

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 4055**

TO BE ANSWERED ON THE 20TH MARCH, 2018/ PHALGUNA 29, 1939 (SAKA)

WOMEN IN POLICE FORCE

**4055. SHRI VENKATESH BABU T.G.:
ADV. NARENDRA KESHAV SAWAIKAR:**

Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether the Government is aware that the number of women in police force is very low in various States in the country as well as in the Central Armed Police Forces (CAPFs);

(b) if so, the details thereof, State/ Force/percentage-wise;

(c) whether the Government has issued any direction to the States or fixed any target to induct/increase women personnel in police forces;

(d) if so, the action taken by the States thereon along with the achievements in this regard; and

(e) the other measures taken by the Government to increase the number of women personnel in the police forces of the States and CAPFs?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS
(SHRI HANSRAJ GANGARAM AHIR)**

(a) & (b): As per data submitted by Bureau of Police Research & Development (BPR&D), as on 01.01.2017, the actual strength of women police personnel is 7.28% at the all India level. The percentage of women police personnel in Central Armed Police Forces (CAPFs) is 2.80%, as on 31.12.2017. The State/UT wise and Force-wise percentage of women in police is given at Annexure-I & II, respectively.

(c) to (e): As, 'Police' is a State subject falling in List-II of seventh schedule of the Constitution of India, it is primarily the responsibility of the State Governments/UTs to increase women personnel in police forces. The Central Government advises the States/UTs from time to time.

The Ministry of Home Affairs has issued advisories dated 22.4.2013, 21.5.2014 and 12.5.2015 to all the State Governments to increase the representation of women police to 33% of the total strength. All the State Governments have been requested to create additional posts of women Constables/Sub- Inspectors by converting the vacant posts of male constables. The aim is that each police station should have at least 3 women Sub-Inspectors and 10 women police Constables, so that a women help desk is manned round the clock.

Further, as far as CAPFs are concerned, vide order dated 05.01.2016, it has been decided to reserve 33% posts at constables level for being filled up by women in CRPF and CISF to begin with and 14-15% posts at Constable level in border guarding forces i.e. BSF, SSB & ITBP.

In CRPF, 02 GD Male Battalions have been converted into Mahila Battalions during 2015-16 and 2016-17. In CISF vacancies are notified separately for the woman candidates in the recruitment of SI/Exe, ASI/Exe & constable/GD and women personnel are recruited in ASI/Steno & HC/Min. etc.

The details of the steps taken to encourage women to join CAPFs and to improve the facilities for women personnel in CAPFs are enclosed as per Annexure-III.

ANNEXURE –I
L.S.US.Q.NO.4055 FOR 20.3.2018

State/UT wise percentage of Women in Police

(as on 1.1.2017)

Sl.No.	States/Uts	Percentage of women police personnel
1.	2.	3.
1.	Andhra Pradesh	4.17
2.	Arunachal Pradesh	6.77
3.	Assam	5.47
4.	Bihar	8.84
5.	Chhattisgarh	4.68
6.	Goa	10.80
7.	Gujarat	7.23
8.	Haryana	9.12
9.	Himachal Pradesh	12.25
10.	Jammu & Kashmir	3.05
11.	Jharkhand	5.49
12.	Karnataka	5.38
13.	Kerala	6.32
14.	Madhya Pradesh	4.42
15.	Maharashtra	11.62
16.	Manipur	8.11
17.	Meghalaya	4.34
18.	Mizoram	7.72
19.	Nagaland	6.33
20.	Odisha	9.07
21.	Punjab	5.26
22.	Rajasthan	9.28
23.	Sikkim	6.89
24.	Tamil Nadu	15.97
25.	Telangana	2.47
26.	Tripura	5.03
27.	Uttar Pradesh	3.81
28.	Uttarakhand	7.67
29.	West Bengal	7.64
30.	A & N Islands	12.18
31.	Chandigarh	18.05
32.	Dadra & Nagar Haveli	14.79
33.	Delhi	8.64
34.	Daman & Diu	11.98
35.	Lakshadweep	7.92
36.	Puducherry	7.19
All India Total		7.28

Force-wise Percentage of Women in Police

(as on 31.12.2017)

Sl.No.	Name of Central Armed Police Force	Percentage of women police personnel
1.	2.	3.
1.	Assam Rifles (AR)	1.23
2.	Border Security Force (BSF)	2.09
3.	Central Industrial Security Force (CISF)	5.84
4.	Central Reserve Police Force (CRPF)	2.55
5.	Indo-Tibetan Border Police (ITBP)	2.30
6.	Sashastra Seema Bal (SSB)	2.36
	Total	2.80

Steps taken to encourage women to join CAPFs and to improve the facilities for women personnel in CAPFs

1. All female candidates have been exempted from payment of application fee.
2. There are relaxation in Physical Standard Test (PST) and Physical Efficiency Test (PET) for all female candidates for recruitment in CAPFs in comparison to male candidates.
3. Creches and day care centre have been provided by the CAPFs to women employees.
4. Separate accommodation for women personnel with basic amenities have been provided.
5. Vehicles fitted with mobile toilets for women personnel during movement from one place to another and during picketing duties are provided.
6. Facilities already available under the Central Government like Maternity Leave, Child Care Leave are also applicable to CAPFs women personnel.
7. Medical facilities with special care for the pregnant women. Lady Doctors are available to provide medical coverage.
8. One female member is detailed as member of the board for making recruitment of women personnel.
9. Committees have been constituted at all levels to check sexual harassment and to expeditiously deal with the complaints of women personnel. All CAPFs have included members of the Non Government Organizations (NGOs) in the complaint committee to enquire into complaints of sexual harassment.
10. Women personnel are given equal opportunity in their career progression i.e. promotion/seniority as per the RRs at par with male counter parts.
