

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 1060
TO BE ANSWERED ON 08.12.2023

WOMEN RESERVATION IN JOBS

1060. SHRI T.R. BAALU:

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a) whether the Government is aware that several States in the country are providing 30 per cent reservation in jobs to women to ensure the rights and development of women;
- (b) if so, whether the Government is considering to introduce 30 per cent reservation to women in all recruitments in Government Departments and offices including PSUs to ensure their economic security and rights; and
- (c) if not, the manner in which the Government proposes to ensure Government jobs to women folk proportionate to their population?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (c) : As per the provisions of Article 16(4) of the Constitution of India, the Government has provided 15 per cent, 7.5 per cent and 27 per cent reservation to Scheduled Castes, Scheduled Tribes and Other Backward Classes respectively. As per the judgement of Hon'ble Supreme Court of India in Indira Sawhney case, the reservation under Article 16 (4) shall not exceed 50 per cent. However, the Central Government has provided 33 per cent reservation for women horizontally and in each category (SC, ST, OBC and others) in direct recruitment of non- Gazetted posts from Constable to Sub-Inspector in police forces of all the Union Territories. The Government has also provided horizontal reservation for women in Central Armed Police Forces (CAPFs). The Ministry of Home Affairs has also issued advisories to all the State Governments and Union Territories to increase the representation of women to 33 per cent of the total strength of the police personnel in the States/ UTs.

Further, the Government has made enabling provision for increasing the representation of women in Armed forces such as granting permanent commission to women including in combat roles such as fighter pilots, allowing entry of women in National Defence Academy (NDA), admission of girls in Sainik schools, etc. The

Government has also taken various women centric initiatives which may encourage participation of more women in Government service. These, inter-alia, include availing Child Care Leave (CCL), leaving headquarters and proceeding on foreign travel during CCL, Special Allowance @Rs. 3000 per month to women employees with disability for child care, special dispensation for women officers of All India Service of North East cadres, leave upto 90 days to the female Government Servants who have been allegedly sexually harassed, exemption of fee from competitive examination for women, posting of husband and wife at the same station, etc. The States/ UTs have also been advised to increase the number of women bus drivers, conductors and tourist guides.
