

Sexual Harassment at Workplaces in India 2011-12



Submitted to:



Oxfam India
New Delhi

Submitted by:



Social & Rural Research Institute,
A Specialist Unit of IMRB International, New Delhi

Contents

List of Acronyms	4
Executive Summary	5
Summary	10
I. Need for the Opinion Poll.....	12
II. Poll Objectives	16
III. Vital Questions	17
IV. Research Design and Limitations	18
Overall approach for Collecting Information	18
Sample Size and Justification	18
Limitations of the Opinion Poll	20
V. Demographic Profile of the Respondents.....	22
Sample Description	22
Age.....	22
Marital Status.....	22
Religion	23
Highest Education	23
Primary Occupation.....	24
VI. Incidence of Sexual Harassment at Work place.....	25
Number of Incidents	25
Nature of Incidents Faced.....	26
Immediate Reaction of Victims	28
Correlation between Incidence and Awareness.....	29
Correlation between Incidence and Education.....	30
VII. Findings and Insights	32
Awareness about Sexual Harassment at Work place and the Proposed Bill.....	32
Awareness of Sexual harassment at work place	32
Awareness of Actions which Constitute Sexual Harassment	33
Awareness of the Supreme Court Guidelines.....	34
Awareness of the proposed bill on sexual harassment at the workplace.....	35
Perception of Industries Unsafe for Women.....	36
Law on sexual harassment of women at work place	37

Sensitivity towards sexual harassment	39
Correlation between demographics and sensitivity towards sexual harassment.....	40
Correlation between basic knowledge of the proposed bill and sensitivity towards sexual harassment	41
Excerpts from Case History	42
VIII. Areas of Programmatic Relevance	44
Annexure I: Issues Referred to in this Report	45
Annexure II: Design	47
Component A: Knowledge and attitude regarding sexual harassment and related redressal mechanism.....	47
Component B: Estimating the incidence of sexual harassment	47
Target Groups and Geographical Coverage	47
Respondent Selection	48
General population	49
Working women.....	49
Ethical Considerations.....	50
Annexure III: Questionnaires	52

List of Acronyms

CEDAW:	Convention on the Elimination of all forms of Discrimination against Women
CSO	Civil society organisations
SC:	Supreme Court
NCW:	National Commission for Women
GP:	General Population
WW:	Working women
PSU:	Primary Sampling Unit
PPS:	Probability Proportional to Size
ICC:	Internal Complaints Committee
ILO:	International Labour Organisation
NGOs:	Non Governmental Organisations
AP:	Andhra Pradesh
TN:	Tamil Nadu
UP:	Uttar Pradesh
UT:	Union Territories

Executive Summary

Women's representation in the workforce has seen a gradual increase in India over the past few decades. This increased participation has positively impacted women's role in economic decision making and society in varying degrees but has also made them vulnerable to instances of sexual harassment at work place and related malpractices.

The Supreme Court (1997) (SC) in *Vishakha vs. State of Rajasthan and others*, for the first time recognized, acknowledged and explicitly defined sexual harassment at work place as a set of guidelines. While fourteen years have elapsed since the Vishakha judgment came into effect, limited efforts have been made to ensure appropriate implementation of these Guidelines. It is seen that, aggrieved women, in most cases, due to varied reasons, fail to take any formal action against the perpetrator. The reasons for non-action can vary from lack of effective redressal mechanism, no guarantee of protection of complainant and witnesses, lack of knowledge of possible redressal actions to lack of support from family, friends and society at large.

In order to have a separate law on this issue, the Government of India, together with the civil society has proposed several drafts on the same between 2005 and January 2010. However, the latest draft '*Protection of Women against the Sexual Harassment at the Work place Bill, 2010*', introduced in the Parliament on December 7, 2010 is entirely a government version and therefore many are apprehensive that the desires of the general public have not been taken in to account while formulating the draft. The bill was introduced on 7th of December 2010, following this, the Chairperson of the Rajya Sabha, in consultation with the speaker Lok Sabha, referred the bill to the Parliamentary Standing Committee on the 30th of December 2010 for examination. The Standing Committee following this invited comments and started deliberations from January 2011. Many women's right-based organizations, trade unions, legal agencies gave their feedback on the proposed bill. Finally, the bill was passed in the Lok Sabha on the 3rd of September, 2012, with certain minor changes, such as, inclusion of domestic workers etc. The bill is, however, yet to be passed in the Rajya Sabha. The bill mandates an internal complaints committee for any organisation with 10 or more employees. For an employer not following this, a penalty of Rs. 50,000 would be levied.

