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PART-I

Notifications, Orders and Declarations by Haryana Government

HARYANA GOVERNMENT

WOMEN & CHILD DEVELOPMENT DEPARTMENT

Notification

The 26th June, 2026

No. 40/03/2026-3SW.— In exercise of the powers conferred under the executive authority of the State and in pursuance of the policy initiatives of the Government of Haryana for promotion of safe, inclusive and gender-sensitive workplaces, the Governor of Haryana is pleased to institute a State Award Scheme namely “महिला समर्थ संस्थान पुरस्कार” (Mahila Samarth Sansthan Award)” for recognition of institutions promoting women-friendly workplaces in the State of Haryana.

The scheme shall come into force with immediate effect from the date of publication of this notification in the Official Gazette.

1. Short Title and Commencement

- This scheme may be called the “महिला समर्थ संस्थान पुरस्कार” (Mahila Samarth Sansthan Award) Scheme, 2026”.
- It shall extend to the whole of the State of Haryana.
- It shall come into force from the date of its publication in the Haryana Government Gazette.

2. Aim of the Scheme

The scheme aims to recognize and encourage institutions demonstrating exemplary practices in creating safe, respectful, equitable and supportive workplace environments for women employees in the State of Haryana.

3. Objectives of the Scheme

The scheme shall have the following objectives, namely:-

- To promote safe, respectful and gender-sensitive workplaces across Haryana.
- To encourage compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act.).
- To promote higher participation of women in employment and leadership roles.
- To encourage adoption of women-friendly workplace policies including childcare support, flexible work arrangements and grievance redressal mechanisms.
- To develop a State-wide Women-Friendly Workplace Rating Framework.
- To recognize institutions demonstrating best practices in gender-inclusive workplace governance.

4. Coverage of the Scheme

The scheme shall apply to all eligible institutions operating within the State of Haryana, including:-

- i. Government Departments, Boards, Corporations and Commissions
- ii. Public Sector Undertakings
- iii. Autonomous Bodies
- iv. Private Companies
- v. Industrial Units
- vi. Micro, Small and Medium Enterprises (MSMEs)
- vii. Educational Institutions
- viii. Hospitals and Service Sector Establishments
- ix. Non-Governmental Organizations employing women workforce.

5. Categories of Awards and Prize Structure

The following categories of awards shall be conferred annually under the scheme:-

(A) Government Institutions Category

(Including Departments, Boards, Corporations and Autonomous Bodies)

Rank	Award Amount
First Award	₹1,50,000/-
Second Award	₹1,25,000/-
Third Award	₹1,00,000/-
Two Consolation Awards	₹50,000/- each

- Number of Awards: 05
- Total Financial Outlay: ₹4.75 lakh

(B) Large scale Private Sector / Industrial Units Category

(Including Corporate Companies, Big Industries and Major Hospitals)

Rank	Award Amount
First Award	₹1,50,000/-
Second Award	₹1,25,000/-
Third Award	₹1,00,000/-
Two Consolation Awards	₹50,000/- each

- Number of Awards: **05**
- Total Financial Outlay: **₹4.75 lakh**

(C) MSME and Small Enterprises Category

Rank	Award Amount
First Award	₹1,50,000/-
Second Award	₹1,25,000/-
Third Award	₹1,00,000/-
Two Consolation Awards	₹50,000/- each

- Number of Awards: **05**
- Total Financial Outlay: **₹4.75 lakh**

(D) Educational Institutions Category

(Including Schools, Colleges, Universities and Skill Development Centers)

Rank	Award Amount
First Award	₹1,50,000/-
Second Award	₹1,25,000/-
Third Award	₹1,00,000/-
Two Consolation Awards	₹50,000/- each

- Number of Awards: **05**
- Total Financial Outlay: **₹4.75 lakh**

(E) Social Sector Category

(Including NGOs, Service Sector Institutions, Small Hospitals and Welfare Organizations)

Rank	Award Amount
First Award	₹1,50,000/-
Second Award	₹1,25,000/-
Third Award	₹1,00,000/-
Two Consolation Awards	₹50,000/- each

