

TNWESAFE

Tamil Nadu Women Employment & Safety (TNWESAFE) Project is a landmark initiative focused on strengthening women's workforce participation, ensuring safety, and accelerating inclusive economic growth.

Objective(s) of the Program

The objective of the program is to improve women's access to quality jobs in non-farm sectors through the following:

- i. **EMPLOY:** Improved labor market performance for women in non-farm sectors including emerging sectors
- ii. **ENABLE:** Enhanced delivery of enabling services to promote women's employment.
- iii. **EMPOWER:** Strengthened state capacity, technical partnerships, and institutional structures for women's employment.

Activities Proposed to Achieve Outcomes under the Program

The operation will support the GoTN to implement interventions that will enhance better labor market outcome for women, improve outreach, access, and utilization of enabling services, and strengthen planning and delivery processes and partnerships to drive women's employment. Overall, the Program will be rolled out statewide. Common intervention areas such as skill development, partnerships, policy, and platforms will have wider outreach and coverage right from the beginning. The roll-out and coverage of the Program will also vary depending on the nature and categories of the interventions. Specific interventions and sectors that would offer quality jobs for different categories of women will be identified considering women's aspirations, opportunities, and prevailing constraints

EMPLOY: Improved labor market performance for women in non-farm sectors including emerging sectors:

This is focused on improving the access, relevance and quality of skills training programs, career support services, and incubation and acceleration services for women in Tamil Nadu.

- a. **Skills training support:** On skills training, the Program will deliver training in technical, social, emotional, digital, and financial literacy skills to women above 14 years of age to help them become job ready. The Program will also develop/upgrade courses and provide career support services.
- b. **Entrepreneurship support:** Entrepreneurial support will be tailored to the needs of subsistence as well as growth-oriented businesses. For the first group, support will include incubation programs for early-stage women-led businesses. Support will be provided on financing for women entrepreneurs and women-led startups across various sectors. For the second group, attention will be given to poor and vulnerable women, with limited opportunities, to create access to economic inclusion opportunities and help them make progress towards sustainable livelihood. In this regard, customized skill development, technical assistance and other supports including access to resources will be provided through the framework of micro, small and medium enterprises.

ENABLE: Enhanced delivery of enabling services to promote women's employment:

Program will support the development of a framework to improve coordinated outreach, quality, and impact of enabling services and development of system for end-to-end care support to expand

services across the entire State as much as possible. The services would include safety/violence prevention in public places and workplaces, safe transport, affordable housing options, and care services. To achieve this, the Program will incentivize integrated, medium-term planning and a convergence of investments through the design and roll-out of Women's Quality Employment Plans (WQEPs) at the district level in selected districts. The Program will support the development and implementation of a comprehensive communication plan.

EMPOWER: Strengthened state capacity, technical partnerships, and institutional structures for women's employment:

The State will develop a common results framework and workplan to support the roll-out of the State's women policy and efforts to significantly increase Female Labor Force Participation and thereby contribute to the State's goal of achieving a trillion-dollar economy. The Program will support setting-up of a state-led platform for women's employment. The platform will bring together priority departments, public institutions, private sector, academia and research institutions, civil society organizations, development partners, women entrepreneurs, and industry associations. The Project will also create district level platforms that include relevant stakeholders to coordinate and promote women's employment and entrepreneurship through the implementation of WQEP.

The state-led platform, with support from district platforms, will take on a leadership role to coordinate multi-sectoral implementation efforts and drive evidence-based decision-making through improved analytics, information sharing, and partnerships. The Project will support the development, adoption and implementation of relevant state-level policies and a regulatory framework. It will also bridge capacity gaps in relevant implementing institutions at the state and local levels to strengthen the design and implementation of economic inclusion interventions for women.