Since the study was conducted before the passing of the bill in the Lok Sabha, it has certain limitations, such as, lack of information about the final draft actually sent to the Parliament and last minute changes made in the bill etc.

As no pan-India opinion poll has yet been conducted to ascertain the people's views and attitude towards the issue of sexual harassment of women at workplace, it was extremely important to conduct a poll on the issue.

As a result, this exercise was conducted to broadly provide answers on two issues:

1. Learn more about the incidences of sexual harassment from working women)
2. Knowledge and attitude towards sexual harassment and related redressal mechanism from the general population and working women)

The poll included two components, interviews with working women in the age group of 18-45 years and with general population (male and female respondents in the age group of 18-50 years).

Overall, four zones (North, East, West and South) were covered to ensure adequate spread and representation (as detailed in the Annexure). Within these four zones, 10 states were selected, in which a total of 21 districts were covered. Total sample size for the poll was 2000, which was divided among the two types of respondent groups – general population (1600) and working women (400). The entire sample size was equally divided across all the four zones. For the purpose of sampling, districts were selected by the method of systematic random sampling; whereas Primary Sampling Units (PSUs) were selected using Probability Proportional to Size (PPS).

Among working women, 50 interviews were conducted in each of the eight selected urban locations. Working women from both organized as well as unorganized sectors were covered in the poll.

As part of the design the urban and rural representation for the general population was inbuilt for reasons of comparability. For the other demographic parameters, such as age, social category, etc. the sample did not fix any quotas. For the working women interviews the focus was urban locations and therefore the sample does not include women employed in the predominant rural occupations such as agriculture, animal husbandry, etc. Also, the sample spread between the organized and the unorganized is equal in order to get comparable estimates between the two.

It must be noted at this point that sexual harassment at the workplace is an extremely sensitive issue. In many cases, women who are victimized find themselves hesitant in talking about it due to the existing stigma and sense of isolation that the victim often feels. It is because of this reason and possible feelings of shame and fear within the victim that not many women feel comfortable sharing such incidents in public. Therefore, there is a possibility of under reporting when it comes to measuring incidences of sexual harassment. Among all the working women interviewed, 17 percent (66 respondents out of 400 working women interviewed) reported to have faced at least one incident of sexual harassment in their working life. The demographic profile of these 66 respondents reveals that majority of them were graduates (46 percent). In terms of occupation, relatively higher proportions were employed as blue collar employees (33 percent). Interestingly, 26 percent of the aggrieved women reported to be the sole earning members of their families.

Interviews with these 66 respondents revealed that almost all of them encountered more than one instance of sexual harassment in their workplace. These respondents altogether reported 121 different incidents of sexual harassment which (in statistical terms) suggests an average of 1.86 or almost 2 incidents faced by each victim. Among these 66 respondents, 16 respondents reported to have faced at least three incidents of sexual harassment at work place. Segregating the 121 incidents on the basis of their nature suggests that majority of them were non-physical (102 numbers), followed by physical incidents (19 numbers).

In 96 out of the 121 incidents of sexual harassment, victims did not take any formal action against the perpetrator. Primary reason stated for not taking any formal action was the stigma attached with such incidents. Further analysis revealed that there was no direct correlation between action taken by the victim and the nature of incident faced by them. The proportion of taking a formal action was relatively higher among victims who were aware of sexual harassment (28 percent), as against those who did not know about sexual harassment. In the current poll the proportion of victims taking formal action was noted as being higher among respondents without any formal education (32 percent), as against literates. This indicates that fewer educated women, after facing the incident, resort to formal actions against the perpetrator possibly indicating that educational qualification is not a deterrent to sexual harassment and neither is it a clear empowering factor for women to come forward to take formal action in such cases. Education background, socio economic status cannot determine the vulnerability of a woman in a work situation. There are examples where many women in power have faced sexual harassment at workplace and also where illiterate women have faced the most grievous instances of harassment at work place.

