



Women Members Empowerment Directorate of ICAI

**Women Empowerment
for Inclusive Growth**

**"Empowering Initiatives to augment
Women's Contribution to the Accountancy Profession"**



**Women Members Empowerment Directorate
The Institute of Chartered Accountants of India**

Tel: 011-30110453 Email: wmec@icai.in
Website: www.womenportal.icai.org

 [icaiwomen](https://www.instagram.com/icaiwomen)



Women Members Empowerment Directorate of ICAI aims to augment women-centric programmes and initiatives for making them as main stream performers at all levels; from corporate leadership to academics to practice. As on date women members comprising more than 26% i.e., count of 83,476 out of total membership of 3,16,408.

WMED Women Empowerment Initiatives

Focus Areas

- I. **Inspiring stories of women members:** To inspire other women members to set and achieve higher goals, women members are invited to share their success stories who have reached at helm of affairs within and outside of the profession in business, corporate, start-ups, social engineering, NGOs, civil administration, academics etc. These stories will be featured on the women portal (<https://womenportal.icai.org/>) of ICAI Success story may be sent at wmec@icai.in.
- II. **Contribution of Women Specific Articles:** Stepping forward towards motivating women members, are invited to contribute women-specific article “Women in Accountancy” for ICAI monthly journal The Chartered Accountant. These articles contributed by women members will published in every issue of the journal articles may be sent at wmec@icai.in.
- III. **Conversion Strategies:** Bridging between Practicing Chartered Accountancy firms and women members of ICAI.
 1. **SETU Programme Interactive Session-** During SETU programmes 2 hours interactive session will be planned in branches across the Country wherein Chartered Accountancy firm will be invited and the platform will be given to women members for interaction and networking.
 2. **Networking: Members Meet:** This program pairs the experienced professionals and women Members who want to start their own practice and resume their career after a break or switch their profession from industry to practice. These programmes develop a relationship that can yield insights and opportunities to expand women members knowledge of career options, developing work-related soft skills for career progression and help them to achieve their goals.
 3. **Portal for Women Members (www.womenportal.icai.org):** The Group has a dedicated portal “Women Portal” which aims to provide a platform to women members to articulate their views and concerns pertaining to Chartered Accountancy profession. The portal is running with an objective to provide flexi working opportunities to women members. A platform has been arranged at portal where Chartered Accountancy firms and women members filled their respective field with the associated ICAI region and branches.



IV. Transformation Strategies: Customized training programmes-

a. SETU Programmes

Highlights

- For women members who want to start their own practice and have taken a break from their career and want to return to their profession.
- Providing linkage between Woman Members & CA Firms and arrangement of a platform through the Women members portal
- 2 hours interactive session will be planned wherein Chartered Accountancy firm will be invited and the platform will be given to women members for interaction and networking.
- Enriching the Knowledge & Overall confidence building of Women Members by keeping them abreast with the latest amendments.

Course Content

- Direct Tax – Overview/Online Filing of Income Tax/TDS Returns/Important Provisions under Income Tax Act /Assessment/Notices/Rectification
- Accounts & Auditing – Important Provisions under Tax Audit/Auditing tools/ Overview on Accounting Standards & Important Standards on Auditing
- Corporate Law – Overview on Provisions related to Appointment of Women Independent Director and other related Important Provisions/CARO/IFC/Online filing of various forms under Companies Act 2013
- Chartered Accountancy firm based on particular region/branch will be invited at the 2nd day of the programme and platform will be given to women members participants

b. Women Entrepreneurship Programmes

Highlights

Aim to develop skills in successfully initiating, expanding and diversifying a business enterprise

Course Content

- Why Entrepreneurship-Concept and importance Characteristics of an Entrepreneur
- Entrepreneurship Support Eco- System / Business Opportunity Identification
- Preparation of Business Plan/Project Report
- Incentives & Guidelines under Start-Up India Policy
- Financial Literacy/Procedure and Formalities for Bank Finance

c. Training Programme on “Women Independent Directors”

Highlights

- Shall provide insights into the amendments of the new Companies Act which implements the participation of at least one woman director in the Board of Companies
- Shall aim towards enhancing skills, knowledge and professional competence of women members who are desirous of holding a position as a director.



