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**PARLIAMENT OF INDIA  
LOK SABHA**

**COMMITTEE ON EMPOWERMENT OF WOMEN  
(2014-2015)**

**(SIXTEENTH LOK SABHA)**

**SECOND REPORT**

**‘WORKING CONDITIONS OF WOMEN IN POLICE FORCE’**

**[Action Taken by the Government on the recommendations contained in the  
Twenty First Report (Fifteenth Lok Sabha) of the Committee on Empowerment of  
Women (2012-2013) on ‘Working Conditions of Women in Police Force’]**



**LOK SABHA SECRETARIAT  
NEW DELHI**

***December, 2014/Agrahayana, 1936 (Saka)***

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**(SIXTEENTH LOK SABHA)**

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[Action Taken by the Government on the recommendations contained in the Twenty First Report (Fifteenth Lok Sabha) of the Committee on Empowerment of Women (2012-2013) on 'Working Conditions of Women in Police Force']

*Presented to Lok Sabha on 19.12.2014*

*Laid in Rajya Sabha on 19.12.2014*



**LOK SABHA SECRETARIAT  
NEW DELHI**

***December, 2014/Agrahayana, 1936 (Saka)***

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**COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN  
(2014-2015)**

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**Hon'ble Chairperson - Smt. Bijoya Chakravarty**

**MEMBERS  
LOK SABHA**

2. Smt. Anju Bala
3. Kum. Sushmita Dev
4. Smt. Rama Devi
5. Smt. Jyoti Dhurve
6. Smt. Bhavana Gawali
7. Ms. Shobha Karandlaje
8. Smt. Rakshatai Khadse
9. Smt. Poonamben Maadam
10. Ms. Mehbooba Mufti
11. Smt. Anupriya Patel
12. Smt. Jayshreeben Patel
13. Smt. Butta Renuka
14. Smt. Satabdi Roy
15. Smt. Mala Rajyalakshmi Shah
16. Smt. Rita Tarai
17. Smt. P. K. Sreemathi Teacher
18. Smt. Savitri Thakur
19. Smt. R. Vanaroja
20. Vacant

**RAJYA SABHA**

21. Vacant
22. Smt. Jharna Das Baidya
23. Smt. Vandana Chavan
24. Smt. Mohsina Kidwai
25. Shri Anubhav Mohanty
26. Smt. Kakhkashan Perween
27. Sh. G. N. Ratanpuri
28. Smt. Bimla Kashyap Sood
29. Shri A. V. Swamy
30. Smt. Wansuk Syiem

**SECRETARIAT**

1. *Smt. Anita Jain* - *Joint Secretary*
2. *Shri S.C. Chaudhary* - *Director*
3. *Smt. Reena Gopalakrishnan* - *Deputy Secretary*
4. *Smt. Raji Manish* - *Committee Assistant*

## INTRODUCTION

I, the Chairperson, Committee on Empowerment of Women having been authorized by the Committee to submit the Report on their behalf, present this Second Report (Sixteenth Lok Sabha) on the action taken by the Government on the recommendations contained in their Twenty First Report (Fifteenth Lok Sabha) on 'Working Conditions of Women in Police Force'.

2. The Twenty First Report (Fifteenth Lok Sabha) of the Committee on Empowerment of Women was presented to Lok Sabha and laid in Rajya Sabha on 06.09.2013. The Ministry of Home Affairs have furnished the action taken replies to all the Observations/Recommendations contained in the Report.

3. The Committee on Empowerment of Women (2014-2015) considered and adopted the Draft Report at their sitting held on 16 December, 2014. Minutes of the sitting are given at Annexure I.

4. An Analysis of the action taken by the Government on the recommendations contained in the Twenty First Report (Fifteenth Lok Sabha) of the Committee is given in Annexure II.

5. For facility of reference and convenience, the Observations / Recommendations of the Committee have been printed in bold letters in the body of the Report.

**NEW DELHI;**  
**17 December , 2014**  
**26 Agrahayana, 1936 (Saka)**

**BIJOYA CHAKRAVARTY,**  
**CHAIRPERSON,**  
**COMMITTEE ON EMPOWERMENT OF WOMEN**

## CHAPTER I

### REPORT

This Report of the Committee deals with the action taken by the Government on the observations/recommendations contained in their Twenty First Report (Fifteenth Lok Sabha) of the Committee on Empowerment of Women(2012-13) on the subject 'Working Conditions of Women in Police Force' pertaining to the Ministry of Home Affairs.

2. The Twenty First Report was presented to Lok Sabha on 6 September, 2013 and was simultaneously laid on the Table of Rajya Sabha. The Report contained 14 observations/recommendations.

3. Action Taken Replies in respect of all the 14 observations/recommendations contained in the Report have been received from the Government. These have been categorised as follows:-

- (i) Observations/Recommendations which have been accepted by the Government :

Para Nos.: 2.2., 2.3, 2.4, 2.5, 2.7, 2.8, 2.12, 2.13 and 2.14

Total: 09

Chapter-II

- (ii) Observations/Recommendations which the Committee do not desire to pursue in view of Government's replies :

Para No.: Nil

Total: 00

Chapter-III



- (iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee:

Para Nos.: 2.1, 2.6 and 2.10

Total: 03

Chapter-IV

- (iv) Observations/Recommendations in respect of which final replies of the Government are still awaited :

Para Nos. : 2.9 and 2.11

Total: 02

Chapter-V

**4. The Committee trust that utmost importance would be given by the Government to the implementation of their recommendations. In case where it is not possible for the Government to implement the recommendations in letter and spirit for any reasons, the matter should be reported to the Committee with reasons for non-implementation. The Committee further desire that the Final Action Taken Notes on the recommendations/observations contained in Chapter-I of this Report and final reply to the observations/recommendations contained in Chapter-V of the Report of which Government has submitted interim reply, may be furnished to the Committee within three months of the presentation of this Report.**

5. The Committee will now deal with action taken by the Government on some of the observations/ recommendations that require reiteration or merit comments.

## **A. Representation of Women in Police Force**

### **[Recommendation Para No 2. 1]**

6. The Committee in their original report had observed that the very presence of women personnel in police stations could create a congenial environment for women to access police stations without inhibitions and had strongly recommended that the Ministry should take all possible steps in coordination with the State Governments to ensure that special recruitment drive is undertaken in all the States so that their representation is raised to the desired level of 33 per cent at the earliest. The Committee had also recommended that the Ministry should work out modalities to ensure that various central grants/ funds which are being provided to States for modernization of their police force should be linked to the progress achieved by them in the increased representation of women police personnel.

7. The Ministry of Home Affairs in their action taken reply have stated as under:-

"As on 1-1-2013, strength of women police in the States/UTs is 97,518 against actual strength of 16, 60,666 (5.87%). 43<sup>rd</sup> All India Police Science Congress held at Patna, Bihar from 27 Feb, 2013 to 1 March, 2013 resolved that at least 4 women personnel be posted to each police station. Resolutions have been passed by all consecutive National Conference for Women in Police (NCWP) to increase women personnel in police. All these Resolutions have already been circulated to all the States/UTs. At present five States, namely Maharashtra, Rajasthan, Odisha, Bihar and Sikkim have 30% or more reservation for women in recruitment.

Ministry of Home Affairs has recently issued an advisory on 26<sup>th</sup> August, 2014 to States / UTs to conduct a Special Recruitment drive to increase number of women police personnel to 33%. Another advisory was also issued on 22<sup>nd</sup> April

2013 whereby the States / UTs were requested to raise the women representation in Police to 33%. Another advisory has been issued to all State Governments by Ministry of Home Affairs on 26<sup>th</sup> August, 2014 to increase women representation in police.

As per the provisional data available with BPR&D, the number of women police in various States along with increase over last year is appended below:

Sl. No.	States / UTs.	As on 1.1.2013 Published	As on 1.1.2014 Provisional	% age increase over previous year
1	Andhra Pradesh	2218	4,622	108.39
2	Chhattisgarh	2013	2,348	16.64
3	Goa	342	366	7.02
4	Gujarat	2056	2,691	30.89
5	Himachal Pradesh	1415	1,552	9.68
6	Jharkhand	1952	2,906	48.87
7	Karnataka	3643	3,682	1.07
8	Madhya Pradesh	3709	4,190	12.97
9	Manipur	1480	2,040	37.84
10	Odisha	3775	4,381	16.05
11	Rajasthan	5753	6,568	14.17
12	Sikkim	297	333	12.12
13	Uttar Pradesh	6491	7,238	11.51
14	West Bengal	1964	3,791	93.02
15	A&N Islands	432	445	3.01
16	Chandigarh	977	1,017	4.09
17	Daman & Diu	7	34	385.71
18	Delhi	5021	5,413	7.81

The recommendations of the Parliamentary Committee on linking of funds to the progress achieved by them in the increased representation of women police has been given due consideration but the concerned division has replied that at this point of time it is not feasible. “

8. **The Committee note with dismay that their recommendation to link various central grants/funds with the progress achieved by each State in increasing the representation of women in their police force has been dismissed by the Ministry with a mere statement that such linkage is not feasible at the given point of time. The Committee would have appreciated, if the Government had furnished specific reasons for not implementing this recommendation and the practical difficulties that might come up in its way. Moreover, the Committee note from the provisional data furnished by the Ministry that there is no noteworthy increase in the strength of women police personnel in most of the States which indicates that sending advisories to States from time to time in this regard has not achieved the desired results. While emphasizing the urgent need for concrete action to attain 33% representation of women in police force, the Committee reiterate their recommendation to link central grants under the 'Scheme for modernization of State police force' with progress achieved by each state in increasing the representation of women in police force so as to give an impetus to recruitment of women in police force. The Committee would also like to be apprised of the percentage of women in police force in each state.**

**B. BASIC AMENITIES/REST ROOMS**

**[Recommendation Para No. 2.3]**

9. The Committee, while noticing the inadequacy/non availability of toilets and rest rooms and mobile toilets for the women police personnel, had

recommended in their original report that the Government should look into the reasons for inadequacy/ non-availability of basic amenities/ rest rooms for women police personnel and take effective remedial measures to ensure the availability of sufficient number of separate toilets/ rest rooms/ mobile toilets to them. The Committee had also recommended that the Government should allocate additional funds to the States/ UTs to achieve this objective at the earliest.

10. The Ministry of Home Affairs in its action taken reply on the aforementioned recommendation have stated as under:-

" As far as Central Armed Police Forces (CAPFs) are concerned, the status is given below :

(i) Central Reserve Police Force : At present 55 numbers of mobile toilets are available with Mahila BNs / RAF Bns to meet the requirement of women personnel during movement from one place to another and during picketing duties. Further to it, 18 numbers more mobile toilets are under fabrication to meet the requirement of women personnel during picketing duties.

(ii) Central Industrial Security Force : All the places, where the lady CISF personnel are posted, are equipped with basic amenities and facilities.

(iii) Border Security Force : In BSF Const/Mahila are mostly employed on the International Border to assist in Gate Management and other BOP routine works. Adequate infrastructures had been developed and further being developed to provide basic amenities in the shape of separate toilet blocks and barracks for these Mahila Constables.

(iv) Sashastra Seema Bal : In SSB, deployment of women personnel are at static locations where workable accommodations like prefab/semi permanent accommodation have been provided with separate toilets, rest rooms/kitchens/dining facilities. However, 02 nos of trailer type (having towing facility) mobile toilets have been fabricated and available with SSB for providing to women employees during picketing duty or movement on need basis.

(v) Indo-Tibetan Border Police Force : The women personnel of ITBP are performing static duties and it is being ensured that proper & adequate number of separate toilets and rest rooms are available for women Police personnel.

(vi) Assam Rifles : The women personnel in Assam Rifles are presently working only in the offices / hospitals presently and adequate rest rooms/ basic amenities are available at these locations.

(vii) National Security Guard : Separate rest room and toilets have been provided for women staff.

As far as State Police is concerned, being a State Subject, the commitment of providing basic amenities / rest rooms lies with the State Governments. However an advisory has been issued to all State Governments by Ministry of Home Affairs on 21<sup>st</sup> May, 2014 to include the following proposals along with other demands for women police personnel in the State Action Plan for the year 2014-15 on priority:

- At existing Police Stations, Outposts and Branches, a provision must be made for suitable toilets facilities for women police personnel including separate hand washing and shower with adequate supply of water. Wherever, it is not possible to provide access to permanent toilets portable toilets need to be provided for. These must be installed securely and be provided with lockable doors, lighting and ventilation.

- A rest room at every police station for women police personnel. The room needs to be separate from other parts of the workplace and it should be clean, secure and located in a convenient place close to other facilities such as washing and toilets.
- The room should be big enough with proper ventilation to use as a change room also. Facilities may be provided for storing the clothes and personal belongings with lockable shelf-storage and Coat/Shirt hanging space.
- The room and toilet should reasonably be accessible to the women police officials so that their security is not compromised.
- Provision of the above amenities may be ensured in every new police station, outpost or barracks proposed under the MPF or otherwise.
- Other specific proposals pertaining to the Women Police Forces must also be made.

Another advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs on providing basic amenities to Women Police Personnel at their place of posting / duty so as to cope with their specific needs. The States were requested to confer this topmost priority and women personnel should be desisted from posting in any station devoid of such facilities. However, it was suggested that at every Thana / Police Station level these facilities may be made mandatory for operational reasons. While on field duty, option of providing mobile toilets should be explored."

**11. The Committee find that despite a spate of efforts from the Government, lack of basic amenities/rest rooms/mobile toilets is still a**

major problem for the women in police in many States. The Committee also understand that this issue can be tackled in toto only through persistent efforts and constant follow up by the Government along with time bound action by the States. The Committee, while appreciating the efforts taken by the Ministry in providing infrastructural amenities to women police personnel at their work place, once again urge the Ministry to work in close coordination with the State Governments in taking effective measures to make available sufficient number of toilets/rest rooms/mobile toilets to women police personnel.

