



**ACCOMPLISHMENTS AND INITIATIVES OF
NATIONAL COMMISSION FOR WOMEN
2017 - 21**

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INDEX

Sl. No.	Period	Page No.
1.	2017-18	03-29
2.	2018-19	30-51
3.	2019-20	52-84
4.	2020-21	85-118
5.	2021-22 (01.04.2021 – 31.05.2021)	119-124

2017-18

1. The National Commission for Women completed existence for over 25 years. The Commission had become operational with the National Commission for Women Act, 1990 (20 of 1990) coming into force on January 31, 1992. The activities of the Commission, over these years, have been reviewed and an exercise undertaken to introspect and reflect upon what we have been able to achieve and what has been missed out. While this journey of 25 years has many positives, there are some systemic and structural inadequacies and shortcomings that inhibit NCW reach and constrain the endeavour of improving the status of women.
2. During 2017-18, the Commission continued its activities for disseminating knowledge and information to stakeholders through a series of seminars, workshops, legal awareness programmes, gender sensitization programmes, etc. These programmes were organised in collaboration with different organisations. The Commission also sponsored a number of research studies on issues concerning women with a view to evolving new ideas that could help in furthering the cause of women. The Commission conducted a series of programmes for law enforcement agencies for enhancing awareness about the laws relating to women and for keeping gender sensitivities in view while discharging their functions.
3. Overall, the year witnessed a major spurt in activities of the Commission that enhanced the reach of the Commission and helped in empowering women. A lot of new programmes and interventions were planned by the Commission in partnership with other stake-holders for implementation over next few years keeping in view the Gandhiji words that 'a clay pot would break through impact, if not with one stone, then with another. The way to save the pot is not to keep it away from the danger point but to bake it so that no stone would break it'. The Commission, taking guidance from Gandhiji's words, continued to take steps to empower women so that they could meet the challenges effectively and convert them into opportunities.
4. The National Commission for Women celebrated culmination of 25 years of its existence on January 31, 2018 at Vigyan Bhawan, New Delhi. As part of the event, consultations were organised on topics relating to (i) preventing domestic violence;



sexual harassment at work place; (iii) issues of NRI marriages and desertion; and (iv) Acid attack & rape (survival issues). Eminent panellists participated in these consultations. The Hon'ble Minister for Women & Child Development graced the occasion as the Chief

Guest in the afternoon session. She also released a Coffee Table Book brought out by the Commission that captures the journey and achievements of the Commission over 25 years of its existence.



5. The then Minister of Women & Child Development also had a detailed interaction with the Chairpersons and Members of the State Commissions for Women, resource persons and other participants on issues concerning women safety and empowerment. Dr. Virendra Kumar, the then Hon'ble Minister of States Ministry of Women & Child Development, inaugurated the event in the forenoon and highlighted the achievements of the Commission.
6. In accordance with its mandate, the

Commission has taken a series of steps during the Financial Year 2017-18, both on its own, and in partnership with other organisations to further the safety, welfare and development of women. These include supporting efforts of Ms Srishti Baxi who has successfully undertaken a walk from Kanyakumari to Srinagar for sensitising people about issues concerning women's safety and their empowerment. The Commission organised the event "Reclaim Safety of Women by Night" on March 4, 2018 at India Gate in New Delhi.

7. With a view to ensuring improvement in the living conditions of women in Jails and other Custodial Homes and for making the conditions more humane, the Commission devised a comprehensive proforma for obtaining information about the condition of Jails. The proforma for Jail inspection was shared with the prison authorities and also with the State Commissions for Women. The proforma is now being used both for inspection of such custodial homes and for identifying deficiencies by analysing the information contained in the proforma. The Commission has taken up inspection of Central Jails. Inspections of District and other Jails is being undertaken by the State Commissions for Women. The State Commissions have been requested to use the proforma devised by the National Commission. The findings and recommendations of the Commission are shared with the authorities concerned and action taken thereon is monitored.
8. The Commission funded 29 research studies during the year 2017-18 on issues relevant to women so that they could participate in the socio-economic development of the country. A total of 165 research proposals had been received. Similarly, out of 968 proposals received for conducting seminars, funds were released for 83 seminar proposals.
9. The Commission has continued to organise capacity building programmes also gender sensitisation programmes for police officials. During 2017-18, a number of capacity building programmes and gender sensitisation programmes were organised by the Commission for police officials.

During this year, the Commission also initiated a competition for college and University students on laws related to women. Around 525 colleges were reimbursed for participating in competition across the country.

10. During the Financial year, the Commission decided to start the capacity building programme for elected women representatives in the State of Manipur. The details of the programme were discussed with State Government and the NIRD and plan of action was finalised. This programme helped in empowering the women representatives in Panchayati Raj institutions and facilitate their participation in the planning, implementation and monitoring of developmental and welfare programmes in rural areas.
11. The Commission organised a National Seminar on “Combating Acid Attacks in India: Socio-Legal Aspects”, on January 24, 2018 in partnership with Jamia Millia Islamia at the Commission's premises. Based on the deliberations during the seminar, recommendations have been made for more stringent punishment in cases of acid attack. Earlier, a daylong national consultation was also organised on pre-nuptial agreements and the recommendations were shared with the Government. The Commission also organised Legal Awareness programmes, Mahila Sansad, and Seminars in collaboration with the State Women Commissions.

COMPLAINTS AND INVESTIGATION

1. As per its mandate, the Commission has

investigated a large number of cases relating to complaints received from women from different parts of the country. The Commission helped in resolving a large number of cases by following them up with the authorities concerned. 15381 complaints were registered during the year 2017-18. These do not include complaints that do not fall in the mandate of the Commission. The Commission also took suo-motu cognizance of cases on the basis of various media reports and complaints relating to deprivation of women's rights and non-implementation of laws and to provide speedy justice to victims. While the Commission pursued such matters with the authorities concerned and sought Action Taken Reports, in serious cases, the Commission also constituted Inquiry Committees headed by Members of the Commission. The Commission continued Jan Sunwais, during which, the response of the police and public was encouraging. The

Commission has continued its efforts for promoting openness, transparency and accountability in administration and other matters handled by it. This includes placing more and more information in public domain. The Commission has, in partnership with other concerned stakeholders, also worked out programmes for digital literacy including safe use of internet/social media for college and university students to be launched during 2018-19. Overall, a lot of activities have been organised by the Commission during the year in furtherance of its mandate.

2. The Commission has, with a view to ensuring adequate attention to complaints of different types, keeping in view the seriousness involved, devised a scientific protocol for handling them. As part of this, it has classified complaints into 'non-mandate' and 'mandate' categories.

Nature-Wise Details of Complaints Received During 2017-18

S.No.	Nature	Total
1.	Bigamy / Polygamy	167
2.	Cyber Crime against Women	339
3.	Dowry Harassment / Dowry Death	2371
4.	Free legal aid for women	297
5.	Gender Discrimination including equal Right to Education & Work	49
6.	Indecent Representation of Women	108
7.	Outraging the Modesty of Women	967
8.	Police Apathy against Women	1896
9.	Privacy of Women and Rights thereof	145

S.No.	Nature	Total
10.	Reproductive Health Rights of Women	69
11.	Right to Exercise Choice in marriage	403
12.	Right to live with dignity	5770
13.	Sex selective abortion / female foeticide / amniocentesis	45
14.	Sexual harassment including sexual harassment at work- place	666
15.	Stalking / Voyeurism	149
16.	Traditional practices derogatory to Women rights i.e. sati pratha, devdasi pratha, witch hunting	29
17.	Trafficking / Prostitution of women	83
18.	Violence against women	1787
19.	Women's right of custody of children in the event of divorce	41
	Total	15381

SOME SUCCESSFUL INTERVENTIONS BY THE COMMISSION

1. A woman approached the National Commission for Women alleging that her services have been terminated because of her pregnancy. The matter was taken up with the concerned organisation (a private technical institution in Delhi) and the concerned HR Head of the organization was directed to comply with the mandatory provisions of the Maternity Benefits Act, 1961. With the intervention of the Commission, the organisation reinstated the complainant and also assured to give her maternity leave and benefits as per the Maternity Benefits Act, 1961.
2. The National Commission for Women has been receiving a number of complaints from women all over the country to whom

maternity leave or other benefits have been denied by their employers as per the provisions of the Maternity Benefit Act, 1961 as amended in 2017. Most of these women are employed on contractual, temporary, daily wage, informal as well as on ad-hoc basis in various Government and private organisations. Taking cognizance of such practices, the Chairperson, the National Commission for Women had a meeting with Secretary, Ministry of Labour and Employment, Government of India. The complaints received by the Commission were, thereafter, forwarded to the Ministry of Labour and Employment. The Ministry of Labour and Employment issued suitable directions to the State/UT Labour Commissioners to effectively enforce the provisions of the Maternity

Benefit (Amendment) Act, 2017 and take strict punitive action against defaulting employers.

3. The Commission received a complaint regarding non-congenial environment in a residential complex in Gurugram, Haryana where the lady residents were experiencing harassment. The Commission took up the matter with the Commissioner of Police and other concerned police officials, both in writing and telephonically. The police authorities visited the spot and informed the Commission that necessary action had been taken and the accused had been arrested.

4. The Commission received a complaint regarding police inaction in a complaint of dowry harassment and domestic violence from a young woman by her husband and in-laws. The matter was taken up with Uttar Pradesh police seeking reports and summoning them before the Commission. With the intervention and regular supervision of the Commission, the police registered an FIR against the accused under relevant sections. It has been informed by the police that the charge-sheet had been filed and the matter is now before the court.

5. A young girl in a traumatic condition visited the Commission on 16th October, 2017. After providing her with psychological counselling, she was able to state that one boy was continuously subjecting her to mental and sexual harassment under threat to upload her objectionable pictures and videos on the internet and also to share

details with her family. She stated that she did not have the courage to inform either her parents or the police. The Commission promptly called the boy and the police officials concerned. The police recorded the complainant's statement and commenced investigation immediately. After follow up, it has been informed that the statement of the complainant u/s 164 CrPC had been recorded and, presently, the accused is in jail. A telephonic call was received in the Commission from a victim of rape alleging that she was sitting in a police station in Delhi and police was reluctant to register the FIR. Immediately, the DCP and SHO concerned were contacted telephonically and the FIR was registered u/s 376/328/509/506/34 IPC and warrants were issued against the accused on the same day.

6. Considering the increase in the number of complaints and for their speedy and effective disposal, in August 2016, the National Commission for Women (NCW) initiated a pilot project "Mahila Jan Sunwai" in collaboration with District Legal Service Authority and Police Authorities. During the financial year 2017-18, the National Commission for Women conducted 26 Mahila Jan Sunwais at different districts in the country. The Jan Sunwais were headed by the Chairperson and Members of the Commission. A number of complaints were disposed of by conducting on the spot hearings into the matter.



NON RESIDENT INDIAN MARRIAGE RELATED ISSUES

1. In April 2009, the National Commission for Women was nominated as the National Coordinating Agency by the Government of India for coordinating efforts of different stakeholders for dealing with issues pertaining to NRI marriages. The Commission set up an NRI Cell on 24th September, 2009. The Cell has been further

strengthened by the Commission during 2017-18 keeping in view the large number of NRI marriage related cases.

2. The NRI Cell receives complaints from women on issues related to NRI marriages from across the country and also those residing abroad. The Table below summarises the state-wise details of complaints registered with the NRI Cell during the year 2017-18.

NRI cases Registered During Financial Year 2017-18.

State	No of Complaints
Andhra Pradesh	18
Assam	1
Bihar	9
Chandigarh	6
Chhattisgarh	3
Delhi	54
Gujarat	24
Haryana	42
Himachal Pradesh	5
Jammu and Kashmir	3
Jharkhand	3
Karnataka	36
Kerala	15
Madhya Pradesh	13
Maharashtra	52
Odisha	3
Pondicherry	1

SUO-MOTO COGNIZANCE OF INCIDENTS/CASES

1. The National Commission for Women takes suo motu cognizance of the reports appearing in the print, electronic and social media about deprivation of women and infringement of their rights and initiates action for investigating such cases. In matters involving serious violation of women's rights, Inquiry Committees or Fact Finding Teams are also constituted by

the Commission. The Committees/teams so constituted investigate the matters and make their recommendations to the Commission for addressing the concerns.

2. The number of cases where suo motu cognizance has been taken by the Commission, the number of cases where Action Taken Reports have been received and the number of cases that were closed during 2017-18 are as below:

S.No.	No. of cases taken up	No. of ATRs received (Old + New)	No. of cases closed
1.	151	119	35

3. Some of the cases, where the National Commission for Women had taken suo motu cognizance and constituted Inquiry Committees/Fact Finding Teams during the year 2017-18 are given below:

- Alleged Dowry Death of a Lady on 20.4.2017 at Patiala, Punjab
- The State of Affairs in Nirmal Chhaya, Delhi
- Gang-rape of Women on National Highway in Bulandshahr
- Gang Rape and Murder of Rohtak Woman
- Lathi Charge on Girl Students in BHU
- Sale of Indian Child Brides to Men from Gulf Countries
- Blackmail and Rape of Woman by a Construction Worker

POLICY MONITORING AND RESEARCH

1. The National Commission for Women, amongst others, undertakes promotional and educational research with the objective of ensuring due representation of women in all spheres of life. Such studies, conducted by the Commission, or through other partner institutions, help in identifying factors that impede women's advancement and their effective participation in social, economic and political spheres. The Policy, Monitoring and Research Cell (PMRC) of

the Commission handles cases relating to promotional and educational research for investigating specific problems or situations arising out of discrimination and atrocities against women. Such studies help in identifying constraints and recommend strategies for removal of the identified constraints. During the year 2017- 18, the Commission funded a series of activities including seminars and workshops and research studies for analysing factors responsible for drudgery and occupational health hazards of women. These activities have been undertaken in partnership with various governmental and non-governmental organisations.

2. The Commission had, in the month of August 2017, invited online proposals for organising seminars and conducting Research Studies. There was a good response and 165 and 968 Organisations/ researchers applied for organising research studies and conducting seminars, respectively. After scrutiny of the proposals, 29 research studies and 83 seminars were approved for being funded by the Commission.

3. Topics of Research studies funded by NCW:

- Exploitation of Women as Devdasis and its Associated Evils conducted by the University of Madras, Centenary Building, Chepauk, Chennai.

- Tata Institute of Social Sciences, Mumbai conducted a research study on “Mapping Gender Equality at Workplace: A Special Study of Few Departments of Government of India”.
 - Research study on the “Impact of Land Rights, Initiatives and Opportunities on Domestic Violence” carried out by University College, Thiruvananthapuram, Kerala.
 - Research study on the “Financial Inclusion of Women: A Study on the Banking Needs, Habits and Practices of Women in North Eastern and Southern States” conducted by the Centre for Social Research, Vasant Kunj, Delhi.
 - Research study regarding “Exploring the Possibility of Estimating the Monetary Value of Women's Contribution to GDP” was conducted by the Indian Institute of Public Administration (IIPA), New Delhi.
 - Research study on “Women Land Rights in Himachal Pradesh: Impact and Challenges in Himachal Pradesh” conducted by Sahaas Brotherhood Uplifting, Shimla.
 - Research study on the “Importance of Secure and Reliable Public Transport Facility for working ladies” conducted by Samajik Nyay Sanstha, Laxmi Nagar, New Delhi.
 - Research study on the “Protection Officers under Protection of Women from Domestic Violence Act, 2005: How Far They are Successful in Providing Solace to The Victim” conducted by the National University of Advance Legal Studies, HMT Colony, PO Kalamassery, Kochi, Kerala.
 - Research study on the “Problems and Issues Faced by Women Sarpanches and Panches” conducted by DHARA, Jaridi Road, Jainmore (Teacher Colony), PO Bandhidh, District Bokaro, Jharkhand.
4. Topic of Seminars/Workshops/Conferences funded by NCW:
- One day seminar on “Issues Related to Single Women and Women in Difficult Circumstances: Emerging Challenges and Solutions” organized by Annadatha; A society for Sustainable Agricultural Development, Anantapur District, Andhra Pradesh.
 - Seminar on “Addressing Gender Inequality through Active Involvement of Men and Boys in the Process” organized by Panchayati Rule and Gender Awareness Training Institute (PRAGATI), Dehradun, Uttarakhand.
 - Workshop on Single Women Issues” organized by Shri Vijaya Seva Samiti, Andhra Pradesh.
 - Seminar on “Issues Related to Single Women and Women in Difficult Circumstances” organized by Gramin Seva Sansthan, Gorakhpur, Uttar Pradesh.

- Seminar on “Issues Related to Women in Difficult Circumstances” organized by Sahyog, Bidar, Karnataka.
- Seminar on “Empowerment of Women: Efficacy and Implementation of Laws Relating to Property and Marriage” organized by A.B.M.S.P's Yashwantrao Chavan Law College, Pune.
- Seminar on “Efficacy of Laws Pertaining to Property and Marital Rights of Women from Different Religions” organized by CHETANA, Conscience of Women, Delhi.
- Seminar on “Empowerment of Women through Skill Development & Training: A critical Analysis of Govt. Policies with Regard to Gender” organized by Bhartiya Institute of Research & Development, Lucknow, Uttar Pradesh.

WOMEN WELFARE SAFETY AND GENDER SENSITIZATION

1. Initiatives for Women Safety and Welfare

Creation of an environment for development and growth of women to their fullest potential not only requires formulation of appropriate policies and programmes, these also need to be implemented earnestly while keeping the gender perspective in view. Evaluation of programmes and policies need to be undertaken in a manner that ensures that prejudices and stereotypes do not blind our vision. Keeping this in view, the National Commission for Women has been making efforts to create safe environment for

women. The programmes detailed in succeeding paragraphs are currently being implemented for this.

2. Violence Free Home – A Women's Right' (Special Cell for Women)

The National Commission for Women, in collaboration with Tata Institute of Social Sciences (TISS) and Delhi Police had started a project to empower women and also to help women survivors of violence in both public and private life. The project entails placement of trained Social Workers providing quality psycho-legal services for violated women at all District Headquarters. At present, 24 social workers have been appointed at district level. They are located in Crime Against Women (CAW) Cells of Delhi Police. The progress of the work of these cells is reviewed by the Commission and Delhi Police jointly. The project is now being replicated in 22 districts in 7 other States on pilot basis. These are Bihar, Assam, Meghalaya, Punjab, Madhya Pradesh, Odisha and Tamil Nadu. This will promote the support mechanism for women victims of domestic violence and create a systemic grievance redressal mechanism within the police/criminal justice system.

3. Monitoring of cases relating to Acid Attack

The Commission has, keeping in view the need to provide immediate relief to women subjected to acid attacks and ensure expeditious disposal of such cases, started monitoring information regarding acid attack cases including payment of

compensation to the victims. Initially, the Commission collected information from all States/Union Territories and uploaded the same on a digital MIS platform on the Commission's website. After correspondence with the State/UT Governments, a nodal officer has been appointed for most of the States/Union Territories. To update the acid attack victim data on MIS portal regularly, the States have also been requested to have the information reviewed at a senior level for which most states have designated senior officers.

4. Gender Sensitization Programmes

The National Commission for Women has been conducting gender sensitization workshops and programmes for police, administration and judicial officers across the country. These workshops/programmes seek to sensitize officials on gender related issues and empower them to perform their duties effectively, without prejudice and bias especially in cases of gender-based crimes. Such workshops help in developing the required professionalism in terms of knowledge, skills and attitudes for dealing with cases of violence against women. During the year 2017-18, gender sensitization programmes/workshops were organized for police officials of various ranks at Madhuban (Haryana), Phillaur (Punjab) and Ranchi (Jharkhand). The activity is proposed to be stepped up during 2018-19.

5. Consultations:

- i) A two-day National Consultation on “Realising Rights of Women Farmers:

Developing a Roadmap for Action” was organized by the National Commission for Women with the technical support from UN Women and MAKAAAM on 29th – 30th August, 2017.