Course Content

- Overview and governance perspective
- Role & presence of Women Directors on board
- Familiarity with legal aspects associated with discharging director's duties
- Being in audit committee -roles & responsibilities thereof
- Enhancing board performance- assessing competencies of the directors
- Opportunities for women CA on board
- Conduction of mock board meeting

d. IT Workshops

Highlights

- Shall be organized keeping in view the time gap/break which female members take because of personal reasons.
- Aims to provide opportunity to the female members to brush up their professional skills and resume their careers with updated knowledge in I.T.

Course Content

- Using the Power of Microsoft WORD for Business Communication
- Art of using Microsoft EXCEL for Data Analytics
- Art of presentation using Microsoft POWER POINT
- CAAT Tools for Auditors – IDEA

e. Faculty Development Programme

Highlights

Shall be aimed at training Women Members for the role of faculty at different programmes/ Certificate Courses/Post Qualification Courses conducted by ICAI & other educational institutes

Course Content

- Art of public speaking
- The Adult Learning Principles
- Developing Effective Communication and presentation Skills
- Latest Training Tools & Technologies
- Established Professional Network & Social Networking
- Role Play, Skill Practices & Review



f. Programme on Work–Life Balance amongst Married Women Cas

Highlights

Shall be aimed to provide tips for women members to manage work life balance

Course Content

- Overview ; at a glance /introduction
- Multiple roles and professional women
- Work–life balance
- Work stress: Its relation with FWC (Family–work conflict) and work–family conflict (WFC)

V. Professional Opportunities For Women CAs : To encourage Women Members in the profession, the Group is working on identifying various professional opportunities for Members. The following are the major avenues where in Women Members can avail the professional opportunities provided by ICAI on Honorarium basis.

PROFESSIONAL OPPORTUNITIES IN ICAI FOR MEMBERS

EXAMINER OF ANSWER BOOKS -AT LEAST 4 YEARS STANDING IN PRACTICE

Examination	Paper	Rate*
Foundation	1 & 2	Rs 100/- per answer book
Intermediate(IPC)	1,2,3,5,6 & 8	Rs 125/- per answer book
Intermediate(IPC)	Sectional papers carrying 50 marks each (Paper 4A, 4B, 7A & 7B)	Rs 90/- per answer book
Final examination	1-8	Rs 160/- per answer book

For detail - <http://examinerspanel.icaiaexam.icaai.org>

Observers During Exam Days

- Honorarium of 1500/- per day / per session and 350/- as conveyance reimbursement for 'A' class cities and 250/- for other cities per day
For detail - <http://observers.icaiaexam.icaai.org>



Journal

- Articles – Rs. 5000/ Published Article
 - Technical Review of Articles – Rs. 1500 /Article
 - Provide Case Laws – Rs. 750/ Case Law and Rs 10,000 consolidated for contributing about 10-15 CA oriented summary of legal cases.
 - Verification of Journal despatch at Mumbai – Rs.7500 to a Selected Firm
 - Statutory Compliance of verification by a CA of Documents submitted to Registrar of Newspapers once a year – Rs. 7500/-.
- For detail - https://www.icai.org/new_post.html?post_id=967&c_id=59

Quality Review Board

- I. Perform Quality Review of Statutory Audits conducted
 - Having very rich experience in Audit, apply online at <http://www.qrbca.in> if you:
 - Have minimum fifteen years of post qualification experience as a chartered accountant and are currently active in the practice of accounting and auditing;
 - Have handled as a signing partner/proprietor at least three statutory audit assignments as a Central Statutory Auditor of Banks/Public Limited Companies/Government Companies/Private Limited Companies having annual turnover of rupees fifty crores and above during the last ten financial years; Provided that out of the aforesaid three statutory audit assignments, at least one must be in respect of entities other than Private Limited Companies;
 - Do not have any disciplinary proceeding under the Chartered Accountants Act, 1949 pending against you or any disciplinary action under the Chartered Accountants Act, 1949 / penal action under any other law taken/pending against you during last three financial years and/or thereafter; and
 - are not currently a Member of the QRB or ICAI's Central Council/Regional Council/Branch level Management Committee.
 - II. Honorarium: Rs. 1.25 lacs – Rs. 1.5 lacs per review
- For detail - <http://www.qrbca.in/>

