



# Women Representation In Punjab Civil Services: A Historical Background

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## ABSTRACT

The main objective of this paper is to analyze the historical background of women representation in Punjab Civil Services (Executive). The Secondary sources of information are used for this study. The entry of women in the civil services is a post – independence phenomenon. It was manned exclusively by men before 1947. After independence, the Indian constitution had permitted Indian women to enter the civil services. The present Punjab Civil Services came into existence on 1 November, 1966, when Punjab was reorganized on the basis of language. Although, the number of women in Punjab Civil Services has increased significantly but the number of women as compared to men, still on lower side. Since 1966, women's entry into Punjab Civil Services is not satisfactory and has been fluctuating from time to time. Female officers are still less in number as compared to male officers in Punjab Civil Services.

**Keywords:** Civil Services, Executive, Steel Frame, Administration, Women, Patriarchy

## 1. INTRODUCTION

State Civil Services of the state of Punjab are known as Punjab Civil Services. The present Punjab Civil Services came into existence on 1 November, 1966, when Punjab was reorganized on the basis of language. Punjab Civil Services, often abbreviated to as PCS, is the Administrative Civil Services under Group - A state service of the executive branch of the government of Punjab. The Punjab Civil Services examination is the combined competitive state government examination that is conducted by Punjab Public Service Commission to select candidates to various administrative posts in Punjab government. The personnel of Punjab Civil Services work under the exclusive jurisdiction of the Punjab government (Mehta, 1973). It is managed by the Department of Personnel under the Punjab Civil Services Rules.

## 2. Women Representation in Punjab Civil Services (Executive)

The entry of women in the civil services is a post – independence phenomenon. The civil service, around which all other services revolved, was manned exclusively by men before 1947 (George, 2011). After independence, the Indian constitution had permitted Indian women to enter the civil services, especially in the public sector. During British rule, women were disqualified for civil services posts. Immediately after independence, they were allowed to take the competitive examination for this. However, rule 5 (3) of the Indian Administrative Services Rules of 1954 empowered the government to demand the resignation of a female officer after marriage on ground of efficiency. This disqualification and restriction was removed by deleting the very provision from the IAS recruitment rule in 1972 and married women were allowed to join the civil services and an additional provision of maternity leave was granted under this recruitment rule (Geeta, 1985). The civil lists published by the Department of Personnel and Training, Government of Punjab depicts that since 1966, women’s entry into Punjab Civil Services is not satisfactory and has been fluctuating from time to time.

## 3. Data Analysis

**Table: 1 Women Representation in Punjab Civil Services 1966 to 1970 Register A and B (Executive Branch)**

Sr. No.	Year	Total	Male	Female	Female Percentage (%)
1.	1966	423	415	8	1.89%
2.	1967	239	228	11	4.6%
3.	1968 – 70	237	226	11	4.64%
<b>Total</b>		899	869	30	0.33%

(Source: Department of Personnel, Government of Punjab)

This table shows that in the year 1966, total officers were 423. Male officers were 415 and female officers were only 8. So, female percentage was only 1.89%. In the year 1967, total 239 officers were selected. Out of these, male officers were 228 and female officers were only 11. So, female percentage was only 4.6%. In the years 1968 - 1970, total 237 officers were selected. Male officers were 226 and female officers were only 11. So, female percentage was 4.64% only. So, from 1966 to 1970, total 899 officers were selected in the Punjab Civil Services (Executive Branch). Male officers were 869 and female officers were only 30. Total percentage of female representation was only 0.33% in the five years till 1970.