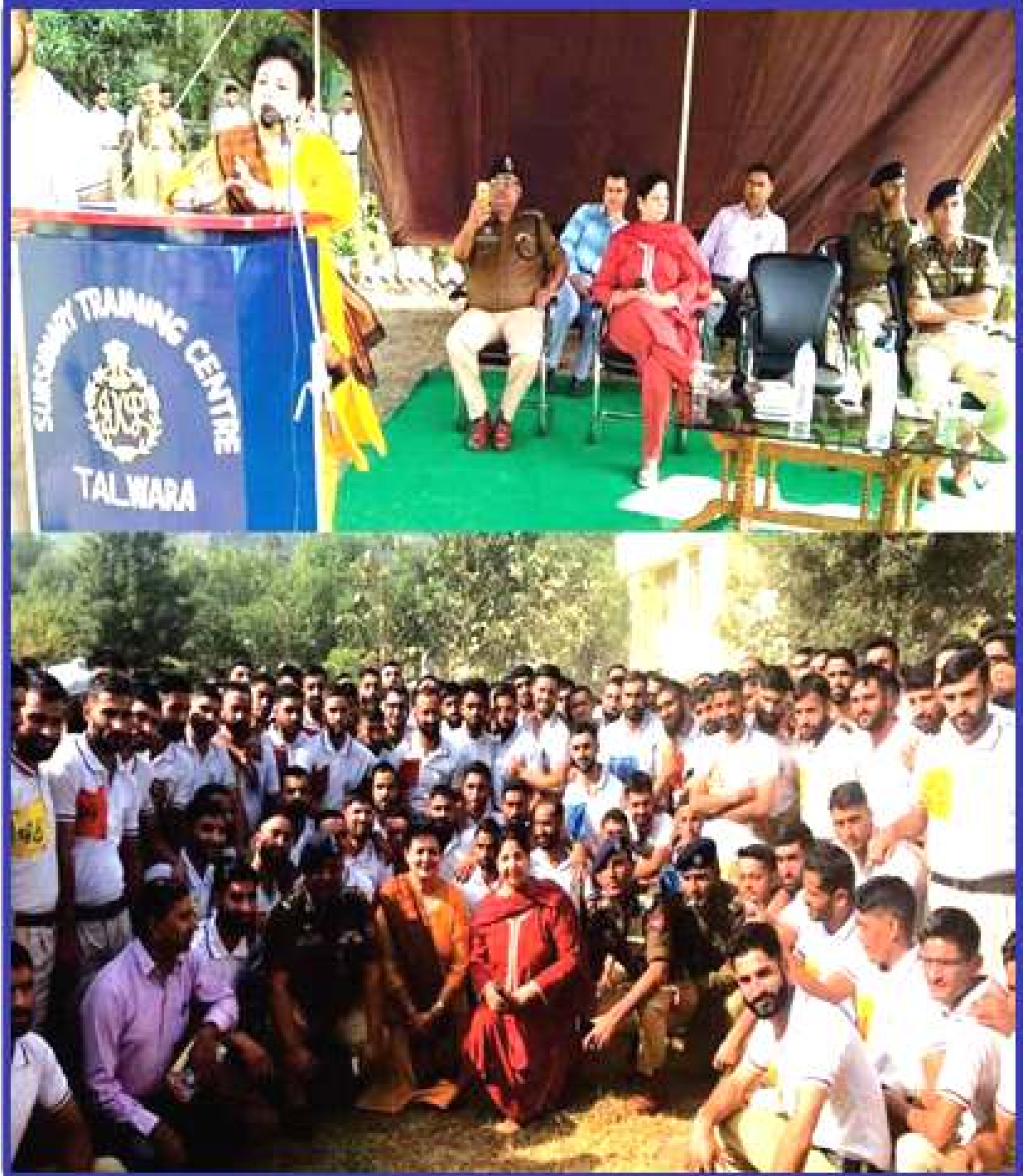
- ii) In collaboration with the National Institute of Rural Development & Panchayati Raj, Hyderabad, the National Commission for Women had initiated a pilot programme for capacity building of elected women representatives of Panchayati Raj Institutions. The module for this was earlier developed in collaboration with TISS. An MoU was signed between the National Commission for Women and National Institute of Rural Development & Panchayati Raj, Hyderabad. A pilot programme had also been launched in three districts of Jharkhand; (i) Simdega; (ii) Pakur; and (iii) Chatra. The project prepares a pool of master trainers for providing onsite training to Elected Women Representatives and their handholding. The Programme envisages imparting knowledge to the Elected Women Representatives about the role of Panchayati Raj Institutions (PRIs) at different levels including intense linkages between PRIs at village, block and district levels, details about developmental schemes and programmes, resources available, participatory planning and asset creation and public works. It also imparts Information Communication Technology and leadership skills to the Elected Women Representatives.



CAPACITY BUILDING PROGRAMME

The National Commission for Women, in collaboration with the Bureau of Police, Research & Development (BPR&D), has been undertaking Capacity Building Programmes for women police officers who are entrusted with the responsibility of investigating crimes against women. As part of the programme, the Commission has developed modules in

consultation with BPR&D and leading Universities of the country for police and judicial officials. The Capacity Building Programmes are conducted through State Police training academies. The Commission has taken steps to further revise the components of the programme.



2. Digital Literacy Programme

The National Commission for Women has, in collaboration with Facebook and Cyber Peace Foundation (a civil society organization based in Ranchi, Jharkhand), initiated a 'Digital Literacy Programme' for college/university students. The programme seeks to promote digital literacy for women including the precautions that can be taken; raising awareness about cyber crimes; and advising users about the resources available to women; to prevent the problems and also how to handle such crimes. The programme will be taken up for implementation during 2018-19.

3. Participation of Women for Promoting Home Tourism

The National Commission for Women has partnered with Airbnb to create livelihood opportunities for women in the northeast region. The initiative focuses on skill development oriented programmes for starting home stay micro-enterprises in the

region and generating technology-enabled livelihood opportunities in tourism and hospitality. It promoted digital inclusion and creation of women-led tourism and hospitality enterprises and pave the way for economic and social empowerment of women.

INITIATIVES IN NORTH EAST (NE)

1. With a view to provide focused attention to empowerment of women in the North-Eastern States, the National Commission for Women has constituted a separate Cell in the Commission. The Cell organizes a series of activities for disseminating information on various issues concerning development of women and protecting their legal and constitutional rights. In addition, the Cell also coordinates the review of Acts, codes, customs and practices specific to the North-Eastern States with a view to assess if any changes are required for ensuring legal and other rights of women.

2. The Commission organized a meeting at



Shillong, Meghalaya on 14.11.2017 to review the progress and take forward the recommendations of the Report prepared by the National Commission for Women on “Social, Economic and Political Empowerment of Women in the North Eastern States”. The meeting was attended by the representatives of all State Commissions in North-Eastern States, North East Council and the Ministry of Development of North East Region.

3. Smt. Rekha Sharma, Chairperson (I/C), National Commission for Women, highlighted that the recommendations need to be bifurcated and taken up for effective implementation over short, mid and long terms. She highlighted the need for skill development in case of women and stated that it was particularly important for single women. Shri C.K. Das, Member, North Eastern Council pointed out that the societies of the North East are more egalitarian than the rest of the country. He highlighted that the steps identified in the report, if implemented with sincerity, will help in furthering the cause of not only women but also the region as a whole. Dr. Satbir Bedi, Member Secretary, National Commission for Women observed that in the North Eastern region, the participation of women in economic activities is higher but the returns are not commensurate with efforts.
4. The National Commission for Women had a meeting with the State Government at Imphal on 28.11.2017 to discuss and finalize the details of the Capacity Building Training programme for Elected Women Representatives of Panchayati Raj

Institutions in Manipur. It was agreed, after discussions, that around 880 women Pradhan/Ward Members/Zila Parishad Members will be trained during 2018-19 and the training will be organized in the local language. The Commission has taken further action in the matter as per decisions taken.

5. In pursuance of its role, the National Commission for Women, in partnership with the State Commissions for Women and other stake-holders also organised a number of seminars/ workshops/studies and legal awareness programmes in the North Eastern region from 1st April 2017 to 31st March, 2018.
6. A Research Study was conducted on the topic of “Assessing the Impact of Micro-Finance Schemes on Women Empowerment of Assam” during the financial year 2017-18 in collaboration with Vivekananda Kendra Institute of Culture, Assam.
7. Seminars Organised in NE States on the following Topics/Issues in North-Eastern Region during the year 2017-18:
 - Engaging men in Gender Initiative.
 - Promotion & Welfare for Women with Disabilities
 - Menstrual Hygiene & Menstrual Hygiene Management.
 - Witch Hunting: Through Changing context women.
 - Review Meeting in collaboration with NCW
8. As part of the Nation-wide competition for college students organized by the

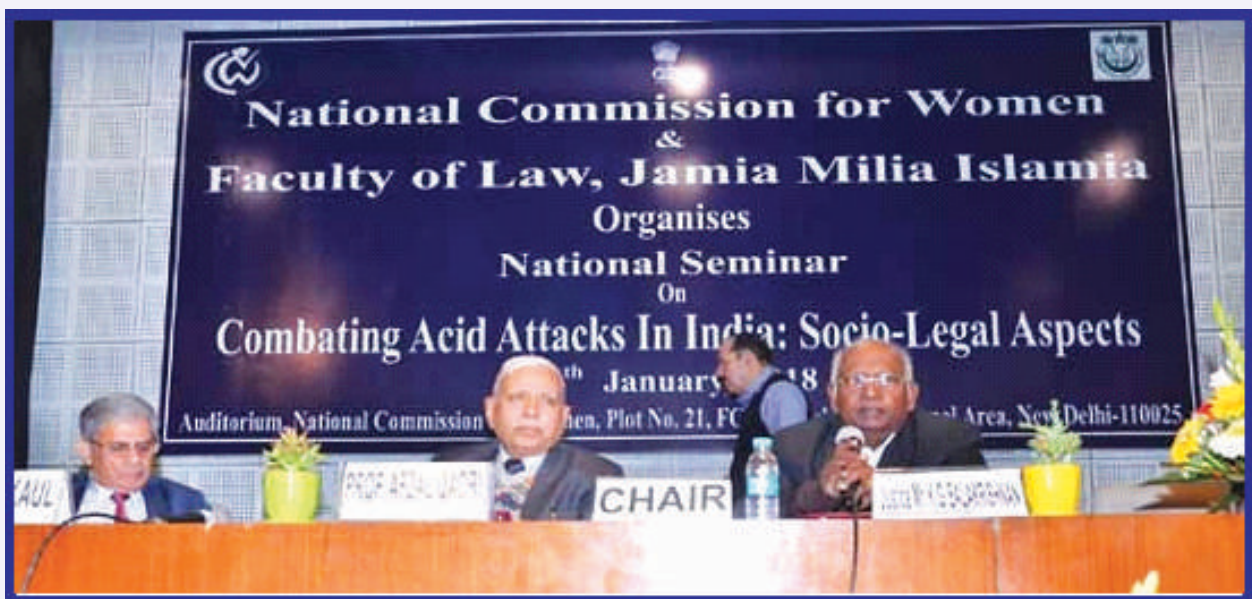
Commission for ensuring that all sections of society become conversant with the laws relating to rights and entitlements of women and contribute effectively for their successful implementation, a large number of universities and colleges of North-Eastern States participated in the programme.

DELIBERATION ON LEGAL ISSUES

1. Realization of the full potential of women requires creation of an environment that is conducive for them to participate in all social, economic and political activities while ensuring that their rights, entitlements and dignity are not compromised. This entails everybody being treated fairly and in accordance with the rule of law. For this, it is essential that the society at large is conversant with the laws of the land and the machinery involved in enforcement of laws is appropriately sensitized about such laws. It is also required that the existing laws are reviewed and modified and new ones enacted in keeping with the changing requirements to ensure justice, liberty and equality to all at all times.
2. The National Commission for Women is responsible for coordinating activities relating to review of the existing provisions of the Constitution and other laws affecting women and recommend legislative measures to remove any lacunae, inadequacies or short-comings in such legislations. The Commission also helps in generating awareness amongst all stakeholders about laws concerning women.

3. With a view to disseminate information about the Constitutional and Legal provisions, the National Commission for Women launched a nationwide programme for generating awareness about the legal rights of women to ensure that all sections of society are fully conversant with the law and contribute effectively for their successful implementation. As part of this programme, a competition to assess and enhance legal awareness about the rights of women was organised at College and University level between September and November, 2017. Around 525 colleges were reimbursed for participating in competition across the country. Each College/University was given an amount of Rs.20,000/- for organizing the competition and an amount of Rs.8,500 as cash prizes to the winners funded by the National Commission for Women. A Module on laws related to women was also prepared by the National Commission for Women for the purpose.
4. A day long National consultation on “Applicability of Pre-Nuptial Agreements in India” was organised on 18th August, 2017 in the premises of National Commission for Women. The Consultation saw diverse views being expressed by stakeholders across the country. The participants were representatives of the Central and State Governments, lawyers, activists, academicians, other civil society organizations, sociologists, psychologists, financial analysts, etc. The key recommendations that emerged from the Consultation are as below:-
 - The existing arrangements under

- different laws governing marriages in the country need to be suitably modified to ensure equity and dignity of women as equal partners in marriage and also in the event of marriage coming to an end.
- Arrangements be institutionalized to ensure that partners to a marriage are, in the event of marriage, not working out, not forced to go in for expensive and time consuming litigation and the resultant bitterness and sense of deprivation. The pre-nuptial agreement and the law be enacted to deal with such issues to provide a clear basis for parting of ways.
5. The Commission, in collaboration with Jamia Milia Islamia University, New Delhi, organised a day long National Seminar on “Combating Acid Attacks in India: Socio-Legal Aspects” on 24th January, 2018 at the National Commission for Women. The key recommendations that emerged from the Consultations are as below:-
- The existing provisions relating to punishment for offence of throwing acid may be made more stringent.
 - The maximum punishment for acid attack deserves to be at par with that for rape/ gang rape and punishment for it should be life imprisonment.
 - Investigation by the concerned police authorities need to be conducted in a time- bound manner leading to timely filing of the charge-sheet in the court.
 - Monetary relief should be provided in the form of Fixed Deposit to the victim.
 - Reservation in jobs should be provided for victims of acid attack.
6. The Commission also organised a large number of Legal Awareness Programmes in partnership with the State Commissions for Women during the year 2017-18. The details are as below:



7. The Commission also organised a large number of Legal Awareness Programmes in partnership with the State Commissions for Women during the year 2017-18. The details are as below:

8. The State-wise number of programmes organised by the Commission in 2017-18 are given below:

SL. No.	Name of the States	No. of LAPs
1.	Arunachal Pradesh	10
2.	Bihar	8
3.	Chhattisgarh	16
4.	Goa	6
5.	Haryana	16
6.	Himanchal Pradesh	10
7.	J & K	33
8.	Jharkhand	6
9.	Kerala	5
10.	Madhya Pradesh	50
11.	Odisha	4
12.	Punjab	12
13.	Rajasthan	4
14.	Tamilnadu	12
15.	Telangana	37
16.	Uttar Pradesh	14
17.	Uttrakhand	8
	Total	251

INSPECTION OF JAILS, CUSTODIAL HOMES AND PSYCHIATRIC INSTITUTIONS

1. The National Commission for Women has, with a view to ensure humane conditions for

women housed in jails and other custodial homes, been undertaking inspection of such homes from time to time. Similar exercise is also being carried out in respect of psychiatric institutions. The objective of

such inspections is to identify areas where improvements can be made to provide a better, safer and gender sensitive environment for female inmates, minimize the social stigma attached with staying in such institutions and help the inmates to improve their skill set and attitudes towards life. It also entails synchronization of efforts for institutionalization of educational programmes, vocational/skill development training, recreational activities, remunerated work, counseling, etc. so as to enable them to re-integrate with family/society after their release. The inspections also assess the efficacy of free legal aid to such inmates in prisons/ custodial Homes for safeguarding their rights.

2. During the course of inspection of Jails, the representatives of State Women Commissions, NGOs and DLSA are associated. The inspection teams invariably interact with female inmates in Jails, employees and other stakeholders. All these inspections seek to ensure that the rights of women inmates are not violated and

provisions as per Jail Manual, are observed.

3. In order to ensure that efforts of the Commission result in an objective and fair assessment of the position on ground and the observations/findings can help in making the Jail conditions in women wards more humane, the Commission has devised a comprehensive proforma for inspection of Jails. The proforma has been shared by the Commission with DG/ADG/IG Prisons and officers in-charge of Jails in States and UTs. A copy of the proforma is also available on the website of the Commission to enable easy access for use by all concerned.
4. The National Commission for Women has, in the first instance, taken up inspection of central jails in the country. The State Commissions for Women have also been requested to inspect District and other jails in their respective States by using the proforma developed by the National Commission for Women for the purpose. Inspection of following jails was conducted by the Commission during 2017-18.

SL. No.	Name of the Jail
1.	Tihar Jail No.6 New Delhi
2.	Central Jail, Ambala, Haryana
3.	Central Jail, Nellore, Andhra Pradesh
4.	Sudhar Ghar (Central Jail), Amritsar, Punjab
5.	Jail, Birsa Munda, Ranchi, Jharkhand
6.	Central Jail, Gurdaspur, Punjab
7.	Central Jail, Bangalore, Karnataka
8.	Central Jail, Bhopal, Madhya Pradesh



5. The National Commission for Women had earlier commissioned a research study by a multi disciplinary team of the National Institute of Mental Health and Neurosciences (NIMHANS), Bangalore. The recommendations from the study were identified and a tangible action plan was suggested. The report was shared with the Ministry of

Women and Child Development and others. Based on the experience/findings of the Study, the Commission commenced inspection of Psychiatric Institutions during 2017-18. While the following two Psychiatric Institutions were inspected in 2017-18 by the Commission:

SL. No.	Name of the Psychiatry Institutions
1.	Central Institute of Psychiatry, Ranchi
2.	Institute of Mental Health and Hospital. Agra ,U.P.

6. The findings of inspection in respect of each jail and psychiatric institutions have been shared with authorities concerned for

taking remedial action and the Commission follow up the matter with authorities concerned.

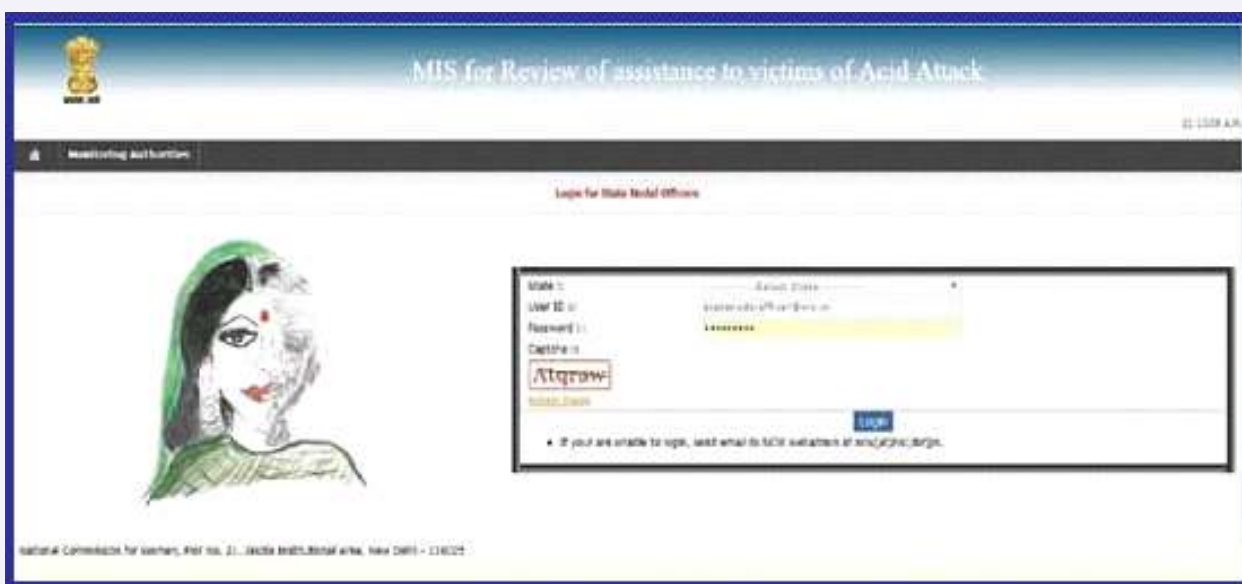


USE OF INFORMATION COMMUNICATION TECHNOLOGY

1. Information communication technologies are now an increasingly ubiquitous element in our day to day lives. At the societal level, leveraging these technologies is critical for unleashing the economic potential of the country and enhancing the productivity as also ensuring inclusive development. ICT has the potential to bring about an overall improvement in the quality of human life by

inter alia reducing drudgery. Deployment of ICT for all-round development of women with emphasis on creation of an enabling environment has long been considered a potent tool. Employment of women in knowledge based societies requires building up their ability to participate in economic activities and skills to gain insight into the issues and overcome social and institutional barriers. ICT can play a vital role in this.

2. The National Commission for Women has been at the forefront of using information technology tools for making the processes transparent and also for introducing speed in decision making. The Commission had started electronic receipt processing and disposal of complaints received as early as in 2005. Keeping the criticality of IT in view, the National Commission for Women has been using IT tools in many of its activities for a long period of time and such use has continued to increase progressively and further improvements have been made in the system over the years. The system provides the facility to the individual complainant to track the progress of her complaints online.
3. e-Office, a Mission Mode Project under the National e-Governance Programme (NeGP) of the Government of India facilitates simplified, responsive, effective and transparent process of carrying out office procedures electronically. The Commission has successfully implemented e-Office. . Major part of the functions of the Commission are now handled electronically.
4. Reimbursement of proposals related to competition on women related laws for college/ university students were received and processed electronically. Similarly, all research/ seminar proposals were received, processed and finalized using online software.
5. During the year 2017-18, the Commission created an online platform for monitoring the progress of disposal of cases relating to acid attack and compensation paid in such cases. For this, access has been provided to the nodal officers across the States/UTs for updation of data.
6. The Commission has, during the Financial Year 2017-18, also taken steps to enhance digital literacy amongst college and university students for which a programme has been envisioned in collaboration with other partners.



RIGHT TO INFORMATION

1. The National Commission for Women has, in pursuance of the RTI Act, 2005, made elaborate arrangements for promoting openness, transparency and accountability in administration and other matters handled by the Commission. This includes placing more and more information in public domain.
2. It has been the constant endeavour of the Commission to provide maximum information to the public at regular intervals of time through the website of the Commission so that the public can get the required information with minimal effort. Accordingly, while the status of the complaints received is available to the complainants through the online portal, action has been initiated to place abridged information about such complaints on the website of the Commission. The Commission has also updated the status about the research studies and seminars approved by the Commission and it is available on its website. All advertisements and other documents prepared by the Commission are also regularly placed on the website of the Commission to ensure dissemination of information to all concerned.
3. Efforts have been made to ensure that all RTI requests are replied to as early as possible and cases concerning other public authorities are transferred to the concerned authority expeditiously.

MECHANISM FOR HANDLING COMPLAINTS OF SEXUAL HARASSMENT AT WORK PLACE

1. The right to work with human dignity is a universally recognized human right in terms of various international conventions. In India, this is an integral part of the Right to Life and Liberty under Article 21 of the Constitution of India. Sexual Harassment at Workplace impinges upon this right and puts women at a disadvantageous position. The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted to provide an effective mechanism to safeguard the rights of women and it inter alia provides for constitution of an Internal Committee to inquire into the complaints of sexual harassment.
2. In terms of the provisions of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the National Commission for Women has constituted an Internal Committee (earlier known as Internal Complaints Committee) to examine complaints of sexual harassment at workplace. The Committee has, during 2017-18, been headed by the former Member of the Commission, Smt. Sushma Sahu.
3. In terms of provisions of Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The National Commission for women organized two Workshops/

awareness programmes during the year.

