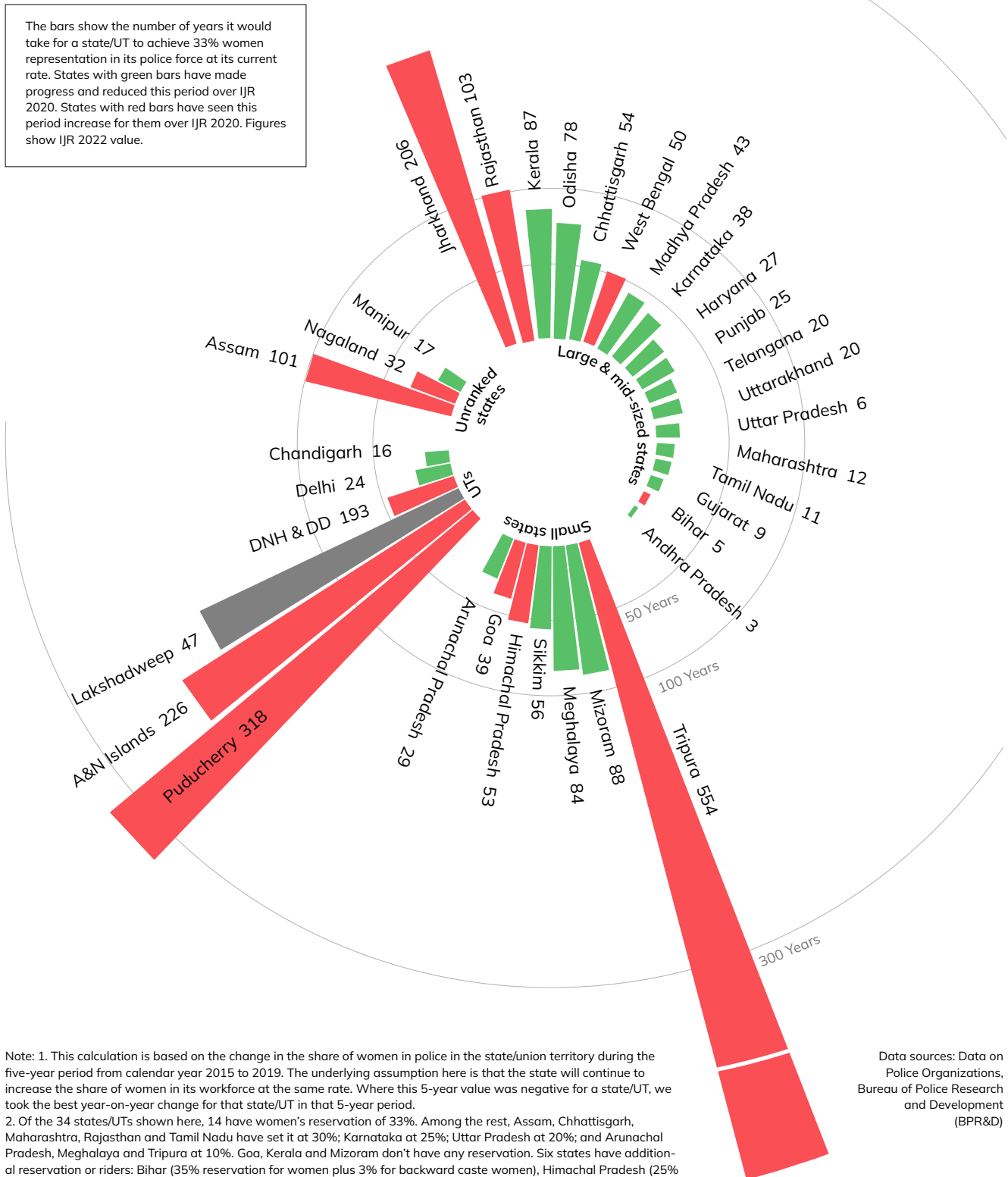


Figure 4: How long will it take for women’s share in police staff to reach 33%?

Compared to IJR 2020, 23 states and Union Territories have improved the representation of women in their police force in IJR 2022. Even on the basis of their 5-year average, the time it would take for women’s share to reach 33% has improved for 21 states and UTs.



Note: 1. This calculation is based on the change in the share of women in police in the state/union territory during the five-year period from calendar year 2015 to 2019. The underlying assumption here is that the state will continue to increase the share of women in its workforce at the same rate. Where this 5-year value was negative for a state/UT, we took the best year-on-year change for that state/UT in that 5-year period.
 2. Of the 34 states/UTs shown here, 14 have women’s reservation of 33%. Among the rest, Assam, Chhattisgarh, Maharashtra, Rajasthan and Tamil Nadu have set it at 30%; Karnataka at 25%; Uttar Pradesh at 20%; and Arunachal Pradesh, Meghalaya and Tripura at 10%. Goa, Kerala and Mizoram don’t have any reservation. Six states have additional reservation or riders: Bihar (35% reservation for women plus 3% for backward caste women), Himachal Pradesh (25% vacancies in constables), Punjab (33% in direct recruitment), Telangana (33.3% for Civil, 10% for District Armed Reserve and 0% for State Armed Reserve), Uttarakhand (30% horizontal) and West Bengal (nil, progressively will reach 33%). Data for Mizoram was not available.

Data sources: Data on Police Organizations, Bureau of Police Research and Development (BPR&D)