

FACT SHEET ON WOMEN POLICE IN INDIA

Compiled by Commonwealth Human Rights Initiative

6 March 2018

I. STATISTICS

Data in this section has been taken from the Bureau of Police Research and Development's annual report "Data on Police Organizations (as on January 1, 2017)," Ministry of Home Affairs, and Government of India.

Table 1: Rank-wise percentage of women police in India as on 1 January 2017

	Number	Percentage against total number
Constable	100583	71.75%
Head Constable	24709	17.63%
Asst. Sub Inspector	3838	2.74%
Sub Inspector	7482	5.34%
Inspector	2372	1.69%
ASP/Dy.SP/Asst. COM	641	0.46%
Addl. SP/ Dy. COM	189	0.13%
AIGP/SSP/SP/COM	274	0.20%
DIG	27	0.02%
IGP	41	0.03%
Add DG	18	0.01%
DGP/Spl DG/ADGP	10	0.01%
Total	140184	

Table 2: State-wise percentage of women police in India

No	States	Percentage of Women (as on 1 January 2016)	Percentage of Women (as on 1 January 2017)
1	Andhra Pradesh	4.24%	4.17%
2	Assam	3.89%	5.47%
3	Arunachal Pradesh	7.26%	6.78%
4	Bihar	7.15 %	8.84%
5	Chhattisgarh	4.95%	4.68%
6	Goa	5.60%	10.80%
7	Gujarat	4.04%	7.23%
8	Haryana	6.36%	9.12%
9	Himachal Pradesh	12.04%	12.25%
10	Jammu and Kashmir	3.24%	3.05%
11	Jharkhand	5.38%	5.49%
12	Karnataka	6.14%	5.38%

13	Kerala	5.43%	6.32%
14	Madhya Pradesh	4.95%	4.42%
15	Maharashtra	12.07%	11.62%
16	Manipur	8.11%	8.11%
17	Meghalaya	4.21%	4.34%
18	Mizoram	6.79%	7.72%
19	Nagaland	6.57%	6.33%
20	Odisha	8.81%	9.07%
21	Punjab	5.81%	5.26%
22	Rajasthan	8.61%	9.28%
23	Sikkim	8.04%	6.89%
24	Tamil Nadu	12.98%	12.91%
25	Telangana	3.13%	2.47%
26	Tripura	4.44%	5.03%
27	Uttar Pradesh	4.17%	3.81%
28	Uttarakhand	7.60%	7.67%
29	West Bengal	9.97%	7.64%
	Union Territories		
1	Andaman and Nicobar Island	11.53 %	12.18%
2	Chandigarh	15.65%	18.05%
3	Dadar and Nagar Haveli	13.77 %	14.79%
4	Daman and Diu	11.03%	11.98%
5	Delhi	9.17%	8.64%
6	Lakshadweep	8.67%	7.92%
7	Puducherry	7.96%	7.19%

Table 3: State-wise percentage of reservation for women in police as on 1 January 2017

No	States	Percentage of Women
1	Andhra Pradesh	33.33%
2	Assam	30%
3	Arunachal Pradesh	10%
4	Bihar	38%
5	Chhattisgarh	30%
6	Goa	0%
7	Gujarat	33%
8	Haryana	0%
9	Himachal Pradesh	0%
10	Jammu and Kashmir	0%
11	Jharkhand	33%
12	Karnataka	20%
13	Kerala	0%
14	Madhya Pradesh	33%
15	Maharashtra	33%
16	Manipur	0%
17	Meghalaya	4%
18	Mizoram	0%

19	Nagaland	33%
20	Odisha	33%
21	Punjab	0%
22	Rajasthan	30%
23	Sikkim	30%
24	Tamil Nadu	33%
25	Telangana	33%
26	Tripura	10%
27	Uttar Pradesh	20%
28	Uttarakhand	30%
29	West Bengal	0%
	Union Territories	
1	Andaman and Nicobar Island	33%
2	Chandigarh	33%
3	Dadar and Nagar Haveli	33%
4	Daman and Diu	33%
5	Delhi	33%
6	Lakshadweep	33%
7	Puducherry	33%

- 10 States have 30% or below reservation for women
- As many as 9 States have no reservation for women
- Only 10 states have above 33 % reservation for women
- All Union Territories have 33% reservation

II. KEY POLICY RECOMMENDATIONS ON WOMEN IN POLICE

Source	Year	Recommendations
National Police Commission (<i>appointed by Government of India</i>)	1980	<ul style="list-style-type: none"> • Give women police a greater role in crime investigation • Let women police share all policing duties performed by male officers • Recruit larger numbers of women police, particularly to ranks of ASIs and SIs
National Conferences for Women in Police (<i>organized by Bureau of Police Research and Development in collaboration with states</i>)	2002	<ul style="list-style-type: none"> • Minimum 33 % reservation • Provide equal recruitment opportunity • Enable women access to all jobs, postings and resources • Provide specialized training • Set up separate toilets and rest rooms in all police stations and units • Maternity leave to be enhanced to 6 months • Set up day care centers and crèche facilities in police lines
	2005	<ul style="list-style-type: none"> • Introduce common cadre for men and women

