



Government of West Bengal
Department of Health & Family Welfare
Swasthya Bhawan

GN-29, Sector – V, Salt Lake, Kolkata – 700091

No. 217-Secy(HFW)/2024

Date : 19/08/2024

ORDER

WHEREAS, ensuring safety and security of women working in the night shift at different establishments both in Government as well as private sector has always been a priority for the State Government.

WHEREAS, measures taken in this regard are reviewed from time to time at different levels. However, it is felt that it is necessary to issue a comprehensive guideline in this regard.

Therefore, a flagship programme, **RATTIERER SAATHI- HELPERS OF THE NIGHT**, for the safety for women specially for those working during night is hereby launched with the following guidelines for implementation in medical colleges/hospitals/hostels etc. wherever provisions are not already available.

1. There should be a separate designated rest rooms with toilets for women.
2. Woman volunteers shall be on duty at night.
3. Safe Zones will be identified and created for women with full coverage by CCTV and its monitoring.
4. A special mobile phone app with alarm devices will be developed which shall be compulsorily downloaded by all working women and which will be connected to the local police stations/police control room.
5. Helpline No. 100/112 should be extensively used specially during panic/emergency situations.
6. Security checks and breath analyser tests will be carried out to ensure safer working conditions.
7. All organisations will be requested to set up Visakha Committee on sexual harassments on women in workplaces, if not done already.
8. Sensitisation programme will be organised in government establishments on issues relating to women's safety and private sectors will also be requested to organise the same.
9. WORKING IN PAIRS: Organisations will be encouraged to devise schedules so that women work in pairs/team so as to know one another's movements during night hours wherever possible.
10. Private Institutions shall also be encouraged to set up RATTIRER SHAATHI protocol.

11. In addition to above, the following additional steps will also be taken up if not already in place -

- (i) Night police patrolling will be carried out in all medical colleges and hospitals, women hostels and such other places.
- (ii) Adequate drinking water facilities will be on all floors in the hospitals etc. wherever not available.
- (iii) Identity cards will be displayed by all the faculty, staff, security guard etc. in the medical colleges and hospitals.
- (iv) Security officer will be posted by police in all medical colleges hospitals and district hospitals for overall security supervision.
- (v) Working hours of women including woman doctors should not preferably exceed 12 hours at a time.
- (vi) Wherever possible, night duty may be avoided for women to the extent possible.
- (vii) Security guards in government medical colleges and hospitals, District Hospitals should be a mix of male and female security guards.



19/8/2024

Principal Secretary
Health & Family Welfare Department
Government of West Bengal

No. 217/1(59)-Secy(HFW)/2024

Date : 19/08/2024

Copy forwarded for kind information and necessary action to :

1. ACS/Principal Secretary/Secretary _____ Department (All).
2. Director General of Police, West Bengal.
3. Commissioner of Police, Kolkata.
4. Director of Health Services, Govt. of West Bengal.
5. Director of Medical Education, Govt. of West Bengal.
6. Sr. PS to Chief Secretary, Govt. of West Bengal.



19/8/2024

Principal Secretary
Health & Family Welfare Department
Government of West Bengal