BAJIRAO IAS ACADEMY

THE HINDU ANALYSIS

2 JULY 2025

EMPLOYMENT INCENTIVE SCHEME

Using Tech to empower women and children

Using tech to empower women and children

Empowerment begins with access — access to rights, to services, to protection, and to opportunity. Over the past decade, this access has been redefined and democratised through the focused commitment of the Modi government to build a more inclusive and digitally empowered India. The Ministry of Women and Child Development has been at the forefront of this transformation. Guided by Prime Minister Narendra Modi's vision of Viksit Bharat@2047, the Ministry has integrated technology into its programmes, ensuring that benefits reach the last mile swiftly, transparently, and efficiently.

What was once aspirational is now operational thanks to the government's emphasis on digital public infrastructure, real-time data systems, and responsive governance. With steadfast focus on care, protection, and empowerment, the Ministry has strengthened access to nutrition, education, legal safeguards, and essential entitlements, ensuring that women and children lead healthier, more secure lives and also emerge as confident leaders and change makers of Amrit Kaal.

Transformative initiatives

A cornerstone of this transformation is the Saksham Anganwadi initiative, designed to modernise and empower over 2 lakh Anganwadi centres across India. These centres are being upgraded with smart infrastructure, digital devices, and innovative learning tools, enabling more effective delivery of nutrition, healthcare, and pre-school education services.

The integration of services provided by 14 lakh Anganwadi centres across the nation with the Poshan Tracker has enabled real-time data entry, performance monitoring, and evidence-based policy interventions. Over 10.14 crore beneficiaries, including pregnant women, lactating mothers, children under six, and adolescent girls, are now registered on Poshan Tracker. By equipping Anganwadi workers with smartphones and comprehensive training, the initiative ensures quality service delivery at the last mile.

Annapurna Devi
Union Minister of Women and Child Development

Over the last decade, the Ministry has strengthened access to nutrition, education, legal safeguards, and essential entitlements

At its core, Poshan Tracker is driving the national vision of a Swasth Bharat, Suposhit Bharat. It reimagines Anganwadi centres as digitally empowered community hubs that bridge the urban-rural divide. Recognised with the Prime Minister's Award for Excellence in Public Administration (2023), it also supports Poshan Bhi, Padhai Bhi, providing digital training modules to Anganwadi workers for early childhood education.

Further, to reduce leakages in the Supplementary Nutrition Programme, a facial recognition system has been introduced to ensure that eligible beneficiaries alone receive nutrition support.

Beyond nutrition, the Ministry is ensuring safety and support for women through technology-led platforms. The SHe-Box portal provides single-window access to every woman to lodge complaints under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It enables online redressal and tracking. Meanwhile, the Mission Shakti dashboard and mobile app provide integrated assistance to women in distress, connecting them to the nearest one stop centre, now operational in nearly every district. These interventions exemplify how technology is being used not just for efficiency, but for justice, dignity, and empowerment.

The Modi government has also operationalised the Pradhan Mantri Matru Vandana Yojana (PMMVY) — a game changer in maternal welfare. Under the PMMVY Rules, 2022, pregnant women receive ₹5,000 for their first child. Under Mission Shakti, the benefit extends to ₹6,000 if the second child is a girl — promoting positive reinforcement for daughters. Delivered through a paperless Direct Benefit Transfer system, about ₹19,000 crore has reached over 4 crore women beneficiaries since its inception.

PMMVY is a fully digital programme — leveraging Aadhaar-based authentication, mobile-based registration, doorstep assistance from Anganwadi/ASHA workers, and real-time dashboards. A dedicated grievance redressal module and citizen-facing portal ensure transparency, trust, and accountability, strengthening the government's commitment to Beti Bachao, Beti Padhao.

Tangible outcomes

These targeted efforts are delivering tangible outcomes. The latest reports from the Health Management Information System of the Ministry of Health and Family Welfare (MoHFW) reveal that the Sex Ratio at Birth has increased from 918 (2014-15) to 930 (2023-24). The Maternal Mortality Ratio has declined to 97 per 1,000 births (2018-20) from 130 per 1,000 births (2014-16).

Digital transformation has played a key role in child protection and welfare. Under the Juvenile Justice Act (Care and Protection of Children) Act, 2015, the Ministry has strengthened the adoption ecosystem through the CARINGS portal (Child Adoption Resource Information and Guidance System). This ensures a more transparent, accessible, and efficient adoption process.

