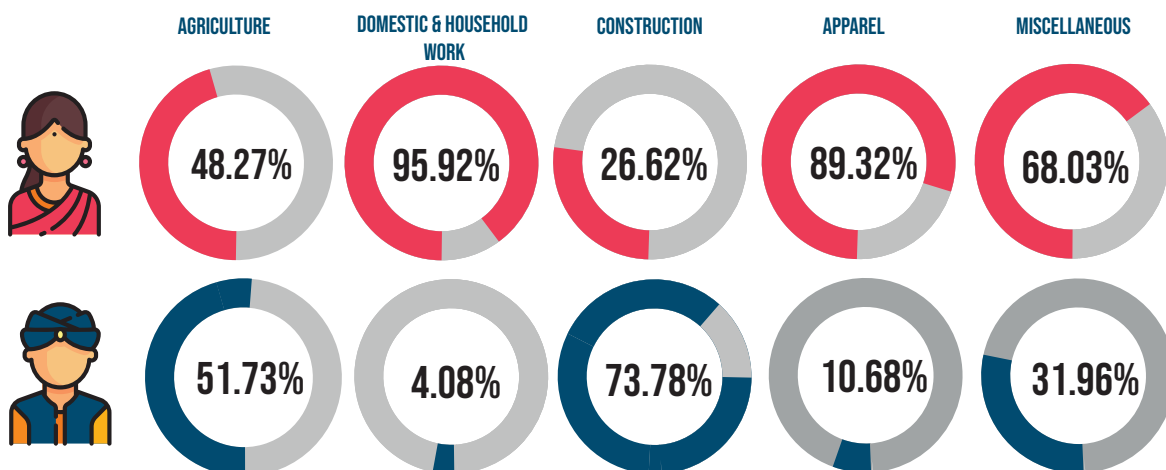


Women in the Informal Sector

The E-Shram card is meant for the registration of the unorganised and informal workers who could not avail benefits of government benefit schemes during Covid 19. While it does not track the number of total workers in the unorganised sector, it indicates that a significant proportion of women are employed in the unorganised sector. This is also supported by other large scale data sets in the PLFS and Economic Survey. The registration on the portal till November 2022¹³ showed that around 53.12 percent of workers registered on the portal were female and 43.88 percent of the registered workers were male.

The portal also categorised workers across sectors such as Agriculture, Construction etc. for which the gender disaggregated data shows that certain sectors like apparel, and domestic and household work continue to be highly feminised.

Sector-wise participation of workers in the informal sector



SOURCE E-SHRAM PORTAL DATA AS ON 30TH NOVEMBER 2022¹⁴

13 Dashboard for E Shram Portal- <https://app.powerbi.com/view?r=eyJrIjojNTRjOGUwMmEtYmJmC00NGZkLWJkNDItNTgwZTA2MzBkZWNIiwidCI6IjA2ZjUzMmJmLTk3NTItNGVjNi04Y2Y4LTlzM3YmM2ZDQ2MSJ9>

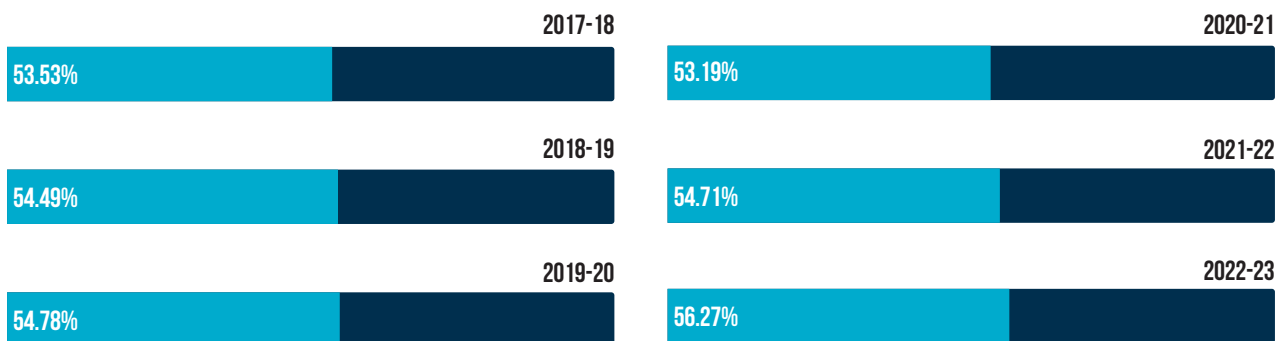
14 Data available at: <https://app.powerbi.com/view?r=eyJrIjojNTRjOGUwMmEtYmJmC00NGZkLWJkNDItNTgwZTA2MzBkZWNIiwidCI6IjA2ZjUzMmJmLTk3NTItNGVjNi04Y2Y4LTlzM3YmM2ZDQ2MSJ9>

Government incentives and initiatives

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)

This is the world's largest employment guarantee scheme. In 2022, about 56.02% of women persondays were generated under the scheme, a marginal increase from 54.71% in 2021.¹⁵ On promoting women livelihood under the scheme, the Parliamentary Committee on Rural Development and Panchayati Raj¹⁶ has reiterated its long standing suggestion of creating linkages with existing livelihood projects. The committee has therefore advised the Department of Rural Development to develop strategies to connect MGNREGS to women's self-help groups that are engaged in farming or animal rearing activities.

Women persondays out of total generated in % under the MNREGA



SOURCE: MNREGA DASHBOARD AS ON 27.12.2022¹⁷

The scheme's lowest female participation rate has been in Uttar Pradesh, but as awareness has grown, women have become active stakeholders. Between 2020–2021 and 2022–2023, women persondays in the programme climbed from 33.59% to 37.2%.¹⁸ According to the local government there, women are now being appointed as female mates in villages that help manage and supervise the MGNREGS jobs and job sites.¹⁹ Rajasthan, one of the states that performs best for women under MGNREGS, is attempting to fill more than 50% of all mate positions with women. This is in accordance with a decision the state government made almost seven years ago.²⁰ Some impact of this is already visible as Humangarh and other districts already have more than 50% of female mates.

15 Government Of India, Ministry Of Rural Development, Mahatma Gandhi National Rural Employment Guarantee Act Dashboard <https://dashboard.rural.nic.in/dashboardnew/mgnrega.aspx>

16 https://164.100.47.193/lsscommittee/Rural%20Development%20and%20Panchayati%20Raj/17_Rural_Development_and_Panchayati_Raj_25.pdf

17 Government Of India, Ministry Of Rural Development, Mahatma Gandhi National Rural Employment Guarantee Act Dashboard <https://dashboard.rural.nic.in/dashboardnew/mgnrega.aspx>

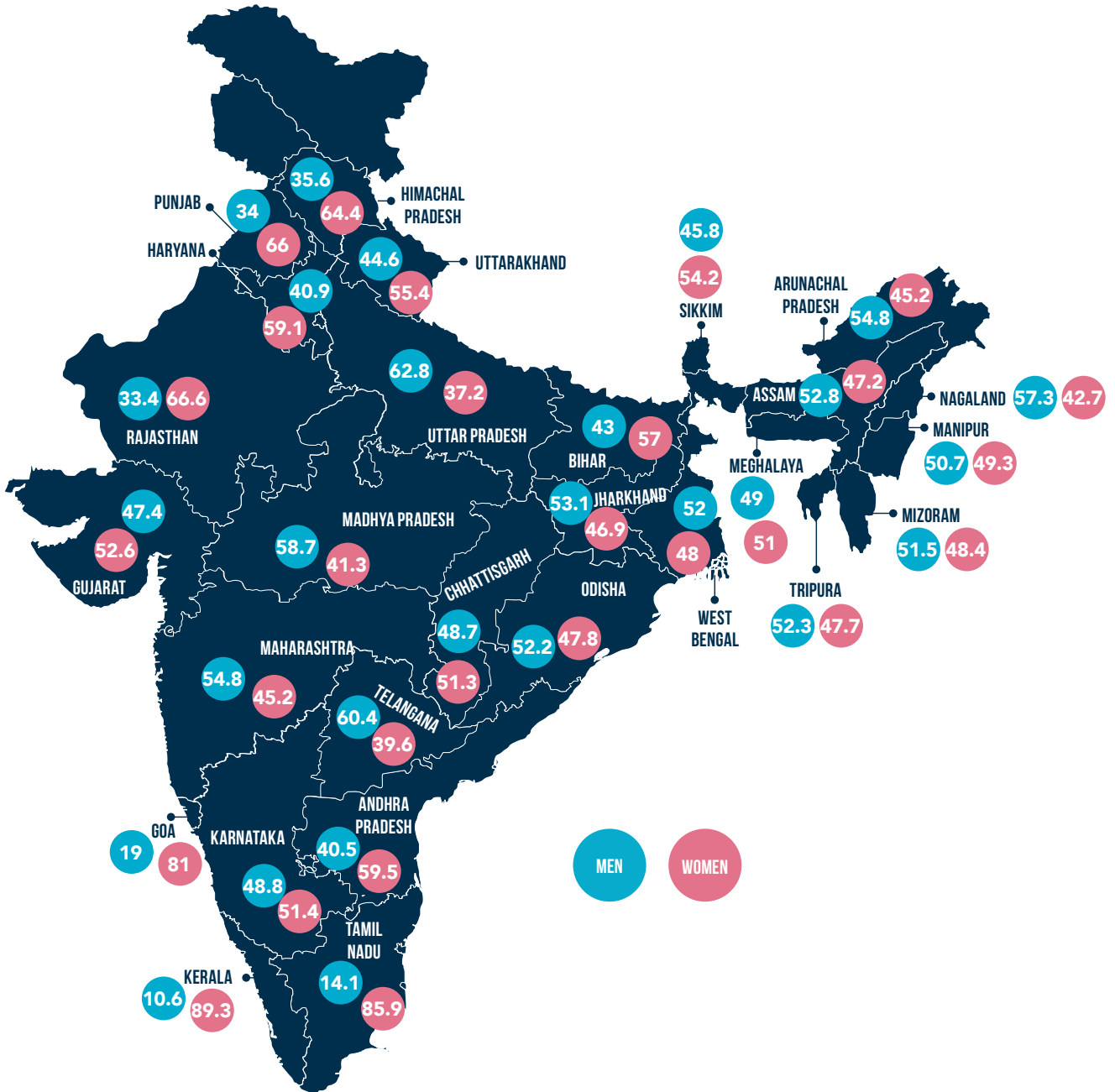
18 Ibid

19 Indian Express, MGNREGA Scheme: Participation Of Women In Rural Jobs On The Rise, Says Govt <https://indianexpress.com/article/cities/lucknow/mgnrega-scheme-participation-of-women-in-rural-jobs-on-the-rise-says-govt-8117853/>

20 Free Press Journal, Men Upset As Women Occupy More Than Half Of MGNREGA Mates' Position In Rajasthan

<https://www.freepressjournal.in/india/men-upset-as-women-occupy-more-than-half-of-mgnrega-mates-position-in-rajasthan>

Women person-days out of total % generated



SOURCE: MNREGA DASHBOARD AS ON 27.12.2022

Urban Employment Guarantee Scheme (UEGS)

For urban India, though an employment guarantee scheme is not available, a report commissioned by the Economic Advisory Council to the Prime Minister (EAC-PM) has suggested the implementation of an Urban Employment Guarantee Scheme. The 'State of Inequality' report,²¹ made its recommendation on the basis of increasing inequality and the widening gap between the labour force participation rate in rural and urban India. Two models have been put forth, one focusing on every household and the other targeting each adult while bearing in mind the potential financial burden on the state. A MGNREGS-like job programme for urban poor and unemployed youth has also previously been proposed by the Parliamentary Standing Committee on Labour Affairs.²² In line with this, Binoy Viswam, member of Parliament from the Communist Party of India (CPI), submitted a private member bill named the "Bhagat Singh Urban Employment Guarantee Bill, 2022"²³ in the Rajya Sabha. According to Viswam, the bill is aimed towards providing livelihood security to urban households "by providing at least a hundred days of guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled, semi-skilled and skilled work."

