

## HOW FAR INSTITUTIONAL MECHANISMS WORKS FOR THE PROTECTION OF RIGHTS OF WOMEN IN INDIA

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### Abstract

Women in India do not enjoy equal status as men enjoys. They are often excluded from the main stream society. They possess the same rights as men, but they do not realize them and often underestimate them. The main reason for this is unawareness of legal rights pertaining to them. Keeping in the mind the difficulties faced by women, the laws in India are more particularly designed for women. The founding fathers of the Constitution, incorporated various Articles for the enhancement of women. In addition, various legislations have been enacted specifically to address the problems faced by women and to protect their rights. But, enacting the legislations did not achieved the expected benefit. The status of women still remained the same. Therefore, the need for separate institutional mechanisms for women has emerged. The Government of India formed a separate commission which is to address only for the problems related to women, i.e. National Commission for Women. This Commission acts as the nodal agency for women. After that, the Union government has initiated various schemes to get a better status of women in the society. In addition, various State Governments also implemented several schemes in their respective states for protecting the rights of women. The successful implementation of all the legislations pertaining to women, policies and schemes by the Union Government and the State Governments paved way for the enjoyment of better societal status of women and avail of their rights in India. Now a days, women enjoy a better position in India. Their voices are heard everywhere. They even enjoys high positions in the society. The path of women enjoying same status as that of men in India is not far. This can be achiever very soon if all the authorities and the general public co-operates effectively for the better status of women and to protect the rights of women in India.

### Key words:

Women in India, National Commission for Women, Central Social Welfare Board, Ministry of Women and Child Development, Institutions for women, Legal rights of women.

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## INTRODUCTION

The world is comprised of both men and women. They almost represent fifty percent of the total population of the world<sup>1</sup>. But the issue is women are marginalized and are excluded from the main stream society for a very long period of time. The main reason for this ostracism towards women is male chauvinism. They were deprived of their rights and were made to be inside the home and to do the household chores every day. They were almost treated as slaves to their husbands which was extremely inhuman in nature. Therefore the need to look at the rights of the women and to keep them on par with men in the society arises.

The constitutional makers of India particularly focused on the rights relating to women when they drafted the Indian constitution, because they understood that having provisions like no discrimination against women and certain other provisions relating to women in the Constitution would certainly decrease the exclusion of women from the main stream society. And this formula worked out, the Constitution being the apex law of the land, its provisions are to be strictly adhered. Keeping that in mind the governments enacted various legislations for women. Some of the legislations were based on the international conventions related to women.

The laws related to women in India stipulates for the institutional mechanisms to enforce such laws. It is by these institutions, rights of women are preserved. Various governments from time to time set up institutional mechanisms for the protection of women. These mechanisms are successfully enforced and they still work for the better life of the women. There is no doubt that after the establishment of these institutions, women are benefitted at large. Women are always perceived as the weaker section of the society, they are fragile. This connotation about the women should be changed, and the gender stereotypes should also have to be prevented for the better life of the women in society. Only then, women can enjoy a better status in the society and the purpose behind the establishment of institutions on rights of women can be achieved. India is on a long road to achieve the goal of women and men enjoying equal status in the main stream society.

## NEED FOR INSTITUTIONAL MECHANISM

Women play a vital role in the family. She take care of the whole family in a single hand, but the pathetic situation is she does not hold the decision making power of the home. In the decision making process, her opinions are not even considered, and if asked then in most instances their opinions are neglected. This being the situation of single home, then everyone have to think about the situation of the whole nation, that too years back. The situation was so deteriorated.

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<sup>1</sup> 12 chapter 5.pdf, <https://shodhganga.inflibnet.ac.in/jspui/bitstream/10603/209803/13/12%2520chapter%25205.pdf>, accessed 25 Aug. 2020.