### **C. RESIDENTIAL ACCOMMODATION**

#### **[Recommendation Para No. 2.6]**

12. The Committee, having observed in their earlier Report that the problem of non-availability of residential accommodation is one of the contributing factors for low in-take of women in police force, had recommended that an effective housing policy should be devised to augment the availability of residential accommodation to the police personnel preferably near their place of posting. The Committee had further recommended that possibility of introducing separate housing pool for women police personnel should also be explored by the Ministry in consultation with the various State Governments and the availability of funds should not stand as a hindrance in expanding the facility of residential accommodation to police personnel, especially the women police.

13. Replying to the above recommendation, the Ministry of Home Affairs have stated as under:-

"This matter was also stressed upon in successive National Conferences for Women in Police and accordingly advisories were also sent through MHA to various States. In the meantime, BPR&D is also approaching 14<sup>th</sup> Finance Commission for more housing units for police personnel. After the



14<sup>th</sup> Finance Commission, it will be upto the State Govt. to earmark such residential accommodations exclusively for women police personnel. At present many police stations in several States are run from rented accommodation. In that case it is not possible to construct residential accommodation. However an advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs whereby the States / UTs were requested to provide residential accommodation on priority basis and wherever quarters are not available security verified rented accommodation should be made available.

As per data available with BPR&D, percent level of satisfaction of family accommodation of upper subordinates as on 1-1-2013 varied from 10.71% (in Manipur) to 100% (in Chandigarh). Similarly, for lower subordinates, it varies from 4.4% (in Manipur) to 80% (in Dadar & Nagar Haveli) (Annexure-I).

**14. Taking into consideration the lack of residential accommodation which is seen as one of the major impediments faced by women in joining police force, the Committee had desired the Government to devise an effective housing policy to augment the availability of residential accommodation. However, the Committee are dismayed to see the reply that many police stations in several States are still being run from rented accommodation and it is not possible to construct residential accommodation. The Committee further observe from the data furnished by the Ministry that the level of satisfaction regarding accommodation among upper and lower subordinates in police force is very low in many States. The Committee fail to understand how such a sorry state of affairs can augur well for the increase of women police personnel in the police force. The Committee, therefore, once again urge the Government to work in tandem with the States to formulate an effective housing policy for the police personnel and explore the possibility of introducing separate**

housing pool for women police personnel. The Committee would also like the Ministry to put in sincere efforts to obtain assistance from the 14<sup>th</sup> Finance Commission for this purpose. The Committee would like to be kept abreast of the progress made by the Ministry in this regard.

#### **D. GENDER SENSITIZATION**

##### **[Recommendation Para No. 2.9]**

15. Understanding the importance of gender sensitization in the development of policing and police system in the country, the Committee, in their earlier Report had urged the Government to shed its laid back approach and be in the forefront of heralding a new era by way of gender sensitization in the entire police force. The Committee had also recommended that the report of the Committee constituted to review the training manuals of police personnel should be submitted and implemented in the right earnest.

16. The Ministry of Home Affairs in their action taken reply have stated as under:-

"The gender sensitization programme is an integral part of training modules of Sardar Vallabhbhai National Police Academy (SVPNPA) Hyderabad, North Eastern Police Academy (NEPA) Shillong, Bureau of Police Research and Development (BPR&D) New Delhi, Central Detective Training Schools (CDTS) and Police Training Institutes of Central Police Organisations (CPOs), Central Armed Police Forces (CAPFs) etc.

The gender issues are included in the curriculum through the integration of inputs on legal provisions of Indian Penal Code, Code of Criminal Procedure, Special laws relating to women and the role of police in preventing crimes against women and ensuring their safety. The tools and methodology used for the modules includes questionnaires designed to

examine gender stereotypes, case studies related to cross-cutting gender issues such as constitutional rights, sexual offences, matrimonial offences and right etc.

The salient features of the Gender Sensitization Programme Training conducted by the Training Institutions/Academies are:-

- i. Extent of inequalities in the status of women and men in India,
- ii. Institutional analysis of gender relations with special reference to institutions of family, society and state,
- iii. Violence and crime against women, nature, extent and factors responsible for the same,
- iv. Need and efforts made by Police for gender sensitization in policing,
- v. Legal provisions relating to violence/crime against women,
- vi. Role of National Commission for Women Gender and Law Enforcement,
- vii. Handling victims of violence and crime,
- viii. Case studies and case laws relating to violence/crime against women,
- ix. Procedure for scientific aids to investigation of violence/crime against women

Basic Recruit Syllabus for Dy.SP has been prepared by the BPR&D which covers the required topics on crime against women & gender sensitization.

Basic Recruit syllabus for SIs and Constables has been prepared by the National Police Academy (NPA) and circulated to all States. The Syllabus also contains sections and topics on crime against women and Gender Sensitization. The process of revising the syllabus (SI and Constable) has been initiated.

Recently concluded 6<sup>th</sup> NCWP in Assam (2014) has also incorporated the concept of Gender Sensitization in its Recommendations as 'part of basic and other training for all police personnel including officers.' Recommendations of 6th NCWP has already been circulated to DGPs of all States/UTs and Heads of CAPFs vide letter No. 42/1/2013-SPD/BPR&D dated August 6, 2014 for submission of Action Taken Report (ATR) to this Bureau as early as possible.

During 2013-2014, BPR&D has sponsored Two-Day Workshop on Heinous Crime against Women – Sexual Assaults on Women by Professional hard Core Criminal Gangs held from Oct. 28-29, 2013 at the India Habitat Centre in New Delhi by BPR&D in collaboration with Institute of Conflict Management; an NGO and workshop on Safety and Security of Women held from December 12-13, 2013 at Bangalore by BPR&D in collaboration with Earth Secure, an NGO, Karnataka State Police, Deptt. of Women and Child Development, National Human Rights Commission for Women in view of growing national concern regarding violence against women and with a view to set benchmark for their safety and security

Apart from the above, BPR&D undertakes / has undertaken the following initiatives:

- (i) An advisory has been issued to all the States/UTs and CAPFs to organize in service training programmes and conduct seminars / workshops / symposiums in various police training institutions to sensitize

police personnel on gender equality and treating women with dignity. BPR&D has also organized such workshops /courses in CDTs and CAPT Bhopal.

(ii) BPR&D has also issued D.O. letters to Chiefs of Police of States/UTs, CAPFs and CPOs to organize workshops on Gender Sensitizations and investigation of Crime Against Women in various Police Training Institutes in order to sensitize police personnel. BPR&D is sponsoring such workshops. Till date 86 such workshops has been arranged.

(iii) BPR&D has prepared the syllabus for 2 – 3 days workshops on the subject for state Police, CAPFs & CPOs and issued to all concerned.

(iv) The course “Crime against Women” is a part of regular calendar of courses being organized every year in Central Detective Training Schools. In these courses, Investigating Officers are specially trained to investigate crimes committed against women.

(v) BPR&D has been organizing 13 week course on Scientific Investigation in its CDTs where Investigation of rape cases is one of the modules and also has a 5 days syllabus.

(vi) VIC for senior police officers on sensitization covering the subject was also conducted at RPA Jaipur during 2012."

**17. While observing the importance of gender sensitization in police force, the Committee had desired that review of the comprehensive training manuals of the police personnel by the committee constituted for the same should be expedited and implemented in right earnest. However, the Committee observe that the Ministry is silent regarding the progress**

achieved by the said committee in this regard. The Committee strongly feel that a police force sensitive to gender issues not only can bring in positive changes in society but also can create a conducive working environment for women police personnel. Hence, the Committee would like to be apprised of the specific suggestions made by the said committee in their report on the gender modules to be incorporated in the training manuals of different cadres.

**E. NATIONAL CONFERENCE FOR WOMEN IN POLICE**  
**[Recommendation Para No. 2.10]**

18. The Committee in their earlier Report had observed that if the State Governments lack the desired initiative to implement the recommendations concerning the well being of women police personnel passed in the National Conference for Women in Police, the very purpose of organizing these Conferences would be defeated. Hence, the Committee had recommended that the Ministry should formulate a mechanism to follow-up the progress made by the States in implementing the recommendations made and resolutions passed in the Conferences. The Committee had also recommended that the Ministry should also prescribe a specific time limit for submission of Action Taken Reports by the States on the recommendations made and resolutions passed in the Conferences so that the genuine problems of women in uniform are addressed in an effective manner.

19. The Ministry of Home Affairs in their action taken reply have stated as under:-

"Six National Conferences of Women in Police (NCWP) have been held so far :

1. New Delhi – 2002
2. Mussorie – 2005

3. PanchKula – 2009
4. Bhubaneshwar – 2010
5. Thrissur – 2012
6. Guwahati – 2014

Recommendations of all conferences are circulated to all DGPs of State / State Governments / Union Territories for appropriate action.

BPR&D has requested Heads of CAPFs vide letter no. 42 / 1 / 2013 – SPD / BPR&D dated 6<sup>th</sup> August, 2014 for submission of Action Taken Report (ATR) to this Bureau. Action Taken Report is awaited.

It is observed while preparing ATR for deliberation during the conference that several states and UTs do not submit their ATR on time. In 6<sup>th</sup> NCWP (2014), only 17 States/UTs had sent ATR. Following measures could be adopted to get speedy action:-

(a) Submission of ATR from State/UTs should be time framed.

Feedback of the participants of the 6<sup>th</sup> NCWP on various issues including working atmosphere, gender discrimination, placement, training, sexual harassment, grievance redressal, balancing personal and professional lives, Mahila Police Stations, care during pregnancy period, career planning and gender sensitization.

A survey was conducted on the participants of 6<sup>th</sup> National Conference of Women in Police (6<sup>th</sup> NCWP) comprising of women police of all ranks from all States/UTs/CAPFs on various issues of women police with a view to obtain consensus of opinion of the participants of 6<sup>th</sup> NCWP for the deliberations, proceedings and preparation of recommendations of 6<sup>th</sup> NCWP. Based on the feedback received from 111 out of 187 participants of 6<sup>th</sup> NCWP of all ranks, showed the following observations on various issues by women police personnel:-

(i) Work satisfaction – 86 % of the participants are satisfied with the work assigned and expressed their intent to do any kind of job which their male counterparts are doing. 7.2 % of participants are unsatisfied and rest did not reply.

(ii) Delegation of official work/duty/post – 27 % of participants felt that in some cases they are assigned less important post or duties just because of their gender while 63 % of participants have negated and rest did not reply. Most of the senior women police officers have this feeling that they are denied active/important postings just because of their gender that is why their experience and professionalism is not considered.

(iii) Gender Sensitization / Discrimination – 37 % of participants have experienced some sort of gender discrimination in the force during their career while 66 % of participants feel to introduce gender sensitization in the force. 63 % (approx.) of participants have not felt any gender bias or discrimination in the force while need of introduction of gender discrimination in the police force is felt by 66.6 % (approx.), especially, when their male counterparts are working under senior woman police officer.

(iv) Support from male counterparts – 87.4 % (approx.) of participants has felt satisfaction over the support from male counterparts. While 10.8 (approx.) of participants have expressed dissatisfaction over the support from male counterparts and rest did not reply.

(v) Balance between professional and personal lives – 45 % (approx.) of participants find it difficult to manage their personal life satisfactorily with official work. While 44 % (approx.) of participants feel vice-versa and rest did not reply. Some common problems were identified among the participants while maintaining the balance between the personal and



professional lives. All participants were of the opinion that introduction of crèche facilities/play school, for married women police personnel in duty, is a must.

(vi) Harassment / grievance redressal - 28 % of participants have admitted about the harassment by a male/female officer. While 51 % of participants have denied the same and rest did not reply. Only 5.40 % (approx.) of participants felt satisfaction in case of grievance redressal while most of the participants did not reply and only 14.4 % (approx.) felt dissatisfaction."

**20. Though the Committee had desired the Government to seek time bound action taken reports from the States with regard to the implementation of resolutions passed in the National Conferences for Women in Police, it is evident from the reply that the Bureau of Police Research and Development has written to States for action taken reports on the 6th Conference held in February, 2014 only on 6 August, 2014 i.e. after six months of holding the conference. Moreover, there is no specific time limit prescribed to the States for submission of action taken reports. The Committee are unhappy at this casual attitude of the Ministry towards implementing a major recommendation of the Committee. The Committee strongly feel that if the resolutions passed in the Conferences are not implemented in their true spirit in a time bound manner by all the States, the very purpose of organizing these Conferences would be lost. Hence, the Committee once again urge the Ministry to take steps to ensure that the action taken reports from the States with regard to resolutions passed in the National Conference for Women in Police are submitted by the States within a specific time frame. The Committee would like to be apprised of the progress made by the Ministry in this regard.**

## **F. STRESS MANAGEMENT IN POLICE FORCES**

### **[Recommendation Para No. 2.13]**

21. Understanding the significance of stress management in creating a healthy environment for the working of all the police organizations, the Committee in their earlier Report had recommended that the Government should undertake a study for identifying the reasons for stress amongst the police personnel, especially women, and formulate pragmatic policies for effective stress management.

