

**15011/72/2014 – SC/ST – W**  
**Government of India / Bharat Sarkar**  
**Ministry of Home Affairs / Griha Mantralaya**  
**Centre-States Division**  
**\*\*\*\*\***

**NDCC- II Building, Jaisingh Road,**  
**New Delhi**  
**5<sup>th</sup> January, 2015**

To

- 1) Chief Secretaries of all State Governments including GNCTD**
- 2) Administrators of DD, DNH, A&N, Lakshadweep**

**Sir / Madam,**

Please refer to the D.O. letter of even number dated 31<sup>st</sup> December, 2014 from the Hon'ble Minister of Home Affairs to the Chief Ministers / Administrators of all States / UTs regarding setting up of Investigative Units for Crimes against Women (IUCAW). The Ministry of Home Affairs is proposing setting up of IUCAWs in 150 police districts which are most crime prone w.r.t. crimes against women in the country with a 50:50 cost sharing basis with the States / UTs. The States / UTs have liberty to set up these units at Police districts of their choice, where the incidents of crimes against women are higher in comparison to other Police districts within the States/UTs.

The objective of these units will be to assist the local police in investigation of heinous crimes viz. Rape, Dowry Death, Acid Attack, Human Trafficking against women etc.. They will also provide the additional functionalities of proactive policing, intelligence gathering, tackling organized crime, monitoring proper implementation of the legislative provisions, help in awareness generation and social participation in crimes against women. These units comprising of 15 personnel, will be equipped with specialized investigators and preferably 1/3<sup>rd</sup> of the unit will be women personnel only. The States will have full flexibility on whether to create new posts or to designate from the existing strength with only condition being 1/3<sup>rd</sup>

should be women only. The issue of 1/3<sup>rd</sup> Women personnel is being stressed to improve dismal gender ratio in the police leading to impediments in effective implementation of the legislations. The details of the scheme are forwarded herewith for your perusal.

The scheme document is also available in the Ministry of Home Affairs website.

In view of growing incidents related to crimes against women in the country, it is requested that directions may be issued to all concerned to set up these units expeditiously to ensure proper investigation in these cases. It will be highly appreciated if developments in this regard be intimated to the undersigned periodically.

yours Sincerely,



(Kumar Alok)  
Joint Secretary (CS)

Tel : 23438100

email : jscs@nic.in

**Copy also for information and necessary action to:**

- (1) ACS/Principal Secretary/Secretary (Home) of all States and UTs
- (2) The Director Generals of Police of all States and IGs of all UTs

## **INVESTIGATIVE UNITS FOR CRIME AGAINST WOMEN (IUCAW)**

In order to augment the capacity of States in the domain of investigation of heinous crimes against women viz. rape, acid attack, dowry death and human trafficking, the Ministry of Home Affairs is proposing to set up 150 Investigative Units for Crime against Women (IUCAW) in most crime prone districts of each State on a 50 : 50 cost sharing basis with the States. The objective of these units will be to assist the local police in investigation of heinous crimes against women. They will also provide the additional functionalities of proactive policing, intelligence gathering, tackling organized crime, monitoring proper implementation of the legislative provisions, help in awareness generation and social participation in crimes against women. The States are invited to form these units and funds will be disbursed only when the proof regarding operational status of the units are submitted. They will work under the Superintendent of Police in each police district and will take up investigations which are referred to them. These units comprising of 15 personnel, will be equipped with specialized investigators and preferably 1/3<sup>rd</sup> of the unit will be women personnel only. The States have full flexibility on whether to create new posts or to designate from the existing strength with only condition being 1/3<sup>rd</sup> should be women only. The States will also have the liberty to decide setting up of IUCAW in their district of choice. The smaller States will have the additional flexibility of pooling in resources to create a larger unit in State Capital or other designated area without exceeding the budget allocation.

### **OBJECTIVES OF CREATION OF IUCAW**

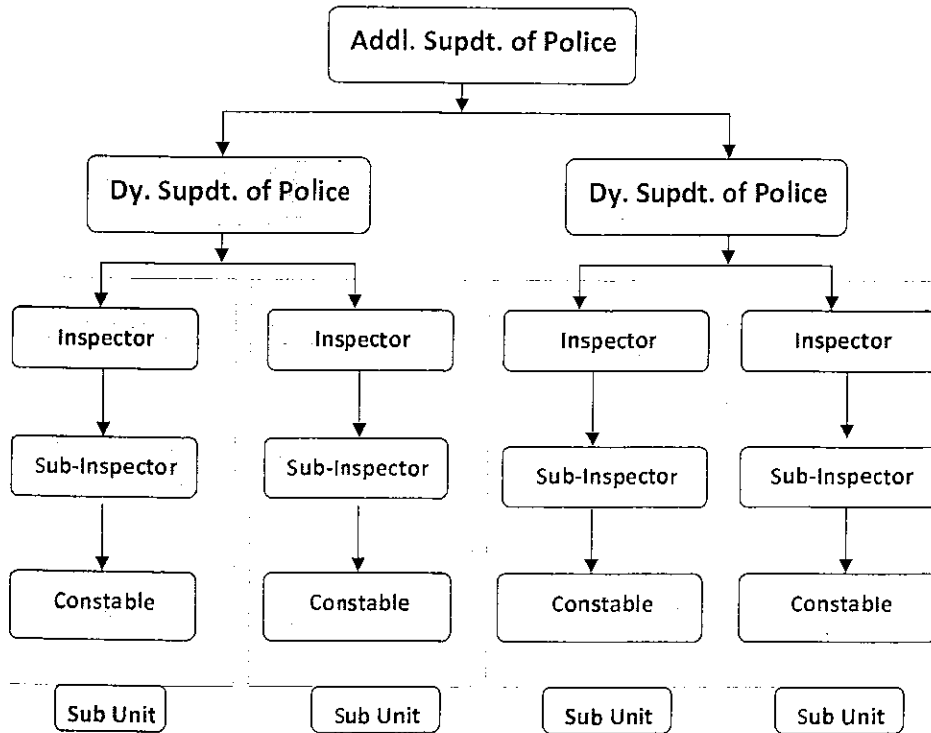
The objective of the proposal is four fold :

