

Summary of Key Recommendations by the Parliamentary Committee on the Empowerment of Women: “*Working Conditions of Women in Police Force*” (2013)

Increased Representation: Reinforcing the urgent need for increased representation of women in the police, the Committee recommended targeted recruitment drives and the linking of modernization funds to demonstrable progress in recruiting more women.

Facilities for Women Police: The Committee recommended that the Government should look into reasons for inadequacy/non-availability of basic amenities such as separate rest rooms/toilets/mobile toilets for women police personnel and take effective remedial measures to ensure their availability.

Funds for Child Care Facilities: The Committee pointed to under-utilization of funds for the setup of crèches and day care facilities and reiterated the need for wide availability of child care services for police women.

Transfer Policy: The Committee noted that rigid transfer policies deter women from careers in the police. The Committee recommended that an ongoing research study examining the impact of existing transfer policies on women police personnel is expedited.

Discrimination in Allocation of Duties: The Committee observed that while women police are supposedly given equal responsibilities as men, this does not happen in practice due to perceptions of women as weaker and less physically able. Women are generally given less difficult police work which reduces their scope for promotions. The Committee recommended that the Government should examine the extent of discrimination in this regard, and take corrective measures to ensure equality between men and women in assignment of police work.

All Women Police Stations: The Committee recommended that a performance audit is done of All Women Police Stations by a professional agency to assess their impact and effectiveness.

Sexual Harassment: The Committee urged the Ministry of Home Affairs to keep a state-wise record of complaints of sexual harassment of women police personnel, particularly the number of complaints received and disposed.