22. The Ministry of Home Affairs in their action taken reply have stated as under:-

"Bureau of Police Research and Development had sponsored Research Studies on the subject and list of the complete Research Studies are as follows:

- Stress, Health and Performance : A Study of Police Organization in Uttar Pradesh (1993) by R.C.Tripathi, R K Naidu, K Thapa and S N Biswas, BPR&D
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- Stress & Coping: A case of Orissa Police (1995) by P K Mishra, BPR&D Research Fellow

Another research study under Non-Plan scheme has been sponsored by BPR&D to Ms. Nitu D. Bhattacharya, DIG, CRPF on Women empowerment and future vision for Central Armed Police Forces. The draft report submitted by the researcher is under scrutiny. However, in one of the chapters namely, 'Women issues in Central Armed Police Forces (CAPF) - Ground Report' the problems faced by Women Police Personnel in CAPF have been discussed which are as below:

1. Duties and deployment
2. Training

3. Recruitment
4. Cadre policy
5. Promotion policy
6. Child care leave
7. Sexual harassment at workplace
8. Creche
9. Councilors"

**23. The Committee have learnt from the reply of the Ministry that the Bureau of Police Research and Development has undertaken research studies in 1993, 1995 and 2005 on stress management. Further, the Committee find that a draft report of a research study sponsored by Bureau of Police Research and Development which deals with 'women issues in Central Armed Police Forces' in one of its chapters, is presently under scrutiny of the Ministry. Taking note of the fact that stress not only affects the job performance of police personnel but their personal lives and relationships as well, the Committee wish that they may be informed of the policies formulated by the Government for stress management based on the findings of above mentioned research studies carried out in 1993, 1995 and 2005. The Committee further desire that they may also be apprised of the findings of the aforesaid research study and the action proposed to be taken by the Ministry based on the said findings with regard to eliminating the causes of stress amongst the police personnel, especially women.**

## **CHAPTER II**

### **OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT**

#### **Recommendation Para No. 2.2**

#### **ENCOURAGEMENT TO WOMEN CANDIDATES**

The Committee notes that during recruitment in the police force, the candidates possessing NCC certificate are awarded 2% additional marks by the Union Territory of Lakshadweep. As per existing Recruitment Rules, some weightage to NCC certificate holders is given by the States of Nagaland, Odisha and Gujarat, whereas, 3 additional marks are given by the State of Rajasthan. The Committee also observe that in Uttarakhand, no weightage is given to NCC candidates possessing 'C' certificate. Though the Committee understand that NCC candidates possessing 'C' certificate are very few and women candidates possessing this certificate are negligible, they are of the firm opinion that the representation of women in all walks of life, especially in the police force, should be increased substantially to address the specific needs of women in the fast changing society and social ethos. The Committee also believe that induction of more women in police force is a natural demand of contemporary policing and therefore a positive prescription in the form of encouraging women to join NCC and thereafter opt for various jobs in police force of the country should be meticulously explored. The Committee, therefore, desire that women candidates possessing NCC 'C' Certificate should be given weightage in police recruitment and a uniform guidelines in this regard be formulated and practiced in all the States/UTs.

#### **Reply of the Government**

'Police' being a State subject under Constitution of India, the recruitment rules for inducting personnel in police are framed by respective States and Government of India

do not have any jurisdiction on the issue. However, Ministry of Home Affairs agrees with the recommendation that women candidates possessing NCC 'C' Certificate should be given weightage in police recruitment and an advisory in this regard has been issued on 26<sup>th</sup> August, 2014 to States / UTs to give special weightage to Women candidates possessing NCC 'C' Certificate.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **Recommendation Para No. 2.3**

#### **BASIC AMENITIES/REST ROOMS**

The Committee was informed by the Ministry that adequate toilets/rest rooms are provided to women police personnel, as far as possible, in all the police stations and locations where they have been posted. However, to their dismay, on the contrary, the Committee during the oral evidence was apprised by the women representatives of various State Police/Police Departments about the inadequacy/ non-availability of toilets and rest rooms at their place of posting and stressed the urgent need for separate toilets, rest rooms and mobile toilets for them. The Committee also observe that the women personnel, especially who are working in Central Armed Police Forces like BSF, CRPF, CISF etc., and posted at different field locations while dealing with demonstrations and maintaining law and order should also have the facility of mobile toilets. The Committee is of considered opinion that owing to inherent nature of women, ethos and value system prevalent in the country, the women police personnel are often reluctant to share toilets with their male counterparts. The Committee, therefore, strongly recommends that the Government should look into the reasons for inadequacy/ non-availability of basic amenities/ rest rooms for women police personnel and take effective remedial measures to ensure the availability of sufficient number of separate toilets/ rest rooms/ mobile toilets to them. The Committee would also like the Government to allocate additional funds to the States/ UTs to achieve this objective at the earliest.

## **Reply of the Government**

As far as Central Armed Police Forces (CAPFs) are concerned, the status is given below :

(i) Central Reserve Police Force : At present 55 numbers of mobile toilets are available with Mahila BNs / RAF Bns to meet the requirement of women personnel during movement from one place to another and during picketing duties. Further to it, 18 numbers more mobile toilets are under fabrication to meet the requirement of women personnel during picketing duties.

(ii) Central Industrial Security Force : All the places, where the lady CISF personnel are posted, are equipped with basic amenities and facilities.

(iii) Border Security Force : In BSF Const/Mahila are mostly employed on the International Border to assist in Gate Management and other BOP routine works. Adequate infrastructures had been developed and further being developed to provide basic amenities in the shape of separate toilet blocks and barracks for these Mahila Constables.

(iv) Sashastra Seema Bal : In SSB, deployment of women personnel are at static locations where workable accommodations like prefab/semi permanent accommodation have been provided with separate toilets, rest rooms/kitchens/dining facilities. However, 02 nos of trailer type (having towing facility) mobile toilets have been fabricated and available with SSB for providing to women employees during picketing duty or movement on need basis.

(v) Indo-Tibetan Border Police Force : The women personnel of ITBP are performing static duties and it is being ensured that proper & adequate number of separate toilets and rest rooms are available for women Police personnel.

(vi) Assam Rifles : The women personnel in Assam Rifles are presently working only in the offices / hospitals presently and adequate rest rooms/ basic amenities are available at these locations.

(vii) National Security Guard : Separate rest room and toilets have been provided for women staff.

As far as State Police is concerned, being a State Subject, the commitment of providing basic amenities / rest rooms lies with the State Governments. However an advisory has been issued to all State Governments by Ministry of Home Affairs on 21<sup>st</sup> May, 2014 to include the following proposals along with other demands for women police personnel in the State Action Plan for the year 2014-15 on priority:

- At existing Police Stations, Outposts and Branches, a provision must be made for suitable toilets facilities for women police personnel including separate hand washing and shower with adequate supply of water. Wherever, it is not possible to provide access to permanent toilets portable toilets need to be provided for. These must be installed securely and be provided with lockable doors, lighting and ventilation.
- A rest room at every police station for women police personnel. The room needs to be separate from other parts of the workplace and it should be clean, secure and located in a convenient place close to other facilities such as washing and toilets.
- The room should be big enough with proper ventilation to use as a change room also. Facilities may be provided for storing the clothes and personal belongings with lockable shelf-storage and Coat/Shirt hanging space.
- The room and toilet should reasonably be accessible to the women police officials so that their security is not compromised.

- Provision of the above amenities may be ensured in every new police station, outpost or barracks proposed under the MPF or otherwise.
- Other specific proposals pertaining to the Women Police Forces must also be made.

Another advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs on providing basic amenities to Women Police Personnel at their place of posting / duty so as to cope with their specific needs. The States were requested to confer this topmost priority and women personnel should be desisted from posting in any station devoid of such facilities. However, it was suggested that at every Thana / Police Station level these facilities may be made mandatory for operational reasons. While on field duty, option of providing mobile toilets should be explored.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

#### **Recommendation Para No.2.4**

#### **CRÈCHES/DAY CARE CENTRE FACILITIES**

The Committee note that 'Crèches' and 'Day Care Centres' are provided by the Central Armed Police Forces(CAPFs) to their women employees, on need basis, from their respective Welfare Funds. The Committee find that for the fiscal year 2012-13, funds to the tune of Rs. 1.22 crore were released for this purpose, whereas, utilization was to the tune of Rs. 59 lakhs only. Further, the Committee find that for the fiscal year 2013-14, a provision of Rs. 1.80 crore has been made in this regard. The Committee expresses their displeasure not only on the substantial under-utilization of allocated funds but also the inability of the Ministry to provide reliable data relating to availability of crèches/ day care centre facilities at various locations in the Central Armed Police Forces (CAPFs). The Committee strongly reiterate the need for child care services which have been emphasized in various policy documents of the Government viz., the



National Policy for Children, the National Policy for Education, the National Policy for Empowerment of Women and the National Plan of Action for Children, 2005. The Committee is at a loss to understand as to why the Ministry went into slumber and failed to appreciate the need for establishing the facilities of crèches and day care centres for their women police personnel. The Committee is of the view that the Government was not sincere in implementing their own policies and programmes of providing crèche and day care facilities to their women police personnel. The Committee is disappointed to find that no reliable data has been maintained in regard to availability of crèches/ day care facilities at various locations in the Central Armed Police Forces (CAPFs) and deplore the lackadaisical approach of the Ministry in this regard. The Committee, therefore, strongly urge the Government to implement the programme of establishing crèches/ day care facilities for their women police personnel with due seriousness by assigning it high priority and formulating year-wise targets so as to achieve the intended objectives by the end of Twelfth Five Year Plan.

### **Reply of the Government**

As far as Central Armed Police Forces (CAPFs) are concerned, a separate head for crèche facility was created in the respective budget of CAPFs in the Financial Year 2011-12 in CAPFs. In the financial year 2013-14, an amount of Rs.1.80 crore was allocated under this head, against which Rs. 68 lakh was utilized. In BE 2014-15, Rs.2.22 crore has been allocated under this Budget head. Details in this regard are given in Annexure - I

(ii) CAPFs have been allocated adequate fund under the head of Creche Facility. The allocation in 2014-15 is 75% more than RE 2013-14. Hence there is adequate fund available to the Forces to meet the requirement related to welfare of female employees and to improve the working condition of women. Based posted locations of women, the availability of Creche facility has been ensured and the fund has been utilized by CAPFs judiciously. The detail of posted strength in CAPFs along with number of crèches available in CAPFs as on date is given Annexure - II

All out efforts are being made for utilization of allotted budget fully for the welfare of women and their children during financial year 2014-15.

(iii) Other points on the facilities to women working in CAPFs:

- (a) In some forces like CISF, the women employees are generally staying with their families and hence children are taken care of by them. However, CISF plan to open 4 new crèches in 2014-15.
- (b) CRPF has informed that, the fund allotted under this head is being utilized for maintenance/running of existing crèches and opening of new crèches as per the requirement. 54 crèches are already running in CRPF and 5 new crèches are being opened during the year 2014-15.
- (c) SSB has informed that in 2014-15 new crèches will be opened based on the increase in the number of children of serving women in the Force.

The location-wise details of existing Crèches is given in Annexure - III

Police being a State Subject, under Constitution of India, the commitment of providing Crèches / Day Care centre lies with the State Governments. However an advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs whereby the States / UTs were requested to provide Creches / Day Care Centre facilities to women personnel at their place of posting / duty on providing basic amenities to Women Police Personnel at every Thana / Police Station level

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

## **Recommendation Para No.2.5**

### **TRANSFER/POSTING OF WOMEN POLICE PERSONNEL**

The Committee is perturbed to note that rigid transfer/posting policy for women police personnel is one of the contributing factors for lesser number of women aspiring to join the police force in the country or continuing with the police force after their marriage or other domestic compulsions. The Committee have been informed that the policy of posting of spouse at the same station is being implemented by various police organisations, however, due to functional requirements of the police force, there is no uniform policy on pan India basis. The Committee has also been informed that the Bureau of Police Research and Development (BPR&D) is contemplating a research study on the impact of existing transfer policy on women police personnel and their overall level of satisfaction. The Committee would like the Government to expedite setting up of the said research study and hope that the outcome of such study would help them to formulate an effective and uniform transfer/ posting policy suiting to the needs of women police personnel. The Committee would like to be informed of the contours of the said research study viz., its terms of reference, methodology, co-opting the representatives of the State Police Organisations/ Central Armed Police Forces and the likely date of completing of said study at the time of Action Taken Report.

### **Reply of the Government**

To have a comprehensive view in this regard, one research study on 'Women Police : Duty and Work Satisfaction' was allocated by BPR&D to one research scholar Ms. Pratibha Dubey under Govt. of India Fellowship Scheme. The thesis dwelled upon a gamut of issues pertaining to Women Police including the Transfer / Posting. The research thesis has been submitted to Deen Dayal Upadhyay, Gorakhpur University with a copy to BPR&D.

Another research study under Non-Plan scheme has been sponsored by BPR&D to Ms. Nitu D. Bhattacharya, DIG, CRPF on Women empowerment and future vision for Central Armed Police Forces. The draft report submitted by the researcher is under scrutiny. However, in one of the chapters namely, 'Women issues in Central Armed Police Forces (CAPF) - Ground Report' the problems faced by Women Police Personnel in CAPF have been discussed which are as below:

1. Duties and deployment
2. Training
3. Recruitment
4. Cadre policy
5. Promotion policy
6. Child care leave
7. Sexual harassment at workplace
8. Crutch
9. Councilors

The abovementioned Studies focused on issues of women police in holistic manner. However, as recommended by the Parliamentary Committee a specific research study on the "Impact of existing transfer policy on women police personnel and their overall level of satisfaction".

For conducting this research, the project director is being identified by the Bureau who will submit the research proposal to the BPR&D containing information i.e. contours of the study, conceptual framework, the research questions / hypotheses, coverage, method of data collection, data processing, stage wise detailed time frame, ToR, objectives, co-opting members of the State Government/Police/CAPFs, likely date of completion, cost estimates, findings, recommendations and suggestions etc.

Subsequently on receipt of the research proposal, it will be sent to members of Standing Committee on Police Research for their evaluation and comments, followed by commissioning of the research study releasing first instalment of the approved budget.

