

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 704**

TO BE ANSWERED ON THE 07TH FEBRUARY, 2023/ MAGHA 18, 1944 (SAKA)

REPRESENTATION OF WOMEN IN CISF

**704. DR. BEESETTI VENKATASATYAVATHI:
SHRIMATI GODDETI MADHAVI:**

Will the Minister of HOME AFFAIRS be pleased to state:

- (a) whether the Government is aware that the representation of women in the Central Industrial Security Force (CISF) is presently at just 6%;**
- (b) if so, the steps being taken to enhance the representation of women in the CISF in particular and in the security sector in general;**
- (c) whether the Government has set any specific targets and timelines to increase the number of women in the security forces;**
- (d) if so, the details thereof and if not, the reasons therefor;**
- (e) whether the Government has considered giving women any specific incentives to join the CISF; and**
- (f) if so, the details thereof and if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS
(SHRI NITYANAND RAI)**

(a) to (f) The representation of women in CISF is 7.05% as on 31.01.2023. A number of steps have been taken to enhance the representation of women in CAPFs, including CISF, as mentioned below:

- 1. Recruitment is being conducted by making wide publicity through print/electronic media. All female candidates are exempted from payment of application fee.**
- 2. There are relaxations in Physical Standard Test (PST) and Physical Efficiency Test (PET) for all female candidates for recruitment in comparison to male candidates.**
- 3. Facilities like Maternity Leave, Child Care Leave, are also applicable to CAPFs women personnel.**
- 4. One female member is detailed as member of the board for making recruitment of women personnel.**
- 5. Crèches and Day Care Centres have been provided by the CAPFs to women employees.**
- 6. Committees have been constituted at all levels to check sexual harassment and to expeditiously deal with the complaints of women personnel.**
- 7. Women personnel are given equal opportunity in their career progression i.e. promotion/seniority as per the RRs at par with male counter parts.**

8. A woman candidate pregnant of 12 weeks standing or over is declared temporarily unfit and her appointment is held in abeyance until the confinement is over. She is re-examined for Physical Efficiency Test (PET), six weeks after the date of confinement. If found fit, she is appointed to the post kept reserved for and allowed the benefit of seniority in accordance with the norms.