Cultural interpretations and nuances of sexual harassment at workplaces is a complex discourse. People coming from different walks of life, with varied backgrounds and cultures attach varied connotations to different forms of social interaction, specifically interactions with the opposite sex and in case of sexual harassment these connotations also influence the tolerance and acceptance of such incidents. There is also a lack of unanimity in understanding of the finer nuances of sexual harassment. Hence, it is imperative to investigate the awareness, attitudes, perceptions and sensitivity of both general population and working women with respect to sexual harassment.

Data on awareness of sexual harassment reveals that close to nine out of ten respondents reported awareness of the issue. On being asked for types of behaviour/actions which form part of sexual harassment, most respondents reported the following three - "Making derogatory comments", "Telling sexual stories" and "Remarking about one's body". Interestingly, all the top three incidents reported by respondents did not involve any physical contact with the victim. Gender-wise analysis reveals that higher proportions of women recognized non-physical incidents also as sexual harassment; whereas, men perceived actions which involve physical contact ("Unwelcome hugging/touching/kissing",

“Sizing up one’s body” and “Rape/attempt to rape”) as sexual harassment. The analysis indicates that women have either a more nuanced understanding of sexual harassment at workplace, or being at risk, tend to be somewhat more sensitized to the problem.

The SC of India passed guidelines on sexual harassment in 1997. In the absence of any law on the issue, these guidelines directed organizations across the country for the prevention and the redressal of cases of sexual harassment. In the absence of any law, knowledge of the SC guidelines, especially among working women, is extremely important. Only about, 16 percent respondents among general population or one in every six respondents (among the general population) reported to be aware of these guidelines. When probed about the key components of the guidelines, only two respondents (0.1 percent) could recall all of them, whereas, 126 respondents (8 percent) could recall at least three acts of sexual harassment which are mentioned in the guidelines.

When asked about the proposed bill, only one out of every seven respondents reported awareness. In order to validate the knowledge of the proposed bill, respondents were asked to list out the various components of the proposed Bill. All respondents were categorized into two groups based on their responses – Those with ‘Correct Knowledge’ (recalled all eight correct highlights and did not recall any misconception) and those with ‘Basic Knowledge’ (recalled the following two components – “Employer must set up a complaints committee within the office” and “Constitution of a local complaints committee at district level” and did not recall any misconceptions). It was found that none of the respondents had correct knowledge, whereas only 4 percent had basic knowledge of the proposed bill. Among all the locations, basic knowledge was highest among respondents living in the metros (10 percent).

Some industries, because of the nature of work that is performed are perceived to be unsafe for women. All the respondents were asked to select one industry in which women, according to them, were most unsafe. The top three industries unsafe for women as reported by the respondents were – manual labour, domestic help and small scale manufacturing units. Primary reasons for perceiving labourers at higher risk of sexual harassment were given as “Women employees are poor and needy” and “Odd working hours”. Interestingly, all industries featuring in the list of top three (for both general population and working women) are part of the unorganized sector. Therefore, it would be only fair to conclude that, people, in general perceive women working in the unorganized sector at higher risk of sexual harassment than those working in the organized sector also because of the absence of mechanisms to ensure safety and security of women at workplace.

All the respondents were asked about the need for a separate law on the issue of sexual harassment at workplace and their expectation from such a Bill. 91 percent of the general population reported that there is a need for a separate law and 74 percent of working women reported need for a separate law on the issue.

When probed about the desired components in such a bill, women/females laid greater emphasis on non-disclosure and protection of the complainant and witnesses; whereas men/males attached more importance to provision of speedy and hassle-free trial.

In order to determine the sensitivity of all the respondents towards the issue of sexual harassment, nine attitudinal statements were read out and their response for each statement was recorded. The cumulative scores for all the statements were computed. For the sake of easy comprehension, all respondents were segregated in to two groups – 'Highly Sensitive' and 'Less Sensitive' towards the issue of sexual harassment. Every three out of five respondents from general population (60 percent) and seven out of ten working women (70 percent) were found to be highly sensitive towards the issue of sexual harassment.

