



STATE'S ENABLING PROVISIONS FOR WOMEN ENTREPRENEURS



DISHA
NEW OPPORTUNITIES

Department of Women & Child Development and Mission Shakti
Government of Odisha



Economic empowerment of women is the game changer for any society.

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Chief Minister, Odisha





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Introduction

The Odisha State Policy for Girls and Women 2014 aims to enhance opportunities for participation of women in formal livelihood sector including skill development and facilitate an enabling environment for employment and entrepreneurship. The Policy has the objective to create supportive systems for women's groups and collectives to graduate as entrepreneurs.

Government of Odisha has been taking steps towards ensuring a congenial and supportive environment towards promoting and facilitating entrepreneurs. Various departments of the government have several schemes, programmes and initiatives for accelerating the growth of the entrepreneurs. While many of these policies are meant for both men and women entrepreneurs, there are specific/special provisions for women in many of the policies.

Today in the state, women entrepreneurs are emerging in multiple trades and businesses and all across the state of Odisha. Whether as individuals or as groups, the potential of women entrepreneurs has been unleashed. The numbers and scale of individual women entrepreneurs may be small but it is increasing at a fast rate. On the other hand, the Mission Shakti, the platform of women self help groups has already emerged as a strong force of economic empowerment.

This compilation made by the Department of Women & Child Development and Mission Shakti is meant to be used as a ready reckoner to know the highlights related to women in the policies and programmes for the entrepreneurs across different departments. This document is not exhaustive nor detailed but provides a bird's eye view of the enabling provisions for women entrepreneurs.

1. Industrial Policy Resolution (IPR) 2015

Implemented by the Department of Micro, Small & Medium Enterprises, the IPR 2015 aims at making Odisha a destination of choice for the investors worldwide. The prime objective is to transform Odisha into a vibrant industrialized State.

Employment Cost Subsidy

- 75% reimbursement (in case of male workers) and 100% reimbursement (in case of **female workers**) of expenditure on account of contribution towards ESI (Employee State Insurance) and EPF (Employees Provident Fund) scheme for a period of 5 years for new, and existing units undertaking (E/M/D) in Micro and small sector which employ skilled and semi-skilled workers who are domicile of the state as regular employees.
- 50% reimbursement (in case of male workers) and 100% reimbursement (in case of **female workers**) of expenditure on account of contribution towards ESI and EPF Scheme for a period of 3 years for new and existing units undertaking E/M/D in medium sector which employ skilled and semi-skilled workers who are domicile of the State as regular employees.

2. Odisha Micro, Small & Medium Enterprises (MSME) Development Policy 2016

The Odisha MSME Development Policy 2016, enhances capital investment subsidy to MSMEs and lays particular emphasis on the development of entrepreneurship amongst Scheduled Castes (SC), Scheduled Tribes (ST), differently abled persons and **women** across the state. This policy aims to make Odisha a destination of choice.

The financial support framework is as follows:-

- Capital Investment Subsidy

Category of Enterprise	Quantum of Assistance
New Micro & Small Enterprises	@ 25% of capital investment made in plant & machinery subject to an upper limit of Rs1 Crore only
New Micro & Small Enterprises owned by SC, ST, Differently abled, Women & Technical (Degree/Diploma) entrepreneur*.	@30% of capital investment made in Plant & Machinery subject to an upper limit of Rs. 1.25 crore only.

*For the enterprises set up by SC/ST /Differently Abled/**Women**/Technical Degree or Diploma holders, their stake in equity participation/shareholding shall be 51% or more individually or jointly.

- Seed Capital Assistance

The 1st generation **women**, SC, ST, differently abled entrepreneurs setting up new Micro/Small Enterprise in industrially backward districts including Kalahandi - Balangir - Koraput (KBK) districts shall be entitled to a one-time grant equivalent to 10% of term loan disbursed by the financing bank/institution subject to a maximum of Rs.15 lakh.

- Reimbursement of Training Expenditure

The Government will reimburse 50% of the cost of skill up-gradation, and training of local manpower limited to Rs 3000/- per person for a maximum of 10 persons in Micro and 20 persons in small and medium enterprises. Thrust will be given on the skill development of **women** to enhance their employability and for that purpose, an additional training cost of Rs1000/- shall be reimbursed per **woman**. The skill up-gradation training of local manpower shall be supported in consultation with Skill Development & Technical Education Department/Odisha Skill Development Authority.

