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**PARLIAMENT OF INDIA  
LOK SABHA**

**COMMITTEE ON EMPOWERMENT OF WOMEN  
(2025-2026)**

**(EIGHTEENTH LOK SABHA)**

**FIRST REPORT**

**‘WORKING OF NATIONAL COMMISSION FOR WOMEN AND STATE  
COMMISSIONS FOR WOMEN’**

**[Action Taken by the Government on the Observations/Recommendations  
contained in the Eighth Report (Seventeenth Lok Sabha) of the Committee on  
Empowerment of Women (2022-23) on ‘Working of National Commission for  
Women and State Commissions for Women’]**



**LOK SABHA SECRETARIAT  
NEW DELHI**

**30 July, 2025/ 8 Shravana, 1947 (Saka)**

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Empowerment of Women (2022-23) on ‘Working of National Commission for  
Women and State Commissions for Women’]**

*Presented to Lok Sabha on 30 July, 2025*

*Laid in Rajya Sabha on 30 July, 2025*



**LOK SABHA SECRETARIAT  
NEW DELHI**

***30 July, 2025/8 Shravana, 1947 (Saka)***

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## COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2025-26)

### Lok Sabha

1. Dr. D. Purandeswari - **Chairperson**
2. Smt. Lovely Anand
3. Smt. D.K. Aruna
4. Smt. Harsimrat Kaur Badal
5. Smt. Shobhanaben Mahendrasinh Baraiya
6. Ms. Iqra Choudhary
7. Smt. Kriti Devi Debbarman
8. Km. Priyanka Satish Jarkiholi
9. Dr. Kadiyam Kavya
10. Smt. Jyotsna Charandas Mahant
11. Smt. Hema Malini
12. Smt. Mahima Kumari Mewar
13. Smt. Delkar Kalaben Mohanbhai
14. Km. Sudha R.
15. Smt. Satabdi Roy
16. Smt. Himadri Singh
17. Dr. Rani Srikumar
18. Smt. Smita Uday Wagh
19. Vacant
20. Vacant

### Rajya Sabha

21. Dr. Sangeeta Balwant
22. Smt. Sagarika Ghose
23. Ms. Swati Maliwal
24. Smt. Mamata Mohanta
25. Smt. Sudha Murty
26. Smt. Maya Naroliya
27. Smt. Rajani Ashokrao Patil
28. Smt. Sunetra Ajit Pawar
29. Smt. Sadhna Singh
30. Dr. Kanimozhi NVN Somu

### Secretariat

- |    |                        |   |                   |
|----|------------------------|---|-------------------|
| 1. | Smt. Jyochnamayi Sinha | - | Joint Secretary   |
| 2. | Smt. Neena Juneja      | - | Director          |
| 3. | Ms. Rachna Saxena      | - | Deputy Secretary  |
| 4. | Ms. Sonia Sankhla      | - | Executive Officer |

## INTRODUCTION

I, the Chairperson, Committee on Empowerment of Women, having been authorized by the Committee to submit the Report on their behalf, present this First Report (Eighteenth Lok Sabha) on the action taken by the Government on the Observations/Recommendations contained in their Eighth Report (Seventeenth Lok Sabha) on 'Working of National Commission for Women and State Commissions for Women'.

2. The Eighth Report of the Committee on Empowerment of Women was presented to Lok Sabha and laid in Rajya Sabha on 10<sup>th</sup> August, 2023. The Ministry of Women and Child Development have furnished the action taken replies to all the Observations/Recommendations contained in the Report.

3. The Committee on Empowerment of Women (2025-26) considered and adopted the draft Action Taken Report at their sitting held on 21<sup>st</sup> May, 2025. Minutes of the Third Sitting are given in Appendix I.

4. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Eighth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix II.

5. For facility of reference and convenience, the Observations/Recommendations of the Committee have been printed in bold letters in the body of the Report.

**NEW DELHI;  
30 July , 2025  
08 Shravana , 1947 (Saka)**

**Dr. D. PURANDESWARI  
CHAIRPERSON,  
COMMITTEE ON EMPOWERMENT OF WOMEN**

## CHAPTER 1

### REPORT

This Report of the Committee deals with the action taken by the Government on the observations/recommendations contained in the 8<sup>th</sup> Report (Seventeenth Lok Sabha) of the Committee on Empowerment of Women (2022-23) on the subject 'Working of National Commission for Women and State Commissions for Women' pertaining to the Ministry of Women and Child Development.

1.2. The 8<sup>th</sup> Report of the Committee was presented to Lok Sabha on 10<sup>th</sup> August, 2023 and was laid in Rajya Sabha the same day.

1.3. Action Taken Replies in respect of all the 11 observations/recommendations contained in the Original Report have been received from the Government. These have been categorized as follows:-

(i) Observations/Recommendations which have been accepted by the Government: Recommendation Para Nos : 2, 3, 7, 8, 9, 11

Total : 06

Chapter – II

(ii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government: Recommendations Para : Nil

Total : 00

Chapter : III

(iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration: Recommendation Para Nos: 4, 5, 6

Total : 03

Chapter : IV

(iv) Observation/Recommendations in respect of which the Government have furnished interim replies: Recommendation Para Nos: 1, 10

Total : 02

Chapter : V

**1.4. The Committee desire that Action Taken Notes on the observations/recommendations contained in Chapter-I of the Report and final reply to the observations/recommendations contained in Chapter-V of the Report on which the reply given by the Government has been considered as interim, may be furnished to the Committee within three months of the presentation of this Report.**

1.5 The Committee will now deal with action taken by the Government on some of their recommendations in the succeeding paragraphs.

**A. Staff Strength**

**Recommendation (No. 3)**

1.6. The Committee thought it prudent to glean through the issues concerning the shortage of staff in the Commission. In this regard, the Committee learn that the Staff Inspection Unit (SIU) of Department of Expenditure has conducted work study for National Commission for Women. In the SIU report, the proposal for creation of 36 posts, revival of 14 posts and abolition of 14 posts in different grades was made and the same is still under consideration. In this regard, certain queries were raised by the Department of Expenditure on 12.11.2021 but the NCW was yet to respond to these queries when the information was furnished to the Committee. The Committee strongly believe that for smooth and efficient functioning not only that of NCW but for any organization/institution of this nature they should be provided with adequate/sanctioned staff equipped with the desired skill set. The Committee are of the considered view that the posts of Members, Law Officer, Research officer and other posts of Consultants, Counselors, Technical Experts etc. must also be filled up on a regular basis not only to meet the desired functional needs but also to avoid absence of institutional memory. The Committee, therefore, recommend that immediate steps should be taken by both the Ministry of Women and Child Development and National Commission for Women to resolve the queries of the Department of expenditure in the matter and thereafter expeditious measures should be initiated to create and fill up requisite number of posts under various cadres in the National Commission for Women so as to ensure smooth functioning of the Commission. The Committee also recommend to develop favourable working conditions within the Commission so as to attract, motivate and retain a pool of talented workforce ensuring excellent career development and future prospects while engaging with the Commission.

1.7 The Ministry of Women and Child Development, in their action taken reply on the aforementioned recommendation stated as under:-



“Department of Expenditure (DoE) has approved the proposal of the Commission for creation of 36 posts and abolition of 14 posts. The Ministry has issued an order in this regard vide office order dated 24th November, 2023.

The Department of Expenditure had approved the proposal of the Commission for revival of 5 posts (out of the 10 posts proposed) in January last year.

The Department of Expenditure vide ID Note dated 16th January, 2024 has returned the proposal of the Commission for revival of the remaining 5 posts with the advice to the Ministry that Administrative Ministry may re-visit the proposal in accordance with the guidelines issued by DoE vide OM dated 5th January, 2024. The Commission has been requested to send a revised proposal in the light of the DoE’s OM.”