*Factors determining women's position*

The role and position of women in India is always determined by number of factors<sup>2</sup>:

- Social structure;
- Cultural norms;
- Value system; and
- Social expectations

Changes do not happen in the norms, values, principles and standards of the society at the same pace, as the changes that come about within the social structure with the advent of technology, modernization and globalization<sup>3</sup>. These factors imposed ill effects on the better life of the women. The ill effects which were imposed on the women for a very long period of time are<sup>4</sup>:

- Illiteracy;
- Purdah system among Muslim women;
- Child marriage;
- Polygamy; and
- Sati

*20<sup>th</sup> Century developments – Sowed seed for institutional mechanisms?*

Only during 20<sup>th</sup> century, most of the ill effects against women are abolished by the great social workers of the then India like Rajaram

<sup>2</sup> Status of Women in Ancient India, [https://www.researchgate.net/publication/330220793\\_Status\\_of\\_Women\\_in\\_Ancient\\_India](https://www.researchgate.net/publication/330220793_Status_of_Women_in_Ancient_India), accessed 25 Aug. 2020.

<sup>3</sup> Ibid.

<sup>4</sup> Ibid.

Mohan Roy, Ishwarchandra Vidhyasagar and other social workers fought for the abolition of ill practices followed only against women. They started a movement for education of women<sup>5</sup>, because they believed only educating women can make them believe in their rights and their development. The most important achievement was done by Rajaram Mohan Roy, he tried hard for the abolition of sati and due to his unending fight, and sati was abolished by passing an Act<sup>6</sup>.

It is no doubt, that because of the development made by the 20<sup>th</sup> century social workers and freedom fighters of India, led to the enactment of various legislations during that period and immediately after getting independence from British. Some of those legislations are pertaining to:

- Child marriage restraint<sup>7</sup>;
- Prohibition of dowry<sup>8</sup>;
- Equal rights to women in property<sup>9</sup>;
- Widow remarriage<sup>10</sup>; and
- Polygamy marriage restraint<sup>11</sup>.

<sup>5</sup> 08\_chapter2.pdf, [https://shodhganga.inflibnet.ac.in/bitstream/10603/123356/8/08\\_chapter2.pdf](https://shodhganga.inflibnet.ac.in/bitstream/10603/123356/8/08_chapter2.pdf), accessed 25 Aug. 2020.

<sup>6</sup> The Commission of Sati (Prevention) Act, 1987, No. 03, Acts of Parliament, 1988 (India).

<sup>7</sup> The Child Marriage Restraint Act, 1929, No. 07, 1929 (India).

<sup>8</sup> The Dowry Prohibition Act, 1961, No. 28, Acts of Parliament, 1961 (India).

<sup>9</sup> The Hindu Women's Right to Property Act, 1937, No. XVIII (India).

<sup>10</sup> The Hindu Widow Remarriage Act, 1856, No. XV (India).

<sup>11</sup> The Hindu Marriage Act, 1955, No. 25, Acts of Parliament (India).

*Necessity for institutional mechanism*

To keep the women on par with the men and to not discriminate and exploit in any means, the need for a separate institutional mechanism for women became mandatory. Some of the necessity for institutional mechanism to protect the rights of women are<sup>12</sup>:

- Specialized institutions can help prevent violence against women;
- At national, state and local levels, they play an important role in recommending laws, policies and programmes to advance women life style in society;
- To ensure effective enforcement and implementation of such laws, policies and programmes;
- To strengthen coordination between centre and state which is necessary for meaningful action of the policies and likewise; and
- To address the exploitations, discriminations faced by the women. They may act as grievance redressal institutions.

### **INTERCONNECTION BETWEEN STATUS OF WOMEN AND INSTITUTIONAL MECHANISMS**

It is apparently known fact that the only reasons to set up various institutional mechanisms for women are due to poor status of women in the society as compared to men.

<sup>12</sup> Institutional mechanisms for the advancement of women, [www.unwomen.org/en/news/in-focus/end-violence-against-women/2014/mechanisms](http://www.unwomen.org/en/news/in-focus/end-violence-against-women/2014/mechanisms), accessed 25 Aug. 2020.

However, knowing the actual status of women in India will lead to the reason behind the establishment of institutions and why the leaders are striving for the betterment of women's position in India.

### **Status of women in modern India**

The status of women in the ancient and medieval India was extremely lower than that of men. But the position of women in the modern India i.e., after independence has changed a lot. Women are enjoying high societal status to a certain extent. Nowadays women are securing jobs such as I.A.S., I.P.S., I.F.S. and in various similar jobs<sup>13</sup>. Also women are engaged in various sports such as cricket, tennis, and they even represented India in Olympic events.

