

India

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
60.0	54.2	35.6

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For India, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Mumbai). The scores for India are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	50.0	25.0	100.0	50.0	25.0	50.0	75.0	75.0
Supportive frameworks score	75.0	66.7	33.3	50.0	100.0	66.7	0.0	66.7	33.3	50.0
Expert opinions score	25.0	75.0	25.0	25.0	31.3	12.5	25.0	25.0	75.0	37.5

In summary, the **WBL 2.0 legal frameworks score** for India (60.0 out of 100.0) is lower than the global average (64.2) and higher than the South Asia regional average (45.9). When it comes to constraints on freedom of movement and constraints related to marriage, India obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for India is on the indicator measuring laws affecting women's pay. To improve on the Pay indicator, India may wish to consider mandating equal remuneration for work of equal value, allowing women to work at night in the same way as men and allowing women to work in an industrial job in the same way as men.

The **WBL 2.0 supportive frameworks score** for India (54.2 out of 100.0) is higher than the global average (39.5) and higher than the South Asia regional average (31.1). When it comes to supportive frameworks related to marriage, India obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for India is on the indicator measuring supportive frameworks affecting childcare. To improve on the Childcare indicator, India may wish to consider establishing a publicly available registry or database of childcare providers, establishing a clearly outlined application procedure to

request financial support from the government for childcare services by parents, establishing a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers and publishing reports on quality of childcare services at least within every 3 years.

The **WBL 2.0 expert opinions score** for India (35.6 out of 100.0) is lower than the global average (65.7) and lower than the South Asia regional average (43.5). India does not attain a perfect score on any of the WBL 2.0 expert opinion indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for India is on the indicator measuring expert opinions on women's work after having children.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	Yes	The Prohibition of Child Marriage Act, Secs. 2(a)(b), 3 and 9-14; Hindu Marriage Act, Sec. 5(III)
Does the law address sexual harassment?	Yes	The Sexual Harassment of Women at Workplace Act, Secs. 2(o), 3, 15 and 26; Indian Penal Code, Sec. 354D
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Art. 5; Passports (Amendment) Rules 2016, Sec. 2
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Indian Citizenship Act, Art. 4(1)(b)
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act 2017, Sec. 13
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	No	Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act 2017, Sec. 13
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Factories Act, Secs. 27, 66 and 87; Mines Act 1952, Sec. 46
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Hindu Marriage Act 1955, Sec. 13(2)
Does a woman have the same rights to remarry as a man?	Yes	Hindu Marriage Act 1955, Sec. 15
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Benefit Act, Sec. 5(3)

Are leave benefits for mothers paid solely by the government?	Yes	Employees' State Insurance Act, Art. 46; Gazette notification/corrigendum dated 10th of September, 2020/29th of September, 2020
Is paid leave available to fathers?	No	No applicable provisions could be located
Is dismissal of pregnant workers prohibited?	No	No applicable provisions could be located
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Maternity Benefit (Amendment) Act No. 6 of 2017, Art. 4; Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act of 2017, Sec. 23; The Code on Social Security 2020, Art. 67
Does the law establish any form of support for families for childcare services?	No	No applicable provisions could be located
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Indian Contract Act 1872, Sec. 11; Companies Act 2013, Secs. 3 and 7
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	Yes	Companies Act, Art. 149
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Hindu Marriage Act of 1955, Sec. 14 and 27; The Land Acquisition (Right to Fair Rehabilitation and Resettlement) Act, Art. 3
Do sons and daughters have equal rights to inherit assets?	Yes	Maharashtra Hindu Succession Act, 1994, Sec. 29A; Hindu Succession (Amendment) Act 2005, Sec. 3
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Hindu Succession (Amendment) Act 2005, Sec. 5
Does the law provide for the valuation of nonmonetary contributions?	No	Hindu Marriage Act of 1955, Sec. 27
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	Employee's Pension Scheme 1995, Sec. 12(7)
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	Employee's Pension Scheme 1995, Sec. 12(7)
Is the mandatory retirement age for a woman and a man the same?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	No	No applicable provisions could be located