Research Committee

- I. Review of Annual Reports of entities participating 'ICAI Awards for Excellence in Financial Reporting'
 - Rs. 2500 and 1 CPE Hour for each report
 - II. Authors for Research Publications -Honorarium of :
 - Rs. 20,000 for less than 50 pages
 - Rs. 36, 000 for 51 – 100 pages
 - Rs. 48, 000 for more than 101 pages
- For detail - https://icai.org/new_post.html?post_id=976&c_id=68



Financial Reporting Review Board

Technical reviewers of Financial Statements

- Having rich experience in Audit
- Honorarium Rs.10,000 per Annual Report & 3 hours of CPE
For detail - https://icai.org/new_post.html?post_id=969&c_id=61

Board of Studies

- Faculty in BOS.
- Visiting faculty in IT labs run by Board of Studies.
- Video lecturing to students of CPT, Inter & Final – Rs.4000-Rs.6000/hour
- Articles in students newsletter - Rs.2,500/ published article
- Review of Article to be published in students' Newsletter - Rs. 1000
- Content development* (study material- printed page) per page Rs. 500, Revision of existing study material, Development of Case Studies.
- Contribute towards Question Bank for Practical Training Assessment.
- Review of study material - Rs.125 per page.
- Faculty in MCS classes - Rs.1000 -2000(depending on the city type based on members count) per 90 minutes.
- Giving of lectures in Live Virtual Classes (LVC). Remuneration is Rs 8000 per session of two hours for Inter. level and Rs 10000 per session of two hours for Final level.

*Honorarium:

Basic Draft of Material	Honorarium
Less than 50 pages	Rs. 25, 000/-
51 - 100 pages	Rs. 45, 000/-
More than 101 pages	Rs. 60, 000/-

For detail - https://icai.org/new_post.html?post_id=897&c_id=40

Committee on Capital Market and Investors Protection

- Act as a Resource Person (RP) to conduct the Investor Awareness Programmes under the aegis of Investor Education and Protection Fund Authority (IEPFA), Ministry of Corporate Affairs.
- Financial grant limit per programme is Rs. 5000/- (other than North East States) and Rs. 7,000/- (in North East States).

Honorarium paid to the faculties of the Certificate Course on Forex and Treasury Management (FXTM) is as follows:-

- Around Rs. 1,000/- to Rs. 2,500/- per hour & generally for 6 hours
- 8-10 batches conducted every year
- One can also act as Paper Setter and Evaluator of answer sheets in the Examinations conducted arising out of the said Certificate Course
- Around Rs. 10,000/- to Rs. 15,000/- (question paper with suggested answers) per paper
- Evaluation of answer sheet @ Rs.100/- to Rs.150/-

For detail - https://icai.org/new_post.html?post_id=14516&c_id=445



Post Qualification Courses and Certificate Courses:

Honorarium in CERTIFICATE COURSE

- Around Rs. 1,000 - Rs. 3,000 per hour & generally for 6 hours
- 8-10 batches conducted every year depending on takers
- One can also act as Paper Setter and Examiner in the Examinations conducted arising out of PQ and Certificate Courses
- Around Rs. 6,000 - Rs. 10,000 for paper setting
- Rs. 50 - Rs. 150 for Examiner

Other Avenues

- Act as resource person in Study Groups
- Faculty for in-house Executive Development Programmes
- Basic draft of Technical Publications on varied subjects – Rs. 25,000 to Rs. 60,000

Women Members Empowerment Directorate joins hands in Nation Building

Career Counselling in Girls' Schools and Colleges

Career counselling is an essential factor for identifying the real potential and guiding students towards a right career path. As of now, there is hardly any precedence of providing career counselling framed especially to girls or women. It has been seen, that they generally have career in usual fields and are not pushed to have a career in other high earning, challenging fields. This results in few women in mainstream fields like Commerce, Chartered Accountancy etc.

One of the focus area of Women Members Empowerment Directorate this year will be to encourage Girls /Women to secure their future by having the career in Commerce, Chartered Accountancy and allied fields, which will get them an respectable, good earning job. With the help of career counselling, WMED aims to make more girls to go for the CA degree that would give them exposure to the challenging fields. It will be like breaking gender stereotype barriers and creating opportunities for women as well to prove themselves.

Career Counselling activities of WMED will empower the Girl students to make informed choices for subjects and careers. For the same, the Directorate will conduct Career Counselling Programme in Girl Schools/Colleges under the aegis of its various Branches on pan India basis, from class IX onwards till Graduation.