Women are engaging themselves in almost every field of the society in the modern world. The fields which were dominated by men once were now have representations from women side in considerable amount. Women are engaging in politics. Great examples are Soniya Gandhi and Late. Jayalalitha. With the enhancement of technology, women are learning everything even in their respective homes. The world has been shrunk and the global village is at the hands of people by way of internet. Internet made everything easy and so the learning by going outside is not at all needed for stigmatized family background women. Compared to the status of women in modern India with that of women in ancient and medieval India, women enjoys a very

<sup>13</sup> Supra.

privileged position in the present modern India.

### **Co-relation of both**

India has achieved a status wherein there is no field without women. Almost in all fields women landed their footing firmly. This is a positive approach for the women community. One can clearly understand the reason behind this high status of women in modern India. It is primarily based on the number of institutional mechanisms related to women and its successful enforcement. The status of women began to develop at a rapid rate only after the post-independence of India. It is during that period, various legislations, policies and most importantly institutions exclusively to deal for women are formed.

Various ill practices that were in force were abolished due to effective voice and recommendations made by the institutional mechanisms. Stricter penal provisions for crimes against women such as rape, dowry death, stalking, voyeurism, pornography and other related crimes are brought in force only very recently. All these improvements are impossible without the help of the institutional mechanisms. Therefore it is right to say improvement in the status of the women is achieved by the tremendous effects made by the institutional mechanisms related to women. In that way status of women and institutional mechanisms are interconnected with each other.

### **DISTINCT INSTITUTIONAL MECHANISMS FOR WOMEN**

National level institutions have been set up in India for the effective and betterment of status of women in Indian society. The institutional mechanisms includes<sup>14</sup>:

- Offices on women;
- Commissions on women;
- Agencies for women; and
- Ministries on advancement of societal status of women.

### **National Commission for Women**

Keeping in the mind to improvise the status of women in India and to protect their rights, the Committee on the Status of Woman (India) (CSWI), several social workers and non-governmental organizations recommended for the setup of separate nodal body for the women in the year 1990 when they were consulted by the government. The absence of constitutional mechanism, judicial capability and social interest created the motivation and the need for the creation of the National Commission for Women<sup>15</sup>. Based on their recommendations, the government established the National Commission for Women as a statutory body by enacting The National Commission for Women Act, 1990 (Act No.

<sup>14</sup> Chapter 8: Institutional mechanisms for the advancement of women, <https://opentextbc.ca/womenintheworld/chapter/chapter-8-institutional-mechanisms-for-the-advancement-of-women/>, accessed 26 Aug. 2020.

<sup>15</sup> Statutory Institutions/Commissions: National Commission for Women, <https://www.civilserviceindia.com/subject/Political-Science/notes/statutory-institutions-commissions-national-commission-for-women.html>, accessed 26 Aug. 2020.

20 of 1990). Proceeding from the Act, the first commission was formed on 31 January 1992. Ms. Jayanti Patnaik was the first chairperson of the NCW and Ms. Rekha Sharma is the current chairperson<sup>16</sup>.

The NCW Act, 1990 lays down the composition of National Commission for Women. The Act says that the Commission shall consist of<sup>17</sup>:

- A chairperson (nominated by the Central Government);
- 5 members (nominated by Central Government), the member should be from among persons of ability, integrity and experience in law, trade union, management of industry committed for increase in employment of women, women's voluntary organisations, administration, health, education or social welfare; and
- A member secretary (nominated by Central Government). The member secretary shall be an expert in management, organizational structure or sociological movement, or he shall be an officer of civil service of the Union.

The Commission is empowered with wide range of functions relating to women such as<sup>18</sup>:

- Investigation – on all matters relating to safeguards for women provided in the Constitution and other legislations;
- Reports – presenting report to the Central Government on the working of safeguards for women annually;
- Recommendations – for the effective implementation of safeguards to improve the conditions of women by the Union or State;
- Pick up cases – relating to violation of constitutional provisions or other legislations for women. In this regard NCW has setup Parivarik Mahila Lok Adalat (PMLA) to redress and speedy disposal of cases and it has taken up 7500 so far<sup>19</sup>.
- Suo moto power – can look into complaints and take suo moto notice on issues pertaining to depriving rights of women, non-implementation of laws of women, non-compliance of policies related to women;
- Call for – special studies or investigation in any specific area related to women;
- Research – to suggest appropriate representation of women in all fields and other areas pertaining to women;
- Advisory power – in the planning of socio-economic development of women;

<sup>16</sup> National Commission for Women, <http://ncwapps.nic.in/frmlistChairpersons.aspx>, accessed 26 Aug. 2020.

