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**PARLIAMENT OF INDIA
LOK SABHA**

**COMMITTEE ON EMPOWERMENT OF WOMEN
(2010-2011)**

(FIFTEENTH LOK SABHA)

SIXTH REPORT

'WOMEN IN PARAMILITARY FORCES'



सत्यमेव जयते

**LOK SABHA SECRETARIAT,
NEW DELHI**

December, 2010/Agrahayana, 1932 (Saka)

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COMMITTEE ON EMPOWERMENT OF WOMEN
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Presented to Lok Sabha on 3rd December, 2010

Laid in Rajya Sabha on 3rd December, 2010



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COMPOSITION OF THE COMMITTEE ON EMPOWERMENT OF WOMEN (2010-2011)

Hon'ble Chairperson - Shrimati Chandresh Kumari

MEMBERS

LOK SABHA

2. Shrimati Shruti Choudhary
3. Shrimati Ashwamedh Devi
4. Shrimati Rama Devi
5. Shrimati Jyoti Dhurve
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29. Dr. C.P. Thakur
30. Dr. Prabha Thakur

SECRETARIAT

1. Shri S. Bal Shekar Additional Secretary
2. Shri C.S. Joon Director

INTRODUCTION

I, the Chairperson of the Committee on Empowerment of Women (2010-2011) having been authorised by the Committee to submit the Report on their behalf, present this Sixth Report (Fifteenth Lok Sabha) of the Committee on the subject 'Women in Paramilitary Forces'.

2. The Report is based on the inputs received from the Ministry of Home Affairs. The Committee on Empowerment of Women took oral evidence of the representatives of the Ministry of Home Affairs on 17th May, 2010 and 22nd June, 2010.

3. The Draft Report was considered and adopted by the Committee at their sitting held on 2nd December, 2010. The Minutes of the sittings form Part II of the Report.

4. The Committee wish to express their thanks to the Ministry of Home Affairs for placing before them material and information in connection with the examination of the subject and giving evidence before them.

5. For facility of reference, the Observations and Recommendations of the Committee have been printed in thick type in the body of the Report.

NEW DELHI
2nd December, 2010
11 Agrahayana, 1932 (Saka)

SMT. CHANDRESH KUMARI
CHAIRPERSON
COMMITTEE ON EMPOWERMENT OF WOMEN

REPORT

A. INTRODUCTORY

1. The Central Reserve Police Force (CRPF) has its origin on 27th July, 1939 at Neemuch as the Crown Representative's Police. The primary task of the force was to help the princely States to preserve "Law and Order". The force was also utilized for guarding the German and Italian detainees, tackling of the Hur menace in 1942, anti-dacoity operations in Central India etc.

2. "Crown Representative's Police" was raised as a sequel to the political ferment and the Prajamandal agitations in the princely States of India. Following the Madras resolution of All India Congress Committee in 1936, and the ever growing desire of the Crown Representative to help the vast majority of the native states, to preserve law and order, as a part of the imperial policy in the East.

3. The Force proved its worth during the amalgamation of princely states into Indian Union in its nascent state of independence. The Force was used to discipline the rebellious princely states of Junagadh, and the small principalities of Kathiawar who had resisted to join the India Union. It thus helped averting the possibility of creating Pakistani pockets in the Indian mainland.

4. The Independence of the country marked an important watershed in the life of the Force which was renamed as the Central Reserve Police by an Act of Parliament on 28 December, 1949. This Act constituted the CRPF as one of the Armed Forces of the Union. Sardar Vallabhbhai Patel, the then Union Home Minister visualized a multidimensional role for it in tune with the changing needs of the newly independent nation. The Force was presented colours on 19th March 1950 by Sardar Patel.

5. Under the Government of India (Allocation of Business) Rules 1961, the Ministry of Home Affairs has the following constituent Departments:-

Department of Internal Security, dealing with the Indian Police Service, Central Police Forces, internal security and law & order, insurgency, terrorism, naxalism, activities of inimical foreign agencies, rehabilitation, grant of visa and other immigration matters, security clearances, etc.

B. POLICY OF RECRUITMENT OF WOMEN IN POLICE

6. The National Police Commission has dwelt on the issue of women police in depth in Chapter XLII of their report. The growing need of women police and the duties and the role women police can play have been highlighted. The NPC has recommended that:-

“43.133 Women police need to be recruited in much larger numbers than at present, preferably in the ranks of Assistant Sub-Inspectors or Sub-Inspectors of Police rather than in the rank of Constables. Assistant Sub Inspectors and Sub-Inspectors should be graduates preferably with diploma in social work. Provision should be made for recruiting the widows of police men killed in action provided they are otherwise fit and qualified for the appropriate grade of Constable, Assistant Sub Inspector or Sub-Inspector. Residential accommodation and rest and retiring rooms for them should, as far as possible, be located near the place of work. (Para 42.15)”

“43.134 In order to have a greater involvement of women police in police administration as well as to provide equal opportunities to them, they should be recruited in vacancies in general duty posts after careful estimation of requirements of women police in the force on the basis of analysis of factors such as population, incidence of crime by women and Juveniles etc. Women police should not constitute a separate branch of the police with recruitment and promotion confined to women in that branch only. Women police is considered essential for cities, the urban police stations and thickly populated areas. (Para 42.17)”

7. Padmanabhaiah Committee recommended:

- i) Conscious efforts should be made to increase the percentage of women police to 10% in the coming few years.
- ii) There should be a proper evaluation of the working of ‘all-women-police stations’.
- iii) In all big police stations, there should be at least 2 women police constables posted.

8. In 2001, the Central Government organized series of training courses in the States for police women for police their personality development and self development with a view to achieve their mainstream. As a follow up of these activities, 1st National Conference for Women in Police, held in February 2002 in New Delhi recommended:

- i) Forum for Women in Police,
- ii) Equality of opportunity in recruitment and job roles,
- iii) Training and Development opportunities
- iv) Minimum facilities for women in police, and welfare issues.

9. 2nd National Conference for Women in Police held from 27th to 29th July 2005 at Lal Bahadur Shastri National Academy of Administration, Mussoorie, organized by Uttaranchal Police under the aegis of BPR&D discussed the following issues:-

- (i) Mainstreaming of Women in Police.
- (ii) Training Needs and Attitude Change.
- (iii) Life Style Management for Women in police.
- (iv) Sexual Harassment at the work place.
- (v) Policy and Interaction.

10. The Central Para-military Forces(CPFs) under Ministry of Home Affairs are different from the Police, as their jobs, duties, roles and conditions of service are on the pattern of the Army. All the CPFs have been constituted through respective Acts of Parliament as Armed Forces of the Union as specified under Entry 2 in Seventh Schedule of the Constitution of India (except SSB which came into being later). These Acts have also been modeled on the pattern of the Army Act (except CRPF & CISF) Acts). The main roles of CPFs are to guard frontiers of the country and maintain internal security, unlike the State Police whose main jobs are prevention and detection of crime and maintenance of law and order. The position with regard to the recruitment and deployment of women is, therefore, different in CPFs from that in the Police. However, it is the conscious policy of the Central Government to enhance the representation of women in these Forces also within the constraints that exist on their deployment or posting.

11. The first major induction of women in CPFs took place in CRPF with the raising of 2 Mahila Battalions, the first in 1986 and second in 1995, to deal with the growing involvement of women in various demonstrations, agitations, etc. The presence of Mahila constables has been found to be very useful in controlling crowds involving women, conducting search frisking etc.