Apart from the above, a list of completed research studies sponsored by BPR&D is as follows:-

- Stress, Health and Performance : A Study of Police Organization in Uttar Pradesh (1993) by R.C.Tripathi, R K Naidu, K Thapa and S N Biswas, BPR&D
- Stress Management in the CPMFs (2005) by S R Mehra, Sharda Prasad and R C Arora, BPR&D
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(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **Recommendation Para No.2.7**

#### **MAINSTREAMING OF WOMEN POLICE PERSONNEL**

The Committee finds that, theoretically, women police personnel are assigned equal responsibilities vis-à-vis their male counterparts in policing and other frontline duties. However, in practice, the Committee note that there is a general perception that women police personnel are not able to withstand difficult and/or arduous nature of duties as compared to their male counterparts. On this analogy, many State police forces have distinct cadres for women and men with lesser number of deployable posts for women as a result of which promotion prospects of women police personnel get retarded in comparison to their male counterparts. Besides, the women police personnel are commonly deployed for discharging less-effective jobs like Computer Operator,

Data Entry Operator, Wireless Operator etc. During the course of oral evidence, since representatives of the women police personnel from various State police organisations have made submission to the effect that they are fully equipped to take up all sorts of responsibilities in the areas of policing, maintaining law and order, frontline duties etc., which are being discharged by their male counterparts, the Committee now strongly feel that there is an urgent need to mainstream the women police personnel by assigning all types of policing jobs to them and by putting them at par with the male counterparts. The Committee, therefore, recommend that the Government should take up the issue of discrimination of women police personnel vis-à-vis their male counterparts in promotion and assigning them less challenging duties, commonly termed as 'soft duties', with the State Governments to take up urgent corrective steps for mainstreaming the women police personnel. The Committee would like to be apprised of the outcome of initiatives taken by the Government.

### **Reply of the Government**

This matter was also discussed in National Conference for Women Police (NCWP) and there are ways and means to mainstreaming women police personnel. However, considering many socio-cultural factors, some professional jobs like Computer Operators, Control Room, Women's Desks, Children's Desks, Community Policing, Counseling, traffic enforcement etc. should be encouraging and given to the women police who have shown excellence in these work vis-a-vis their male counterparts. It does not mean that, the women police and personnel will not be engaged in criminal investigation, law and order, counter-terrorism etc. which are hard in nature.

Police being a State Subject, the commitment of mainstreaming of women personnel lies with the State Governments. However an advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs whereby the States / UTs were requested to not to follow any distinction on allocation of duty on account of being women on normal circumstances. However, some flexibility could be provided on account of pregnancy, ill-

health, security in highly disturbed areas and very specific concerns. The practice of posting women on soft jobs like data entry operators, desk jobs etc. must be dropped and they should be exposed to all form of policing duties to promote gender mainstreaming.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **Recommendation Para No.2.8**

#### **TRAINING TO WOMEN POLICE PERSONNEL**

The Committee find that the women police personnel are imparted with the requisite training at par with their male counterparts in the Central Armed Police Forces. Police organisations of States also impart all the necessary training to their women police personnel. One of the training objectives of women police is to handle women demonstrators in a humane and sensitive manner. There is also a module included in the basic training for unarmed combat as well as weapons and physical fitness which is also being imparted to women police personnel. Besides, familiarization and sensitization programmes in various laws relating to crime against women such as rape, trafficking, child abuse, domestic violence etc., are also imparted to women police personnel. The Committee appreciate the steps taken by the Government to impart uniform training to women and male police personnel which will be a step forward in mainstreaming of women police personnel. They also recognise the non-discriminatory approach of various police organisations in encouraging the women police personnel to participate in various familiarization and sensitization programmes. The Committee expect the Ministry to undertake an impact assessment of their efforts and inform them accordingly.

#### **Reply of the Government**

Under the 'Training Intervention Scheme' during the current 5 year plan, BPR&D has undertaken a study on "assessment of impact of important training programmes

being run by States/UTs/CPOs". The process of selecting a private agency for outsourcing the job is in progress. Under this scheme impact of a number of training courses currently run in various State and Central Police Training institutes will be assessed. This also includes impact on women police personnel and the women specific training courses such as "Investigation of crime against women and gender sensitization". A copy of the ToR of this Project is enclosed herewith as **Annexure-V**

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **Recommendation Para No. 2.12**

#### **SEXUAL HARASSMENT/GRIEVANCES OF WOMEN POLICE PERSONNEL**

The Committee find that the guidelines and norms laid down by the Supreme Court against sexual harassment of women at work place in Vishaka Case are being scrupulously implemented in police organisations. All CAPFs have constituted the Complaints Committee to deal with the cases of sexual harassment of women police personnel. Further, to prevent the possibility of any undue pressure or influence from senior levels, a woman from Non-Governmental Organisation who is familiar with the issue of sexual harassment is also involved as member of the Complaints Committee. The Committee note that the Ministry have issued directions to all CAPFs to ensure time bound treatment of complaints received by women police personnel. The Committee also note that States are also according due importance to complaints of sexual harassment in the police organisations and striving to dispose off the complaints at the earliest. The Committee welcome the steps taken by the Ministry as well as the State Governments to sensitize the CAPFs and police organisations respectively to expeditiously deal with the complaints of sexual harassment at work place made by the women police personnel. Notably, the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Bill has been passed by both the Houses of Parliament and on 22 April, 2013, the President of India has accorded his assent to the



Bill. The Committee expect that the Ministry of Women and Child Development would notify the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 at the earliest. The Committee also urge the Ministry of Home Affairs to maintain a detailed record of State-wise complaints of sexual harassment of women police personnel at work place viz., the number of complaints received, disposed off and action taken against the charged official.

### **Reply of the Government**

All Central Armed Police Forces (CAPFs) are strictly following the guidelines of the Hon'ble Supreme Court regarding sexual harassment against women, and in this regard Complaints Committees have been setup at various levels to look into such complaints.

Disciplinary cases involving sexual harassment are being monitored through the returns and the meetings taken by the senior officers of the Ministry to ensure their earliest conclusion.

Any case of sexual harassment in CAPFs is viewed seriously and monitored for final disposal expeditiously by the Ministry.

Police being a State Subject, the commitment of mainstreaming of women personnel lies with the State Governments. However an advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs whereby the States / UTs were requested to deal any case of reported sexual harassment must be dealt in the strictest possible manner as per the recently enacted Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and stringent disciplinary action should be initiated. However to avert any such cases extensive gender sensitization training along with proper mechanism of monitoring internalization of spirit of such training must be evolved.

This act has been enacted very recently and ready data in this regard is not available with Ministry of Home Affairs. States / UTs have been requested to provide any available data and report is awaited.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **Recommendation Para No. 2.13**

#### **STRESS MANAGEMENT IN POLICE FORCES**

The Committee note that stress management is of great significance in the healthy working of all the police organisations. In this context, the Committee are informed that the Bureau of Police Research and Development (BPR&D) has been advised to undertake a study relating to various issues of stress management amongst women police personnel. They are also apprised that 214 police personnel had committed suicide in the country during the year 2012. The Committee further note with dismay that no statistical data is being compiled by the National Crime Records Bureau (NCRB) to scientifically evaluate the reasons for stress amongst police personnel leading to increase in the cases of suicide. Besides, the Committee have not been informed as to how many women police personnel had committed suicide due to stress and other duty-related problems. While expressing their dissatisfaction on the callous attitude of various police organisations for their inability to identify the causes of stress amongst the police personnel especially women and formulate effective policies, the Committee are of the strong view that long hours of duty and denial of leave are major factors for increase in stress amongst police personnel. The Committee, therefore, recommend that the Government should undertake a study for identifying the reasons for stress amongst the police personnel especially women and formulate pragmatic policies for effective stress management.

## **Reply of the Government**

Bureau of Police Research and Development had sponsored Research Studies on the subject and list of the complete Research Studies are as follows:

- Stress, Health and Performance : A Study of Police Organization in Uttar Pradesh (1993) by R.C.Tripathi, R K Naidu, K Thapa and S N Biswas, BPR&D
- Stress Management in the CPMFs (2005) by S R Mehra, Sharda Prasad and R C Arora, BPR&D
- Stress & Coping: A case of Orissa Police (1995) by P K Mishra, BPR&D Research Fellow

Another research study under Non-Plan scheme has been sponsored by BPR&D to Ms. Nitu D. Bhattacharya, DIG, CRPF on Women empowerment and future vision for Central Armed Police Forces. The draft report submitted by the researcher is under scrutiny. However, in one of the chapters namely, 'Women issues in Central Armed Police Forces (CAPF) - Ground Report' the problems faced by Women Police Personnel in CAPF have been discussed which are as below:

10. Duties and deployment
11. Training
12. Recruitment
13. Cadre policy
14. Promotion policy
15. Child care leave
16. Sexual harassment at workplace
17. Creche
18. Councilors

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

## **Recommendation Para No. 2.14**

### **UN RESOLUTION AND WOMEN POLICE PERSONNEL**

The Committee find that United Nations Security Council adopted a Resolution on 31 October, 2000 by reaffirming the important role of women in the prevention and resolution of conflicts, peace negotiations, peace building, peace keeping, humanitarian response and in post-conflict reconstruction. The Resolution calls upon all countries to allow increased representation for women at all levels. Juxtaposition of the UN Resolution with the ground realities in the country, the Committee note that in Liberia, the CRPF women contingent, which was the first women contingent to be deployed in the United Nations Peace Keeping Force, was very successful in view of the fact that women who are victims in riot affected areas are more comfortable talking to women police officers. The Committee appreciates the efforts of the Government to implement the UN Resolution by way of deploying their women police contingent to UN Peace Keeping Mission. The Committee further find that the key provisions of the UN Security Council Resolution 1325 are: increased participation and representation of women at all levels of decision making, attention to specific protection needs of women and girls in conflict, gender perspective in post-conflict processes, gender perspective in UN programming, reporting and SC missions and gender perspective and training in UN peace support operations. The Committee are of the firm view that if these five key provisions are implemented by the Member States in true spirit, the status of women police personnel will touch dizzy heights. Hence, the Committee urge upon the Government that the women police personnel should be given preference as part of the above UN Resolution implementation.

### **Reply of the Government**

#### Increased participation and representation of women at all levels of decision making

The Constitution of India attempts to remove gender inequalities by banning discrimination based on sex and class, prohibiting human trafficking and forced labor,

and reserving elected positions for women. The Government of India on several occasions has directed state and local governments to promote equality by class and gender including equal pay and free legal aid, humane working conditions and maternity relief, rights to work and education, and raising the standard of living.

In 1950, universal suffrage granted voting rights to all women regardless of caste, race, and income. In the last 60 years there has been steady increase in women participation in elections be it local bodies, Municipalities, Assembly or Parliamentary elections. In last few years, it has been observed that in some cases participation of women outnumber men in some elections. Election Commission of India (ECI) has sought to encourage voter registration among women and participation through education and outreach on college and university campuses.

Constitutional amendments (73rd and 74th) introduced women reservation amounting to 33% of seats in local governments for women. The Women's Reservation Bill (108th amendment) has been introduced in the Parliament to reserve 33% of Lok Sabha and Vidhan Sabha seats for women. The bill has yet to be passed by Lok Sabha and signed into law. However some States like Andhra Pradesh, Bihar, Chattisgarh, Jharkhand, Kerala, Maharashtra, Odisha, Rajasthan, Tripura and Uttarakhand have increased reservations to 50%.

The Government has already accorded high priority to the issue of gender disparity and undertaken a number of initiatives for socio-economic empowerment of Women to reduce disparity between men and women. The various Ministries under the Government of India have been implementing several schemes/programmes through State Governments/UT Administrations in order to improve socio-economic status of women and to increase their participation in various fields. Some of the initiatives are as follows:

- (i) Gender Budgeting, which aims at translating gender commitments in to budgetary commitments, has been adopted as a tool for mainstreaming gender

perspective at various stages of planning, budgeting, implementation, impact assessment and revisiting of policy/ programme objectives and allocations, with an objective of influencing and effecting a change in the Ministries' policies, programmes in a way that could tackle gender imbalances, promote gender equality and development and ensure that public resources through the Ministries budgets are allocated and managed accordingly;

- (ii) The Government of India has also introduced a Gender Budget Statement 20, an important tool for reporting allocations made for women in the Union Budget, with effect from 2005-06;
- (iii) A scheme called Support to Training and Employment Programme for Women (STEP) has been helping to ensure sustainable employment and income generation for marginalized and asset-less rural and urban poor women across the country;
- (iv) Rastriya Mahila Kosh (RMK) has been extending micro-finance services to bring about socio-economic upliftment of poor women;
- (v) National Mission for Empowerment of Women (NMEW) has been set up with the aim to strengthen the overall processes that promote all round development of Women.
- (vi) Rajiv Gandhi Scheme for Empowerment of Adolescent Girls-Sabla is being implemented for all-round development of adolescent girls of 11-18 years by making them self-reliant by facilitating access to learning, health and nutrition;
- (vii) Indira Gandhi Matritva Sahayog Yojana (IGMSY) has been contributing towards better enabling environment by providing cash incentives for improved health and nutrition to pregnant and nursing mothers.

Government of India has recently announced a new scheme namely 'Beti Bachao Beti Padhao' to be implemented by Ministry of Women and Child Development.

Attention to specific protection needs of women and girls in conflict

India does not accept presence of any armed conflict within territory of India in the sense in which it is defined under the international humanitarian law.

However there is ample protection for women within the ambit of existing legislations. The Ministry of Women and Child Development is running a number of schemes for upliftment of women namely; (i) Support to Training and Employment Programme for Women (STEP), (ii) National Mission for Empowerment of Women (NMEW), (iii) Women Empowerment & Livelihood Program in the Mid Gangetic Plain - Priyadarshini scheme, (iv) Swadhar- A scheme for women in difficult circumstances, (v) "Ujjawala"- a comprehensive scheme to combat trafficking and (vi) Food & Nutrition Board etc.. The details of these schemes are available in the Annual Reports of the Ministry, which are available in the Library of Lok Sabha Secretariat and also in the Ministry's website [www.wcd.nic.in](http://www.wcd.nic.in).

The schemes of National Mission for Empowerment of Women (NMEW), SAAHAS, Indira Gandhi Matritva Sahyog Yojana (IGMSY) and Assistance for Construction of Integrated Shelter / Home for vulnerable and marginalized women including single and destitute women are proposed to be implemented as components of Umbrella Scheme for Protection and Development of Women during the 12th Plan period. During 2014-15, Budget allocation has also been provided for implementation of new Scheme namely, Beti Bachao Beti Padhao Campaign.

