

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 2129
TO BE ANSWERED ON 15.12.2023

WOMEN'S REPRESENTATION IN VARIOUS SECTORS

2129. SHRIMATI POONAMBEN MAADAM:

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

- (a) whether India has emerged as a global leader in gender representation in various sectors, if so, the details thereof;
- (b) whether the Government has taken certain steps to foster female participation in various professions, if so, the details thereof;
- (c) whether the Government is aware that women are under-represented in police, armed forces and other non-conventional sectors;
- (d) if so, the steps being taken to increase women's representation in these sectors; and
- (e) the number of women recruited during the last three years in police and armed forces of States/ UTs, State/ UT-wise?

ANSWER

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

(a) to (d): India is witnessing a rapid transition from women's development to women-led development with the vision of a new India where women are equal partners in fast paced and sustainable national development.

India is presently one of the only 15 countries in the world with a woman Head of State. Globally, India has the largest absolute number of elected women representatives in local governments. India has 10% more women pilots than the global average. Globally, according to the International Society of Women Airline Pilots, around 5 per cent of pilots are women. In India, the share of women pilots is significantly higher - over 15 per cent. The Gross Enrolment Ratio (GER) of girls in Primary and Secondary Education is almost at par with that of boys. The presence of girls/ women in Science, Technology, Engineering and Mathematics (STEM) is 43%, which is one of highest in the world.

One of the key indicators to measure healthy gender balance in society is 'Sex Ratio at Birth (SRB)'. The latest reports of Health Management Information System (HMIS) of Ministry of Health & Family Welfare (MoHFW) reveal that SRB is showing improving trends and has increased from 918 to 933 at national level during 2014-15 to 2022-23 (provisional) with a net change of 15 points. Several initiatives taken by the Government have contributed to the improvement in sex ratio, including focussed approach for societal attitudinal change towards the girl child that has aided a shift in patriarchal mind-set that perceived the girl child as a burden towards a perception of girls as valuable members of the family and the society. 'Beti Bachao Beti Padhao' scheme has played a key role in change of mind-set. The number of women participating in major household decisions is increasing. National Family Health Survey 5 (NFHS 5) says 88.7% women participate in major household decisions today as against 84% five years ago.

Government of India has taken various schematic and legislative interventions and made enabling provisions to ensure women's participation in various professions. In order to enhance the employability of female workers, under Skill India Mission, the Government is providing training to them through a network of Women Industrial Training Institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.

The greatest leap forward for women empowerment and representation of women in the highest political offices in the country has been the notification by Government of the Nari Shakti Vandan Adhiniyam, 2023 (Constitution One Hundred and Sixth Amendment) Act, 2023 on 28 September, 2023, for reservation of one-third of seats for women in the House of People (Lok Sabha) and in the State Legislative Assemblies including Legislative Assembly of NCT of Delhi.

Multiple initiatives for increasing participation of women in Science, Technology, Engineering and Mathematics (STEM) have been undertaken. Vigyan Jyoti was launched in 2020 to balance low representation of girls in different streams of Science and Technology from 9th to 12th standards. The Overseas Fellowship Scheme started in 2017-18, provides opportunities to Indian Women Scientist and Technologists to undertake international collaborative research in STEM. Several women scientists have played significant roles in India's maiden Mars Orbiter Mission (MOM), or Mangalyaan, including building and testing the scientific instruments at the Space Application Centre.

In order to encourage employment of women, a number of enabling provisions have been incorporated in the recently enacted Labour Codes viz. the Code on Wages, 2019, the Industrial Relations Code, 2020, the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020 for creating congenial work environment for women workers.

National Agriculture Market or eNAM is an online trading platform for agricultural commodities, scheme "Kisan Call Centres" answering farmers' queries on a telephone call in their own dialect, mobile applications like Kisan Suvidha, Agri Market, National Crop Insurance Portal, UMANG (Unified Mobile Application for New-Age Governance). These digital innovations are helping women overcome or compensate the barriers they face in accessing markets. Farmers' welfare schemes

like Pradhan Mantri Krishi Sinchayee Yojana, Paramparagat Krishi Vikas Yojana, Pradhan Mantri Fasal Bima Yojana, etc. continue to nurture an enabling environment for women farmers. Through the initiatives Government is improving farm women's access to productive resources including agricultural extension services thereby bringing overall improvement in the lives of rural women.

National Cooperative Development Corporation is playing a significant role to uplift women cooperatives as large number of women are engaged and involved in cooperatives dealing with activities related to food grain processing, plantation crops, oilseeds processing, fisheries, dairy & livestock, spinning mills, handloom and power loom weaving, Integrated Cooperative Development Projects, etc.