### **Comments of the Committee**

**1.8 The Committee, in their recommendation in the original report had stated that immediate steps should be taken by the Ministry of Women and Child Development and National Commission for Women (NCW) to resolve the queries of the Department of Expenditure in the matter of creation and abolition of post. The Ministry in their action taken reply has informed that the Department of Expenditure has approved the proposal of the Commission for creation of 36 posts and abolition of 14 posts. The Ministry also informed that the Department of Expenditure has returned the proposal of the Commission for revival of 5 posts and has advised to re-visit it in accordance with the guidelines of the Department of Expenditure. The Committee, while reiterating their earlier recommendations, desire that as advised by the Department of Expenditure, the Ministry should ensure a prompt action in this regard by the NCW and send the revised proposal in the light of the Department of Expenditure’s OM without any further delay. The Committee hope that the approved proposals for creation of 36 posts have been executed and posts/vacancies are being filled promptly. The Committee reiterate their recommendation to make sincere efforts to fill up the vacancies in NCW at the earliest and complete the process of recruitment in a time bound manner latest by March, 2026. The Committee also expect that action is being taken by the Ministry in coordination with the NCW to develop favourable working**

**conditions within the Commission. The Committee may be kept apprised of the action taken so far with regard to the concerns expressed by them.**

**B. Mandate and recommendations of National Commission for Women**

**Recommendation (No. 4)**

1.9. The Committee find that the main task of the Commission is to monitor and work for the matters relating to the constitutional, legal safeguards provided to women and to review the existing legislations, make suggestions and recommendations for suitable policy formulations aimed at mitigating hardships and ensuring welfare and empowerment of women. The Commission is mandated to look into the complaints received by them and also to take suo-motu cognizance of the cases involving deprivation of the women rights, non- implementation of laws enacted to provide protection to women. In pursuance of the above, the Commission has so far reviewed about 161 laws and suggested amendments thereto. Amendment to laws related to Child Marriage, Domestic Violence, Sexual harassment at Work place, Medical termination of Pregnancy, Acid Attack victims, Amendments pertaining to women safety in Indian Penal Code, Cr.P.C, the new and emerging cyber/exhortation crimes against woman are some of them to name.

However, the Committee note with concern that no time frame is followed for implementation of NCW's recommendations in various fields. In the opinion of the Committee, it is a natural consequence of events that if the recommendations and suggestions made by the Commission languish for several years to be implemented, many of such recommendations and suggestions may lose their relevance over the period of time. The Committee understand that the recommendations and suggestions or amendments made by the Commission having far reaching consequences and repercussions require extensive consultation with concerned stakeholders and follow the due procedure for its implementation. However, the Committee are of the considered view and in no unequivocal terms recommend that a mechanism be devised within the Ministry of Women and Child Development/Ministry of Law and Justice and/or other concerned Ministries for adhering to a certain/fixed time frame which includes a definite span of time for extensive consultation etc. so as to ensure the implementation

of recommendations and suggestions made by the Commission within a definite period of time.

1.10. The Ministry of Women and Child Development, in their action taken reply on the aforementioned recommendation stated as under:-

“The amendments in the existing laws are a long-drawn process as the same involves extensive consultation with the concerned Ministries/Departments and Stakeholders.

The recommendations of the Committee for ensuring implementation of recommendations and suggestions with respect of amendments in women-related Legislations within a definite period of time, have been noted for compliance in consultation with Ministry of Law and Justice.”

#### **Comments of the Committee**

**1.11. The Committee in their Original Report desired that the Ministry of Women and Child Development, the Ministry of Law and Justice and other concerned Ministries should adhere to a certain fixed time limit for implementation of recommendations/suggestions made by the National Commission for Women. The Ministry in their action taken reply has stated that the amendments in the existing laws are a long-drawn process as the same involves extensive consultation with the concerned Ministries/Departments and Stakeholders and that the Recommendation is noted for compliance. While acknowledging that the Ministry has noted the Committee’s Recommendation for compliance in consultation with the Ministry of Law & Justice, the Committee feel that the process of consultations with the stakeholders should not be stretched to an indefinite period. The Committee had therefore suggested the Ministry in their Original Report to work out a fixed span of time to complete the whole exercise of consultations or else the recommendations of the NCW will lose their relevance. However, the Committee find that no time frame has yet been worked out for implementation of NCW’s recommendations in various fields and the same are**

**languishing for several years. The Committee urge the Ministry to consider the recommendations of NCW with full sincerity in a time bound manner and would like to be apprised of the action taken on the suggestions of the NCW on various laws pertaining to women's safety and protecting their rights, in the form of an Action Taken Report. The Committee may be informed of the concrete steps taken by the Ministry in this regard.**

**C. National Commission for Women Act and need for amendment.**

**Recommendation (No. 5)**

1.12. (i) The Committee understand that the National Commission for Women derives its power and functions from Section 10 of the National Commission for Women Act, 1990. Under Section 10 of the Act, Commission attempts to safeguard the various rights of women enshrined in the Constitution by giving recommendations and suggestions for reviewing the existing laws and policies and take suo-moto cognizance of the cases for the non-compliances of policy decisions, guidelines or instructions intended to empower women in the country.

The Committee find during their examination of the subject that there exists an impending and urgent need for reviewing the parent Act by making it more strong, independent and effective. The amendment proposed by the Commission include power to order costs (financial penalty) for wilful disobedience of summons, directions issued by the Commission, to deem every proceeding before the Commission as a judicial proceeding, to approach higher courts for direction or Orders, inserting a provision whereby the Commission can appoint its own administrative, technical, legal, research staff on regular basis, amongst others. However, the Committee find that these proposed amendments to NCW Act, 1990 are still at proposal stage only and there was no forward movement since 2015 in this regard. Since NCW made the above mentioned recommendations about eight years ago and in the intervening period, there have been several big changes like digital evolution, changes in the working of the organizations, etc., the Committee, therefore, recommend that NCW should chalk out its fresh proposals for amendments in NCW Act, 1990 and submit the same to the Ministry of Women and Child Development which should finalize the same in a time bound manner for introducing an amendment Bill in Parliament.

(ii) The Committee also recommend to include the following proposals while considering amendments to the Act:-

(a) A statutory linkage with State Commissions for Women be established for smooth coordination with the respective States and to work in a more coherent, unified and result oriented manner for achieving the desired objectives and the common cause of upliftment and empowerment of women.

(b) To empower the Commission with additional powers to ensure a certain degree of accountability of the police towards them to implement their directions and recommend a suitable penalty in case of wilful disobedience of summons etc. in view of the record of non-cooperation of Police officials in varied number of cases dealt/recommended by the Commission.

1.13. The Ministry of Women and Child Development, in their action taken reply on the aforementioned recommendation stated as under:-

“The process of amendments in a Central Act involves extensive consultations with all stakeholder Ministries/ Departments and State Governments apart from placing the proposed amendments in the public domain, for eliciting public opinion, in case a section/group of society gets affected by such legislation.

The recommendations of the Committee in this regard have been noted for compliance and the proposal of the Commission for suitable amendments in NCW Act, 1990, will be examined in consultation with Ministry of Law and Justice and all other stakeholders.”

#### **Comments of the Committee**

1.14. The Committee in their Original Report had noted that the NCW had proposed several amendments to the NCW Act, 1990 way back in 2015 which included power to order costs (financial penalty) for willful disobedience of summons, direction issued by the Commission, to deem every proceeding before the Commission as a judicial proceeding, etc. The Committee found that the suggested amendments were still at proposal stage and there was no advancement since 2015. In response, the Ministry has put forward a routine

reply and has attributed its failure of taking initiative to the long drawn process of consultations in carrying out the requisite amendments. The Committee are disappointed that no action could be taken on the matter though ample time *viz.* nine years was available with the Ministry for extensive consultation with stakeholders and other Ministries/Departments. The Committee had recommended NCW also to chalk out fresh proposals in NCW Act in view of the changed scenario and the current developments. In this direction, the Committee had given some crucial suggestions regarding incorporating issues relating to establishment of statutory linkage with State Commissions for Women and ensuring certain degree of accountability of police towards the Commission. The Committee are perturbed to note that the Ministry has not shown any resolve to consider and carry out the suggested amendments to the Act in a time bound manner. They, therefore, reiterate their earlier Recommendation and urge the Ministry to take concrete steps to bring a more encompassing and effective amendment bill in this regard before the Parliament at the earliest.