12. CRPF deployment are in tough conditions as their services are requisitioned often at a very short notice by the State Government. In these situations the State Governments, who are responsible to provide accommodation and other facilities, are not in a position to make adequate arrangements for the requisitioned Force. The troops have to put up tents, sometimes by the roadside or in any vacant ground, and start functioning immediately. Similarly, bulk of the CRPF is involved in the North-East, Naxal Affected States and J&K on long term deployment basis where they work under extreme conditions battling with the militants. The deployment of women in these situations has not been considered practical from operational viewpoint, or convenient to the personnel themselves. These operational constraints have come in the way of enhancement of the strength of women personnel further in CRPF.

13. CISF, on the other hand is mostly in static deployment for guarding industrial units, PSUs and other important installations. In these roles, the services of women staff has been found to be more feasible and accordingly, the number of women personnel in CISF is the highest after CRPF.

14. In the Border Guarding Forces (BGFS), namely Border Security Force(BSF), Assam Rifles (AR), Indo-Tibetan Border (ITBP) and Sashastra Seema Bal(SSB) the personnel are all the time deployed on the borders, far away from the habitations in isolated border outposts with minimal amenities. Due to paucity of sufficient number of peace locations they get posting from one border to another and seldom get opportunity to serve in peace locations. In case of women personnel, therefore, deployment on the borders is not a feasible option. Mandatory facilities for women staff like separate accommodations, rest rooms, Creche, medical facilities with specialist doctors, etc are also not possible to provide at the BOPs at present. The BGFs, therefore, do not generally recruit of women in these Forces except for some specified posts/cadres like Medical, Ministerial, etc. At the Officers level also only CISF/CRPF recruit women as Assistant Commandants and Sub-Inspectors.

15. Despite these constraints the Government has been encouraging recruitment of women in CPFs in various ranks to the extent found feasible in the given circumstances. Recently, BSF and SSB have been permitted to raise a few Coys of women for deployment on border check points, etc on experimental basis.

16. The Government's policy is to move towards 10% representation of women in CPFs in a gradual manner by identifying more jobs in CPFs that can be assigned to women in the given circumstances.

C. MODE OF RECRUITMENT IN CPFs

17. Recruitments in the CPFs are made as per provision in their respective Acts/Rules. Direct Recruitments in Executive Cadres are made at following three levels:-

- (1) Assistant Commandants (Rs.8000-13,500)
- (2) Sub Inspectors (Rs. 5500-9000)
- (3) Constables (Rs. 3050-4590)

- (i) Assistant Commandants (Lowest Group A post) are recruited through a common Entrance conducted by the Union Public Service Commission (UPSC)
- (ii) Sub inspectors(Sis) are recruited through a separate examination conducted by the Staff Selection Commission(SSC).
- (iii) Constables are recruited by the PMFs directly at their level on an All India basis.

18. All direct recruitments are made by the above Agencies as per approved schemes of their recruitment. These schemes prescribe different physical and medical standards for men and women. However, Age and Education Qualifications(EQs) are common to men and women candidates.

19. The women candidates are eligible for appointment in CRPF and CISF only. Recently, BSF & SSB have been permitted to raise a few Mahila Coys for specific requirements. SSB has also sent their requisition for recruitment of Women Sub Inspectors through SSC against their sanction of raising 07 Mahila Coys.

20. All women Force personnel, SOs and Officers (both combatised and non-combatised) have all India Service liability. As far as practicable, women employees are posted with their husbands in the same location in Mahila Bns, RAF Units, GCs and other static places.

21. The ratio of women to men force-wise is as under :-

S.No.	Name of the Force	Ratio of Women to Men
1.	SSB	1:47.99
2.	CRPF	1:70
3.	CISF	1:31.71
4.	BSF	1:436.57
5.	ARs	1:145
6.	NSG	1:153
7.	ITBP	1:61.64

22. Strength of Women in CPFs as on 31.3.2008 is as follows:

CISF	3,192
ITBP	321
SSB	313
CRPF	4,142
BSF	484
Assam Rifles	526
NSG	47
<u>Total</u>	<u>9,025</u>

23. The present force-wise strength of women personnel is as under:-

CISF	4584
ITBP	759
SSB	1131
CRPF	4131
BSF	1163
Assam Rifles	529
NSG	44
<u>Total</u>	<u>12341</u>

24. The following information regarding the total number of posts and the percentage of women personnel grade wise in paramilitary forces has been furnished to the Committee.

Central Reserve Police Force (CRPF):

S.No.	Grade	Total Strength(Women)	%age
1	A	184	5.67
2	B	498	4.19
3	C	3279	1.55
4	C(Followers)	279	1.57
	Total	4240	

Sashstra Seema Bal (SSB):

Sl.No.	Grade	Auth	Posted	%
1	Group A	1072	29	2.70
2	Group B	2075	05	0.24
3	Group C	52265	1097	2.09
	Total	55,412	1,131	2.04

Indo-Tibetan Border Police Force(ITBP):

S.No.	Grade	Total posted Strength
1	Group A	31
2.	Group B	112
3.	Group C	663
	Total	806

1.40% of total strength 57568

Central Industrial Security Force(CISF):

S.No.	Grade	Total posted Strength
1	Group A	23
2	Group B	444
3	Group C	3936
	Total	4584

4.7% of total strength 97577

Border Security Force(BSF):
BSF is having 1163 women employees.

S.No.	Grade	Total strength
1	Group 'A'	51
2	Group 'B'	141
3	Group 'C'	971
	Total	1163

0.55% of total strength 2,10,301

Assam Rifles(ARs):

S.No.	Grade	Total strength
1	Group A	14
2	Group B	229
3	Group C	278
	Total	521

0.80% of total strength 65283

25. About the representation of women in paramilitary forces, the Special Secretary, Ministry of Home Affairs informed the Committee during evidence as under:-

“The representation of women in paramilitary forces has engaged the attention of the Ministry over the past many years and gradually, this representation is increasing. While including women in the Forces, we are keeping in mind the functions and responsibilities which are assigned to these Forces, particularly the border-guarding forces. We are also simultaneously trying to create adequate infrastructure within these forces and to identify such suitable jobs where women can contribute meaningfully and to their own satisfaction”.

D. PARITY IN TENURE WITH MALE OFFICERS

26. The Committee pointed out that they were given to understand that the women in paramilitary forces were not given the same tenure-ship and that they are given the shorter tenure than men and also that they are not given the kind of adequate rank that gentleman gets by normal degrees. The Committee expressed their apprehension whether women were given the same retirement benefits as men. In this connection, the Special Secretary, Ministry of Home Affairs stated during evidence as under:-

“As far as tenure-ship goes, there is absolutely no distinction made between male members and female members of the Force regarding their tenure; regarding their retirement; and regarding their retirement benefits. The age of retirement is also the same. The age of retirement is 60 years. The women pick-up their ranks in the same manner as their male colleagues do; they go through the same series of training courses, which are mandatory training courses for the next rank; and the same kind of selection process. There is absolutely no distinction in it”.

He further stated:-

“There is no difference. If they are combatized men and women below the rank of Commandant, then they retire at the age of 57 years, and if they are DIG and above, then they go up to 60 years”.

