

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**LOK SABHA
UNSTARRED QUESTION NO. 4224**

TO BE ANSWERED ON THE 29TH MARCH, 2022/CHAITRA 8, 1944 (SAKA)

WOMEN IN POLICE FORCES

4224. SHRI VINCENT H. PALA:

Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether any action has been taken by the Government to incentivise higher employment of women in the police force and if so, the details thereof;

(b) whether the Government has any proposal to use discretionary grants as a mechanism to incentivize higher number of women personnel and if so, the details thereof; and

(c) whether any study has been undertaken by the Government to assess glass-ceilings faced by women personnel in terms of promotions to higher posts and if so, the details thereof along with the details of women in Police Forces at all levels, State-wise?

ANSWER

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

(a) to (c) "Police" is a State subject falling in List-II (State List) of the Seventh Schedule of the Constitution of India. It is primarily the responsibility of the State Governments/Union Territory (UT) Administrations to recruit more women police personnel including improvement of gender balance. The Centre also issues advisories to the States/UTs for increasing number of women in the police forces. The Ministry of Home Affairs has issued advisories dated 22.04.2013, 21.05.2014, 12.05.2015, 21.06.2019 and 22.06.2021 to all the State Governments/UT Administrations to increase the representation of women

police to 33% of the total strength. All the State Governments/UTs Administrations have been requested to create additional posts of women Constables/Sub-Inspectors by converting the vacant posts of Constables/Sub-Inspectors. 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.

States have also been advised to strengthen welfare measures for women police personnel and ensure their safety and a conducive work environment such as provision of housing, medical and rest room facilities for women police personnel in Police Stations to attract women to join the Police Force. "Police" being a State subject, it is responsibility of the State Governments/UT Administrations to ensure promotions of women police personnel in various grades in terms of their extant rules.

As per data on Police Organisations compiled by Bureau of Police Research & Development (BPR&D), out of the actual strength of 20,91,488 police personnel in States/UTs as on 01.01.2020, the strength of women police personnel is 2,15,504 which is 10.3% of actual strength. The details of women police officers at each level in the States/UTs is at Annexure.

States/UTs wise details of women police personnel at each level as on 01.01.2020

Sl.No.	States/UTs	DGP/ Spl. DGP	Addl. DGP	IGP	DIG	AIGP/ SSP/SP/ Comdt.	Addl. SP/ Dy. Comdt.	ASP/ Dy. SP/ Asstt. Comdt.	Inspector/ /RI	SI/ RSI	ASI/ ARSI	Head Const.	Const.	Others if any	Total No. of women police	% of women police in the States/ UTs
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
1.	Andhra Pradesh	1	1	2	0	10	14	17	22	207	221	384	2604	0	3483	5.85%
2.	Arunachal Pradesh	0	0	0	0	0	3	3	11	32	15	37	946	40	1087	8.66%
3.	Assam	0	0	0	1	10	12	45	33	138	33	89	5053	20	5434	7.59%
4.	Bihar	0	0	1	3	10	3	27	50	900	223	380	21643	5	23245	25.30%
5.	Chhattisgarh	0	0	0	1	9	23	59	86	214	237	275	3596	10	4510	7.06%
6.	Goa	0	0	0	0	0	0	4	5	45	36	201	456	89	836	10.57%
7.	Gujarat	0	1	1	1	10	0	34	87	432	717	937	7627	0	9847	11.71%
8.	Haryana	0	0	4	0	0	3	18	71	219	500	682	2847	0	4344	8.34%
9.	Himachal Pradesh	0	0	2	1	13	0	8	17	27	41	130	3136	0	3375	19.15%
10.	Jharkhand	0	0	0	0	1	0	8	28	188	234	397	3632	147	4635	7.14%
11.	Karnataka	1	1	1	0	49	0	23	53	381	303	1131	4952	0	6895	8.28%
12.	Kerala	0	0	0	0	1	0	0	20	99	0	80	3684	0	3884	7.23%
13.	Madhya Pradesh	0	5	2	4	12	45	150	181	996	221	432	3953	0	6001	6.03%
14.	Maharashtra	0	4	1	2	53	0	64	425	965	185	6538	18653	0	26890	12.52%
15.	Manipur	0	0	1	1	10	13	8	19	74	126	334	2090	0	2676	9.10%
16.	Meghalaya	0	0	0	0	4	0	7	12	88	10	32	544	3	851	5.77%
17.	Mizoram	0	0	0	0	2	0	10	65	126	67	163	147	0	580	7.18%
18.	Nagaland	0	0	0	0	4	9	8	238	79	35	496	1834	36	2739	9.74%
19.	Odisha	0	0	3	1	5	8	19	286	491	159	66	4816	0	5854	10.01%
20.	Punjab	0	2	3	0	15	8	45	61	393	70	458	5717	565	7337	8.54%
21.	Rajasthan	0	4	1	2	18	39	46	69	235	92	439	8394	0	9339	9.80%
22.	Sikkim	0	0	0	1	4	5	9	9	11	7	51	358	3	458	8.07%
23.	Tamil Nadu	1	1	3	12	31	10	25	1055	1546	0	3806	14371	0	20861	18.50%
24.	Telangana	1	3	7	0	17	22	7	24	91	162	257	1909	0	2500	5.11%
25.	Tripura	0	0	0	0	4	0	7	5	70	26	53	988	16	1169	5.13%
26.	Uttar Pradesh	0	4	2	3	21	3	5	261	825	0	625	27363	0	29112	9.59%
27.	Uttarakhand	0	0	0	3	3	7	9	6	292	0	74	2184	0	2578	12.21%
28.	West Bengal	1	0	3	8	18	9	48	55	470	447	0	8432	0	9491	9.71%
29.	A & N Islands	0	0	0	0	3	0	1	13	17	11	44	434	30	553	12.58%
30.	Chandigarh	0	0	0	0	1	0	5	14	10	7	59	1352	0	1448	18.78%
31.	Dadra and Nagar Haveli*	0	0	0	0	0	0	0	0	5	0	8	36	0	49	6.12%
32.	Daman & Diu*	0	0	0	0	0	0	0	0	4	3	3	47	2	59	13.92%
33.	Delhi	0	2	2	1	9	2	36	103	962	649	712	7357	275	10110	12.30%
34.	Jammu & Kashmir	0	0	0	0	0	12	36	53	79	14	558	1499	426	2677	3.31%
35.	Ladakh	0	0	0	0	1	0	1	3	9	1	31	260	3	309	18.47%
36.	Lakshadweep	0	0	0	0	0	0	0	0	0	0	7	21	0	28	10.49%
37.	Puducherry	0	0	0	0	3	0	0	0	11	0	43	203	0	260	7.58%
All India Total															215504	10.30%

* Data of Dadra and Nagar Haveli and Daman and Diu has been given separately.

Sources: BPR&D