**Table: 2 Women Representation in Punjab Civil Services 1971 – 1980 Register A and B (Executive Branch)**

Sr. No.	Year	Total	Male	Female	Female Percentage (%)
1.	1971 – 72	211	203	8	3.79%
2.	1973	190	182	8	4.39%
3.	1974 – 75	182	174	8	4.39%
4.	1976 – 77	183	174	9	4.91%
5.	1978 – 79	167	161	6	3.59%
6.	1980	193	184	9	4.66%
<b>Total</b>		1126	1078	48	4.26%

(Source: Department of Personnel, Government of Punjab)

This table shows that in the years 1971 – 72, total officers were 211. Male officers were 203 and female officers were only 8. So, female percentage was only 3.79%. In the year 1973, total 190 officers

were selected. Out of these, male officers were 182 and female officers were only 8. So, female percentage was only 4.39%. In the years 1974 – 75, total 182 officers were selected. Male officers were 174 and female officers were only 8. So, female percentage was 4.39% only. In the years 1976 – 77, total officers were 183. Male officers were 174 and female officers were only 9. So, female percentage was only 4.91%. In the years 1978 – 79, total officers were 167. Out of these, male officers were 161 and female officers were only 6. So, female percentage was only 3.59%. In the year 1980, total officers were 193. Male officers were 184 and female officers were only 9. So, female percentage was only 4.66%. So, from 1970 to 1980, total 1126 officers were selected in the Punjab Civil Service (Executive Branch). Male officers were 1078 and female officers were only 48. Total percentage of female representation was only 4.26% in the ten years till 1980.

**Table: 3 Women Representation in Punjab Civil Services 1981 to 1990 Register A and B (Executive Branch)**

Sr. No.	Year	Total	Male	Female	Female Percentage (%)
1.	1981	189	183	6	3.17%
2.	1982	185	176	9	4.86%
3.	1983	176	169	7	3.97%
4.	1984	174	166	8	4.59%
5.	1985	202	195	7	3.46%
6.	1986	181	173	8	4.41%
7.	1987	210	202	8	3.80%
8.	1988 – 90	213	205	8	3.75%
Total		1530	1469	61	3.98%

(Source: Department of Personnel, Government of Punjab)

This table shows that, in the year 1981, there were 189 total officers. Male officers were 183 and female officers were only 6. So, female percentage was only 3.17%. In the year 1982, total officers were 185. Male officers were 176 and female officers were only 9. So, female percentage was only 4.86%. In the year 1983, total officers were 176. Male officers were 169 and female officers were only 7. So, female percentage was only 3.97%. In the year 1984, total officers were 174. Male officers were 166 and female officers were only 8. So, female percentage was only 4.59%. In the year 1985, there were 202 total officers in the Punjab Civil Service. Male officers were 195 and female officers were only 7. So, female percentage was only 3.46%. In the year 1986, total officers were 181. Male officers were 173 and female officers were only 8. So, female percentage was only 4.41%. In the year 1987, total officers were 210. Male officers were 202 and female officers were only 8. So, female percentage was only 3.80%. In the years 1988 – 90, total officer were 213. Male officers were 205 and female officers were only 8. So, female percentage was only 3.75%. So, from 1981 to 1990, total 1530 officers were selected in the Punjab Civil Services (Executive Branch). Male officers were 1469 and female officers were only 61. Total percentage of female representation was only 3.98% in the ten years till 1990.

**Table: 4 Women Representation in Punjab Civil Services 1991 – 2000 Register A and B (Executive Branch)**

Sr. No.	Year	Total Officers	Male	Female	Female Percentage (%)
1.	1991	203	198	5	2.46%
2.	1992	196	190	6	3.06%
3.	1993	226	217	9	3.98%
4.	1994	207	194	13	6.28%
5.	1995	216	201	15	6.94%
6.	1996	226	207	19	8.40%
7.	1997	213	194	19	8.92%
8.	1998	206	185	21	10.19%
9.	1999 – 2000	210	189	21	10%
<b>Total</b>		1903	1775	128	6.72%

(Source: Department of Personnel, Government of Punjab)

This table shows that in the year 1991, total officers were 203. Male officers were 198 and female officers were only 5. So, female percentage was only 2.46%. In the year 1992, total officers were 196. Male officers were 190 and female officers were only 6. So, female percentage was only 3.06%. In the year 1993, total officers were 226. Male officers were 217 and female officers were only 9. So, female percentage was only 3.98%. In the year 1994, total officers were 207. Male officers were 194 and female officers were only 13. Female percentage was only 6.28%. In the year 1995, total officers were 216. Male officers were 201 and female officers were 15 only. Female percentage was only 6.94%.