E. DUTIES AND PLACEMENT

27. All CPFs follow a common placement policy for men and women force personnel, as all officers, combatized or non-combatized have an all India transfer liability. However, as far as practicable, women employees are posted in their respective zones to avoid their postings to a place far off from their hometowns. Efforts are also made to post women employees with their husbands in static formations/units and in the same location, wherever possible. In the CRPF, women personnel are posted to Mahila Battalions, Rapid Action Force Units, Group Centres and other static places. In the CISF, women employees are deployed in PSUs/Airports/Govt. Buildings for frisking/checking duties on need basis.

28. Women Commandos in NSG perform liaison and ring-round duties with women protectees, Sky Marshal duties, etc. In ITBP and SSB, they are placed in their respective trades like Education, Medical, Ministerial etc. The women in General Duty Cadre are placed on duties as per the requirement of the Force i.e. such frisking, Unit's Welfare Centres, etc.

29. The force-wise position is given below :-

SSB

All officers, combatized or non-combatized have all India transfer liability but Group 'D' employees both male and female are kept in Sectors/Frontiers located near their native places. Women employees are posted in their respective zones to avoid their posting to a place far off from their hometown.

CRPF

Women employees are posted to Mahila Battalions, Rapid Action Force Units, Group Centres and other static places. As far as possible, they are posted with their husbands in static formations/Units and in same locations.

CISF

Women employees in PSUs/Airports/Govt. Buildings are deployed for frisking/checking duties on need based pattern.

BSF

In BSF Rules 1969, women employees were not eligible for appointment prior to 13th March, 1993 when a provision for appointment of women in BSF was made through an amendment. The women candidates are employed in a manner that they are placed in soft duties in Ministerial and Medical streams of the Force where service conditions are moderately soft.

Assam Rifles

Women employees are placed as per Rectt. Rules of their respective posts.

N.S.G.

Women Commandos perform the following duties:-

- (i) Liaison and ring-round duties with women protectees;
 - (ii) Training of women personnel from the state police Forces;
 - (iii) Sky marshal duties;
 - (iv) Under-cover operations
 - (v) Strengthening the core competence of NSG
- Other women employees work as Hospital staff, PAs/Steno, Clerical Staff etc.

ITBP

They are placed in their respective trades like Education, Medical, Ministerial, Tailor, etc. The women are placed on duties as per the requirement of the Force i.e. while on security/CI Operations, frisking and in Welfare centres of their Units.

F. ROLE OF MAHILA BATTALIONS

30. With the trend of people becoming more and more conscious of their rights, early eighties saw sudden spurt of agitations/dharanas/strikes etc. in the country. In the traditional Indian society, the women who were generally confined to the household were increasingly lending support to their men in such agitations. It was found that the Police is not equipped to handle such unforeseen situations. This invited lot of criticism and there were complaints of atrocities towards women. The Govt. of India found it extremely difficult to defend itself against such complaints in the Parliament and outside also. Different states started demanding women police Force for handling such varied situations arising in their States. Since most of the States did not have female component in the Police and if a state had, it was too meagre to spare for other states, the Central Govt. could provide very little assistance under this background. The Central Govt. then decided to raise a Mahila Battalion under the banner of CRPF during the year 1985. Until then, there was only meagre representation of women in CRPF limited in Ministerial and Medical cadres.

31. 1st Mahila Bn was raised in CRPF during 1985 as per sanction conveyed vide MHA Order No.12013/85-FP-IV dated 22/05/1985. After the recruitment, the Bn came into being at GC Jaroda Kalan, New Delhi on 6th Feb 1986. The Bn was formed on the basis of all India representation.

32. The role envisaged for the Mahila Bn, when deployed include:-

- i. To tackle agitators involving women agitations.
- ii. To carry out frisking/search of women when required.
- iii. Route lining and security of women's enclosures during public Meeting.

- iv. To assist in maintaining Law and Order during fairs and festivals.
- v. Relief and Rescue operations during communal and natural calamities.

33. After basic training, the Bn was deployed for duties in various parts of the country. After initial hiccups, the personnel came up with flying colours in all spheres of their duties. The Unit earned laurels for its good work in Meerut riots, and later in Sri Lanka for IPKF duties.

34. The 2nd Mahila Bn was raised in CRPF during Feb 1995 at Gandhinagar(Gujarat). Like the first Mahila Bn, 135 Mahila Bn have also all India representation and put through the same basic training.

35. At present both the Mahila Bns are deployed and performing duties in Delhi, Imphal(Manipur), Ayodhya(UP), Srinagar(J&K), Guwahati(Assam), Nandigram(West Bengal) etc. In addition, one mahila contingent is in Liberia on UN Peace Keeping Mission. This team is at present also providing security to the office of President of Liberia. Besides, active participation in normal law and order duties, Mahila contingents were also entrusted with the security duty of the pilgrims of Amarnath Yatra from Pahalgam to Holy Cave Amarnath.

36. About the present status of third Mahilla Battallion being raised by CRPF the Committee have been informed in a post evidence reply that 213(Mahila) Bn has been raised on 15/5/10 at Group Centre-II, CRPF, Ajmer(Rajasthan) and basic training of 629 recruits(Mahila) has already commenced.

37. The Committee have been further informed that the proposal of ITBP to raise 4 Mahila Companies, out of the existing sanctioned strength (i.e. $4 \times 120 = 480$), was approved by MHA and conveyed vide their U.O. No.27013/25/2008-PF.V dated 01.9.2008. Accordingly, the recruitment has been conducted in 2009 and 397 Ct/GD(Mahila) were appointed. Further, 55 candidates for the posts of Ct/GD(Mahila) have also been selected and offer of appointment have been issued recently.

38. One exclusive Mahila contingent comprising 125 female police personnel of the Force is deployed as part of UN Mission in Liberia. It is the first time that the UN has got such only female formed police unit for peace keeping mission. This team is at present also providing security to the office of President of Liberia.

39. Apart from this Late CT(Mahila) Kamlesh Kumari who was awarded "Ashok Chakra" posthumously for exhibiting exceptional courage and bravery during Fidayeen attack on Parliament, Late CT(Mahila) Bindu Kumari was killed in Fidayeen attack at Srinagar Airport but not before ensuring the safety

of many of her colleagues for which she was honoured with Police Medal for Gallantry. Smt. Santo Devi AC of 135 Bn was awarded President's Police Medal of Gallantry during 2006 for the bravery during the fidayeen attack in Ayodhya on 5 July 2005.

40. In Sri Lanka, one company of Mahila Bn was deployed as a part of IPKF during 1986. Late CT Bimla Devi was awarded "Sena Medal" in recognition of her praiseworthy performance in Sri Lanka.

G. TRAINING PROGRAMMES

41. Both male and female recruits undergo 44 weeks of basic training during induction, which includes Arms training and handling of weapons. The training of female recruits consists of the following subjects to make them capable of performing the duties in various situations:-

Physical training

Drill

Weapon training including firing practice

Map reading

Field engineering

Field craft, Battle craft, Minor tactics, counter insurgency and Police operations

Law and Manuals

Rescue Relief operations, Fire Fighting, Guarding of vital installations, Human right, First Aid, General Knowledge and awareness

42. The course syllabus of female recruits is tailor made for them. Physical fitness of female is extended to 481 periods as against 416 periods for male, since the pelvic and other bones of females are relatively weak and also physical fitness takes longer duration. No night training is imparted to female recruits. The standard and training of Basic Physical Efficiency Test (BPET) and Physical Proficiency Test (PPT) is also different for female and male for all courses.