- Number of Awards: **05**
- Total Financial Outlay: **₹4.75 lakh**

6. Overall Scheme Summary

Category	Number of Awards	Budget
Government Institutions	05	₹4.75 lakh
Private Sector / Industry	05	₹4.75 lakh
MSMEs	05	₹4.75 lakh
Educational Institutions	05	₹4.75 lakh
NGOs / Service Sector	05	₹4.75 lakh
Total	25	₹23.75 lakh

- Total Annual Prize Amount: **₹23.75 lakh**

7. Women-Friendly Workplace Rating Framework

All participating institutions shall be evaluated on a 100-point Women-Friendly Workplace Rating Framework as under:-

Sr. No.	Category	Weightage
i.	Infrastructure and Facilities	15
ii.	Women Workforce Participation	15
iii.	Work-Life Balance Policies	15
iv.	POSH Compliance	18
v.	Workplace Safety	12
vi.	Skill Development and Career Progression	10
vii.	Gender Sensitization	10
viii.	Transparency and Reporting	05
Total Marks		100

8. Detailed Indicators for Evaluation**(A) Infrastructure and Facilities – 15 Marks**

Parameter	Marks
Separate hygienic toilets for women	03
Menstrual facilities/sanitary napkin disposal facilities	02
Crèche/childcare facility	04
Lactation/nursing room	02
Resting facilities for women employees	02
Accessibility for women with disabilities	02

(B) Women Workforce Participation – 15 Marks

Parameter	Marks
Women employees above 30%	05
Women in managerial roles	04
Gender-inclusive recruitment policy	03
Retention rate of women employees	03

(C) Work-Life Balance Policies – 15 Marks

Parameter	Marks
Flexible working hours	04
Work-from-home policy	03
Childcare leave provisions	04
Return-to-work support after maternity leave	04

(D) POSH Compliance – 18 Marks

Parameter	Marks
Internal Complaints Committee constituted	05
POSH awareness training conducted	04
Timely complaint redressal	04
Confidential complaint mechanism	03
Annual POSH reporting	02

(E) Workplace Safety – 12 Marks

Parameter	Marks
CCTV coverage in common areas	04
Adequate lighting	03
Security personnel	03
Safe transport arrangements	02

(F) Skill Development and Career Progression – 10 Marks

Parameter	Marks
Leadership training for women	04
Skill development programmes	03
Promotion parity monitoring	03

(G) Gender Sensitization – 10 Marks

Parameter	Marks
Gender sensitization workshops	04
Anti-harassment awareness campaigns	03
Employee feedback mechanisms	03

(H) Transparency and Reporting – 05 Marks

Parameter	Marks
Gender-disaggregated workforce data	03
Annual reporting of gender initiatives	02

9. Conferment of Awards and Recognition

Institutions achieving the prescribed standards under the Women-Friendly Workplace Rating Framework shall be eligible for conferment of the “महिला-समर्थ संस्थान पुरस्कार” by the Government of Haryana.

Recognition under the scheme may include:-

- Government Certificate of Recognition;
- Listing of the institution on the official Women-Friendly Workplace Portal;
- Public recognition by the Government as a Women-Friendly Institution.

The titles associated with awards may include:-

- | | |
|--------------------------------------|------------------------|
| i. Women Promoting Organization: | Winner of First Prize |
| ii. Women Supporting Organization: | Winner of Second Prize |
| iii. Women Cooperative Organization: | Winner of Third Prize |
| iv. Women-Friendly Institution: | Consolation Prize |

10. Implementation Mechanism

The scheme shall be implemented by the Women and Child Development Department, Haryana, which shall function as the Nodal Department.

(A) State Level Steering Committee

A State Level Steering Committee under the Chairpersonship of the Administrative Secretary to Government Haryana, Women and Child Development Department may be constituted with the following composition:-

Sr. No.	Designation	Status
1.	Administrative Secretary, WCD Department	Chairperson
2.	Director, Labour Department	Member
3.	Director, Industries and Commerce Department	Member
4.	Director General, Health Services	Member
5.	Director, School Education/ Higher Education/ Technical Education Department	Member
6.	Director, Social Justice and Empowerment Department	Member
7.	Director, MSME Department	Member
8.	Director, Women and Child Development Department	Member
9.	Joint Director, Women Welfare (WCD)	Member-Secretary

The State Level Steering Committee shall be responsible for policy oversight, final approval of awardees and monitoring of implementation of the scheme.