Rajasthan

In September, the Rajasthan government rolled out the Indira Gandhi Urban Employment Guarantee Scheme. The **government allocated 800 crore rupees for the implementation of the scheme in FY 22-23.**²⁴ As per recent news reports, at least 1 lakh individuals²⁵ in Rajasthan have received jobs and **about 3.5 lakh individuals²⁶ have registered themselves under the scheme.** Though 100 days of annual work has been promised to individuals under the scheme, its impact on livelihood opportunities for women is yet to be completely understood.

Tamil Nadu

Meanwhile, under the Tamil Nadu Urban Employment scheme,²⁷ which was launched in March, **50% of the total person days have been reserved for women.** Rolled out on a pilot basis, an **initial amount of 100 crores had been allotted to the scheme.** The daily wage has been set at 363 rupees and on the basis of the demand and performance of the scheme, more funds may be earmarked.

21 Institute for Competitiveness, The State of Inequality in India https://competitiveness.in/wp-content/uploads/2022/05/Report_on_State_of_Inequality-in_India_Web_Version.pdf

22 https://164.100.47.193/lssccommittee/Labour,%20Textiles%20and%20Skill%20Development/17_Labour_25.pdf

23 The Bhagat Singh National Urban Employment Guarantee Bill, 2022 http://164.100.47.4/BillsTexts/RSBillTexts/asintroduced/18-E_257.pdf

24 Government of Rajasthan, Speeches of Shri Ashok Gehlot <https://finance.rajasthan.gov.in/docs/budget/statebudget/2022-2023/Budget2022-23English.pdf>

25 Economic Times, 1 Lakh People Given Jobs In 6 Days Under Urban Employment Scheme In Rajasthan: Official <https://economictimes.indiatimes.com/news/india/1-lakh-people-given-jobs-in-6-days-under-urban-employment-scheme-in-rajasthan-official/articleshow/94218131.cms?from=mdr>

26 The Hindu, Rajasthan Gets Urban Employment Guarantee Scheme <https://www.thehindu.com/news/national/other-states/urban-employment-guarantee-scheme-launched-in-rajasthan/article65871898.ece>

27 The Hindu, T.N. Urban Employment Scheme Will Be Expanded Depending On Availability Of Funds: Minister <https://www.thehindu.com/news/cities/Tiruchirapalli/tn-urban-employment-scheme-will-be-expanded-depending-on-availability-of-funds-minister/article65204397.ece>

Schemes for the Future of Work

Digital Skilling

In line with its commitment to building safe spaces for women and girls online, the National Commission for Women (NCW) has launched the fourth phase of the Digital Shakti Campaign. A pan-Indian initiative called “Digital Shakti 4.0”²⁸ is **focusing on making women digitally skilled and aware of standing up against any illegal/inappropriate activity online.**

Schemes for adolescent girls

On October 11, 2022, the International Day of the Girl Child, the MWCD conducted an inter-ministerial conference on non-traditional livelihoods (NTLs) for adolescent girls in collaboration with the Ministry of Minority Affairs and Ministry of Skill Development and Entrepreneurship (MSDE) announcing its intention to give filip to the Beti Bachao Beti Padhao Scheme.²⁹ In order to **improve female representation, skill development programmes were introduced** in a variety of professions, including **science, technology, engineering, and mathematics (STEM) and memorandums of understanding (MOUs)** with the Ministry of Minority Affairs and the Ministry of Skill Development and Entrepreneurship (MSDE) were also signed.

Mission Shakti

Under “Mission Shakti,” an umbrella programme for women’s protection, security, and empowerment, the Central government is creating Hubs for Empowerment of Women (HEW)³⁰ at the national, state, and district levels. The Hubs are **designed to make it easier for women to access various institutions and services from a single window system for healthcare, quality education, career and vocational counselling/training, financial inclusion, entrepreneurship, backward and forward linkages, health and safety for workers, social security, and digital literacy,** among others.

Apprenticeship

To improve the implementation of the National Apprenticeship Scheme, the Ministry of Skill Development and Entrepreneurship piloted Direct Bank Transfer (DBT) in July, 2022.³¹ **About 1.08 lakh DBT transactions worth INR 15.6 crore have been carried out** by the Ministry. Under the same scheme, Pradhan Mantri National Apprenticeship Mela have been held across the country since June 2022, where participating companies can directly meet potential apprentices. According to a Parliamentary reply on the subject, states and UTs have also been advised to hold these Melas on the 2nd Monday of every month in 1/3rd of all districts, so that all districts are covered each quarter, and four times in a year.³²

Apprenticeship Melas

The government is aiming to target **10,00,000 youth** with this endeavour. Till November 2022, five such melas had been organised where **1,84,281 candidates participated** and **2,33,993 contracts** had been generated by **8,836 establishments.**³³



28 PIB Delhi, NCW Launches Digital Shakti 4.0 Focussing On Making Women Digitally Skilled And Aware <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1876462#:~:text=In%20line%20with%20its%20commitment,with%20CyberPeace%20Foundation%20and%20Meta.>

29 PIB Delhi, Union Minister ,Smt. Smriti Zubin Irani Emphasises On Skilling, Empowerment Non-Traditional Livelihoods For Girls <https://pib.gov.in/PressReleaselframePage.aspx?PRID=1866886>

30 PIB Delhi, Government Is Setting Up Hub For Empowerment Of Women (Hew) At National, State And District Levels Under ‘samarthya’ Sub-Scheme Of ‘mission Shakti” <https://www.pib.gov.in/PressReleasePage.aspx?PRID=1885416>

31 PIB Delhi, 2022 Year Ender Review: Ministry Of Skill Development And Entrepreneurship <https://pib.gov.in/PressReleasePage.aspx?PRID=1887602>

32 Ministry Of Skill Development And Entrepreneurship, Parliamentary Reply To Question No. 708, Pradhan Mantri National Apprenticeship Mela <https://pqals.nic.in/annex/1710/AU708.pdf>

33 Ministry Of Skill Development And Entrepreneurship, Parliamentary Reply To Question No. 708, Pradhan Mantri National Apprenticeship Mela <https://pqals.nic.in/annex/1710/AU708.pdf>

State initiatives and schemes around employment:

DELHI

In March 2022, the government of Delhi announced the 'Rozgar Budget' which promised to create 20 lakh new jobs in the next five years with a total outlay of INR 75,800 crore.³⁴ Schemes and initiatives announced under the budget are all aimed towards creating jobs in sectors such as retail, food and beverages, logistics and supply chain, travel and tourism, entertainment, construction, real estate, electronics, electric vehicles, information and green energy.

GUJARAT

In February, Chief Minister Bhupendra Patel released the Gujarat IT/ITes Policy to promote faster growth by attracting investments and creating 1 lakh direct jobs in the state³⁵. In the next five years, the state will roll out financial incentives of INR 200 crore rupees and will also facilitate the creation of co-working spaces to strengthen the IT/ITes ecosystem in the state.

KARNATAKA

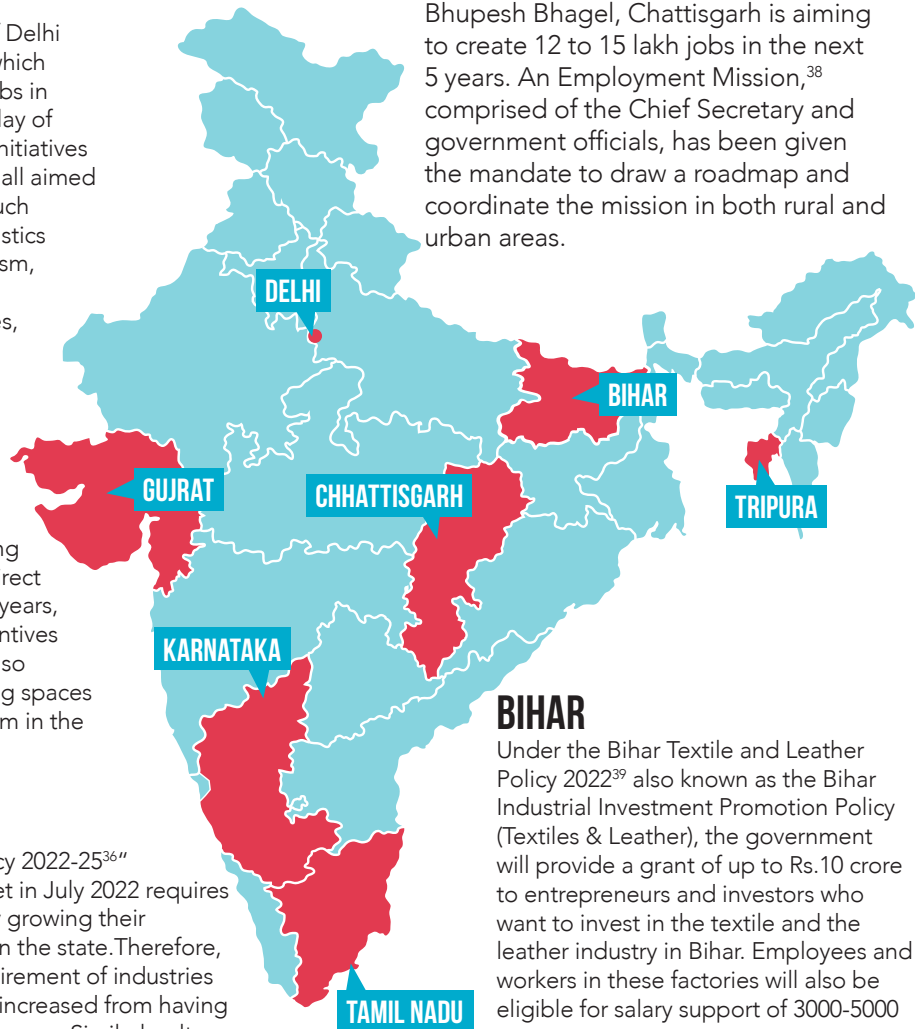
The "Karnataka Employment Policy 2022-25"³⁶ approved by the Karnataka cabinet in July 2022 requires businesses to create more jobs by growing their operations or opening new ones in the state. Therefore, the minimum job generation requirement of industries with super mega units have been increased from having 750 employees to now 1000 employees. Similarly, ultra mega units, which previously had to generate at least 400 jobs, will now have to produce 510.