The Ministry of Women and Child Development (MWCD), has proposed to establish an adequately equipped Crisis and Response Centres to assist and support women affected by violence at 660 locations in the country. The Centres are expected

to facilitate medical aid and police assistance, provide legal counseling/court case management, psycho-social counseling and temporary shelter, if required

Government of India adopted the National Policy for Children, 2013 on 26<sup>th</sup> April 2013. The policy reaffirms Government's commitment to the realization of all rights of all children in the country. The policy recognizes that every person below the age of 18 years as a child and that childhood is an integral part of life with a value of its own, that every child is a holder of universal, inalienable and indivisible rights and a multi-dimensional, integrated approach is necessary for the harmonious development of the child.

The Government is now implementing the Integrated Child Protection Scheme since 2009 across the country for rehabilitation and reintegration of children in difficult circumstance including children affected by armed conflict.

#### Gender perspective in UN programming

At the Central Level, a Mission Directorate and National Resource Centre for Women (NRCW) with gender experts has been set up to provide technical support to Ministry of Women and Child Development (MWCD), Government of India, other line Ministries and States on issues related to women. In the States, State Mission Authorities (SMA) have been constituted to serve as an apex body of the mission for policy guidance and oversight in the States. This body is headed by respective Chief Ministers/Administrators and includes Ministries of other relevant line departments as members with the Minister, Department of Women and Child Development as the convener.

The Mission aims to strengthen the processes which promote holistic development and empowerment of women, gender equality and gender justice through inter-sectoral convergence of programmes that impact women, forge synergy among various stakeholders and create an enabling environment conducive to social change. The focus areas of the Mission are to combat violence against women, improving child



sex ratio, prevent child marriage, address the issues related to trafficking, health & sanitation, economic empowerment and financial inclusion, etc. The State Resource Centre for Women (SRCW), Village Convergence cum Facilitation Centres (VCFC) is trained to focus their efforts towards the aforesaid target groups through policy and programmatic interventions.

The Key Strategies adopted are fostering Inter-sectoral convergence on issues related to gender and women empowerment between different line Ministries, Departments and functionaries; continuous efforts for building capacities of different functionaries on gender issues through training and sensitization programmes; undertaking research, review of schemes, programmes and legislations, and gender audits to support evidence based policy making; promoting economic empowerment of women through linkages between sectoral programmes related with skill and entrepreneurship development, micro-credit, vocational training and SHG development; awareness generation on gender issues and schemes and programmes meant for women; prioritizing issues related to gender through Panchayati Raj Institutions; women's collectives and community groups; using innovative communication channels for public education with objective to bring about behaviour change; developing convergence forums for women at different levels; strengthening delivery mechanisms for improving the outreach of schemes and programmes meant for women; collection, compilation and analysis of gender disaggregated data at different levels etc.

The target group includes, economically disadvantaged women in rural and urban areas, women belonging to socially backward communities (SC, ST, OBC) and religious minorities, vulnerable & marginalised women and women in difficult circumstances, women impacted by violence such as domestic violence, witch-hunting and acid attacks, women/girls affected by trafficking, women impacted by internal displacement, disasters and migration, homeless, destitute, elderly, differently-abled & single women and transgender persons, women living with HIV/ AIDS & other communicable diseases, elected women representatives of local bodies, adolescent girls and youth etc

Reporting and SC Missions and Gender Perspective and Training in UN Peace support operations

Government of India is nominating Lady Police Officers for deployment with various UN Mission abroad to supplement United Nation's global peacekeeping process. As on date there are 02 Lady Police Officers on secondment to UN Mission and 05 Lady Police Officers are deployed as UN CIVPOL Officers with various UN Missions abroad. In addition to this, one Female Formed Police Unit of CRPF comprising 111 female plus 14 male personnel are also deployed with UN Mission in Liberia.

In order to increase the 20% composition of Lady Police Officers with UN Missions, Ministry of Home Affairs has already sought the comments/views from the DsG of CAPFs, CPOs and the State/UT Administrations in this regard and further decision will be taken based on inputs received.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

### **CHAPTER III**

**OBSERVATIONS/RECOMMENDATIONS WHICH THE COMMITTEE DO NOT DESIRE  
TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT**

**-Nil-**

## **CHAPTER IV**

### **OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE**

#### **Recommendation Para No. 2.1**

#### **REPRESENTATION OF WOMEN IN POLICE FORCE**

The Committee observes that increasing the strength of women police personnel in the police force has engaged the attention of the Ministry of Home Affairs over the past decade and gradually the representation of women has shown an increasing trend in the police force. The Ministry has stated that even though 'police' and 'public order' are State subjects under the Constitution, their continual interventions and advisories to State/ Union Territories have created a positive impact. The Ministry has issued detailed advisories in September 2009 and in April 2013 to State Governments and Union Territories advising them to increase the representation of women in the police force to 33 per cent in view of the fact that women constitute 48.5% of the country's total population. The Committee also observes that increasing the number of women police personnel has been a recurring agenda in all the National Conferences for Women in Police. As on 1 January, 2012, the actual strength of women in police force in all the States and the Union Territories was 84,479 which is merely 5.33 per cent of the total combined strength of 15,85,117 police personnel. In fact, after the induction of women police personnel in the erstwhile princely State of Travancore for the first time in the year 1939, the progress on this count has found to be sluggish. Even though the pace of inducting women police personnel has picked up in the recent years, their representation is uneven across the States. The Committee are of the strong opinion that the very presence of women personnel in police stations could create a congenial environment for women who unfortunately become victims of crime or those who are from weaker sections of society to access police stations without inhibitions. The Committee, therefore, strongly recommends the Ministry to take all possible steps in

coordination with the State Governments to ensure that special recruitment drive is undertaken in all the States so that their representation is raised to the desired level of 33 per cent at the earliest. The Ministry should also work out modalities to ensure that various central grants/ funds which are being provided to States for modernization of their police force should be linked to the progress achieved by them in the increased representation of women police personnel. The Committee would like to be apprised of the action taken in this regard.

### **Reply of the Government**

As on 1-1-2013, strength of women police in the States/UTs is 97,518 against actual strength of 16, 60,666 (5.87%). 43<sup>rd</sup> All India Police Science Congress held at Patna, Bihar from 27 Feb, 2013 to 1 March, 2013 resolved that at least 4 women personnel be posted to each police station. Resolutions have been passed by all consecutive National Conference for Women in Police (NCWP) to increase women personnel in police. All these Resolutions have already been circulated to all the States/UTs. At present five States, namely Maharashtra, Rajasthan, Odisha, Bihar and Sikkim have 30% or more reservation for women in recruitment.

Ministry of Home Affairs has recently issued an advisory on 26<sup>th</sup> August, 2014 to States / UTs to conduct a Special Recruitment drive to increase number of women police personnel to 33%. Another advisory was also issued on 22<sup>nd</sup> April 2013 whereby the States / UTs were requested to raise the women representation in Police to 33%. Another advisory has been issued to all State Governments by Ministry of Home Affairs on 26<sup>th</sup> August, 2014 to increase women representation in police.

As per the provisional data available with BPR&D, the number of women police in various States along with increase over last year is appended below:

Sl. No.	States / UTs.	As on 1.1.2013 Published	As on 1.1.2014 Provisional	% age increase over previous year
1	Andhra Pradesh	2218	4,622	108.39
2	Chhattisgarh	2013	2,348	16.64
3	Goa	342	366	7.02
4	Gujarat	2056	2,691	30.89
5	Himachal Pradesh	1415	1,552	9.68
6	Jharkhand	1952	2,906	48.87
7	Karnataka	3643	3,682	1.07
8	Madhya Pradesh	3709	4,190	12.97
9	Manipur	1480	2,040	37.84
10	Odisha	3775	4,381	16.05
11	Rajasthan	5753	6,568	14.17
12	Sikkim	297	333	12.12
13	Uttar Pradesh	6491	7,238	11.51
14	West Bengal	1964	3,791	93.02
15	A&N Islands	432	445	3.01
16	Chandigarh	977	1,017	4.09
17	Daman & Diu	7	34	385.71
18	Delhi	5021	5,413	7.81

The recommendations of the Parliamentary Committee on linking of funds to the progress achieved by them in the increased representation of women police has been given due consideration but the concerned division has replied that at this point of time it is not feasible.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

**Comments of the Committee**  
(Please see Paragraph No 8 of Chapter I of the Report)

## **Recommendation Para No.2.6**

### **RESIDENTIAL ACCOMMODATION**

The Committee notes that the problem of non-availability of residential accommodation is one of the contributing factors for low in-take of women in police force. The Committee have been informed that out of 21.6 lakh sanctioned strength of State police force, 4.6 lakh personnel have been provided residential accommodation by the Government while 1.8 lakh personnel have been provided accommodation on lease, rent or from general pool. It has also been informed that out of the total sanctioned strength, 39.7% (6,976) officers have received housing facility against 28.4% (81,366) of upper subordinates and 29.5% (5,48,085) of lower subordinates. On the basis of statistical details provided by the Government, the Committee find that out of the total sanctioned strength of 21.6 lakh police personnel, a meagre 30 per cent (6.4 lakh) personnel have been provided with residential accommodation which in itself does not augur well of strengthening the police force in the country especially the women police personnel posted at far-flung areas. The Committee, therefore, strongly recommends that an effective housing policy should be devised by the Government to augment the availability of residential accommodation to be provided to the police personnel preferably near the place of posting. At the same time, possibility of introducing separate housing pool for women police personnel should also be explored by the Ministry in consultation with the various State Governments. The availability of funds should not stand as a hindrance in expanding the facility of residential accommodation to police personnel especially the women. The Committee would like to be kept informed about the progress made in this regard.

### **Reply of the Government**

This matter was also stressed upon in successive National Conferences for Women in Police and accordingly advisories were also sent through MHA to various States. In the meantime, BPR&D is also approaching 14<sup>th</sup> Finance Commission for

more housing units for police personnel. After the 14<sup>th</sup> Finance Commission, it will be upto the State Govt. to earmark such residential accommodations exclusively for women police personnel. At present many police stations in several States are run from rented accommodation. In that case it is not possible to construct residential accommodation. However an advisory was issued on 26<sup>th</sup> August, 2014 to States / UTs whereby the States / UTs were requested to provide residential accommodation on priority basis and wherever quarters are not available security verified rented accommodation should be made available.

As per data available with BPR&D, percent level of satisfaction of family accommodation of upper subordinates as on 1-1-2013 varied from 10.71% (in Manipur) to 100% (in Chandigarh). Similarly, for lower subordinates, it varies from 4.4% (in Manipur) to 80% (in Dadar & Nagar Haveli).

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

#### **Comments of the Committee**

(Please see Paragraph No 14 of Chapter I of the Report)

#### **Recommendation Para No.2.10**

### **NATIONAL CONFERENCE FOR WOMEN IN POLICE**

The Committee find that the National Conference for Women in Police is organized by the Bureau of Police Research and Development biannually (BPR&D) in collaboration with different States with a view to providing an opportunity to women police personnel of all ranks to interact on various core issues of topical interest. So far, five Conferences have been held for deliberating upon various core issues viz., a clear cut policy for the career development of women in police force, recognition of the leadership qualities and acceptance of the capabilities of women in police, recruitment policy to meet up the inequality in the male-female ratio, a friendly leave policy,



accommodation for women on priority basis, crèche facility for all units having women, transportation for the lower ranked women personnel, separate toilet facility at all units/offices, creation of mechanism for redressal of grievances at all units/offices etc. The Committee are informed that subsequent to the Conferences, the copies of the resolutions passed therein are circulated to all the States for implementation. Police being a State subject, States are expected to submit Action Taken Reports to the Bureau and the Ministry. However, the Committee are given to understand that so far all the States have not submitted Action Taken Reports to the Ministry. The Committee also understand that no time-frame has been prescribed for the States to submit the Action Taken Reports with regard to the recommendations/resolutions passed in the Conferences. The Committee to their dismay do not find the extant situation favourable to the expeditious implementation of recommendations made and resolutions passed in the Conferences. The Committee have serious apprehensions that if the State Governments lack the desired initiative to implement the recommendations passed in the Conferences concerning the well being of women police, the very purpose of organizing these Conferences seems defeated. The Committee, therefore, strongly recommend that the Ministry should formulate a mechanism to follow-up the progress made by the States in implementing the recommendations made and resolutions passed in the Conferences. The Ministry should also prescribe a specific time limit for submission of Action Taken Reports by the States on the recommendations made and resolutions passed in the Conferences so that the genuine problems of women in uniform are addressed in an eloquent manner. The Committee would like to be apprised of the action taken by the Ministry in this regard at the earliest.

### **Reply of the Government**

Six National Conference of Women in Police (NCWP) have been held so far :

7. New Delhi – 2002
8. Mussorie – 2005
9. PanchKula – 2009
10. Bhubaneshwar – 2010
11. Thrissur – 2012
12. Guwahati – 2014

Recommendations of all conferences are circulated to all DGPs of State / State Governments / Union Territories for appropriate action.

BPR&D has requested Heads of CAPFs vide letter no. 42 / 1 / 2013 – SPD / BPR&D dated 6<sup>th</sup> August, 2014 for submission of Action Taken Report (ATR) to this Bureau. Action Taken Report is awaited.

It is observed while preparing ATR for deliberation during the conference that several states and UTs do not submit their ATR on time. In 6<sup>th</sup> NCWP (2014), only 17 States/UTs had sent ATR. Following measures could be adopted to get speedy action:-

(a) Submission of ATR from State/UTs should be time framed.

Feedback of the participants of the 6<sup>th</sup> NCWP on various issues including working atmosphere, gender discrimination, placement, training, sexual harassment, grievance redressal, balancing personal and professional lives, Mahila Police Stations, care during pregnancy period, career planning and gender sensitization (Annexure-VI).