- (i) Augment the investigative machinery of the States in relation to the heinous crimes against women; especially Rape, Dowry Death, Acid Attack, Human Trafficking etc.
- (ii) To instill confidence and encourage women to come forward and lodge their complaint.
- (iii) To improve the gender ratio in the State Police forces which is adversely impacting effective implementation of the legislations relating to women.
- (iv) These units will also provide the additional functionalities of proactive policing, intelligence gathering, tackling organized crime, monitoring proper implementation of the legislative provisions, help in awareness generation and social participation in crimes against women.

## LOCATIONS OF IUCAW

Each state will have the liberty to decide setting up of IUCAW in their district of choice having high incidence of such crimes against women. However the cap on number of districts per State, as identified by Ministry of Home Affairs will be final. The smaller States, which have been allotted 02 units of IUCAW can pool in resources to create a larger unit in State Capital or other designated area without exceeding the budget allocation. *The list of allocation of IUCAWs for each State/UT is given in Annexure – I.*

## PROPOSED STRUCTURE OF EACH IUCAW



A unit headed by Add. Superintendent of Police will comprise of 15 personnel out of which 1/3<sup>rd</sup> i.e. 05 will be women. Each unit again will consist of 04 sub-units headed by an Inspector which will form the core investigative unit. Two (2) Dy. Superintendents of Police headed by the ASP will function in the supervisory capacity.

## PROPOSAL COST

The salary component of each IUCAW in the proposed set up has been calculated as Rs. 56 lakh (approximately) per year. The Union Government will provide 50% of the cost i.e. Rs. 28 lakh per year on production of documentation about the salary paid.

## **METHOD OF DISBURSAL**

The disbursal of the fund to the States will be done, once in a year, only when documented proof on deployment of trained investigative officers will be submitted to the Union Government by the States. The States are eligible for payment from 1<sup>st</sup> January, 2015 onwards. The information needed to be provided are :

- Name, Designation, contact details of the officials deployed
- Salary breakup along with expenditure Statement
- Consolidation of amount paid and reimbursement
- A report on the activity of IUCAW covering all aspects of investigation, intelligence collection, promotion of social participation etc.

*The form for submitting claims and performance appraisal is given in Annexure II & III respectively.*

States / UTs	No. of IUCAWs to be formed
Andhra Pradesh	4
Arunachal Pradesh	4
Assam	6
Bihar	8
Chattishgarh	6
Goa	1
Gujarat	7
Haryana	4
Himachal Pradesh	3
Jammu & Kashmir	5
Jharkhand	5
Karnataka	6
Kerala	4
Madhya Pradesh	10
Maharashtra	7
Manipur	2
Meghalaya	2
Mizoram	2
Nagaland	2
Odisha	7
Punjab	5
Rajasthan	7
Sikkim	1
Tamil Nadu	7
Telangana	2
Tripura	2
Uttar Pradesh	15
Uttarakhand	3
West Bengal	5
A& N Islands	1
Chandigarh	1
D & N Haveli	1
Daman & Diu	1
Delhi	2
Lakshadweep	1
Puducherry	1
	150

**EXPENDITURE STATEMENT OF INVESTIGATIVE UNITS FOR CRIME AGAINST WOMEN (IUCAW)****STATE :****DISTRICT:****REIMBURSEMENT FOR THE YEAR****DETAILS OF THE PERSONNEL**

Sl.	Name	Designation	Office Tel.	Office Fax.	Mobile	Email
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

**SALARY PAID**

Sl.	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1												
2												
3												
4												
5												
6												
7												
8												
9												
10												
11												
12												
13												
14												
15												
Total												

A report on the function of IUCAW should be separately submitted.

Total Expenditure in Salary Head for the Year ..... = Rs.

50% of the Salary Head for the Year ..... = Rs.

= Reimbursement Sought

(Signature of the Addl. Supdt. of Police)

**PERFORMANCE STATEMENT OF INVESTIGATIVE UNITS FOR CRIME AGAINST WOMEN (IUCAW)****STATE :****DISTRICT:****YEAR****(A) CORE FUNCTIONALITES (details of the cases investigated may be mentioned here)**

	CR	CS	CV	PAR	PCS	PCV	CVR
Rape							
Dowry Death							
Acid Attack							
Human Trafficking							
Other Cases							

CR – Cases Registered

CS – Cases Chargesheeted

CV – Cases Convicted

PAR – Persons Arrested

PCS – Persons Chargesheeted

PCV – Persons Convicted

CVR – Conviction Rate

**(B) ADDITIONAL FUNCTIONALITES (Add Additional Sheets if necessary)**

	ITEM	Remarks
1	Proactive Policing	
2	Intelligence Gathering	
3	Tackling Organised Crime	
4	Monitoring of Legislative Provisions	
5	Awareness Generation and Social Participation	

**(C) OTHER NOTABLE ACHIEVEMENT IF ANY :**

(Signature of the Addl. Supdt. of Police)