

F.No.VI-21011/27/2014-PM-1
Government of India
Ministry of Home Affairs
Police Modernization Division

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Dated 21st May, 2014

To.

1. The Chief Secretaries of all States.
2. The Home Secretaries of all States
3. The Director General of Police of all States

Sub: Provision of Basic Infrastructure Amenities for Women Police Force - Implementation of the Scheme for Modernization of State Police Forces for five years w.e.f. 2012-13 to 2016-17, - Guidelines to State Governments- regarding .

Sir/Madam,

The Ministry of Home Affairs has issued advisories from time to time to State Governments and Union Territories instructing them to increase the representation of women in the police force up to 33% to address the specific needs of women in the fast changing society. The combined efforts of the Central and various State Governments/UTs are encouraging in this regard and the percentage of women police personnel is increasing gradually. The Parliamentary 'Committee on Empowerment of Women' has stressed to make presence of women police personnel more visible vis-à-vis their male counterparts so that the gender issues at the local level are addressed more emphatically.

2. Apart from adequate representation of women, there are many other issues relating to the working conditions at their work places. The inherent police work requires long working hours and involves outdoor activities such as patrolling, security duty on special occasions, touring in and outside the district/States and crime control etc. It is difficult for women police officials to keep a balance between the household essential duties and professional activities without a robust organizational and infrastructural support by the Government for a stress-free working environment.

3. State Governments are required to evolve a uniform policy for establishing facilities at the work place so as to mitigate the problems faced by them during the long working hours.

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4. Under the scheme 'Modernization of State Police Forces', the Central Government is providing 'Grant-in-Aid' to State police forces to overcome infrastructural deficiencies identified over the years. Guidelines to prepare State Action Plans both for plan and non-plan components have been issued in March 2014. Detailed instructions about the items to be funded under the Plan head of the scheme has also been issued vide this Ministry's letter No.21011/23/2013-PM-1 dated 28th February, 2013.

5. Though, the funds provided under the scheme are not adequate to meet emergent requirements and to address all deficiencies in one go, but a systematic approach to equally distribute the available resources may facilitate the women police personnel to a large extent and make the working environment more amenable for them.

6. You are therefore requested to include the following proposals along with other demands for women police personnel in your State Action Plan for the year 2014-15 on priority -

- At existing Police Stations, Outposts and Barracks, a provision must be made for suitable toilets facilities for women police personnel including separate hand washing and shower facilities 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 the women 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 toilet.

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 Force must also be made.

7. Kindly send the Annual Action Plan accordingly for consideration of the High powered Committee of the Ministry of Home Affairs within 15 days, so that timely release of funds could be ensured.

Yours faithfully,



(Sneh Lata Kumar)

Secretary (Border Management)