TAMIL NADU

The government has launched a footwear and leather policy³⁷ to attract investments of about INR 20,000 crore in the state and to create employment for 2 lakh people in the state. Chief Minister Stalin during his speech said the policy will help generate employment especially for women in backward districts.

CHHATTISGARH

Under the leadership of Chief Minister Bhupesh Baghel, Chhattisgarh is aiming to create 12 to 15 lakh jobs in the next 5 years. An Employment Mission,³⁸ comprised of the Chief Secretary and government officials, has been given the mandate to draw a roadmap and coordinate the mission in both rural and urban areas.



BIHAR

Under the Bihar Textile and Leather Policy 2022³⁹ also known as the Bihar Industrial Investment Promotion Policy (Textiles & Leather), the government will provide a grant of up to Rs.10 crore to entrepreneurs and investors who want to invest in the textile and the leather industry in Bihar. Employees and workers in these factories will also be eligible for salary support of 3000-5000 rupees.

TRIPURA

In June 2022, the government of Tripura released the Tripura State Policy for Empowerment of Women⁴⁰. To ensure the representation of women in all categories, the state is making provisions to provide 33% horizontal reservation in all state government jobs and vacancies. In the un-reserved category, 33% general reservations for women have been introduced under the policy.

34 Govt of NCT Delhi, Rozgar Budget 2022-23 <https://ddc.delhi.gov.in/our-work/7/rozgar-budget-2022-23>

35 <https://gil.gujarat.gov.in/Media/DocumentUpload/IT%20POLICY-FInal-2022.pdf>

36 The Hindu, Karnataka Cabinet Approves New Employment Policy To Increase Jobs For Locals <https://www.thehindu.com/news/national/karnataka/karnataka-cabinet-approves-new-employment-policy-to-increase-jobs-for-locals/article65670997.ece>

37 Implementation Of Tamil Nadu Footwear And Leather Products Policy 2022, No. 183 http://cms.tn.gov.in/sites/default/files/go/ind_e_183_2022.pdf

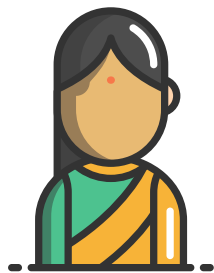
38 Business Standard, Chhattisgarh To Generate 1.2-1.5 Million Employment Opportunities https://www.business-standard.com/article/economy-policy/chhattisgarh-to-generate-1-2-1-5-million-employment-opportunities-122011501050_1.html

39 Govt of Bihar, Bihar Industrial Investment Promotion Policy (Textile & Leather Policy), 2022 https://state.bihar.gov.in/industries/cache/26/09-Jun-22/SHOW_DOCS/Textile%20%20Leather%20Policy%202022%20English.pdf

40 Government Of Tripura, General Administration (Personnel & Training) Department, Notification 28/06/22 https://tripura.gov.in/sites/default/files/Notification_GAPNT_43.pdf

Women's leadership in 2022

Women in corporate leadership



ACCORDING TO DATA FROM GRANT THORNTON,⁴¹ GLOBALLY, THE PROPORTION OF WOMEN IN SENIOR MANAGEMENT HAS RISEN BY 1% FROM 31% IN 2021 TO 32% IN 2022.

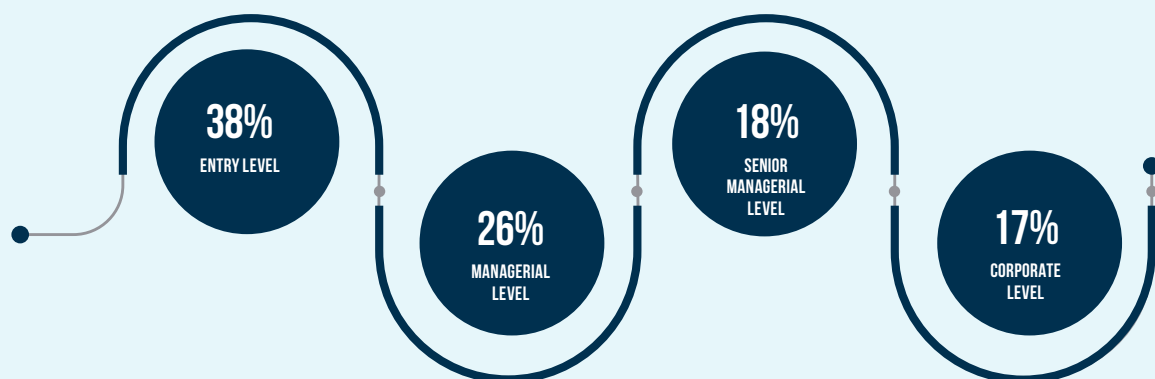
Women's average representation on Boards in India



SOURCE: EY (2022) DIVERSITY IN THE BOARDROOM

Meanwhile, data from EY's 'Diversity in the Boardroom' report suggests that in India, women's representation in boardrooms increased to 18% in 2022.⁴²

According to data available in the Working Mother & Avtar Best Companies for Women in India (BCWI) 2022 report^{43,44}: women's % representation in companies follows the following trajectory, with visible drop-offs as they climb the corporate ladder



The report also highlights that

75% OF THE TOP 100 BEST COMPANIES IN INDIA HAVE FORMAL PROGRAMMES FOR WOMEN RETURNING TO PAID WORK/ EMBARKING ON SECOND CAREERS, AS AGAINST 30% IN 2016, WHEN THE STUDY WAS LAUNCHED.

41 Grant Thornton, Women in business 2022-Opening The Door To Diverse Talent <https://www.grantthornton.global/en/insights/women-in-business-2022/>

42 EY India, Diversity In The Boardroom https://assets.ey.com/content/dam/ey-sites/ey-com/en_in/topics/women-fast-forward/2022/09/ey-dei-report.pdf

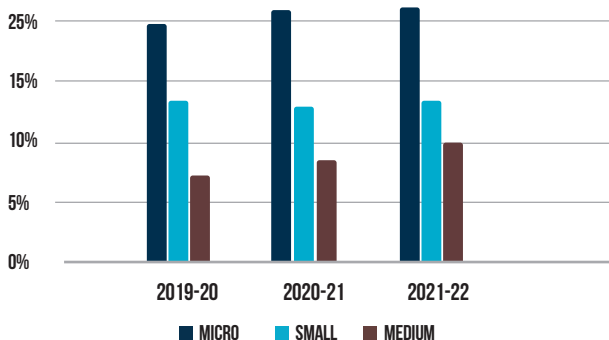
43 Avtar BCWI Yearbook 2022 https://avtarinc.com/wp-content/uploads/2022/11/BCWI_Yearbook_2022-Online.pdf

44 Avtar, BCWI-MICI Findings Released <https://avtarinc.com/diversity-digest/diversity-in-the-workforce/bcwi-mici-findings-released/>

Women-owned and led enterprises

The Udyam portal was launched by the government in July 2020 for the online registration of MSMEs (Micro Small and Medium Enterprises). In the absence of other recent data sources, the Udyam registration data remains an important source to understand the ownership trends in MSMEs. The overall registration data till March 2022 shows that just 21 percent of total MSMEs registered on the portal are owned by women. This shows that since the 2016 survey the ownership pattern of MSMEs by females has not shown much improvement. The overall data also shows that within the MSMEs owned by women most of the MSMEs belong to the Micro enterprises (21%) category and the ownership by females for Small enterprises (13%) and Medium enterprises (8%) remains dismal.

Women's share of Enterprise Registration



SOURCE: UDYAM PORTAL AS OF MARCH 2022

With respect to year wise data, the share of small and medium enterprises owned by women continues to remain low. A comparison between the registration data for the period of 2020-21 and 2021-22 shows that the share of female owned enterprises remained almost the same for micro and small enterprises and only the medium female owned enterprises showed a significant increase from 8.64% to 10.7% over the two years.



IWWAGE INSIGHTS

A 2022 research study⁴⁵ by LEAD & AVPN around collaborative philanthropy to strengthen women's entrepreneurship finds

that:

- There is significant scope to mobilise investments and non-financial support for catalysing women's entrepreneurship in urban and peri-urban parts of India.
- While there are variations in access to loans across categories, the loan sizes for the Striving/Subsistence, Solo/Homepreneur and Conventional/Steadfast archetypes (i.e. those earning less than Rs. 75,000 in monthly revenue) do not show significant variation. This also signals a credit gap for the Rs. 25,000 - 75,000 segment.
- Entrepreneurial activity across segments is concentrated in non-metro cities/regions. There is a very limited growth transition dynamic, with the majority of women clustered at the lower end of the segment.
- Further, a majority of women enterprises are home-based, and thus remain invisible from the perspective of policy-making and programming.



IWWAGE INSIGHTS

A report⁴⁶ by IWWAGE and Delhi Skills & Entrepreneurship University examining women's access to and appetite for

skilling was released in 2022, based on surveys with 522 women of diverse social identities and educational backgrounds across five heterogeneous AWHs in Delhi. The report found that:

- Women expressed an appetite for entrepreneurial and livelihood skill training programmes such as stitching and sewing, pickle and papad making, embroidery, as well as soft skills training such as business management and planning, communication and thought expression, and use of mobile phones.
- A majority (72%) of the respondents mentioned that they would be permitted

45 LEAD & AVPN, Collaborative Philanthropy to Strengthen Women's Entrepreneurship in Urban and Peri-urban Areas <https://ifmrlead.org/wp-content/uploads/2022/09/Building-Collaborative-Philanthropy.pdf>

46 IWWAGE & DSEU, Barriers and Opportunities for Aspirational Women Entrepreneurs https://dseu.ac.in/wp-content/uploads/2022/06/FINAL_Delhi-SSK-report_June-2022_V12-10-June-1.pdf

to attend training sessions outside of their homes. Of them, 80% said that they would find it most comfortable to attend such in-person skill training sessions at an Anganwadi Centre (AWC) or another similar dedicated space.