<sup>17</sup> The National Commission for Women Act 1990, s 3(2).

<sup>18</sup> The National Commission for Women Act 1990, s 10(1).

<sup>19</sup> National Commission for Women <https://byjus.com/free-ias-prep/national-commission-women/>, accessed 26 Aug. 2020.

- Evaluation – progress of women development in both Centre and State;
- Inspection – in jail, remand house, women's institutions or other places where women are kept as prisoners; and
- Periodical report – to Government on matters relating to women.

Though, the Commission enjoys these much powers, still it lacks certain important powers, which led to the name of NCW is a toothless body<sup>20</sup>:

- NCW has no power to make laws, it has only recommendary power which is not at all binding upon Union or States;
- No power to select its own members. Intervention by the Union on this regard; and
- Dependence on Union for funding purpose.

#### *Ministry of Women & Child Development*

Department of Women and Child was part of the Ministry of Human Resource Development from 1985. But due to the existing dilemma in the uncertainty in the rights of women, Department of Women and Child became a separate ministry in the year 2006. This Ministry is the nodal Ministry for the

<sup>20</sup> Day 30 –Q 2. What is the role of the National Commission for Women? What is its constitution? Has it been effective in addressing women issues in India? Critically examine, <https://tlp.iasbaba.com/2019/11/day-30-q-2-what-is-the-role-of-the-national-commission-for-women-what-is-its-constitution-has-it-been-effective-in-addressing-women-issues-in-india-critically-examine/>, accessed 26 Aug. 2020.

betterment of women in India. It is this Ministry which initiates policies and programmes related to women. In addition, the Ministry also enacts new legislations and amend the existing legislations related to women. This Ministry has six autonomous organisations<sup>21</sup> in which three organisations are pertaining to women:

- National Commission for Women (NCW);
- Central Social Welfare Board (CSWB), it is a charitable company registered under section 25 of the Indian Companies Act, 1956; and
- Rashtriya Mahila Kosh (RMK), it is a society registered under the Societies Registration Act, 1860.

The Ministry is allocated with various matters pertaining to women and children. The subjects which the Ministry cover for the protection of rights of women are<sup>22</sup>:

- Welfare of the women and other co-ordination activities with other Ministries and organisations in connection with this;
- References from the United Nations Organizations relating to women trafficking;
- Implementation of legislations such as,
  - Immoral Traffic in Women and Girl Act, 1956 (as amended up to 1986);

<sup>21</sup> Ministry of Women & Child Development | GOI, <https://wcd.nic.in/about-us/about-ministry>, accessed 26 Aug. 2020.

<sup>22</sup> Ibid.

- The Indecent Representation of Women (Prevention) Act, 1986;
- The Dowry Prohibition Act, 1961;
- The Commission of Sati (Prevention) Act, 1987; and
- Protection of Women from Domestic Violence Act, 2005.

Excluding the administration of criminal courts with regard to offences under these Acts; and

→ Plan, research, evaluate, monitor and project formulations relating to the development of women.

The Ministry of Women and Child Development, being apex Ministry for women and children has initiated and successfully implemented various schemes for the enhancement of status of women and thereby protecting the rights of women in India as enunciated in the Constitution and other legislations. Some of the schemes pertaining to the development of women are<sup>23</sup>:

- Women Helpline Scheme;
- SWADHAR Greh (Scheme for women in difficult circumstances);
- Mahila police volunteers;
- Mahila E-Haat;
- Mahila Shakti Kendras (MSK);
- UJJAWALA (Scheme for prevention of trafficking, rescue, rehabilitation and

reintegration of victims of trafficking and commercial sexual exploitation);

- Awardees of Stree Shakti Puraskar, 2014 & Awardees of Nari Shakti Puraskar; and
- Awardees of Rajya Mahila Samman & Zila Mahila Samman.

### Central Social Welfare Board

The Central Social Welfare Board was formed in the year 1953 to provide with welfare activities for family, women and children. CSWB is the first initiative after the independence of India with a view to work on the principle of voluntarism as a non-governmental organization. This Board works as a link between the government and the people<sup>24</sup>. The functions of the Board are<sup>25</sup>:

- Survey the need and requirements of social welfare organisations;
- Promote the establishment of social welfare institutions in the rural areas;
- Promote programmes and training of projects relating to social work;
- Providing grants and aids to non-governmental organisations and other similar institutions for providing welfare activities to vulnerable part of the society; and
- Co-ordination and assistance to welfare agencies of Union and States.