In the year 1996, total officers were 226. Male officers were 207 and female officers were only 19. So, female percentage was only 8.40%. In the year 1997, total officers were 213. Male officers were 194 and female officers were only 19. So, in the year 1997 female percentage was only 8.92%. In the year 1998, total officers were 206. Male officers were 185 and female officers were only 21. So, female percentage was only 10.19%. In the years 1999 – 2000, total officers were 210. Male officers were 189 and female officers were 21 only. So, female percentage was only 10%. From 1991 – 2000, total 1903 officers were selected in the Punjab Civil Service (Executive Branch). Male officers were 1775 and female officers were only 128. Total percentage of female representation was only 6.72% in the ten years till 2000.

**Table: 5 Women Representation in Punjab Civil Services 2001 – 2010 Register A and B (Executive Branch)**

Sr. No.	Year	Total	Male	Female	Female Percentage (%)
1.	2001	247	221	26	10.52%
2.	2002	201	180	21	10.44%
3.	2003	200	178	22	11%
4.	2004	227	202	25	11.01%
5.	2005	224	198	26	11.60%
6.	2006	239	213	19	8.92%
7.	2007	204	181	23	12.70%
8.	2008	199	176	23	11.55%
9.	2009	178	155	23	12.92%
10.	2010	151	128	23	15.23%
<b>Total</b>		2070	1832	231	11.15%

(Source: Department of Personnel, Government of Punjab)

This table shows that in the year 2001, total officers were 247. Male officers were 221 and female officers were 26. So, female percentage was only 10.52%. In the year 2002, total officers were 201. Male officers were 180 and female officers were only 21. So, female percentage was only 10.44%. In the year 2003, total officers were 200. Male officers were 178 and female officers were 22. So, female percentage was only 11%. In the year 2004, total officers were 227. Male officers were 202 and female officers were 25 only. So, female percentage was only 11.01%. In the year 2005, total officers were 224. Male officers were 198 and female officers were 26. So, female percentage was only 11.60%.

In the year 2006, total officers were 239. Male officers were 213 and female officers were 19 only. So, female percentage was only 8.92%. In the year 2007, total officers were 204. Male officers were 181 and female officers were only 23. So, female percentage was only 12.70%. In the year 2008, total officers were 199. Male officers were 176 and female officers were only 23. So, female percentage was only 11.55%. In the year 2009, total officers were 178. Male officers were 155 and female officers were only 23. So, female percentage was only 12.92%. In the year 2010, total officers were 151. Male officers were 128 and female officers were only 23. So, female percentage was only 15.23%. From 2001 – 2010, total 2070 officers were selected in the Punjab Civil Services (Executive Branch). Male officers were 1832 and female officers were only 231. Total percentage of female representation was only 11.15% in the ten years till 2010.

**Table: 6 Women Representation in Punjab Civil Services 2011 – 20 Register A and B (Executive Branch)**

Sr. No.	Year	Total	Male	Female	Female Percentage (%)
1.	2011	141	119	22	15.60%
2.	2012	134	113	21	15.67%
3.	2013	154	121	33	21.42%
4.	2014	178	130	48	26.96%
5.	2015-16	167	121	46	27.54%
6.	2017-18	214	153	61	28.50%
7.	2019-20	207	150	57	27.53%
<b>Total</b>		1195	907	288	24.10%

(Source: Department of Personnel, Government of Punjab)

This table shows that in the year 2011, total officers were 141. Male officers were 119 and female officers were 22. So, female percentage was only 15.60%. In the year 2012, total officers were 134. Male officers were 113 and female officers were only 21. So, female percentage was only 15.67%. In the year 2013, total officers were 154. Male officers were 121 and female officers were 33. So, female percentage was only 21.42%. In the year 2014, total officers were 178. Male officers were 130 and female officers were 48 only. So, female percentage was only 26.96%. In the years 2015 – 16, total officers were 167. Male officers were 121 and female officers were 46. So, female percentage was only 27.54%.