A survey was conducted on the participants of 6<sup>th</sup> National Conference of Women in Police (6<sup>th</sup> NCWP) comprising of women police of all ranks from all States/UTs/CAPFs on various issues of women police with a view to obtain consensus of opinion of the participants of 6<sup>th</sup> NCWP for the deliberations, proceedings and preparation of recommendations of 6<sup>th</sup> NCWP. Based on the feedback received from 111 out of 187 participants of 6<sup>th</sup> NCWP of all ranks, showed the following observations on various issues by women police personnel:-

(i) Work satisfaction – 86 % of the participants are satisfied with the work assigned and expressed their intent to do any kind of job which their male counterparts are doing. 7.2 % of participants are unsatisfied and rest did not reply.

(ii) Delegation of official work/duty/post – 27 % of participants felt that in some cases they are assigned less important post or duties just because of their gender while 63 %

of participants have negated and rest did not reply. Most of the senior women police officers have this feeling that they are denied active/important postings just because of their gender that is why their experience and professionalism is not considered.

(iii) Gender Sensitization / Discrimination – 37 % of participants have experienced some sort of gender discrimination in the force during their career while 66 % of participants feel to introduce gender sensitization in the force. 63 % (approx.) of participants have not felt any gender bias or discrimination in the force while need of introduction of gender discrimination in the police force is felt by 66.6 % (approx.), especially, when their male counterparts are working under senior woman police officer.

(iv) Support from male counterparts – 87.4 % (approx.) of participants has felt satisfaction over the support from male counterparts. While 10.8 (approx.) of participants have expressed dissatisfaction over the support from male counterparts and rest did not reply.

(v) Balance between professional and personal lives – 45 % (approx.) of participants find it difficult to manage their personal life satisfactorily with official work. While 44 % (approx.) of participants feel vice-versa and rest did not reply. Some common problems were identified among the participants while maintaining the balance between the personal and professional lives. All participants were of the opinion that introduction of crèche facilities/play school, for married women police personnel in duty, is a must.

(vi) Harassment / grievance redressal - 28 % of participants have admitted about the harassment by a male/female officer. While 51 % of participants have denied the same and rest did not reply. Only 5.40 % (approx.) of participants felt satisfaction in case of grievance redressal while most of the participants did not reply and only 14.4 % (approx.) felt dissatisfaction.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

#### **Comments of the Committee**

(Please see Paragraph No 20 of Chapter I of the Report)

## **CHAPTER V**

OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES  
OF THE GOVERNMENT ARE STILL AWAITED.

### **Recommendation Para No.2.9**

#### **GENDER SENSITIZATION**

The Committee note that the concept of gender sensitization is now being recognized by all the police organisations. As a sequel to this, gender sensitization has been made an integral part of basic training imparted to various ranks as well as in all in-service courses. Training on this aspect is also being imparted to the trainers so that they could efficiently disseminate the inherent principles of gender equality to the trainees. The Committee further note that BPR&D has also sponsored 107 workshops in various States/ CPOs/ CAPFs on gender sensitization and crime against women during the year(s) 2012-13 and 2013-14. During the examination of the subject by the Committee, it has also come out that the Ministry has constituted a Committee to review the training manuals of police personnel with a view to analyzing the entire gamut of gender sensitization with a new perspective. The Committee observe that despite the existence of problem of gender inequality in police organisations, the Government has done little in discharge of its responsibilities to achieve the objective of gender sensitization except organizing workshops and training. The responsibilities assigned in principle are efficacious to shape the entire police organisation in the country into its new and ideal incarnation by making it efficient, energized and ebullient. The Committee, therefore, strongly recommend that the Government should now shed its inhibition, laid back approach and be in the forefront of heralding a new era by way of gender sensitization in the entire police force. The importance of gender sensitization in police hold to the development of policing and police system in the country where women constitute 48.5% of the country's total population. The Committee also desire

that the report of the Committee constituted to review the training manuals of police personnel would be submitted and implemented in the right earnest. The Committee would like to be kept abreast of the steps taken by the Government to gender sensitize the police organisations in close coordination with the State Governments.

### **Reply of the Government**

The gender sensitization programme is an integral part of training modules of Sardar Vallabhbhai National Police Academy (SVPNPA) Hyderabad, North Eastern Police Academy (NEPA) Shillong, Bureau of Police Research and Development (BPR&D) New Delhi, Central Detective Training Schools (CDTS) and Police Training Institutes of Central Police Organisations (CPOs), Central Armed Police Forces (CAPFs) etc.

The gender issues are included in the curriculum through the integration of inputs on legal provisions of Indian Penal Code, Code of Criminal Procedure, Special laws relating to women and the role of police in preventing crimes against women and ensuring their safety. The tools and methodology used for the modules includes questionnaires designed to examine gender stereotypes, case studies related to cross-cutting gender issues such as constitutional rights, sexual offences, matrimonial offences and right etc.

The salient features of the Gender Sensitization Programme Training conducted by the Training Institutions/Academies are:-

- x. Extent of inequalities in the status of women and men in India,
- xi. Institutional analysis of gender relations with special reference to institutions of family, society and state,
- xii. Violence and crime against women, nature, extent and factors responsible for the same,

- xiii. Need and efforts made by Police for gender sensitization in policing,
- xiv. Legal provisions relating to violence/crime against women,
- xv. Role of National Commission for Women Gender and Law Enforcement,
- xvi. Handling victims of violence and crime,
- xvii. Case studies and case laws relating to violence/crime against women,
- xviii. Procedure for scientific aids to investigation of violence/crime against women

Basic Recruit Syllabus for Dy.SP has been prepared by the BPR&D which covers the required topics on crime against women & gender sensitization.

Basic Recruit syllabus for SIs and Constables has been prepared by the National Police Academy (NPA) and circulated to all States. The Syllabus also contains sections and topics on crime against women and Gender Sensitization. The process of revising the syllabus (SI and Constable) has been initiated.

Recently concluded 6<sup>th</sup> NCWP in Assam (2014) has also incorporated the concept of Gender Sensitization in its Recommendations as 'part of basic and other training for all police personnel including officers.' Recommendations of 6th NCWP has already been circulated to DGPs of all States/UTs and Heads of CAPFs vide letter No. 42/1/2013-SPD/BPR&D dated August 6, 2014 for submission of Action Taken Report (ATR) to this Bureau as early as possible.

During 2013-2014, BPR&D has sponsored Two-Day Workshop on Heinous Crime against Women – Sexual Assaults on Women by Professional hard Core Criminal Gangs held from Oct. 28-29, 2013 at the India Habitat Centre in New Delhi by BPR&D in collaboration with Institute of Conflict Management; an NGO and workshop on Safety and Security of Women held from December 12-13, 2013 at Bangalore by BPR&D in collaboration with Earth Secure, an NGO, Karnataka State Police, Deptt. of Women and Child Development, National Human Rights Commission for Women in view of growing national concern regarding violence against women and with a view to set benchmark for their safety and security

Apart from the above, BPR&D undertakes / has undertaken the following initiatives:

- (i) An advisory has been issued to all the States/UTs and CAPFs to organize in service training programmes and conduct seminars / workshops / symposiums in various police training institutions to sensitize police personnel on gender equality and treating women with dignity. BPR&D has also organized such workshops /courses in CDTs and CAPT Bhopal.
- (ii) BPR&D has also issued D.O. letters to Chiefs of Police of States/UTs, CAPFs and CPOs to organize workshops on Gender Sensitizations and investigation of Crime Against Women in various Police Training Institutes in order to sensitize police personnel. BPR&D is sponsoring such workshops. Till date 86 such workshops has been arranged.
- (iii) BPR&D has prepared the syllabus for 2 – 3 days workshops on the subject for state Police, CAPFs & CPOs and issued to all concerned.
- (iv) The course “Crime against Women” is a part of regular calendar of courses being organized every year in Central Detective Training Schools. In these courses, Investigating Officers are specially trained to investigate crimes committed against women.
- (v) BPR&D has been organizing 13 week course on Scientific Investigation in its CDTs where Investigation of rape cases is one of the modules and also has a 5 days syllabus.
- (vi) VIC for senior police officers on sensitization covering the subject was also conducted at RPA Jaipur during 2012.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

**Comments of the Committee**

(Please see Paragraph No 17 of Chapter I of the Report)

## **Recommendation Para No. 2.11**

### **ALL WOMEN POLICE STATIONS**

The Committee note that the concept of setting up of All Women Police Stations (AWPSs) has recently gained momentum and as on 1.1.2012, 499 Women Police Stations in the country have been established. The Committee find that the intention of establishing AWPSs lies in the fact that various issues like domestic violence, dowry harassment and girl child abuse could be eloquently tackled by women police personnel. However, the Committee find that there are divergent views amongst States in regard to setting up of AWPSs. For instance, Maharashtra have not established any AWPS and their focus is on strengthening each police station with increased deployment of women police personnel to tackle cases relating to crimes against women. The Committee also find that the National Police Mission Division of BPR&D has proposed to undertake performance audit of Women Police Stations by a professional body for assessing the requirements and suggesting improvements. While deliberating on this issue by taking into consideration the divergent views on the aspect of establishing AWPSs vis-à-vis deployment of more women police personnel in each police station, the Committee feel that if adequate number of women police personnel are deployed in each police station and the complaints of crimes against women are dealt with in an effective and efficient manner, there would be little justification for establishing AWPSs. The Committee, therefore, recommends that the performance audit of Women Police Stations proposed to be undertaken by a professional agency should be expedited and thereafter a conscious decision may be taken by the Government. The Committee would await the final outcome in the matter within six months of the presentation of the Report to the Parliament.



## **Reply of the Government**

Terms of Reference (ToR) have been prepared by the National Police Mission (NPM) Division of BPR&D (Annexure-VII). This Division of BPR&D is in the process of commissioning a study on the performance audit of all Women Police Stations observing all codal formalities. DAVP has been approached for publication of advertisement inviting the Expression of Interest (Eoi) for the task.

(M/o Home Affairs, O.M. No. 15011/90/2012-SC/ST-W(Pt-V) dated 29-09-2014)

**NEW DELHI;**  
**17 December , 2014**  
**26 Agrahayana, 1936 (Saka)**

**BIJOYA CHAKRAVARTY,**  
**CHAIRPERSON,**  
**COMMITTEE ON EMPOWERMENT OF WOMEN**

ANNEXURE - I

**Creche Facilities under Code Head – 50 Other Charges (Non Plan) (Rs. in crore)**

<b>Central Armed Police Forces (CAPFs)</b>	<b>BE 2013-14</b>	<b>RE 2013-14</b>	<b>Exp. As on 31.03.2014</b>	<b>BE 2014-15</b>
<b>Assam Rifles (AR)</b>	00.08	00.08	0.08	00.10
<b>Border Security Force (BSF)</b>	00.10	00.09	0.07	00.30
<b>Central Industrial Security Force (CISF)</b>	00.45	00.41	0.21	00.65
<b>Central Reserve Police Force (CRPF)</b>	00.50	00.45	0.09	00.50
<b>Indo Tibetan Border Police (ITBP)</b>	00.10	00.09	0.09	00.10
<b>National Security Guard (NSG)</b>	00.15	00.00	0.00	00.15
<b>Seema Sashastra Bal (SSB)</b>	00.42	00.15	0.14	00.42
<b>Total</b>	<b>01.80</b>	<b>01.27</b>	<b>0.68</b>	<b>02.22</b>

**ANNEXURE - II**

**NUMBER OF CRECHES AVAILABLE IN CENTRAL ARMED POLICE FORCES**

CAPFs	No. of Crèche available	No. of posted strength of female employees as on January,2014			% of posted strength of female employee as on January, 2014
		Gazette d	Non-Gazetted	Total	
<b>Border Security Force (BSF)</b>	86	90	2546	2636	1.11
<b>Central Industrial Security Force (CISF)</b>	13	40	5856	5896	4.77
<b>Central Reserve Police Force (CRPF)</b>	54	276	5650	5926	2.07
<b>Seema Sashastra Bal (SSB)</b>	8	38	1136	1174	1.58
<b>National Security Guard (NSG)</b>	0	6	46	52	0.57
<b>Indo Tibetan Border Police (ITBP)</b>	7	71	1063	1134	1.51
<b>Assam Rifles (AR)</b>	5	22	455	477	0.72
<b>Total</b>	<b>173</b>	<b>543</b>	<b>16752</b>	<b>17295</b>	<b>1.98</b>

**ANNEXURE - III**

The location-wise details of existing Crèches is given below (as on 31.03.2014) :

<b>CAPFs</b>	<b>Establishment and Location</b>	<b>Total No. creche</b>
<b>AR</b>	<ol style="list-style-type: none"><li>1. DGAR, Laitkor, Shilong</li><li>2. IG Hqr, Kohima, Nagaland</li><li>3. IG Hqr(south) Mantripukharim Imphal, Manipur</li><li>4. Ig Hqr (East), Srikona, Silchar, Assam</li><li>5. Assam Rifles Training Centre and school, Dimapur, Nagaland</li></ol>	5
<b>BSF</b>	<ol style="list-style-type: none"><li>1. STC Hamama,</li><li>2. SHQ Srinagar</li><li>3. SHQ Bandipur</li><li>4. 32 Bn, Akhnoor</li><li>5. 68 Bn, Panthree</li><li>6. 80 Bn, Sunderbani</li><li>7. 94 Bn, Indeshwar Nagar</li><li>8. 145 Bn, Mandir Mandi</li><li>9. 200 Bn, Lakhnoor</li><li>10. SHQ Rajouri</li><li>11. Ftr Jammu</li><li>12. 38 Bn, Derababananak</li><li>13. 45 Bn, Amarkot</li><li>14. 50 Bn, Khasa</li><li>15. 129 Bn, Rampura, Fazilka</li><li>16. 67 Bn, Ramtirath</li><li>17. 74 Bn, Ajnala</li><li>18. 117 Bn, Jalalabad</li><li>19. 137 Bn, Mamdot</li><li>20. 141 Bn, Madhopur</li><li>21. 143 Bn, K M S Wala</li><li>22. 163 Bn, Bhikiwind</li><li>23. 199 Bn, Khemkaran</li><li>24. 90 Bn Abohar</li><li>25. STC Kharkan camp</li><li>26. Ftr HQR Rajasthan</li><li>27. 06 Bn, Pokhran</li><li>28. 62 Bn, Ramgarh</li><li>29. 156 Bn, Nagaur</li><li>30. 116 Bn, Jaisalmer</li><li>31. 103 Bn, Jaisalmer</li><li>32. 153 Bn, Ramgarh</li><li>33. 194 Bn, Dabla</li><li>34. 08 Bn, Anupgarh</li><li>35. 52 Bn, Raisinghnagar</li><li>36. 112 Bn, Srikaranpur</li><li>37. 192 Bn, Sriganga Nagar</li></ol>	86