43. CRPF has its Academy named Internal Security Academy at Mount Abu(Rajasthan) to run basic and in-service training/Pre-Promotional courses for Gazetted Officers of CRPF and also in-service training of officers from other Police Forces in the country and abroad and Civil/Administrative Officers of India.

44. CRPF has acquired 265 acres of land at the cost of Rs.4 crores at Kadarapur(Gurgaon) for construction of its own Training Academy. Construction is under process.

45. There are four Central Training Colleges(CTCs) located at Neemuch(MP), Coimbatore(Tamil Nadu) and Nanded(Maharashtra) and Gwalior(MP). These training institutions organize in-service, instructional and

promotional courses for the Gazetted/Subordinate/Under Officers and Constables. CTC-1 CRPF imparts training on Weapons & Tactics(Officers) courses, Quarter Master/Motor Transport Officers and various Driving & Maintenance and Auto Fitter Upgradation Courses. CTC-II CRPF imparts basic training to Subordinate Officers and Ministerial Cadre at the entry grade of ASI (Steno)/HC(Min.) CTC-III and IV of CRPF impart training of various ranks in specialized subjects such as Anti Explosive, Intelligence Courses etc. These institutions also conduct training courses for officers and other ranks of State Police Force, Customs and Cabinet Secretariat as and when required by BPR&D.

46. There are five Recruits Training Centres(RTCs) located at Neemuch (MP),Avadi(Tamil Nadu), Pallipuram(Kerala),Humhuma(Srinagar) and Dharampur(HP). These training centres impart basic training to Constable(Rectt.) of the force. The capacity of each Recruits Training Centre is 1215. The Recruits training is of 44 weeks duration.

47. The courses of Counter insurgency and Anti Terrorist Operations are regularly conducted at CTC-II, CRPF Coimbatore(TN) and CTC-III, CRPF Nanded (Maharashtra). Training in the field is imparted at designated places. A counter Insurgency and Anti Terrorism Training School is functioning at Dayapur in Silchar(Assam) on the pattern of Counter Insurgency and Jungle Warfare School of Army at Vairangte.

48. In this context, the Special Secretary, Ministry of Home Affairs informed during evidence:-

“Women in the Force are being trained and equipped in the same way as their male colleagues. In fact, they have developed a pride in the Force that they belong to and they are carrying out the responsibilities assigned to them as well as their male colleagues. However, the paramilitary forces, particularly the border-guarding forces, are often deployed in extremely inhospitable and difficult terrains. These constraints are there for the women in the Forces and though the Forces are making an effort to deploy them in less difficult areas as far as possible, in overall terms, we can say that the recruitment of women in the Forces has been a positive move. It has been a good experience for the Forces and I think, in the times to come, their numbers should increase in the best interest of the Force”.

H. GENDER SENSITIZATION

49. In order to ensure the security and privacy of the women at workplace and elsewhere, steps have been initiated to conduct various programmes and workshops on gender sensitivity. Courses are also being conducted for both female and male personnel at Bn, Sector, and Force level by the Training Institutions on Human Rights and sensitivity at regular intervals throughout the year.

50. The Department is stated to be alive of this important issue. Accordingly, under the aegis of the CWWA(CRPF Wife Welfare Association),they have initiated various steps conducting workshops and lectures etc. Some of the programmes conducted are as under:-

- i) Dialogue Session by the team of Lawyers Collective Women's Right Initiative(WRI), New Delhi(NGO) on 25/05/06 on the topic of Domestic Violence and its legal remedies with reference to Domestic Violence Act, 2005. The workshop was attended by the male/female officers of NCR based Units/Establishments and family members.
- ii) Workshop on "Women and Law" on 14th June 2006 held at 8(Mahila) Bn. New Delhi for the female members of the Force on the issues of Domestic Violence, problems related to marital life and harassment at work place.
- iii) Dialogue session by the team of Lawyers Collective Womens' Right Initiative(WRI), New Delhi(NGO), on Domestic Violence and Sexual Harassment at work place with reference to the Domestic Violence Act, 2005 was conducted on 8th March 2007. The workshop was attended by the male/female officers of NCR based Units/Establishments with their spouses.

51. The Committee pointed out that the question of gender sensitization to enhance proper approach, outlook and understanding towards women in the general population by male members of the paramilitary forces is of paramount importance.

52. The Committee, therefore, suggested that the Ministry of Home Affairs needs to step in on this issue and see as to how best they can improve the gender sensitization in the paramilitary forces.

53. When the Committee enquired as to what specific suggestions/recommendations, the Ministry was planning to include it in the basic training of the new recruits in paramilitary forces, the Secretary, Home Affairs replied as under:-

"This would be, in fact, like ITBP and so on. It will be a mandatory part of the basic training syllabus itself."

I. FACILITIES PROVIDED TO WOMEN PERSONNEL

54. Women employees are provided all the facilities which are provided to their male counterparts, like:-

- Force Uniform
- Ration Allowance
- Family accommodation
- Posting of husband and wife at the same station
- Medical care

CSD facilities
Education facilities for wards
Mess

The various facilities being provided to women personnel Force-wise as given below:-

SSB

- a) Unlike their male counterparts, women employees are allowed tenure of 5 years at the places where their families reside after each tenure of 3 years away from their families, within the representative transfer zone.
- b) Preference is given to them for deputation to other departments.
- c) They are given priority over the male folk in attachment etc. to MHA.
- d) For better atmosphere at work place, it is taken care that at least 2 lady staff are posted at one work place.
- e) Grievances of the women employees are attended on priority.
- f) They are given priority in allotment of Govt. quarters nearer to the place of duty.
- g) At border posts, they are posted at least in pairs.

CRPF

They are provided with facilities as are applicable to male employees.

CISF

Women employees are being provided facilities at par with men employees. However, they are provided separate accommodation in PSUs/Airports. Transfer/posting of women employees are also regulated at par with the men employees. However, as far as possible women employees are accommodated in their home zone/near by home State.

BSF

The following facilities are being provided to women employees:-

- a) Free Uniform as per admissibility;
- b) Ration money allowances as applicable;
- c) Family accommodation;
- d) Educational facilities to their children;
- e) Soft and convenient posting;
- f) In case they are married, generally husband and wife are posted in same station;
- g) Security aspect are also being looked after;
- h) Medical Staff are posted in composite, base hospitals and soft locations.

Assam Rifles

- i) Secure single/married accommodation as applicable;
- ii) Spouse/choice posting as far as possible;
- iii) Adequate congenial atmosphere to ensure full protection and dignity of women and to prevent any discrimination;
- iv) Adequate opportunities for self-development and growth.

NSG

- a) Pay and Allowances
- b) NSG Allowance
- c) Ration Money Allowance
- d) Married Accommodation/Family accommodation
- e) Uniform/Uniform allowance
- f) Sky Marshal Allowance
- g) Other facilities provided

56. Besides above, the following additional facilities are provided to all NSG personnel including women employees:-

- (i) CSD facilities.
- (ii) Free medical treatment/medical facilities.
- (iii) Library
- (iv) Station Bus is plying daily at 0630 hrs and 1330 hrs between Manesar and ISBT/Delhi & New Delhi Railway Stations via Daula Kuan. Another medical bus runs on all working days between Manesar and AIIMS/Safdarjung Hospital/RR Hospital, Delhi/Army Base Hospital, Delhi Cantt for conveyance of patients requiring specialist treatment.
- (v) Ultra modern swimming Pool where watermanship facility is provided to all ranks of NSG and their families.
- (vi) Educational facilities for wards, comprising a Central School up to standard XII and Montessori School for tiny tots are available in the NSG campus at Manesar.
- (vii) Bank with ATM facility, Post Office and shopping complex, Open air theatre, cable TV, Family Welfare Centre, LPG Gas Agency, Cyber Café etc. are available in the NSG Campus, Manesar.
- (viii) Officers Mess/ACs/Rangers Mess facilities are available in the NSG units.