#### **D. State Commissions for Women**

##### **Recommendation (No. 6)**

1.15. The Committee note that the States Commissions of Women are set up under their respective State Acts. On comparing the central legislation with that of the enactments of the State by virtue of which State Commissions were established, the Committee find that the lack of uniformity/conformity in the provisions made in the National and State Acts exists which evidently make it difficult to deal with cases arising out from the States. The Committee observe with concern that many big States like Bihar and Madhya Pradesh still do not have their State Commissions for Women and in other States or Union Territories where Commissions have been established are not fully functional either due to non-appointment of Chairpersons and Members or lack of allocation of funds . The Committee, therefore, are of the view that full-fledged functioning of the State Commissions of Women will in no uncertain words help the National Commission in disposing of the complaints emanating from the States where State Commissions are fully functional and active. It is needless to mention here that

functions of both National and State Commissions are complimentary to each other with the common defined objective. The Committee, thus, recommend the following:-

- (i) The Ministry of Women and Child Development should impress upon the States to strengthen their State Commissions by filling up vacancies of Chairperson, Members & other Staff and allocate sufficient funds to them; and
- (ii) The Ministry of Women and Child Development should take up at the highest level with the States which have not yet established State Commission for Women and ensure that State Commissions are established forth with.

State/UT-wise progress made in regard to the above recommendations should be furnished to the Committee within three months.

1.16. The Ministry of Women and Child Development, in their action taken reply on the aforementioned recommendation stated as under:-

“The recommendations of the Committee have been noted for compliance. The details of Staff Strength in different State Commission of Women provided by NCW are enclosed as **Annexure-II.**”

#### **Comments of the Committee**

1.17. The Committee in their original Report had observed with concern regarding non-functional State Commissions and had accordingly recommended to the nodal Ministry to impress upon the States to strengthen their State Commissions by filling up vacancies and allocate adequate funds. The Committee had also recommended that the Ministry of Women and Child Development should initiate steps for taking up the matter at the highest level with those States who have not yet established such State Commissions. The Ministry in the action taken reply has simply furnished a perfunctory reply that the recommendation of the Committee have been noted for compliance. The Committee are disappointed to note that the Ministry has not furnished specific reply regarding steps taken and progress made towards getting established the State Commissions where these have not yet been established and filling up of vacancies and allocation of sufficient funds to them. While examining the action

taken replies, the Committee learnt that a few States like Himachal Pradesh, Gujarat, Madhya Pradesh, Meghalaya, Punjab and Uttar Pradesh still do not have the Chairperson. The Committee are concerned to note that various other posts of Vice-Chairperson, Members, Member Secretary, Secretary/Director/Deputy Director, Joint Secretary, Deputy Secretary/Joint Director, Under Secretary/Section Officer, etc. in some other States are still vacant.

The Following chart illustrates the position:-

Sl. No.	State		Percentage of vacant posts
1.	Chhattisgarh	-	41 %
2.	Goa	-	50%
3.	Gujarat	-	84%
4.	West Bengal	-	32%
5.	Uttarakhand	-	60%
6.	Uttar Pradesh	-	40%
7.	Punjab	-	86%
8.	Madhya Pradesh	-	66%
9.	Himachal Pradesh	-	56%
10.	Maharashtra	-	42%

The Committee had expected that the Ministry would have initiated measures to implement the recommendation of the Committee regarding filling up of vacancies which are crucial to efficient working of State Commissions and would help achieve the objectives. Keeping these State Commissions non-functional for a long period without the requisite manpower/staff is tantamount to compromising the cherished objectives of women empowerment in the country. The Committee would, therefore, like to reiterate their original recommendations and would like to be apprised of the specific steps taken by the Ministry to ensure that the vacancies are filled up in State Commissions and also that they are equipped with adequate funds. The Committee further recommend that filling up of vacancies in State Commissions should be taken up sincerely with the respective State Governments and directions be issued to respective authorities to fill up the vacancies in a time bound manner. They would also urge the Ministry to update the Committee on the action taken so far with respect to taking up the



**matter with the States which have not yet established the State Commissions and the outcome thereof.**

**E. Jail Inspections by NCW**

**Recommendation (No. 11)**

1.18. (i) The Committee find that the Commission under the Section 10(1)(k) of the NCW Act, 1990, can inspect jail, remand homes, women's institutions or other places of custody where women are kept as prisoners or otherwise and make recommendations on measures to be taken for improving conditions of inmates and jail authorities have to furnish the Action Taken Report on the recommendations made thereof. In this regard, the Committee note that out of 33 jails inspected by the National Commission for Women since 2017, only a few Action Taken Reports have been furnished to the Commission. The Committee, therefore, recommend that the National Commission for Women should put in place a mechanism for timely submission of the Action Taken Reports and for strict adherence and implementation of the recommendations made thereon.

(ii) The Committee also observe that District Legal Service Authorities provide free legal aid and counseling to women jail inmates but due to shortage of experienced lawyers, their cases are not dealt with in a serious and proper manner. The Committee in this regard recommend that the National Commission of Women should bring National and States Legal Service Authorities on board to ensure availability of adequate numbers of experienced lawyers for providing free legal services specially for women inmates and other women who are in need of free legal counseling.

1.19. The Ministry of Women and Child Development, in their action taken reply on the aforementioned recommendation stated as under:-

“The detailed replies furnished by the Commission on the recommendations of the Committee are attached on **Annexure V.**”

**Comments of the Committee**

**1.20. The Committee in their original Report had recommended NCW to put in place a mechanism for ensuring timely submission of the Action Taken Reports**

by the Jail authorities and strict adherence and implementation of the recommendation made by the NCW. The Committee also recommended that the NCW should bring National and State Legal Services on board to ensure availability of experienced lawyers for providing free legal services especially for women inmates and other women who are in need of such legal counseling.

The Committee appreciate the efforts made regarding preparation and furnishing of Action Taken Reports on jail inspections carried out by the NCW by organizing All India DG/IG meet, where various issues were deliberated upon. As a consequence, Action Taken Reports from various States were received, the details of which were furnished to the Committee. The Committee would, however, like the Ministry to ensure that the Action Taken Reports from the States which have still not furnished the same are received and that too in a time bound manner. Further, the Ministry must ensure that not only the replies are received within the stipulated time frame, but also the recommendations are implemented in true letter and spirit. The Committee reiterate that a mechanism to implement the recommendations of National Commission for Women must be explored by the Ministry in coordination with other Ministries and States in all seriousness and Committee be apprised of the same.

On the issue of full legal aid and counseling to women jail inmates, the Ministry has updated the Committee on various steps taken by the Commission viz. letter sent to NALSA, proposed meeting with State legal services authorities, holding legal awareness programme in coordination with NALSA, setting up of free legal aid clinic in collaboration with Delhi State Legal Service Authority etc. The Committee while appreciating the steps taken by the Government on the matter, urge the Ministry to monitor the impact of these steps taken for free legal counseling to jail inmates in previous years and assess the availability of adequate number of experienced lawyers for women in distress. The Committee hope that such efforts of the Government are result oriented and bring about significant improvement on ground. Further, the Committee also hope that such efforts will continue in future on persistent basis.

## **CHAPTER II**

### **OBSERVATION/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

#### **Recommendation (No. 2)**

##### **Composition of the National Commission for Women**

The Committee find that the National Commission for Women as per the National Commission for Women Act, 1990 consist of a full time Chairperson, committed to the cause of women, five Members from amongst persons of ability, integrity and standing who have experience in law, legislation, management of industry or organization committed to increasing the employment potential of women, women voluntary organizations, administration, economic development, health, education or social welfare and a Member Secretary who shall be an expert in the field of management, sociological movement or a member of civil service . The Committee, therefore, note that as per the enabling legislation, there should be a total of 07 Members in the Commission including that of Chairperson and Member Secretary. However, the Committee find that there are 02 vacancies existing in the Membership of the Commission. The Committee are concerned to note that these vacancies of members in the Commission may affect the timely disposal of the complaints/cases thereby defeating the very purpose of the constitution of the Commission. The Commission can function fully well based on the inputs that are given by the Members coming from various diverse backgrounds. Keeping in view the significant role played by the Commission in empowering the women, constantly changing socio-economic and technological advancement in the Country, the Committee in no uncertain words recommend that the Ministry should make all out efforts for appointing the remaining Members in the Commission to make it more vibrant, efficient and active in accomplishing their mission and fulfilling the visions of the Government to achieve gender equality in all walks of life. The initiative taken and the progress made must be intimated to the Committee within three months of the presentation of this Report. On this related issue, the Committee would also desire that the information may be gathered from different State Commissions bringing out clearly; in a tabular form details

depicting the sanctioned and vacant positions and the same may be supplied to the Committee.