Therefore, it is clearly highlighted from the poll that the need of the hour is for a strong and effective law on the issue which facilitates speedy and hassle free trial and at the same time ensures protection for complainant and the witnesses. It is also apparent that women working in the unorganized sector are much more vulnerable towards such incidents; therefore, provision must be made to protect them in the proposed law. Setting up of complaints committee for women working in the unorganized sector and ensuring free, fair and hassle free trial for such women are urgently required at this time. There is also a need for greater awareness among the general population and more importantly among working women, not only regarding the need for a separate law dealing with issues of sexual harassment at workplaces but also on possible recourses in case of victimization.

Summary

Incidence

1. **17 percent** of the working women **reported to have ever faced any act of sexual harassment** at work place.
2. 66 respondents out of 400 reported to have faced a cumulative of 121 incidents of sexual harassment. 102 out of 121 incidents were reported to be non-physical, whereas the remaining 19 incidents were physical in nature.
3. Among these incidents, 79 were mild, 23 moderate and 19 severe in nature.

Redress

4. **Majority of the victims of sexual harassment did not resort to any formal action** against the perpetrator. Some of the reasons stated for not taking any action were 'fear of losing the job', 'absence of any complaints mechanism at the workplace', 'fear of getting stigmatized' and 'not aware of redressal mechanism'.

Awareness

5. **87 percent of the general population and 93 percent of working women respondents reported awareness of sexual harassment** of women at work place.
6. Similar levels of awareness on sexual harassment at the workplace observed among male and female respondents.
7. Among all the respondents, awareness of sexual harassment at the workplace reported highest among graduates and above.
8. Among all the occupation groups, awareness of sexual harassment at the workplace reported highest among those engaged in Services.
9. **17 percent of the respondents among GP reported to have heard of SC Guidelines.** Awareness of the SC Guidelines was higher in metro cities (24 percent) as compared to other areas.
10. 14 percent of the respondents among general population reported to have heard of the proposed bill. The awareness of the proposed bill was higher in metro cities (24 percent) as compared to other areas.
11. Of all the respondents, **4 percent reported basic knowledge of the proposed bill.**

12. Majority of respondents (in both categories perceived construction laborers and domestic workers as most susceptible to sexual harassment.
13. Overall more than 80 percent of the **respondents reported the need for a separate law** for dealing with SH at work place.
14. The 3 components recommended as part of the separate law are:-
 - a. Separate committee at the workplace,
 - b. Need for speedy and hassle free trial
 - c. Provision for security and non-disclosure of identity of victim and witnesses
15. Overall, 60 percent of the general population respondents and 70 percent of the working women respondents had greater sensitivity towards the issue of sexual harassment.
16. Higher proportions of female respondents (66 percent) reported to have greater sensitivity towards sexual harassment as compared to male respondents (55 percent).
17. Respondents who acknowledged various forms of sexual harassment and possessed an overall positive disposition towards the redressal mechanism were said to be sensitive towards the issue of sexual harassment.

I. Need for the Opinion Poll

The rights of women and their well being are constantly under threat, either within the family or outside its confines. Despite the extensive work done by the civil society organisations to create safe spaces for women, freedom from violence, personal, economic and political fetters and full access to sexual and reproductive health services, treatment and care are but a few of the basic human rights that are often unavailable to them.

Sexual harassment is by no means a recent concept. While it's difficult to pinpoint one era in history when the practice began, it is known that slaves were often treated as sexual chattel by their owners. Similarly instances of feudal lords treating their serfs as sexual commodities are to be found throughout history. It was however the industrial revolution and the increase in number of women in the working population that increased the vulnerability of women outside their homes. At the same time, also as a direct consequence of the inclusion of women in the workforce, the bargaining power of women increased and they found their voice. Amidst growing clamour, it became necessary for many countries and labour organizations to take cognizance of the problem and address it directly through judicial action and subsequently legislation. The USA was amongst the first countries of the world, which addressed the issue of sexual harassment through recourse to the law. Today there are 36 countries across the world that have laws to deal with discrimination and sexual harassment including Czech Republic, Russia, Denmark, France, Israel, Philippines, Pakistan and Switzerland.