57. ITBP

- (a) As per Govt.'s policy, as far as possible married women employees are posted along-with their husbands at one place.
- (b) As far as possible, they are posted to static formations/plain areas. However, if posted to border areas, they are kept at Bn Hqrs.

(c) Separate accommodation is provided to them at Bn Hqrs. Etc.

58. The representative of the Ministry of Home Affairs stated during evidence as under:-

“The paramilitary forces are making efforts to ensure that the work environment of women in the forces is happy and they continue to work as very willing workers. For this, we are providing 100 per cent rent-free accommodation to Group C and Group B service categories. We are trying to provide very good education prospects to the children of women in the Force, adequate maternity leave, which is granted liberally, and facilities for husband and wife posting at the same station as far as possible.

Most paramilitary forces are running day care centres for children and some paramilitary forces have started running crèches also. We are also making efforts that at the place of deployment, they are provided with mobile toilets, adequate privacy in staying and medical facilities”.

J. GRIEVANCE REDRESSAL MECHANISM

59. Provisions are also available to reduce stress among the personnel. Following provisions are existing in the Force to reduce stress among the Force personnel:-

- Grievances redressal mechanism is in place to ensure easy accessibility with their commanders at any time for redressal of grievances/personal problems.
- Interviews and counseling of personnel, on their return from leave by concerned Coy Commander/Unit Commandant is done with a view to find out whether personnel have any domestic problem and to help them to sort it out to the extent possible.
- Regular interactions through interview, Roll Call, Sainik Sammelan, Orderly Room, Parade, Games and informal meetings are held.
- Field officers are keeping close watch on activities and mental health of personnel under their command and to encourage them to come out with their problems, so that the same could be sorted out.
- Informal interactions of Officers with troops, participation in games and sports with them and inquiring about their family welfare routine visits to out-posts is also being ensured.
- Yoga classes have been introduced for better stress management in most of the in-service courses.

60. The women Bn have been found successful in meeting the objectives for which they were formed. The female personnel are performing their duties

- (a) During last 3 years 28 women have been appointed on compassionate ground.
- (b) 183 cases of compassionate appointment of women are pending. Besides above, Rectt. For compassionate appointment 20 posts of Constable/GD(Mahila) is in progress.

ASSAM RIFILES:

- (a) Nine women were selected on compassionate ground in 2010.
- (b) 101 cases are pending for appointment for want of vacancy. These cases are of the ladies whose husbands had expired while in service.

63. In reply to the question as to what efforts have been made to fill up 340 vacancies of compassionate ground in CRPF and 119 in CISF and also in other paramilitary forces, the Ministry of Home Affairs informed the Committee in a subsequent note as under:-

“A special recruitment drive for considering all pending applications for compassionate appointment including 340 pending cases at Force level has been launched which will be completed by October, 2010.

64. A schedule indicating different activities in this regard is as under:-

TENTATIVE PROGRAMME FOR CONDUCTING OF SPECIAL DRIVE FOR COMAPASSIONATE APPOINTMENT

Sl. No.	PROGRAMME OF RECRUITMENT	TENTATIVE DATE
1.	Issue of letters to NOK to appear for assessment test	30/7/10 to 05/08/10
2.	Detailment of B.O.Os by Sectors to assess suitability of candidates	06/08/10 to 08/08/10
3.	Conducting of assessment test	20/08/10 to 25/08/10
4.	Preparation of board proceedings by the respective B.O.Os.	26/08/10 to 27/08/10
5.	Date of submission of board proceedings of respective sector Hqr through special representative	Up to 06/09/10
6.	Date of submission of consolidated proceedings to RAF Hqr for their further consolidation/considering the cases/preparation of combined rank wise board proceedings as per merit	13/09/10
7.	Date of submission of consolidated proceeding to Dte by RAF	29/09/10
8.	Allotment/issue of offer to appointment to selected candidates by respective Sectors/Officers	Up to 05/10/10

65. All cases of compassionate appointment will be decided on merit and availability of vacancies under 5% quota reserved for compassionate appointment.

66. Out of 340 pending compassionate appointment cases, 82 Mahila candidates were summoned for assessment tests for the post of HC/Min. Of these candidates only 19 could qualify. Remaining 63 cases were not found fit as they had failed in various eligibility tests. They have been advised to apply for lower post. Further a special drive for considering appointment of remaining pending cases has been launched and assessment test of candidates have already been carried out from 20/8/2010 to 25/8/2010. The results are being prepared at Sector level. The recruitment process is likely to be completed by the end of October 2010.

67. When asked to furnish the reasons for 119 cases of compassionate appointment pending in CISF, the Committee were informed as under :-

“The majority of the pending cases relates to the year 2007 onwards. The reason for the pendency is not directly attributable to CISF as can be seen as under:-

- i) Abolition of Group “D” post.
- ii) Not confirming the eligibility criteria(Height/Chest) and many of them are below class-X.
- iii) Absence from process of recruitment when called for.
- iv) Not qualifying in Physical efficiency test/run.
- v) Not qualifying in typing test for HC/Min and trade test for Follower (now Constable/Tradesman)

A special drive has been undertaken to call and consider all eligible candidates for compassionate appointment.”

68. In this connection, a representative from the force stated during evidence as under :-

“The basic reason for pendency in certain appointments is that certain ranks have not been there for the past two or three years. After the Sixth Pay Commission Report, the Group ‘D’ post was abolished and it was merged with Group ‘C’ posts. The recruitment rules for them have not been finalized for them. It is at the final stage of finalization. After its finalization, we are going to recruit people.

Another very important reason for pendency is that we have more number of vacancies because five per cent of the direct appointment is earmarked for compassionate appointment and the maximum number of vacancies arise in the rank of constables only”.

The number of such vacancies are 300 in SSB.

69. A representative of the force stated during evidence that the maximum number of vacancies available for employment on compassionate grounds in the paramilitary forces are in the Constable rank.

70. Very few people apply for the post of Constable and that the reason that only about the 5 per cent of the vacancies for appointment on compassionate grounds remain vacant. The witness stated that the appointment on compassionate grounds is governed by the rules prescribed by the Department of Personnel & Training. The overall quota of compassionate appointments in a given year was not exceeded 5 per cent of the vacancies. The applicant must fulfill the eligibility criteria for the post for which he or she has applied for. In this context, the witness further stated as under:-

“The third thing which I want to point out is that these compassionate appointment cases have to be viewed in terms of specific individuals who might aspire to get these jobs. It is not like a general recruitment which is going on. If A is a candidate for appointment on compassionate grounds and if she wants to be appointed say as Constable, she has to fulfil the eligibility conditions for being a Constable. If she does not fulfil the conditions, she is not eligible for that and, therefore, she will not get employment. So, the recruitment process which is prescribed by the Government for compassionate appointment has to be gone through. In many of these cases – for example, in the recent instances, I do not know about the past – we have seen that many of them have an inclination to be appointed say in the ministerial cadre, but they do not fulfil the eligibility criteria for being appointed in the ministerial cadres. These are some of the specific issues”.