- Among aspirational women, entrepreneurs, the need to supplement their family income (77%) was the primary reason cited for setting up their own businesses while only 11% of the respondents felt that their own business could help them gain economic independence.
- About three-fourth of all women surveyed responded that they themselves owned a phone while 21% indicated that they used a family member's or their spouse's phone.

The GEM 2021/22 Women's Entrepreneurship Report offers a trend analysis of women's entrepreneurship in 50 countries including India. The report was released in November 2022 and the findings from the GEM Entrepreneurship Report showed that:

Women in France, India, Israel and Oman are about **one-third less** likely than men to report the pandemic as a reason for business closure.

Women entrepreneurs in India are **six times more likely** to report no secondary education compared to men

Compared to 2020, startup activity rates **increased by about five times** for women in India — from 2.6% to 12.3%.

Women established business owners in India and Japan were close to parity with men, at **48.1% and 45%**, respectively, in reporting plans to use more digital technologies

Wholesale/Retail sector - **Startup activity for women** in this sector is **highest in India (63.9%)**

The participation of women entrepreneurs in Government, Health, Education & Social Services was lowest in India (9.4% women vs. 6.4% men).

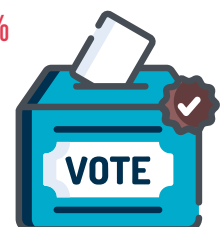
Women in India were 82% more likely to report starting a business solo compared to men (15.1% women vs. 8.3% men).

Almost half of women entrepreneurs in India and Kazakhstan were in the **youngest age group, 18–34**.

Women's Participation in 2022 Elections

In 2022, seven states held elections to the state legislative assemblies (UP, Punjab, Manipur, Himachal Pradesh, Goa, Gujarat, and Uttarakhand). The participation of women in elections has increased as both voters and candidates. Political parties are fielding more candidates than before and their actual 'winnability'; is much higher to men as per the Women & Politics: Changing Trends and Emerging Patterns," published by Lokniti.⁴⁷ This is a big positive as increasing the representation of women in policy making improves social indicators and leads to higher economic growth.⁴⁸

AS PER DATA COLLECTED BY THE ELECTION COMMISSION OF INDIA, WOMEN ALSO OUTSHINE MEN IN TERMS OF VOTER TURNOUT.⁴⁹ FOR INSTANCE IN THE RECENT GUJARAT ELECTIONS⁵⁰, 61.75% WOMEN VOTED VIS A VIS 66.74% MEN AND IN HIMACHAL PRADESH THE FEMALE VOTER TURNOUT WAS AT AN ALL TIME HIGH AT 76.8%.⁵¹



47 Lok Niti, Women & Politics: Changing Trends and Emerging Patterns https://www.lokniti.org/media/upload_files/Executive%20Summary-converted.pdf

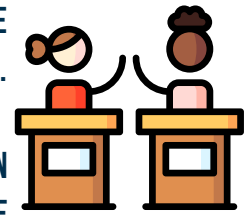
48 Lori Beaman, Esther Duflo, Rohini Pande, and Petia Topalova, Female Leadership Raises Aspirations and Educational Attainment for Girls: A Policy Experiment in India <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3394179/>

49 Hindustan Times, Higher Turnout Among Women Voters, Says Data <https://www.hindustantimes.com/india-news/higher-turnout-among-women-voters-says-data-101646679365383.html>

50 <https://www.thehindu.com/news/national/other-states/final-turnout-in-gujarat-assembly-polls-stands-at-6433/article66232091.ece>

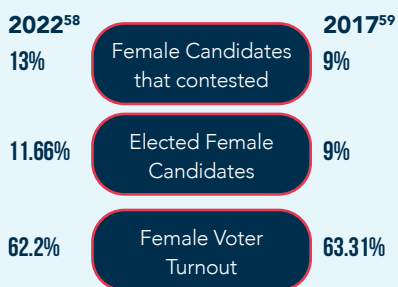
51 The Hindu, Final Turnout In Gujarat Assembly Polls Stands At 64.33% <https://timesofindia.indiatimes.com/elections/assembly-elections/himachal-pradesh/news/himachal-pradesh-records-75-6-voting-female-voters-once-again-outnumber-males-in-polling/articleshow/95490595.cms>

WHILE THE NUMBER OF WOMEN IN THE NEW ASSEMBLY IN PUNJAB HAS DOUBLED⁶², THERE ARE NOW MORE WOMEN LEGISLATORS IN UTTARAKHAND⁵³, GOA⁵⁴, AND UTTAR PRADESH⁵⁵ AS WELL. BY ELECTING THE HIGHEST EVER PERCENTAGE OF WOMEN ELECTED TO THE STATE ASSEMBLY, MANIPUR⁵⁶ HAS ACHIEVED HISTORIC GAINS. IN HIMACHAL PRADESH,⁵⁷ THE NUMBER OF WOMEN IN ASSEMBLY DECREASED TO JUST 1, LOWER THAN THE TREND OF SENDING 2-3 WOMEN TO THE ASSEMBLY SINCE 1972. (IN GUJARAT THE NUMBER OF FEMALE MLAS HAS DECREASED BY 1).



Electoral Participation & Announcements

1. Uttar Pradesh:BJP

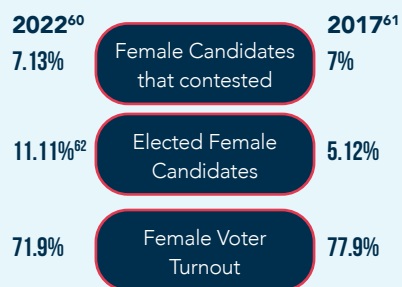


Key Announcements*:

- Free scooty for girl students and working women
- Free coaching to female students preparing for UPSC and PSC examinations.
- Three free cylinders every year (for holi & diwali) to beneficiaries under the Ujjwala Yojna.
- Pink toilet would be launched at Rs 1,000 crore to build toilets for women in public places.

*https://www.bjp.org/files/election-manifesto-documents/UP_Lok_Kalyan_Sankalp_Patra-2022%20%281%29_0.pdf

2. Punjab:AAP

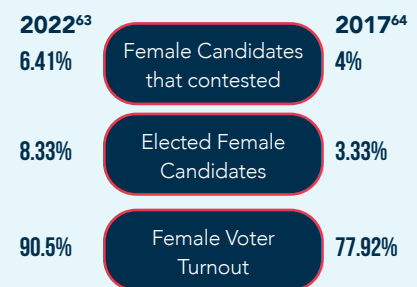


Key Announcements*:

- 33% reservation for women in jobs and posting in home district
- Salaries of Anganwadi workers/ helpers, Asha workers and Mid day meal helpers will be doubled
- Women hostels in every district
- Women aged 18 and above will get Rs 1,000 in their bank accounts every month

*<https://www.babushahi.com/upload/pdf/Punjab%20Manifesto-%20English-4.pdf>

3. Manipur:BJP+NPP+LJP



Key Announcements*:

- Free scooty will be given to all meritorious college-going girls to empower the women of the state
- Two free LPG cylinders per year to the beneficiaries of the PM Ujjwala scheme
- Rs 25,000 to girls from economically weaker sections under the 'Rani Gaidinliu Nupi Maheiroi Singi Scheme'

*https://manipur.bjp.org/manifesto/Manifesto_Key_Points.pdf

52 PRS Legislative Research, Vital Stats, Profile of the 16th Punjab Legislative Assembly https://prsindia.org/files/policy/policy_vital_state/Punjab_16th_Assembly_Profile_2022.pdf

53 PRS Legislative Research, Profile of the 5th Uttarakhand Legislative Assembly https://prsindia.org/files/policy/policy_vital_state/Uttarakhand_5th_Assembly_Profile_2022.pdf

54 PRS Legislative Research, Profile of the 8th Goa Legislative Assembly https://prsindia.org/files/policy/policy_vital_state/Profile_8th_Goa_Legislative_Assembly.pdf

55 PRS Legislative Research, Profile of the 18th Uttar Pradesh Legislative Assembly https://prsindia.org/files/policy/policy_vital_state/Profile_18th_UP_Assembly.pdf

56 PRS Legislative Research, Profile of the 12th Manipur Legislative Assembly https://prsindia.org/files/policy/policy_vital_state/Manipur_12th_Assembly_Profile_2022.pdf

57 PRS Legislative Research, Profile of the 14th Himachal Pradesh Legislative Assembly https://prsindia.org/files/legislature/legislature_state_vital_stats_/Profile_14th_HP_Assembly_Final.pdf

58 ECI data available at: <https://eci.gov.in/files/file/14185-uttar-pradesh-general-legislative-election-2022/>

59 ECI data available at: <https://eci.gov.in/files/file/3471-uttar-pradesh-general-legislative-election-2017/>

60 ECI data available at: <https://eci.gov.in/files/file/14165-punjab-general-legislative-election-2022/>

61 ECI data available at: <https://eci.gov.in/files/file/3614-punjab-general-legislative-election-2017/>

62 <http://punjabassembly.nic.in/index.php/members/details>

63 ECI data available at: <https://eci.gov.in/files/file/14166-manipur-general-legislative-election-2022/>

64 ECI data available at: <https://eci.gov.in/files/file/3713-manipur-general-legislative-election-2017/>

Electoral Participation & Announcements

4. Himachal Pradesh: INC

2022 5.85%	Female Candidates that contested	2017⁶⁵ 6%
4.41%⁶⁶	Elected Female Candidates	5.88%
76.8%	Female Voter Turnout	77.92%

Key Announcements*:

- Financial assistance of ₹1,500 monthly to women between 18 to 60 years of age

*<https://economictimes.indiatimes.com/news/elections/assembly-elections/himachal-pradesh/himachal-elections-2022-congress-releases-manifesto-promises-10-guarantees/vedioshow/95323751.cms>

5. Goa: BJP-NDA

2022⁶⁷ 8.6%	Female Candidates that contested	2017⁶⁸ 17%
7.5%⁶⁹	Elected Female Candidates	5%
81%	Female Voter Turnout	83.94%

Key Announcements*:

- Free three LPG Cylinders to every household in a year to ease the financial burden women have to undergo
- 33% of future public entitlements shall be reserved for women
- Female SHG volunteers will be provided free smart phones
- Build 34 lactatoriums at public transport transit spot and provide creche facilities at all government offices

*<https://goa.bjp.org/pdf/ME.pdf>

6. Gujarat: BJP

2022 8.57%	Female Candidates that contested	2017⁷⁰ 7%
8.24%⁷¹	Elected Female Candidates	18.57%
61.75%	Female Voter Turnout	66.11%

Key Announcements:

- Free education to girls from pre-primary to post-graduate level and free bicycles to female students from class 9 to class 12.
- Create more than 1 lakh government jobs for women in the next 5 years.
- Provide free bus travel to female senior citizens and provide free electric vehicles to meritorious college going female students .