In the international sphere, it was the United Nations which in 1948 through the Universal Declaration of Human Rights categorically stated that all human beings are born free and equal. It further stated that there are certain inalienable rights including the right to life with dignity which cannot be violated irrespective of race, gender or any other distinction. With specific focus on the working force, the International Labour Organization (ILO) has formulated the following six basic rights of women:

1. The Right to Equal Pay - ILO Convention No. 100, Equal Remuneration, 1951. (ratified by India in 1958)
2. The Right to Equal Treatment - ILO Convention No. 111, Discrimination (Employment and Occupation) 1958 (ratified by India in 1960): Discrimination in employment deals with sexual harassment at work.
3. The Right to Maternity protection - ILO Convention No. 142, Human Resources Development, 1975 Maternity Protection, 1919 (not ratified by India); ILO Convention No.103, Maternity Protection, (Revised), 1952 (not ratified by India).
4. The Right to Combine Work and Domestic Responsibilities - Convention No. 156, Workers with Family Responsibilities 1981 (not ratified by India).

5. The Right to Paid Work - ILO Convention No. 168, Employment Promotion and Protection, 1988 (not ratified by India); ILO Convention No. 158, Termination of Employment, 1982 (not ratified by India).
6. The Right to Safe and Healthy Work Environment free from Sexual Harassment - Resolution on Equal Opportunity and Equal Treatment for men and women in Employment, 1985.¹

Subsequently, Article 11 of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) addressed violence and equality in employment and called on States to protect women from Sexual Harassment. Thus far three international organizations, namely the ILO, UNO and European Communities have taken note of the problem. At the country level, it can be easily noted that, in addition to the developed nations, many not-so developed nations also have already instituted the laws to tackle this problem. While the United States and the United Kingdom addressed sexual harassment in the late 1970s and 1980s, other countries passed laws prohibiting sexually harassing conduct in the 1980s and early 1990s. These laws take different forms in different countries. In the US for example, employees are protected under both state and federal law against workplace sexual harassment. Federal law remedies for workplace discrimination are based upon Title VII of the Civil Rights Act of 1964, which applies to employers with fifteen or more employees. People who work for smaller employers are usually protected by similar state anti-discrimination laws. In France, Brazil and Mexico, sexual harassment is a criminal offence. Latin American nations of Peru and Costa Rica have stand alone laws on sexual harassment. Turkey has included them in their amended penal code.

Different countries have thus seen fit to tackle the problem in different ways. Thus while United States provides for action for punitive damages against the employer, a country like Japan where honour in society is an integral part of life, the name of the violating employer is announced in public. Kenya and Philippines have provisions for criminal actions with the punishment including both fines and imprisonment. In India however, very little headway has been made so far.

Some of the findings presented in the earlier section² corroborate the fact that working women, who are already fighting the patriarchal systems of our society, often can become easy targets for exploitation. It is therefore an urgent problem in the Indian context, where it is of utmost importance to aid women in breaking social barriers and claim their rightful place in society as well as the economy.

¹ PRIA and Kocchar and Co (2010) *Report on the rapid assessment on follow-up of directives of the Supreme Court of India on prevention of sexual harassment at the work place*, ILO, unpublished pp 22.

² 17 percent of the Working Women reported to have ever faced any incident of sexual harassment at work place

India is a party to most of the international declarations listed above. However, even prior to that, the Constitution of India guarantees in its fundamental rights, the right to equality, right to life with dignity and the right to employment without discrimination for all Indians, irrespective of gender. Despite being a signatory to CEDAW, the Indian state finally took cognizance of the problem almost 20 years later in the landmark case following the gang rape of a voluntary worker named Bhanwari Devi in the state of Rajasthan. The case had been filed in the form of a Public Interest Litigation by several women's groups under the collective banner of an organization named Vishakha. The SC in 1997 in *Vishakha Vs. State of Rajasthan and others*, for the first time recognized, acknowledged and explicitly defined sexual harassment as an unwelcome sexual gesture or behaviour aimed or having a tendency to outrage the modesty of woman directly or indirectly. It was decreed that these Vishakha Guidelines would have the effect of law, till a specific legislation to address sexual harassment is enacted. Hence, in India, till a specific law is enacted, the SC Directives are the law of the land.³