### **Replies of the Government**

The recommendation of the Committee is duly noted.

The required information of Staff Strength (sanctioned and vacant positions) in different State Commissions for Women received from NCW, is enclosed as **Annexure-I** for perusal of the Committee.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Recommendation (No. 3)**

#### **Staff Strength**

The Committee thought it prudent to glean through the issues concerning the shortage of staff in the Commission. In this regard, the Committee learn that the Staff Inspection Unit (SIU) of Department of Expenditure has conducted work study for National Commission for Women. In the SIU report, the proposal for creation of 36 posts, revival of 14 posts and abolition of 14 posts in different grades was made and the same is still under consideration. In this regard, certain queries were raised by the Department of Expenditure on 12.11.2021 but the NCW was yet to respond to these queries when the information was furnished to the Committee. The Committee strongly believe that for smooth and efficient functioning not only that of NCW but for any organization/institution of this nature, they should be provided with adequate/sanctioned staff equipped with the desired skill set. The Committee are of the considered view that the posts of Members, Law Officer, Research officer and other posts of Consultants, Counsellors, Technical Experts, etc. must also be filled up on a regular basis not only to meet the desired functional needs but also to avoid absence of institutional memory. The Committee, therefore, recommend that immediate steps should be taken by both the Ministry of Women and Child Development and National Commission for Women to resolve the queries of the Department of expenditure in the matter and thereafter

expeditious measures should be initiated to create and fill up requisite number of posts under various cadres in the National Commission for Women so as to ensure smooth function of the Commission. The Committee also recommend to develop favourable working conditions within the Commission so as to attract, motivate and retain a talented pool ensuring excellent career development and future prospects while engaging with the Commission.

### **Replies of the Government**

Department of Expenditure (DoE) has approved the proposal of the Commission for creation of 36 posts and abolition of 14 posts. The Ministry has issued an order in this regard vide office order dated 24th November, 2023.

The Department of Expenditure had approved the proposal of the Commission for revival of 5 posts (out of the 10 posts proposed) in January last year.

The Department of Expenditure vide ID Note dated 16th January, 2024 has returned the proposal of the Commission for revival of the remaining 5 posts with the advice to the Ministry that Administrative Ministry may re-visit the proposal in accordance with the guidelines issued by DoE vide OM dated 5th January, 2024. The Commission has been requested to send a revised proposal in the light of the DoE's OM.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Comments of the Committee**

**(Please see para 1.8 of Chapter – I of the Report)**

### **Recommendation (No. 7)**

#### **Cooperation and Coordination between National Commission for Women & State Commissions for Women**

The Committee observe that the National Commission for Women attempts to function in close collaboration with State Commissions for women to work for the common cause of empowering women. In order to strengthen networking and learn from the shared experiences, the National Commission for Women organizes quarterly interactive meetings with the State Commissions since 2018. It is noted by the Committee that the Commission invites State Commissions to its various programs, initiatives, at periodic capacity building workshops with the objective to support them to work in the interest of women and securing the common objective of promoting gender equality, upliftment and safeguarding rights of women envisaged by the constitution makers. However, the Committee are constraint to note that in absence of an statutory linkage between the State Commissions for women, constituted under their respective State Acts, the National Commission for Women faces difficulties in coordination and redressal of grievances arising out from the different States. The Committee, hence, recommend to put in place a defined set of shared responsibilities between the National Commission for Women and State Commissions for Women to avoid duplication in registration of complaints before the National Commission for Women as well as State Commission for Women. Consequently, it would certainly result in speedy disposal of cases on women issues arising from the different States.

#### **Replies of the Government**

The Commission has informed that the Standard Operating Procedure (SOP) for handling complaints is being modified accordingly.

The recommendation of the Committee in this regard have been noted for compliance and the proposal of the Commission for suitable amendments in NCW Act, 1990, will be examined in consultation with Ministry of Law and Justice.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

## **Recommendation (No. 8)**

### **Awareness programme & capacity building**

The Committee observe that the National Commission for Women has taken various steps to bring their activities to the public domain through their website, amongst others. The website as the Committee find is informative and contains details such as Complaint and Investigation Cell (CNI), Legal Cell, Policy Monitoring and Research Cell (PMR Cell), NRI Cell, North East Cell, Jammu Kashmir and Ladakh Cell. It also has an important related link for complaint registration portal. The other means utilized by the Commission are through advertisements, outdoor publicity, etc. The National Commission for Women also undertakes legal awareness programmes, seminars, workshops, gender sensitization programmes, capacity building programmes for women elected representatives at national, States and at the level of local bodies etc. While appreciating such efforts, the Committee in no uncertain terms recommend that a 'person to person contact programme' may be undertaken by all the Commissions with the all public representatives be it Members of Parliament, State Legislatures, Corporators and that of all local bodies. Such exercise may be undertaken at least once in a year or at the intervals deemed fit by the Commissions. While acknowledging the efforts made by the Commission for publicizing their activities, the Committee find that the majority of Indian women especially in rural areas, in backward, remote and hilly areas as well as in the tribal belts are still unaware of their rights or even existence and functioning of National and State Commissions for Women which can enable them to protect their interests. The Committee, in this regard recommend that the Commission may contemplate and come out with new initiatives to create awareness amongst the women living in the areas mentioned above and also campaign tirelessly to make their presence felt by using all modes of communications including digital platforms/social media. It is needless to point out that advertisements on the radio which is still the biggest mode of mass scale communication in India should be relayed almost every day. Action taken in this regard should be intimated to the Committee.

## **Replies of the Government**

Initiatives taken by the Commission to create awareness amongst the women across the Country are attached at **Annexure III**.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Recommendation (No. 9)**

#### **Complaint Redressal Mechanism & 24X 7 Helpline Number**

(i) The Committee find that Complaint & Investigation Cell of the Commission deals with complaints received physically or online from all over the country under 23 broad categories of grievances, criminal activity against women and on other issues related to deprivation of women rights for instance rape, acid attack, sexual harassment, stalking/voyeurism, trafficking, dowry death, domestic violence, desertion by spouses etc. A registration number is generated on registration of the complaint to track the progress of cases. The Committee further note that, the Commission had launched a 24x7 helpline number( 7827170170) on 27th July, 2021 with an aim to provide online support to women in distress and linking them with the concerned Police, Hospitals, Legal Services authorities, psychological counselling and rehabilitation centres. The Committee also find that the Commission is in the process of linking Emergency Response Helpline Number-112 (Police, Fire, Ambulance) with Women Help line number-181 within the next six months of time for better redressal mechanism. In addition to all these existing mechanisms, the Committee have been given to understand that the Commission, in order to deliver justice to destitute women in need of help acknowledges such cases on suo-moto cognizance. The Committee are happy to find that the Commission has taken suo-moto cognizance of 633 number of cases of atrocities and heinous crimes committed against women from 2018 to May,2022. With regard to final closure of complaints received, the Committee have been apprised that a case is treated as 'closed', if the matter becomes sub-judice, allegations made are proven wrong upon investigation, matters resolved or compromised or which are already decided by the Court or consequent to any kind



of counselling and where complainant herself wants the closure of the case. While taking note of the concerted efforts being undertaken by the Commission, the Committee, in regard to 24x7 helpline number, recommend that the Commission revisit the existing numbers and seriously consider to make them more simple and easy to remember to enable the users to make full use of the same. In undertaking this exercise it should be borne in mind that the new number(s) be widely publicized through various social media handles and other mode of print and electronic media to facilitate the registration of complaints by the aggrieved women. Further, the Committee desire that they be updated about the latest development in the interlinking of Emergency Response and Women Help Line numbers i.e. 112 & 181 which, in the opinion of the Committee is of paramount importance in mitigating the atrocities faced by the women expeditiously.