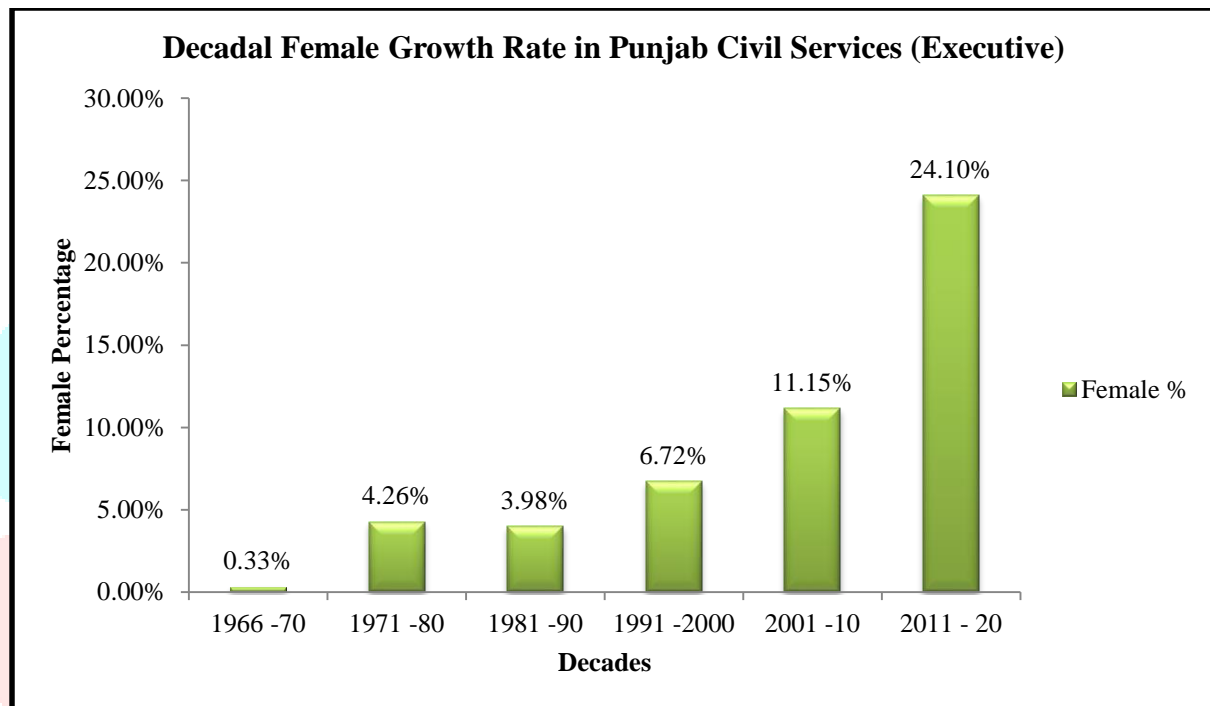
In the years 2017 - 18, total officers were 214. Male officers were 153 and female officers were only 61. So, female percentage was only 28.50%. In the years 2019 – 20, total officers were 207. Male officers were 150 and female officers were only 57. So, female percentage was only 27.53%. From 2011 – 2020, total 1195 officers were selected in the Punjab Civil Services (Executive Branch). Male officers were 907

and female officers were only 288. Total percentage of female representation was only 24.10% in the ten years till 2020.

