

Empowering women via NPS: A new era of financial freedom



MAMTA SHANKAR

FOR DECADES, RETIREMENT has been enjoyed as a phase where men enjoy their golden years, supported by a steady pension income. However, for many women, financial security in retirement remains challenging. Despite contributing significantly to both professional and domestic spheres, women often face economic disadvantages that impact their long-term financial stability.

As per the recent Economic Survey, "the female labour force participation rate (FLFPR) has been rising for seven years, i.e., from 23.3% in 2017-18 to 41.7% in 2023-24, driven mainly by the rising participation of rural women". However, despite contributing significantly to both professional and domestic spheres, financial security in retirement remains challenging thus impacting their long-term financial stability.

As per the Sample Registration System (SRS) (2016-2020), "the expectation of life at age 60 is 18.5 years for 2016-20, with 17.5 years for males and 19.2 years for females," indicating that women tend to live longer and require greater financial preparedness.

According to World Bank data, globally, women's pensions are 25-30% lower than those of men, highlighting a stark disparity in retirement preparedness. In India, this gap is even more pronounced due to relatively lower workforce participation, wage disparities, and career interruptions due to caregiving responsibilities.

Financial literacy further compounds this challenge. A



2023 report by the National Centre for Financial Education (NCFE) indicates that only 27% of India's population possesses adequate financial knowledge, with the figure dropping to 21% for women. This lack of awareness restricts women from making informed financial decisions, leaving them more vulnerable in old age.

Financial empowerment

The paradigm shift occurring in savings and investments patterns indicates that more women in India are taking charge of their financial futures through structured retirement planning. The National Pension System (NPS) and Atal Pension Yojana (APY) have emerged as crucial tools in this transformation, particularly in the private and organised sectors.

Under NPS, women's participation has also seen a notable rise. In the 18-29 years age group, female subscribers in the private sector have increased from 237,742 in January 2024 to 308,226 in January 2025, reflecting an impressive 29.65% growth.

APY has played a crucial role

in expanding pension coverage for women across especially the unorganised sector. As of February 28, 2025, women make up nearly 48% of total APY subscribers, reflecting the scheme's significant contribution to financial inclusion.

The APY data highlights that women are more disciplined in terms of regularity of their contribution and our interactions with bankers have provided insights that enrolling women of a household in APY acts a nudge

The combined efforts of the government, PFRDA and the private sector will continue to ensure a strong financial foundation for every woman

for the remaining eligible members of the household to opt for the scheme as well as ensuring persistence of all the members. Notably, in FY24, for the first time in nine years, women's enrollment in APY reached 52%, surpassing that of men. This upward trend has continued in FY25, with women's enrollment rising to 54% as of February 28.

APY provides a guaranteed minimum pension of ₹1,000 per month to ₹5,000 per month, making it a reliable retirement solution for women in low-income jobs, without formal pension benefits, and self-employment. Its flexible contribution options make it particu-

larly attractive by addressing the seasonality in income of the subscribers and ensuring adequate corpus accumulation for financial stability in later years.

A significant shift is taking place within the NPS, particularly through NPS Vatsalya, a retirement-focused investment plan for minors launched in September 2024.

The road ahead

Several factors have contributed to the increasing number of women subscribing to pension schemes like NPS and APY. Greater financial awareness has played a key role, as more women gain the knowledge needed to make informed investment decisions.

A cultural shift is also taking place, with women increasingly realizing that financial independence in retirement is not just an aspiration, but a necessity. Just as women gift themselves jewelry on occasions like Akshaya Tritiya, Diwali, Christmas or Eid as a symbol of prosperity, NPS can be considered a meaningful gift for oneself—an investment that ensures financial security and independence in the golden years.

Furthermore, a woman's career path tends to be more challenging compared to a man, which come in the forms of taking a break or switching a job or location due to various family commitments.

The combined efforts of the government, PFRDA, private sector, and the distribution channel, i.e. point of presence (PoP) which are banks, brokers and pension funds, will continue to ensure that every woman has the opportunity to build a strong financial foundation for her retirement years.

As we celebrate International Women's Day, let us recommit ourselves to empowering women through financial literacy and retirement planning.