(ii) The Committee are concerned to note that out of 1,84,297 complaints received during the period from 2015-16 to 2022-23, 1,14,903 complaints have only been closed and the rest are yet to be resolved. Since the very purpose of lodging complaints will be defeated if inordinate delays occur in resolving complaints, the Committee feel that it is necessary to resolve the grievances/complaints lodged with the Commission in a time bound manner. The Committee, therefore recommend that both the Ministry of Women and Child Development and the National Commission for Women should look into the procedures being adopted by the National Commission for Women for resolving complaints lodged with it particularly the time frame fixed to resolve a complaint and should take appropriate measures to resolve all the complaints within a definite period of time by streamlining the procedures, putting in place an efficient work force and in coordination with the concerned agencies.

### **Replies of the Government**

The Commission has furnished detailed replies to the recommendation of the Committee which are attached at **Annexure IV**.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

## **Recommendation (No. 11)**

### **Jail Inspections by NCW**

(i) The Committee find that the Commission under the Section 10(1)(k) of the NCW Act 1990, can inspect jail, remand homes, women's institutions or other places of custody where women are kept as prisoners or otherwise and make recommendations on measures to be taken for improving conditions of inmates and jail authorities have to furnish the Action Taken Report on the recommendations made thereof. In this regard, the Committee note that out of 33 jails inspected by the National Commission for Women since 2017, only a few Action Taken Reports have been furnished to the Commission. The Committee, therefore, recommend that the National Commission for Women should put in place a mechanism for timely submission of the Action Taken Reports and for strict adherence and implementation of the recommendations made thereon.

(ii) The Committee also observe that District Legal Service Authorities provide free legal aid and counselling to women jail inmates but due to shortage of experienced lawyers, their cases are not dealt with in a serious and proper manner. The Committee in this regard recommend that the National Commission of Women should bring National and States Legal Service Authorities on board to ensure availability of adequate numbers of experienced lawyers for providing free legal services specially for women inmates and other women who are in need of free legal counselling.

### **Replies of the Government**

The detailed replies furnished by the Commission on the recommendations of the Committee are attached on **Annexure V**.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Comments of the Committee**

**(Please see para 1.20 of Chapter – I of the Report)**

### **CHAPTER III**

#### **OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT**

**-NIL-**

**CHAPTER IV**  
**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH**  
**REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE**  
**COMMITTEE**

**Recommendation (No. 4)**

**Mandate and recommendations of National Commission for Women**

The Committee find that the main task of the Commission is to monitor and work for the matters relating to the constitutional, legal safeguards provided to women and to review the existing legislations, make suggestions and recommendations for suitable policy formulations aimed at mitigating hardships and ensuring welfare and empowerment of women. The Commission is mandated to look into the complaints received by them and also to take suo-motu cognizance of the cases involving deprivation of the women rights, non- implementation of laws enacted to provide protection to women. In pursuance of the above, the Commission has so far reviewed about 161 laws and suggested amendments thereto. Amendment to laws related to Child Marriage, Domestic Violence, Sexual Harassment at Work place, Medical Termination of Pregnancy, Acid Attack Victims, Amendments pertaining to women safety in Indian Penal Code, Cr.P.C, the new and emerging cyber/exhortation crimes against woman are some of them to name.

However, the Committee note with concern that no time frame is followed for implementation of NCW's recommendations in various fields. In the opinion of the Committee it is a natural consequence of events that if the recommendations and suggestions made by the Commission languish for several years to be implemented, many of such recommendations and suggestions may lose their relevance over the period of time. The Committee understand that the recommendations and suggestions or amendments made by the Commission having far reaching consequences and repercussions require extensive consultation with concerned stakeholders and follow the due procedure for its implementation. However, the Committee are of the considered view and in no unequivocal terms recommend that a mechanism be devised

within the Ministry of Women and Child Development/Ministry of Law and Justice and/or other concerned Ministries for adhering to a certain/fixed time frame which includes a definite span of time for extensive consultation etc. so as to ensure the implementation of recommendations and suggestions made by the Commission within a definite period of time.

### **Replies of the Government**

The amendments in the existing laws are a long-drawn process as the same involves extensive consultation with the concerned Ministries/Departments and Stakeholders.

The recommendations of the Committee for ensuring implementation of recommendations and suggestions with respect of amendments in women-related Legislations within a definite period of time, have been noted for compliance in consultation with Ministry of Law and Justice.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Comments of the Committee**

**(Please see para 1.11 of Chapter – I of the Report)**

### **Recommendation (No. 5)**

#### **National Commission for Women Act and need for amendment.**

(i) The Committee understand that the National Commission for Women derives its power and functions from Section 10 of the National Commission for Women Act, 1990. Under Section 10 of the Act, the Commission attempts to safeguard the various rights of women enshrined in the Constitution by giving recommendations and suggestions for reviewing the existing laws and policies and take suo-moto cognizance of the cases for the non-compliances of policy decisions, guidelines or instructions intended to empower women in the country.

The Committee find during their examination of the subject that there exists an impending and urgent need for reviewing the parent Act by making it more strong,

independent and effective. The amendment proposed by the Commission include power to order costs (financial penalty) for wilful disobedience of summons, directions issued by the Commission, to deem every proceeding before the Commission as a judicial proceeding, to approach higher courts for direction or Orders, inserting a provision whereby the Commission can appoint its own administrative, technical, legal, research staff on regular basis, amongst others. However, the Committee find that these proposed amendments to NCW Act, 1990 are still at proposal stage only and there was no forward movement since 2015 in this regard. Since NCW made the above mentioned recommendations about eight years ago and in the intervening period, there have been several big changes like digital evolution, changes in the working of the organizations, etc., the Committee, therefore, recommend that NCW should chalk out its fresh proposals for amendments in NCW Act, 1990 and submit the same to the Ministry of Women and Child Development which should finalize the same in a time bound manner for introducing an Amendment Bill in Parliament.

(ii) The Committee also recommend to include the following proposals while considering amendments to the Act:-

(a) A statutory linkage with State Commissions for Women be established for smooth coordination with the respective States and to work in a more coherent, unified and result oriented manner for achieving the desired objectives and the common cause of upliftment and empowerment of women.

(b) To empower the Commission with additional powers to ensure a certain degree of accountability of the police towards them to implement their directions and recommend a suitable penalty in case of wilful disobedience of summons etc. in view of the record of non-cooperation of Police officials in varied number of cases dealt/recommended by the Commission.

### **Replies of the Government**

The process of amendments in a Central Act involves extensive consultations with all stakeholder Ministries/ Departments and State Governments apart from placing the proposed amendments in the public domain, for eliciting public opinion, in case a section/group of society gets affected by such legislation.

The recommendations of the Committee in this regard have been noted for compliance and the proposal of the Commission for suitable amendments in NCW Act, 1990, will be examined in consultation with Ministry of Law and Justice and all other stakeholders.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Comments of the Committee**

**(Please see para 1.14 of Chapter – I of the Report)**

### **Recommendation (No. 6)**

#### **State Commissions for Women**

The Committee note that the State Commissions of Women are set up under their respective State Acts. On comparing the central legislation with that of the enactments of the States by virtue of which State Commissions were established, the Committee find that the lack of uniformity/conformity in the provisions made in the National and State Acts exists which evidently make it difficult to deal with cases arising out from the States. The Committee observe with concern that many big States like Bihar and Madhya Pradesh still do not have their State Commissions for Women and in other States or Union Territories where Commissions have been established are not fully functional either due to non-appointment of Chairpersons and Members or lack of allocation of funds . The Committee, therefore, are of the view that full-fledged functioning of the State Commissions of Women will in no uncertain words help the National Commission in disposing of the complaints emanating from the States where State Commissions are fully functional and active. It is needless to mention here that functions of both the National and the State Commissions are complimentary to each other with the common defined objective. The Committee, thus, recommend the following :-

- (i) The Ministry of Women and Child Development should impress upon the States to strengthen their State Commissions by filling up vacancies of Chairperson, Members & other Staff and allocate sufficient funds to them; and

(ii) The Ministry of Women and Child Development should take up at the highest level with the States which have not yet established State Commission for Women and ensure that State Commissions are established forth with.