**Table: 7 Decadal Female Growth Rate in Punjab Civil Services (Executive)**

Sr. No.	Decade	Female Percentage (%)
1.	1966-1970	0.33%
2.	1971-1980	4.26%
3.	1981-1990	3.98%
4.	1991-2000	6.72%
5.	2001-2010	11.15%
6.	2011-2020	24.10%

(Source: Department of Personnel, Government of Punjab)



(Figure: 1)

Data published by the Department of Personnel, Punjab, shows that in Punjab Civil Services women were representing a very poor number. From 1966 to 1970, the female percentage was very low. Most of them were married female officers. In the year 1966, only 8 female officers enter in the Punjab civil services. Out of these five female officers were married and only 3 female officers were unmarried. Till 1970, there was no female officer in the senior selection grade. The qualification of most of the officers was graduation. From 1971 to 1980, female percentage increased to some extent. In the year 1973, only 4 female officers were in the senior selection grade. Between 1981 and 1990, the female percentage again decreased. From 1991 to 2000, there was an increase in the female percentage again. From the year 2001 to 2010, there was an increase in the participation of women in the Punjab Civil Services. From the year 2011 to 2020, the percentage of women in Punjab Civil Services increases significantly. In the year, 1966 the female percentage was only 1.89%. But in the 2020, it was 24.10%. So after the formation of modern Punjab in 1966, the number of women in civil services increased from 1.89% to 24.10%.

Although, the number of women in Punjab Civil Services has increased significantly but the number of women as compared to men, still on lower side. Punjab government has given a lot of exemptions to women like special reservation has been given to women. The Punjab government also implemented the

many acts for women like, The Protection of Women from Domestic Violence Act 2005, Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressed) Act 2013 etc. From the year 2020, 33% reservation has been given to women in Punjab Civil Services. In spite of the constitutional provisions, true equality has not been achieved. From 1964, however, the percentage of women entering in the civil service showed a steady increase from 5.3% in 1964 to 6.25% in 1965, 8% in 1966, 10% in 1967, 9.5% in 1968, 17.7% in 1969, and 12.5% in 1970 at the central level (Teresa, 1971). Women representation in civil services has increased from 46% in 1991 to 54% in 2018 at the central level. But female representation at the state level is not satisfactory. Female officers are still less in number as compared to male officers in Punjab Civil Services.

The analysis of the above tables clearly indicates that the number of women in state civil service had been drastically low in past decades after the division of Punjab in 1966. The number has started increasing in recent few decades but still it has not reached to a significantly high level. It has been some specific reasons for this, which can be stated as under:

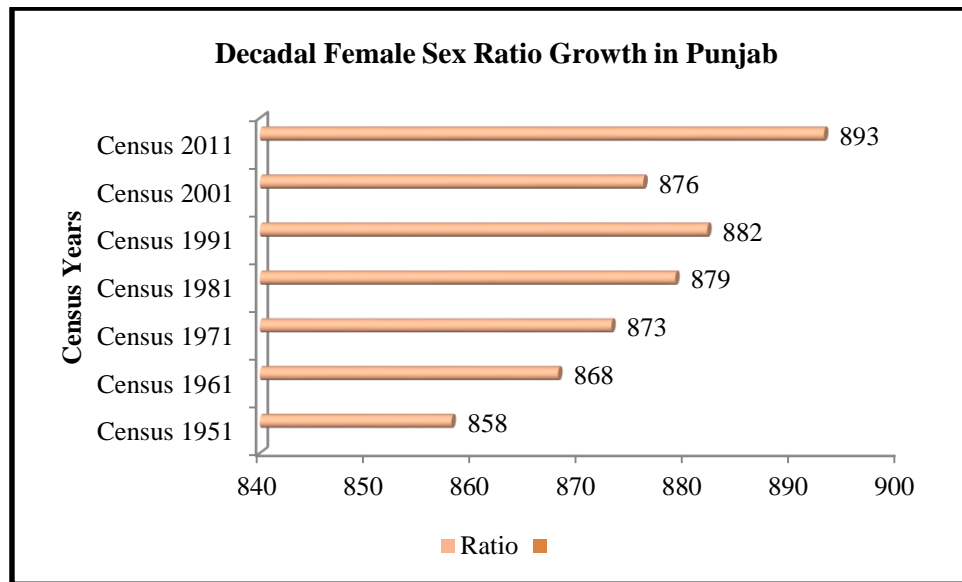
- I. Historically, the recruitment rules for the civil services were skewed in favor of men. For instance, only unmarried women were allowed to join the service and they were required to resign if they got married. Such discriminatory rules limited the number of women entered in the Punjab Civil Services.
- II. The big difference in the sex ratio in yesteryears had been a major reason for lesser number of women in state civil services. The sex ratio in Punjab had been very challenging in comparison to national ratio. Punjabi society had also been patriarchal in nature. Male child was given more preference than female child. Women were considered as the weaker section of society. Living in a highly patriarchal society, women in Punjab were also placed on the lower level in the hierarchy of genders. Female feticides issues in Punjab earned it a dubious reputation for long. So, gender bias creates obstacles in their recruitment. Some serious efforts to improve this ratio and to check female feticides cases by the government, NGOs and other social welfare agencies in recent decades have helped the cause to a great extent. That is why the number of women officers in state civil service has increased during recent decades.