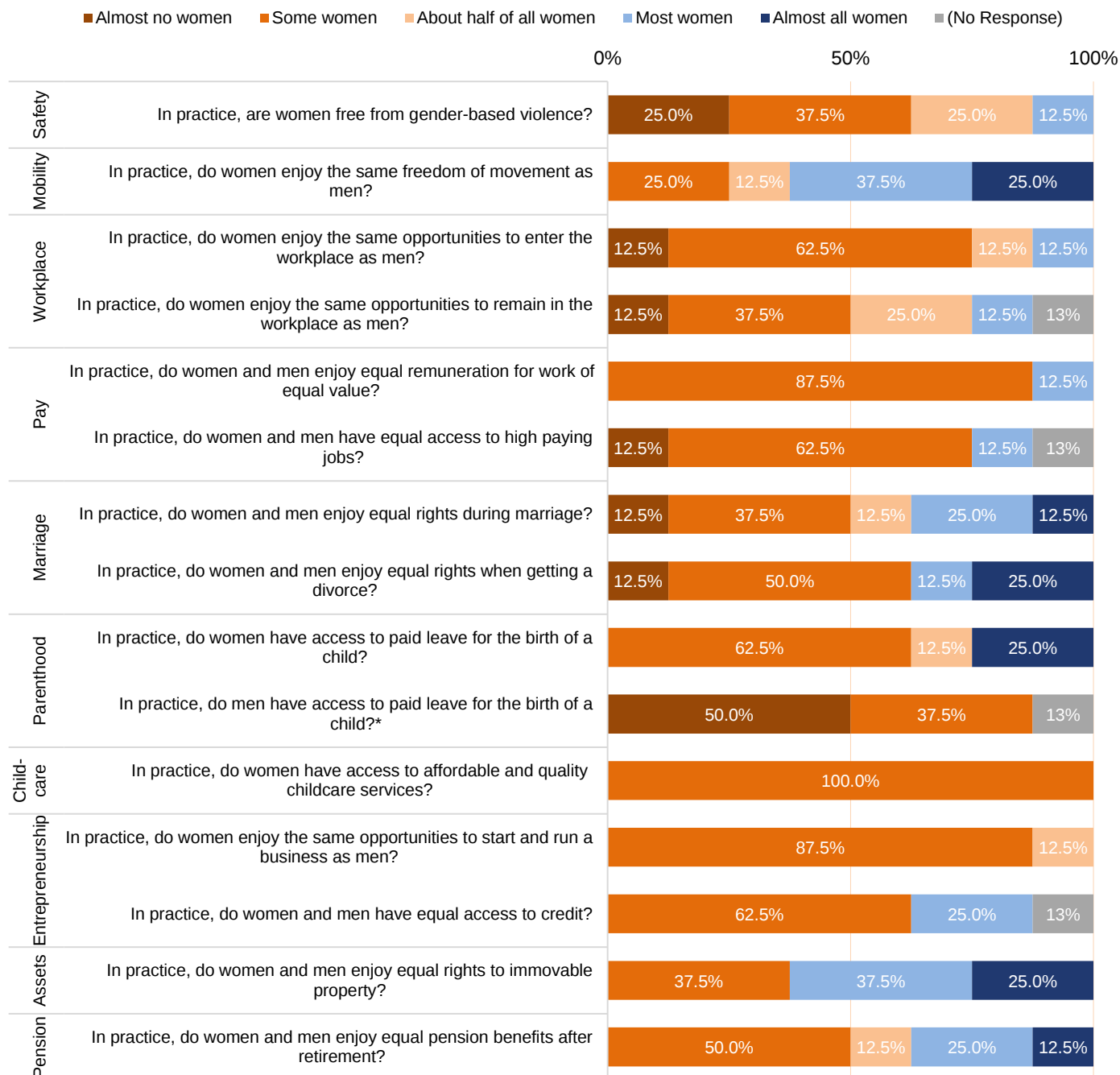
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Ministry of Women and Child Development Beti Bachao Beti Padhao Scheme; One Stop Crisis Centre Scheme; DCP Police units; Nirbhaya Police Teams
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Ministry of Women and Child Development

Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	Yes	Budget 2023-2024
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport Application Form
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	National Commission for Women Act, Art. 10
Has the government published guidelines on nondiscrimination based on gender in recruitment?	No	Insufficient evidence located
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Ministry of Statistics and Programme Implementation: Women and Men in India, 2018
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Fast Track Courts
Are there specialized family courts?	Yes	The Family Courts Act, Art. 3; Family Courts
Is legal aid available for family law disputes?	Yes	Legal Services Authority of India
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Employees' State Insurance Regulations, Art. 88
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	Yes	National Statistics Office: Time Use Survey (TUS) 2019
Childcare		
Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	No	Insufficient evidence located
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Schemes by Central Government Departments; Mantri Mudra Yojana; Schemes by Central Government Departments; The National Skill Development Policy
Does a current national government plan or strategy focus on women's access to financial services?	Yes	National Strategy for Financial Inclusion (2019-2024)
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Transfer of Property Act, Art. 44; Tax benefits and stamp duty concession
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located

Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	EPFi Grievance Management System

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.