(The writer is a senior economic advisor at PFRDA)

● CHAITANYA KANURI, MOBILITY EXPERT

'Gender-responsive mobility key to women's economic empowerment'

On the International Women's Day, March 8, Garima Sadhwani speaks with Chaitanya Kanuri, associate director of electric mobility in the sustainable cities programme at World Resources Institute (WRI) India, to talk about their latest report — 'Fare-free bus travel scheme for women: Lessons from Delhi' — on making cities more accessible for women. Excerpts:

Your report stated the fare-free public transport scheme in Delhi has resulted in a 20% rise in women's share of total daily ridership between 2019-2023.

The fare-free public transport scheme has significantly increased the utilisation of bus services by women commuters. About 20% of our study's respondents reported that they were using the bus more frequently, with an average increase in utilisation of 15 days per month. One-fifth of the survey respondents are travelling longer distances. With previous studies showing that women often forgo better educational and employment opportunities further from their homes due to lack of access to safe and reliable transport, this finding indicates an expansion in opportunities that women commuters in Delhi can now reach.

Are there any non-quantifiable benefits, that you came across, of making mobility accessible for women? Less tangible, but

equally important, is the sense of autonomy and choice in travel decisions that women commuters reported experiencing, where dependence on male family members or household budgetary considerations no longer constrain their mobility. As many as 14% of the respondents were traveling alone more often, while 11% said they were traveling more often with family and friends.

But the economic benefits of the fare-free public transport scheme are important to women commuters too. Half the respondents reported saving

between ₹500-1000 per month on bus fares. For commuters who shifted from other modes of shared transport like auto-rickshaws or metro rail, savings were even higher at ₹1,700-₹2,300 per month. The scheme has also helped eliminate the transfer penalty for women commuters that need to take 2-3 buses to reach their destinations.

What are the challenges that need to be addressed going further?

One of the challenges is overcrowding in the buses, with nearly half of the women saying packed buses make commuting uncomfortable and, at times, unsafe. Discriminatory behaviour towards women commuters from bus staff and co-passengers was another prevalent challenge — 42% respondents reported facing issues in boarding the buses, such as the buses not stopping when there are only women commuters at the bus stop or halting far from the bus stops. As many as 37% respondents also pointed to challenges inside the bus, with male passengers refusing to vacate ladies' seats, or rude behaviour from bus staff and co-passengers.

What are the recommendations that your report is putting across to make more women use public transport?

Making buses free has encouraged more women to travel, but to

sustain and expand this impact, service quality and safety must be improved. Expanding the bus fleet and increasing bus frequency are critical to reducing overcrowding and long wait times, not just for women commuters but for all transit users. Collecting gender-disaggregated mobility data can support better service planning, with routes and schedules that also account for women's and other under-represented users' travel patterns. Sensitising bus staff to the intent and impacts of the fare-free public transport scheme, and working with them to address over-crowding and other service provision challenges faced by women commuters, can make them a part of the solution.