3. Odisha Food Processing Policy 2016

The objective of the policy is to provide the required infrastructural and institutional support and fiscal incentives to boost value addition in the sector. Under this policy Capital Investment Subsidy is being given to SC, ST, **women enterprise** & enterprise set up in Industrially Backward districts including KBK-@33% of capital investment made in plant & machinery upto a maximum limit of Rs 3.00 crore.

This is implemented by the Department of Micro, Small & Medium Enterprises.

4. Odisha Start-up Policy 2016

The vision of the policy is to make Odisha emerge amongst the top 3 "Start-up Hubs" in India by 2020 through strategic partnerships, conducive ecosystem, and investment and policy interventions. To unleash the potential of women entrepreneurship, this policy aims to have at least 33% of the Startups with founders/Co-founders as **women**.

The facilities under this policy are:-

- Monthly allowance of Rs 20,000 (Rs 22,000/-, if the start-up founder (s)/Co-Founder(s) are **women** or transgenders or from social categories such as SC/ST/ Socially and Educationally Backward Classes (SEBC)/Physically Handicapped (PH). In such a case, the **woman** or



transgender or SC/ST/SEBC/PH should have at least 50% equity in the start-up entity), which may be provided to a 'recognized Start-up entity' for one year.

- Product Development and Marketing /Publicity assistance is provided up to Rs15 lakh (up to Rs16 lakhs, if the start-up founder(s)/Co-founder(s) is a **woman** or transgender or from social categories such as SC/ST/SEBC/PH.) In such case, **woman** or transgender or SC/ST/SEBC/PH should have at least 50% equity in the start-up entity.

This is implemented by the Department of Micro, Small & Medium Enterprises.

5. Odisha Procurement Preference Policy for Micro & small enterprises 2015

The objective of the policy is to provide and ensure fair, transparent, consistent, rationally equitable procurement practices of goods & services, produced and provided by Micro, small enterprises enhancing their competitiveness. Under this policy there are special provisions for micro and small enterprises owned by SC/ST, PH, **women**, and technical degree/diploma holders. Out of 20 percent target of annual procurement from micro and small enterprises, a sub target of 20 percent (i.e. 4 percent out of 20 percent) shall be earmarked for procurement from micro and small enterprises owned by the Scheduled Castes or Scheduled Tribes, Physically Challenged, **women** and Technical (Degree/Diploma holding) entrepreneurs.

This is implemented by the Department of Micro, Small & Medium Enterprises.

6. Information and Communication Technology Policy 2014

The vision of Information and Communication Technology Policy 2014 is to develop Information Technology (IT)/ Information Technology Enabled Services (ITES)/ Electronic System Design & Manufacturing (ESDM) industries for inclusive growth and employment in the state of Odisha and leverage IT & ITES in governance to transform the state to knowledge driven welfare society for improving the quality of life of citizens.

- Recruitment Assistance

For a company having a minimum strength of 100 employees, additional one time recruitment assistance is given for employing **women** and disabled persons upto Rs 10 lakhs as by the IT/ITES/ESDM units for a maximum of 3 years. The incentives will be applicable for employees added over and above the percent shown below:

Women / Disabled Employment

% of total staff (IT)	% of total staff (ITES)	Benefit Rs./employees
30%	40%	2000
40%	50%	4000
50%	60%	5000

- As per the notification 1967 of 1.3.3014, the State Government has exempted the establishments such as IT and ITES and electric system design and manufacturing services from the purview of the section 9, 10, 11 and 23 of the Odisha Shops and Commercial Establishment Act 1956. By this the management is permitted to engage **women** employees during night shift, subject to conditions.

7. State Agriculture Policy 2013

The main objective of the policy is to bring in a shift from the present level of subsistence agriculture to profitable commercial agriculture.

- Subsidy under the Policy (Capital Investment Subsidy)
 Capital Investment Subsidy is extended up to 40% (excluding the cost of land) limited to 50.00 lakh (50% limited to 50.00 lakh for SC/ST/**women**/Graduates of Agriculture and allied disciplines)
- Interest Subsidy on Term Loans
 Interest Subsidy on the term loan is provided to the agro-enterprises for SHGs/SCs/STs and **women** Entrepreneurs. The ceiling is fixed at Rs 33 lakh instead of Rs 25 lakh which is being distributed by Agricultural Promotion & Investment Corporation of Odisha Ltd (APICOL).
- Schematic interventions
 In all of the schematic formats, **women** farmers are given due (30%) weightage while selection of beneficiaries on a priority basis.
- Capacity Building
Women farmers are being trained on modern crop husbandry under various programmes. While selecting farmers for training, care is taken to induct at least 30% women in every such capacity building programmes.
- Cattle & Poultry Feed Plant
 50% subsidy is provided for SC/ST/**women**/Agriculture & allied sector Graduates and 40% for General Male category is available up to a maximum of 50 lakh. APICOL is the Nodal Agency to administer this scheme.