The Board has been funded by the Union and their allocation of funds comes under the

<sup>23</sup> Women Empowerment Schemes, <https://wcd.nic.in/schemes-listing/2405>, accessed 26 Aug. 2020.

<sup>24</sup> Central Social Welfare Board About Us, <http://cswb.gov.in/about-us>, accessed 26 Aug. 2020.

<sup>25</sup> Central Social Welfare Board (Functions and Activities), <https://www.yourarticlelibrary.com/india-2/central-social-welfare-board-functions-and-activities/46739>, accessed 26 Aug. 2020.



budget of the social welfare. The welfare activities done by the Board to the women are<sup>26</sup>:

- Running rehabilitation centres for widows, orphans and destitute women;
- Educating and training is been provided to women for employment opportunities;
- For women from low income groups, the Board provides hostel for working women;
- Recreational activities and learning programmes for women with the help of urban welfare centres.

### **INSTITUTIONAL MECHANISMS IN STATES**

All the schemes initiated by the Union applies to all the States and Union territories unanimously. In addition to these schemes, various State governments and Union territories have formed several schemes for protecting the rights of the women in their respective States. Some of such schemes are:

- Orunodoi scheme by Assam Government – recently, Assam State Government launched this scheme, with an objective of financial empowerment of women. The scheme will start from October 2020. Under this scheme, the beneficiaries will receive Rs. 830 per month in the bank account of female family member on the first day of every month<sup>27</sup>.

<sup>26</sup> Ibid.

<sup>27</sup> Assam launched Orunodoi scheme for womens financial empowerment, <https://www.fresherslive.com/amp/current-affairs/articles/assam-launched-orunodoi-scheme-for->

- AP Amma Vodi Scheme – Andhra Pradesh Government started this scheme, and under this scheme it provides Rs. 15,000 to each mother or guardian on sending their children to school<sup>28</sup>.

- Multi Purpose Women Welfare Centers (MPWWCs) – Gujarat Government started this to empower women. The centers have been established both at district and taluka level for the purpose of providing guidance and assistance to women in their social, economic, educational and legal problems<sup>29</sup>.

- Self Employment Assistance for Women – Himachal Pradesh formed this scheme to provide Rs. 5000 for women to support them in establishing any project or business venture<sup>30</sup>. This scheme is available only to those women whose annual income does not exceed Rs. 35,000 per annum.

- Kerala Sama Education Plan for Kudumbashree Members – this scheme by Kerala government is to provide minimum educational qualification of 10<sup>th</sup> class to all Kudumbashree workers in Kerala<sup>31</sup>.

womens-financial-empowerment-26300, accessed 27 Aug. 2020.

<sup>28</sup> AP Amma Vodi Scheme 1<sup>st</sup> Beneficiary List, <https://sarkariyojana.com/ap-amma-vodi-scheme-list/>, accessed 27 Aug. 2020.

<sup>29</sup> Commissionerate of WCD (W.W), <https://wcd.gujarat.gov.in/CommissionerateofChildDevelopment.html>, accessed 27 Aug. 2020.

<sup>30</sup> Self Employment Assistance for Women, <http://www.nari.nic.in/schemes/self-employment-assistance-women>, accessed 27 Aug. 2020.

<sup>31</sup> Kerala Sama Education Plan for Kudumbashree Members – State Literacy Mission Authority,

→ Dr. Muthulakshmi Reddy Maternity Benefit Scheme – the Tamil Nadu Government is providing financial assistance to poor pregnant mothers from Rs. 12000 to Rs. 18000<sup>32</sup>.

### **CHALLENGES IN INSTITUTIONAL MECHANISMS**

Though the Government of India has setup some institutional mechanisms for protection of women's rights in India, those institutional mechanisms suffers from some of the loopholes in it, which ultimately makes those institutions ineffective to a certain extent. Also, the government is looking into to cover up those challenges and to make such institutions more effective. Some of the challenges faced by the institutional mechanisms pertaining to protection of rights of women are<sup>33</sup>:

- No independence in the institutional mechanisms. Often they are intervened by judiciary or executive or legislative;
- Lack of appropriate support from the political leaders or the ruling party;
- Lack of commitment at the highest levels;
- Lack of effective decision making power.