Actuating Women Empowering Schemes of Govt. of India

ICAI will mobilize its vast infrastructure including 164 branches across the nation to activate/promote some of the Government Schemes for Women Empowerment

1. Beti Bachao Beti Padhao Scheme

The Beti Bachao, Beti Padhao (BBBP) scheme was launched on 22 January 2015 by PM Narendra Modi that aims to generate awareness and improve the efficiency of welfare services intended for girls in India.

For more details visit <https://wcd.nic.in/bbbp-schemes>

2. One-Stop Centre Scheme

One-Stop Centres (OSC) are intended to support women affected by violence, in private and public spaces, within the family, community and at the workplace. Women facing physical, sexual, emotional, psychological and economic abuse, irrespective of age, class, caste, education status, marital status, race and culture will be facilitated with support and redressal

For more details visit: <https://wcd.nic.in/schemes/one-stop-centre-scheme-1>

3. Pradhan Mantri Ujjwala Yojana (PMUY)

PMUY was launched by Prime Minister of India Narendra Modi on 1 May 2016 to distribute 50 million LPG connections to women of BPL families. The highly popular scheme has benefited over 14.6 million BPL families in Uttar Pradesh, 8.8 million in West Bengal, 8.5 million in Bihar, 7.1 million in Madhya Pradesh and 6.3 million in Rajasthan. The scheme led to an increase in LPG consumption by 56% in 2019 as compared to 2014.

For more details visit: www.pmuy.gov.in

4. Working Women Hostel

The objective of the Working Woman Hostel scheme is to promote the availability of safe and conveniently located accommodation for working women, with daycare facility for their children, wherever possible, in urban, semi-urban, or even rural areas where employment opportunity for women exist.

For more details visit: <https://wcd.nic.in/schemes/working-women-hostel>

5. SWADHAR Greh (A Scheme for Women in Difficult Circumstances)

This scheme aims to cater to the primary need for shelter, food, clothing, medical treatment, legal support, rehabilitate them and take care of the women in distress and who are without any social and economic support.

For details visit: wcd.nic.in/schemes/swadhar-greh-scheme-women-difficult-circumstances



6. NARI SHAKTI PURASKAR

Nari Shakti Puraskar (formerly Stree Shakti Puraskar), literally meaning "Woman Power Award" is India's highest civilian award for recognising the achievements and contributions of women. The awards are given away by the President of India every year on 8 March, International Women's Day at Rashtrapati Bhavan in New Delhi

For details visit: www.wcd.nic.in/schemes/nari-shakti-puraskar

7. Mahila Police Volunteers

Ministry of Women and Child Development in collaboration with the Ministry of Home Affairs has envisaged engagement of Mahila Police Volunteers (MPVs) in the States/UTs who will act as a link between police and community and help women in distress.

Website: <https://wcd.nic.in/schemes/mahila-police-volunteers>

8. Mahila E-Haat

Mahila E-Haat is an initiative for meeting the aspirations and needs of women entrepreneurs. This start up at Rashtriya Mahila Kosh website leverages technology for showcasing products made/manufactured/sold by women entrepreneurs

For details visit: <https://wcd.nic.in/schemes/mahila-e-haat>

9. Mahila Shakti Kendras (MSK)

Government of India has approved Mahila Shakti Kendra for implementation during 2017-18 up to 2019-20 to empower rural women through community participation and to create an the environment in which they realize their full potential. It will provide an interface for rural women to approach the government for availing their entitlements also empowering them through training and capacity building.

For details visit min-wcd@nic.in

10. Nirbhaya

The Nirbhaya Fund Framework provides for a non-lapsable corpus fund for safety and security of women to be administered by the Department of Economic Affairs (DEA) of the Ministry of Finance (MoF) of the Government of India.

For details visit: <https://wcd.nic.in/schemes/nirbhaya>

11. Women Helpline Scheme

The Scheme is being implemented since 1st April 2015 to provide 24 hours emergency and no - emergency response to women affected by violence through referral and information about women related government schemes/programmes across the country through a single uniform number (181).

12. UJJAWALA

Ujjawala is a comprehensive scheme to combat trafficking with the objective to prevent trafficking of women and children for commercial sexual exploitation, to facilitate rescue victims and placing them in safe custody, to provide rehabilitation services by providing basic amenities/needs, to facilitate the reintegration of victims into the family and society, to facilitate the repatriation of cross border victims.



