

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
RAILWAY BOARD

No.2017/Sec(IVG)/WCR/09

New Delhi, Dated:15.01.2018

Directive – 41


Sub: General guidelines regarding the deployment of lady personnel of RPF.

In exercise of the powers conferred under Rule 28 of the RPF rules 1987 read with Section 8 of the RPF Act 1957, the following guidelines are issued with respect to deployment of lady personnel of RPF.

It has been observed that while deploying lady personnel at posts and outposts, due care is not being taken to provide them a congenial and safe work place. Several complaints are being received in this regard from the women personnel alleging improper behavior from the male colleagues and supervisors. Therefore necessary steps are required to be taken to protect the interests of the lady personnel and to develop a mechanism at Zonal and Divisional levels to resolve any such issue without delay and taking action against the guilty.

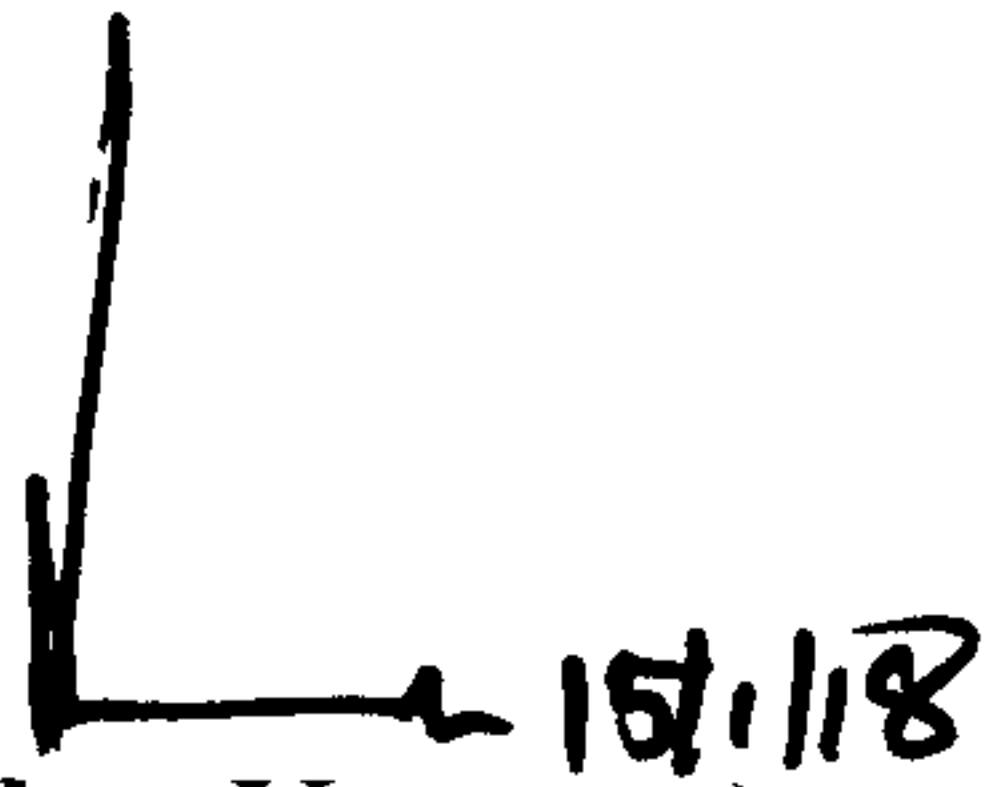
In this regard following instructions may be circulated:-

1. Not less than two women staff should be deployed at a particular post or station. Posting a single lady may be avoided at any post/outpost.
2. A single women staff should not be deployed during the night hours and isolated places like railway yards, PRS, escorting duties etc.
3. Instructions should be given to the supervisors that the lady staff should not be called for discussions, briefings etc. alone in the chamber or at any other isolated place.
4. The male staff at the post should be counseled, advised and instructed to maintain proper decorum if a lady staff is around while making conversation and suitable body language should be ensured.
5. In case the women personnel are required to share the rest room (for e.g., during break journey while on escort duties, bandobast duties or any other such situations) with their male counterparts, male staff should be instructed that they should be properly clothed and maintain verbal and behavioral decorum.


15/1/18

6. Mobile calls to the lady staff should be made strictly for official purposes only. Any advance on social media like sending friends request on Facebook and WhatsApp chatting should be avoided.
7. In case a lady staff shares her personal grievance/matter with the supervisor, it should be ensured by the supervisors that it should not be done in public which may cause embarrassment to the lady staff.
8. Any particular behavior which is found objectionable by the lady personnel from her male colleagues should not be repeated and avoided.
9. Frivolous/double meaning conversations with/in front of women staff should not be made, particularly at work place.
10. An effective and speedy mechanism of redressal of such grievances should be formulated at divisional level by the Sr. DSC/DSC.
11. Facility of changing room/rest room may be provided at RPF posts/outposts, wherever lady personnel are deployed.

Instructions should be circulated to all the personnel under your control and compliance may be ensured. Instructions may also be reiterated by the senior officers in their Suraksha Sammelans and crime meetings so that it reaches to staff at all levels.


(Dharmendra Kumar)
Director General/ RPF

Copy to:

Chief Security Commissioners/RPF,
All Zonal Railways, ICF, KRCL, CORE, Const., RDSO.

Chief Security Commissioner/RPSF,
Force HQr., Dayabasti,
Delhi.

Directors,
JR RPF Academy, Lucknow &
Moula-Ali.