*<https://www.agresargujarat.com/SankalpPatraEng2022.pdf>

7. Uttarakhand: BJP

2022⁷² 9%	Female Candidates that contested	2017⁷³ 9%
11.42%⁷⁴	Elected Female Candidates	7.14%
67.2%	Female Voter Turnout	68.75%

Key Announcements:

- Enable Atma Nirbharta of Uttarakhand's women
- Provide 3 free LPG cylinders in a year to the women of poor households of the state
- Provide financial aid to the female heads of poor households
- Establish a special ₹ 500 crore fund to aid business initiatives of women self-help groups (SHGs) across the state

*https://parliamentlibraryindia.nic.in/writereaddata/Library/E_Manifesto/Manifesto_English_UK.pdf

65 ECI data available at: <https://eci.gov.in/files/file/3815-himachal-pradesh-general-legislative-election-2017/>

66 https://prsindia.org/files/legislature/legislature_state_vital_stats_/Profile_14th_HP_Assembly_Final.pdf

67 ECI data available at: <https://eci.gov.in/files/file/14168-go-a-general-legislative-election-2022/>

68 ECI data available at: <https://eci.gov.in/files/file/3862-go-a-general-legislative-election-2017/>

69 https://prsindia.org/files/policy/policy_vital_state/Profile_8th_Goa_Legislative_Assembly.pdf

70 ECI data available at: <https://eci.gov.in/files/file/3841-gujarat-general-legislative-election-2017/>

71 https://prsindia.org/files/legislature/legislature_state_vital_stats_/Profile_15th_GJ_Assembly_Final.pdf

72 ECI data available at: <https://eci.gov.in/files/file/14169-uttarakhand-general-legislative-election-2022/>

73 ECI data available at: <https://eci.gov.in/files/file/3470-uttarakhand-general-legislative-election-2017/>

74 https://prsindia.org/files/policy/policy_vital_state/Uttarakhand_5th_Assembly_Profile_2022.pdf

Key enablers for women in the workforce

For women to gain access to and participate in the paid workforce, enablers such as effective water supply and sanitation, gender-friendly workplace infrastructure, relevant skilling modules, improved digital access, etc. are vital. Not only do these enablers directly or indirectly reduce the 'time poverty' that women experience, but also create an ecosystem for women-led growth and development.

Improving physical infrastructure

Workspaces

In August 2022, Prime Minister Modi announced that the Labour Ministry was in the process of developing its vision for the year 2047.⁷⁵ He emphasised the

importance of flexible workplaces, a work-from-home ecosystem, and flexible work hours, highlighting that this can provide opportunities to improve women's labour force participation. Given the size of the IT/ITes sector in India, state governments have announced various initiatives to address infrastructural challenges:



KERALA

'Work Near Home Centres' are being piloted with an allocation of 50 crores from the annual budget.⁷⁶ The proposed scheme "intends to facilitate employment opportunities for educated citizens of the state, including housewives" who reside in the rural and semi-urban areas of the state.



GOA

Similarly in Goa, according to media articles, the concept for co-working spaces is being developed on beaches to promote the "culture of #Workation Goa".⁷⁷



GUJARAT

According to its recent IT policy, the Gujarat government is also attempting to build world-class IT/ITes infrastructure and ready to occupy co-working spaces by 2027.⁷⁸



TRIPURA

In Tripura, incentives will be offered as per the new IT/ITes policy to companies opting for a "Plug & Play Seat" in STP/ IT Park established by the government.⁷⁹

75 PIB Delhi, PM addresses National Labour Conference of Labour Ministers of all States and UTs <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1854431>

76 Government Of Kerala, Budget Speech 2022-23 By K N Balagopa www.niyamasabha.org/codes/15kla/Session_4/BudgetSpeech-2022-23-English_12.pdf

77 Times Of India, Goa To Set Up Co-Working Spaces For Working Professions On Beaches <https://timesofindia.indiatimes.com/travel/travel-news/goa-to-set-up-co-working-spaces-for-working-professions-on-beaches/articleshow/93031676.cms>

78 Govt. Of Gujarat, IT-ITeS Policy 2022-27 <https://gil.gujarat.gov.in/Media/DocumentUpload/IT%20POLICY-FInal-2022.pdf>

79 Govt. Of Tripura, Directorate Of Information Technology, Introduction Of Tripura IT/ITeS Policy-2022 https://dit.tripura.gov.in/sites/default/files/Notification_IT_ITES_Policy_2022.pdf

However, a gender lens remains absent from the above schemes which is essential given the demand for remote work opportunities for women in India.⁸⁰

Household Infrastructure

Women bear an unfair share of the domestic workload across households in India; in resource-poor areas in particular, domestic work is physically laborious, and women often have to walk miles to fetch water or cook in taxing circumstances without gas cylinders or stoves.



WOMEN IN RURAL INDIA ARE ESTIMATED TO SPEND 374 HOURS PER YEAR COLLECTING FIREWOOD⁸¹ AND 15 CRORE WORKDAYS COLLECTING WATER.⁸²

Developed household infrastructure and guaranteed supply of services, therefore, can address this issue. With reduced unpaid work at home they can gain more time to engage in market work or self-employment activities.⁸³ In light of this, programmes like the Jal Jeevan Mission, which aims to install tap connections in all households by 2024, and the Pradhan Mantri Ujjwala Yojana (PMUY), that provides LPG connections to adult women from poor households, become extremely important in making household work less taxing for women, as well as to save their time.

Under the Jal Jeevan Mission over 7 crore⁸⁴ tap water connections have been provided to households across the country with 55.54% of rural households now being equipped with tap water supply.

Similarly, as of September 2019, 8 crore LPG connections were released and as part of Ujjwala 2.0, 1.58 crore LPG connections have been released, till 30 November 2022. Overall, over 9 crore⁸⁵ free LPG connections have been provided to women from low-income households under the scheme.

Rural HHs given tap water connections

Year	No. of Households
2019-2020	82,62,187
2020-2021	3,32,61,522
2021-2022	2,04,51,212
2022-2023	1,50,88,052
Total	7,60,62,973

SOURCE: JJM DASHBOARD

LPG connections disbursed under PMUY

Year	LPG connections
PMUY (Phase 1): 2016-2019	7,99,47,074
Ujjwala Yojana 2.0: 2021	1,57,86,876

SOURCE: PMUY DASHBOARD

Transport

The Nirbhaya Fund approved the Security of Women in Public Road Transport in the Country scheme in 2013. Four projects have been appraised for funding through the Nirbhaya Fund, all of which are aimed at improving the safety and security of women who use public transportation.⁸⁶ Some states have mandated the installation of CCTV surveillance, panic buttons and controllers but as observed by the Parliamentary Standing Committee on Education, Women, Youth and Sports "there is no unified data available to access as to which extent these features have been implemented in reality."⁸⁷

Other initiatives have also been undertaken by state governments to improve women's perceptions of safety in buses. In 2022, the Delhi government relaxed driver's licence requirements in order to attract more female bus drivers. In a similar vein, Maharashtra and Kerala have taken steps to increase the number of

80 Brinda Sarkar, Eight In 10 Working Women Want To Work More Flexibly: LinkedIn Survey <https://economictimes.indiatimes.com/news/company/corporate-trends/eight-in-10-working-women-want-to-work-more-flexibly-linked-in-survey/articleshow/90792604.cms?from=mdr>

81 Clean Cooking Alliance, Women Spend 374 Hours Each Year Collecting Firewood In India, Study Finds <https://cleancooking.org/news/05-05-2015-women-spend-374-hours-each-year-collecting-firewood-in-india-study-finds/>

82 Sonia Bhaskar, Break The Gender Bias: Indian Women Spend 15 Crore Workdays A Year Fetching Water, An Economic Loss Of Rs.100 Crore <https://swachhindia.ndtv.com/break-the-gender-bias-indian-women-spend-15-crore-workdays-a-year-fetching-water-an-economic-loss-of-rs-100-crore-67310/#:~:text=However%2C%20this%20remains%20a%20dream,100%20crores.>

83 IWWAGE, Women and Unpaid Work https://iwwage.org/wp-content/uploads/2021/03/1_Women-and-Unpaid-Work.pdf

84 Jal Jeevan Mission Dashboard <https://ejalshakti.gov.in/jjmreport/JJMIndia.aspx>

85 Govt. Of India, Ministry Of Petroleum And Natural Gas, Pradhan Mantri Ujjwala Yojana 2.0

<https://www.pmuy.gov.in/index.aspx>

86 PIB Delhi, Proposals Appraised Under Nirbhaya Fund <https://pib.gov.in/PressReleasePage.aspx?PRID=1847792>

87 Rajya Sabha, Three Hundred And Report On- Action Taken by the Government on the Recommendations of the Committee contained in its Three Hundred and Sixteenth Report on Issues Related to Safety of Women https://rajyasabha.nic.in/rsnew/Committee_site/Committee_File/ReportFile/16/162/334_2022_2_17.pdf

female public transportation drivers.⁸⁸ Free bus rides in Tamil Nadu have helped women save 8%-12% of their income under the Zero Ticket Bus Travel (ZTBT) scheme.⁸⁹

Toilets

The 2020 Occupational Safety, Health, and Working Conditions Code mentions toilets in a section on 'plantations,' suggesting that state governments may prescribe employers to provide workers and their families with drinking water, kitchens, and toilets. State governments have been in the process of notifying draft rules and as of July 2022, 24 states have completed the process.⁹⁰

Improving childcare

Care work - housework, healthcare, education, disability care, child care and elderly care - all ensure the workforce's ability to continue working, and maintain community.⁹¹ The pandemic, in particular, displayed how crucial access to care is for the world. However, historically, the burden of care work has fallen onto women and other marginalised populations. A majority of the unpaid care work at home is done by women; and many sectors within paid care work are feminised and underpaid.⁹²

In India, the care system has a few key actors and policies. For childcare support in particular, under the Ministry of Women and Child Development's Integrated Child Development Services, early childhood care and education, nutrition and health checkups (especially for children and pregnant women) are administered by Anganwadi workers (AWWs). Policies and schemes that support childcare through infrastructure like creches – for example, the Maternity Benefits (Amendment) Act, 2017 and the

National Creche Scheme – have also been extremely important in supporting working women.