Empowering & Mobilizing Women as Informed Members

Investor Education and Protection Fund (IEPF) is for promotion of investors' awareness and protection of the interests of investors. For administration of Investor Education and Protection Fund Government of India has on 7th September, 2016 established Investor Education and Protection Fund Authority under the provisions of section 125 of the Companies Act, 2013.

The Authority is entrusted with the responsibility of administration of the Investor Education Protection Fund (IEPF), make refunds of shares, unclaimed dividends, matured deposits/debentures etc. to investors and to promote awareness among investors.

The IEPF is to be utilized for

- The refund in respect of unclaimed dividends, matured deposits, matured debentures, the application money due for refund and interest thereon.
- Promotion of investors' education, awareness and protection.
- Distribution of any disgorged amount among eligible and identifiable applicants for shares or debentures, shareholders, debenture-holders or depositors who have suffered losses due to wrong actions by any person, in accordance with the orders made by the Court which had ordered disgorgement.
- Reimbursement of legal expenses incurred in pursuing class action suits under sections 37 and 245 by members, debenture-holders or depositors as may be sanctioned by the Tribunal and
- Any other purpose incidental thereto, in accordance with such rules as may be prescribed: Provided that the person whose amounts referred to in clauses (a) to (d) of sub-section (2) of section 205C transferred to Investor Education and Protection Fund, after the expiry of the period of seven years as per provisions of the Companies Act, 1956, shall be entitled to get refund out of the Fund in respect of such claims in accordance with rules made under this section.

Committee on Capital Market and Investors Protection of ICAI provides suggestions on various Bills, Notifications, circulars and other documents related to Financial Markets for submission to the Government and Regulators. Besides this the Committee regularly interacts with MCA, RBI, SEBI, Insurance Regulatory and Development Authority, Non Banking Financial Companies (NBFCs), Forward Markets Commission and Stock Exchanges on the issues relating to Financial Markets, role of CAs and Investors' Protection.

The Committee conducts "Investor Awareness Programmes" under the aegis of Investor Education and Protection Fund (IEPF) of the Ministry of Corporate Affairs to create awareness amongst the public at large and to ensure that the investors are informed about the Ministry of Corporate Affairs and ICAI initiative in regard to investors' protection.

The primary objectives of these programmes are to impart much-needed education to the investors and create awareness as to their protection, to enhance the ability of investors to understand broad developments in the country having bearing on the corporate sector and the capital market, to educate the investor's on their rights and responsibilities, and to make investor's aware of grievance handling mechanism and different agencies to be approached for redressal.



Workshop on GST- Women Empowerment through Skill Building

The Institute has WMED which focuses on Graduate/Post Graduate students for organising workshops on GST in Institutions of Higher Learning, National/ State Boards, Professional Organisations, Professional Accounting bodies & other entities. On the occasion of Womens Day it has been planned to organise various Workshop on 'Goods and Services Tax' for the skill development of students especially girls students. We are sure that these workshops will be a step forward in the direction of 'Women Empowerment', employment oriented skill building of young talent of our country and at the same time fulfil the need of trained manpower requirements of trade, business and industry and large. These workshop are planned to be organise at the Graduate/Post Graduate Girls Colleges where our branches are located.

SAFA Women Leadership Committee

In the year 2018, Women Leadership Committee was formed at SAFA with the objective to formulate and implement plans, policies and programmes for the development of women professional accountants of the SAARC region. ICAI was given the responsibility of chairing this newly-formed Committee in its first year. SAFA Board, after reviewing the good performance of this Committee, decided to extend the term of Chair of the Women Leadership Committee for two more years i.e. till December 31, 2020. The current Chairperson in office is CA Kemisha Soni, Central Council Member, ICAI.

For more details, visit :http://www.esafa.org/?page_id=3099

Members of WMED for 2020-21



CA Atul Kumar Gupta
President, ICAI



CA Nihar Niranjan Jambusaria
Vice President, ICAI



CA Kemisha Soni
Convenor, WMED



CA Satish Kumar
Deputy Convenor, WMED



CA Prafulla Preme Sukh Chhajed



CA Jay Chhaira



CA Ranjeet Kumar Agarwal



CA Prakash Sharma



CA Charanjot Singh Nanda

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