Digitisation has also improved monitoring of child care institutions, foster care placements, and statutory support structures under the Act. Platforms developed by the National Commission for Protection of Child Rights are tracking violations of child rights. The Mission Vatsalya dashboard strengthens convergence and coordination among various child welfare stakeholders.

This is New India where governance meets technology, and policy meets purpose. Over the last decade, the Ministry has not only adapted to digital change, but championed it.

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- This article highlights the digital transformation led by the Ministry of Women and Child Development in India.
- Through initiatives like **Saksham Anganwadi, Poshan Tracker, SHe-Box, and PMMVY,** technology is enabling efficient, transparent, and inclusive service delivery, fostering the health, safety, and empowerment of women and children in line with the **Viksit Bharat@2047** vision and sustainable development goals.

A New Paradigm of Access and Empowerment

- Empowerment is fundamentally linked to **access**—to rights, services, protection, and opportunities.

- Over the past decade, under **Prime Minister Narendra Modi's vision of Viksit Bharat@2047**, India has witnessed the **democratisation of access** through **digital public infrastructure**.

Digital Governance as the Engine of Empowerment

- Once **aspirational goals**—such as last-mile service delivery and real-time transparency—are now **operational realities**.

- Digital solutions have strengthened:

- **Nutrition access ○ Education services ○ Legal protections ○ Entitlement delivery**

Saksham Anganwadi: Digitally Empowering Grassroots

Modernisation of Anganwadi Centres

- Over **2 lakh Anganwadi centres** are being modernised through infrastructure development.

- Upgrades include: **Smart infrastructure** ○ **Digital devices (e.g., tablets, smartphones)** ○ **Learning tools and modules** for early childhood care and education (ECCE)

Digital Training for Anganwadi Workers

- Digital training modules developed under **“Poshan Bhi, Padhai Bhi”** campaign, focusing on cognitive development and play-based learning.

- Enables workers to act as: **Nutrition guides, educators, Digital facilitators** in rural areas

- Focus on skill development and job security for Anganwadi workers, with a revised honorarium policy

Poshan Tracker: Real-Time Nutrition Monitoring

Overview and Reach

- Integrated with **14 lakh Anganwadi centres** across India.
- Over **10.14 crore beneficiaries** registered, including: Pregnant women, Lactating mothers, Children (0–6 years), Adolescent girls

Core Functionalities

- **Real-time data entry and performance monitoring**
- Enables **evidence-based interventions and policymaking**
- **Smartphones and training provided** to Anganwadi workers for digital data input

Award-Winning Governance Tool

- Poshan Tracker won the **Prime Minister's Award for Excellence in Public Administration (2025)**.

Supplementary Nutrition Programme (SNP)

- To reduce leakages, a **two-way authentication system** authenticates beneficiaries.
- Ensures that **only eligible individuals** receive nutritional support.

Digitally Securing Child Rights and Welfare

CARINGS Portal

- **Child Adoption Resource Information and Guidance System**
- Under the **Juvenile Justice (Care and Protection of Children) Act, 2015**
- Digitally transforms adoption: **Transparent, Time-bound, Accessible**

Enhanced Monitoring

- Digitisation has improved oversight of: **Child care institutions, Foster care placement, Statutory support systems.**

Mission Vatsalya Dashboard

- Tracks: **Child protection services, Budgetary allocations, Convergence among stakeholders**
- Promotes collaborative governance involving:
- ○ State authorities ○ NGOs ○ Judiciary

Employment-Linked Incentive Scheme

TWO PARTS OF SCHEME: FOR FIRST-TIME EMPLOYEES & FOR EMPLOYERS FOR MORE JOBS

Cabinet approves Employment-Linked Incentive scheme for formal job creation

AANCHAL MAGAZINE
NEW DELHI, JULY 1

WITH AN objective to boost employment generation in formal sectors, especially in manufacturing, the Union Cabinet approved the Employment Linked Incentive (ELI) scheme on Tuesday. The scheme, which was announced in the Union Budget for 2024-25, presented in July 2024, has an outlay of Rs 99,446 crore and aims to create 3.5 crore jobs over a period of two years.

The Union Cabinet, chaired by Prime Minister Narendra Modi, approved the ELI scheme to "support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector", an official statement said. Information & Broadcasting Minister Ashwini Vaishnaw said the ELI will be focused on the manufacturing sector and will have two parts — part A for first timers and part B for sustained employment.