Anganwadi Services

Under the Integrated Child Development Services, launched in 1975, a team of Anganwadi workers, helpers, supervisors and other officers - child development project officers (CDPOs) and district program officers (DPOs) - provide pre-school non-formal education, supplementary nutrition, nutrition & health education, immunisation, health check-up and referral services to children (0-6 years), pregnant women and lactating mothers – these services include immunisation, nutrition, pre-school education and health checkups.^{93,94} Together, these services are an essential support structure for millions of women – especially in rural India, as along with ASHA workers and Auxiliary Nurse Midwives (ANMs), AWWs connect India's healthcare system with the country's poorest and most disadvantaged. The functioning of the Anganwadi centres is a key indicator of the country's early childhood care.

In recent years, the expenditure on the Anganwadi Services Scheme has been fluctuating. Across the three years, however, the expenditure has remained lower than the revised estimates for the scheme.

Expenditure on anganwadi services scheme (in ₹ crores)

Sl. No.	Year	Revised estimate	Expenditure
1	2019-20	17704.5	16891.99
2	2020-21	17251.31	15784.39
3	2021-22	19963.95	18203.25

SOURCE: GOVERNMENT DATA⁹⁵

88 Shruthi S, Maharashtra, Kerala govts to encourage more women drivers <https://www.google.com/url?q=https://thefederal.com/features/maharashtra-kerala-govts-to-encourage-more-women-drivers/&sa=D&source=docs&ust=1672251212761773&usg=AOvVaw39MMCS-JNYgF0uKx-ZK752s>

89 <https://timesofindia.indiatimes.com/city/chennai/how-free-bus-ride-helps-chennai-women-save-8-12-income/articleshow/95775524.cms>

90 Govt Of India, Ministry Of Labor And Employment ,Parliamentary Reply To Question No. 22, Implementation Of Labour Codes <https://pqals.nic.in/annex/179/AU22.pdf>

91 UN Women, Promoting Women's Economic Empowerment: Recognizing And Investing In The Care Economy www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing-in-the-care-economy-en.pdf

92 UN Women, Promoting Women's Economic Empowerment: Recognizing And Investing In The Care Economy www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing-in-the-care-economy-en.pdf

93 Ministry of Women and Child Development, ICDS <http://icds-wcd.nic.in/icds.aspx>

94 PIB, Implementation Of Anganwadi Services Scheme [https://pib.gov.in/Pressreleaseshare.aspx?PRID=1808688#:~:text=Anganwadi%20Services%20\(now%20renamed%20as,Health%20Check%20Dup%3B%20and%20](https://pib.gov.in/Pressreleaseshare.aspx?PRID=1808688#:~:text=Anganwadi%20Services%20(now%20renamed%20as,Health%20Check%20Dup%3B%20and%20)

95 Govt. of India, Year-Wise Revised Allocation And Expenditure In Respect Of Anganwadi Services Scheme From 2019-20 To 2021-22 <https://data.gov.in/resource/year-wise-revised-allocation-and-expenditure-respect-anganwadi-services-scheme-2019-20>

As of 31 March 2022, 13,91,004 Anganwadi centres were operational, having grown from 13,89,110 centres as on 30 June 2021, and 13,29,138 centres as on 31 December 2019.^{96,97} Under Saksham Anganwadi & Poshan 2.0, 9,49,94,406 beneficiaries have been recorded, including 7,71,18,841 children and 1,78,75,565 pregnant women and lactating mothers.⁹⁸

More recently, the government has expressed a commitment towards strengthening the Anganwadi services, under the Saksham Anganwadi and Poshan 2.0 programme, which realigns the Anganwadi Services, Scheme for Adolescent Girls and Poshan Abhiyan, and for which INR 20, 263.07 crore has been allocated for the Financial Year (FY) 2022-23.⁹⁹ Under Saksham Anganwadi, 40,000 centres will be strengthened per year, and the government has

announced the construction of 50,000 Anganwadi centres, complete with toilet and water facilities, from 2021-22 to 2025-26. There is also an emphasis on equipping Anganwadi centres with growth monitoring and smartphone devices.

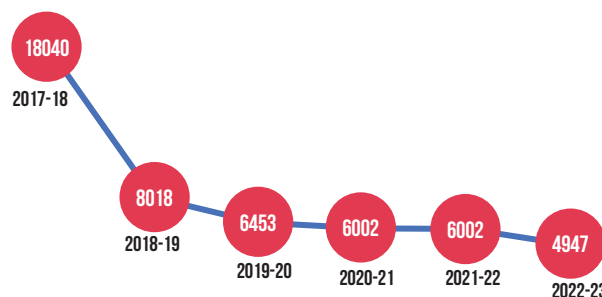
National Creche Scheme / Palna Scheme

Support for women to nurse and care for their newborns must necessarily lead into childcare support, through effective community-run and government-run systems, like the Palna Scheme (formerly, National Creche Scheme) — that has been recently subsumed under Mission Shakti¹⁰⁰ — providing daycare facilities for children of working mothers, who are between the ages 6 months and 6 years.¹⁰¹



AS OF 30 JUNE 2022, ONLY 4,947 CRECHES WERE FUNCTIONAL, ACCORDING TO A REPLY IN THE LOK SABHA; AS MANY AS 12 STATES/ UNION TERRITORIES REPORTED 0 FUNCTIONAL CRECHES.¹⁰⁵

Number of creches under the scheme



SOURCE: GATHERED FROM MULTIPLE PARLIAMENTARY REPLIES^{102,103,104}

96 Ibid.

97 Govt of India, State/Ut-Wise Anganwadi Centers (Awcs) And Anganwadi Workers (Awws) As On 31st December 2019 (From: Ministry Of Women And Child Development) <https://data.gov.in/resource/stateut-wise-anganwadi-centers-awcs-and-anganwadi-workers-awws-31st-december-2019-ministry>

98 Government Of India, Ministry Of Women And Child Development Parliamentary Reply To Question No. 3345, ICDS Under Anganwadi Scheme <https://pqals.nic.in/annex/179/AU3345.pdf>

99 PIB, A sum of Rs.20263.07 crore allocated under POSHAN 2.0 for the current Financial Year 2022-23 <https://pib.gov.in/PressReleasePage.aspx?PRID=1883401>

100 PIB Delhi, Update on National Creche Scheme <https://pib.gov.in/PressReleaseIframePage.aspx?PRID=1883405>

101 Ibid.

102 Govt. Of India, Year-Wise Number Of Functional Creche Under The National Creche Scheme For The Children Of Work Mother In The Country From 2017-18 To 2019-20 <https://data.gov.in/resource/year-wise-number-functional-creche-under-national-creche-scheme-children-work-mother>

103 Government Of India, Ministry Of Women And Child Development Parliamentary Reply To Question No.3344, National Creche Scheme <https://pqals.nic.in/annex/173/AU3344.pdf>

104 Government Of India, Ministry Of Women And Child Development Parliamentary Reply To Question No.2152, National Creche Scheme <https://pqals.nic.in/annex/174/AU2152.pdf>

105 Government Of India, Ministry Of Women And Child Development Parliamentary Reply To Question No.977, National Creche Scheme <https://pqals.nic.in/annex/179/AU977.pdf>

State-wise creches under the National Creche Scheme



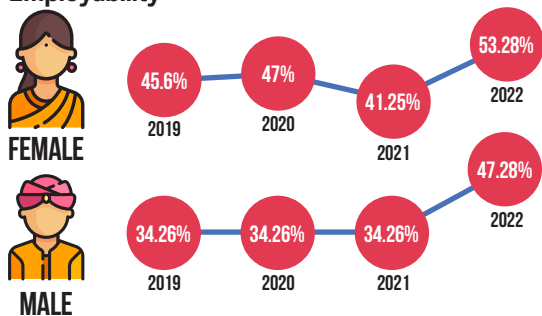
SOURCE: LOK SABHA PARLIAMENTARY UNSTARRED QUESTION NO. 977, JULY 2022 ¹⁰⁶

106 Government Of India, Ministry Of Women And Child Development Parliamentary Reply To Question No.977, National Creche Scheme <https://pqals.nic.in/annex/179/AU977.pdf>

Strengthening skilling programmes

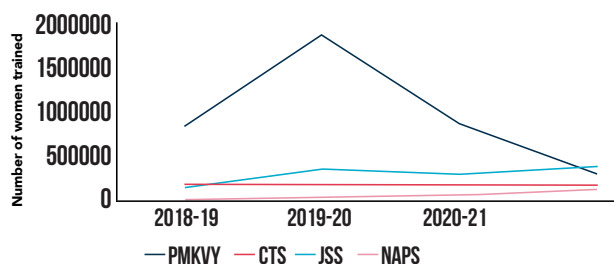
Wheebox India Skills Report of 2023 estimates women’s employability in India rose from 34.26% in 2020 to 47.28% in 2022.¹⁰⁷ Women’s employability has consistently been higher than men’s.

Employability



Skill development is closely tied to women’s participation in the labour force. Studies show that skills/vocational training boost employment and income prospects.¹⁰⁸ Therefore, the Ministry of Skill Development and Entrepreneurship has accorded a special focus to women’s skilling under the Skill India Mission.¹⁰⁹ MSDE has implemented several training programs like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Jan Shikshan Sansthan (JSS), National Apprenticeship Promotion Scheme (NAPS), and Craftsmen Training Scheme (CTS). Additionally, the Ministry of Rural Development (MoRD) also imparts training to the rural poor under the Deen Dayal Upadhyay Grameen Kaushalya Yojana (DDU-GKY).

Number of women trained over the years



PMKVY defines placement as providing wage or self-employment to candidates, trained and certified under PMKVY.¹¹⁰

As of Dec 2022, placement performance, i.e. the number of candidates placed out of the **total certified candidates under PMKVY, is 54%**.