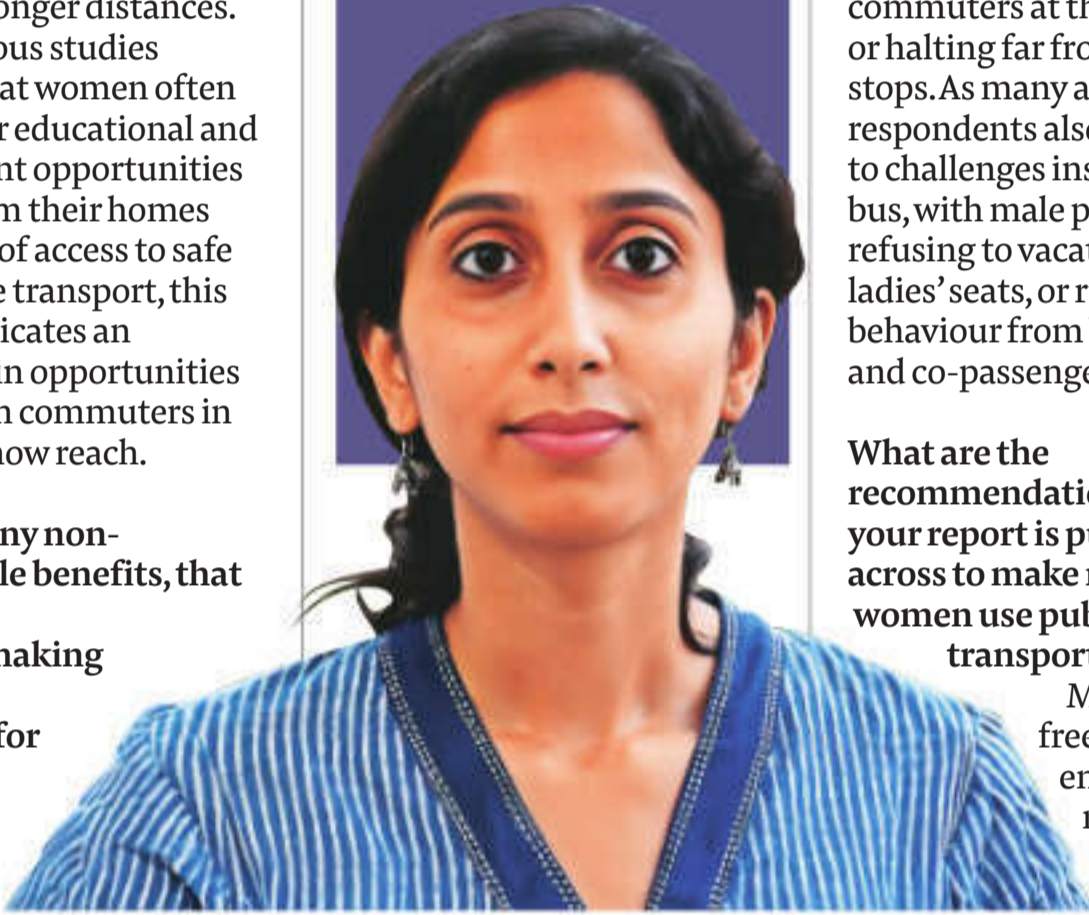
Is financing gender-responsive mobility a viable solution?

Absolutely! Gender-responsive mobility is an essential driver for enabling women's economic empowerment, and for creating safer cities. However, gender-responsive mobility must go beyond free fares. Investments in walkable, transit-connected neighbourhoods, well-lit public spaces, and accessible public transport systems are crucial.

Inclusive transit planning, backed by gender-disaggregated data, and gender diversification in the transit workforce further strengthen mobility for all.

Ongoing investments—such as metro expansions and electric bus transitions—can be leveraged to create more gender-responsive transport systems without necessarily increasing costs.

METRO EXPANSIONS & E-BUS TRANSITIONS CAN BE LEVERAGED TO CREATE MORE GENDER-RESPONSIVE TRANSPORT SYSTEMS WITHOUT INCREASING COSTS



Gender pay disparities in tech industry continues

GEETA NAIR
Pune, March 7

DESPITE PROGRESS IN workplace diversity, women in the technology sector continue to face significant pay disparities and career advancement challenges, according to the ANSR-Talent500 Women in Tech Report 2025. The report reveals that 52% of women report experiencing pay gaps, with a notable increase in the number of women citing unfair compensation compared to the previous year.

Findings are based on a survey of 3,000 women employed in IT, global capability centres (GCCs), and emerging tech sectors. The study assesses workplace experiences, diversity efforts, and career growth opportunities. While there has been a marked shift in gender representation, challenges such as the glass ceiling, pay inequity, and limited mentorship continue to hinder progress.

Approximately 80% of respondents were from key tech hubs such as Bengaluru, Hyderabad, Pune, and the National Capital Region. The

workforce distribution among the surveyed women included 41% in IT/ITES, 19% in GCCs, 8% in startups, and 17% in product companies. In terms of experience, nearly 48% had less than five years in the industry, 29% had six to ten years, and 11% had over 15 years.

However, tech firms have improved gender representation, with women now making up nearly 42% of their workforce—a rise from single-digit figures in previous years. Around 60% of women acknowledge that diversity initiatives are

gaining momentum; however, 40% believe these efforts remain largely symbolic or ineffective.

The report highlights that 70% of women still perceive career growth opportunities as limited due to persistent structural barriers. Pay gaps remain a critical concern, with an estimated 15-20% salary difference between men and women in the same roles within tech companies and GCCs. While some companies have taken steps to bridge the gender pay gap, disparities persist due to occupational

segregation, unconscious bias in performance evaluations, and inequitable promotion decisions.