Part A of the scheme focuses on first-time employees by providing them a wage subsidy of up to one month's wage, up to a maximum amount of Rs 15,000, while Part B of the scheme has incentives for employers to create additional employment. Out of the total 3.5 crore employees expected to benefit from the scheme, around 1.92 crore persons are seen to be first timers entering the workforce.

Targeting first-time employees registered with the Employees' Provident Fund Organisation (EPFO), Part A will offer one-month EPF wage up to Rs 15,000 in two installments. "Employees with salaries up to Rs 1 lakh will be eligible. The first installment will be payable after six months of service and the second installment will be payable after 12 months of service and completion of a financial literacy programme by the employee. To encourage the habit of saving, a portion of the incentive will be kept in a savings instrument of deposit account for a fixed period and can be withdrawn by the employee at a later date," the statement said.

EXPLAINED

What is ELI scheme?

WITH THE Employment-Linked Incentive (ELI) scheme, the government intends to catalyse job creation, particularly in the manufacturing sector. The push is aimed towards formalisation of the country's workforce.

Part B of the scheme is for generation of additional employment in all sectors, with a special focus on the manufacturing sector.

The employers will get incentives for employees with salaries up to Rs 1 lakh. "The government will incentivise employers, up to Rs 3,000 per month, for two years, for each additional employee with sustained employment for at least six months. For the manufacturing sector, incentives will be extended to the third and fourth years as well," the statement said. For EPF wage slab of additional employee up to Rs 10,000, an incentive of Rs 1,000 will be given to the employer, for wage slab of over Rs 10,000 and up to Rs 20,000, a benefit of Rs 2,000 will be given and for wage over Rs 20,000 (up to salary of Rs 1 lakh/month), an incentive of Rs 3,000 will be provided.

Establishments, which are registered with EPFO, will be required to hire at least two additional employees (for employers with less than 50 employees) or five additional employees (for employers with 50 or more employees), on a sustained basis for at least six months, it said.

All payments to the first-time employees under Part A of the scheme will be made through Direct Benefit Transfer (DBT) mode. Payments to the employers under Part B will be made directly into their PAN-linked accounts. The duration of the scheme will be for two years from August 1, 2025 to July 31, 2027.

The ELI scheme was first announced by Finance Minister Nirmala Sitharaman in Budget 2024-25 as part of the Prime Minister's Package for Employment and Skilling that had a Budget outlay of Rs 2 lakh crore.

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- The **Union Cabinet** approved the **Employment-Linked Incentive (ELI)** scheme to **boost formal job creation**, especially in **manufacturing**.
- This represents one of the most significant policy changes in recent years aimed at employment generation.
- **Budget initiative**: Announced in **Union Budget 2024–25** under the **PM's Employment and Skilling Package**, demonstrating the government's commitment to job creation and skill development.

Key Features of Part A (First-Time Employees)

- **Wage subsidy**: Offers **1-month EPF wage** up to **₹15,000**, in two installments, encouraging formal employment.
- **Eligibility**: Employees earning **up to ₹1 lakh/month** and newly registered under **EPFO**, promoting the transition from informal to formal employment.
- **Incentive structure**: First installment after **6 months**, second after **12 months** and **financial literacy training**, ensuring sustained formal employment.
- A portion of the incentive is deposited in a **fixed account** to promote **long-term savings**, enhancing financial security for employees.
- Payments directly transferred via **Direct Benefit Transfer** to the employee, ensuring transparency and efficiency.

FORMAL EMPLOYMENT IN INDIA

- **Definition**: Employment with **job security**, **social protection**, and coverage under **EPFO/ESIC**, representing a shift from informal to formal work arrangements.

- **Current challenge**: India's **informal workforce** still forms **over 80%** of total employment, highlighting the need for schemes like ELI.

- **Government steps**: Schemes like **PMRPY**, **EPFO subsidies**, and now **ELI**, aim to increase **formalization** of the workforce, addressing long-standing employment challenges.

- **Significance**: Formal jobs improve **social security**, boost **tax revenues**, and ensure **economic resilience**, contributing to overall economic growth and stability.

Navy Inducts indigenous stealth frigate

Navy inducts second indigenous stealth frigate in record time

Delivered in 37 months, *INS Udaygiri* represents a 'quantum leap' in the Indian Navy's in-house design capabilities, says the Defence Ministry

Saurabh Trivedi
NEW DELHI

Udaygiri, the second ship of Project 17A stealth frigate, was delivered to the Indian Navy on Tuesday. PTI

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Showcasing the country's growing military manufacturing capabilities and enhancing its naval power, *INS Udaygiri* – the second ship of Project 17A's stealth frigates – was delivered to the Indian Navy on Tuesday, according to a Defence Ministry statement.