The SC Directives impose several obligations upon employers or other responsible persons in work places to prevent or deter the commission of acts of sexual harassment in the workplace including creating awareness and providing training amongst employees and setting up complaints committees for the resolution, settlement or prosecution of acts of SHW. The SC has directed that all employers, whether public or private, strictly observe the Vishakha Guidelines in all work places in India.⁴

While the *Vishakha* judgment and the Guidelines for sexual harassment at workplaces therein came into effect nearly 14 years ago, efforts to implement the Guidelines have been limited. As previously discussed, the poll finds that a majority of women who are victimized do not take action against the perpetrator. This may be due to varied reasons such as fear of being dismissed, losing their reputation or facing hostility or social stigma in the workplace. Many public and private organizations have not even set up complaints committees or amended service rules, as mandated by the Guidelines. Even where committees have been formed under the Vishakha Guidelines there are many issues regarding composition of committees, the procedures followed, enforcement of the verdict, appeals process and consequences for the complainant.

Based on the *Vishakha* guidelines, the Government of India, together with the civil society put forward several drafts of a proposed law on the same between 2005 and January 2010. However, the latest draft '*Protection of Women against the Sexual Harassment at the Workplace Bill, 2010*', introduced in the Parliament on December 7, 2010 was entirely a government version and the absence of civil society consultation on this draft was acute when it was tabled.

³ *Vishaka and others v. State of Rajasthan and others* (1997) 6 SCC 241, AIR 1997 SC 3011, (1998) BHRC 261, (1997) 3 LRC 361, (1997) 2 CHRLD 202

⁴ *Ibid*

The Bill was initially introduced in the parliament and faced a lot of opposition from both within and outside. Civil society organizations (CSO) members also expressed their anguish in many ways. On 30th December 2010 therefore, a Parliamentary Standing Committee was formed to examine the Bill and prepare a report on the same. The Parliamentary Committee headed by Sri Oscar Fernandez engaged with the civil society and took note of their opinion and views. The Committee also heard the views of the National Commission for Women and the Ministry of Women and Child Development. The Parliamentary Committee submitted its report along with the recommendation in the month of November 2011. Finally the bill was passed in the Lok Sabha on the 3rd of September, 2012 with certain minor modifications in the draft. As per the bill, domestic workers, who were earlier not a part of the draft, have been included.

The bill, however, is yet to be passed in the Rajya Sabha to become an act.

In between Oxfam India, held regional consultations with NGO members, victims of sexual harassment at workplace, members of sexual harassment at workplace committee, advocates, social workers and counsellors who have directly handled cases along with various representatives from the informal and formal work sector with the objective to understand comprehensively the nature of sexual harassment at the workplace by engaging in a fact-finding mission cutting across the public, private, the organised and unorganised sectors. The attempt was also to identify mechanisms and infrastructure currently available to deal with sexual harassment at the workplace and isolate procedural and paradigmatic components of received complaints.

It sought to locate trends, worst practices and best practices in processing complaints of sexual harassment at the workplace that make for efficient redress mechanisms and directly address issues of sexual harassment through speedy processing of complaints and grant of relief to the complainants and identify statutory lacuna and contribute to developing jurisprudence on prevention, protection and redress mechanism for sexual harassment at the workplace.

The recommendations from the regional consultations were forwarded to the Parliamentary Standing Committee.

Therefore, it became essential to determine not just the prevalence of sexual harassment in the workplace, but also **the knowledge level and opinion of the general population on this pertinent issue of sexual harassment at the workplace, Vishakha Guidelines and the proposed draft of the Bill**, as it would be only fair to examine the draft in light of people's understanding of the issue and expectations from the Bill. This led to the two separate components of the current endeavor, one of which specifically seeks to note and understand the opinions of different segments of the society with regards to this critical issue, whereas the other seeks to determine the prevalence of sexual harassment at workplace, the gravity of such incidents and the redressal mechanism usually undertaken by such aggrieved women.