**Table: 8 Decadal Female Sex Ratio Growth in Punjab**

Sr. No.	Census Year	Male	Female Sex Ratio
1.	1951	1000	858
2.	1961	1000	868
3.	1971	1000	873
4.	1981	1000	879
5.	1991	1000	882
6.	2001	1000	876
7.	2011	1000	893

(Source: Department of Statistics, Government of Punjab)

This table shows that, according to 1951 census, female sex ratio was only 858 and in the 1961 census, it was only 868. According to 1971 census, female sex ratio was only 873 and in the 1981 census, it was only 879. According to 1991, female sex ratio was only 882 and in the census 2001, it was only 876. According to 2011 census, female sex ratio was only 893. Except for census 2001, the female sex ratio has increased in the remaining decades.



(Figure: 2)

Thus low female sex ratio affected the number of women in civil service. Gradually there is a change in social thinking and special provisions are given by the governments for the rights of women. Many NGOs and international institutions raise voice for women's rights. As a result, female sex ratio has increased and women have started working outside the home. So now, women are contributing in every field of society. The female sex ratio is increases than before. Thus, the number of women in Punjab Civil Services is also increasing.

III. Low literacy rate in Punjab in general and very low rate particularly in female population has been another cause. Due to giving less preference to girl child, less attention was paid to their education. Very few women had the opportunity to work outside the home as they were restricted to household chores only. People in rural areas especially discouraged education of girl child. The rate has increased with some serious efforts by the government to increase gross enrollment ratio of girls in schools, colleges and universities which further has provided impetus to the number of women officers in administrative services. Still a lot of improvement is needed in this area.

