

**GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS**

**LOK SABHA
UNSTARRED QUESTION NO. 2983
TO BE ANSWERED ON 03.08.2022**

GENDER EQUALITY

2983. SHRI E. T. MOHAMMED BASHEER :

Will the Minister of RAILWAYS be pleased to state :

- (a) whether it has come to the notice of the Government that work participation of women in railway department is comparatively low and the gender gap is very high; and**
- (b) the steps taken/ likely to be taken by the Government to ensure gender equality in employment in Railways?**

ANSWER

**MINISTER OF RAILWAYS, COMMUNICATIONS AND
ELECTRONICS & INFORMATION TECHNOLOGY**

(SHRI ASHWINI VAISHNAW)

(a) and (b): A Statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) AND (b) OF UNSTARRED QUESTION NO. 2983 BY SHRI E. T. MOHAMMED BASHEER TO BE ANSWERED IN LOK SABHA ON 03.08.2022 REGARDING GENDER EQUALITY

(a)& (b) As on 31st March 2021, the total number of female employees working in Indian Railway is 98,540 out of total employees 12,52,347 representing their overall participation @ 7.87% in employment in Railways.

In RPF, prior to the year 2018, the percentage of women personnel was approx 3% of the total sanctioned strength. In the recruitment which started in the year 2018, out of 8619 and 1121 vacancies notified for Constables and Sub-Inspectors respectively, 4216 (49 % approx) and 301 (27 % approx) vacancies were reserved/notified for women to increase the share of women in ranks of RPF. Post recruitment percentage of women in RPF has now increased significantly, from about 3% to 9 % of the total sanctioned strength.

Further, to enhance women participation in selection and recruitment in various level-I posts, the following steps are being taken:

- (i) Application fee collected from women candidates are refunded to those who appeared in the examination.**
- (ii) Upper age limit in case of widows, divorced women and women judicially separated from their husbands who are not remarried is relaxed upto age of 35 years.**

- (iii) **For level-1 categories, relaxed qualifying standards for the Physical Efficiency Test (PET) for women candidates are applied.**
- (iv) **Facility of online application form ensures that women are able to apply even from their home for Railway recruitment notifications.**
- (v) **Wide publicity is given to Railway recruitment notification and every candidate, irrespective of the gender, etc. fulfilling eligibility criteria is free to apply.**

In addition, for the safety of Women employees and to protect them at workplace, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 has been enacted and the guidelines have been issued by Ministry of Women and Child Development. Accordingly, instructions have been issued to Zonal Railways/PUs etc. to constitute an 'Internal Complaint Committee' (ICC) on each Zonal Railway for redressal of complaints related to cases of sexual harassment of women at workplace as a mandatory requirement. Zonal Railways have also been directed to conduct regular workshop/orientation programmes to create awareness about mandatory provisions of the Act.