(B) District Level Screening Committee

District level verification shall be undertaken through District Level Screening Committees under the Chairpersonship of the concerned Deputy Commissioners.

The Committee may comprise the following members:-

Sr. No.	Designation	Status
1.	Deputy Commissioner	Chairperson
2.	District Level Officer, Labour Department	Member
3.	District Level Officer, Industries and Commerce Department	Member
4.	District Level Officer, Health Services	Member
5.	District Level Officer, School Education/Higher Education/Technical Education Department	Member
6.	District Level Officer, Social Justice and Empowerment Department	Member
7.	District Level Officer, MSME Department	Member
8.	District Programme Officer, WCD	Member-Secretary

The district-level officers associated with the verification process shall not be below the rank of Group 'B' officer.

11. Workplace Inspection Checklist

The following inspection checklist shall be used for field verification by the District Evaluation Committee:-

(A) Institutional Details

- i. Name of Organization
- ii. Type of Establishment
- iii. Department/Sector
- iv. Address
- v. Total Number of Employees
- vi. Number of Women Employees

(B) POSH Compliance Verification

Parameter	Yes/No	Remarks
Internal Complaints Committee constituted		
External Member included		
POSH awareness training conducted		
Complaint register maintained		
Annual POSH report prepared		

(C) Infrastructure Verification

Facility	Yes/No	Remarks
Separate women toilets		
Menstrual facilities/sanitary disposal units		
Crèche/childcare facility		
Lactation room		
Resting room for women		

(D) Workplace Safety

Safety Parameter	Yes/No	Remarks
CCTV coverage		
Adequate lighting		
Security staff deployed		
Emergency helpline displayed		

(E) Employee Feedback

The inspection team may interact with a sample of women employees to assess:-

- Perception of workplace safety;
- Effectiveness of grievance redressal mechanism;
- Institutional culture;
- Awareness regarding POSH provisions.

(F) Inspection Team Recommendation

Recommended / Not Recommended for “महिला-समर्थ संस्थान पुरस्कार”.

Score Obtained:

Reasons/Observations:

Signature of Inspection Team

Name:

Designation:

Date:

12. Application and Evaluation Process

Evaluation of institutions under the scheme shall be undertaken through the following stages:-

- Online application through designated portal;
- Self-assessment submission by institutions;
- Document verification;
- Field inspection by District Level Screening Committee;
- Employee feedback survey; and
- Final recommendation by the State Level Steering Committee.

13. Digital Portal

For efficient implementation of the scheme, a Women-Friendly Workplace Rating Portal may be developed and maintained by the Department.

The portal may provide the following modules:-

- Institution Registration;
- Self-Assessment Questionnaire;
- Document Upload Facility;
- Employee Feedback Survey;
- Inspection Dashboard;
- Automated Scoring System; and
- Public Dashboard listing recognized institutions.

14. Timelines for the Scheme

Sr. No.	Activity	Timeline
1.	Circular and Advertisement for Applications	05th May
2.	Nomination Start Date	15th May
3.	Last Date for Submission of Applications	15th June

4.	Verification and Scoring by District Level Committee	15th July
5.	Approval by State Level Steering Committee	30th July
6.	Conferment of Awards	15th August

The above timelines shall ordinarily be adhered to and shall not be extended except with the approval of the Government.

15. Power to Relax

The Government may, for reasons to be recorded in writing, relax any provision of the scheme in public interest.

16. Interpretation

If any question arises relating to interpretation of any provision of this notification, the decision of the Additional Chief Secretary/ Commissioner & Secretary, Women & Child Development Department shall be final.

Chandigarh:
The 24th June, 2026.

SHEKHAR VIDYARTHI,
Commissioner & Secretary to Government, Haryana,
Women and Child Development Department.