PROGRESSIVE USE OF HINDI IN OFFICIAL WORK

1. During the year 2017-18, the National Commission for Women continued to make concerted efforts to promote use of Hindi in official work and to ensure compliance of the provisions of the Official Language Act, 1963 as amended in 1967, and Official Language Rules, 1976 framed thereunder as also various orders/instructions of the Department of Official Languages from time to time. The Commission took proactive steps for implementation of the Official Language Policy of the Union and increased the use of Hindi in official work.
2. The Commission has a sanctioned post of Junior Hindi Translator to support in the work of ensuring compliance with the provisions of law/rules/instructions. Besides, where required, persons are engaged on contract/outsourcing basis to attend to the exigencies of work. Translation of the material received from various cells of the Commission from English to Hindi and vice-versa such as General Orders, Rules, Handbooks, Sanctions, Manuals, Standard forms, Notifications and Administrative and other Reports and Press Release, Reports, etc. is undertaken by the official languages cell.
3. Besides regular work being accomplished in Hindi, special efforts were made to promote use of Hindi in the Commission during Hindi Fortnight. Official language Cell has been translating the contents of monthly newsletter, prepared Hindi version

of jail inspection proforma, Guidance Documents/Handbook, etc. and other reports of the Commission.

MEDIA AND OUTREACH PROGRAMMES

1. Improvement in the status of women and their empowerment inter alia requires increased public awareness regarding laws and schemes relating to women. It also requires a concerted effort by all concerned agencies of the Government and those working in the non-governmental sector. Generating public awareness about the laws and schemes relating to women is an important step for creating an environment conducive for women's participation in diverse activities and their growth. Being conscious of this, the Commission continues to proactively engage with media for furthering the rights, entitlements, interests and welfare of women and assuring them a life full of dignity. The National Commission for Women has taken a series of initiatives to enhance awareness about such issues during 2017-18 through media including sharing details of its important activities and events on social media through its official Facebook and Twitter handle. The details are also disseminated through the website of the Commission, through pamphlets and advertisements, etc.
2. During the year 2017-18, the Commission released advertisements in all leading newspapers of the country to disseminate information to public in general about the activities of the Commission including the support system available within the

Commission and through other organisations. Press conferences and media interactions were also organised to disseminate information on matters such as surrogacy, capacity building of women police officers, issues and challenges faced by women with disabilities, etc.. During the year 2017-18, advertisements have been released in all leading dailies in all languages and in magazines. These include:

- (I) Protection of Women from Domestic Violence Act, 2005, covering different aspects relating to domestic violence and the remedial measures to get orders from court through protection officer.
- (ii) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 – highlighting the need for constitution of Internal Committee at workplaces and Local Committees at district levels.
- (iii) An advertisement was also issued highlighting different support systems available to women for taking up matters with the police station, approaching SP/SSP/DCP or Magistrate in the event of refusal by police authorities to take action, seek advice from legal service authorities DLSA/SLSA/NALSA, State Women Commission/ National Commission for Women.

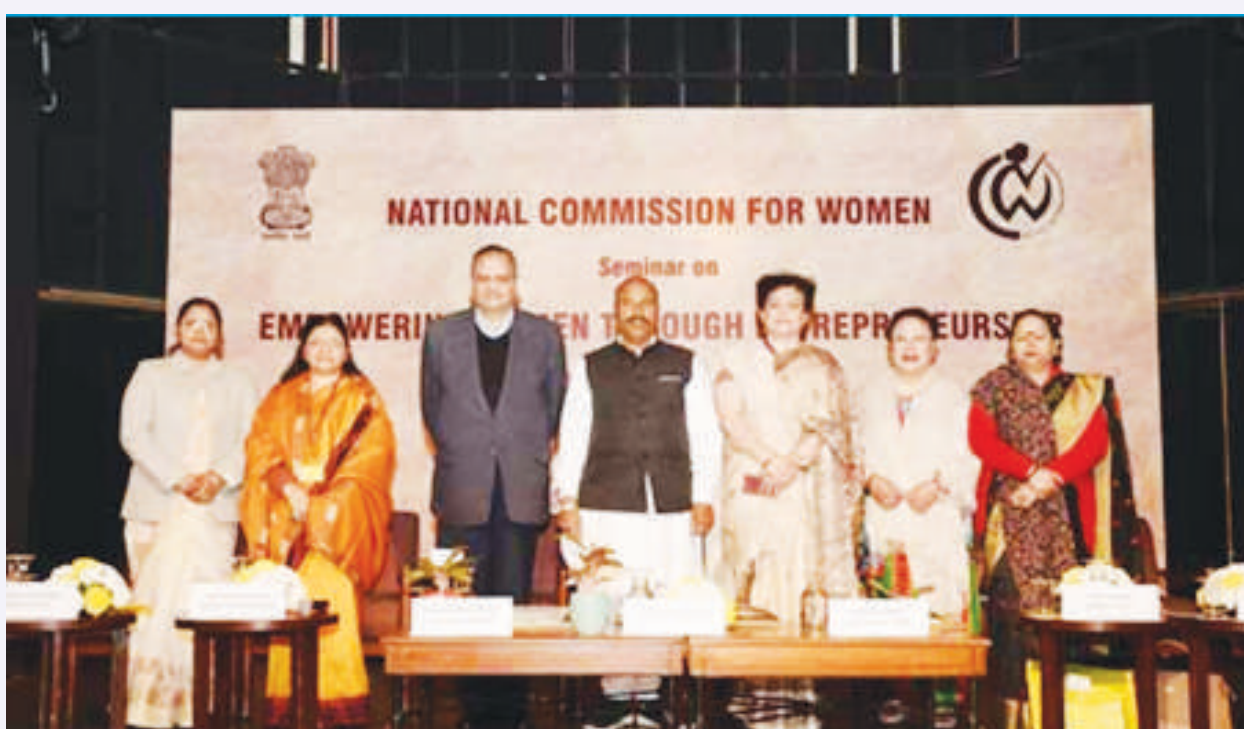
(iv) An advertisement on awareness generation on issues concerning NRI marriages was also issued. It sought to educate women about the legal remedies available and the preventive measures that can be taken to reduce the risks involved and the authorities that can be approached in case of need by women and their families.

3. During the year 2017-18, with a view to ensure adherence to the constitutional and legal requirements, a legal module on women related laws had been prepared and uploaded on the website of the Commission.
4. 'Rashtra Mahila', a monthly newsletter of the Commission, published in English and Hindi, continues to disseminate information about the programmes and activities of the Commission to women activists, members of legal fraternity, administrators, members of the judiciary, representatives of NGOs, scholars and students all over the country. The newsletter highlights activities of the Commission as well as success stories with regard to complaints lodged before the Commission and also important court and Government decisions concerning women. The monthly newsletter is also available on the website of the Commission i.e. www.nw.nic.in.

2018-19

1. The National Commission for Women celebrated culmination of 26 years of its existence on January 31, 2019 at Indian Habitat Centre, New Delhi. The occasion had the presentations by a few successful women entrepreneurs representing various parts of the Country before a large audience consisting of young women, students from different colleges of Higher Education and Law in the Capital. The program also

included a panel discussion on “Empowering women through Entrepreneurship”, which evoked considerable interest and active participation by audience. The primary objective of the seminar was to unveil the process of overcoming the gender barriers to economic empowerment of women through entrepreneurship and deliberate on the Government measures to promote women's economic independence.



2. The Commission approved funding of 21 Organisations/researchers during the year 2018-19 on issues relevant to women received from various organization. Similarly, the Commission has funded 52 seminars during the Financial Year 2018-19 organized by various organizations.

During this year, the Commission also initiated a competition for college and Universities students on laws related to women. Overall, 256 colleges/institutions were reimbursed towards conducting the programme during 2018-19.

3. The Commission organised a total number of 16 gender sensitization programmes for police officials during the year 2018-19.

4. As per its mandate, the Commission has investigated a large number of cases relating to complaints received from women from different parts of the country.

The Commission helped in resolving a large number of cases by following them up with the authorities concerned. 19279 complaints were registered during the year 2018-19. The Commission also took suo-motu cognizance of cases on the basis of various media reports and complaints relating to deprivation of women's rights and non-implementation of laws and to provide speedy justice to victims. While the Commission pursued such matters with the authorities concerned and sought Action Taken Reports, in serious cases, the Commission also constituted Inquiry Committees headed by Members of the Commission. The Commission continued Jan Sunwais, during which, the response of

the police and public was encouraging. The Commission has continued its efforts for promoting openness, transparency and accountability in administration and other matters handled by the Commission. This includes placing more and more information in public domain.

5. The Commission has, in partnership with other concerned stakeholders, also worked out programmes for digital literacy including safe use of internet/social media for college and university students during 2018-19. Overall, a lot of activities have been organised by the Commission during the year in furtherance of its mandate.

SL. No.	Nature	Total
1.	Bigamy / Polygamy	160
2.	Cyber Crime against Women	402
3.	Dowry Harassment / Dowry Death.	2584
4.	Free legal aid for women	348
5.	Gender Discrimination including equal Right to Education & Work	58
6.	Indecent Representation of Women	98
7.	Outraging the Modesty of Women	1128
8.	Police Apathy against Women	2734
9.	Privacy of Women and Rights there of	127
10.	Reproductive Health Rights of Women	74
11.	Right to Exercise Choice in marriage	369
12.	Right to live with dignity	6792
13.	Sexselectiveabortion/femalefoeticide/amniocentesis	50
14.	Sexual harassment including sexual harassment at work- place	750
15.	Stalking / Voyeurism	142

SL. No.	Nature	Total
16.	Traditional practices derogatory to Women rights i.e. sati pratha, devdasipratha, witch hunting	17
17.	Trafficking / Prostitution of women	101
18.	Violence against women	1636
19.	Women's right of custody of children in the event of divorce	51
20.	Acid Attack	8
21.	Denial of Maternity Benefits to women	26
22.	Dowry Death	52
23.	Harassment of married women/Dowry harassment	610
24.	Protection of Women against Domestic Violence	462
25.	Rape/Attempt to Rape	209
26.	Right to exercise choice in marriage/Honour Crimes	105
27.	Sexual Assault	35
28.	Sexual Harassment	62
29.	Sexual Harassment of Women at Workplace	88
	Total	19279

Specific categories from Serial no. 20-29 have been included from January 2019 onwards.

MAHILA JAN SUNWAIS

1. Considering the increase in the number of complaints and for their speedy and effective disposal, the National Commission for Women conducted 10 Mahila Jan Sunwais at different districts in

the country. The Jan Sunwais were headed by the Chairperson and Members of the Commission. A number of complaints were disposed of by conducting on the spot hearings into the matter.





2. The National Commission for Women organized an interactive meeting with senior officers of Delhi Police on 26th September, 2018 within its premises. The meeting was convened with a view to improving coordination between the National Commission for Women and Delhi Police so as to make Complaint Redressal Mechanism of National Commission for Women more effective. The meeting also focussed on curbing crime against women and making Delhi a safe place for women.

3. An interactive meeting with the State Women Commission for commonality of approach regarding redressal of complaints, was organized on 22nd January, 2019. The major recommendations are reproduced below:

- i. All the State Women Commission should have Online Complaint Management System for receiving and handling complaints. This will also facilitate a countrywide complete data base of complaints and help avoid duplicity.
- ii. Regular exchange of information

between States Commission and NCW should be encouraged. The State Commission to share monthly status of complaints to the National Commission for Women or to other State Commission, who have forwarded the complaints for actions to other commissions.

- iii. There should be interactive meetings between National Commission for Women and State Commissions on regular basis. The meeting through video conferencing can also be worked out once the State Commissions have systems in place. State Commissions may work towards arranging these video conferencing facilities.
- iv. The State Commission may share information w.r.t their Online Complaint Management System, so that inter linkage National Commission for Women and State Commissions can be strengthened.
- v. The National Commission for Women will conduct training programmes for State Women Commissions, on their request.

NON- RESIDENT INDIAN MARRIAGE RELATED ISSUES

The Commission received complaints from women on issues related to NRI marriages from across the country and also those

residing abroad. The Table below summarises the state- wise details of complaints registered with the NRI Cell from April 1, 2018 to March 31, 2019.

State	No of Complaints
Andhra Pradesh	54
Assam	1
Bihar	8
Chandigarh	9
Chhattisgarh	7
Delhi	96
Gujarat	48
Haryana	68
Himachal Pradesh	5
Jammu and Kashmir	6
Jharkhand	8
Karnataka	39
Kerala	23
Madhya Pradesh	16
Maharashtra	63
Odisha	12
Pondicherry	0
Punjab	95
Rajasthan	21
Tamil Nadu	65
Telangana	64
Uttar Pradesh	94
Uttarakhand	14
West Bengal	12
Total	828

SOME SUCCESSFUL INTERVENTIONS BY THE COMMISSION

1. In a case where both the parties were residing in US, the complainant was served divorce notice upon her. The Commission approached the Consulate General of India, New York for extending assistance to the complainant. The Consulate brought the complainant in contact with an empanelled NGO, which in turn helped in connecting her to an Attorney in US. After various efforts, the Commission was informed that the complainant had reconciled with her husband.
2. The complainant had registered her complaint alleging that her husband who was a British citizen had assaulted her on each visit to India and ultimately abandoned her and their daughter. She had

filed a complaint with NRI Wing of Punjab Police, Mohali. With efforts from the Commission and after continuous coordination with police authorities, the respondent husband reached an understanding for settling all the issues and taking her along to Britain within 2 years.

3. A National Seminar was conducted by the Commission at Lovely Professional University, Phagwara, Punjab on 30th July, 2018 to create wider public awareness on the issues related to NRI marriages. A Consultation meeting to deliberate on the possible measures for economic rehabilitation of women deserted by their NRI husbands was conducted by the Commission at Panjab University, Chandigarh on 23rd of October, 2018.



SUO-MOTU COGNIZANCE OF INCIDENTS/CASES

1. The number of cases where suo motu cognizance has been taken by the

Commission, the number of cases where Action Taken Reports have been received and the number of cases that were closed during 2018-19 are as below:

S. No.	No. of cases taken up	No. of ATRS received (Old & New)	No. of cases closed (Old & New)	Inquiry Committee/ Fact Finding Team constituted in Suo moto matters
1.	215	243	71	10

2. Some of the cases, where the National Commission for Women had taken suo motu cognizance and constituted Inquiry Committees/Fact Finding Teams during the year are given below:

- Horror of bonded workers in Karnataka
- Gang Rape Incident in Gaya
- Gang rape of NGO workers in Jharkhand
- Blackmailing and sexually abusing a woman by priests in Kerala
- Rehabilitation of Bachhada Community in Madhya Pradesh.
- Dowry death case of Air Hostess in Delhi
- Child Birth under Culvert in Odisha
- Rape of 20 year old hostler in Madhya Pradesh
- Acid Attack case in Uttar Pradesh
- Gang Rape of a college girl near Ludhiana

POLICY MONITORING AND RESEARCH

1. During the year 2018-19, the Commission funded a series of activities including seminars and workshops and research studies undertaken in partnership with various governmental and non- governmental organisations.
2. Topics of Research studies funded by NCW:
 - Issues concerning NRI marriages particularly harmonizing domestic laws with International private laws including how pre-nuptial agreements could help address issues in such marriages.
 - Effectiveness of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules there under.
 - Work Place Gender Discrimination-measures to arrest it.
 - Women's access to higher education –

- barriers and strategies to remove them.
- Educational disparity among Indian Women: Reasons for disparity and strategies for improvement.
 - Economic empowerment of women/ increasing participation of women in economic activities.
 - Urban transportation and women's safety.
 - Women Entrepreneurs: Problems and Prospects or Skill development and entrepreneurship amongst women.
 - Assessment of specific schemes of the Government of India concerning Women with a view to suggesting policy changes.
 - Selective abortion and female Infanticide: Policy changes.
 - Women in Unorganised Sectors – role of Self Help Groups and Status of Implementation of the Policy Support Measures.
 - Cyber Crime against women.
 - Working of Shelter Homes / Swadhar Greh.
 - Handloom and Handicraft as a tool for empowering women in North Eastern Region.
3. Topics of Seminar proposals called by NCW:
- Trafficking of women- Effective enforcement of Laws.
 - Strategies for addressing crimes against women in shelter homes/ Swadhar
- Greh, etc.
- Problems relating to care of elderly with possible pragmatic solutions to deal with them.
 - Role of women in addressing issues related to water, sanitation and hygiene with special reference to existing government schemes.
 - Protection of the rights of migrant women workers.
 - Empowering widows and women in custody with information and employment skills for livelihood opportunities.
 - Increasing participation of women in science and technology.
 - Women and the environment/ women's role in environmental sustainability (women as stakeholders in agriculture, forestry, fisheries, animal husbandry, water bodies, etc.)
 - Gender stereotyping in Occupational Choices and its adverse impact on women.
 - Cyber crimes and women - precautions and strategies.
 - Increasing women participation in economic activities.
4. The Commission had, in the month of September 2018, invited online proposals for organising seminars and conducting Research Studies. There was a good response and 253 and 1847 Organisations/ researchers applied for organising research studies and conducting seminars/

conferences/workshops, respectively. After scrutiny of the proposals, 21 research studies and 52 seminars/conferences/workshops were approved for being funded by the Commission.

WOMEN WELFARE SAFETY AND GENDER SENSITIZATION

1. Initiatives for Women Safety and Welfare

Creation of a safe environment is a prerequisite for development and growth of women to their fullest potential. It requires formulation of appropriate policies and programmes, while keeping the gender perspective in view as well as creating awareness about the same. Keeping this in view, the National Commission for Women has been making efforts to create safe environment for women. The programmes detailed in succeeding paragraphs are currently being implemented by the Commission.

2. Violence Free Home – A Women's Right' (Special Cell for Women)

The National Commission for Women, in collaboration with Tata Institute of Social Sciences (TISS) and Delhi Police had started a project to empower women and also to help women survivors of violence in both public and private life. The project entails placement of trained Social Workers providing quality psycho-legal services for violated women at all District Headquarters. At present, 24 social workers have been appointed at district level. They are located in Crime Against Women (CAW) Cells of Delhi Police. The progress of the work of these cells is reviewed by the Commission and Delhi Police jointly. The

project is now being replicated in 22 districts in 7 other States on pilot basis. These are Bihar, Assam, Meghalaya, Punjab, Madhya Pradesh, Odisha and Tamil Nadu, wherein support mechanism has been promoted for women victims of domestic violence and a systemic grievance redressal mechanisms has been created within the police/ criminal justice system.

3. Monitoring of cases relating to Acid Attack

The Commission has, keeping in view the need to provide immediate relief to women subjected to acid attacks and ensure expeditious disposal of such cases, started monitoring information regarding acid attack cases including payment of compensation to the victims. Initially, the Commission collected information from all States/Union Territories and uploaded the same on a digital MIS platform on Commission's website. After correspondence with the State/UT Governments, a nodal officer has been appointed for most of the States/Union Territories. To update the acid attack victim data on MIS portal regularly, the States have also been requested to have the information reviewed at a senior level for which also most states have designated senior officers.

4. Gender Sensitization Programmes

The National Commission for Women has been conducting gender sensitization workshops and programmes for police, administration and judicial officers across the country. These workshops/programmes seek to sensitize officials on gender related issues and empower them to perform their duties effectively, without prejudice and

bias especially in cases of gender-based crimes. Such workshops help in developing the required professionalism in terms of knowledge, skills and attitudes for dealing with cases of violence against women. During the year 2018-19, gender sensitization programmes/workshops were organized for police officials of various ranks at Sitapur and Moradabad (Uttar Pradesh), Surat (Gujarat), Thrissur (Kerala), Patna

(Bihar), Dehradun (Uttarakhand), Raipur and Bilaspur (Chhattisgarh), Agartala (Tripura), Palampur and Dharamshala (Himachal Pradesh), Agartala (Tripura), Karnal (Haryana) and Jodhpur (Rajasthan). Gender sensitization programmes were conducted for police trainees at Police Training Institutes at Jharoda Kalan (Delhi) and for police officials in SPUWAC, Delhi.



5. Digital Literacy Programme

The National Commission for Women has partnered with the Cyber Peace Foundation and Facebook to promote digital literacy for women including the precautions that can be taken; raising awareness about cyber crimes; and advising users about the resources available to women; to prevent the problems and also how to handle such

crimes. The programme was launched as 'Digital Shakti' Campaign at Panjab University Chandigarh on 18th June, 2018 for college/ university students. The programme has been taken up in the states of Delhi NCR, Haryana, Maharashtra, Manipur, Meghalaya and Tamil Nadu and a total of 60,484 students have been sensitised under the programme during 2018-19.

6. Participation of Women for Promoting Home Tourism

The National Commission for Women has partnered with Airbnb to create livelihood opportunities for women in the northeast region. The initiative focuses on skill development-oriented programmes for starting home stay micro-enterprises in the region and generating technology-enabled livelihood opportunities in tourism and hospitality. It is aimed to promote digital inclusion and creation of women-led tourism and hospitality enterprises and pave the way for economic and social empowerment of women. The Commission in collaboration with Airbnb conducted workshop on Home Stay Tourism to create livelihood opportunities for women in North - Eastern States of Manipur, Meghalaya and Arunachal Pradesh.

INITIATIVES IN NORTH EAST (NE)

The Commission organized a series of activities for disseminating information on various issues concerning development of

women and protecting their legal and constitutional rights. In addition, the Cell also coordinates the review of Acts, codes, customs and practices specific to the North-Eastern States with a view to assess, if any changes are required for ensuring legal and other rights of women.

