

**GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS**

**RAJYA SABHA
UNSTARRED QUESTION NO. 2301**

TO BE ANSWERED ON THE 23RD MARCH, 2022/ 2 CHAITRA, 1944 (SAKA)

WOMEN IN CAPFS

2301. SHRI ABIR RANJAN BISWAS:

Will the Minister of HOME AFFAIRS be pleased to state:

(a) the percentage of women in various State police forces including the Central Armed Police Forces (CAPFs), State-wise and CAPF-wise;

(b) the number of police women available for every one lakh women, State-wise;

(c) the details of steps taken by Government to increase the number of women in the various State police forces including CAPFs; and

(d) whether Government plans to reserve more than 33 per cent posts for women in the police forces when women form more than 48 per cent of the country's population?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS

(SHRI NITYANAND RAI)

(a): As per data compiled by Bureau of Police Research & Development (BPR&D), as on 01.01.2020, the actual strength of women police personnel is 10.30% at all India level. The State/UT-wise percentage of women in police as on 01.01.2020 is given at Annexure-I. The Central Armed Police Forces (CAPFs)-wise percentage of women as on 31.12.2021 is given at Annexure-II.

(b): As per data compiled by BPR&D, as on 01.01.2020, the State-wise women population per women police is given at Annexure – III.

(c) & (d): As, 'Police' is a State subject falling in List-II of seventh schedule of the Constitution of India, it is primarily the responsibility of the State Governments/UTs to increase the number of women personnel in police forces. The Central Government advises the States/UTs from time to time.

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 to increase the representation of women police to 33% of the total strength. All the State Governments 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.

Further, as far as CAPFs are concerned, it has been decided to reserve 33% posts at Constable level for being filled by women in CRPF and CISF to begin with and 14-15% posts at Constable level in border guarding forces i.e. BSF, SSB and ITBP. Steps taken to encourage recruitment of Women in CAPFs personnel are at Annexure-IV.

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State/UT-wise percentage of Women police personnel as on 01.01.2020

Sl.No.	States/UTs	Percentage of women police personnel
1.	Andhra Pradesh	5.85%
2.	Arunachal Pradesh	8.66%
3.	Assam	7.59%
4.	Bihar	25.30%
5.	Chhattisgarh	7.06%
6.	Goa	10.57%
7.	Gujarat	11.71%
8.	Haryana	8.34%
9.	Himachal Pradesh	19.15%
10.	Jharkhand	7.14%
11.	Karnataka	8.28%
12.	Kerala	7.23%
13.	Madhya Pradesh	6.03%
14.	Maharashtra	12.52%
15.	Manipur	9.10%
16.	Meghalaya	5.77%
17.	Mizoram	7.18%
18.	Nagaland	9.74%
19.	Odisha	10.01%
20.	Punjab	8.54%
21.	Rajasthan	9.80%
22.	Sikkim	8.07%
23.	Tamil Nadu	18.50%
24.	Telangana	5.11%
25.	Tripura	5.13%
26.	Uttar Pradesh	9.59%
27.	Uttarakhand	12.21%
28.	West Bengal	9.71%
29.	A & N Islands	12.85%
30.	Chandigarh	18.78%
31.	Dadra & Nagar Haveli*	6.12%
32.	Daman & Diu*	13.92%
33.	Delhi	12.30%
34.	Jammu & Kashmir	3.31%
35.	Ladakh	18.47%
36.	Lakshadweep	10.49%
37.	Puducherry	7.58%
	All India Total	10.30%

* Data of Dadra & Nagar Haveli and Daman & Diu is given separately.

Source: BPR&D

Percentage of women in CAPFs as on 31.12.2021

Sl. No.	CAPFs	Percentage of women police personnel
1.	CRPF	3.18%
2.	BSF	3.00%
3.	CISF	6.37%
4.	ITBP	2.83%
5.	SSB	4.12%
6.	AR	3.01%
	Total	3.68%

The State-wise women population for per women police as on 01.01.2020

Sl.No.	States/UTs	Women population in thousand (as on 01.10.2019) Based on 2011 Census	Women population per women police
1.	Andhra Pradesh	26179	7516.22
2.	Arunachal Pradesh	733	674.33
3.	Assam	16932	3115.94
4.	Bihar	57833	2487.98
5.	Chhattisgarh	14426	3198.67
6.	Goa	766	916.27
7.	Gujarat	32593	3309.94
8.	Haryana	13580	3126.15
9.	Himachal Pradesh	3611	1069.93
10.	Jharkhand	18393	3968.28
11.	Karnataka	32573	4724.15
12.	Kerala	18316	4715.76
13.	Madhya Pradesh	40103	6682.72
14.	Maharashtra	58982	2193.45
15.	Manipur	1552	579.97
16.	Meghalaya	1615	1897.77
17.	Mizoram	593	1022.41
18.	Nagaland	1044	381.16
19.	Odisha	22436	3832.59
20.	Punjab	14224	1938.67
21.	Rajasthan	37767	4044.01
22.	Sikkim	315	687.77
23.	Tamil Nadu	37970	1820.14
24.	Telangana	18558	7423.20
25.	Tripura	1970	1685.20
26.	Uttar Pradesh	108499	3726.95
27.	Uttarakhand	5474	2123.35
28.	West Bengal	47574	5012.54
29.	A & N Islands	188	339.96
30.	Chandigarh	543	375.00
31.	Dadra & Nagar Haveli*	229	4673.47
32.	Daman & Diu*	132	2237.29
33.	Delhi	9350	924.83
34.	Jammu & Kashmir	6301	2353.75
35.	Ladakh	128	414.24
36.	Lakshadweep	33	1178.57
37.	Puducherry	791	3042.31
All India Total		652306	3026.89

* Data of Dadra & Nagar Haveli and Daman & Diu is given separately.

Source: BPR&D

Incentives/Steps taken to encourage the recruitment of Women personnel in
CAPFs

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 relaxation in Physical Standard Test (PST) and Physical Efficiency Test (PET) for all female candidates for recruitment in CAPFs in comparison to Male candidates.
3. Facilities already available under the Central Government like Maternity Leave, Child Care Leave are also applicable to women personnel of CAPFs.
4. One female member is detailed as member of the board for making recruitment of women personnel.
5. Creches and Day Care Centers 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 Recruitment Rules at par with male counter parts.