Women in the tech industry have clear expectations from employers, prioritising flexibility, equitable pay, and personalised benefits. The survey indicates that 76.9% of respondents value workplace flexibility, 74.1% seek career growth opportunities, 58% emphasise the importance of female leadership, and 51.1% consider strong employer branding a deciding factor in job selection.

PUBLIC NOTICE

We, BHARAT KANAIYALAL SHETH (PAN AAQPS2482L), KANAIYALAL MANEKAL SHETH (PAN AAQPS2480J) and JYOTSNA KANAIYALAL SHETH (Deceased), jointly holding 20 shares of Face Value Rs. 100/- in Bosch Limited (formerly, Motor Industries Company Limited) having its registered office at Hosur Road, Adugodi, Bangalore - 560030 in Folio S02196 bearing Share Certificate Number: 00264475, 00264476, V0021666 and V0040147 with Distinctive Numbers from 3555380 - 3555384, 3555385 - 3555389, 68226 - 68230 and 724821 - 724825.

We hereby give notice that the said Share Certificate(s) are lost and we have applied to the Company for issue of duplicate Share Certificates and exchange of the same with Face Value Rs.10/-certific.

The public is hereby warned against purchasing or dealing in anyway with the said Share Certificates. The Company may issue duplicate Share Certificates if no objection is received by the Company within 30 days of the publication of this advertisement, after which no claim will be entertained by the Company in that behalf.

Sd/-
BHARAT KANAIYALAL SHETH
KANAIYALAL MANEKAL SHETH

Place: Mumbai Folio No: S02196
Date: 08-03-2025

PUBLIC NOTICE

NOTICE is hereby given that Ajay Goyal holder of the Share Certificate(s) No-76687-76689 bearing Distinctive no - 8727189 in 8727338 (Folio Number- A001379) for 150 Equity Shares of Rs 10 each in Force Motors Limited has lost the named share certificates and have applied to the Company for re-issuance of duplicate Share Certificates.

Any person who has any claim in respect of the said share certificate(s) should lodge such claim with FORCE MOTORS LIMITED, Mumbai - Pune Road, Akurdi, Pune, Maharashtra, India-411035, Tel: +91-20-27476381, compliance-officer@forcemotors.com within 15 days of publication of this notice after which no claim will be entertained and the Company shall proceed to issue with the Duplicate Share Certificate(s).

The Public are hereby cautioned against purchasing or dealing in any way with the above referred share certificate(s).

Sd/-
Date: 07.03.2025 Name of Shareholder: Ajay Goyal
Place: New Delhi

NAKSH PRECIOUS METALS LIMITED
(Formerly known as VAKSONS AUTOMOBILES LIMITED)
Regd. Office: 105, 1st Floor, Barodia Tower, Plot No.12, D Block Central Market Prashant Vihar, New Delhi-110085.
Tel.: 0130 - 2218572 | CIN: L52109DL2003PLC119052
Email: info@nakshmetals.com | Website: www.nakshmetals.com

NOTICE

NOTICE is hereby given to the Members of the ("Company") pursuant to the provisions of Section 108 and Section 110 of the Companies Act, 2013 (the "Act") read with Rule 20 and Rule 22 of the Companies (Management and Administration) Rules, 2014 ("Rules"), Secretarial Standard-2 on General Meeting (the "SS-2"), Regulation 44 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "Listing Regulations") including any statutory modification(s), clarification(s), substitution(s) or re-enactment(s) thereof for the time being in force, guidelines prescribed by the Ministry of Corporate Affairs (the "MCA"), for holding general meetings/conducting postal ballot process through e-voting vide General Circular Nos. 14/2020 dated 8th April 2020, 17/2020 dated 13th April 2020, 22/2020 dated 15th June 2020, 33/2020 dated 28th September 2020, 39/2020 dated 31st December 2020/10/2021 dated June 23, 2021, 20/2021 dated December 8, 2021, 3/2022 dated May 5, 2022 and 11/2022, dated December 28, 2022 and 09/2023 dated September 25, 2023 (the "MCA Circulars") and any other applicable laws and regulations, that the following special business is proposed for consideration by the Members of the Company through Postal Ballot by voting through electronic means ("e-voting") and voting by Postal Ballot Paper.

Item No.	Description of the Resolution
1.	To approve the change in the name of the company and consequent amendment in Memorandum and Articles of Association of the company
2.	To approve the shifting of registered office from Delhi to Maharashtra and consequential alteration in Memorandum of Association of the company to give effect to the same
3.	To approve the change in designation of Mr. Nitin Vispute (DIN: 03634249) from Non-Executive Director to Executive Director of the company.