2. The National Commission for Women in association with Sikkim Commission for Women organised a review meeting on Social, Economic and Political empowerment of women in the North East at Chintan Bhawan, Gangtok, East Sikkim on 24th April, 2018. The meeting was attended by Chairpersons of state Commissions for Women in the North eastern states and representatives of state government.
3. The Commission in association with Manipur State Commission for Women organised a review meeting of State Commissions for Women in the North East at Imphal, Manipur on 5th December, 2018.



4. The National Commission for Women in association with the NIRD (National Institute of Rural Development and Panchayati Raj) has initiated a capacity building programme for Elected Women Representatives in Panchayati Raj Institutions of Manipur. The Commission in collaboration with Tata Institute of Social Sciences (TISS), developed a module for capacity building training of Elected Women Representatives of Panchayati Raj Institutions and Training Programme for Trainers of women panchayat leader so as to enable the elected women representatives to facilitate, plan, implement and monitor development and welfare programmes in the respective panchayats. The programme was launched in Manipur on April 09, 2018.
5. A seminar was conducted on “Empowering women through Entrepreneurship” at Shillong (Meghalaya) on 15th March, 2019 in collaboration with Meghalaya State Commission for Women. The Programme was attended by a large number of young women including students from different colleges in Meghalaya. The Seminar included presentations by five successful women entrepreneurs from the region. The program also included a panel discussion on “Empowering women through Entrepreneurship” which evoked considerable interest and active participation of audience.
6. The Seminar at Gangtok (Sikkim) on 26th March 2019 was carried out in collaboration with Sikkim State Commission for Women. The programme witnessed participation from a large gathering consisting of young women, students from different colleges in Sikkim. The programme also included a panel discussion on “Empowering women through Entrepreneurship” with 4 eminent panellists. These seminars are part of the various attempts of NCW to create a facilitating environment by initiating deliberation on challenges, which women entrepreneurs face and the possible measures to combat those challenges.
7. The Commission had, in the month of September 2018, invited online proposals for organising seminars and conducting Research Studies from North East Region. After scrutiny of the proposals, 04 research studies and 06 seminars were approved for being funded by the Commission during the Financial Year 2018-19.
8. The details of research studies and seminars approved in the year 2018-19 are as under:-

Research Studies:

S. No.	Name of NGO/University	Topic/Subject
1.	Indira Gandhi National Tribal University, Manipur	Skill Development and Entrepreneurship among the Tribal Women of Manipur: A study of Kangpokpi and Senapati Districts
2.	Tezpur University, Assam	Effectiveness of the Sexual Harassment of Women at Work place (Pre-vention, Prohibition and Redressal) Act,2013

Seminars/Workshops/Conferences:

S. No.	Name of NGO/University	Topic/Subject
1.	Social and Cultural Advancement Foundation, Manipur	Problems relating to care of elderly with possible pragmatic solutions to deal with them
2.	Society for Human Welfare And Education, Manipur	Increasing Manipur's Women Participation in Economic Activities
3.	NILOY, Assam	Trafficking of women-Effective enforcement of Laws

LAW REVIEWS AND LEGAL AWARENESS

1. The National Commission for Women is responsible for coordinating activities relating to review of the existing provisions of the Constitution and other laws affecting women and recommend measures to remove any lacunae, inadequacies or shortcomings in such legislations
2. Accordingly, during 2018-19 the Commission took up two laws for Review, viz., Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Laws relating to Women's Property Rights.



3. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013: The Commission organised a one-day consultation on 17th November, 2018 at New Delhi wherein various stakeholders participated including Justice Sujata Manohar (Retd.) and Justice G. Rohini (Retd.), legal experts, academicians and other representative of civil society. It was concluded in this consultative meeting to conduct regional consultations on the subject of review. Also the National Commission for Women organised one-day consultations in collaboration with National Law University, New Delhi, Gujarat National University, Ahmedabad, National Law University, Bangalore and National Law University and Judicial Academy, Assam on the subject of review.

4. Law Review of Women's Property Rights : The Commission in collaboration with National Law University, New Delhi, National Law University, Bangalore and Gujarat National Law University was organised by the Commission on “Women Property Rights”.

Legal Awareness Programme

1. The Commission also organised a number of Legal Awareness Programmes in partnership with the State Commissions for Women during the year 2018-19. The details are given below:

State-Wise Legal Awareness Programme (LAP) conducted during 1st April, 2018 to 31st March, 2019

S. No.	Name	No. of LAP	Approved Amount
1.	Punjab State Commission for Women	5 LAP	Rs.5,00,000/-
2.	Manipur State Commission for Women	10 LAP	Rs.12,00,000/-
3.	Meghalaya State Commission for Women	13 LAP	Rs.9,75,000/-
4.	Arunachal Pradesh State Commission for Women	6 LAP	Rs.7,20,000/-
5.	Tripura State Commission for Women	16 LAP	Rs.19,20,000/-
	Total	50 LAP	Rs.53,15,000/-

INSPECTION OF JAILS, CUSTODIAL HOMES AND PSYCHIATRIC INSTITUTIONS

The National Commission for Women with a view to ensure humane conditions for

women housed in Jails, Swadhar Grehs and other custodial homes, has been undertaking inspections of such homes from time to time. Similar exercise is also being carried out in respect of psychiatric

institutions. The objective of such inspections is to identify areas where improvements can be made to provide a better, safer and gender sensitive environment for female inmates, minimize the social stigma attached with staying in such institutions and help the inmates to improve their skills and attitudes towards. It also entails synchronization of efforts for institutionalization of educational programmes, vocational/ skill development training, recreational activities, remunerated work, counselling, etc. so as to enable them to get re-integrated with family/society after their release/ discharge. The inspections also assess the efficacy of free legal aid to such inmates in prisons/custodial Homes also in Swadhar Grehs and Psychiatric Homes for safeguarding their rights.

Inspection of Jails

During the course of inspection of Jails, the representatives of State Women Commissions, NGOs and DLSA are associated. The inspection teams invariably interact with female inmates in Jails, employees and other stakeholders. The observations/ findings/ recommendations in respect of Institutions inspected are sent to the concerned authorities in the Central and State Governments, including the Ministry of Women and Child Development for further necessary action to implement the recommendations emerging from such inspections. The observations/ findings/ recommendations are also sent to the Ministry of Home Affairs, Ministry of Health and Family Welfare and Ministry of Social Justice and Empowerment. All these

inspections seek to ensure that the rights of women inmates are not violated and provisions and practices, as per applicable Jail Manual, are observed.

2. In order to ensure that efforts of the Commission result in an objective and fair assessment of the position on ground and the observations/findings can help in making the Jail conditions in women wards/ barracks more humane, the Commission has devised a comprehensive proforma for inspection of Jails. The proforma has been shared by the Commission with DG/ADG/IG Prisons and officer's in-charge of Jails in States and UTs. A copy of the proforma is also available on the website of the Commission to enable easy access for use by all concerned. Information in the prescribed proforma, duly filled in, has been collected by the Commission from a large number of Jails.
3. The National Commission for Women continued its endeavour in inspection of jails in the country. The State Commissions for Women have also been requested to inspect District and other jails in their respective States by using the proforma developed by the National Commission for Women for the purpose.
4. The Commission prepared a comprehensive report, based on inspection of 20 jails/prisons and scrutiny of information submitted by the Superintendents, jails in respect of 96 prisons.
5. In this report, besides good practices in Prisons the common problems, faced by women inmates in the prisons, have been



Inspection of following jails was conducted by the Commission during the year 2018-19.

S. No.	Name of the Jail	Approved Amount
1.	Central Jail, Imphal, Manipur	10.04.2018
2.	Central Jail, Motihari, Bihar	19.04.2018
3.	Central Jail, Muzzafarpur, Bihar	20.04.2018
4.	Central Jail, Faridkot, Punjab	20.04.2018
5.	Central Jail, Byculla, Mumbai, Maharashtra	27.04.2018
6.	Central Jail, Yerwada, Pune, Maharashtra	03.05.2018
7.	Central Jail, Bishalgarh, Tripura	24.05.2018
8.	Sabarmati Central Jail, Ahemdabad, Gujarat	29.05.2018
9.	Central Jail, Colvale, Goa	30.05.2018
10.	Central Jail, Vododara, Gujarat	30.05.2018
11.	District Jail, Dimapur, Nagaland	08.06. 2018

S. No.	Name of the Jail	Approved Amount
12.	Puzhal Central Jail, Chennai, T.N	22.06.2018
13.	Tezpur Central Jail, Sonitpur, Assam	28.06.2018
14.	Central Jail, Udaipur, Rajasthan	03.07.2018
15.	Central Jail, Nagpur	11.07.2018
16.	Central Jail, Thane	25.07.2018
17.	Central Jail, Gwalior	29.08.2018
18.	LoknayakJaiprakashNarayanCentralJailHazaribagh, Jharkhand	13.02.2019

identified and specific observations/recommendations has been given separately in respect of each Prison which was either inspected or whose proforma information was analyzed. The report has been sent to the concerned Ministries, State Prison Authorities and to the Superintendent of each Prison to take necessary action and submit an action taken report.

Inspection of Psychiatric Homes

Regarding Psychiatric Homes, National Commission for Women had earlier commissioned a research study by a multi disciplinary team of the National Institute

of Mental Health and Neurosciences (NIMHANS), Bangalore. The recommendations from the study were identified and a tangible action plan was suggested. The report was shared with the Ministry of Women and Child Development and others. Based on the experience/findings of the Study, the Commission evolved a comprehensive proforma covering all aspects of the Psychiatric Homes, particularly those related to female patients admitted in IPD of the Institution. The Commission commenced the inspection of Psychiatric Institutions and inspected the following Psychiatric Homes during 2018-19.

S. No.	Name of the Psychiatric Home	Date of Inspection
1.	RMH, Yerwada, Pune, Maharashtra	04.05.2018
2.	Institute of Psychiatry & Human Behavior, Bambolim, Goa	31.05.2018
3.	IMH, Kilpauk, Chennai, Tamil Nadu	21.06.2018
4.	Lokopriya Gopinath Bordoloi Regional Mental Hospital, Tezpur, Assam	28.06.2018

S. No.	Name of the Psychiatric Home	Date of Inspection
5.	Regional Mental Hospital, Nagpur	12.07.2018
6.	Regional Mental Hospital, Thane	26.07.2018
7.	Gwalior Mansik Arogyashala, Madhya Pradesh	30.08.2018
8.	RINPAS, Ranchi, Jharkhand	13.02.2019

The National Commission for Women has, in pursuance of the RTI Act, 2005, made elaborate arrangements for promoting openness, transparency and accountability in administration and other matters handled by the Commission. This includes placing more and more information in public domain.

- It has been the constant endeavour of the Commission to provide maximum information to the public at regular intervals of time through the website of the Commission so that the public can get the required information with minimal effort. Accordingly, while the status of the complaints received is available to the complainants through the online portal, action has been initiated to place abridged information about such complaints on the website of the Commission. The Commission has also updated the status about the research studies and seminars approved by the Commission and it is available on its website. All advertisements and other documents prepared by the Commission are also regularly placed on the website of the Commission to ensure dissemination of information to all concerned.

Efforts have been made to ensure that all RTI requests are replied to as early as possible and cases concerning other public authorities are transferred to the concerned authority expeditiously.

MECHANISM FOR HANDLING COMPLAINTS OF

SEXUAL HARASSMENT

- The right to work with human dignity is a universally recognized human right in terms of various international conventions. In India, this is an integral part of the Right to Life and Liberty under Article 21 of the Constitution of India. Sexual Harassment at Workplace impinges upon this right and puts women at a disadvantageous position. The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted to provide an effective mechanism to safeguard the rights of women and it inter alia provides for constitution of an Internal Committee to inquire into the complaints of sexual harassment.
- In terms of the provisions of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and

Redressal) Act, 2013, the National Commission for Women has constituted an Internal Committee (earlier known as Internal Complaints Committee) to examine complaints of sexual harassment at workplace. The Committee has, during 2018-19, been headed by the Member of the Commission, Smt. Chandramukhi Devi.

3. In terms of provisions of Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the National Commission and Workshops arranged two workshops or awareness programme during calendar year 2018.

PROGRESSIVE USE OF HINDI IN OFFICIAL WORK

1. During the year 2018-19, the National Commission for Women continued to make concerted efforts to promote use of Hindi in official work and to ensure compliance of the provisions of the Official Language Act, 1963 as amended in 1967, and Official Language Rules, 1976 framed thereunder as also various orders/instructions of the Department of Official Languages from time to time. The Commission took proactive steps for implementation of the Official Language Policy of the Union and increased the use of Hindi in official work.
2. Translation of the material received from various cells of the Commission from English to Hindi and vice-versa such as General Orders, Rules, Handbooks, Sanctions, Manuals, Standard forms, Notifications and Administrative and other Reports and Press Release, Reports, etc. is undertaken by the official languages cell.

3. Besides regular work being accomplished in Hindi, special efforts were made to promote use of Hindi in the Commission during Hindi Fortnight. Hindi Cell has been translating the contents of monthly newsletter, prepared Hindi version of Jail Inspection proforma, Guidance Documents/Handbook, etc. and other reports of the Commission.

MEDIA AND OUTREACH PROGRAMMES

1. Improvement in the status of women and their empowerment inter alia requires increase in public awareness regarding Laws and Schemes relating to women. It also requires a concerted effort by all concerned agencies of the Government and those working in the non-governmental sector. Generating public awareness about the Laws and Schemes relating to women is an important step for creating an environment conducive for women's participation in diverse activities and their growth. Being conscious of this, the Commission continues to proactively engage with media for furthering the rights, entitlements, interests and welfare of women and assuring them a life full of dignity. The National Commission for Women has taken a series of initiatives to enhance awareness about such issues during 2018-19 through media including sharing details of its important activities and events on social media through its officials Facebook and twitter handle. The details are also disseminated through the website of the Commission and advertisements, etc.

2. During the year 2018-2019 Press conferences and media interactions were also organised to disseminate information on various matters of violence of women rights, and issues and challenges faced by women during the year 2018-2019. During the year, advertisements have been released on following subjects for display at Metro Stations and inside the Metro coaches in Delhi.
 - i. Protection of Women from Domestic Violence Act,2005, covering different aspects relating to domestic violence and the remedial measures to get orders from Court through protection officer.
 - ii. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, highlighting the need for constitution of Internal Committee at Workplaces and Local Committees at district levels.
3. Also, the awareness campaign was undertaken in North East focussing on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
4. 'Rashtra Mahila', a monthly newsletter of the Commission published in English and Hindi, continues to disseminate information about the programmes and activities of the Commission to women activists, members of legal fraternity administrators, member of the judiciary, representatives of NGOs, scholars and students all over the country. The newsletter highlights activities of the Commission as well as success stories with regard to complaints lodged before the Commission and also important court and Government decisions concerning women. The monthly newsletter is also available on the website of the Commission i.e. www.ncw.nic.in.

2019-20

1. The National Commission for Women celebrated culmination of 27 years of its existence on January 31, 2020, at the Commission premises. The occasion was celebrated by organizing a National Consultation on “Moving Towards Generational Equality: Realizing Women's Rights for an Equal Future”, in collaboration with UN Women India. The Consultation was part of/to commemorate 25 years since the adoption of Beijing Platform for Action and Declaration (BPFA), a shared vision and mandate across the universe to promote Gender Equality and Empowerment of Women. The National Consultation was an effort to accelerate in achieving the gender equality agenda in India and to draw a roadmap for action to achieve gender equality by 2030 through collective review of policy frameworks, addressing gender specific barriers and to create enabling ecosystem for women to realize their rights.
2. On October 30, 2019, the Commission had launched a pilot project across 60 Kendriya Vidyalayas in Delhi Region, to achieve the objective to educate young minds in Legal Awareness and Gender Sensitization. The Programme was carried in collaboration with Kendriya Vidyalayas Sangathan (Delhi Region) for the students of Class XI & XII as target groups to conduct competitive exams through Multiple Choice Questions. In accordance with the programme the Commission formulated a booklet containing modules on 'Major Laws Relating to Women', as well as contention 'Gender Sensitization' with the help of the Expert Committee. The booklet was made available on the Commission's website for the students to read and download the booklets. The Multiple-Choice Question papers for the competition was based on these booklets. As per the report furnished by the Assistant Commissioner, KVS, Delhi region, a total of 7345 and 5733 students from Class XI and XII respectively appeared in the competitive exam.
3. A Prize Distribution Ceremony was organized on November 18, 2019 by the Commission for commemorating the successful launch of the pilot project. The award was given to the top three performing Schools and Principals along with the top scoring students in position of 1st, 2nd and 3rd ranks. The award was given by Chief Guest, Hon'ble Minister of Ministry of Women and Child Development, Smt. Smriti Zubin Irani Ji, and the occasion was graced by presence of respected Chairperson, Members and Higher Officers of the Commission and Officers from Kendriya Vidhayala Sangathan.
4. The Commission had organized a Seminar on “Issues and Challenges faced by Domestic Workers in India” on October 18, 2019, to deliberate on reasons to understand the issues and challenges that hinders the right to live with dignity of Domestic Workers in India, also to devise effective strategies for regulation and monitoring of placement agencies of Domestic Workers, to review and analyze the Social Security Schemes intended for the welfare and the betterment of Domestic Workers. The discussion on the applicability and implementation of Sexual Harassment of

Women (Prevention, Prohibition and Redressal) Act, 2013 for women safety and

protection of rights for these Domestic Workers was taken up.



5. The National Commission for Women works in close collaboration with State Women Commissions (SWCs) for augmenting effective coordination and working together to address women issues and grievance redressal, including Capacity Building Trainings and for organizing various level Consultations. During the year 2019-2020, the Commission had organized two Capacity Building Workshops for incumbents of State Women Commissions in collaboration with Lal Bahadur Shastri National Academy of Administration in Mussorie, Uttarakhand.
6. The Anti-Dowry Campaign and Pledge was launched on March 03, 2019, by the Commission with a focus to fight Gender discrimination across the country and to vow against the practice of Dowry practice,

and with an understanding to uphold the solemnity of Marriage institution. The Pledge is available on the MyGov. website and the Commission's website for Public endorsement and taking the Pledge online.

7. The Commission had organized a National Seminar on "Prevention and Abolition of the Practice of Witch Hunting" at States of Jharkhand and Assam in collaboration with recognized Universities from the States in the month of February and March 2020. The Seminar addressed the issues concerning the social menace of witch hunting in India and to raise awareness about prevention of witch-hunting practices among local people. The Seminar had discussions on the applicability and implementation of the existing legislative frame work against witch-hunting, made analysis of the

victim's access to medical intervention, and further deliberating on devising strategies for rehabilitation of victims in their communities.

8. In another grand event of national importance sponsored by the Commission was the “Power Walk” Campaign that was successfully organized in 15 States of India on March 1, 2020, that made the event truly a pan-India success, with support of State Commissions for Women. It was conducted across major cities of Andhra Pradesh, Chhattisgarh, Gujarat, Haryana, Himachal Pradesh, Karnataka, Manipur, Mizoram, Nagaland, TamilNadu, Telangana, UttarPradesh, Uttarakhand and Puducherry. The objective of the Power Walk was to reclaim safety of women and her right to access the streets and public spaces at night without being judged and harassed. In New Delhi, the Commission conducted the
9. The Commission had conducted a Consultation on 'Effective Methods to Assist Women Led Enterprises', in collaboration with Ministry of Micro Small & Medium Enterprises, Government of India, on March 11, 2020, to deliberate and prepare a road map for reaching out at clusters of women led MSMEs; and with the objective of improving their skills in managing their enterprises and to help the to improve the overall productivity of their enterprises.
10. Overall, a lot of activities have been organized by the Commission during the year 2019- 2020 in furtherance of its mandate.

Power Walk route from India Gate to Janpath from 8 PM–9 PM and saw over 1000 participants supporting the campaign cause.