The Government of India implements "Mission Shakti" which has two sub-schemes, 'Sambal' and 'Samarthya'. Under 'Sambal', components such as Beti Bachao Beti Pado, One Stop Centre, Women Help Line and Nari Adalat are in operation. Under the 'Samarthya', sub-scheme, the components are Pradhan Mantri Matru Vandana Yojana, Shakti Sadan, Hub for Empowerment of Women, Sakhi Niwas i.e. Working Women Hostel, Palna-Anganwadi cum Creches.

Under the Government's flagship scheme Deen Dayal Antyodaya Yojana – National Rural Livelihood Mission (DAY-NRLM), nearly 90 lakh women Self Help Groups (SHGs) having nearly 10 crores female members are transforming the rural landscape with regard to women's economic empowerment.

Most of the nearly 4 Crore houses sanctioned under the Pradhan Mantri Awas Yojana or the Prime Minister's Housing Scheme are in the name of women. All this has increased the participation of women in financial decision making. 'Vocal for Local' has a lot to do with women's empowerment, as the power of most local products is in the hands of women.

The Government has made enabling provision for increasing the representation of women in various professions that were earlier considered to be male domain. In respect of Armed forces several provisions such as granting permanent commission to women including in combat roles such as fighter pilots, allowing entry of women in National Defence Academy (NDA) [First Batch has been inducted in the course commenced in June 2022], admission of girls in Sainik schools, etc. have been made. In Indian Air Force (IAF), Women officers are inducted in all the branches and streams. IAF for the first time has inducted women in other ranks as Agniveervayu under Agnipath Scheme. At present, 154 Women candidates are undergoing training. The Army, Navy and Airforce have taken several steps for increasing women's participation in Armed Forces. These include increased publicity on various media platforms including Youtube and Social Media, conduct of motivational talks by Women Officers, undertaking visits to co-educational and girl's schools and colleges etc.

The Government has also taken various 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. Further, the Government 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. All the States/ UTs have also been requested to create additional posts of women Constables/ Sub-Inspectors (SI) by converting the vacant posts of Constables/ Sub-Inspectors. The aim is that each police station should have at least 3 women SI and 10 women Police Constables for providing service round the clock.

Directorate General of Civil Aviation (DGCA) has issued advisory to all scheduled airlines and major airport operators of India to participate in the International Air Transport Association (IATA) 25 by 2025 initiative which is an industry-wide diversity and inclusion project that aims to increase the number of women in senior positions by either 25% against currently reported metrics or to a minimum representation of 25% by 2025. Airports Authority of India (AAI) has enabled female participation in sensitive domains fundamental to the functioning of the organization such as Air Traffic Control, Fire Services, Airport Operations. Further waiver in fee is granted to female candidates in Direct Recruitment exercise conducted by AAI.

There is increased presence of women in public life. In the 2019 Lok Sabha election for the first time in the country since independence, 81 women were elected as Members of Lok Sabha. There are over 1.45 million or 46% women elected representatives in Panchayati Raj Institutions (against mandatory representation of 33%). The 73rd and 74th Amendments (1992) to the Constitution of India had made reservation of 1/3 seats in the Panchayats and Municipalities for women.

(e) As per data compiled by Bureau of Police Research and Development (BPR&D) regarding women police personnel in State/UT Police, the number of women police personnel as on 1st January 2020 is 2,15,504, as on 1st January 2021 is 2,17,026 and as on 1st January 2022 is 2,46,103.

The number of women recruited in the Central Armed Police Forces (CAPFs) & Assam Rifles (AR) is 6149, 2301 and 5316 during the years 2021, 2022 and 2023 (till date) respectively.

The number of women recruited during the last three years in Armed Forces is as under:

(A) Army:

Officers: The present of strength of women officers in Indian Army (excluding Medical, Dental and Nursing) is 1732. In the Corps of Military Police, the enrolment of women has started in the year 2019. A total number of women as Other Ranks in service is 206. State/ UT wise data of women candidates selected for various officer entries is not being maintained. The selection of officers is based on All India Level merit, after the examination conducted by Union Public Service Commission (UPSC). For

technical graduates, there is a provision of direct entry after Service Selection Board (SSB) interview. The number of women inducted as officers in the Army during the years 2021, 2022 and 2023 is 75, 90 and 100 respectively.

Junior Commissioned Officers (JCOs) / Other Ranks (ORs): 101 women candidates were recruited in Recruiting Year 2019-20. The recruitment for Recruiting Year 2020-21 and 2021-22 could not be carried out due to COVID-19 pandemic.

(B) Navy

The strength of women officers (excluding medical and dental officers) in the Indian Navy as on 08.12.2023 is 642. The number of women in Medical and Dental Branches is 171. The strength of women *Agniveers* in Indian Navy as on 08.12.2023 is 1124. The State/ UT wise number of women officers and women *Agniveers* recruited during the last three years in Indian Navy is at **ANNEXURE –I and ANNEXURE –II**, respectively.