The project is a successor of the Shivalik class frigates of Project 17 (P-17) that are now in active service. *Udaygiri* is the second among the seven Project 17A (P-17A) frigates under construction at Mazagon Dock Shipbuilders Ltd. (MDSL) in Mumbai, and Garden Reach Shipbuilders and Engineers in Kolkata.

These multi-mission frigates are capable of operating in a 'blue water' environment – referring to the open ocean – dealing with both conventional and non-conventional threats in the area of India's maritime interests, the Ministry said, adding that the remaining five ships will be delivered progressively by the end of 2026.

"*Udaygiri* has been delivered to the Indian Navy in a record time of 37 months from the date of launching," the Ministry statement said. "It is a modern avatar of its predecessor, the erstwhile *INS Udaygiri*, which was a steam ship, decommissioned on August 24, 2007 after rendering 31 years of service to the nation."

'Quantum leap'

P-17A ships have enhanced stealth features and are fitted with an advanced, state-of-the-art weapon and sensor suite, a significant upgrade from the P-17 class, the Ministry said. "The ships represent a quantum leap in the Indian Navy's in-house design capabilities at the Warship Design Bureau," the statement added.

The weapons suite comprises a supersonic surface-to-surface missile system, a medium-range surface-to-air missile system, a 76 mm gun, and a combination of 30 mm and 12.7 mm rapid-fire close-in weapon systems, according to the Ministry.

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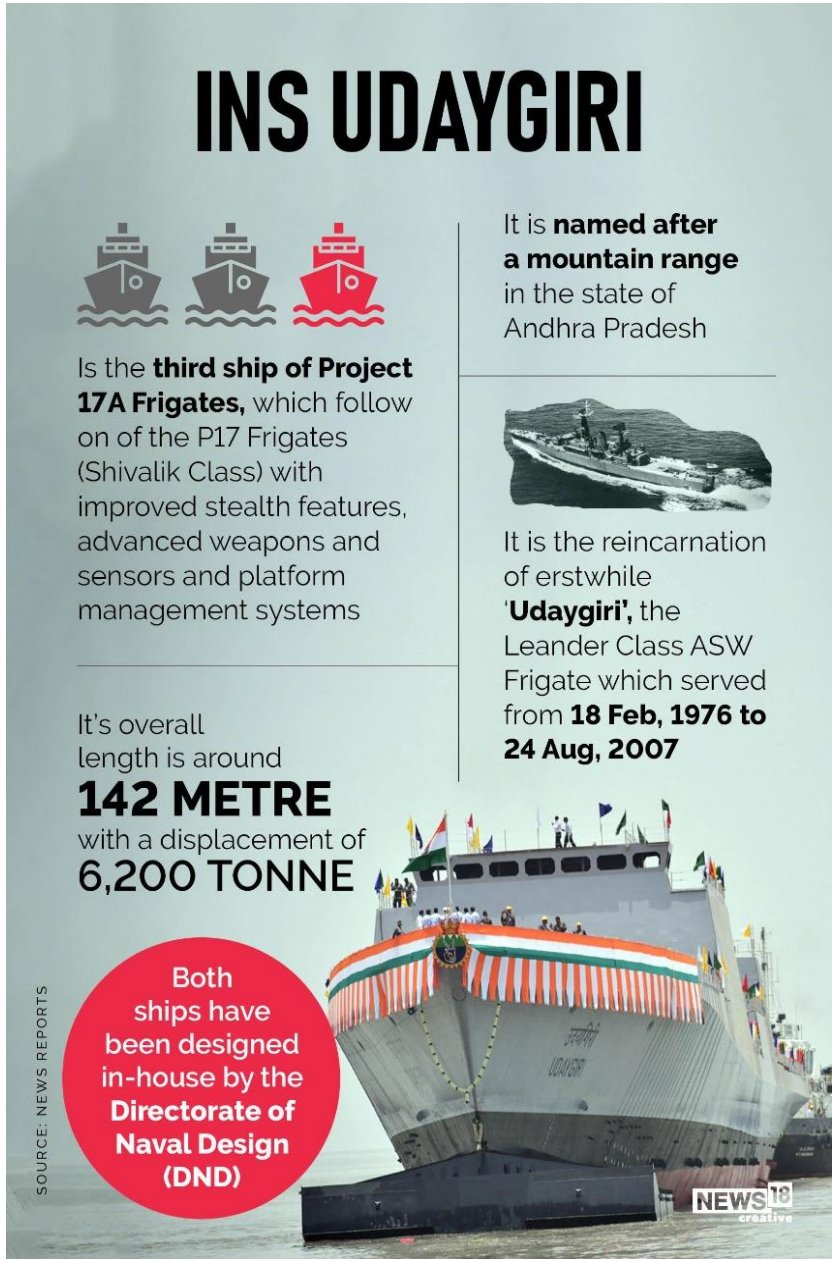
- Second **Project 17A stealth frigate** handed over to the Navy in a **record 37 months**, showcasing India's growing **engineering capabilities** in shipbuilding.
- Successor to **Shivalik-class frigates**, enhancing India's **naval firepower and design strength** with advanced ships.
- Showcases India's growing **military manufacturing** and **blue-water navy** capabilities, contributing to **economic development** through the naval sector.