COMPLAINT AND INVESTIGATION CELL

Nature-wise Details of Complaints Received During 2019-2020

S. No.	Nature	Total
1.	Acid Attack	15
2.	Bigamy / Polygamy	134
3.	Cyber Crime Against Women	458
4.	Denial of Maternity Benefits to Women	142
5.	Dowry Death	388
6.	Free Legal Aid for Women	131
7.	Gender Discrimination including Equal Right to Education & Work	37
8.	Harassment of Married Women/Dowry Harassment	3963

S. No.	Nature	Total
9.	Indecent Representation of Women	93
10.	Outraging Modesty of Women/Molestation	1449
11.	Police Apathy Against Women	1968
12.	Privacy of Women and Rights thereof	0
13.	Protection of Women Against Domestic Violence	3369
14.	Rape/Attempt to Rape	1474
15.	Right to Exercise Choice in Marriage	0
16.	Right to Exercise Choice in Marriage/Honour Crimes	432
17.	Right to Live with Dignity	5061
18.	Sex Selective Abortion / Female Foeticides / Amniocentesis	18
19.	Sexual Assault	201
20.	Sexual Harassment	368
21.	Sexual Harassment of Women at Workplace	300
22.	Stalking / Voyeurism	197
23.	Traditional Derogatory Practices to Women Rights, such as Sati-Pratha, Devdasi-Pratha, Witch-Hunting	14
24.	Trafficking / Prostitution of Women	68
25.	Women's Right of Custody of Children in the event of Divorce	29
Total		

Mahila Jan Sunwais

The National Commission for Women conducted 13 Mahila Jan Sunwais at different districts in the country. The Mahila Jan Sunwais were headed by the Chairperson and Members

of the Commission. A number of complaints were disposed of by conducting on the spot hearings into the matter. The details of cases disposed of in Jan Sunwais during the year 2019-2020 are as below:

S. No.	District/State:	Dates:	Dates:
1.	Indore, Madhya Pradesh	10.06.2019	14
2.	Faridabad, Haryana	14.06.2019	27
3.	Bhubaneswar, Odisha	28.06.2019	8
4.	Mumbai, Maharashtra	28.06.2019	31
5.	Jaipur, Rajasthan	05.07.2019	26
6.	Kanpur, Uttar Pradesh	12.07.2019	38
7.	Patna, Bihar	19.07.2019	10
8.	East Delhi	25.07.2019	31
9.	Bangalore, Karnataka	26.07.2019	31
10.	Raipur, Chhattisgarh	09.08.2019	22
11.	Lucknow, Uttar Pradesh	21.08.2019	18
12.	Barilley, Uttar Pradesh	28.08.2019	23
13.	Allahabad, Uttar Pradesh	30.08.2019	39

NON-RESIDENT INDIAN MARRIAGES RELATED ISSUES

The Commission receives complaints from women on issues related to NRI marriages from

across the country and also those residing abroad. The Table below summarizes the state-wise details of complaints registered with the Commission during 2019-20:

S. No.	State	No of Complaints
1.	Andaman Nicobar	1
2.	Andhra Pradesh	39
3.	Assam	1
4.	Bihar	6
5.	Chandigarh	13

S. No.	State	No of Complaints
6.	Chhattisgarh	3
7.	Delhi	50
8.	Gujarat	36
9.	Haryana	44
10.	Himachal Pradesh	5
11.	Jammu & Kashmir	7
12.	Jharkhand	5
13.	Karnataka	37
14.	Kerala	19
15.	Madhya Pradesh	14
16.	Maharashtra	47
17.	Odisha	5
18.	Pondicherry	0
19.	Punjab	60
20.	Rajasthan	19
21.	Sikkim	1
22.	Tamil Nadu	50
23.	Telangana	53
24.	Uttar Pradesh	75
25.	Uttarakhand	6
26.	West Bengal	12
	Total	608

SUO-MOTO COGNIZANCE OF INCIDENTS/CASES

The number of cases of Suo-Motu Cognizance taken up by the Commission, Inquiry

Committee/Fact Finding Team constituted, Cases of Action Taken Reports received, including the number of cases closed during the year 2019-2020 are as below:

No. of cases taken up	No. of ATRS/ replies received (Old & New)	No. of cases closed (Old & New)	Inquiry Committee/ Fact Finding Team constituted
206	365	136	15

3. Some of the cases, where the National Commission for Women had taken suo motu cognizance and constituted Inquiry Committees/Fact Finding Teams during the year 2019-20 are given below:

- The National Commission for Women had taken Cognizance of Media Report captioned, “Dalit woman gang-raped, video goes viral”, which appeared in Times of India on 08.05.2019.
- The National Commission for Women had taken Suo Motu Cognizance of Media Report captioned, “Woman set on fire for resisting rape, dies in Bihar” published on 07.06.2019 in Hindustan Times.
- The National Commission for Women had taken Suo-Motu Cognizance of Media Report, “2 Women assaulted, tonsured for resisting rape bid by Councilor in Bihar”, published in Hindustan Times dated 28.06.2019.
- The National Commission for Women took Suo-Motu Cognizance of the Media Report captioned, “Rape survivor alleges cop in action, set self

on fire in Jaipur Thana”, which appeared in various media headlines on 28.07.2019.

- The National Commission for Women had taken Suo Motu Cognizance of the incident of Unnao rape victim who had allegedly accused an MLA of sexually assaulting her in 2017..
- The National Commission for Women took Suo-Motu Cognizance of Media Report, “UP Bar Council Chief shot dead inside Agra court two days after her election”, published on various media sources on 12.06.2019,
- The National Commission for Women had taken Suo Motu Cognizance of Media Reports captioned, “Five held for Gang Rape of College Girl”. A Member from the Commission visited Mangalore on 08.07.2019 and met with the Survivor and her family members.
- The National Commission for Women took Suo-Motu Cognizance of Media Reports captioned, “Abuse survivor from Bihar home now gang-raped in car”, appeared in several national

dailies on 16.09.2019.

- The National Commission for Women took Cognizance of the Media Report appeared on Times of India on 14.11.2019 captioned, “36-year-old shelter inmate forced into car, gang-raped”, Kolkata case.
- The National Commission for Women took Cognizance of Media Report appeared on Times of India on 21.01.2020 captioned, “IPS officer accuses Jawan of molestation”.
- The National Commission for Women took Suo-Moto Cognizance of Media Report published in India Today on 09.02.2020 captioned, “They masturbated at us: Delhi's Gargi College students say group of men broke in, groped and harassed girls”.

POLICY, MONITORING AND RESEARCH

1. The National Commission for Women, amongst others, undertakes promotional and educational research with the objective of ensuring due representation of women in all spheres of life. Such studies, conducted by the Commission, or through other partner institutions, help in identifying factors that impede women's advancement and their effective participation in social, economic and political spheres. The Policy, Monitoring and Research Cell (PMRC) of the Commission handles cases relating to promotional and educational research for investigating specific problems or situations arising out of discrimination and atrocities against women. Such studies help

in identifying constraints and recommend strategies for removal of the identified constraints. During the year 2019-2020, the Commission funded a series of activities including seminars and workshops and research studies for analyzing factors responsible for drudgery and occupational health hazards of women. These activities have been undertaken in partnership with various governmental and non-governmental organizations.

2. The Commission had invited online Proposals for organizing Seminars and conducting Research Studies. There were good responses, and 2863 Organizations and Researchers applied for organizing Seminars and conducting Research Studies. After scrutiny of the Proposals, 85 Seminars/Conferences/Workshops and 17 Research Studies were approved for funding by the Commission.

Broad topics on which Research proposals invited were as under:

- Empowerment of Rural Women through Education and Skill Development.
- Evaluation of Policies of Women Empowerment at Grass root Level.
- Dayan Pratha: Specially in West Bengal, Bihar, Jharkhand and Orissa.
- Crime Against Women through Technology.
- Best Practices Followed/Adopted for Prevention of CyberCrime.
- Working Women: New Forms of Employment in India.
- Women and Labour Laws.

- Pay Disparities in Unorganized Sectors in India.
- Strategies for Enhancing Women's Participation in Labour Force.
- Social Security for Women in India: Impact of Laws and its Implementation.
- Self-Defense: Utility and its Importance in the Curricular Activity in Educational Institutions.
- Infertility and Mental Well being Amongst Women in India.
- Menstrual Hygiene – Awareness in Rural/Urban Areas.
- Mental Health and Coping Strategies of Alcoholic Husbands by Wives living in Slum Areas.
- Gender Discrimination in Organized Sector.
- Gender Discrimination in Unorganized Sector.
- Women in Conflict Areas.
- Broad topics on which Seminar proposals were invited:
- Women Empowerment through Entrepreneurship and Skill Development.
- Women Empowerment through Education and Primary HealthCare.
- Women's Participation in Research and Development in India.
- Gender Sensitization: Issues and Challenges.
- Women and Gender Equality in Higher Education of India: Issues & Challenges.
- Gender Sensitization in Medical and Paramedical Organizations.
- Gender and Violence.
- Women's Emotional Abuse.
- Role of State Agencies in Curbing Domestic Violence.
- Gender Based Harassment at the Workplace.
- Working Women in Unorganized Sectors in India.
- Strategies for Enhancing Women's Participation in Labour Force.
- Women and Labour Laws.
- Crime Against Women in Conflict Areas and Areas Affected by Natural Calamities.
- Technology and Crime Against Women.
- Laws Relating to Crime Against Women.
- Self-Defense and Cyber Protection.
- Societal and Justice Response to Sexual Violence: Measures for Policy Reforms.
- Sexual Harassment of Women at Workplace (POSH Act 2013).
- Promoting Positive Mental Health Amongst Women.
- Awareness Generation on Reproductive Rights of Women.
- Menstrual Hygiene.
- Gender and Media: Representation, Issues and Challenges.

WOMEN SAFETY

Creation of a safe environment is a prerequisite for development and growth of women to their fullest potential. It requires formulation of appropriate policies and programmes, while keeping the gender perspective in view as well as creating awareness about the same. Keeping this in view, the National Commission for Women has been making efforts to create safe environment for women and several initiatives are taken for women safety and welfare programmes. Some of the important programme undertaken during the year of 2019-2020 by the Commission are as under:

- The National Commission for Women, in collaboration with Tata Institute of Social Sciences (TISS) and Delhi Police had started a pilot project to help women survivors of violence. The project entails placement of trained Social Workers for providing psycho-legal services for women subjected to violence at the District Headquarters. 17 social workers have been working at the Crime Against Women (CAW) Cells attached to various Police Stations in Delhi Police Districts. The progress of the work of these Cells is monitored by TISS and also reviewed by the Commission. The Memorandum of Understanding between National Commission for Women, Tata Institute of Social Sciences and Delhi Police has been extended to continue the pilot project, up till March 31, 2021. During 2019-2020, as part of the review of their functioning, 15 Crime Against Women

Cells in Delhi were inspected by different Members of the Commission. On the basis of which the pilot project was extended for a further period up to March 31st, 2021.

- The National Commission for Women has implemented another project based on the special cell for women in collaboration with TISS in 7 States - Bihar, Assam, Meghalaya, Punjab, Madhya Pradesh, Odisha and Tamil Nadu covering in total 22 districts in these states. The project promotes the support mechanism for women victims of domestic violence and creates a systematic grievance redressal mechanism within the police/ criminal justice system. The Memorandum of Understanding, between National Commission for Women and Tata Institute of Social Sciences the project has been extended to continue the pilot project up till March 31st, 2021.
- The Commission organized a meeting with TISS to review the progress of the two pilot projects i.e. one with Delhi Police and the other in 7 states on February 5th, 2020 in the Commission. The progress report was prepared by TISS, giving details of the functioning and achievements, separately for each of the 8 states under the two pilot projects. The progress report clearly established that the pilot projects were successfully implemented in each state. The Commission, therefore, made specific recommendations for institutionalization of the pilot project as a regular programme of the

respective State Government. The recommendations have been communicated to the Chief Secretary of each of the 8 States to take necessary actions to institutionalize the project.

- The Commission, in its endeavor to facilitate and ensure relief to women subjected to acid attacks, continued the monitoring of the progress in each case of acid attack, through the Management Information System (MIS) maintained on its website. The data on acid attack cases that are updated/uploaded on the MIS by the state nodal officers has been reviewed and analyzed for: (i) Periodic updating of the cases, (ii) Payment of Compensation and Quantum of Compensation, (iii) Need for further Medical Assistance and Progress in filing the Charge sheet and Prosecution.

INITIATIVES IN NORTHEAST (NE)

1. The Commission organized a series of activities for disseminating information on various issues concerning development of

women and protecting their legal and constitutional rights. In addition, the Cell also coordinates the review of Acts, Codes, Customs and Practices specific to the North-Eastern States with a view to assess, if any amendments are required for ensuring legal and other rights of women.

2. The National Commission for Women is concerned about safety of women especially from the North East Region living in Delhi and other Metro Cities in India. There was need to disseminate information about their legal rights as well as knowledge about how to invoke law and legal recourse to equip them combat the crimes targeted against them. In this background, the Commission for Women organized Outreach Programmes for women students from North East in Delhi, in collaboration with different colleges of Delhi University. The programme aimed to cover areas such as awareness of laws pertaining to women's protection and safety as well as equal right to co-exist in the context of regional pluralism in Delhi.

S. No.	Name of the College	Participation/Numbers	Date of the Programme
1.	Miranda House	Above 100 Students	28/08/2019
2.	Gargi College	Above 100 Students	22/10/2019
3.	University of Delhi, South Campus	Above 200 Students	05/11/2019

3. The Commission had organized a seminar on “Empowering Women through Entrepreneurship” on February 19, 2020 at

Aizwal in collaboration with the Women’s Studies Centre, Mizoram University.



4. The Commission had convened an Interactive Meeting Session at Aizwal with State Commissions for Women of North East Region on February 19,2020.
5. The Commission had organized a seminar on “Prevention and Abolition of the Practice of Witch Hunting” on February 25, 2020 in collaboration with Centre for Women's Studies, Dibrugarh University, Assam.
6. The National Commission for Women has given a public notice for inviting online proposals wherein the Commission had received a total of 178 proposals from North East Region for Seminars and Research Studies. The online proposals were examined by the Expert Committee and subsequently, the Commission had given financial grant to 21 Institutions and Organizations for organizing seminar for the year 2019-2020 in the North East States.

Two Research Studies were approved by the Commission for the financial year2019-2020.

WOMEN WELFARE & CAPACITY BUILDING

The Commission organizes programmes on Legal Awareness and Gender Sensitization at various level across the country to ensure the welfare and overall well being of women and girls and thereby strengthening their contribution to their social, economic and political empowerment. Following are the Functions of Capacity Building Cell in the Commission:

1. Gender Sensitization Workshop for Police Officers and Judicial Officers.

The National Commission for Women conducts a one-day Gender Sensitization workshops and programmes across the country for Police Personnel and Judicial

Officers, with a view to sensitize police personnel on gender issues. The programme aims at bringing behavioral change in police personnel to enable them to act without prejudice and with compassion while dealing with victims of

gender-based crimes and women in general. The Commission had organized a total of 11 Gender Sensitization workshops of one-day schedule in collaboration with State Police Departments as per details given below:

S. No.	States	Total
1.	Indore, Madhya Pradesh	07.07.2019
2.	Lucknow, Uttar Pradesh	06.08.2019
3.	Barrackpore, West Bengal	21.08.2019
4.	Gangtok, Sikkim	19.08.2019
5.	Imphal, Manipur	22.08.2019
6.	Gandhinagar, Gujarat	27.08.2019
7.	Chandigarh, Punjab	16.09.2019
8.	Mumbai, Maharashtra	23.09.2019
9.	Patna, Bihar	27.09.2019
10.	Haridwar, Uttarakhand	30.09.2019
11.	Jaipur, Rajasthan	30.09.2019

2. Capacity Building Programme of State Police Academy.

The National Commission for Women in collaboration with the Police Department of various States has been funding three-days capacity building for Women Police Officers who are entrusted with the responsibility of investigating crimes against women. The workshops were

organized in collaboration with State Police Academy. The Commission has been providing financial assistance for conducting the three-days programme at cost of INR.3Lakhs per workshop. Trainings are generally carried out by State Police Academies in their respective campuses.



A total of 11 workshops have been conducted during the period 2019-2020 as per details given below:

S. No.	States	Total
1.	Mysuru, Karnataka	July 17 to 19, 2019
2.	Shimla, Himachal Pradesh	September 11 to 13, 2019
3.	Puducherry	September 18 to 20, 2019
4.	Delhi	October 23 to 25, 2019
5.	Arunachal Pradesh	October 16 to 18, 2019
6.	Andaman & Nicobar Island	October 21 to 23, 2019
7.	Agartala, Tripura	November 04 to 06, 2019
8.	Bhubaneswar, Orissa	November 13 to 15, 2019
9.	Gangtok, Sikkim	November 20 to 22, 2019
10.	Chandigarh, Punjab	November 20 to 22, 2019
11.	Jaipur, Rajasthan	December 03 to 05, 2019

3. Capacity Building Programme for State Commissions for Women.

The National Commission for Women works in close collaboration with State Commissions for Women from other states. The Commission organizes interactive meetings, consultation and trainings with

the State Commissions regularly to discuss on the issues relating to gender sensitization, rights of women, problems, challenges faced by women and the functioning of the State Commissions. As a step towards augmenting good coordination between National Commission for Women

and State Commissions for Women, two capacity building workshops for incumbents of State Commissions has been organized by the Commission in 2019, in collaboration with Lal Bahadur Shastri National Academy of Administration

(LBSNAA) at Mussoorie, Uttarakhand. Each workshop was held for three-days. The dates of workshops were on June 19 to 21, 2019 for 1st Batch and July 29 to 31, 2019 for 2nd Batch.



Participants and incumbents from the State Commissions that received the capacity building during the three-days programme were: Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Haryana, Himachal Pradesh, Manipur, Meghalaya, Mizoram, Madhya Pradesh, Nagaland, Odisha, Rajasthan, Sikkim, Tripura, Tamil Nadu, Uttar Pradesh, Uttarakhand and West Bengal. The course sessions during the three- days programme covered the following:

- Gender, Patriarchy, Men & Masculinity;
- Laws Related to Women;
- Challenges in dealing with cases of violence against women and girls;
- Stakeholders perspective to issues

concerning gender;

- Commission for women and girls: challenges and possibilities for convergence;
- Importance of non-verbal communication while dealing with survivors;
- Dealing with media & public reporting;
- Leading the Commission: the way forward.

4. Workshop on Homestay Tourism for Rural Women Entrepreneurs.

In 2018, the National Commission for Women has partnered with Airbnb to create livelihood opportunities for women in the North East Region. The initiative was focused on skill development oriented programmes for starting home stay micro-

among women on safe usage of internet and social media platforms. The Commission also conducts several programmes and interactive sessions with the investigating authorities like the police officials to sensitize them on approach taken to handle women victims of cyber crime. In view of this, on September 25, 2019, the Commission had conducted one-day session on “Cyber Security and Investigation”. The session was organized with an aim to strengthen the coordination between the Commission and police officials across the country in the collective effort to curb cyber crime against women. The session was attended by 87 participants which included police officers of various ranks across the country.

8. Interactive Meetings with State Commissions for Women.

The Commission had organized 4 Interactive Meetings with State Commissions for Women on June 3, September 30, December 17, 2019 and February 19, 2020 in New Delhi, Narmada (Gujarat) and Aizwal (Mizoram). The Interactive Meetings are dealt with specific Agendas and Subjects on: Online Complaint Management System, issues of societal evils and practice of Dowry, Anti-Human Trafficking, protection of Domestic Workers, accessibility and creating awareness on Menstrual Hygiene, Guardianship Rights of Mothers, conducting Seminars, Consultation, Recommendation and Research on Law

reviews related to Women, and to be active in taking Suo-Moto Cognizance of issues regarding Women Rights, and ensuring safety of women in Custodial Homes and Prisons.

9. Gender Sensitization and Legal Awareness Programme for Kendriya Vidyalaya Sangathan, Delhi Region.

In 2019, the Commission had initiated a comprehensive gender sensitization and legal awareness programme specifically designed for young minds. The awareness programme was conducted through competitive exams and targeted for students of class 11th & 12th standard of Kendriya Vidyalayas across Delhi region. The project was done in collaboration with Kendriya Vidyalaya Sangathan. The pilot competition was conducted on October 3, 2019 and covered 60 schools in Delhi region of Kendriya Vidyalayas. In accordance with the programme, the Commission formulated two booklets containing write-up on 'Major Laws Relating to Women', and 'Gender Sensitization' on which the competition was conducted. The content was created with help of an Expert Committee set up by the Commission. The booklet was made available on the website of the Commission for students and general public. In the exam, students were tested for their understanding of the subject through multiple choice questions which were based on two booklets published by the Commission.

enterprises and generating technology-enabled livelihood opportunities in tourism and hospitality sector. It aimed to promote digital inclusion and creation of women-led tourism and hospitality enterprises and pave the way for economic and social empowerment of women from various region; thereby generating self-employment and supplementary income. In 2019-2020, the Commission in collaboration with State Tourism Department and State Commission for Women had successfully conducted six Homestay Tourism Workshops in States of Manipur at Senapati and Ukhrul District; in Gujarat at Narmada and Gir District; and in Uttarakhand at Almora and Dehradun District. Total of 255 participants received Training from the workshop, and 78 Hosts were boarded on the Airbnb global platform.

5. Workshop on Prevention of Sexual Harassment at Workplace.

A Workshop on 'Prevention of Sexual Harassment at Workplace' at National Institutes of Securities Markets was organized in Mumbai on August 26 & 27, 2019 by the Commission. The workshop was for training the Internal Committee Members of listed companies and large intermediaries registered with Security and Exchange Board of India (SEBI). The workshop was organized with an objective to sensitize the Internal Committee Members on laws related to women in particular reference to POSH Act/ Sexual Harassment of Women at Workplace

(Prevention, Prohibition and Redressal) Act, 2013. The workshop deliberated on the issues such as importance of gender equality, global perspectives on gender equality, types of sexual harassment, causes, impact and measures to prevent sexual harassment cases at workplace. Also understanding the composition, role and responsibility of Internal Committee Members in empowering women rights to live with dignity.

6. Seminar on Empowering Women through Entrepreneurship.

A seminar was organized by the Commission for young generations with a focus on 'Empowering of Women through Entrepreneurship'. Economic empowerment is integral to achieving gender equality as it eventually leads to breaking gender stereotypes. The Commission had successfully conducted three Seminars on the same subject. The first one was held on January 31, 2019, in commemoration of completion of the Commission's 26 years. In Tamil Nadu, it was organized in Tiruchirappalli on August 2nd, 2019 in collaboration with Tamil Nadu National Law University. On January 22nd 2020, the Commission organized the Seminar at Jammu in collaboration with Jammu University.

7. Session on Cyber Security and Investigation for Police Officials.

The Commission works closely with the police officials and other agencies at multiple levels to generate awareness



The Commission hosted the Prize distribution function after conducting the pilot competition that was graced by presence of Hon'ble Minister of Ministry of Women and Child Development, Smt. Smriti Zubin Irani, alongwith Chairperson

Smt.Rekha Sharma, Members and Senior Officers of the Commission and Officers/Officials from Kendriya Vidhayala Sangathan. The Prize was awarded to top three position holders from each School who scored the highest marks in both the modules.



10. Legal Awareness Programme for Students of Central and State Universities and Colleges affiliated with University Grant Commission.

Recognizing the need to impart legal

awareness to women and girls, regarding their rights, the National Commission for Women has initiated a Countrywide Legal Awareness Programme. The main objective of launching the Legal Awareness

Programme is laying strong emphasis on inculcating values of equality, inclusivity and diversity, all of which are essential for building a healthy society. Moreover, knowledge of Major laws of a country is not only crucial for balanced development of young minds; it will also help students in formation of correct values, self-discipline and national spirit.