		<ul style="list-style-type: none"> • Suitable recruitment procedures with suitably differentiated physical standards • More women to be inducted in training staff of police training institutes • Introduce counselling programs for recruits and their families • Create complaint mechanisms to deal with sexual harassment and develop <p>standard operating procedures for the working of the committees</p> <ul style="list-style-type: none"> • Set up a policy body with representation of women officers to suggest policy and procedures for induction, training and deployment • Strengthen data collection on women police
	2009	<ul style="list-style-type: none"> • Post at least 4 women officers in each police station • Provide field postings in initial stages of career • Develop guidelines on equipment and uniform specific for women police • Provide counselling facilities during pre and post induction • Increase women police interface with the community
	2010	<ol style="list-style-type: none"> 1. Recruitment and Training <ul style="list-style-type: none"> • 30% reservation in civil police • Combined basic Training, Induction of Women Trainers and Common Syllabus • Gender Sensitization Modules in Basic and In-service Courses 2. Mainstreaming <ul style="list-style-type: none"> • Common Cadre for promotion for equal promotion opportunities • Posting in Police Stations immediately after training • Mainstream posting – SHO, SDPO, CID, CB 3. Service Issues <ul style="list-style-type: none"> • Implementation of Vishaka Guidelines • Mentoring, Flexible working conditions • Provision of appropriate equipment (such as bullet proof jackets and helmets). • Grievance Redressal Mechanism • Posting near/at the place of posting spouse 4. Welfare measures <ul style="list-style-type: none"> • Child Care Leave/Maternity Leave in the pattern of GOI in all States • Provision of Crèche • Relaxed Uniform Rules & Training curriculum • Basic amenities – Toilets and Rest Rooms at work place 5. Miscellaneous

		<ul style="list-style-type: none"> • Nodal Officer in every police organization • State Level Conference – Financial Assistance from BPR&D • For CPOs / CAPFs – Family accommodation for Mahila Battalions in CRPF. • More residential Schools • Training in Computers, Disaster Management, Intelligence etc. • Women officers to be inducted in SSB and ITBP
	2012	<ul style="list-style-type: none"> • Create women and child desk in each police station • At least 4 women be posted in each police station • Open recruitment for men and women • Open structure for promotions at every rank • Constitute central committee in BPRD comprising a nodal officer and senior retired women officers to monitor action taken on recommendations of the national conferences • Modernization grants be allocated for development of infrastructure for women police
	2014	<ul style="list-style-type: none"> • Increase women representation to 10 % in two years in all states and 30 % in 10 years • Provide career planning and opportunities for self-education • Strengthen and monitor sexual harassment mechanism • 2 women sub-inspectors and 4 constables at least to be posted in every police station • Proportional reservation in police housing
	2016	<ol style="list-style-type: none"> 1. Recruitment, Training and Posting (with a focus on conflict zones) <ul style="list-style-type: none"> • The 2013 MHA directive to raise representation of women in State Police/CAPFs to 33% must be pursued with greater vigor. • All specialized forces to have at least 20% strength of women. • Combined basic training for male and female recruits. • 10% of training slots in all professional courses to be reserved for women. • Minimum 5 police women personnel to be posted in each police station in conflict zones. • Posting of more women SHOs not just at the All Women Police Station but also at police stations in conflict zones. 2. Integration and Harmony (Work-Life balance) <ul style="list-style-type: none"> • Budget for work-life harmony fund with 5 years commitment for appropriate training programmes. • 100% accommodation for women constabulary level. • Mandatory weekly offs. 3. Creating Gender sensitive work infrastructure and equipment <ul style="list-style-type: none"> • Gender sensitive uniforms

		<ul style="list-style-type: none"> • Facilities like portable toilets for traffic duties and sanitary pad dispensers • Government funded annual health check-up • Research to be commissioned on gender related health issues • Stationery duties at the early stage of the motherhood and at the crucial years of children's education. • Children Care and Maternity Leave as per Central Government. • Increase the strength of the Mahila battalion by 25% to cater for child care/maternity leave. • Policy of couple posting to be strictly implemented. • Separate tribunal to prosecute sexual harassment cases. • Gender budgeting utilization to be monitored.
Ministry of Home Affairs, National Advisory on Measures to Curb Crimes Against Women	2009	<ul style="list-style-type: none"> • Increase the overall representation of women in police forces to 33% through affirmative action • Design well-structured training programs on addressing crimes against women for police personnel at all levels, incorporate these programmes into the syllabus of various Police Training Academies at all levels. • Set up Crimes Against Women and Children desks in each police station and women cells
Ministry of Home Affairs, Advisory on Women Police	2013	<ul style="list-style-type: none"> • Recruitment of women in police will improve image of the police force • States to take affirmative action to achieve 33 % target for women police • Create additional posts for women constables and convert vacant posts of male constables into the post of women constables • Each police station to have at least 3 women sub-inspectors and 10 women constables • Women police be given frontline tasks
Ministry of Home Affairs, Amenities for Women Police under Modernization of State Police Force Scheme	2014	<ul style="list-style-type: none"> • State Action Plans for the year 2014-2015 under the Modernization of State Police Force Scheme to include <ul style="list-style-type: none"> - A provision for toilet facilities with adequate water supply, proper lighting and ventilation for women personnel at every police station, outpost and barracks - Provision for portable toilets wherever needed - A clean, secure rest room with proper ventilation and storage facilities for women police in each police station.
Ministry of Home Affairs, Advisory on Investigative Units for Crimes against Women	2015	<ul style="list-style-type: none"> • Investigative Units for Crimes against Women (IUCAW) be set up in 150 crime prone police districts on 50:50 cost sharing basis with states • IUCAW to have 15 personnel with 1/3rd preferably women personnel