Key Features of INS Udaygiri

- Built by **Mazagon Dock Shipbuilders Ltd. (MDSL)** with **in-house design capabilities** by Warship Design Bureau, leveraging an **industrial ecosystem** of **indigenous manufacturers**.
- Equipped with **supersonic surface-to-surface missiles**, **medium-range surface-to-air missiles (SAMs)**, **76 mm gun**, and **close-in weapon systems**, demonstrating significant advancements in naval technology.
- It Features **enhanced stealth capabilities** and **state-of-the-art integrated platform** management system, superior to the earlier **P-17 Shivalik class frigates**.
- The ship incorporates **extensive pre-outfitting** techniques for improved efficiency.



Railway launches RailOne app

Railways launches RailOne app to ease ticket booking, travel services

The Hindu Bureau
NEW DELHI

Union Railway Minister Ashwini Vaishnaw on Tuesday launched a new app, RailOne, in New Delhi.

The app has been conceived by the Railways' public sector undertaking (PSU), the Centre for Railway Information Systems (CRIS). RailOne is focused on improving the passenger interface with the Railways, officials said.

"It is a comprehensive, all-in-one application with a user-friendly interface. The app is available for download on Android Play Store and iOS App Store," a Railways spokesperson said.

The RailOne app integrates all passenger services, including a 3% discount on unreserved tickets and platform tickets, live train tracking, grievance redressal, e-catering, porter booking, and last-mile taxi services.

Union Minister Ashwini Vaishnaw during the launch of the RailOne app at the India Habitat Centre in New Delhi on Tuesday. PIB

"Reserved tickets will continue to be offered on IRCTC (the Indian Railway Catering and Tourism Corporation, the PSU providing ticketing, catering, and tourism services for the Railways). The RailOne app has also been authorised by the IRCTC, just like many other commercial apps that have partnered with the IRCTC," the spokesperson added.

The RailOne app features a single sign-on with login via mPIN or biometrics. The app also supports existing RailConnect and UTS credentials. UTS is the Indian Railways' mobile ticketing application, which allows daily train travellers to book unreserved tickets.

RailOne saves space on devices as there is no need to install multiple apps, officials said.

Urging CRIS to focus on further strengthening the digital core of the Indian Railways, Mr. Vaishnaw also commended the CRIS team for the progress made on upgrading the existing passenger reservation system (PRS).

"The modern PRS will be agile, multilingual, and scalable to handle 10 times the current load. It will be capable of 1.5 lakh ticket bookings and 40 lakh enquiries per minute," the spokesperson said.

- Union Railway Minister **Ashwini Vaishnaw** launched the **RailOne app** in **New Delhi**, offering a unified super app for smart travel solutions.
- This one-stop platform represents a significant step in digital innovation for the railway sector.
- The app is created by **CRIS**, the Railways' **IT PSU**, to enhance **passenger services** and provide a one-stop platform for train travel, aiming to reduce operational costs through digital transformation.

Key Features of RailOne App

- Offers **live train tracking**, **grievance redressal**, **e-catering**, **porter booking**, and **taxi services**.
- Additionally, it includes passenger reservation features and freight enquiries, making it a comprehensive solution for all railway-related needs.
- **Ticket benefits**: Provides **3% discount** on **unreserved** and **platform tickets**, with options to select seat category during the booking process.
- Combines services, removing the need for **multiple apps**. RailOne serves as a unified superapp with a user-friendly interface, requiring minimal registration for ease of use.
- Includes a railway e-wallet feature for convenient transactions, further enhancing service enhancements for passengers.
- The app also provides hotel suggestions for travelers, making it a comprehensive travel companion.

Thank you

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