In terms of MCA Circulars, the Company has completed the dispatch of the Postal Ballot Notice electronically on 06th March, 2025 to the Members of the Company holding shares as on 28th February, 2025 ("Cut-Off Date"). Members whose names are recorded in the Register of Beneficial Owners maintained by the Depositories as on the Cut-Off Date will be entitled to cast their votes by e-voting. Members who have not registered their mobile numbers or e-mail id or in case of any queries kindly mail to investor@cameoindia.com

In accordance with the guidelines, hard copy of the Postal Ballot Notice alongwith postal ballot forms and pre-paid business reply envelope will not be sent to the Members. The communication of the asset or dissent of the Members would take place through the voting system only.

In this regard the notice of Postal Ballot can be downloaded from the website of the Company at www.nakshmetals.com and also on the website of NSDL (being the E-voting service provider) at www.evoting.nsdl.com. The notice is also displayed on the website of BSE Limited where shares of the company are listed.

The Company has engaged the services of National Securities Depository Limited (NSDL) for the purpose of providing e-voting facility/Postal Ballot to all its Members. Members are requested to note that the e-voting shall commence from Friday, March 07, 2025 (9:00 AM IST) to Saturday, April 05, 2025 (5:00 PM IST). The e-voting module shall be disabled for voting thereafter.

The Board of Directors has appointed Mr. Jigarkumar Gandhi (Membership No.7569 and Certificate of Practice No.8108), Practicing Company Secretary, as the scrutiner ("scrutinizer") for conducting the Postal Ballot and e-voting process in a fair and transparent manner. The results of the e-voting will be declared latest by Tuesday, 8th April, 2025 and will also be uploaded on the Company's website and BSE Limited.

In case you have any queries or issues regarding e-voting, you may refer the Frequently Asked Questions ("FAQs") and e-voting manual available at www.evoting.nsdl.com, under help section or write an email to evoting@nsdl.com.

FOR NAKSH PRECIOUS METALS LIMITED
(Formerly known as Vaksons Automobiles Limited)
Sd/-
Sneha Vispute
Chairman & Managing Director
DIN: 09693252
Place : New Delhi
Date : March 06, 2025

zydus
ZYDUS LIFESCIENCES LIMITED
(CIN L24290GJ1995PLC025878)
Regd. Office: Zydus Corporate Park, Scheme No. 63, Survey No. 536, Near Vaishnodi Circle, Khora (Gandhinagar), Sakhe - Gandhinagar Highway, Ahmedabad - 382481. Website: www.zyduslife.com
Email: companysecretary@zyduslife.com Telephone : +91-79-48040000

NOTICE
Notice is hereby given that the Company has received intimation from the following shareholder that the Share Certificates pertaining to the Equity Shares held by her as per the details given below have been lost / misplaced.

Sr. No.	Name of the shareholder	Distinctive Numbers	Folio Number	No. of Shares	Certificate No.
1	Jagruti Gohel	2291036-2291785	063405	750	2219

If the Company does not receive any objection within 7 days from the date of publication of this notice, the Company will proceed to issue duplicate Share Certificate to the aforesaid shareholder. People are hereby cautioned not to deal with the above Share Certificates anymore and the Company will not be responsible for any loss / damage occurring thereby.

For, ZYDUS LIFESCIENCES LIMITED
Sd/- DHAVAL N. SONI
COMPANY SECRETARY
Date : March 7, 2025
Place : Ahmedabad

TAURUS ASSET MANAGEMENT COMPANY LIMITED
CIN: U67190MH1993PLC073154
Head Office & Regd Office : 3rd Floor, 301-304, Chandravillas Co-op Premises Society Ltd., AML Centre 2, 8 Mahal Industrial Estate, Off. Mahakali Caves Road, Andheri-East, Mumbai - 400 093 Tel: 022 - 6624 2700
Email: customercare@taurusmutualfund.com
A copy of SAI, SIDs and KIMs of the schemes of Taurus Mutual Fund along with application form may be obtained from Fund's website.
www.taurusmutualfund.com

