

GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS

RAJYA SABHA
UNSTARRED QUESTION NO.992

TO BE ANSWERED ON THE 14TH AUGUST, 2013/SRAVANA 23, 1935 (SAKA)

PERCENTAGE OF WOMEN IN PARAMILITARY FORCES

992. SMT. VASANTHI STANLEY:

Will the Minister of HOME AFFAIRS be pleased to state:

- (a) the percentage of women recruited in BSF, CISF, CRPF, etc;
- (b) how does the Ministry encourage and sustain new women recruits; and
- (c) what are the special steps taken by the Ministry other than SSB to improve the working condition of women?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS
(SHRI R.P.N. SINGH)

(a): As on date the total strength of the Forces and the representation of women is as under :-

Name of the Force	Total Strength	Total Strength of Women	% of Women
CRPF	302036	5856	1.94%
SSB	73325	1175	1.60%
BSF	239424	2517	1.05%
CISF	118443	5606	4.73%
ARs	65101	474	0.73%
ITBP	71942	1052	1.46%

(b) to (c): The details of steps taken by the Government to provide additional incentives to women to join the para-military forces are given in the enclosed statement at **Annexure-I**.

The steps taken by the Government to provide additional incentives to women to join the para-military forces are as under:-

- (i) 'Creches' and 'Day Care Centres' have been provided by the CAPFs to women employees.
- (ii) Separate accommodation for women personnel with basic amenities.
- (iii) Toilet facilities are made available for the use of women employees by pitching of proper tents with commode in areas where appropriate locations are not available.
- (iv) Vehicles fitted with mobile toilets for women personnel during movement from one place to another and during picketing duties.
- (v) Facilities already available under the Central Government like Maternity Leave, Child Care Leave, are also applicable to CAPFs women personnel.
- (vi) Medical facilities with special care to the pregnant women. Lady Doctors are available to provide medical coverage.
- (vii) Education facilities to their children in Kendriya Vidyalaya have been provided wherever available.
- (viii) Facilities have been provided to women personnel at par with their male counterparts at work place without any gender bias.
- (ix) In case of married women, generally husband and wife are posted in same station as far as possible.
- (x) Instructions issued vide Department of Personnel and Training's OM No.35021/2/2009-Estt (C), dated 3.7.2009, regarding concerted effort to increase representation of Women in Central Government jobs are strictly adhered to while conducting recruitment to ensure adequate women candidates are attracted to join CAPFs.
- (xi) One female member is detailed as member of the board for making recruitment of women personnel.
- (xii) The Programme on Gender Sensitization in Govt. Service has been conducted by all CAPFs to educate their personnel. This has also been made part of the Basic Training Programme.
- (xiii) Committees have been constituted at all levels to check sexual harassment and to deal with the complaints of women personnel. All CAPFs have included the NGOs in the Complaint Committees to enquire into complaints of sexual harassment.

- (xiv) There is proper mechanism established for redressal of Grievances of women employees of CAPFs.
- (xv) Ministry of Home Affairs have issued order suggesting time-limits for processing of the disciplinary proceedings on the complaints of Sexual Harassment at work place so that proceedings are concluded expeditiously by CAPFs.
- (xvi) Ministry of Home Affairs have directed all CAPFs to amend their respective Act/Rules suitably to make necessary provisions as per the guidelines and norms emanating from the Judgment of Supreme Court in the case of Vishaka and Ors Vs. State of Rajasthan and Ors. (JT 1997(7) SC 384).
- (xvii) Women personnel are given equal opportunity in their career progression i.e. promotion/seniority at par with male counter parts.
- (xviii) Women personnel are encouraged to be self-dependent by imparting proper training and talks during various courses.
- (xix) Separate General Pool Accommodation for women employees available to Central Government employees are also applicable to women employees in CAPFs.
- (xx) Women personnel are generally not being posted in units located in very remote and hostile areas.

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