Press Release

New Delhi- (14 September, 2017) – A Workshop on “Creation of gender friendly workshop for optimum operational effectiveness” was held at 25th Bn., Ghitorni, New Delhi under chairpersonship of Smt. Archana Ramasundaram, IPS, DG SSB on 13.09.2017. 160 personnel, including 125 women personnel, representing all 06 SSB Frontiers, far-flung BOPs and other remote areas participated in the Conference.

2. This Conference attended by ADG, IGs and other senior SSB officials to take stock of previous meetings held in this regard on 10.12.2016. Great emphasis was laid by DG on creation of gender friendly working atmosphere and infrastructure in a meeting chaired by her on November 10th, 2016, wherein guidelines and crucial schedules were framed and chalked out for implementation on ground. These guidelines were drafted in close sync with the policy framework stipulated by BPR&D. Later, two high-level meetings were also organised in which she reviewed the progress of the work with important additions in the ongoing initiatives. In this Conference, issues pertaining to kit, Infrastructure, Health & Hygiene, Policy matter, Sexual Harassment at Work Place, Training and gender budgeting were thoroughly discussed. The conference also discussed on the status of compliance of BPR&D recommendations made in this regard.

3. The participants deliberated upon various issues and gave many fruitful suggestions to DG on the issues. In pursuance to the representations/grievances of women personnel of SSB, policy decisions were taken by the DG of which following are main:-

- Providing an option for a 6 years fixed tenure for static posting to female personnel twice in their career at the time of child bearing and later when children were at crucial stages of academics is one of the many policy decisions that the DG SSB instructed may be favourably considered.
- DG also allowed three choices for transfer to female personnel who have completed six years at one place of posting, subject to administrative factors.
- A gender friendly infrastructure plan for Coy level and Platoon level deployment has been added into the approved scheme of MHA. New barracks, BoPs and Bn hqrs buildings will be built hereafter in a gender friendly manner.
- Creating awareness regarding Sexual harassment at workplace.
• A proposal for augmentation of strength of Mahila Companies based on leave due to female personnel has been sent to MHA. This will facilitate a much better rotation of duties’ schedule for women personnel.
• DG also gave relief to women personnel stagnating in a particular place over 5 years’ fixed tenure.
• All kit based items should be procured keeping in view the size and requirement of women personnel whose representation should be part of these procurement processes.
• Each Frontier to convert a few buses fitted with a toilet. Portable toilets to be provided wherever possible.

4. DG has directed that a monthly review of these initiatives should be carried out at Force Hqrs and all Frontier Level. She recalled that these policy decisions were in keeping with her promise as the first women to head a CAPF. Creating of gender friendly working environment and provide policy framework as well as resources was one of her priorities.

DG SSB has taken the initiative to create & upgrade the gender friendly infrastructure in SSB & it is a big leap towards the achievement of operational efficiency by creation of congenial and requisite infrastructure with a prime focus on gender equality. DG SSB has applauded the endeavors taken in this regard and concerned quarters in SSB have also welcomed the decision as a parting gift from DG SSB before proceeding on superannuation by 30th September 2017.

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Public Relation Officer