52% of the beneficiaries of have been women.¹¹¹

In 2021-22, Jan Shikshan Sansthas trained and assessed **38,5242 unlettered/neo-literate women trainees.**

For 2021-22, DDUGKY **trained 38,289 candidates, far below the annual target of 65,694 candidates.**¹¹²

Under DDUGKY, one-third of all candidates must be women.¹¹³ According to the annual report (2021-22) published by the Ministry of Rural Development,¹¹⁴ **the number of women trained since the inception of the program (2014-15) stood at 5,33,448.**

According to a press release, in March 2022, **4281 women were mobilised to enrol in “traditional” courses** such as assistant beauty therapist, self employed tailoring and sample tailoring etc via camps.¹¹⁵

Between 2018-19 and 2020-21, the National **Apprenticeship Promotion Scheme trained just over 61,000 women** - a small fraction of the total men trained (3,01,556) under the scheme.¹¹⁶

According to Coursera’s Global Skills Report, **Indian women constituted 38%** of all Indian learners on the platform.¹¹⁷

107 India Skills Report https://do3n1uzkew47z.cloudfront.net/siteassets/pdf/ISR_Report_2023.pdf

108 World Bank Adapting Skills Training To Address Constraints To Women’s Participation <https://documents1.worldbank.org/curated/en/100001588563785232/pdf/Adapt-ing-Skills-Training-to-Address-Constraints-to-Women-s-Participation.pdf>

109 Skill India, Women Get A Special Focus Under Skill India Mission <https://msde.gov.in/sites/default/files/2019-09/Women%20get%20a%20special%20focus%20under%20Skill%20India%20Mission.pdf>

110 PMKVY Placement Dashboard <https://www.pmkvyofficial.org/newdashboard>

111 PMKVY Placement Dashboard <https://www.pmkvyofficial.org/newdashboard>

112 https://rural.nic.in/sites/default/files/AnnualReport2021_22_English.pdf

113 PIB, 174 Mobilization Camps For Women-Centric Courses Organised Across The Country Under The DDU-GKY <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1804675>

114 https://rural.nic.in/sites/default/files/AnnualReport2021_22_English.pdf

115 PIB, 174 Mobilization Camps For Women-Centric Courses Organised Across The Country Under The DDU-GKY <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1804675>

116 PIB, Steps Taken By The Government To Promote Women Participation In Skill Training Programme <https://pib.gov.in/PressReleaseSelfPage.aspx?PRID=1778477>

117 Coursera, Global Skills Report <https://pages.coursera-for-business.org/rs/748-MIV-116/images/Coursera-Global-Skills-Report-2022.pdf>

Increasing digital access

Access to technology and the internet is among the crucial barriers that women still face, which hinders their education, opportunities for employment and skilling, as well as personal growth and freedom. According to the Mobile Gender Gap Report 2022, drawing on the annual GSMA Consumer Survey conducted between September and November 2021, only 30% of Indian women use mobile internet.¹¹⁸ Similar inequalities are seen in smartphone ownership as well – women are much less likely to own a smartphone than men.¹¹⁹ Between 2020 and 2021, the percentage of smartphone owners among men rose by 8%, and only by 1% for women.¹²⁰

Smartphone Ownership - (2019-21)			
Year	2019	2020	2021
Men	36	41	49
Women	14	25	26

Mobile internet use in India, 2019–2021 -			
Year	2019	2020	2021
Men	42	45	51
Women	21	30	30

Even among women who can access mobile phones, many have cheaper, less advanced devices; they use a narrower set of digital services than men, who use their phones more extensively, can access more sophisticated features, report more benefits, and have the digital skills to use the internet more often.¹²¹ In contrast, women use the internet less, and are more surveilled, especially by their male relatives, who keep an eye on their activities online.¹²²

Surveys show that lack of access to technology has severely impacted school-going girls, who have not been able to access teaching material and study online as well as boys have been able to, due to a general pattern of male preference observed across the country.¹²³ The conservative outlook of families has been observed by many surveys as a limiting factor for girls' phone use.¹²⁴

In order to bridge various digital divides that affect marginalised populations, including women, the government has been running the Pradhan Mantri Gramin Digital Saksharta Abhiyan (PMGDISHA), under the Digital India programme.¹²⁵ Launched in 2017, it aims to cover 6 crore rural households, providing them with 20 hours of training on using digital devices, communicating and using applications on the internet, as well as cashless transactions.¹²⁶

PMGDISHA IN NUMBERS

- As on 2 August 2021, **2.59 crore of the 5.01 crore enrolled beneficiaries are women**; out of the 4.21 crore beneficiaries who were trained and certified, 54%, that is, 1.78 crore were women.¹²⁷
- While centres were shut at the peak of the COVID-19 period, as on 15 December 2022, a **total of 4,24,352 training centres run PMGDISHA**.¹²⁸
- In FY 2021-22, **INR 300 crore were sanctioned for the scheme**.¹²⁹

118 GSMA, The Mobile Gender Gap Report, P.15 https://www.gsma.com/r/wp-content/uploads/2022/06/The-Mobile-Gender-Gap-Report-2022.pdf?utm_source=website&utm_medium=download-button&utm_campaign=gender-gap-2022

119 Ibid.

120 Ibid.

121 Oxfam, India Inequality Report 2022 Digital Divide_India Inequality Report 2022_PRINT with cropmarks.pdf (d1ns4ht6ytuzzo.cloudfront.net)

122 Ibid

123 "https://www.orfonline.org/contributors/mitali-nikore/"Mitali Nikore, India's Gendered Digital Divide: How The Absence Of Digital Access Is Leaving Women Behind

<https://www.orfonline.org/expert-speak/indias-gendered-digital-divide/>

124 Oxfam, India Inequality Report 2022 Digital Divide_India Inequality Report 2022_PRINT with cropmarks.pdf (d1ns4ht6ytuzzo.cloudfront.net)

125 Government Of India, Ministry Of Electronics And Information Technology Lok Sabha, Parliamentary Reply To Question No. 1237, Features Of PMGDISHA <https://pqals.nic.in/annex/178/AU1237.pdf>

126 Ibid

127 Government Of India, Ministry Of Women And Child Development, Lok Sabha Parliamentary Reply To Question No.3080, Digital Literacy Among Women <https://pqals.nic.in/annex/176/AU3080.pdf>

128 Government Of India, Ministry Of Electronics And Information Technology Lok Sabha, Parliamentary Reply To Question No. 2311, PMGDISHA Centres <https://pqals.nic.in/annex/1710/AU2311.pdf>

129 Government Of India, Ministry Of Electronics And Information Technology Lok Sabha, Parliamentary Reply To Question No. 114, PMGDISHA <https://pqals.nic.in/annex/1710/AU114.pdf>



IWWAGE INSIGHTS

CSCs are local service kiosks that deliver public utility services, social welfare schemes and other essential services to citizens in rural parts of India. Meanwhile, Haqdarshikas are women agents that provide citizens information about government programs and schemes and support their applications using a smartphone app.

In April 2022, IWWAGE & LEAD released a baseline report titled “Digital Solutions for Empowering Women’s Collectives in Chhattisgarh”¹³⁰ with a sample of 1618 women, that included rural SHG women. The survey was administered as part of an evaluation of the training of a digital app that helps women gain an alternative livelihood source, while improving citizens’ access to social protection schemes. The survey found that:

- 86% of the respondents had mobile phones.
- 81% of the respondents received training in the online format, while the remaining received offline training.
- Among women who received online training, 42% reported internet/technology-related issues including poor connectivity and limited mobile data.

In August 2022, IWWAGE & LEAD released insights from interviews with 115 common service centre (CSC) operators in Chhattisgarh.¹³¹ The findings included:

- Haqdarshikas play an important role in generating demand for less popular schemes, especially state-specific schemes — across all major welfare dimensions, including education, health, shelter, and livelihoods.
- Applications submitted by Haqdarshikas to CSCs in Chhattisgarh account for 76.9% of all PAN card applications, 60% of all applications for the state-run Nonihal Scholarship scheme, and 40% of all applications for Aadhaar seeding to bank accounts.

Addressing safety concerns

Previous research from IWWAGE has highlighted the correlation between crime rates and women’s participation in the workforce.¹³² Violence against women is ubiquitous; it hampers their participation in public life and affects their health and well-being. Multiple factors (like social, economic, and political) intersect to exacerbate the instances of violence against women.¹³³ Instances of violence against women in the public sphere - in workplaces, streets, etc. limits the mobility of women thereby limiting their access to economic opportunities. According to initial reports, there has been an increase in violence against women globally in recent years as a result of the COVID-19 epidemic. With the intersecting crises of climate change, international wars, and economic instability, the problem only became worse in 2022.¹³⁴ With education shifting online due to the pandemic, instances of violence against women in digital spaces increased¹³⁵ - potentially limiting their access to online education.

130 IWWAGE, Digital Solutions For Empowering Women’s Collectives In Chhattisgarh https://ifmrlead.org/wp-content/uploads/2022/07/Chhattisgarh-Haqdarshak-report_April-2022.pdf

131 IWWAGE, Insights from a Survey of Common Service Centres (CSCs) in Chhattisgarh https://iwwage.org/wp-content/uploads/2022/08/CSC_Factsheet_Final_August_2022.pdf

132 Neelanjana Gupta, What is Keeping Women From Going To Work? Understanding Labour and Female Labour Supply, P.10 <https://iwwage.org/wp-content/uploads/2021/11/Understanding-violence-female-labour-supply.pdf>

133 OHCHR, Violence Against Women https://www.ohchr.org/sites/default/files/Documents/Issues/Women/WRGS/SexualHealth/INFO_VAW_WEB.pdf

134 Annika Burgess, Many Women’s Rights Were taken Away in 2022, But Global Feminist Solidarity Is On The Rise <https://www.abc.net.au/news/2022-12-31/womens-rights-gender-equality-global-look-back-2022/101791570>

135 Council Of Europe, No Space For Violence Against Women and Girls in The Digital World <https://www.coe.int/en/web/commissioner/-/no-space-for-violence-against-women-and-girls-in-the-digital-world>

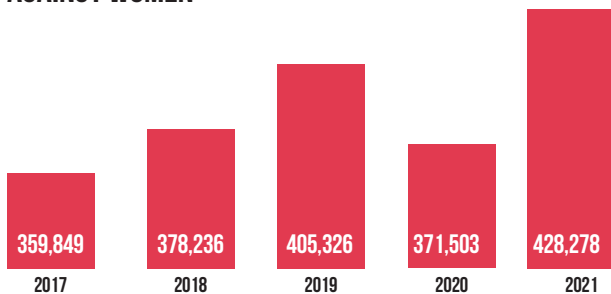
Links have been drawn between education access and economic participation of women and while literacy rates seem to be improving, women’s participation in the workforce has not been promising. It is becoming crucial to address the significant disparity between the number of females graduating and women entering the workforce each year.¹³⁶ As workplaces continue to remain discriminatory, gender disparity at workplaces continues to widen.¹³⁷ Restrictions on women’s mobility due to instances of street violence also hampers their economic participation as it makes travelling to workplaces challenging.¹³⁸

The trends below highlight instances of violence against women in 2022 in India, as well as across the world in different contexts.



AS PER THE NATIONAL CRIME RECORDS BUREAU CRIME REPORT 2021 RELEASED IN AUGUST 2022, RECORDED CRIMES AGAINST WOMEN WENT UP FROM 371,503 IN 2020 TO 428,278 IN 2021.