In pursuance of the same, NCW launched a one day countrywide Legal Awareness Programme for students of Central and State Universities and Colleges affiliated to them and UGC deemed Universities vide online circular dated 09.09.2019. NCW formulated guidelines for use by the implementing agencies, as guiding factor for conducting Legal Awareness Programme. Expert Committee constituted to evaluate the proposals have recommended 103 Proposals.

11. Consultation on Issues and Challenges faced by Domestic Workers in India.

The Commission had organized a seminar on “Issues and challenges faced by domestic workers in India” on October 18, 2019 at India International Centre, New Delhi.

12. Seminar on 'Women's participation in Decision Making' was organized at Panjab University, Chandigarh.

The Commission organized a Seminar on 'Women's participation in Decision Making' in collaboration with Panjab University, Chandigarh on January 6th, 2020, under the Chairpersonship of Ms. Rekha Sharma, Chairperson NCW.

13. Seminar on “Prevention and Abolition of Practice of Witch Hunting.

The Commission had organized a seminar on “Prevention and Abolition of Practice of



witch hunting” in collaboration with National University of Study and Research in Law in Ranchi, Jharkhand on February 10, 2020.

14. The Anti-Dowry Pledge and Campaign.

The Commission had launched the anti-dowry pledge campaign in the country by means of a pledge created for citizens. The promotion was widely circulated on January 3, 2020 on the website of MyGov India.

15. The Power Walk Campaign.

Power Walk Campaign was organized by the Commission across the country on 1st March, 2020. The Power Walk was a collective movement organized parallelly with 16 State Commissions for Women. The objective of the Campaign was to highlight every woman's right to access of public spaces irrespective of time, to shun

the crimes that occurs in public spaces and to condemn the victims haming of survivors. As such the event was timed at late evening to conduct the Power Walk and other activities was also part of the event like the performance of Nukkad Natak on the theme of “Nari Hoon Bechari Nahin”. In Delhi, the Power Walk route was from India Gate to Janpath and gathered over 1000 participants joined by students and general public. The campaign was carried out across all major cities of Andhra Pradesh, Chhattisgarh, Odisha, Gujarat, Haryana, Himachal Pradesh, Karnataka, Manipur, Mizoram, Nagaland, Tamil Nadu, Telangana, Uttar Pradesh, Uttarakhand and Puducherry and took media on storm with extensive and positive coverage. In the state of Punjab, the Power Walk Campaign was organized in collaboration with Punjab University.





16. Consultation on Assisting Women Led Enterprises.

A Consultation on Effective Methods to Assist Women-led Enterprises was organized by the Commission in collaboration with Ministry of Micro Small & Medium Enterprises, Government of India, on 11th March, 2020. The Consultation

was held to prepare a road map for reaching out to clusters of women-led MSMEs with an objective of improving their capacity and skills in managing their enterprises and also to help them improve the productivity of their enterprises with new technology and schemes.



OTHER PROGRAMMES SUPPORTED BY THE COMMISSION

1. Know India Programme.

Know India Programme is an initiative of Ministry of External Affairs. The programme conducts special visitation of abroad students of Indian origin to visit India and understand various components of Indian administration. A group of 40 diaspora youth participants of 54th 'Know India Programme' visited the Commission office on August 19, 2019 and took part in sharing insights to understand the Commission's mandate and functioning.

2. International Training Programme of V.V. Giri National Labour Institute.

V.V. Giri National Labour Institute in collaboration with the Ministry of External

Affairs, Government of India, had conducted an international training programme under International Training Programme Scheme on “International Labour Standards and Promotion of Gender Equality at the Workplace” between August 5 to 23, 2019. As a part of the course content, the participants were provided an exposure to learn about various good practices on promotion of gender equality at the workplace within organizations/institutions in India through study visits. In view of this, a group of 26 participants of the programme paid visit at the Commission on August 22, 2019 to interact with officials and particularly learning about the role of the Commission in gender sensitization and promoting gender equality across the country.



3. Interns/Students visit at the Commission.

In order to understand the mandate and functioning of the Commission, interactive meetings were organized for Colleges and University students. During the year 2019-2020, following visits were conducted.

- i. On June 4, 2019, a group of 47 Interns from National Human Rights Commission of India under 'Summer Internship Programme' 2019 had visited the Commission office in order to understand the mandate and functioning of the Commission.
- ii. On October 11, 2019, a group of 07 students studying in post-graduate diploma programme from National Institute of Criminology & Forensic Science, New Delhi visited the Commission office in order to understand the mandate and functioning of the Commission.
- iii. On November 25, 2019, a group of 75 students of Durgapur Institute of Legal Studies, Burdwan, West Bengal had visited the Commission

LAW REVIEWS AND LEGAL AWARENESS

The National Commission for Women organized law review meetings and consultation was held during the year 2019-2020 as detailed below:

1. Consultation on Women's Property Right

The Commission organised Regional Consultations in collaboration with three premier National Law Schools of the country namely National Law University

(Delhi), Gujarat National University (Gandhinagar) and National Law School of India University (Bangalore), on review of Women's Property Rights. The consolidated report on Law Review of Women's Property Rights has been forwarded to Ministry of Women and Child Development on 25th September, 2019.

2. Consultation on "Guardianship Rights of Mother"

The Commission organized a Consultation on "Guardianship Rights of Mothers" on August 31, 2019 to review the Hindu Minority and Guardianship Act, 1956, with a view to bring in gender equity and address discriminatory guardianship rights of mother under the law.

3. Consultation on "Women & Children in Disasters: Need for Policy"

A consultation was held at India International Centre, New Delhi on 17.12.2019 and saw active participation from senior officials of line Ministries, National Disaster Management Authority, State Disaster Management Authorities, National Institute of Disaster Management, National Disaster Response Force, State Women Commissions and Civil Society Members.

4. Consultation on Female Labour Force Participation Rate in India

The National Commission for Women organized Regional Consultations on matters relating to working women, especially those in unorganized sector to identify impact of prevailing laws on



Female Labour Force Participation Rate (FLFPR) in pursuance of meeting of Hon'ble Chairperson, NCW, with Hon'ble Minister, MWCD, on 24th October, 2019.

5. Consultative meeting to discuss Guidelines on 'Nari Adalats'- an Alternate Dispute

Resolution Mechanism.

The Commission on July 31, 2019, held a preliminary consultation with 9 State Governments and respective State Women Commissions. The participants included Mr. K. Moses Chalai, Addl. Secretary,

Ministry of Women and Child Development, Mr. Ashish Srivastava, Joint Secretary, MWCD, Ms. Shipra Roy, Deputy Secretary, MWCD and Mr. Milind Toranwe, Secretary, Department of Women

and Child Development, Gujarat. The purpose of the meeting was to gather inputs on and work out details of the proposed pan-India model of Nari Adalats.



6. Meeting with National Legal Services Authority and State Legal Services Authorities

The Commission organized a half day

meeting with representatives from National Legal Services Authority and State Legal Services Authorities on October 15th 2019.



7. Presentation of Report on 'Status of Women in India' undertaken by Drishti Stree Prabodhan Adhyayan Kendra

A Consultation was organized on October 16th 2019, with representatives of certain identified Ministries on a national study project on 'Status of Women in India' undertaken by Drishti Stree Prabodhan Adhyayan Kendra wherein presentation of some key findings in the report were made by the Project Team. Representatives from Ministry of Human Resource Development, Ministry of Skill Development and Entrepreneurship, Ministry of Tribal Affairs, Ministry of Health and Family Welfare and Ministry of Labour and Employment were amongst participants in the consultative meeting.

8. National Consultation on Commemorating Beijing +25, “Moving Towards Generational Equality: Realising Women's Rights for an Equal Future” on Foundation Day of

National Commission for Women.

On the occasion of its Foundation Day on 31st January, 2020, National Commission for Women organized a National Consultation in association with UN Women to review prevailing challenges that affect the implementation of the Beijing Declaration and Platform for Action, 1995 (Beijing+25) and full realization of gender equality. The consultation was the med “Moving Towards Generational Equality: Realising Women's Rights for an Equal Future”. The occasion was graced by the presence of Ms. Anusuiya Uikey, Hon'ble Governor of Chhattisgarh, Mr. Rabindra Panwar, the then Secretary and Mr. Ajay Tirkey, Special Secretary, Ministry of Women and Child Development, Ms. Rekha Sharma, Hon'ble Chairperson of National Commission for Women and Ms. Nishtha Satyam, Deputy Representative, UN Women India.





INSPECTION OF JAILS, CUSTODIAL HOMES AND PSYCHIATRIC INSTITUTIONS

1. Inspection of Jails

The Commission conducted inspection of the following Jails during the year 2019- 2020.

S. No.	Name of the Jail	Date of Inspection	Inspecting Member
1.	Circle Jail, Cuttack, Odisha	29.06.2019	Smt. Chandramukhi Devi
2.	District Jail, Kanpur Nagar, Uttar Pradesh	10.07.2019	Smt. Kamlesh Gautam
3.	Central Jail Beur, Patna, Bihar	18.07.2019	Smt. Chandramukhi Devi
4.	Circle Jail Mysuru, Karnataka	19.07.2019	Smt. Shyamala S. Kundar
5.	Central Jail, Bengaluru, Karnataka	27.07.2019	Smt. Shyamala S. Kundar
6.	District Jail, Gorakhpur, Uttar Pradesh	14.08.2019	Smt. Chandramukhi Devi
7.	District Jail Maharajganj, Uttar Pradesh	16.08.2019	Smt. Chandramukhi Devi

2. Inspection of Psychiatric Homes

The Commission inspected the following Psychiatric Homes during 2019-2020

S. No.	Name of the Psychiatric Homes	Date of Inspection	Inspecting Member
1.	Hospital for Mental Health, Ahmedabad, Gujarat	09.05.2019	Smt. Soso Shaiza
2.	Himachal Hospital of Mental Health and Rehabilitation, Shimla, Himachal Pradesh	13.05.2019	Smt. Chandramukhi Devi
3.	State Mental Health Institute, Dehradun, Uttarakhand	13.05.2019	Smt. Soso Shaiza
4.	Mental Health Koilwar, Bhojpur, Bihar	16.5.2019	Smt. Shyamala S. Kundar
5.	Govt. Mental Health Centre, Thrissur, Kerala	17.05.2019	Smt. Chandramukhi Devi
6.	Mental Hospital, Kohima, Nagaland	17.05.2019	Smt. Kamlesh Gautam
7.	Government hospital for Mental Care, Vishakhapatnam, Andhra Pradesh	17.05.2019	Smt. Rajulben L. Desai
8.	Mental Health Karelilig, Baroda, Gujarat	18.05.2019	Smt. Shyamala S. Kundar
9.	Mental Hospital, Jodhpur, Rajasthan	21.05.2019	Smt. Kamlesh Gautam
10.	Mental Health Institute, Cuttack, Odisha	29.06.2019	Smt. Chandramukhi Devi
11.	Government Mental Health Centre, Thiruvananthapuram, Kerala	16.09.2019	Smt. Kamlesh Gautam

3. Inspection of Aspirational Districts

The Commission inspected the following Aspirational Districts during 2019-2020:

S. No.	State	District	Date of Inspection	Inspecting Member
1.	Odisha	Kandhamal	14.09.2019-15.09.2019	Smt. Chandramukhi Devi
2.		Gajapati	16.09.2019-17.09.2019	
3.		Rayagada	18.09.2019	
4.		Koraput	19.09.2019	
5.		Nabarangpur	20.09.2019-21.09.2019	

S. No.	State	District	Date of Inspection	Inspecting Member
6.	Rajasthan	Karauli	18.09.2019	Smt. Rajulben L. Desai
7.		Jaisalmer	21.09.2019	
8.		Barmer	22.09.2020	
9.		Sirohi	23.09.2019	
10.		Baran	25.09.2019	
11.	Assam	Darrang	23.09.2019	Smt. Soso Shaiza
12.		Udalguri	23.09.2019	
13.		Baksa	24.09.2019	
14.		Barpeta	25.09.2019	
15.		Goalpara	26.09.2019	
16.	Telangana	Asifabad	10.10.2019	Smt. Shyamala S. Kunder
17.		Bhupalpally	11.10.2019	
18.		Khammam	12.10.2019	
19.	Manipur	Chandel	18.10.2019	Smt. Soso Shaiza
20.	Chhattisgarh	Mahasamund	01.11.2019-02.11.2019	Smt. Kamlesh Gautam
21.		Kanker	04.11.2019-05.11.2019	
22.		Kondagaon	06.11.2019-07.11.2019	
23.		Narayanpur	07.11.2019-08.11.2019	
24.		Bastar	08.11.2019-09.11.2019	
25.	Punjab	Ferozpur	13.11.2019	
26.		Moga	14.11.2019	
27.	Mizoram	Mamit	14.11.2019	Smt. Soso Shaiza
28.	Himachal Pradesh	Chamba	19.11.2019	

S. No.	State	District	Date of Inspection	Inspecting Member
29.	Haryana	Mewat	25.11.2019	Smt. Chandramukhi Devi
30.	Uttar Pradesh	Chirakoot	04.12.2019	Smt. Rajulben L. Desai
31.		Vidisha	19.12.2019	
32.		Sonbhadra	12.12.2019	
33.		Shrawasti	20.12.2019	Smt. Soso Shaiza
34.		Vidisha	19.12.2019	Smt. Shyamala S. Kundar
35.	Bihar	Katihar	16.12.2019	Smt. Rajulben L. Desai
36.		Araria	18.12.2019	Smt. Chandramukhi Devi
37.		Sitamarhi	06.01.2020	
38.		Begusarai	07.01.2020-08.01.2020	
39.		Sheikhpura	08.01.2020-09.01.2020	
40.	Maharashtra	Nandurbar	03.02.2019	Smt. SosoShaiza

RIGHT TO INFORMATION

1. The National Commission for Women has, in pursuance of the RTI Act, 2005, made elaborate arrangements for promoting openness, transparency and accountability in administration and other matters handled by the Commission. This includes placing more and more information in public domain.
2. It has been the constant endeavor of the Commission to provide maximum information to the public at regular intervals of time through the website of the Commission so that the public can get the required information with minimal effort.

Accordingly, while the status of the complaints received was/is available to the complainants through the online portal, action has been initiated to place abridged information about such complaints on the website of the Commission. The Commission has also updated the status about the Research Studies and Seminars approved by the Commission and it was available on its website. All advertisements and other documents prepared by the Commission are also regularly placed on the website of the Commission to ensure dissemination of information to all concerned.

3. Efforts have been made to ensure that all RTI requests were replied to as early as possible and cases concerning other public authorities are transferred to the concerned authority expeditiously.

MECHANISM FOR HANDLING COMPLAINTS OF

SEXUAL HARASSMENT

1. The right to work with human dignity is a universally recognized human right in terms of various international conventions. In India, this is an integral part of the Right to Life and Liberty under Article 21 of the Constitution of India. Sexual Harassment at Workplace impinges upon this right and puts women at a disadvantageous position. The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted to provide an effective mechanism to safeguard the rights of women and it inter alia provides for constitution of an Internal Committee to inquire into the complaints of sexual harassment.
2. In terms of the provisions of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the National Commission for Women has constituted an Internal Committee (earlier known as Internal Complaints Committee) to examine complaints of sexual harassment at workplace. The Committee has, during 2019-20, been headed by the former Member of the Commission, Smt. Chandramukhi Devi.
3. In terms of provisions of Section 21 of the

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The National Commission for women organized one Workshops/ awareness programmes during the year.

MEDIA AND OUTREACH PROGRAMMES

1. Improvement in the status of women and their empowerment inter alia requires increase in public awareness regarding Laws and Schemes relating to women. It also requires a concerted effort by all concerned agencies of the Government and those working in the non-governmental sector. Generating public awareness about the Laws and Schemes relating to women is an important step for creating an environment conducive for women's participation in diverse activities and their growth. Being conscious of this, the Commission continues to proactively engage with media for furthering the rights, entitlements, interests and welfare of women and assuring them a life full of dignity.
2. The National Commission for Women has taken a series of initiatives to enhance awareness about such issues during 2019-2020 through media plans including sharing details of its important activities and events on social media through its official Facebook and Twitter handle. As part of the special media campaign to create awareness about legal provisions for protection of women and to apprise women to approach the government through various helplines

and institutional support, the campaign advertisements were released on March 25, 2020. The details were also disseminated through the website of the Commission and advertisements etc.

3. Two themes were taken in to consideration for the audio-visual media plan. It was on 'Protection of Women from Domestic Violence' and 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal). It was broadcasted across National TV, private TV channels in several regional languages including AIR and private FM radio stations. The media plan continued during the Lockdown period on the several prime-time news channels, other popular serial such as Ramayana, Mahabharata, Mann Ki Baat and other programmes in all States of India including North Eastern States.

Rashtra Mahila, a monthly newsletter of the Commission published in English and Hindi, continues to disseminate information about the programmes and activities of the Commission to women activists, members of legal fraternity administrators, member of the judiciary, representatives of NGOs, scholars and students all over the country. The newsletter highlights monthly activities of the Commission as well as success stories with regard to complaints lodged before the Commission and also important court and government decisions concerning women. The monthly newsletter is also available on the Commission's website for online view and download.

USE OF INFORMATION & COMMUNICATION TECHNOLOGY

1. Information communication technologies are now an increasingly ubiquitous element in our day to day lives. At the societal level, leveraging these technologies is critical for unleashing the economic potential of the country and enhancing the productivity as also ensuring inclusive development. ICT has the potential to bring about an overall improvement in the quality of human life by inter alia reducing drudgery. Deployment of ICT for all-round development of women with emphasis on creation of an enabling environment has long been considered a potent tool. Employment of women in knowledge based societies requires building up their ability to participate in economic activities and skills to gain insight into the issues and overcome social and institutional barriers. ICT can play a vital role in this.
2. The National Commission for Women has been at the forefront of using information technology tools for making the processes transparent and also for introducing speed in decision making. The Commission had started electronic receipt processing and disposal of complaints received as early as in 2005. Keeping the criticality of IT in view, the National Commission for Women has been using IT tools in many of its activities for a long period of time and such use has continued to increase progressively and further improvements have been made in the system over the years. The system provides the facility to the individual

complainant to track the progress of her complaints online.

3. During the year 2019-20, Research Study and Seminar proposal were invited as e-Proposals. The Proposals were invited online in two phases. A total of 262 proposals were received and processed electronically out of which 110 had been accepted by the Commission after due examination by experts. All Research and Seminar Proposals were also received, processed and finalized using on line software.
4. The Commission during the Financial Year 2019-2020, has also taken steps to enhance digital literacy amongst college and university students for which a programme has been envisioned in collaboration with other partners.
5. The Commission has also launched an online Anti-Dowry Pledge on MyGov. platform in 2019. More than 29,000 citizens have taken the Pledge online in support of the cause.

PROGRESSIVE USE OF HINDI IN OFFICIAL WORK

1. During the year 2019-2020, the National Commission for Women continued to make concerted efforts to promote use of Hindi language in official work and to ensure compliance of the provisions of the Official Language Act, 1963 as amended in 1967, and Official Language Rules, 1976 framed

there under as also various orders/instructions of the Department of Official Languages from time to time. The Commission took proactive steps for implementation of the Official Language Policy of the Union and increased the use of Hindi in official work.

2. The Commission has a sanctioned post of Junior Hindi Translator to support in the work of ensuring compliance with the provisions of law/rules/instructions. Besides, where required, persons are engaged on contract/outsourcing basis to attend to the exigencies of work. Translation of the material received from various cells of the Commission from English to Hindi and vice-versa such as General Orders, Rules, Handbooks, Sanctions, Manuals, Standard forms, Notifications and Administrative and other Reports and Press Release, Reports, etc. is undertaken by the official languages cell.
3. Besides regular work being accomplished in Hindi, special efforts were made to promote use of Hindi in the Commission during Hindi Fortnight. Official language Cell has been translating the contents of monthly newsletter, prepared Hindi version of jail inspection proforma, Guidance Documents/Handbook, etc. and other reports of the Commission.

2020-21

The National Commission for Women celebrated culmination of 28 years of its existence on January 31, 2021. The occasion was celebrated by organizing a programme to felicitate the “COVID WOMEN WARRIOR – THE REAL HEROES” at Plenary Hall, Vigyan Bhavan, New Delhi. A total of 80 COVID

WOMEN WARRIORS from Health Department, Police Department, Anganwadi Workers and Sanitation workers were invited across the country. The Commission also felicitated State Women Commissions for the exemplary work done by them during the pandemic.





2. The Commission had launched a 'Legal Awareness Programme' for the women at grass-root level in collaboration with National Legal Services Authority on 15th August, 2020. The Pilot project covered the districts of 8 States, viz., Uttar Pradesh, Maharashtra, West Bengal, Madhya Pradesh, Rajasthan, Andhra Pradesh,

Telangana and Assam. 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).





3. The Commission organized an 18-hour virtual discussion themed 'India against Abuse on Women', from 25th to 27th November, 2020 on various issues/challenges faced by women and girls, 'physically or virtually', aimed at enabling our young generation to be Gender

Sensitive and legally aware. The deliberation focused on increasing community awareness of women's mental health, rising cyber crimes cases, menace of domestic violence and reality of gender based violence.



4. Celebrating Women's Day- 2021 on the Theme- 'Men for Women'. The Commission celebrated International Women's Day on 10th March, 2021 (Wednesday) on theme 'Men for Women', with the aim to achieve equality by encouraging all genders to partake as agents of change and take action against negative

stereotypes and behaviors. The event was graced by the presence of Smt. Smriti Zubin Irani, Hon'ble Minister, MWCD & M/o Textiles as Chief Guest, Sh. Hans Raj Hans, MP North West Delhi as Guest of Honour, Shri Ram Mohan Mishra, Secretary, MWCD and Smt. Rekha Sharma, Hon'ble Chairperson, NCW.