State/UT-wise progress made in regard to the above recommendations should be furnished to the Committee within three months.

### **Replies of the Government**

The recommendations of the Committee have been noted for compliance.

The details of Staff Strength in different State Commission of Women provided by NCW are enclosed as **Annexure-II**.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Comments of the Committee**

**(Please see para 1.17 of Chapter – I of the Report)**



## **CHAPTER V**

### **OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH THE GOVERNMENT HAVE FURNISHED INTERIM REPLIES**

#### **Recommendation No. 1**

##### **Introductory**

The Committee find that the National Commission for Women was constituted in the year 1992 in pursuance of the National Commission for Women Act, 1990 almost three decades ago with the objective of promoting and working towards recognition of the due role of women in the society and bringing forth the various rights envisaged by constitution makers for uplifting the status of women and equality in all spheres of their life. The Commission, as mandated, fared well in facilitating the redressal of grievances raised by women and in making recommendations on various women specific legislative and policy measures in order to root out social evils prevalent in the society against the women. The Commission has also played a pivotal role in the establishment of State Commissions for Women in various States and strive to work together with the State Commissions in effective enforcement of laws, implementation of schemes and devising strategies to empower women. The Committee are appreciative of the fact that the Commission has over the period of time emerged as an agent of change in uplifting the status of women in society. However, keeping in view the constantly changing socio- economic environment and technological advancement, the Committee are of the view that the Commission should be equipped with more powers by suitable amendments in the relevant sections of the National Commission for Women Act, 1990 to deal effectively in bringing women at par with their male counterparts in every aspect of socio-economic development in the country. Such amendments which are wanting in the functioning of the Commission are brought out in the succeeding paragraphs of this Report. In the light of the observations/recommendations brought out in the report the Committee expect that the Commission would work with renewed energy and

responsibilities in light of the continuously expanding and challenging roles played by women in nation building.

### **Replies of the Government**

The recommendation with regard to amendment in NCW Act has been noted for compliance and will be examined in consultation with Ministry of Law and Justice and other concerned Ministries.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

### **Recommendation (No. 10)**

#### **Effectiveness and issues of NRI Cell**

The Committee are happy to note that the National Commission for Women established an NRI Cell on 24th September, 2009 in pursuance of the recommendations of this Committee to deal with the issues arising from NRI marriages. The NRI Cell processes the complaints of Indian Women abandoned by their NRI/ overseas husbands and extends all possible assistance for re- conciliation and mediation between the parties by coordinating with different stakeholders like State Governments, Indian Embassies, Missions abroad and concerned Ministries like the Ministry of Women and Child Development, Ministry of External Affairs & Ministry of Home Affairs. However, the Committee are concerned to observe that out of a total of 2056 registered cases since 2019, only 502 cases have been closed and 1554 cases are still pending to be settled. The Committee, in this regard, take a note of difficulty in effectively dealing with these cases due to Legal complexities like strict privacy laws, marriage laws, Private International Laws, treaties like Mutual Legal Assistance Treaty (MLAT) which falls under the purview of different countries thus imposing a limit on the effectiveness and scope of functioning of the NRI Cell. The Committee also observe that the limited scope of the extant guidelines for legal/financial assistance under Indian Community Welfare Fund (ICWF) scheme of Government of India which has been formed to help distressed

overseas Indian Women in difficult situations and those abandoned by their spouses and sent back to India does not fully support the women in distress to fight their cases till the redressal. Therefore, in order to mitigate the difficulties faced by NCW dealing with NRI cases, the Committee recommend the following:-

(i) The Government of India should enter into Mutual Legal Assistance Treaties (MLAT) with more countries.

(ii) The Committee note that the allocation of fund for rendering assistance through Indian Mission abroad is meagre and insufficient for engaging the lawyers on the foreign soil. In this regard, the Ministry of Women and Child Development should urge upon the Ministry of Home Affairs and Ministry of External Affairs, to facilitate in dealing with criminal cases relating to the NRI marriage cases and to enhance the financial assistance under Indian Community Welfare Fund (ICWF).

(iii) The National Commission for Women should find ways and means for expeditiously resolving the cases and provide relief to the women who have been harassed, duped and deserted by NRI husbands in coordination with Local police, Indian Missions in these countries, Ministry of External Affairs and Home Affairs.

(iv) A database on such harassment/duping cases be prepared and disseminated through print/electronic media for the awareness of the public. Moreover, NCW to take steps to create more awareness campaigns in India and outside by Indian Missions including airports, passport offices and marriage registration offices in order to make the society aware of such offenders and to facilitate inflow of information about the whereabouts such offenders.

(v) A “one stop” centre should be set up for providing legal, psychological counselling and rehabilitation to the distressed and abandoned Indian Women married to NRIs in India and abroad in coordination with Indian missions. A “single window” enquiry system should also be established with online and off-line in all such matters involving all concerned authorities including police,

concerned Ministries, National Legal Service Authority (NALSA), Indian Missions Abroad, etc. for easy complaining of cases by women and their redressal.

(vi) An “NRI Cell” should also be established at a designated Police station in every district and at State level all over the country for easy access to women deserted by NRI husbands and to conduct sensitization programmes for Police officials in coordination with NGOs and other voluntary organizations especially in the States like Punjab and Andhra Pradesh.

(vii) During the course of examination of the subject, the Committee found that in a number of cases it is not even possible to locate the husbands in foreign countries even after the deserted women complaining several times about it. In the wisdom of the Committee, this issue must be looked into with a very pragmatic angle and some kind of mechanism should be in place to locate such husbands through Social Security Number (SSN) or through the Indian Passports which they still possess. Any movement through the Indian Passport can be tracked easily and for any kind of employment etc and also in a foreign land SSN number is a necessity. The Committee, therefore, recommend that concrete measures should be taken to locate those husbands in foreign countries with the help of the concerned authorities in those countries. A definite role should be assigned to Indian Missions in those countries in this regard.

### **Replies of the Government**

The Recommendations of the Committee have been noted for compliance and will be examined in consultation with MEA, MoL&J & other stakeholders.

