

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

STARRED QUESTION NO:629  
ANSWERED ON:06.05.2003  
REPRESENTATION OF WOMEN IN CIVIL SERVICES  
PRABODH PANDA

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) the number of women holding posts in various Civil Services and the percentage thereof alongwith reasons for their poor representation therein;
- (b) whether any concrete steps have been worked out by the Government to increase women`s participation in these services;
- (c) if so, the details thereof;
- (d) whether the Government propose to reserve some posts or quota for women in the Indian Civil Services;;
- (e) if so, the details therefor; and
- (f) if not, the reasons therefor?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS AND MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS. (SHRI HARIN PATHAK)

(a) The term `civil services` is generally taken to include all services under the Central and State Governments, excluding defence. No consolidated information is maintained regarding the number of women in all civil services. However, as per information contained in the report of the Fifth Central Pay commission, the number of women in Central Government employment was 2.83 lacs which is 7.51% of the total Central Government employment. The relatively poor representation of women in the civil services can be attributed to socio-cultural factors which have traditionally limited opportunities for women.

(b) & (c) In order to increase the representation of women in Government jobs, the Government tries to ensure that no discrimination is made against women while making appointments under the Government. As part of measure to ensure that women are given a fair deal in the matter of recruitment to post/services under the Central Government, directions have been issued that one of the members of the Selection committee/Board should be a lady when recruitment is to be made for 10 or more vacancies in Group C and D posts/services. Even where number of vacancies is less than 10, every attempt is to be made to include a lady officer in such committees/Boards.

(d),(e) & (f) Issue of providing reservation for women in services is receiving attention of the Government but no decision in the matter has been taken.