सत्यमेव जयते



सत्यमेव जयते



Government of India
National Commission for Women
Celebrating International Women's Day

MEN FOR WOMEN

10th March, 2021 (Wednesday)
10:00 AM to 01:30 PM

Sushma Swaraj Bhawan
Chanakyapuri, New Delhi



5. “Empowering Women through Entrepreneurship”. The Commission launched an online training programme named “Empowering Women through Entrepreneurship” through a Massive Open Online Course (MOOC) in collaboration with IIM, Bangalore and India SME Forum as Knowledge and Mentoring partner. The training programme has been successfully launched through a ceremony at Leh(ladakh) on 4th March, 2021 and the applications for the training are invited through MyGov ([https://innovateindia.](https://innovateindia.mygov.in/ncw-challenge)

[mygov.in/ncw-challenge](https://innovateindia.mygov.in/ncw-challenge)). The aim of the programme is to enhance the knowledge of prospective as well as established women entrepreneurs and facilitate acceleration and scale up of their ventures. The training programme will be for 5000 aspiring women entrepreneurs who are in the Ideation Stage. The Course will be conducted in English and Hindi language for a duration of 6 weeks with 3-4 hours of lessons per week. NCW will bear the cost of the training to 5000 selected applicants.



6. The successful completion of the Pilot Project- 'Legal Awareness Programme' for the women at grass-root level in collaboration with National Legal Services Authority has encouraged the Commission to extend the program in the remaining

States/ Union Territories during the financial year 2021-22. The PAN India project will cover the districts of remaining 20 States & UTs. A total of 882 camps will be organized under the project.



COMPLAINT AND INVESTIGATION

Nature-wise Details of Complaints Received During 2020-2021

S. No.	Nature	Total
1.	Acid Attack	9
2.	Bigamy / Polygamy	181
3.	Cyber Crime against women	797
4.	Denial of Maternity Benefits to women	87
5.	Dowry death	327
6.	Free legal aid for women	56
7.	Gender Discrimination including equal right to education & work	17
8.	Harassment of married women/Dowry harassment	4209
9.	Indecent Representation of Women	33
10.	Outraging modesty of women/Molestation	1802
11.	Police Apathy against women	1460
12.	Protection of Women against Domestic Violence	6049
13.	Rape/Attempt to Rape	1293
14.	Right to exercise choice in marriage/Honour Crimes	479
15.	Right to live with dignity	8688
16.	Sex selective abortion / female foeticide / amniocentesis	17
17.	Sexual Assault	93
18.	Sexual Harassment	480
19.	Sexual Harassment of Women at workplace	216
20.	Stalking / Voyeurism	164
31.	Traditional practices derogatory to women rights i.e. sati pratha, devdasi pratha, witch hunting	6
22.	Trafficking / Prostitution of women	42
23.	Women's right of custody of children in the event of divorce	1
24.	Women"s right of custody of children in the event of divorce	7
	Total	26513

SPECIAL INITIATIVE TAKEN BY THE COMMISSION

1. WhatsApp Number to Report Domestic Violence amid Lockdown:

Considering the increase of the number of complaints of domestic violence cases, since the imposition of the nationwide lockdown over COVID-19, the National Commission for Women has launched the WhatsApp number 7217735372 for reporting domestic violence cases amid lockdown. The Commission handled complaints of domestic violence even without formally registering them in coordination with complainants/victims, police and other authorities throughout the country. This whatsapp number is being continued now as an additional mode of receiving domestic violence complaints and formally registering them

2. Complaints received via Social Media

In case any grievance related to violence against women reported in social media, like Facebook, Twitter, etc, and has come into the notice of the Commission, those complaints are also immediately acted upon by coordinating with victims/authorities to provide immediate assistance. These complaints are of various natures ranging from cyber crimes, police apathy, domestic violence, women in need of immediate medical assistance, etc. The Commission through its urgent intervention is able to provide assistance to the victims by coordinating with police/other authorities.

3. Task Force to Help Aged People

In order to assist the elderly people (both men and women) facing issues due to lockdown in the country, the Commission constituted a special task force to render assistance to elderly people in case they need any medical assistance, delivery of grocery, essential items or any medication at the place they are residing in. A special dedicated email was also opened by NCW, helpatncw@gmail.com to receive such requests. A public notice on NCW website was also displayed to create awareness on this. Various social media platforms are also being used for same. The task force constituted by NCW worked day and night and coordinated with State police authorities, administration, local NGOs, etc to provide immediate assistance to elderly people in need. A list of online grocery and medical stores was also maintained by the task force for providing assistance. Since its creation on 4th April, 2020, and till unlock 1 in the country, the task force was able to provide assistance in around 140 such cases by its coordination throughout the country.

4. E Meeting with State DGPs/Police Chiefs

In order to discuss the strategy to work in more effective and immediate manner during the pandemic situation and lockdown in the country, an e meeting with State DGPs/Police Chiefs was held on 29th May, 2020 (Friday) The meeting under the Chairmanship of Hon'ble Chairperson of NCW was attended by DGPs/senior officers from 30 States/UTS.



5. Standard Operating Procedure for handling the Rape Survivor

The Commission organised a consultation on 15th January, 2021 for a discussion on comprehensive Standard Operating Procedure (SOP) for handling of Rape Victims.

6. Mahila Jan Sunwais

Considering the increase in the number of complaints and for their speedy and effective disposal, in August 2016, the National Commission for Women (NCW) initiated a pilot project “Mahila Jan Sunwai” in collaboration with District

Legal Service Authority and Police Authorities. During the financial year 2020-21, however due to Covid 19 pandemic, it has become difficult to hold on the spot Mahila Jan Sunwai. Therefore this project will now be modified, whereby these Mahila Jan Sunwais will be conducted Online through webex in coordination with district level police officers under the Chair of Chairperson/Members of the Commission. During the financial year 2020-2021, 6 Online Mahila Jan Sunwais have been conducted for expediting disposal of complaints, as per details given below:

S. No.	District/State	Dates
1.	Dwarka District /Delhi	13.10.2020
2.	Ahmadabad/Gujarat	14.10.2020
3.	Barielly/Uttar Pradesh	19.10.2020
4.	Muzzafarnagar/Uttar Pradesh	21.10.2020
5.	Thane/Maharashtra	22.10.2020
6.	Mumbai/Maharashtra	26.10.2020

NON RESIDENT INDIAN MARRIAGE RELATED ISSUES

1. In April 2009, the National Commission for Women was nominated as the National Coordinating Agency by the Government of India for coordinating efforts of different stakeholders for dealing with issues pertaining to NRI marriages. The Commission set up an NRI Cell on 24th September, 2009. The Cell has been further

strengthened by the Commission during 2020-21 keeping in view the large number of NRI marriage related cases.

2. The NRI Cell receives complaints from women on issues related to NRI marriages from across the country and also those residing abroad. The Table below summarise the state- wise details of complaints registered with the NRI Cell during the year 2020-21:

State	No of Complaints
Andhra Pradesh	30
Assam	1
Bihar	11
Chandigarh	8
Chhattisgarh	1
Delhi	54
Gujarat	21
Haryana	38
Himachal Pradesh	5
Jammu and Kashmir	4
Jharkhand	3
Karnataka	27
Kerala	23
Madhya Pradesh	04
Maharashtra	42
Meghalaya	1
Odisha	6
Pondicherry	3
Punjab	66
Rajasthan	10
Tamil Nadu	31
Telangana	45
Uttar Pradesh	43
Uttrakhand	06
West Bengal	05
Total	488

SUO-MOTO COGNIZANCE OF INCIDENTS/CASES

1. The National Commission for Women takes suo motu cognizance of the reports appearing in the print, electronic and social media about deprivation of women and infringement of their rights and initiates action for investigating such cases. In matters involving serious violation of women's rights, Inquiry Committees or Fact Finding Teams are also constituted by

the Commission. The Committees/teams so constituted investigate the matters and make their recommendations to the Commission for addressing the concerns.

2. The number of cases where suo motu cognizance has been taken by the Commission, the number of cases where Action Taken Reports have been received and the number of cases that were closed during 2020-21 are as below:

S. No.	No. of cases taken up	No. of ATRS received (Old & New)	No. of cases closed (Old & New)
1.	252	215	68

3. Some of the cases, where the National Commission for Women had taken suo motu cognizance and constituted Inquiry Committees/Fact Finding Teams during the year 2020-21 are given below:

1. Racial harassment of girls/ women from North Eastern Region:

Facebook post wherein it was alleged that a few North East girls were brutally attacked and abused by a lady in Porvorim, Goa. The Commission pursued with Goa Police and the Police has informed that the case was registered vide FIR No.57/2020, under sections 188, 323, 324, 504, 506 (ii), r/w 34 IPC on 24/04/2020 and charge sheet has been filed in the matter.

2. Facebook post wherein it was stated that some miscreant spat on a Manipuri girl in Kalina market area in Mumbai.

The matter was reported to Vakola Police Station and on the complaint, a case vide C.R. No. 149/2020 u/sec 210, 352 of Indian Penal Code was registered against an unknown person. Investigation was carried out, and after examination of CCTV footage and ground intelligence, the accused was arrested from his residence on 17th April, 2020. The accused had confessed of committing the crime.

3. Harassment of frontline workers:

Media report captioned "AIIMS doctor attempts suicide over casteist, sexist harassment, RDA writes to Health Minister over inaction" wherein it was reported that a dental surgeon at AIIMS, Delhi attempted suicide allegedly due to gender and caste-based harassment by senior faculty members. The Commission has been

informed by Ministry of Health and Family Welfare that the Director, AIIMS has constituted a high-level committee to examine the incident in its totality and to submit the report at the earliest after the doctor made an attempt on her life on 18.04.2020 by overdosing on medication used to treat depression.

A tweet attached therewith a video where it was seen that a man who is also the neighbour was harassing and abusing a lady doctor working in Civil Hospital, Surat. The Commission had taken up the matter with the Surat Police, thereafter the police went to the Doctor's place and counselled her to file a complaint. However, she refused to file complaint but gave an application narrating the incident. On the basis of application, the police took action under Sec. 107 and 151 of Cr.P.C. She had amicably settled the matter with the respondents and refused for police protection.

4. Safety and Security issues:

The National Commission for Women had come across a media report captioned "53-Year-Old Bank Manager Allegedly Raped In Her Bhopal Home Amid Lockdown" wherein it was reported that a 53 year-old visually impaired manager of a state-run bank was allegedly raped inside her flat by an unidentified man in the posh Shahpura area of Bhopal in the early hours on Friday. The matter was pursued by the NCW and the accused were arrested and charge sheet was filed in the Court.

The National Commission for Women had taken cognizance of a tweet on Twitter

attached therewith a video wherein it was seen that a woman native of Bihar, was crying for help as she and her mother were assaulted and their house was damaged by some miscreants. It was informed by the Siliguri Police that the allegation in the media report was false and there was a dispute over issue of garbage dumping amongst neighbours.

5. Bihar gang rape case: Woman booked for 'misbehaviour' while recording statement.

A media report captioned "Bihar gang rape case: Woman booked for 'misbehaviour' while recording statement" and the Commission requested intervention of Registrar General, Patna High Court. The Commission received a response from Registrar General, Patna High Court informing that the Hon'ble High Court, Patna has taken cognizance on this issue, and now the matter is under trial before Hon'ble High Court.

6. A specially - abled woman was mercilessly beaten by a Deputy Manager of Andhra Pradesh Tourism Department

The National Commission for Women has come across a Twitter post enclosing a CCTV footage wherein it is seen that a specially - abled woman was mercilessly beaten by a Deputy Manager of Andhra Pradesh Tourism Department. It was informed that the Police acted very promptly, conducted proper investigation and filed the charge sheet under Section 324/355/354/509/506 of I.P.C. and Section 92(a) and 92 (b) of the Rights of Persons with Disabilities Act, 2016 have been filed in the Court.

7. Open rape threats to a female comedian.

The National Commission for Women was tagged in several Twitter Post regarding video of Shubham Mishra of Baroda, Gujarat wherein he was heard hurling abuses and giving open rape threats to a female comedian. The Commission took up the matter with the Gujarat Police and the culprit was arrested and the culprit also apologised in the social media.

8. Mumbai: Nine-month pregnant, Nalasopara woman, who died of corona virus, was rushed to four hospitals”

Media report captioned “Mumbai: Nine-month pregnant, Nalasopara woman, who died of corona virus, was rushed to four hospitals” regarding a pregnant woman whose husband rushed her to four hospitals covering 70 Kms between Nalasopara and Mumbai as the hospitals allegedly refused to treat her who subsequently passed away as she could not breathe. The Commission has taken up the matter Ministry of Health & Family Welfare, Government of India urging for intervention to ensure non-COVID-19 ambulance services, allocation of separate beds for pregnant women and a dedicated helpline numbers to safeguard the health of women and their new born babies.

9. Tiktok video of a content creator wherein he appeared to promote acid attack on girls and women as revenge.

The National Commission for Women was tagged in a Twitter post attaching therewith a Tiktok video of a content creator wherein he appeared to promote acid attack on girls

and women as revenge. The Commission had taken up the matter with the Maharashtra Police and Tiktok India. In response, Tiktok India had informed that all the content flagged by NCW was actioned and removed from their platform. The account was also suspended. The Commission had also recommended banning Tiktok in India to the Ministry of Communications & Information Technology, Government of India vide D.O. letter dated 22/05/2020 as the Commission received various requests/ voices for the same.

WOMEN WELFARE AND CAPACITY BUILDING

1. Conferences/ seminars/ webinars organized on challenges and issues faced by women:
 - Empowering women through Entrepreneurship;
 - Women in Decision Making;
 - Witch Hunting;
 - Trafficking of Women in India;
 - Cyber Crime against Women in India;
 - Challenges faced by Women with Disabilities;
 - Prevention of Sexual Harassment at Workplace;
 - Challenges faced by domestic workers;
 - Women in Agriculture sector;
 - Health and Nutrition among Women and Children
 - Cyber crimes against women;

➤ National Education Policy: with special focus on Gender Sensitivity and Inclusion;

2. Quiz on “Gender Sensitisation and Legal Awareness Programme”:

The Commission launched an Open 'Gender Sensitization and Legal Awareness Quiz' through MyGov Portal on 14th November, 2020. The duration of the quiz was from 14th November to 31st January 2021. A total number of 64,029 participants have been recorded under the quiz.

The aim of the programme is to inculcate values of equality, inclusivity and diversity, among the adolescent boys and girls, which are essential for building a healthy society. Moreover, knowledge of laws relating to women and gender sensitization is not only crucial for balanced development of young minds; it will also help students in building correct values, self-discipline and national spirit.

3. Financial Literacy and Education - Inspire Women to Take Charge of their Finances.

In order to discuss on various issues related to financial status of women in India, the Commission organized a virtual discussion on 'Financial Literacy and Education - Inspire Women to Take Charge of their Finances' on 01st March, 2021.

4. Empowering Women through Entrepreneurship.

The Commission is going to organize an online training programme named “Empowering Women through Entrepreneurship” through a Massive Open

Online Course (MOOC) in collaboration with IIM, Bangalore and India SME Forum as Knowledge and Mentoring partner. The training programme has been successfully launched through a ceremony at Leh (Ladakh) on 4th March, 2021 and the applications for the training are invited through MyGov (<https://innovateindia.mygov.in/ncw-challenge>). The aim of the programme is to enhance the knowledge of prospective as well as established women entrepreneurs and facilitate acceleration and scale up of their ventures. The training programme will be conducted for 5000 aspiring women entrepreneurs who are in the Ideation Stage. The Course will be conducted in English and Hindi language for a duration of 6 weeks with 3-4 hours of lessons per week. The last date of receiving applications will be 21st March, 2021. NCW will bear the cost of the training to 5000 selected applicants.

5. Celebrating Women's Day- 2021 on the Theme- 'Men for Women'

The Commission celebrated International Women's Day on 10th March, 2021 (Wednesday) on theme 'Men for Women', with the aim to achieve equality by encouraging all genders to partake as agents of change and take action against negative stereotypes and behaviors. The event was graced by the presence of Smt. Smriti Zubin Irani, Hon'ble Minister, MWCD & M/o Textiles as Chief Guest, Sh. Hans Raj Hans, MP North West Delhi as Guest of Honour, Shri Ram Mohan Mishra, Secretary, MWCD and Smt. Rekha Sharma, Hon'ble Chairperson, NCW. The inaugural was followed by a theme based play by

Anushthan Theater Group.

The panel discussion focused on the spirit of men for women and saluting all panelists for the role they played in the lives of inspiring women. The panel constituted of Mr Rakesh Pandey (Brother of Ms. Saroj Pandey, MP, Rajya Sabha), Dr Mitra Basu Chhillar (Father of Ms. Manushi Chhillar, former Miss World/Actor), Mr Ravi Kumar (Spouse of Acid Attack Survivor, Ms. Sapna), Major Deepak Rao (Spouse of Ms. Seema Rao, 1st Woman Commando Trainer of India), Mr. Manvendra Singh and Mr. Anirudh Singh (Sons of Ms. Aishwarya Bhati, Additional Solicitor General, Supreme Court of India), Mr. Himanshu Kalia (Spouse of Ms. Twinkel Kaliya, 1st woman ambulance driver, Delhi) and Sh. Ramesh Thakur (Father of MS. Maithili Thakur Indian singer trained in Indian Classical music).

The event was replicated in collaboration with State Women Commissions of Arunachal Pradesh, Goa, Gujarat, Karnataka, Manipur, Meghalaya, Odisha, Sikkim, Uttarakhand, Telangana, Mizoram and Haryana.

POLICY MONITORING AND RESEARCH

The National Commission for Women, amongst others, undertakes promotional and educational research with the objective of ensuring due representation of women in all spheres of life. Such studies, conducted by the Commission, or through other partner institutions, help in identifying factors that impede women's advancement and their effective participation in social,

economic and political spheres. The Policy, Monitoring and Research Cell (PMRC) of the Commission handles cases relating to promotional and educational research for investigating specific problems or situations arising out of discrimination and atrocities against women. Such studies help in identifying constraints and recommend strategies for removal of the identified constraints. During the year 2017- 18, the Commission funded a series of activities including seminars and workshops and research studies for analysing factors responsible for drudgery and occupational health hazards of women. These activities have been undertaken in partnership with various governmental and non-governmental organisations.

2. During the year 2020-21, the Commission had, invited online proposals for organising seminars and conducting Research Studies. There was a good response and 1225 proposals were received for conducting Webinar. After scrutiny by the Expert Committee and approval of the Competent Authority 101 proposals were approved and funded by the Commission. 251 Organisations/researchers applied for organising research studies. After scrutiny of the proposals, 18 research studies were approved for being funded by the Commission.

Broad topics on which Webinar/Research proposals invited were as under:

- Cyber Security
- Women Mental Health
- Domestic Violence

- Women Migrant Worker

LAW REVIEWS AND LEGAL AWARENESS

1. Advisory to address Needs Of Internal Women Migrants In India During Covid-19 Lockdown

National Commission for Women being the apex statutory body to work for women empowerment in the country took the onus to propose certain interventions in the form of an advisory for internal women migrant workers during COVID 19 lockdown as they are one of the most adversely affected sections in the present crisis. In view of this, the Commission issued an advisory on 7th April, 2020 to address the essential needs of 'Internal Women Migrants in India during COVID-19 lockdown'. The advisory put forth guidelines relating to food, health, hygiene, shelter and safety for women migrant workers.

2. Regional Consultations on Female Labour Force Participation in India

The National Commission for Women organized 5 Regional Consultations on matters relating to working women, especially those in unorganized sector to identify impact of prevailing laws on Female Labour Force Participation Rate (FLFPR). These consultations were undertaken in collaboration with V.V. Giri National Labour Institute, Noida with identified National Law Schools as institutional partners. The details are as follows:

- i. Gujarat National Law University, Gandhinagar on 4th January, 2020

- ii. National Law School of India University, Bangaluru on 18th January, 2020

- iii. National Law University and Judicial Academy, Guwahati on 6th February, 2020

- iv. National Law School, Cuttack on 6th March, 2020.

- v. Through web-conferencing with National Law University, Delhi on 9th July, 2020

3. Regional Consultations on “Reviewing law related to Interstate Women Migrant Workers”

The National Commission for Women in pursuance of its mandate organised five Regional Consultations to review law relating to inter-state migrant women workers in association with identified National Law Schools for North, South, East, West and North East region of the Country. Through these Consultations, problems faced by thousands of inter-state migrant workers, particularly women, and prospects for improving established legal framework for providing prescribed minimum of social security, welfare and quality of life. The Consultations were scheduled in a web based format due to the existing lockdown conditions in the Country in the wake of COVID-2019.

4. Consultation to Review Legal Age of Marriage in India' on 17th July, 2020

The Commission conducted a one day consultation to 'Review Age of Marriage and Motherhood in India' on 17th July,

2020 through video conference format. The objective of the consultation was to explore the possibility of increasing the age of marriage for girls in India. Through this consultation, the Commission aimed to examine the age of motherhood, imperatives of lowering Maternal Mortality Rate, improvement of nutritional levels and related issues. The programme saw participation of academicians, lawyers and civil society representatives. The report was submitted to Secretary, Ministry of Women and Child Development vide forwarding letter dated 10.08.2020.

5. Law Review Consultation on “Cyber Crime against Women- Do Indecent Representation of Women's Act, IT Act and other prevailing laws suffice?”

The Commission has organized 3 Regional Law Review Consultations on “Cyber Crime against Women- Do Indecent Representation of Women's Act, IT Act and other prevailing laws suffice?” for Eastern, Western and Southern Region on 31st August, 2020, 16th September, 2020 and 29th October, 2020 respectively through video conference format. The objective of the consultation is to review and analyse the development of regulatory instruments, statutes, recommendations, guidelines, etc. pertaining to Cyber Security Framework for Women. This law review is an endeavour to formulate consolidated recommendations for viable amendments in the existing law or need for novel regulatory instrument.