71. The Special Secretary, Ministry of Home Affairs stated as under:-
“I would like to bring to the notice of the hon. Committee that a large number of women are finding jobs in the paramilitary forces by way of being next of kin to officers who are laying down their lives in the course of duty. This is, of course, besides any compensation which is being paid to them”.

L. CREATION OF SPECIAL CELLS TO PREVENT SEXUAL HARASSMENT OF WOMEN PERSONNEL

72. As per the Supreme Court judgement on sexual harassment at work place, it is mandatory for the Centre, State Governments, private and public sector undertakings to set up complaint cell headed by a lady officer to investigate allegations of sexual harassment.

73. The Committee have been informed in a written note that in pursuance of the Supreme Court judgement on sexual harassment at work place it has been made mandatory for all paramilitary forces to set up complaint cells headed by lady officers to investigate the cases of sexual harassment.

74. In this context, a representative of the CRPF stated that there were two Committees to hear such cases – one is the Central Committee headed by a DIG level lady officer, if available or other, by a female Commandant.

75. The witness further stated that all such Committees are headed by women. CRPF is having 15 sectors spread all over the country. All these sectors have sectoral level sexual harassment committees. These are always headed by lady officers and the composition of the cells is strictly as per the guidelines laid down by the Supreme Court on sexual harassment.

76. A representative of CRPF informed the Committee during evidence as under:-

“Whether any cases are reported, a Board is constituted and NGO representation is also inducted into that Committee. So far as complaints are concerned, in fact, since 2007, in all there were even cases in CRPF and in only one case, a gazetted doctor was involved and this was a doctor versus doctor case. Otherwise, in all other cases the person against the complaint was given, was not a gazetted officer. In one case, a Sub Inspector was involved; in two cases ASI(Pharmacist) was involved; and one was Subedar. So, in the last three years, only one gazetted officer was involved”.

77. Another representative from the Paramilitary Force informed as under:-

“In CISF, we have implemented all the mandate of the Vishakha Dutt case both in letter and in spirit. We have exhaustive instructions on this. We have the central Committee for these cases as well as the Committees at sector levels. In each committee, the women officers, senior to the person against whom the complaint is, is nominated to hear that. More than 50 per cent of the members of that committee are women members. We also nominate the member from the reputed NGOs. I can tell you some of the reputed NGOs which are on our panel. They are: centre for social Research, New Delhi; National Alliance for Women, Chandigarh; Prerna, Maharashtra; Stri Mukti Sangathan, Maharashtra, etc. The mechanism is that we go to the State Women Commission of the State where actually the case occurs. There we ask them to nominate an NGO. They nominate an NGO. Then the member is taken on the panel and is always associated with the committee. So, all the four of five mandates of the Vishakha Dutt case, the preventive steps, the setting up of the complaint mechanism as

well the awareness in the women employees about this, all these, have been implemented.”

M. MOBILE TOILETS

78. When enquired whether any complaints have been received regarding inadequate mobile toilets in paramilitary forces and if so what efforts were made in this regard, the Committee have been informed in a written note that no such complaints have been received in CRPF from their women employees.

79. As regards the other paramilitary forces, the following information has been furnished to the Committee:-

CISF: CISF is deployed in Public Sector Undertakings where built-up toilet facilities are available. CISF do not deploy women personnel on Internal Security duty/election duty and, therefore, providing of mobile toilet at the place of deployment has not been necessitated. Further, no complaint has been received regarding this.

ITBP: No complaint has been received regarding inadequate number of mobile toilets. As far as ITBP is concerned, the formations have toilets exclusively for women as built up accommodation is provided for female staff/recruits. 2 mobile toilets are available at BTC, Bhanu for Mahila recruits for outdoor and jungle exercises.

BSF: Medical, paramedical, Ministerial staff remains deployed at Bn Hqrs and, therefore, well furnished toilets are available for women employees. As regards Constable/GD(Mahila), these female staff are being deployed on gates for fence during day time. There are mobile toilets established by pitching of small tents with commode for facilitating women employees. Besides, there are proper guard room constructed at few locations with toilet facilities.

National Security Guard : No such complaints received.

Assam Rifles : No such complaints received.

The Committee pointed during evidence that women personnel in CPFs like CRPF are posted in many areas dealing with demonstrations and different areas for maintaining law and order.

As a matter of fact there are no proper arrangements made for women personnel for mobile toilets and they have to face lot of difficulties on many occasions. Many a times there have been complaints from them about mobile toilets and many women personnel die of kidney failure etc., the Committee opined that providing mobile toilets should be made mandatory in

all CPFs as it is very difficult for the women personnel to move out for toilet facility with a gun, badge and uniform etc.,.

In this context, the Ministry of Home Affairs informed the Committee through a written note that vehicles are modified to suit the requirements of duties including mobile toilets.

N. CRECHE FACILITIES

80. The Ministry of Home Affairs informed the committee through a written note that crèche facilities were available to women employees almost in each paramilitary forces.

81. In reply to the question whether facilities like crèche rest rooms etc., are made available at the place deployment for women personnel in Paramilitary Forces, the Ministry of Home Affairs has furnished the following information :-

CRPF:

Yes, crèche is available in 88(M) BN & rest rooms are provided within the unit.

01 crèche is available at 88(M) Bn. 04 Rest rooms (1 each for company) at all 10 RAF Bns and sufficient rest rooms are available in all coys of both the mahila Bns.

SSB :

At the BOPs and Coys, there are recreation rooms.

No crèches have been constructed at BOP/Coys and at Battalions levels. Single accommodation for women employee at 12 BPOs have been constructed at 06 places are under construction.

ITBP :

11 creches/Day Care Centres, Health Care Centres and Nutritional Care Centers have been established at Leh, Dehradun, Chandigarh, Bareilly, Delhi, Shimla, Gangtok, Bhanu, Auli Joshimath, Saboli, Sonipat.

The details are the same as mentioned at (a) above. Beside, one rest room for women employees is available tat the Directorate General.

CISF

CISF personnel are detailed largely in Public Sector Undertakings. Rest room and crèche facilities are available to the women employees of the PSUs.

The facility at present seems to be sufficient.

BSF

Yes, all the establishments are maintaining recreation room having library and other recreation facilities and canteen for refreshment and another consumable items etc. Since, women employees are allowed separated family accommodation and preferably both husbands and wife are posted in the same location and there is a very small representation of women employees in BSF, crèche facilities are being arranged locally.

Details mentioned Para (a) above.

Assam Rifles:

One Creche in each battalion/establishment.

82. When enquired as to why there was no crèche facility in 135 Mahila Battalions the Committee were informed as under:-

“Creche is not functional in 135(M) Bn. However, the Unit is located at GC, CRPF, Gandhinagar campus where sufficient quarters have been allotted to 135(M) Bn Mahila personnel where they are residing with their families. As such no requirement for opening of Creche has been felt”.

83. Stating the latest position about availability of a creche in 135(M) Bn, the Ministry of Home Affairs have informed the Committee in a subsequent note as follows:-

“Since 135(M) Bn is presently located at Group Centre, CRPF, Gandhinagar campus itself, a crèche/nutrition and day health care centre in Group Centre, CRPF, Gandhinagar is already available. Therefore, a separate crèche in 135(M) Bn was not considered. However, separate land/building for 135(M) Bn is being located where separate crèche for this Bn will be made functional.”