CAPFs	Establishment and Location	Total No. creche
	38. 56 Bn, Satarana 39. 172 Bn, Khajuwala 40. 123 Bn, Bikaner 41. 131 Bn/SHQ GNR, Gandhinagar 42. 78 Bn, Dantiwara 43. 30 Bn, Bhuj 44. 157 Bn, Bhuj 45. 136 Bn, Gandhidham 46. 99 Bn, Jalippa 47. 37 Bn, Barmer 48. 107 Bn, Magra 49. 171 Bn, Barmer 50. 03 Bn, Tagorvilla 51. 40 Bn, Kalyani 52. 173 Bn, Seemanagar 53. 20 Bn, Baishnabnagar 54. 91 Bn, Roshanbagh 55. 96 Bn, Patiram 56. 120 Bn, Govindpur 57. 82 Bn, Narayanpur 58. 14 Bn, Khagra 59. 121 Bn, Panjipara 60. 66 Bn, Kadamtala 61. 58 Bn, Radhabari 62. 48 Bn, Baiknunthpur 63. 22 Bn, Raninagar 64. 07 Bn, Talliguri 65. 17 Bn, Dhubri 66. 21 Bn, Gopalpur 67. 124 Bn, Roopnagar 68. 23 Bn, Praharinagar 69. 36 Bn, Dobasipara 70. 108 Bn, Shilling 71. 132 Bn, Dhanakgiri 72. 136 Bn, Masimpur 73. 142 Bn, Dholchera 74. STC C C Pur 75. 29 Bn, Salbagan 76. 51 Bn, Bagafa 77. 89 Bn, Gokulnagar 78. 110 Bn, Panisagar 79. 195 Bn, Fatikchera 80. 149 Bn, Kittampalayam 81. STC BSF Bangalore	

CAPFs	Establishment and Location	Total No. creche
	82. STS Bglr 83. Tigri, New Delhi 84. Tekanpur 85. Hazaribagh 86. Chhawla	
<b>CISF</b>	1. ASG Delhi 2. ASG Amritsar 3. ASG Ahmedabad 4. 5 <sup>th</sup> RB Ghaziabad 5. DMRC Delhi 6. ASG Chennai 7. RTC Arakkonam 8. ASG Kolkata 9. RTC Behror 10. NISA Hyderabad 11. NLC Neveli - PSU Creche 12. BSL Bokaro - -do- 13. RSP Rourkela - -do-	13
<b>CRPF</b>	1. 99 Bn Secrudrabad (AP) 2. 100 Bn Ahmedabad (Gujarat) 3. 101 Bn Allahabad (UP) 4. 102 Bn Mumbai (MS) 5. 103 Bn Wazirabad (Delhi) 6. 104 Bn Aligarh (UP) 7. 105 Bn Coimbatore (TN) 8. 106 Bn Jamshedpur (JKD) 9. 107 Bn Bhopal (MP) 10. 108 Bn Meerut (UP) 11. Gc Kootah (J&K) 12. GC Bantalab (J&K) 13. GC Srinagar (J&K) 14. RTC Srinagar (J&k) 15. GC-I Ajmer (Raj.) 16. GC-II Ajmer (Raj.) 17. GC New Delhi (New Delhi) 18. GC Gurgaon (HR) 19. GC Greater Noida (UP) 20. GC Jalandhar (PB) 21. GC Pinjore (HR) 22. GC Sonipat (HR) 23. 88 Bn New Delhi (New Delhi) 24. 135 Bn Gandhinagar (Gujrat) 25. 213 Bn Nagpur (MS) 26. GC Gandhinagar (Gujrat) 27. Bn Nagpur(MS)	54

CAPFs	Establishment and Location	Total No. creche
	28. GC Pune (MS) 29. GC Hyderabad (AP) 30. GC Rangareddy (AP) 31. GC Avadi (TN) 32. GC Pallipuram (Kerala) 33. GC Benglore (Karnataka) 34. GC Guwahati (Assam) 35. GC Khatkhathi (Assam) 36. GC Silcher (Assam) 37. GC Imphal (Manipur) 38. GC Agartala (Tripura) 39. GC Ranchi (Jkd) 40. GC Mukarnehghat (Bihar) 41. GC Muzaffarpur (Bihar) 42. GC Rampur (UP) 43. GC Lucknow (UP) 44. GC Allahabad (UP) 45. GC Amethi (UP) 46. GC Kathgodam (UK) 47. GC Bhubneshwar (Orissa) 48. GC Durgapur (WB) 49. GC Siliguri (WB) 50. GC Bilaspur(Chhatisgarh) 51. GC Raipur (Chhatisgarh) 52. GC Bhopal (MP) 53. GC Gwalior (MP) 54. GC Neemuch (MP)	
<b>SSB</b>	1. Frontier Hqrs Ranikhet 2. 57 <sup>th</sup> Bn Banbusa 3. SHQ Bongaigaon 4. 23 <sup>rd</sup> Bn Bhairabkunda 5. 17 <sup>th</sup> Bn Falakata 6. 41 <sup>st</sup> Bn Ranidanga 7. SSB Academy Srinagar 8. 25 <sup>th</sup> Bn Ghitorni	8
<b>NSG</b>	Nil	0
<b>ITBP</b>	1. SHQ, Dehradun (UKD) 2. ITBP Academy, (UKD) 3. M&SI, Auli (UKD) 4. Transport Bn, Chandigarh 5. 11 <sup>th</sup> Bn, Pegong (Sikkim) 6. 12 <sup>th</sup> Bn, Ramgarh (Haryana) 7. 50 <sup>th</sup> Bn, Ramgarh (Haryana).	7
	<b>Total no. of creches</b>	<b>173</b>

**ANNEXURE IV**

**INCREASE / DECREASE IN POLICE HOUSING EXPENDITURE IN 2012 – 13 AS COMPARED TO 2011 – 12 AND PERCENTAGE LEVEL OF SATISFACTION OF FAMILY ACCOMODATION**

SL	States / UTs	Total Police Expenditure (Rs. In crores)			Present level of satisfaction of family accommodation	
		2011 – 12	2012 – 13	Increase / Decrease	Upper Subordinates	Lower Subordinates
1	ANDHRA PRADESH	97.86	22.84	-75.02	50.00	50.00
2	ARUNACHAL PRADESH	0.53	11.8	11.27	40.77	19.39
3	ASSAM	5.70	20.36	14.66	16.69	15.75
4	BIHAR	112.17	12.57	-99.60	18.75	13.26
5	CHHATTISGARH	103.94	201.33	97.39	29.27	23.80
6	GOA	0.99	0.99	0.00	NA	NA
7	GUJARAT	105.50	193.26	87.76	0.00	0.00
8	HARYANA	0	0	0.00	17.98	13.56
9	HIMACHAL PRADESH	17.35	13.79	-3.56	18.24	29.65
10	JAMMU & KASHMIR	2.14	26.52	24.38	17.00	17.00
11	JHARKHAND	NA	6511.08	NA	12.00	15.00
12	KARNATAKA	95.62	88	-7.62	31.00	44.00
13	KERALA	20.00	0	-20.00	29.00	20.00
14	MADHYA PRADESH	40.29	96.62	56.33	29.23	39.44
15	MAHARASHTRA	3.00	16610.53	16607.53	19.59	158.48
16	MANIPUR	76.23	0	-76.23	10.71	4.40
17	MEGHALAYA	7.59	7.78	0.19	48.34	25.87
18	MIZORAM	14.28	0.35	-13.93	23.97	22.35
19	NAGALAND	0	0	0.00	45.67	17.00
20	ODISHA	117.98	189.87	71.89	22.16	18.14
21	PUNJAB	51.49	36.71	-14.78	22.76	17.59
18.	RAJASTHAN	97.22	97.43	0.21	29.04	46.38
23	SIKKIM	0.4	1.98	1.58	30.00	15.00
24	TAMIL NADU	130.68	101.73	-28.95	29.90	43.91
25	TRIPURA	4.10	0	-4.10	31.75	26.36
26	UTTAR PRADESH	25.35	283.03	257.68	50.00	65.00
27	UTTARAKHAND	11.76	0	-11.76	24.00	23.00
28	WEST BENGAL	7.59	5.57	-2.02	32.40	23.53
29	A & N ISLANDS	3.72	1.38	-2.34	48.25	38.60



<b>30</b>	<b>CHANDIGARH</b>	<b>3.86</b>	<b>2.26</b>	<b>-1.60</b>	<b>100.00</b>	<b>30.50</b>
<b>31</b>	<b>D &amp; N HAVELI</b>	<b>0.00</b>	<b>1.2</b>	<b>1.20</b>	<b>93.75</b>	<b>80.45</b>
<b>32</b>	<b>DAMAN &amp; DIU</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>26.00</b>	<b>45.87</b>
<b>33</b>	<b>DELHI</b>	<b>29.25</b>	<b>24.5</b>	<b>-4.75</b>	<b>35.51</b>	<b>15.58</b>
<b>34</b>	<b>LAKSHADWEEP</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>55.00</b>	<b>53.00</b>
<b>35</b>	<b>PUDUCHERRY</b>	<b>2.40</b>	<b>2.86</b>	<b>0.46</b>	<b>32.99</b>	<b>37.54</b>
<b>ALL INDIA</b>		<b>1188.99</b>	<b>24566.34</b>	<b>23377.35</b>	<b>1121.72</b>	<b>1109.40</b>

..... Source NCRB, Crime in India, page 89

## ANNEXURE V

Assessment of Impact of important/selected training programmes being run by states/UTs/NPA/NEPA/BPR&D/CIAT schools.

Objectives: To evaluate the content and methodology of various training programmes to find out whether these programme are need based and being delivered efficiently. Secondly, it would be evaluated as to whether the training leads to improvement in field performance or not.

**The firm will meet 20-25 trainees, 8-10 trainer, 20-25 public/other & 5- supervisory officer under whom they are placed in field for each of the course in five States(to be intimated by BPRD & D).**

S.No	Name of Institute	Name of course/events to be covered	No of courses to be covered	No of States
01	NPA	a) Basic training for IPS officer b) Induction course from State Service into IPS c) Mid career training programme(MCTP for IPS officer)	01 01 03	05
02	CDTS	a) 13 weeks course on advance forensic science(Firm will visit all the % CDTSs were the said course is conducted.  b) (i) Investigation of terrorist crime and post blast investigations (ii) Investigation of cyber crime against and mobile forensics (iii) Investigation of crime against women and gender sensitization (iv)Drug law enforcement (v)Investigation of economic offences vi)Organized crimes	1 No  6 Nos	05
03	Various Institutes/ Academies in India(Sponsored by BPR&D)	Vertical Interaction Courses  <u>Theme</u> I)Main current in Indian Foreign Police ii) Image Building behavior pattern of the Police & people friendly  <u>Institute</u> Foreign Services Institute, New Delhi  a)Administrative Staff college of India, Hyderabad b) RPA Jaipur	10 Nos	05

		<p>iii)Recent advances in forensic science &amp; including cyber &amp; mobile forensic</p> <p>iv) The role of technology in crime and crime prevention</p> <p>v) National Security challenges and the Police response</p> <p>vi) Public order profile</p> <p>vii) Ethics, accountability corruption and governance</p> <p>viii) Disaster Management</p> <p>ix)Tactical preparedness for counter terrorism</p> <p>x)Traffic Management</p> <p>xi) Gender Sensitization</p> <p>xii)Law and Justice</p> <p>xiii) Leadership &amp; Building High Performance teams</p>	<p>a) Gujarat Forensic Sciences University Karai, Gandhi Nagar</p> <p>b)NICFS</p> <p>c)NPA</p> <p>IIT Mumbai</p> <p>a) IB Training school, New Delhi</p> <p>b) GPA</p> <p>c)IDSA</p> <p>a ) ISA CRPF, Mount ABU</p> <p>a) CBI Academy</p> <p>b)Amity university</p> <p>c) IC centre for governance, Panchgani</p> <p>d)Uttaranchal Academy, Nainital</p> <p>a) Uttaranchal Academy , Nanital</p> <p>a) Sher-e- Kashmir, Udhampur, J&amp;K</p> <p>a) IRTE Faridabad</p> <p>a) Tata Institute of Social sciences, Mumbai</p> <p>a) Indian Institute of Legal studies, west Bengal</p> <p>b) NALSAR, Hyderabad</p> <p>a) Xavier Institute of Management, Bhubaneswar</p>		
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04	Sponsored by BPR&D in 8 Training Institutes (IRTE, RPA, HPA,KPA, PPA,KTDC Tripura, SWSPA west Bengal, Biju Patnaik state Police Academy, Odisha)	Specialized Investigator course (10 topics in each of 8 Academies)  (i) Investigation of murder/homicide cases (ii) Investigation of cyber crime (iii) VIP security (iv) Investigation of economic crime cases (v) Interrogation techniques (vi) Weapons & Tactics (vii) Bombs & explosives (viii) Advance forensic science (ix) Investigation of traffic accident cases (x) Advance Technology in forensic science	10 Nos	05
05	CIAT Schools (all 17 schools In % States of Assam, Odisha, Bihar, Chhattisgarh & Jharkhand)	8 weeks training programme conducted by 17 CIAT schools in 5 States	1 No	05
06	NEPA	a)Basic course for SI b)Basic course for Dy SPs.	2Nos	05

### Methodology

- (i) Obtain feedbacks from superior officers, trainers and other stake holders (public participants in field) on the impact of training in their performance. The sample size will be as under :-

Sl.	Stakeholder	Sample Size each type
1.	Trainees	20-25
2.	Instructors	06-08
3.	Supervisor(under Whom he is performing duties after attending the course) a)Inspector/SI b)Dy SP c) SP/Addl SP d)DIG/IG	04-05 02-03 02-03 01-02
4.	Public (Complaints, Accused, Witnesses) Media etc	10-15
5.	Others (Prosecutor, Defense lawyers, judges, Doctors, forensic Scientists etc	04-05

### **Output I**

- I) Develop parameter/guidelines to study the impact and evaluation of the training programmes and its approval by BPR&D.
- II) List out existing tools available in India and abroad for impact and evaluation of training programmes.
- III) Develop/ standardize tools for measuring impact of training and its approval by BPR&D.