In most of the institutional mechanisms,

they are empowered only with recommendary powers;

- Lack of enough funding and grants to these institutions; and
- Lack of adequate staff and training.

There are certain other challenges also in the institutional mechanisms for protecting the rights of the women. If those challenges are addressed properly, then the Indian institutional mechanism would be more effective in addressing the issues faced by women and to protect their rights.

In addition to these, Indian judiciary also laid down many guidelines in various case laws to uphold the rights of women and to protect their rights. The Supreme Court and various High Courts have delivered many judgments on upholding the rights of women in India. The Apex Court upon disposal of cases, the judgment delivered is binding upon the parties. In most of the cases pertaining to uphold the rights of the women, one of the either party would be at times the Union government or the institutions related to women. Therefore, the decision would be binding upon them, and the respective authorities will try to enact legislations, policies and schemes based on the judgment delivered. And it has been rightly said judiciary plays vital role in protecting the rights of women in India and in assisting the institutions for women in decision making.

### **CONCLUSION**

India is one among the few countries of the world with varied laws and provisions for

<https://sarkariyojana.com/kerala-sama-education-plan-kudumbashree-literacy-mission/>, accessed 27 Aug. 2020.

<sup>32</sup> Dr. Muthulakshmi Maternity Benefit Scheme, <https://krishnagiri.nic.in/scheme/dr-muthulakshmi-maternity-benefit-scheme/>, accessed 27 Aug. 2020.

<sup>33</sup> H. Insufficient mechanisms at all levels to promote the advancement of women, <https://enb.iisd.org/4wcw/dpa-055.html>, accessed 27 Aug. 2020.

protecting the rights of the women. The Indian Constitution, in its fundamental rights, fundamental duties and directive principles of state policy provides for the equal rights to all citizens<sup>34</sup>, that includes women can also enjoys all the rights which men enjoys through Constitution. In addition to Constitution, the Parliament various legislations solely for the purpose of upholding the rights of women. In some general laws also, there are certain provisions which can be connected with rights of women in India.

The main issue in achieving equal status of women on par with men is that gaps between men and women in various sectors and more particularly in education field. And another issue is that participation in employment. Women are less participating in employment opportunities when compared to men. India is a land in which women represent almost half the population, but the reservation given to women in politics is only 33% that too in grass root level. Why can't it be 50%? The main reason for the downtrodden situation of women is due to lack of women's voice in Parliament and other decision making authority areas. Mostly women has a better knowledge and understanding on the rights which are being violated to women. Because being a women she would have experienced the same issues. So she would raise voices effectively for the better way of rights of women to be addressed. The present government has 14% of women representation

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<sup>34</sup> Landmark judgments protecting women's rights, <http://oneindiaonepeople.com/landmark-judgments-protecting-womens-rights/>, accessed on 27 Aug. 2020.

in Lok Sabha, also 14.3% of women M.Ps were elected in 2019<sup>35</sup>. This percentage has to be changed and it has to be in equal proportion with men.

The report of Global Gender Gap by World Economic Forum India stands at 87<sup>th</sup> position in Global Gender Gap Index (GGI) among 144 countries of the world<sup>36</sup>. The Government of India is striving a lot to balance the gender inequality and to place the rights of women as main focus of the society and to protect the same. But the responsibility does not lies only on the Government and the institutional mechanisms. It is the people who are actually need to change their connotations regarding women and to treat them as human beings. They should also make sure that all the rights of women are being provided and are enforced properly. Only then the objectives behind the formation all the institutional mechanisms to protect the rights of the women can be achieved.

*Change starts from you! Be the change which you expect!*

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<sup>35</sup> Sruthi Radhakrishnan, New Lok Sabha has highest number of women MPs, *The Hindu* (27 May 2019).

<sup>36</sup> Steps taken by government to improve Gender gap in India, <https://abhipedia.abhimanu.com/Article/GSCAUPSC/M-TA00QEEQQVVEEQVV/Steps-taken-by-government-to-improve-Gender-gap-in-IndiSocial-Issues-GSCAUPSC>, accessed on 27 Aug. 2020.