**Table: 9 Decadal Female Literacy Growth Rate in Punjab**

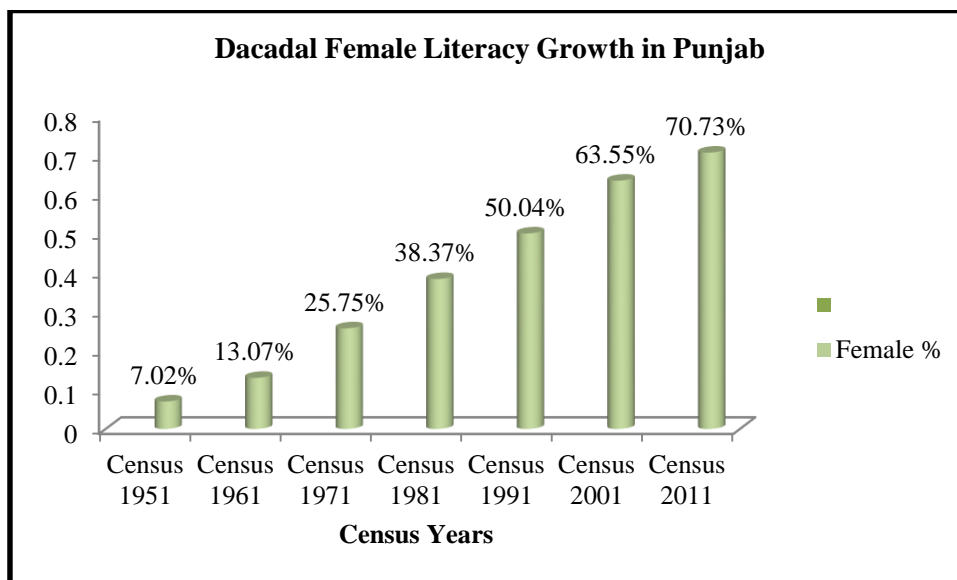
Sr. No.	Census Year	Total	Male	Female
1.	1951	13.6%	19.2%	7.2%
2.	1961	23.7%	32.4%	13.7%
3.	1971	33.39%	40.06%	25.75%
4.	1981	46.36%	53.33%	38.37%
5.	1991	58.91%	65.66%	50.04%
6.	2001	69.95%	75.63%	63.55%
7.	2011	75.84%	80.44%	70.73%

(Source: Department of Statistics, Government of Punjab)

This table shows that, according to 1951 census, female literacy rate was only 7.2% and in the 1961 census, it was only 13.07%. According to 1971 census, female literacy rate was only 25.75% and in the 1981 census, it was only 38.37%. According to 1991, female literacy was only 50.04% and in the census 2001, it was only 63.55%. According to 2011 census, female literacy rate was only 70.73%. So, the female



literacy rate is increases than before, but still there are only 70.73% women are literate in Punjab state. So, lack of education creates obstacles in their recruitment in civil services.



(Figure: 3)

Education is very important weapon for the development of women. Only an educated woman can render her services for the development of country. An uneducated woman is not aware of her rights and is a victim of exploitation. On the other hand, the female education is highly necessary for the future of the country as women are the first teacher of their children means future of the nation. If education of the women is getting ignored, it would be the ignorant of bright future of the nation. In today's era of globalization, women education is very important because now women are not confined to the home only. Although there has been an increase in the female literacy rate, but still the female ratio is less than the male ratio.

- IV. Increasing poverty has also been a major issue. Both the urban and rural areas witness an increase in poverty continuously. Poor people prefer labor jobs for their children and never ever think of educating their children to a minimum desired level. It certainly reduces the chances of women to go for the better jobs in the state.
- V. The social taboos too have hindered the growth of women in the state. The society for long remained skeptical to the issue freedom of choosing career to girls. Teaching, nursing and banking jobs were the options given to girls for jobs. Women were never preferred for administrative jobs or other higher jobs. Male chauvinism also used to be deterrent to this issue. Even the affluent families had a narrow thinking for long about providing options to women to join civil service. The social fabric of Punjab was dominated by the males since ages. The situation has changed to some extent in recent decades which has resulted to an increase of women in state civil service.
- VI. The process of civil service recruitment is very long and proper preparation is required to clear this examination. Because of this, most of the girls do not prefer this field. Sometimes due to some economic reasons, girls are not able to come in this field because the preparation to clear this examination is very expensive. Apart from this, due to lack of time and double responsibility, women are not able to clear this

examination. Sometimes women come less in civil service due to their personal matters like lack of family support etc.

#### 4. Conclusion

The number of women in Punjab Civil Services has increased significantly but the number of women as compared to men, still on lower side. Women's entry into Punjab Civil Services is not satisfactory and has been fluctuating from time to time. Female representation at the state level is not satisfactory. Female officers are less in number as compared to male officers. The recent year's trends show a significant growth and it is hoped that this number shall increase in the years to come. As the number shall grow, the confidence and strength of women officers shall increase. Urban areas have already started showing good results and it is hoped that the rural areas shall also show progress in the times to come.

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