OBSERVATIONS/RECOMMENDATIONS

URGENT NEED TO PROVIDE DUE REPRESENTATION TO WOMEN IN PARAMILITARY FORCES.

84. The Special Secretary, Ministry of Home Affairs informed the Committee during evidence that the representation of women in paramilitary forces has engaged the attention of the Ministry over the past many years and gradually the representation of women is increasing. He also informed that the government is simultaneously trying to create adequate infrastructure so that women can contribute meaningfully to their own satisfaction in the paramilitary forces. As per government policy, 10% vacancies are to be filled up by women in various paramilitary forces. However, their representation in the forces is negligible, as it is 0.55 % in BSF, 1.38 % in ITBP, 2.04% in SSB, while it is 0.80 % in Assam Rifles. It is very surprising that on the one hand the government is claiming to be the protagonist of women, while on the other hand the ground reality in so far as the recruitment/representation of women in CPF is concerned reveals another story. The Committee recommend that the Ministry of Home Affairs should issue directives to all the Paramilitary Forces so that atleast 10% of the total posts is filled up by women. It is recommended that such a directive should be strictly followed by all the paramilitary forces by giving top priority and by way of resorting to special recruitment programmes.

APPOINTMENT OF WOMEN ON COMPASSIONATE GROUNDS

85. The Committee are perturbed to note that women are not given employment on compassionate grounds in Paramilitary Forces on one or the other pretext. Out of 340 vacancies meant for employment on compassionate ground only 4 number of women in 2007, 3 women in 2008, 5 women in 2009 were given employment by CRPF. Similarly, in CISF, 119 vacancies are lying vacant for appointment on compassionate grounds. The position is not at all satisfactory in other paramilitary forces. Keeping such a large number of unfilled vacancies under this head indicates that the government does not have any serious concern for those who have lost their kith and kin in the service of the nation. A representative of the Paramilitary Forces informed the Committee during evidence that they are going to launch a special drive to fill-up the vacancies meant for compassionate appointments in September/October, 2010. The Committee, therefore, strongly recommend that the Ministry of Home Affairs should take up the matter of providing employment to women on compassionate ground with the Ministry of Personnel by suggesting that the limit of filling up of only 5 % posts by compassionate appointment both for men and women should be scrapped in respect of the Paramilitary Forces and that

women should be given special treatment in filling up these posts within a fixed time frame by relaxing the eligibility criteria like physical fitness, qualification etc.

SPECIAL CELL TO PREVENT SEXUAL HARASSMENT

86. The Committee observe that the guidelines of Supreme Court as prescribed in Vishaka Dutt case are not being scrupulously followed in Paramilitary Forces. These guidelines were issued by the Supreme Court about 13 years back. The Committee have been informed by the Ministry of Home Affairs that in pursuance of the Supreme Court judgment on sexual harassment at work place it has been made mandatory for all Paramilitary Forces to set up Complaint Cells headed by lady officers to investigate the cases of sexual harassment. However, the Committee are surprised to note that in some of these forces, specially in BSF, wives of the officers listen to the grievances of the women employees which can never be an unbiased/impartial corrective measure as there have been cases where the women employees were harassed by their seniors and the wives of the senior officers sat on the judgment in the cases pertaining to the grievances/sexual harassment. The representatives of the Paramilitary Forces informed the Committee during evidence that all of them are having special cells to look into the cases of sexual harassment of women employees. In CRPF all the 15 sectors were having sectoral level sexual harassment committees wherein a lady officer is invariably included. The Committee strongly recommend that the Ministry of Home Affairs should ensure that the Supreme Court Guidelines on sexual harassment are once again reiterated afresh so that all Central Para Military Forces follow these guidelines for strict compliance by them.

NEED TO INCLUDE FEMALE NGO IN COMMITTEE ON SEXUAL HARASSMENT

87. The Committee find that in some of the Paramilitary Forces women NGO members are not included in the Sexual Harassment Committees. The Committee are of the firm opinion that one woman NGO must be invariably included in these committees to avoid intimidation of women victims by the male officers. Besides, the practice of hearing such cases by the wives of male senior officers should be dispensed with immediately as it can never be an impartial hearing. The Committee, therefore, recommend that the Ministry of Home Affairs should devise a strict monitoring mechanism to look into the cases of sexual harassment in the Paramilitary Forces. The Committee further recommend that the punishment should be expedited in such cases and as far as possible the enquiry should be finished within a maximum period of six months, preferably within three months from the date of the incident and this period should include conclusion

of the entire enquiry plus taking disciplinary action against the erring officers.

GENDER SENSITIZATION PROGRAMMES

88. The Committee note that in order to ensure the security and privacy of the women at workplace and elsewhere steps have been initiated to conduct various programmes and workshops on gender sensitivity. Courses are also being conducted for both female and male personnel at Battalion, Sector, and Force level by the Training Institutions on Human Rights and Sensitivity at regular intervals throughout the year. The Department is stated to be alive to this important issue. Accordingly, under the aegis of the CWWA(CRPF Wife Welfare Association), they have initiated various steps such as conducting workshops, lectures etc. The Committee wish to point out that the question of gender sensitization to adopt a proper approach, outlook and understanding towards women in the general population by male members of the Paramilitary Forces is of paramount importance. The Committee, therefore, suggest that the Ministry of Home Affairs needs to step in and see as to how best they can improve the process of gender sensitization in the Paramilitary Forces. When the Committee enquired as to what specific suggestions/recommendations, the Ministry was planning to include gender sensitization in the basic training of the new recruits in Paramilitary Forces, the Secretary, Home Affairs replied that it will be a mandatory part of the basic training syllabus itself. Keeping in view the importance of the matter of gender sensitization in Paramilitary Forces the Committee are of the strong opinion that this should be made a mandatory part of the basic training syllabus itself.

MOBILE TOILETS

89. The committee have been informed that toilet facilities are available to the women personnel working in CISF in the premises of the public undertakings where they are posted. In BSF, as the Constable/GD Mahila are deployed on the gates during day time, toilets facilities are made available to them by pitching of small tents with commode for the use of women employees. Besides, proper guard rooms have been constructed at few locations with toilet facilities.

The Committee pointed out during evidence that women personnel in CPFs like CRPF are posted in many areas dealing with demonstrations and in different localities for maintaining law and order. As a matter of fact there are no proper arrangements made for women personnel by way of deploying mobile toilets and they have to face a lot of difficulties on many occasions. Many a times there have been complaints from them about non availability of mobile toilets and many women personnel develop medical problems etc., in the absence of

such toilets. Therefore, the Committee feel that providing mobile toilets should be made mandatory in all CPFs, as it is very difficult for the women personnel to move out for toilet facility with a gun, badge and uniform etc.

CRECHE FACILITIES

90. The Committee note that crèche facilities are available to women employees almost in each Paramilitary Force. When enquired as to why there was no crèche facility in 135 mahila battalion the Committee have been informed that 135(M) Bn is presently located at Group Centre, CRPF, Gandhinagar campus itself, where a crèche/nutrition and day health care centre is already available. Therefore, a separate crèche for 135(M) Bn was not considered. However, separate land/building for 135(M) Bn is being located where separate crèche for this Bn will be made functional.”

The Committee are astonished to find that crèche facilities are not available in some of the Central Paramilitary Forces and they find the family members of the women personnel deployed in CPFs are expected to look after their children. As per the prevalent Labour Laws in the country, each Paramilitary Force is supposed to provide such facilities to their women employees. The Committee, therefore, strongly recommend that crèche facility should be invariably provided in each Paramilitary Force by making special budgetary provisions for this purpose.

