



WOMEN'S ROLE IN INDIAN ADMINISTRATION

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ABSTRACT

All India Services - Indian Administrative Service (IAS) and Indian Police Service (IPS) were in existence from the British era. Before 1947 Indian Civil Services had dominance of men but the women entered these services just few decades ago. Today, though women has only 20% of decision – making positions in public and private region, and worldwide women are featured only 1% to 5 % at top positions in organizations. In 2015 mere 12% in Indian Administrative Service and 6.3% in Indian Police Service were recorded. This paper and the research reveals the factual of gender equality in the services and mainly how women are underrepresented in Indian Administrative Service and how three main factors like Organisational factor, Institutional and Cultural factor and ultimately Personal factor hurdles their participation in the services.

KEYWORDS : *Women, Indian Administrative Service, Civil Service, Gender Equality.*

INTRODUCTION

An easy political transformation of any country largely depends on its Bureaucracy or Civil Services, which also considered being a strong backbone of Indian administration. All India Services acts as a middle alliance around the gamut of governance. Maintenance of Law and Order, Policy formulation and Implementation and Public Goods and Service are key functions of Administration. Presently about 7.2 million civil servants are serving the country catering the needs of 1.3 billion population belonging to different cultural, social, economical and religious background. Few decades ago women entered the civil service, but they were appointed and restricted to the lower level positions in all sectors of administration. This paper features briefs framework of civil services, presence of women in All India Service and most importantly the challenges faced at the entry level by women in the services.

GENDER DISCRIMINATION & GENDER EQUALITY

Gender standpoint has its own importance for development of any country as it refers to society's social, cultural and economical features and openings related to men and women. A gender is socially determined by its personal and psychological uniqueness associated with being male or female

masculinity and femininity. Hence it is very important to learn and understand the problems faced by women in phases of their life. Gender quality is not gender equity as it demands to achieve equal outcome men and women located in different socio-culture and wherein women expresses more formal and technical equivalence. Gender equity calls for reconsideration and deconstruction of dominance with dialogue to lessen gender discrimination, especially of women.

CIVIL SERVICE POST INDEPENDENCE

The past generation passed on the current unified administrative system because of its unique familiarity and suitability to uphold integrity of our country, where clearly the civil services in India features academic success, career, permanence, wages and post service pension. Key posts at Union, State and District are solely reserved for the services categorizing it into three segments, firstly people serving both the centre and state are known as All India Services, secondly union government employees are known as Central Civil Services and lastly employees serving the state are known as State Civil Services. The preliminary committee did not provide constitutional status to the All India Services, it was Sardar Vallabhbhai Patel, first Home Minister of India and also known as Father of All India Services included AIS in supreme law of land and provided the



constitutional status. The main objectives of the government for creating AIS was for maintaining unity, integrity and uniform standards of administration, secular and non - sectarian outlook, efficiency, competence and professionalism and lastly integrity and idealism.

REPRESENTATION OF WOMEN IN INDIAN PUBLIC ADMINISTRATION

Earlier Indian Civil Service was only male service before 1947, post Independence, Constitution of India permitted women to be hired into administrative services which was mainly in public sector. Though women were seen in the postal, medical, educational services but were posted only on lower levels, merely 25.5% women are part of the work force in India, 20% positions in public sector and sadly less than 15% of senior civil service posts in the government. Apparently, 5.6% women make up in Indian Police Services, the highest visibility of women is seen in Indian Postal Services with 23% in hand with 18.3% in Indian Account & Audit Service.

FACTORS PREVENTING WOMEN PARTICIPATION IN CIVIL SERVICES

Below mentioned are the open secret factors which prevents women's visibility in civil services of India.

Personal Factor –

Indian women is rooted very differently in social and family surrounding, personal factor holds women's behavior, awareness and attitude into their professional as well as private life. Childhood upbringing and tutoring women prioritization of their domestic role with family members, elders, marriage and childcare responsibilities take over their career ambition. The key factor of lack of education is seen as the biggest hurdle for women's entry into civil services and certainly gender discrimination exists from childhood and because of which there is a major gap in male and female literacy.

Organisational Factor –

Male decision making styles, their dialogues and language that shut women out are seen as key hurdles that obstruct women's career. The old organizational culture where women are reluctant to self promote their achievements makes them institutionally invisible, whereas well – qualified women for academic positions however fails to be selected. Usually politicians and bureaucrats plays key role in gender discrimination with dirt psychology that men are more natural leaders and superior than women.

Institutional and Cultural Factor –

Socio – Cultural and Institutional factors which are deeply rooted have immensely restricted women's

participation. Gender roles with strong and different values create obstruction in the career path of women and majorly the traditional cultural attitude limits gender equality in Indian society. The key reasons that restrict openings for women in public life and political life is because of the dual burden they carry of domestic and professional responsibility and of course the economical resource constraints. Usually women are kept away from main resources like cultural, economical and political resources which are the basics of entry into public institutions.

CONCLUSION

Women attaining the top of UPSC results often fail before the male firewall of civil services, looking back into the past except the year 2013m women has been bagging the most in demand slots and prestigious posts in civil services, but to eradicate gender inequality from civil services is still a distant dream. In the so called backbone of Indian administration women are not adequately represented, I can say that because if you peep in past three years figures there is decline in bright and successful women been observed in civil services. With such stereotype mentality, gender discrimination and limiting their career horizons how can our system facilitate women's equal participation in the civil services, and because of this institutionalization pattern beliefs and practices its naturally assumed that women are not interested or less available for leadership positions.

Why women make their career decisions considering issues of their family and men make their family decisions considering issues of their career, this impact of gender inequality is weakening the governance. If that's not enough than the difficulties such as class, caste and religion differences credited to women and men are recreated, manipulated and maintained in race of state power and resource allocation. Global study too indicates that women are placed differently in public institution, so it's said that gender in governance is more about focusing on women underrepresentation.

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