**(O.M. No.No.Adm-18/7/2023-NCW ADMN, dated 14<sup>th</sup> February, 2024)**

**NEW DELHI;  
30 July , 2025  
08 Shravana , 1947 (Saka)**

**Dr. D. PURANDESWARI  
CHAIRPERSON,  
COMMITTEE ON EMPOWERMENT OF WOMEN**

# Annexure - I & II

## STAFF DETAILS OF STATE COMMISSION FOR WOMEN

State Commission	Chairperson	Sr. Vice-Chairperson	Members	Member Secretary	Secretary / Director / Dy. Director	Joint Secretary	Deputy Secretary / Joint Director	Under Secretary	Section Officer	Others (Regular)	Others (Outsourcing/ Contract)	Total																										
	Sanct. Srv.	Occu-pled Srv.	Vacant Srv.	Sanct. Srv.	Occu-pled Srv.	Vacant Srv.	Sanct. Srv.	Occu-pled Srv.	Vacant Srv.	Sanct. Srv.	Occu-pled Srv.	Vacant Srv.	Sanct. Srv.	Occu-pled Srv.	Vacant Srv.																							
Andhra Pradesh SCW	1	1	0	0	0	6	5	1	1	0	1	4	10	10	0	26	20	6																				
Assam SCW	1	1	0	1	1	0	4	0	1	1	0	0	4	4	0	18	18	0	29	29	0																	
Bihar SCW	1	1	0	1	1	0	7	0	1	0	0	0	0	0	0	8	4	0	0	18	14	4																
Chattisgarh SCW	1	1	0	0	0	0	7	7	0	1	1	0	0	0	0	3	3	0	0	13	13	0																
Delhi SCW	1	1	0	0	0	0	5	4	1	0	0	0	2	2	0	0	0	0	0	1	25	13	11	0	0	0	34	20	14	0								
Goa SCW	1	1	0	0	0	0	5	3	2	1	1	0	0	0	0	0	0	0	0	1	1	0	32	7	25	103	103	0	143	116	27							
Gujarat SCW	1	0	1	0	0	0	6	0	6	1	1	0	0	0	0	0	0	0	0	5	4	1	5	3	2	18	9	9	9	9	9							
Haryana SCW	1	1	0	1	0	1	5	0	5	1	1	0	0	0	0	0	0	0	0	1	0	0	12	2	10	0	0	19	3	16	3	16						
Himachal Pradesh SCW	1	0	1	0	0	0	4	0	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25	19	6	0	0	33	21	12					
Karnataka SCW	1	1	0	0	0	0	6	0	6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	8	8	1	1	0	23	10	13				
Kerala SCW	1	1	0	0	0	0	4	4	0	1	1	0	0	0	0	0	0	0	0	1	1	0	16	13	3	0	0	0	25	16	9							
Madhya Pradesh SCW	1	0	1	0	0	0	5	0	5	1	1	0	0	0	0	0	0	0	0	2	2	0	1	1	0	43	40	3	0	0	55	52	3					
Maharashtra SCW	1	1	0	0	0	0	6	6	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	51	18	33	0	0	59	20	39				
Manipur SCW	1	1	0	0	0	0	3	3	0	1	0	1	0	0	0	0	0	0	0	1	0	1	0	6	3	3	27	14	13	0	0	42	24	18				
Meghalaya SCW	1	0	1	1	1	0	6	6	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	4	2	0	0	11	8	3					
Mizoram SCW	1	1	0	0	0	0	7	7	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	21	20	1					
Nagaland SCW	1	1	0	0	0	0	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	3	1	0	0	0	13	12	1				
Odisha SCW	1	1	0	0	0	0	6	6	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	7	7	0		
Punjab SCW	1	0	1	2	0	2	10	0	10	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	36	34	2	0	0	44	42	2				
Rajasthan SCW	1	1	0	0	0	0	3	3	0	1	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	7	3	4	0	0	22	3	19
Sikkim SCW	1	1	0	0	0	0	12	12	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	22	5	0	5	0	33	32	1			
Tamil Nadu SCW	1	1	0	0	0	0	7	7	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	13	0	0	0	27	27	0				
Telangana SCW	1	1	0	0	0	0	6	6	0	1	1	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0	8	7	1	0	6	0	19	18	1			
Tripura SCW	1	1	0	1	1	0	5	2	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	2	1	1	8	8	0	21	20	1	
Uttar Pradesh SCW	1	0	1	0	0	0	25	0	25	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	0	0	0	0	13	10	3			
Uttarakhand SCW	1	1	0	3	2	1	18	0	18	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	64	53	11	0	0	91	54	37				
West Bengal SCW	1	1	0	0	0	0	10	0	10	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	10	10	0	0	0	33	13	20				

### **Annexure-III**

The Commission conveyed that following initiatives to create awareness amongst the women across the country have been taken:-

- i. Considering that the full and equitable participation of women in public life is essential for building and sustaining strong, vibrant democracies, in order to enhance the leadership skills of women political leaders at all levels from Gram Panchayats to women MLAs and political workers including office bearers of national/state political parties, NCW has been conducting a pan-India capacity building programme, **"She is a Changemaker"**. The main objective behind running this training program is to strengthen the capacities of elected women representatives in order to enhance their knowledge and understanding on influencing public policy, gender responsive governance/ mainstreaming, leadership and communication skills. During the financial year 2022-23, 57 training programs were conducted and 1835 were trainees trained.
- ii. **Legal Awareness Program with NALSA**

**Phase I- Pilot Project- Legal Awareness Program with NALSA:** The Commission has launched a 'Legal Awareness Programme' for the women at grass-root level in collaboration with National Legal Services Authority on 15th August, 2020. A total of 675 camps were organized in the identified states with 34,631 participants from the time period of August to December, 2020. Out of total camps, 627 camps were organized in Non-NER states and 48 camps in NER State (i.e. Assam).

**Phase II - PAN India Project: Legal Awareness Program with NALSA:** The Commission extended the Pilot Project to PAN India and covered all the districts of 28 States & 08 UTs in the year 2021. A total of 965 programs have been organized throughout country with approx 1,30,895 attendees upto December 2021. Out of total camps, 889 camps were organized in Non- NER with 1,25,176 participants and 76 camps with 5,719 participants were organized in NER region.

**Phase III- Legal awareness programs in all sub-divisions or talukas:** In the year 2022, Commission organized legal awareness programs in collaboration with NALSA in all sub-divisions or talukas to spread legal awareness among women residing in rural areas and far flung areas, with estimated participation of 50-60 women from each taluka. A total of 2418 camps have been organized in Taluka Court Complex under the Project.

**Phase IV- Extension of Legal awareness programs in all sub-divisions or talukas:** During the year 2023, in the extension programme, Legal Awareness Programmes were conducted in the States of Uttar Pradesh,

Bihar, West Bengal and Haryana. A total of 524 Camps have been organized from 14<sup>th</sup> July- 31<sup>st</sup> July 2023 in the 4 States

**Phase V- Legal Awareness Programme for women at Block Level:** In the next, Commission is in the process of organizing camps under Legal Awareness Programmes for women at Block level in collaboration with NALSA and Panchayati Raj Institutions.

iii) **Radio Programme** :In order to educate and empower women in Indian society by creating awareness of their rights and promoting gender equality, the National Commission for Women has started "**Navchetana**," a 30 Minutes talk show every Tuesday on FM RAINBOW (Aakashvani) Delhi. This program has been designed to address and explore an array of pressing concerns related to women. With a deep commitment to empowering and educating women, "Navchetana" brings together a panel of expert speakers who will provide invaluable insights and knowledge on a wide range of topics. Through this initiative, NCW aims to elevate the status of women in society, ensuring their rights, welfare, and overall well-being. The program will include expert interviews, success stories, and listener interaction through messages.

- iv. **“Her Legal Aid”** App for providing legal aid to women is being launched on 9<sup>th</sup> November 2023.
- v. NCW makes creatives on NRI Marriages, POSH, Domestic Violence, Mental Health, promoting unconventional roles for women and share them on social media.
- vi. **Entrepreneurship Awareness Program (EAP)** : As part of the Commission's effort to strengthen and build entrepreneurial capabilities among women entrepreneurs, the Commission has collaborated with Entrepreneurship Development Institute of India (EDII), Gandhinagar to provide women entrepreneurs access to knowledge and skills required to grow and sustain their entrepreneurial ventures. The primary objective of this awareness programme is to develop the entrepreneurial skills needed to identify and build a business, as well as enable these women to develop managerial capabilities to run the enterprise successfully.

The Entrepreneurship Awareness Program (EAP) is being conducted across 100 cities of the country to build capacity of women entrepreneurs and also sensitize the relevant stake holders. The awareness programme is striving to achieve women's empowerment across the country and enhance their learning experience by incorporating interactive activities and discussions by focusing on real life examples.

- vii. **Violence Free Homes:** The National Commission for Women in Collaboration with TISS has set up 22 pilot Special Cells for Women in several districts of Jammu & Kashmir and Ladakh. These Cells aim at strengthening the response to gender-based violence in both public & private life, by empowering women to access all types of support and justice.
- viii. **Training of women in Dairy Farming:** In its endeavour to empower rural women and make them financially independent, the National Commission for Women has launched a countrywide training and capacity building programme for women in dairy farming. The Commission is collaborating with Agricultural Universities all across the country to identify and train women associated with dairy farming and allied activities in different aspects such as value addition, quality enhancement, packaging and marketing of dairy products among others. The aim of the project is to harness the immense potential in villages in creating and marketing of dairy products and empowering women alongwith the process to achieve financial independence.

The Commission has received proposals from 32 Universities and Colleges (KrishiVigyan Kendra) under the respective Universities for conducting trainings. The first programme under the project was organized on “Value Added Dairy products” for women SHG groups at LalaLajpat Rai University of Veterinary and Animal Sciences, Hissar, Haryana in Association with Haryana State Rural Livelihood Mission.

- ix. In order to create awareness amongst women in the tribal areas, NCW intends to organize “**Tribal Fest**” in the tribal belt of the country.