### **Output II**

Bases on above tools out impact assessment of various training programmes to find out:-

- i) Whether training programmes are need based or not
- ii) Whether the trainers and outsourced factually have the requisite skill, knowledge, passion and field experience.
- iii) Sufficient hands on practical exposure given or not.
- iv) Availability of training aids/exposure given or not.
- v) Adequacy or shortage of training material in various training institutes.
- vi) Changes required in syllabus, curriculum and duration. Consultant firm should provide revised syllabus, its duration and weekly schedule for each training programme.

### **Output III**

Develop parameters and tools for evaluation of field performance:-

- i) Examine/study whether the training leads to improvement in field performance or not. If no reasons for it.
- ii) Suggest measure to improve field performance.

### **Output IV**

- i) Develop Process/mode of evaluation of training and suggest tools for evaluation of training programmes by the respective Training Institute or Training division of the State.
- ii) Develop detailed proformas for
  - (a) Feedback Performa for trainees, trainers and supervisory officer and public.
  - (b) Evaluation of training programmes .

**Timetable and Reporting Arrangements, Budget and Payment and Disbursements conditions**

Year	Activity	Percentage of payment to be made
Year 1 2014-15	Inception report within one month of award of work	5%
	•Develop parameters and tools to assess the impact of training Programmes.(Output-1)	5%
	•Carry out study to assess the impact of various training programmes of NPA(5 programs) and submit report comprising outputs 2&3 and its validation.	15%
	•Carry out study to assess the impact of training at CIAT schools and submit report comprising outputs 2 & 3 and its validation.	10%
Year 2015-16	•Carry out study to assess the impact of training in CDTs (6 Programs) submit report comprising outputs 2 & 3 and its validation.	15%
	•Carry out study to assess the impact of training by BPR & D under Specialist investigator Courses (10 programs)and submit report Comprising outputs 2& 3 along with validation.	15%
Year 3 2016-17	•Carry out study to assess the impact of training by BPR&D under VIC (10 Programs) Submit report comprising outputs 2 & 3 and its validation.	15%
	•Carry out study to assess the impact of training by NEPA submit report comprising outputs 2 & 3 and its validation.	10%
	•Output 4 & its Validation	5%
Final Report		5%

Feedback of the participants of the 6<sup>th</sup> National Conference for Women in Police on various issues related to Women Police Personnel.

QUESTIONS	Constable			Head Constable			Asst. Sub. Inspector			Sub – Inspector			Inspector			Dy. S.P.			S.P.		D.I.G.			I.G.			Add. D.G.			D.G.			Total			
	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	
Have you attended the Women in Police Conference before	1	18	2	3	13				12		7	9		1	5		5	12	1	7		1	1		2			3	1		1			27	78	3
Are you happy with the official work you do	17	2	2	15	1		10	1	1	16			5	1		17	1		1		1	1		2			4			1			96	8	3	
Do you feel your department and male colleagues are supportive in work	16	4	1	16		4	11	1		14	2		6			15	3		1		1	1		2			4			1			97	12	5	
Do you think Policemen require gender sensitization	12	6	3	9	6	1	5	4	3	9	3		3		3	16	2				1	1		2			4			1			74	22	10	
If ever worked under senior woman police officer what has been your experience? Do you think they also need gender sensitization	7	10	3	6	8	1	5	4	1	8	7	1	4	1	1	6	10	2	7		1	1		2			2		2				46	48	12	
Have you felt any sort of gender discrimination in your career	5	14	2	2	13	1	4	5	3	9	5	2	3	13		7	12		6			2		1			4			1			42	70	8	
Do you think you have ever been given a less important post just because you are a woman	4	14	3	2	13	1	3	8	1	5	7	1	4	2		5	13		10			2		1			3	1		1			30	70	6	
Have you been denied an active posting only because you are a woman	3	14	4	0	15	1	1	10	1	5	9	2	2	3	1	5	11	2	10	1		2				1	4			1			22	74	13	
Do you think you need training to be more professional	13	5	3	10	4	2	7	4	1	2	1		3		3	11	6	1	2	1	2			1	1		3	1			1		61	25	11	
Have you ever been harassed by male / female officer	2	16		2	13	1	2	5	5	14	8	1	1	2	2	2	1	15	6	1		2			2		2	2		1			32	57	25	
If yes																																				
Have you complained	1	2		2	1		1	2	8	3	3	1	1	3	3	1	2	15	4	7							2		2	1			13	17	36	
Was it properly enquired			2	2	1	1		2	8	3	3	3	2	1	3	2	1	15	3	9							1	1	2		1		10	13	43	

QUESTIONS	Constable			Head Constable			Asst. Sub. Inspector			Sub – Inspector			Inspector			Dy. S.P.			S.P.		D.I.G.			I.G.			Add. D.G.			D.G.			Total		
	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply
Did you get proper grievance redressal		2		2	3	1		2	8		2	4	1	1	4	2	1	15	3	9							1	1	2		1		6	16	43
Are you satisfied with the system in addressing grievances problems		2		3	1		2	8		1	5		2	4	2	1	15	4	8							1	1	2		1		3	17	43	
Do you think that you were given duties which were too difficult for women	2	15	4	2	13	1	1	11		5	11		1	5	1	1	17		10		1	1		2			4		1		15	90	6		
Did you find it difficult to manage your personal life satisfactorily with official work	6	11	4	7	8	1	5	6	1	10	3		2	3	1	9	8	1	5		1	1		2		2	2		1		50	49	8		
Do you think your work made you sacrifice your family life	9	10	2	7	8	1	5	3	4	8	7		1	3	1	10	6	2	1	1	2		2		3	1		1		56	41	11			
Have you been denied any welfare / facilities due to you ?	5	13	3	3	13		1	10	1	3	8		2	3	1	2	16		10	1	1	1		2			4		1		18	81	6		
Have you ever resorted to unfair means to get the post you wanted	2	17	2	2	13	1		9	3	2	8	2	1	5			18		12		1	1		2			4		1		8	90	8		
Have you ever requested for easy duties in official work	2	18	1	3	13			12		1	14		1	5		1	15	2	11		1	1		2			4		1		9	96	3		
Being in police, do you see a net-advantage (A) or disadvantage (B)	12		9	8	2	6	7	1	3	1	1	2	3	1	5	14	2	2	0	1	1	1		1		1	1	2	1		59	10	30		
Being in Police, do you think that you are not assigned many jobs which you could also do	5	13	3		15	1	4	6	2	4	9	2	2	3		5	11	2	8	1		2		2		4			1		27	70	11		
Do you think that in spite of being a woman you are forced to take up tasks not suitable to you?	3	15	3	2	13	1	2	10		5	9	1	1	5		1	14	3	11		1	1		2		1	3		1		17	84	8		



QUESTIONS	Constable			Head Constable			Asst. Sub. Inspector			Sub – Inspector			Inspector			Dy. S.P.			S.P.		D.I.G.			I.G.			Add. D.G.			D.G.			Total			
	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	
Are woman police constables posted in Special Units such as CBI/CID, Special Branch, PHQ etc. in your State / Organisation	16	3	2	13		3	9		1	11		3	4		2	13		2	1	2	1		1	1	1		3	1			1			80	7	16
If no, do you think it is needed	5	1	15	3			4		7	2	2	10			6	6		11		9					1	3		1			1			26	3	61
If yes, then do you think it is a successful arrangement	13	5	3	12	1	1	9	1	2	4	1	5	3		3	14	1	3		3	1			1		3		1	1				70	9	21	
Do you recommend of Mahila Police Stations	15	3	3	12	1	3	12			10	5		6			13	2	3	3		2			1		1	2	2		1			83	16	10	
Do you think there should be a counseling system for woman police personnel	17	3	1	13	2	1	9	1	2	13	2	1	6		1	17	1				1	1		2		4			1			95	10	6		
Do you think the toilet facilities / rest rooms in your work place are sufficient	7	12	2	10	4	2	6	6		4	13		3	3		20			6	1	2				1	1	1	3		1			58	49	6	
Are you satisfied with the present uniform you wear	16	4	1	15	1		11	1		15	2		6			15	2	1	4	1	1			2		4	3		1			93	17	3		
Do you think the uniform of women police should change	3	16	2	2	13	1	1	9	2	1	13	2		5	1	2	12	2	5		1	1			1	1	1	3		1			18	79	11	
Did you have a happy pregnancy / nursing period ? (if applicable)	6	5	10	10	1	5	6	2	4	4	3	4	4		2	5	4	9	2	5	1	1		2		4			1			48	18	39		
Do you think this conference is beneficial to you	17	2	2	15	1		10		2	12			6			13		5			1	1		2		4			1			93	4	9		
Do you have the opportunities and awareness for career planning and progression	16	2	1	12	4		9	1	2	10	6		3	2	1	11	4	3	5		2			2		3	1			1			75	26	7	

QUESTIONS	Constable			Head Constable			Asst. Sub. Inspector			Sub – Inspector			Inspector			Dy. S.P.			S.P.		D.I.G.			I.G.			Add. D.G.			D.G.			Total			
	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	Yes	No	No Reply	
Are you given a lead role which involves decision making in official work?	5	13	3	6	7	3	6	3	3	7	7	1	4		2	14	2	2	2	1	1	1		2			4			1			59	35	15	
Do you feel that you know fully about your rights and duties	14	4	3	12	4		8	4		7	4		3	2	1	13	4	1	1		1	1		2			4			1			76	24	5	
Do you think lack professional competence to handle field posts	9	9	3	5	9	2	1	8	3	5	9	2	2	1	3	2	15	2	8	1	1	1		2	2		4			1			30	67	16	
If you get call from public at midnight for help will you respond	16	1	1	15		1	12			10	1	2	5		1	16		1			1	1		2			4			1			94	3	6	
At 11:45 PM breaks, residential area is flooded suddenly. You are just back from 48 hours of continous duty. You get a call saying that a child is being washed away. What will you do?	14		7	15		1	11		1	2			3		3	16		2			2			2			4			1			82	0	14	
A lady police woman friend of yours is angry with a male superior over duty hours. She makes a false complaint of sexual harassment and cites you as witness. She urges you to support her as her best friend and colleague. What will you do?	8	8	5	7	7	2	4	8	1	3	11	1	5	4	1	5	10	3	9			2			2			1	3		1			36	65	13

**COMMITTEE ON EMPOWERMENT OF WOMEN (2014-2015)**

**MINUTES OF THE FIFTH SITTING OF THE COMMITTEE HELD ON  
TUESDAY, THE 16<sup>th</sup> DECEMBER, 2014**

The Committee sat on Tuesday, the 16<sup>th</sup> December, 2014 from 1500 hrs. to 1600 hrs. in Main Committee Room, Parliament House Annexe, New Delhi.

**PRESENT**

**Bijoya Chakravarty** - Chairperson

**MEMBERS**

**LOK SABHA**

2. Kum. Sushmita Dev
3. Smt. Rama Devi
4. Smt. Rakshatai Khadse
5. Smt. Poonamben Maadam
6. Smt. Anupriya Patel
7. Smt. Jayshreeben Patel
8. Smt. Rita Tarai
9. Smt. P.K. Sreemathi Teacher
10. Smt. Savitri Thakur
11. Smt. R. Vanaroja

**RAJYA SABHA**

12. Smt. Jharna Das Baidya
13. Smt. Vandana Chavan
14. Smt. Bimla Kashyap Sood
15. Shri A. V. Swamy
16. Smt. Wansuk Syiem

**SECRETARIAT**

1. Smt. Anita Jain - Joint Secretary
2. Shri S.C. Chaudhary - Director
3. Smt. Reena Gopalakrishnan - Deputy Secretary

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee.

3. The Committee then took up the following draft Reports for consideration:

(i) \*\*\* \*\*

(ii) Draft Action Taken Report on the action taken by the Government on the recommendations contained in their Twenty First Report (Fifteenth Lok Sabha) on the subject, 'Working Conditions of Women in Police Force'.

4. After some deliberations, the Committee adopted the Draft Report with some changes and authorized the Chairperson to finalize the Reports and present the same to the Parliament.

5. \*\*\* \*\*

*The Committee then adjourned*

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\*\*\*Matters not related to this Report

## APPENDIX II

(Vide Para 4 of the Introduction)

### ANALYSIS OF ACTION TAKEN BY GOVERNMENT ON THE RECOMMENDATIONS CONTAINED IN THE TWENTY FIRST REPORT (FIFTEENTH LOK SABHA) OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2012-2013) ON 'WORKING CONDITIONS OF WOMEN IN POLICE FORCE'.

(i)	Total No. of Recommendations	14
(ii)	Observations/Recommendations which have been accepted by the Government:	09
	Para Nos. 2.2, 2.3, 2.4, 2.5, 2.7, 2.8, 2.12, 2.13, 2.14	
	Percentage	64.28%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies of the Government:	00
	Nil	
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee	03
	Para Nos. 2.1, 2.6, 2.10	
	Percentage	21.42%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	02
	Para Nos. 2.9 and 2.11	
	Percentage	14.28%