YEAR-WISE NCRB DATA ON CRIMES AGAINST WOMEN



The National Commission for Women (NCW) received about **31,000 reports of crimes** against women in 2022, the most since 2014. 31.4% of the reported cases violate the “right to live with dignity”- one of the fundamental rights guaranteed under Article 21A, and 22.5% of the reported cases violate women’s right to be protected from domestic violence.¹³⁹



Uttar Pradesh received almost 54.5% (16,872) of the complaints. There were 3,004 complaints in Delhi, followed by 1,381 in Maharashtra, 1,368 in Bihar, and 654 in Haryana (1,362). According to the data, Uttar Pradesh received the most complaints about domestic violence and the right to live with dignity.¹⁴⁰



According to a report by the UN International Labour Organization, the Lloyd’s Register Foundation, and Gallup- **more than 22% of the almost 75,000 workers in 121 countries polled last year** reported having experienced at least one form of violence or harassment at their workplace indicating that violence at the workplace is common across the globe regardless of gender. However, men were seen to be more common perpetrators of violence, especially sexual violence and harassment, as per the report.¹⁴¹



136 Tirta Samanth, Women: Education, Employment and Empowerment <https://www.orfonline.org/expert-speak/women-education-employment-empowerment/>

137 ibid

138 Akshita Sharma, Here’s Why Women’s Education Doesn’t Translate Into Empowerment in India <https://www.businessinsider.in/india/article/heres-why-womens-education-doesnt-translate-to-employment-in-india/slidelist/81602254.cms#slideid=81604929>

139 National Commission For Women https://ncwapps.nic.in/frmComp_Stat_Overview.aspx

140 Deccan Herald, NCW received nearly 31,000 Complaints of Crimes Against Women in India <https://www.deccanherald.com/national/ncw-received-nearly-31000-plaints-of-crimes-against-women-in-2022-1176976.html>

141 Indian Express, Global Survey: Workplace Violence, Harassment Is Widespread <https://indianexpress.com/article/world/global-survey-workplace-violence-harassment-is-widespread-8308144/>

3 in 5 victims report facing violence

at work multiple times. Younger women were twice as likely to face sexual violence and harassment as compared to younger men. Migrant women were also twice as likely as non-migrant women to face different types of violence at the workplace, indicating the pervasiveness of instances of violence across the globe.¹⁴²



Violence is also amplified in digital spaces and is seen to target women who actively participate in public and political life, using their freedom of expression-

as reported by the UN Human Rights Office of the High Commissioner.¹⁴³



In light of such concerns, the MoRD/DAY-NRLM has launched a month-long campaign titled "Nai Chetna-Pahal Badlav Ki" which ran from November 25 to December 23 in 2022 and is envisioned to be an annual campaign. This campaign is envisioned to eventually incorporate an intersectional approach that will expand the understanding of gender based violence. There will be seminars on gender based violence and redressal methods, leadership development workshops, and knowledge workshops as part of the campaign. Additionally, 160 "Naari Chetna Kendras," or gender resource centres, in 13 states have been opened.¹⁴⁴

**IWWAGE INSIGHTS**

A deep-dive into NFHS-V numbers by IWWAGE researchers¹⁴⁵ in November 2022 found that:

- Among working women, 'Female guilt' leads to higher incidence of IPV. Working women often worry about failing their perceived 'fair share' of household duties and out of the 'female guilt' for not being able to fulfil their traditional roles to the fullest, justified IPV more than other women. Approximately 47% of women in paid employment justified IPV.
- However, an increase in education level changes women's awareness of their human rights and perception of gender roles, and normalisation of IPV reduces. Among women in paid employment, 41% of those without any education reportedly justified IPV, whereas the share reduces to 32% among those with higher than secondary level of education. Evidently education has an important role to play while lowering the risk of normalising IPV in both working and non-working women. Educated working women are more prone to challenge and prevent IPV more than non-educated working women.

¹⁴² ILO and Lloyd's Register Foundation, Experience of Violence and Harassment at Work: A Global First Survey https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_863095.pdf

¹⁴³ UN Human Rights Office of the High Commissioner, Ending Violence Against Women And Girls Key To Tackling Global Crises And Achieving Prosperity <https://www.ohchr.org/en/press-releases/2022/11/ending-violence-against-women-and-girls-key-tackling-global-crises-and-prosperity>

¹⁴⁴ PIB <https://www.pib.gov.in/PressReleaseDetailm.aspx?PRID=1878870>

¹⁴⁵ Bidisha Mondal and Aparna G, Fight India's Dark Secret Of Intimate Partner Violence <https://www.hindustantimes.com/opinion/fight-india-s-dark-secret-of-intimate-partner-violence-101669731884128-amp.html>

Looking ahead to 2023

India at the G20

As of December 1, India officially commenced¹⁴⁶ its G20 presidency, presenting a historic opportunity for the nation. The theme of India's presidency is "One Earth. One Family. One Future," and the main areas of focus under this are:



Key Announcements:

- PM Modi announced that inclusive, women-led development would form the core of India's deliberations.¹⁴⁸
- Given the disproportionate impact of the COVID-19 pandemic on women and girls, G20 leaders have committed to "the elimination of gender-based violence, the enhancement of social, health, care and educational services, and the overcoming of gender stereotypes."
- The developmental working group (DWG), in its first meeting in Mumbai, held discussions on accelerating global progress on sustainable development goals (SDG) through the levers of women-led development, digital transformation, and just green transitions.¹⁴⁹
- In his address to the DWG, India's G20 Sherpa Amitabh Kant highlighted the significance of data, specifically data governance and data analytics in bringing transparency and accountability to governance, and advancing development.¹⁵⁰
- Drawing from key Indian schemes like the PM Jan Dhan Yojana and digital payment solutions like UPI, India envisions advocating for financial inclusion by strengthening digital public infrastructure.
- Back in 2015, under the presidency of Turkey, G20 launched an official engagement group - the W20 - with the primary objective of mainstreaming gender into G20 discussions and commitments.¹⁵¹ This year, under the Indian presidency, the W20 has committed¹⁵² to prioritising:
 - Women's Entrepreneurship
 - Grassroot Women Leadership
 - Bridging the Gender Digital Divide
 - Education & Skill Development
 - Climate Change

146 PIB, Today, India commences its G20 Presidency - Shri Narendra Modi, Prime Minister <https://pib.gov.in/PressReleaseframePage.aspx?PRID=1880141#:~:text=Our%20priorities%20will%20focus%20on,tradition%20of%20trusteeship%20towards%20nature.>

147 PIB, G-20 and India's Presidency <https://pib.gov.in/PressReleaseframePage.aspx?PRID=1882356>

148 Ibid.

149 G20 Secretariat, Ministry of External Affairs, Government of India. First Meeting of G20 Development Working Group <https://www.g20.org/en/media-resources/press-releases/december-2022/first-working/>

150 <https://www.youtube.com/watch?v=twNHDneSNws>

151 W20 Indonesia Secretariat <https://www.w20indonesia.org/#about>

152 W20 India <https://www.w20india.org/>

Conclusion: A wishlist for 2023

In light of India's G20 presidency, the year ahead presents an opportunity to increase the focus on removing barriers to women's participation in the labour force and design processes and systems for women-led development. In this section, we outline a seven-point action agenda with accompanying action items that can help move towards this goal.

Gender data and outcomes

- Strengthened GRB processes to reflect corresponding changes in allocations
- Improved availability and routine maintenance of gender disaggregated data across government departments and schemes.
- Standardised measurement frameworks to help gauge the efficacy of schemes and policies.



Education & Skilling

- Increased investment in skilling women in emerging and non-traditional jobs like STEM. For instance, the number of data science jobs in India have increased, while the number of available data scientists remains low.
- Investment in accelerated learning programmes and bridge courses to make up for learning loss of girls.
- Developing skilling and apprenticeship programs that are accessible to women. Skilling programs must be made more women-friendly in terms of timings, infrastructure, safety, etc. to attract and retain trainees.



Digital & Financial Access

- Expanding women's access to social security and financial services.
- Improved digital and financial literacy and increased access to mobile devices.
- Expanding broadband internet access to all women.



Enabling Infrastructure

- Further implementation of existing government facilities, schemes and laws to redistribute unpaid care work, and reduce the burden on women.
- Job security, child care and other care infrastructure, protections against harassment, and other safeguards to support women in the gig work and platform sector.
- Gender-responsive urban planning and mobility to ensure women's safety
- Access to maternity benefits, alongside a concerted push for ungendered parental leave to help change social norms around childcare



Grassroot women leadership

- Linkages with existing livelihood projects with SHGs to bolster rural women's leadership
- Localised and pan-India leadership development programmes and trainings to help women access leadership roles at local and national level institutions.
- Encourage women in leadership roles like help-mates under MNREGA at the rural level across states.



Labour, Employment & Entrepreneurship

- Introduction of UEGS by the government of India with a 33% reservation of total person days for women under the scheme
- Improve outcomes for women entrepreneurs by expanding access to capital, business training, networks and mentors, special procurement policies, etc.
- Develop a pan-India women entrepreneurship policy to enable a nodal centre for its growth and development.



Acknowledgements

This report has been authored by Devika Oberai, Nidhi Kinhal, Suhani Pandey, Srijan Rai, Swathi Ramesh Rao and Sonakshi Chaudhry. The authors are researchers at The Quantum Hub (TQH), a public policy research and communications firm based out of New Delhi. Valuable feedback and inputs were provided by Preethi Rao, Associate Director, LEAD at Krea University, Shreya Ghosh, Senior Policy and Advocacy Manager, IWWAGE; Pallavi Duggal, Communication Manager, IWWAGE; Mayank Mishra, Public Policy Manager, TQH; Sneha Pillai, Senior Manager & Communications & Advocacy Lead, TQH; and Aparajita Bharti, Founding Partner at TQH. The report was designed and illustrated by Madre Designing (<http://madredesigning.com/about-us/>).

The Initiative for What Works to Advance Women and Girls in the Economy (IWWAGE) is an initiative of LEAD, an action-oriented research centre of IFMR Society (a not-for-profit society registered under the Societies Act). LEAD has strategic oversight and brand support from Krea University (sponsored by IFMR Society) to enable synergies between academia and the research centre. IWWAGE is supported by the Bill & Melinda Gates Foundation.

This report is largely based on data from secondary sources, coupled with insights from primary research conducted by LEAD and IWWAGE.

The contents of this brief do not necessarily represent the views of the Bill & Melinda Gates Foundation.





IWWAGE

INITIATIVE FOR WHAT WORKS TO ADVANCE WOMEN AND GIRLS IN THE ECONOMY

IWWAGE – An Initiative of LEAD at Krea University

Block M 6, Second Floor, Kharera, Hauz Khas New Delhi, Delhi-110016
+91 11 4909 6529 | www.iwwage.org