

GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS

**RAJYA SABHA**  
**UNSTARRED QUESTION NO. 128**  
**ANSWERED ON 02.02.2024**

**REPRESENTATION OF WOMEN IN THE RAILWAY WORK FORCE**

128. DR. FAUZIA KHAN:

Will the Minister of RAILWAYS be pleased to state:

- (a) whether Government is aware that only 5.7 percent of the total rail road workforce consists of women and that their representation in certain categories of work, particularly manual services, is significantly lower;
- (b) if so, the strategies adopted to further enhance the participation of women in the railway industry to improve their overall representation in the work force, if any;
- (c) whether policies have been undertaken to encourage and train more women for participation in more manual services of the railway sector;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

**ANSWER**

MINISTER OF RAILWAYS, COMMUNICATIONS AND  
ELECTRONICS & INFORMATION TECHNOLOGY

(SHRI ASHWINI VAISHNAW)

(a) to (e): A Statement is laid on the Table of the House.

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**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF UNSTARRED QUESTION NO. 128 BY DR. FAUZIA KHAN ANSWERED IN RAJYA SABHA ON 02.02.2024 REGARDING REPRESENTATION OF WOMEN IN THE RAILWAY WORK FORCE**

(a) to (e) : To enhance participation of women in recruitment to various Group 'C' (including Level-1) posts, the following steps are being taken:

- (i) Indian Railways is a gender neutral organisation. No discrimination in recruitment on the basis on gender is made on Indian Railways.
- (ii) Application fee collected from women candidates are refunded to those who appear in the examination.
- (iii) 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. There is a further relaxation upto the age of 38 years for OBC women candidates and upto 40 years for Scheduled Castes (SC)/ Scheduled Tribe (ST) women Candidates.
- (iv) For Level-1 categories, relaxed qualifying standards for the Physical Efficiency Test (PET) for women candidates are applied.
- (v) Facility of online application form ensures that women are able to apply even from their home for Railway recruitment notifications.
- (vi) Wide publicity is given to Railway recruitment notifications and every candidate, irrespective of the gender, etc. fulfilling eligibility criteria is free to apply.
- (vii) Railway Recruitment Boards (RRBs) conduct examination covering different Geographical locations/ States all over the country even as far as all seven North-East States, Islands of Andaman & Nicobar as well as Lakshadweep & Kashmir valley in north. While allotting centres for examinations, it is ensured that female candidates are allotted centres near their residence.
- (viii) In the last recruitment for the post of Constable (Executive) and Sub-Inspector (Executive), 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 RPF/RPSF. Post recruitment percentage of women in RPF/RPSF increased significantly.
- (ix) Various women-friendly policies are already in existence like Maternity Leave, Child Care leave etc.

- (x) For 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) for redressal of complaints related to cases of sexual harassment of women at workplace as a mandatory requirement. Zonal Railways/PUs have also been directed to conduct regular workshop/orientation programmes to create awareness about mandatory provisions of the Act.
- (xi) Various types of women empowerment activities are taken up through Staff Benefit Fund (SBF).
- (xii) Around 2100 loco pilots and 6500 RPF/RPSF staff are women employees indicating increasing assumption of traditionally male-dominated functions by women employees.
- (xiii) 516 female sportspersons have been recruited in Railways in last five years alone. Excellent facilities are provided to them for their training to excel in national and international tournaments. Several Women sportspersons have brought laurels for the country. Good incentives and out of turn promotions are given to them to motivate them further.

Further, it is mentioned that at present Chairman Railway Board & Chief Executive Officer and two more Board Members out of four Board members are women officers.

As on 31<sup>st</sup> March 2023, the total number of women employees working in Indian Railways is 97,676.

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