



वित्त मंत्रालय / Ministry of Finance

राजस्व विभाग / Department of Revenue

सीमा शुल्क आयुक्त कार्यालय / Office of the Commissioner of Customs

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To,
All Container Freight Stations
St. John ICD

Subject: Inclusion of gender specific infrastructure facilities to be provided by the Custodian CCSP-CFS/AFS/ICD under the HCCAR, 2009-reg.

Reference is invited to the Notification No. 26/2009-Customs (N.T.) dated 17.3.2009 notified the Handling of Cargo in Customs Area Regulations (HCCAR) 2009 to regulate the functioning of Customs Cargo Service Providers including custodians of ICDs/CFSs and further amendments. Further, Circular No. 44/202 Customs dated 08.10.2020, Circular No. 50/2020-Customs dated 05.11.2020, Circular No. 20/2021-Customs dated 16.08.2021 were also issued to streamline various procedures relating to ICDs/CFSs including annual audit of CFS, AFS and ICD to closely monitor their performance and to bring accountability, standardization and better facility for cross-border trading which in turn improve ease of doing business.

2. Circular No. 50/2020-Customs dated 05.11.2020 provides that the custodian shall also take steps to bring about necessary improvements in the infrastructural facilities and other amenities required to be provided to the trade and to Customs staff, as may be necessitated from time to time, consequent upon the growth in the volume of Import and Export Trade handled at the CFS/AFS/ICD. Further, as per the check list of this Circular, the custodians should create gender specific and mainstreaming infrastructure facilities including special Exim counters for the female customs brokers/traders, separate workplace, customer care cells, essential utilities, restrooms etc.

3. It is also worth mentioning that the participation of women at the CFS/AFS/ICD has

increased significantly through the different job roles and functions of trades in the recent past which demands for providing safe working places for women at such facilities for fostering an inclusive and respectful work environment for them. In view of the Government of India dedication to promote *Nari Shakti*, it is imperative to provide safe and secure working environment to women for furtherance in respective career field.

4. Accordingly, it has been decided that in addition to the existing infrastructural facilities as provided by the Custodian CFS/AFS/ICD under Regulation 5 of the HCCAR 2009, the custodians, in proactive manner, must ensure following gender specific infrastructural facilities in customs area, for inclusiveness of women participation:

- i. Gender responsive infrastructure at the logistics facilities to improve workplace efficiency of women workforce including sufficient lightening, panic buttons etc.
- ii. Provision for care infrastructure and services, especially creches, per the rules laid out in the Maternity Benefits Act, 2017;
- iii. Establishment of Internal Complaints Committees (ICC) in accordance with the provisions of the Prevention of Sexual Harassment at Work Places Act, 2013;
- iv. Holding regular gender sensitization training sessions for all the staff of CFS/AFS/ICD and field formations;
- v. Regular upgradation of facilities from a gender perspective;
- vi. Any other gender specific facilities to have inclusive work place ecosystem.

6. Difficulty, if any, in the implementation of this circular may be brought to the notice of the office.

(VIKAS NAIR)
COMMISSIONER