NOTICE CUM ADDENDUM TO THE STATEMENT OF ADDITIONAL INFORMATION (SAI), SCHEME INFORMATION DOCUMENTS (SIDs) AND KEY INFORMATION MEMORANDUM (KIMs) OF ALL SCHEMES OF TAURUS MUTUAL FUND (THE MUTUAL FUND)
Change in Base Total Expense Ratio of Scheme(s) of Taurus Mutual Fund
NOTICE IS HEREBY GIVEN and it is proposed to change the base Total Expense Ratio ("TER") (i.e. TER excluding additional expenses provided in Regulation 52(6A)(b) and 52(6A)(c) of SEBI (Mutual Funds) Regulations, 1996) for the following schemes offered by Taurus Mutual Fund ("the Fund") w.e.f. 13.03.2025

Scheme Name(s)	BASE TER	
	Direct Plan - Existing (%)	Direct Plan - Proposed (%)
Taurus Flexi Cap Fund	2.16	2.22
Taurus Large Cap Fund (Formerly known as Taurus Largecap Equity Fund)	2.05	2.04
Taurus Mid Cap Fund (Formerly known as Taurus Discovery (Midcap) Fund)	1.71	1.89
Taurus ELSS Tax Saver Fund (Formerly known as Taurus Tax Shield)	1.36	2.00
Taurus Infrastructure Fund	1.35	2.18
Taurus Banking & Financial Services Fund	1.30	1.54
Taurus Nifty 50 Index Fund	0.63	0.91
Taurus Ethical Fund	0.48	1.43

Investors may also visit our website www.taurusmutualfund.com for disclosure(s) relating to TER appearing under sub-section titled "Total Expense Ratio of Mutual Fund Schemes" appearing under Section "Statutory Disclosures". The said information about change in base TER is provided in accordance with SEBI Circular no. SEBI/HO/IMD/DF2/CIR/P/2018/18 dated February 05, 2018 read along with SEBI Circular no. SEBI/HO/IMD/DF2/CIR/P/2018/91 dated June 05, 2018 for "Total Expense Ratio - change and disclosure".

Place: Mumbai
Date: March 07, 2025
Notice cum Addendum No. 25/2024-25

For Taurus Asset Management Company Ltd.
(Investment Manager for Taurus Mutual Fund)
Sd/-
Authorised Signatory

Mutual Fund investments are subject to market risks, read all scheme related documents carefully.

MIRAE ASSET
Mutual Fund

PUBLIC CAUTION NOTICE
BE ALERT, BE VIGILANT AND EXERCISE CAUTION
Fake account using the name of Mirae Asset on Facebook App

It has been observed by Mirae Asset Investment Managers (India) Pvt. Ltd. (the "Company"), the investment manager to schemes of the Mirae Asset Mutual Fund (the "Fund"), that a fake account has been created on the 'Facebook App' in the name of 'Mirae Asset' under the URL link <https://www.facebook.com/profile.php?id=100009283528046>.

We would like to inform the public in general that Mirae Asset Mutual Fund and Mirae Asset Investment Managers (India) Private Limited, its Holding & Group companies, their employees, Directors, officers, etc. are in no way associated with this fake link and shall not be held liable for any losses whatsoever; and we condemn this act of defrauding investors. We advise the investors to not fall prey to these fake link and stay vigilant of such scams.

We urge the investors to visit Mirae Asset Mutual Fund website <https://www.miraeassetmf.co.in/> or contact Mirae Asset Investment Managers (India) Private Limited officials for any information on our products and services.

For and on behalf of the Board of Directors of
MIRAE ASSET INVESTMENT MANAGERS (INDIA) PVT. LTD.
(Asset Management Company for Mirae Asset Mutual Fund)

Place : Mumbai
Date : March 07, 2025

AUTHORISED SIGNATORY
MIRAE ASSET MUTUAL FUND (Investment Manager: Mirae Asset Investment Managers (India) Private Limited) (CIN: U65990MH2019PTC324625). Statutory Details: Sponsor: Mirae Asset Global Investments Company Limited. Trustee: Mirae Asset Trustee Company Private Limited.
Registered & Corporate Office: 606, 6th Floor, Windsor Building, Off CST Road, Kalina, Santacruz (E), Mumbai - 400098. ☎ 1800 2090 777 (Toll free), ✉ customercare@miraeasset.com 🌐 www.miraeassetmf.co.in

Mutual Fund investments are subject to market risks, read all scheme related documents carefully.