## **Annexure- IV**

The Commission has furnished the following replies with respect to the Complaint Redressal Mechanism & 24X 7 Helpline Number:-

- i. As regards making the existing helpline number i.e. 7827170170 simpler and easier to remember to enable the users to make full use of the same, it is submitted that the Commission agrees with the recommendation and is in the process of obtaining a short code for its helpline from the Department of Telecommunications (DoT). After obtaining the short code, the NCW will secure a Toll-Free Number to be mapped to the short code number. Furthermore, the short code needs to be made available to all service providers in every state, which will require 2 to 3 months to complete the transition to the new number. The new numbers will then be widely publicized through various social media platforms and other modes of print and electronic media to maximize their reach to aggrieved women.

With regards to interlinking of Emergency Response and Women Help Line numbers i.e. 112 & 181, it is submitted that when an aggrieved woman calls the NCW 24x7 helpline, the call will be handled by a trained staff of the Commission. They will then take up the matter with the concerned authorities, such as police officers or the Chief Medical Officer, to ensure necessary action is taken. The helpline is well-connected with these authorities, and callers will receive urgent assistance. There is no need to forward these calls to other helpline numbers, as the NCW helpline maintains direct communication with the relevant authorities and ensures time-bound follow-up on the issues.

It's important to note that 112 helpline is managed by the states through their Emergency Response Centers (ERC) to handle emergency requests. If a caller contacting the NCW helpline needs to be transferred to 112, the NCW helpline will connect with the local state ERC, specifically Delhi NCR, rather than the concerned state. The NCW Helpline receives calls from across India and is capable of connecting with local authorities to address issues effectively.

- ii. The disposal of complaints is an ongoing process and involves a detailed investigation / inquiry into the matter by the concerned District Authorities / Head of the Department/Institutions/Organizations etc. This process needs proper monitoring and follow-up. The NCW depends on State Government, District Administration, Police Officers and other department of Government and private companies to process and receive reports in most of the cases.

The receipt of the Action Taken Report (ATR) is an important aspect of the complaint. The Commission constantly monitors the ATR and expedite the submission from the concerned authorities.

However, with regards to the pending cases received during 2015-16 till 2020, the Commission has initiated the special drive by sending an intimation letter to the complainants to find out if complainants were still interested to pursue the matter. This was done with the purpose to close the complaints where complainants desired no further action and identify those complaints which required quality disposal.

It is further submitted that Commission has taken up work of Improvement of Complaint/Grievance Management System. Grievance Redressal Mechanism of the Commission is being updated. For this purpose, work has been awarded to M/s. Kaizen Institute India who have submitted draft report. Based on the draft report and discussions held, SoP is being modified with time specification based on the nature of the complaint. Categorization of complaints has been made more specific to ensure effective handling. A meeting with the State Nodal Officers from Police authorities nominated for coordinating with NCW has also been planned in November, 2023.

Para-wise reply received from NCW on the recommendation are as under:-

**i. Jail Inspection by NCW**

It is submitted that in order to discuss various issues pertaining to women jail inmates and to expedite receipt of Action Taken Reports on the Jail inspections carried out by NCW for strict adherence and implementation of the recommendations made thereon, an "All India DG/IG meet was organized by the Commission at New Delhi on 10.01.2023.

In the said meet, the following issues were also deliberated in detail:-

1. Shortage of prison staff across the states
2. Lack of regular doctors, especially, female doctors
3. Need for Clinical Psychologist and Mental Health Professional
4. Challenges in rehabilitation due to the stigma attached to being a former prisoner
5. Need for Open Prison for Women
6. Need for fund to furnish Bail Bond/Surety
7. Issue of prisoners who belonged to different nationalities:
8. Sensitization of judiciary
9. Promoting well-being and channelizing through different resources
10. Provision of separate ward for transgender inmates

Detailed recommendations of the deliberations were communicated to DG/IG of all States / UTs by the Commission.

Subsequently, the Action Taken Reports from the States / UTs of Andaman& Nicobar, Assam, Bihar, Delhi, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Nagaland, Odisha, Rajasthan, Tamil Nadu, Telangana and Uttarakhand have been received.

ii) **Free Legal Aid:** It is submitted in order to provide Free Legal Aid counseling to women jail inmates, the following steps have been taken by the Commission:-

- a. A letter dated 17<sup>th</sup> October 2023 has been sent to the National Legal Services Authority (NALSA) to ensure availability of adequate numbers of experienced lawyers for providing free legal services especially for women inmates and other women, who are in need of free legal counseling (**Annexure-IX**). A meeting with State Legal services Authorities is under consideration.
- b. Commission has taken grass root level legal awareness program in collaboration with NALSA. These programs are implemented through District Level Services Authority.

- c. Free Legal Aid Clinic has been set up in the Commission in collaboration with Delhi State Legal Services Authority to provide free legal Aid to women.
- d. Similarly, Free Legal Aid Clinics have been established in the following **17 States namely Andhra Pradesh, Chhattisgarh, Odisha, Telengana, Haryana, Uttarakhand, Himachal Pradesh, Uttar Pradesh, Tripura, Tamil Nadu, Sikkim, Arunachal Pradesh, Mizoram, Assam, Manipur, Meghalaya, Nagaland** under the District Legal Services Authority. The financial assistance for setting the same was provided by NCW.

## **APPENDIX-I**

### **COMMITTEE ON EMPOWERMENT OF WOMEN (2025-2026)**

#### **MINUTES OF THE THIRD SITTING OF THE COMMITTEE HELD ON WEDNESDAY, 21<sup>ST</sup> MAY, 2025**

**The Committee sat from 1400 hrs. to 1430 hrs. in Committee Room 'C', Ground Floor, Parliament House Annexe, New Delhi.**

#### **PRESENT**

Dr. D. Purandeswari - Chairperson

#### **MEMBERS**

#### **LOK SABHA**

2. Smt. D. K. Aruna
3. Smt. Harsimrat Kaur Badal
4. Ms. Iqra Choudhary
5. Dr. Kadiyam Kavya
6. Smt. Mahima Kumari Mewar
7. Km. Sudha R.
8. Smt. Satabdi Roy
9. Smt. Himadri Singh
10. Smt. Smita Uday Wagh

#### **RAJYA SABHA**

11. Dr. Sangeeta Balwant
12. Ms. Swati Maliwal
13. Smt. Sudha Murty

#### **SECRETARIAT**

- |                          |   |                   |
|--------------------------|---|-------------------|
| 1. Smt Jyochnamayi Sinha | - | Joint Secretary   |
| 2. Smt. Neena Juneja     | - | Director          |
| 3. Ms. Rachna Saxena     | - | Deputy Secretary  |
| 4. Ms. Sonia Sankhla     | - | Executive Officer |

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for consideration and adoption of draft Action Taken Report on the subject 'Working of National Commission for Women and State Commissions for Women'.

3. Thereafter, the Committee took up for consideration the draft report. After some deliberations, the Committee adopted the draft report with slight modification. The Committee also authorized the Chairperson to finalize the report and present and lay the same in Lok Sabha and Rajya Sabha, respectively

4. The Committee also discussed to undertake a tour of the Committee to Bengaluru and Ooty from 21<sup>st</sup> to 24<sup>th</sup> June, 2025 in connection with detailed examination of the subjects selected by the Committee.

**The Committee then adjourned.**

## **APPENDIX-II**

(Vide Para 4 of the Introduction)

ANALYSIS OF ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE EIGHTH REPORT (SEVENTEENTH LOK SABHA) OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2022-2023) ON 'WORKING OF NATIONAL COMMISSION FOR WOMEN AND STATE COMMISSIONS FOR WOMEN.

- (i) Total No. of Recommendations 11
- (ii) Observations/Recommendations which have been accepted by the Government:

Recommendation Para Nos. 2, 3, 7, 8, 9, 11

Total: 06

Percentage:55

- (iii) Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:

Recommendation Para Nos. NIL

Total:00

Percentage: NIL

- (iv) Observations/Recommendations in respect of which the replies of the Government have not been accepted by the Committee and which require reiteration

Para Nos. 4,5 and 6

Total:03

Percentage:27

- (v) Observations/Recommendations in respect of which the Government have furnished interim replies:

Para Nos. 1 and 10

Total:02

Percentage:18