NEW DELHI
2nd December, 2010
11 Agrahayana, 1932 (Saka)

SMT. CHANDRESH KUMARI
CHAIRPERSON
COMMITTEE ON EMPOWERMENT OF WOMEN

**MINUTES
COMMITTEE ON EMPOWERMENT OF WOMEN (2009-2010)
Fourteenth Sitting
(17.05.2010)**

The Committee sat on Monday, the 17th May, 2010 from 1100 hrs. to 1215 hrs. in Committee Room 'D', Parliament House Annexe, New Delhi.

PRESENT

Smt. Chandresh Kumari - Hon'ble Chairperson

**MEMBERS
LOK SABHA**

2. Smt. Ashwamedh Devi
3. Smt. Rama Devi
4. Smt. Sumitra Mahajan
5. Shri Sidhant Mohapatra
6. Smt. Sushila Saroj
7. Smt. Yashodhara Raje Scindia
8. Smt. Rajesh Nandini Singh
9. Shri Umashankar Singh

RAJYA SABHA

10. Smt. Shobhana Bhartia
11. Shri Jabir Husain
12. Smt. Brinda Karat
13. Shri Ambeth Rajan
14. Smt. Maya Singh

WITNESSES

REPRESENTATIVES OF THE MINISTRY OF HOME AFFAIRS

- | | | |
|----|-----------------------|------------------------|
| 1. | Sh. U.K. Bansal | Special Secretary (IS) |
| 2. | Sh. Ashok Lavasa | Joint Secretary (P-II) |
| 3. | Sh. N.R. Das | DG, CISF |
| 4. | Sh. Vikram Srivastava | DG, CRPF |
| 5. | Sh. M.V. Krishna Rao | DG, SSB |
| 6. | Sh. K.B. Singh | IG (Pers), ITBP |
| 7. | Sh. Virendra | IG (Pers), BSF |
| 8. | Col. S.S. Joon | Addl. DIG, ARs |

SECRETARIAT

1. Shri C.S. Joon Director
2. Smt. Mamta Kemwal Deputy Secretary
3. Smt. Reena Gopalakrishnan Under Secretary

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Home Affairs and Paramilitary Forces to the sitting of the Committee.

3. Thereafter, the representatives of the Ministry tendered oral evidence on the subject 'Women in Paramilitary and Armed Forces' before the Committee. The main issues which came up for discussion during the course of evidence included raising of mahila contingents; deployment of women personnel and training programmes; nature of duty performed by women counterparts; their postings and transfers; appointment on compassionate ground; grievance redressal mechanism; committee against sexual harassment; etc.

4. Members sought clarifications on different points. However, the replies given by the representatives to the queries raised by the Members were not satisfactory. The Committee decided to again hear the views of the Ministry of Home Affairs alongwith some women personnel from the Paramilitary Forces. Therefore, the oral evidence on the subject remained inconclusive.

5. A verbatim record of the proceedings of the sitting has been kept.

The Committee then adjourned.

ANNEXURE II

**MINUTES
COMMITTEE ON EMPOWERMENT OF WOMEN (2009-2010)
Seventeenth Sitting
(22.06.2010)**

The Committee sat on Tuesday, the 22nd June, 2010 from 1430 hrs. to 1630 hrs. in Committee Room 'C', Parliament House Annexe, New Delhi.

PRESENT

Smt. Chandresh Kumari - Hon'ble Chairperson

MEMBERS

LOK SABHA

2. Smt. Rama Devi
3. Shri Sidhant Mohapatra
4. Kumari Mausam Noor
5. Smt. Yashodhara Raje Scindia
6. Shri Umashankar Singh
7. Smt. Annu Tandon

RAJYA SABHA

8. Shri Jabir Husain
9. Smt. Brinda Karat
10. Shri C.P. Thakur
11. Smt. Naznin Faruque

WITNESSES

REPRESENTATIVES OF THE MINISTRY OF HOME AFFAIRS

- | | | |
|----|------------------|------------------------|
| 1. | Sh. G.K. Pillai | Home Secretary |
| 2. | Sh. U.K. Bansal | Special Secretary (IS) |
| 3. | Sh. Ashok Lavasa | Joint Secretary (P-II) |
| 4. | Sh. R. Baral | IG (Pers.), SSB |
| 5. | Sh. V.K. Upreti | IG, ITBP |
| 6. | Sh. Virendera | IG (Pers.), BSF |
| 7. | Dr. R.P. Sharma | IG (HQ), NSG |
| 8. | Sh. S.B. Singh | IG (HQ), CISF |
| 9. | Sh. D.K. Pathak | IGP (Pers.), CRPF |

SECRETARIAT

- | | | |
|----|---------------------------|----------------------|
| 1. | Shri S.Bal Shekar | Additional Secretary |
| 2. | Shri C.S. Joon | Director |
| 3. | Smt. Mamta Kemwal | Deputy Secretary |
| 4. | Smt. Reena Gopalakrishnan | Under Secretary |

2. At the outset, the Chairperson welcomed the representatives of the Ministry of Home Affairs and Paramilitary Forces to the sitting of the Committee.
3. Thereafter, the representatives of the Ministry tendered oral evidence on the subject 'Women in Paramilitary and Armed Forces' before the Committee. The main issues which came up for discussion during the course of evidence included monitoring of cases against sexual harassment; appointment on compassionate ground; gender sensitive training modules; recruitment of women personnel in BSF; availability of basic facilities for women personnel at the place of deployment; etc.
4. Members sought clarifications on different points, some of which were replied to by the representatives. The Ministry was also asked to furnish written replies to the remaining queries.
5. The Committee also decided to undertake a study visit during August-September, 2010.
6. A verbatim record of the proceedings of the sitting has been kept.

The Committee then adjourned.

**MINUTES
COMMITTEE ON EMPOWERMENT OF WOMEN (2010-2011)
Third Sitting
(02.12.2010)**

The Committee sat on Thursday, the 2nd December, 2010 from 1530 hrs. to 1600 hrs. in Room No. 130, Chamber of Hon'ble Chairperson, Committee on Empowerment of Women, Parliament House Annexe, New Delhi.

PRESENT

**Smt. Chandresh Kumari
MEMBERS**

- Hon'ble Chairperson

LOK SABHA

2. Smt. Shruti Choudhry
3. Smt. Ashwamedh Devi
4. Smt. Rama Devi
5. Smt. Jyoti Dhurve
6. Smt. Priya Dutt
7. Smt. Sumitra Mahajan
8. Dr. Jyoti Mirdha
9. Smt. Mausam Noor
10. Smt. Jayshreeben Patel
11. Smt. Rajesh Nandini Singh
12. Smt. Supriya Sadanand Sule
13. Smt. Annu Tandon
14. Smt. Seema Upadhyay

RAJYA SABHA

15. Smt. Naznin Faruque
16. Smt. Brinda Karat
17. Shri Ambeth Rajan
18. Smt. Maya Singh
19. Smt. Vasanthi Stanley

SECRETARIAT

1. Shri C.S. Joon Director
2. Smt. Reena Gopalakrishnan Under Secretary

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

3. The Committee then took up for consideration the draft Report on the subject '**Women in Paramilitary Forces**'. After some deliberations, the Committee adopted the draft Report with some changes and authorised the Chairperson to finalise the Report and present the same to the Parliament.

4. The Committee then adjourned.