(C) Airforce

The State/ UT wise number of women officers (excluding Medical and Dental) commissioned in IAF during the last three years (2020, 2021 and 2022) is at **ANNEXURE – III**. Further, a total of 155 Women *Agniveervayu* have been enrolled for the first time in June 2023. The State/ UT – wise details are at **ANNEXURE – IV**.

ANNEXURE – I

Annexure referred to in reply to Part (e) of Lok Sabha Un-starred Question No. 2129 for answer on 15.12.2023.

Women Officers in Indian Navy, State/ UT-wise and Year-wise as on 08 December 2023

S. No.	State/ UT	2020	2021	2022	2023
1	Andaman & Nicobar Islands			1	
2	Andhra Pradesh	2	2	1	4
3	Assam		1	1	
4	Bihar	2	2	3	3
5	Chhattisgarh			1	
6	Delhi	1	2	2	4
7	Goa, Daman and Diu		2		1
8	Gujarat		3	1	
9	Haryana	3	4	8	7
10	Himachal Pradesh		2	1	2
11	Jammu and Kashmir			2	1
12	Jharkhand				1
13	Karnataka	1	7	7	4
14	Kerala		7	5	5
15	Madhya Pradesh	1	3	4	7
16	Maharashtra	4	9	9	12
17	Orissa		2		
18	Punjab	2	4	1	
19	Rajasthan	1	5	4	8
20	Tamil Nadu	1	6	5	7
21	Telangana	1	2		2
22	Uttar Pradesh	4	8	10	16
23	Uttarakhand	3	1	1	6
	Total	26	72	67	90

ANNEXURE – II

Annexure referred to in reply to Part (e) of Lok Sabha Un-starred Question No. 2129 for answer on 15.12.2023.

Women Agniveers in Indian Navy, State/ UT-wise & Year-wise as on 08 December 2023

S .No.	State/ UT	2022	2023
1	Andaman & Nicobar Island	0	1
2	Andhra Pradesh	4	16
3	Arunachal Pradesh	0	0
4	Assam	4	3
5	Bihar	18	52
6	Chhattisgarh	9	10
7	Delhi	0	8
8	Goa	1	0
9	Gujarat	11	4
10	Dadra & Nagar Haveli	2	0
11	Daman & Diu	0	0
12	Haryana	12	64
13	Himanchal Pradesh	4	14
14	Jammu & Kashmir	6	4
15	Ladakh	0	0
16	Jharkhand	0	6
17	Karnataka	6	16
18	Kerala	11	37
19	Lakshadweep	0	0
20	Madhya Pradesh	14	52
21	Maharashtra	72	172
22	Manipur	0	0
23	Meghalaya	2	0
24	Mizoram	0	0
25	Nagaland	0	0
26	Odisha	2	18
27	Punjab	12	23
28	Chandigarh	0	1
29	Rajasthan	19	73
30	Sikkim	0	0
31	Tamil Nadu	30	10
32	Puducherry	1	1
33	Telangana	2	5
34	Tripura	1	0
35	Uttar Pradesh	19	238
36	Uttarakhand	4	22
37	West Bengal	7	7
38	Nepal	0	0
Total		273	857

ANNEXURE – III

Annexure referred to in reply to Part (e) of Lok Sabha Un-starred Question No. 2129 for answer on 15.12.2023.

Nominal Roll of Women Officers (excluding Medical/ Dental Branch) in Indian Air Force (IAF), State/ UT-wise in last three years

S. No.	State	2020	2021	2022
1	Assam		1	2
2	Bihar	1	-	3
3	Chandigarh	-	2	2
4	Chhattisgarh	-	-	2
5	Delhi	7	11	7
6	Gujarat	-	3	-
7	Haryana	7	18	13
8	Himachal Pradesh	1	1	-
9	Jammu and Kashmir	1	1	-
10	Jharkhand	-	-	1
11	Karnataka	1	2	5
12	Kerala	2	5	5
13	Madhya Pradesh	3	3	4
14	Maharashtra	6	8	14
15	Orissa	1	1	1
16	Punjab	5	8	6
17	Rajasthan	3	5	4
18	Tamil Nadu	2	3	2
19	Telangana	-	1	2
20	Uttar Pradesh	6	14	18
21	Uttarakhand	1	7	6
22	West Bengal	-	-	1
	Total	47	94	98

ANNEXURE – IV

Annexure referred to in reply to Part (e) of Lok Sabha Un-starred Question No. 2129 for answer on 15.12.2023.

Nominal Roll of Women Candidates (*Agniveervayu*), State/ UT-wise

S.No.	State/ UT	Total Female Candidate
1	Bihar	6
2	Chhattisgarh	1
3	Delhi	1
4	Haryana	25
5	Himanchal Pradesh	3
6	Jharkhand	5
7	Madhya Pradesh	3
8	Punjab	1
9	Rajasthan	29
10	Uttar Pradesh	77
11	Uttarakhand	4
	Total	155