INITIATIVES IN NORTHEAST (NE)

The National Commission for Women

organised a virtual seminar (webinar) on theme 'Addressing Issues & Challenges Faced by North Eastern Women in Metro Cities' on 29.07.2020, with an aim to deliberate on the prejudices/discrimination faced by NE Women, which would result into comprehensive understanding of issues and recommendations for appropriate strategies to ensure safety of women from the region. The webinar was graced by Sh. Kiren Rijiju, Hon'ble Minister of State, Ministry of Youth Affairs & Ministry of Minority Affairs as the Hon'ble Chief Guest along with senior representatives from Ministry of Development of North Eastern Region, North Eastern Council & SPUNER, Senior officers of state Social Welfare Departments and State Women Commissions of North Eastern Region.

2. The National Commission for Women organised a virtual seminar (webinar) on theme “ Women's Participation In Decision Making : North Eastern Region ” on 24.09.2020 , in order to understand that paving the way for more women in decision making positions is the key to empower Women and bring about gender equity and equality. The webinar was graced by Ms. Agatha Sangma, Hon'ble Member of Parliament, Lok Sabha, Senior Officers of state Social Welfare Departments and State Women Commissions of North Eastern Region. Another notable panelists included notable social workers, civil servants, journalists, academicians, civil society organizations, etc.

WOMEN SAFETY

1. The National Commission for Women, in collaboration with Tata Institute of Social Sciences (TISS) and Delhi Police had started a pilot project to help women survivors of violence. The project entails placement of trained Social Workers for providing psycho-legal services for women subjected to violence at the District Headquarters. 17 social workers have been working at the Crime Against Women (CAW) Cells attached to various Police Stations in Delhi Police Districts. The progress of the work of these Cells is monitored by TISS and also reviewed by the Commission. The Memorandum of Understanding between National Commission for Women, Tata Institute of Social Sciences and Delhi Police has been extended to continue the pilot project, up till 31st March, 2021.
2. The National Commission for Women has been implementing another project based on the special cell for women approach in collaboration with TISS in 7 States namely; Bihar, Assam, Meghalaya, Punjab, Madhya Pradesh, Odisha and Tamil Nadu covering in total 22 districts in these states. The project promotes the support mechanism for women victims of domestic violence and creates a systematic grievance redressal mechanism within the police/criminal justice system. The Memorandum of Understanding, between National Commission for Women and Tata Institute of Social Sciences the project has been extended to continue the pilot project up till 31st March, 2021.
3. The Commission organized a meeting with TISS to review the progress of the two pilot projects i.e. one with Delhi Police and the other in 7 states on 05.02.2020 in the Commission. The progress report was prepared by TISS, giving details of the functioning and achievements, separately for each of the 8 states under the two pilot projects. The progress report clearly established that the pilot projects were successfully implemented in each state. The Commission, therefore, made specific recommendations for institutionalization of the pilot project as a regular programme of the respective State Government. The recommendations were communicated to the Chief Secretary of each of the 8 states to take necessary actions to institutionalize the project.
4. Similarly, in March, 2021 National Commission for Women has signed an MOU with Tata Institute of Social Sciences (TISS), Mumbai for undertaking a pilot project “Violence Free Home: A Woman's Right- 12 Pilot Special Cells in Union Territories of Jammu & Kashmir and Ladakh”, which is initially valid up to 31.03.2023.
5. The Commission, in its endeavor to facilitate and ensure relief to women subjected to acid attacks, continued the monitoring of the progress in each case of acid attack, through the Management Information System (MIS) maintained on its website. Data about acid attack cases is updated/uploaded on the MIS by the state nodal officer, which has been analyzed for

(i) Periodic updating of the cases, (ii) Payment of Compensation and Quantum of Compensation, (iii) Need for further Medical Assistance and Progress in filing the Chargesheet and Prosecution.

6. An E-meeting/ video conference was held on 22nd October, 2020 with Nodal Officers, to discuss and ensure regular updation of acid attack cases on Management Information System (MIS) portal maintained at NCW's website. The Commission emphasized on timely payment of compensation, medical assistance and speedy charge sheet. Minutes of the meeting along with the recommendations made therein were shared with all the concerned Nodal Officers/ State representatives.

PSYCHIATRIC HOMES AND CUSTODIAL HOMES REFORM

1. The National Commission for Women inspects Jails/ Prisons/ Custodial Homes in the Country as part of the functions entrusted to it under Section 10(1)(k) of the National Commission for Women Act, 1990. In order to ensure that the rights of women inmates are not violated and adequate correctional facilities are provided, inspection of the Prisons has been identified by the Commission as one of its focus areas. The inspections are carried out by the Chairperson, Members along with officers of the National Commission for Women, in association with the representatives of the State Women Commissions, DLSA, and NGOs working in related areas. The inspection teams invariably interact with female inmates in Jails, employees and

other stakeholders. The observations and recommendations made during the inspection are sent to Ministry of Women and Child Development, Ministry of Home Affairs, Ministry of Health and Family Welfare, Ministry of Social Justice and Empowerment, State Prison Authorities and Superintendent of Jail for further necessary action to implement the recommendations emerging from such inspections.

2. The information is also obtained from the Prisons in the prescribed proforma evolved by the Commission. The information received in this proforma is not only used during inspection, but also the said information is scrutinized/ analyzed in the Commission and based on this scrutiny/ analysis observations/ recommendations of the Commission is sent to concerned authorities requesting for an action taken report.
3. In the year 2020-21, the Commission was restricted to plan for physical inspections of Prisons/ Psychiatric Homes/ SwadharGrehas amidst COVID-19 pandemic. Hence, the Commission ensured well-being of the inmates through conducting online meetings with the stakeholders of Prisons and Psychiatric Homes.
4. An E-meeting/ video conference was held on 11th May, 2020 with State Director General/ Inspector General of Prisons to discuss the action taken by them on various recommendations by the Commission for improving the living conditions of women inmates in the wards/ barracks of the prisons during the pandemic COVID 19

like Decongestion of the wards (number of inmates released on conditional bail/ parole etc.), Bail Application moved for under-trial under section 437 (1) (ii) of Cr.Pc., Maintenance of cleanliness in the women wards, Supply of toiletries, Practice of social distancing inside the wards, Supply of masks, hand gloves and sanitizers, Healthcare services, Facility of video conferencing.

5. All DG Prisons were advised to take a direct and personal responsibility to impress upon the Prison Superintendents that Women Prisoners, whether Under-trial or Convicted, are not in the Prisons for being “punished” in any manner; rather they have been given in their custody and in that role, they have to serve as their 'Guardian'. Protection of the Physical, Psychological and Mental Health of the women prisoners is therefore their responsibility. DGs also as their guardian need to protect the self-respect, dignity and modesty of their women prisoners not only within the prison but also from any attempt on their character assassination as Women by people outside.
6. Likewise, National Commission for Women organized an E-meeting/ video conference on 20th August, 2020 with Director/ Medical Superintendents of Psychiatric Homes/ Hospitals in the Government sector to discuss the action taken by them on the various recommendations by the Commission for improving the living conditions of women inpatients during the pandemic COVID 19.2.
7. The individual reports of the visits during the period from September, 2019 to

February, 2020, 40 Aspirational Districts (spread over 14 States in the country, i.e., Odisha, Rajasthan, Assam, Telangana, Manipur, Chhattisgarh, Punjab, Mizoram, Himachal Pradesh, Uttar Pradesh, Haryana, Bihar, Madhya Pradesh and Maharashtra) by the Hon'ble Members of the Commission was consolidated and the general observations and recommendations made by them were sent to concerned stakeholders.

8. The Commission devised a comprehensive proforma to gather relevant information from the “Sakhi”- One Stop Centre (OSC) and was sent to all OSCs in the country. The purpose of gathering information from the OSCs was to assess their functioning and accordingly make suggestions/ recommendations.

RIGHT TO INFORMATION

1. The National Commission for Women has, in pursuance of the RTI Act, 2005, made elaborate arrangements for promoting openness, transparency and accountability in administration and other matters handled by the Commission. This includes placing more and more information in public domain.
2. It has been the constant endeavor of the Commission to provide maximum information to the public at regular intervals of time through the website of the Commission so that the public can get the required information with minimal effort. Accordingly, while the status of the complaints received was/is available to the complainants through the online portal, action has been initiated to place abridged information about such complaints on the

website of the Commission. The Commission has also updated the status about the Research Studies and Seminars approved by the Commission and it was available on its website. All advertisements and other documents prepared by the Commission are also regularly placed on the website of the Commission to ensure dissemination of information to all concerned.

3. Efforts have been made to ensure that all RTI requests were replied to as early as possible and cases concerning other public authorities are transferred to the concerned authority expeditiously.

MECHANISM FOR HANDLING COMPLAINTS OF SEXUAL HARASSMENT

1. The right to work with human dignity is a universally recognized human right in terms of various international conventions. In India, this is an integral part of the Right to Life and Liberty under Article 21 of the Constitution of India. Sexual Harassment at Workplace impinges upon this right and puts women at a disadvantageous position. The Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been enacted to provide an effective mechanism to safeguard the rights of women and it inter alia provides for constitution of an Internal Committee to inquire into the complaints of sexual harassment.
2. In terms of the provisions of Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and

Redressal) Act, 2013, the National Commission for Women has constituted an Internal Committee (earlier known as Internal Complaints Committee) to examine complaints of sexual harassment at workplace. The Committee has, during 2019-20, been headed by the former Member of the Commission, Smt. Rajulben L. Desai.

3. In terms of provisions of Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

MEDIA AND OUTREACH PROGRAMMES

1. Improvement in the status of women and their empowerment inter alia requires increase in public awareness regarding Laws and Schemes relating to women. It also requires a concerted effort by all concerned agencies of the Government and those working in the non-governmental sector. Generating public awareness about the Laws and Schemes relating to women is an important step for creating an environment conducive for women's participation in diverse activities and their growth. Being conscious of this, the Commission continues to proactively engage with media for furthering the rights, entitlements, interests and welfare of women and assuring them a life full of dignity.
2. The National Commission for Women has taken a series of initiatives to enhance awareness about such issues during 2019-2020 through media plans including sharing details of its important activities and events on social media through its

officials Facebook and Twitter handle. As part of the special media campaign to create awareness about legal provisions for protection of women and to apprise women to approach the government through various helplines and institutional support, the campaign advertisements were released on March 25, 2020. The details were also disseminated through the website of the Commission and advertisements etc.

3. Two themes were taken in to consideration for the audio-visual media plan. It was on 'Protection of Women from Domestic Violence' and 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal). It was broadcasted across National TV, private TV channels in several regional languages including AIR and private FM radio stations. The media plan continued during the Lockdown period on the several prime-time news channels, other popular serial such as Ramayana, Mahabharata, Mann Ki Baat and other programmes in all States of India including North Eastern States.
4. Rashtra Mahila, a monthly newsletter of the Commission published in English and Hindi, continues to disseminate information about the programmes and activities of the Commission to women activists, members of legal fraternity administrators, member of the judiciary, representatives of NGOs, scholars and students all over the country. The newsletter highlights monthly activities of the Commission as well as success stories with regard to complaints lodged before the Commission and also important court and government decisions concerning women.

The monthly newsletter is also available on the Commission's website for online view and download.

USE OF INFORMATION & COMMUNICATION TECHNOLOGY

1. Information communication technologies are now an increasingly ubiquitous element in our day to day lives. At the societal level, leveraging these technologies is critical for unleashing the economic potential of the country and enhancing the productivity as also ensuring inclusive development. ICT has the potential to bring about an overall improvement in the quality of human life by inter alia reducing drudgery. Deployment of ICT for all-round development of women with emphasis on creation of an enabling environment has long been considered a potent tool. Employment of women in knowledge based societies requires building up their ability to participate in economic activities and skills to gain insight into the issues and overcome social and institutional barriers. ICT can play a vital role in this.
2. The National Commission for Women has been at the forefront of using information technology tools for making the processes transparent and also for introducing speed in decision making. The Commission had started electronic receipt processing and disposal of complaints received as early as in 2005. Keeping the criticality of IT in view, the National Commission for Women has been using IT tools in many of its activities for a long period of time and such use has continued to increase progressively and further improvements have been made

in the system over the years. The system provides the facility to the individual complainant to track the progress of her complaints online.

3. During the year 2020-21, Research Study and Seminar proposal were invited as e-Proposals. After due examination by experts, all Research and Seminar Proposals received, processed and finalized using on line software.
4. The Commission during the Financial Year 2020-2021, has also taken steps to enhance digital literacy amongst college and university students for which a programme has been envisioned in collaboration with other partners.

PROGRESSIVE USE OF HINDI IN OFFICIAL WORK

1. During the year 2020-2021, the National Commission for Women continued to make concerted efforts to promote use of Hindi language in official work and to ensure compliance of the provisions of the Official Language Act, 1963 as amended in 1967, and Official Language Rules, 1976 framed there under as also various orders/instructions of the Department of Official Languages from time to time. The Commission took proactive steps for implementation of the Official Language Policy of the Union and increased the use of Hindi in official work.
2. The Commission has a sanctioned post of Junior Hindi Translator to support in the work of ensuring compliance with the provisions of law/rules/instructions. Besides, where required, persons are

engaged on contract/outsourcing basis to attend to the exigencies of work. Translation of the material received from various cells of the Commission from English to Hindi and vice-versa such as General Orders, Rules, Handbooks, Sanctions, Manuals, Standard forms, Notifications and Administrative and other Reports and Press Release, Reports, etc. is undertaken by the official languages cell.

3. Besides regular work being accomplished in Hindi, special efforts were made to promote use of Hindi in the Commission during Hindi Fortnight. Official language Cell has been translating the contents of monthly newsletter, prepared Hindi version of jail inspection proforma, Guidance Documents/Handbook, etc. and other reports of the Commission.

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3. In terms of provisions of Section 21 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The National Commission for women organized one Workshops/awareness programmes during the year.

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3. During the year 2019-20, Research Study and Seminar proposal were invited as e-Proposals. The Proposals were invited online in two phases. A total of 262 proposals were received and processed electronically out of which 110 had been accepted by the Commission after due examination by experts. All Research and Seminar Proposals were also received, processed and finalized using on line software.
4. The Commission during the Financial Year 2019-2020, has also taken steps to enhance digital literacy amongst college and university students for which a programme has been envisioned in collaboration with other partners.
5. The Commission has also launched an online Anti-Dowry Pledge on MyGov. platform in 2019. More than 29,000 citizens have taken the Pledge online in support of the cause.

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2021-22

SUO-MOTO COGNIZANCE OF INCIDENTS/CASES

1. The National Commission for Women takes suo motu cognizance of the reports appearing in the print, electronic and social media about deprivation of women and infringement of their rights and initiates action for investigating such cases. In matters involving serious violation of women's rights, Inquiry Committees or Fact Finding Teams are also constituted by the

Commission. The Committees/teams so constituted investigate the matters and make their recommendations to the Commission for addressing the concerns.

2. The number of cases where suo motu cognizance has been taken by the Commission, the number of cases where Action Taken Reports have been received and the number of cases that were closed during 2021-22 (upto 31.05.2021) are as below:

S. No.	No. of cases taken up	No. of ATRS received (Old & New)	No. of cases closed
1.	53	15	--

3. Some of the cases, where the National Commission for Women had taken suo motu cognizance and constituted Inquiry Committees/Fact Finding Teams during the year 2021-22 are given below:

➤ The National Commission for Women had come across a numbers of Twitter/Social Media Posts posting videos, photographs wherein allegedly TMC goons are beating Women Workers in all districts of West Bengal which also includes the heinous crimes like rape and murder. The social media posts highlighted the incidents of Kendamari Village, Nandigram, East Medinipur and one girl was brutally raped and murdered at Village Hamna, P.S-Pingla, West Medinipur, West Bengal post Assembly election results. The National Commission constituted an Inquiry Committee under the chair of Smt.

Rekha Sharma, Hon'ble Chairperson, NCW to inquire into the alleged incidents. The Inquiry Committee visited the spot on 5th & 6th May, 2021 and submitted its Report.

➤ The National Commission for Women came across a Twitter post captioned " Sangita Kumari an International footballer from Dhanbad is working at a brick kiln. Lockdown damaged her financially. Represented under-18 in Bhutan & under-19 in Thailand" wherein it has been stated that an International Level Football player from Jharkhand Ms. Sangita is working as a labor in brick kiln due to financial constraints. She had been trying to get a job since past three years but nobody helped her and she was only given ten thousand rupees as an acknowledgement of her representation at International

level. After Commissions intervention and matter taken up with the Chief Secretary of Jharkhand, Ms. Sangita was provided with all the necessary needs that the State owes to her.

SPECIAL INITIATIVE TAKEN BY THE COMMISSION

1. HELPLINE – “HAPPY TO HELP MOM TO BE”:

On 29th April, 2021, the National Commission for Women (NCW) launched a WhatsApp helpline number for providing medical assistance to expecting mothers from across the country. The Commission upon noticing that pregnant women have been facing difficulty in accessing medical aid, decided to launch a message-only helpline service in addition to the email ID which was already operational. Expecting mothers from across the country have been reaching out to the Commission through its helpline number-- 9354954224-- which was initially functional round-the-clock and is currently working from 9 am to 9 pm. A dedicated team at the Commission is looking after speedy redressal of grievances received from pregnant women regarding procuring of emergency medical help in securing hospital beds, ICU beds, oxygen cylinders, emergency medicines and also food. The Commission can also be reached out on the email ID helpatncw@gmail.com. Till 31.05.2021, the Commission had received 824 requests and all have been closed.

2. Capacity Building and Training of Protection Officers appointed under the Protection of Women from Domestic

Violence Act, 2005:

The National Commission for Women, keeping in view the role of Protection Officers as appointed by the State Government under Section 8 of the Domestic Violence Act in facilitating legal help to aggrieved women has collaborated with Lal Bahadur Shastri National Academy of Administration (LBSNAA), the premier administrative training institute in India, for undertaking training and capacity building of Protection Officers. LBSNAA will prepare a specialized module and conduct online training for the protection officers appointed in the states of Uttar Pradesh, Haryana and West Bengal initially. The module along with the list of Resource Speakers will be shared with NCW to carry forward this project in other states. The training programmes have started since June, 2021 onwards.

3. Webinar on Health and Physical well being of women:

Women's health concerns are numerous and influenced by various factors like gender disparities, early marriage, domestic violence and sexual abuse, malnutrition, poverty, illiteracy and access to quality healthcare. It is with this thought, the Commission organized Webinar on 'Health and Physical Wellbeing of Women' on 27th April 2021 to address gender, class disparities existing within healthcare system and improving health, nutrition and sanitation through advocacy and sensitization.

4. Legal Awareness Programme' for the Women at grass-root level:

On successful completion of the Pilot Project- 'Legal Awareness Programme' for the Women at grass-root level in collaboration with National Legal Services Authority has encouraged, the National Commission for Women is extending the program in the remaining States/ Union Territories during the financial year 2021-22. The PAN India project will cover the districts of remaining 20 States & UTs. A total of 882 camps will be organized under the project.

5. **Combating and Preventing Trafficking of Women in North East Region:**

The National Commission for Women organised a virtual webinar in collaboration with Nagaland State Commission for Women organized a webinar on 8th May, 2021 to deliberate on “Combating and Preventing Trafficking of Women in North East Region”, which resulted into comprehensive understanding of issues and recommendations for appropriate strategies and policies to combat and prevent trafficking of women in the region.

6. **NCW-IIMB's collaborative online training programme for aspiring women entrepreneurs, namely, 'Empowering Women through Entrepreneurship'.**

The National Commission for Women has collaborated with Indian Institute of Management Bangalore, a renowned academic institution and envisioned a 6 week online training programme to support and sponsor digital learning of 5000 aspiring women entrepreneurs at ideation stage. NCW also associated with India SME forum, a not for profit organization as

knowledge and mentoring partner and MyGov as a digital partner, wherein applications are invited for registration of online course. The cost of the training is to be borne by NCW. The programme had officially launched on 4th March, 2021 at Leh, Ladakh.

PROJECTS IN PIPELINE:

1. **Collaboration between NCW and National Institute of Fashion Technology:**

In order to introduce new path breaking initiatives for the welfare and upliftment of women in North Eastern Region, the Commission proposes to collaborate with National Institute of Fashion Technology for a customized training program in North Eastern Region with reference to design solutions and technology up-gradation.

The NER has a rich variety of textiles, handicrafts, and handloom products. A customized training program for the women there shall provide them requisite skills to preserve heritage of their traditional designs but at the same time introduce them to the latest market trends to boost their businesses. This will trigger further investments and employment opportunities in the region, like facilitating their linkages with e-marketing portals for providing platforms for selling developed products.

In addition, to boost the initiative, reputed Fashion Designers throughout the country can also be requested through NIFT to showcase designs and creations from NER in their collections so that this initiative receives a national level momentum and people living in other parts of the country

can also get acquainted with the traditional heritage designs from NER. Thus, the training program overall shall aim at capacity building and updating the traditional skills of women in NER.

Accordingly, process of preliminary meeting with the NIFT officials to carry forward this proposal is in pipeline.

2. **24X7 HELPLINE SERVICES (29877000) FOR WOMEN IN DISTRESS:**

The National Commission for Women is launching 24X7 Helpline Service (29877000) in the month of July, 2021 with an objective:

- To provide toll-free 24-hours telecom service to women in distress seeking support and information.
- To facilitate crisis and non-crisis intervention through psychological counselling or referral to the appropriate agencies such as police/

Hospitals/Ambulance services/ District Legal Service Authority (DLSA)/ Protection Officer (PO)/One Stop Crisis Centre(OSC).

- To provide information about the appropriate support services, government agencies, etc.

TARGET GROUP

- Any female (above 18 years) in distress within public or private sphere of life seeking redressal/help

TYPE OF SERVICES

As soon as an aggrieved woman or somebody on her behalf will contact on Helpline, her information would be attended by the call responder. Based on the urgency and requirements explained by the caller, the services as per the mandate of the National Commission for Women shall be provided.