8. Odisha Tourism Policy 2016

As per para 8.1.2 of Odisha Tourism Policy 2016, Capital Investment Subsidy will be provided to encourage investment in Tourism Infrastructure and tourism projects, investment subsidy is envisaged for new Tourism projects. All eligible Tourism projects as per para 7.11 with investment not below Rs 20.00 lakh shall be eligible to get capital investment subsidy. The capital investment subsidy is envisaged as follows :

Quantum of Capital Investment Subsidy

Eligible Capital Investment (excluding the land cost)	Admissible Subsidy	Maximum Limit
Investment upto Rs50 crore	20%	Rs.10.00 Crore
Investment above Rs50 crore	20%	Rs.15.00 Crore
Tented accommodation (with minimum investment of Rs. 0.20 crore)	30%	Rs.0.15 Crore
Equipment worth Rs. 1 crore and above for adventure & water sports	20%	Rs 0.50 Crore



- As percentage of Eligible Capital Investment.
As per sub para (b) (ii) of para 8.1.2 of Odisha Tourism Policy 2016 new Tourism projects owned and managed by **women** entrepreneurs (with minimum equity participation of 51% in the entity), those belonging to SC/ST categories and the differently –abled will be entitled to an additional 5% subsidy over and above the 'Admissible Subsidy'.

9. Skilled in Odisha

The overall vision of the skilling in the state positions the women in the forefront. The main focus is making skill aspirational for the girls and breaking the stereotypes. The NEW ITI vision aims at having at least one third of the ITI graduates as **women** by 2020. In order to achieve this objective and go beyond, a **women** focussed scheme called *Sudakhya* has been launched whereby vocational education in ITI and polytechnic is made free of cost for girls of all categories.

The pilot initiative Nano Unicorn has the objective to encourage youth entrepreneurship. Skilled young people with special focus on **women**, who, based on a competition, are given entrepreneurship training, mentoring and access to philanthropic risk capital.

10. Handloom Policy 2016

Vision of the Policy is to make the Handloom sector vibrant and maintain the brand name of Odisha Handlooms, with an objective to increase production by improving production chain management and induction of new looms.

- Concretization of Loom Pit
Installation of Pit Loom in a weaver's cottage shall be undertaken as per need. Weavers with Pit loom and working under Weavers Cooperative Society (WCS)/Self Help Group (SHG)/Master weaver/NGO including independent weavers having at least 50% earning from weaving activity shall be eligible. Zonal Deputy Director of Textiles (DDT)/Assistant Director of Textiles (ADT) shall identify the eligible beneficiary and submit required proposals with due recommendation to the Directorate for sanction and release of fund.
- Free/Subsidized stalls
Number of the district-level exhibitions, handloom expos and other exhibitions are being organized in different places of during various vital occasions. Assistance is being proved to Primary Weavers Cooperatives (PWC), SHG for such participation. Boyanika (weavers cooperative) as well as PWCs & SHG in the sector, shall be eligible for free subsidized stalls.

Please refer for more information:

MSME Development Policy

[http://www.msmeodisha.gov.in/PDF/FINALbyDI\(O\)-Odisha_MSME_Dev._Policy.pdf](http://www.msmeodisha.gov.in/PDF/FINALbyDI(O)-Odisha_MSME_Dev._Policy.pdf)

Odisha Food Processing Policy 2016

[http://www.msmeodisha.gov.in/PDF/Final%20by%20DI\(O\)-OFPP-2016.pdf](http://www.msmeodisha.gov.in/PDF/Final%20by%20DI(O)-OFPP-2016.pdf)

Odisha Start-up Policy 2016

<http://www.msmeodisha.gov.in/PDF/Odisha%20Startup%20Policy-2016.pdf>

State Agriculture Policy 2013

http://agriodisha.nic.in/Content/pdf/State_Agriculture_Policy_2013_e.pdf

Odisha State Policy for Girls & Women 2014

<http://wcdodisha.gov.in/content/4/127>



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