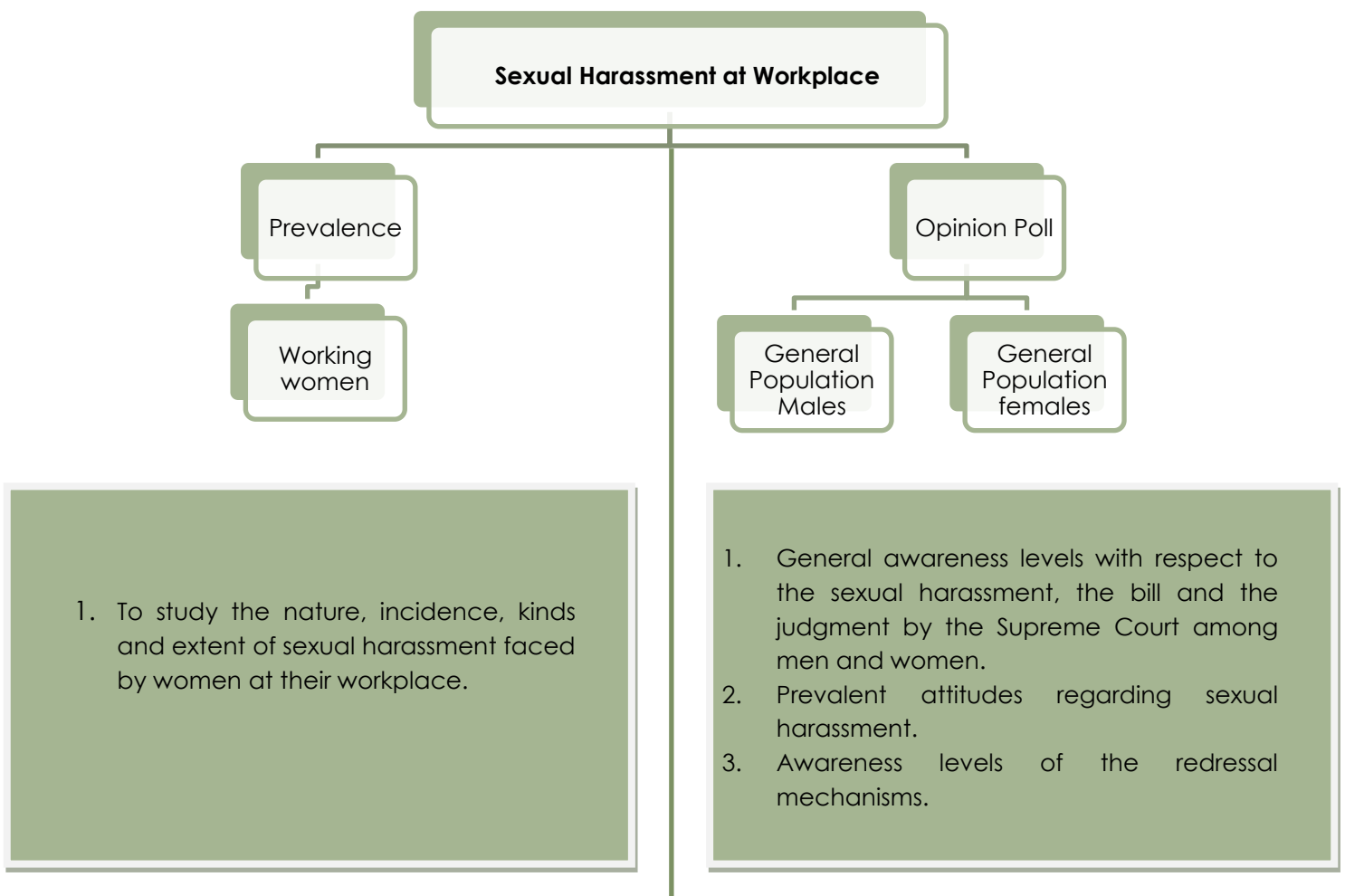
The data currently available on **knowledge, opinions and experience of sexual harassment** is very limited. Apart from some surveys limited to certain cities and working sectors, no pan-

India survey till data had been conducted to determine the public's awareness of the Vishakha Guidelines, understanding of the proposed Bill and peoples' expectations from the bill. Therefore, a nation-wide opinion poll covering diverse aspects about the issue ranging from awareness and understanding of sexual harassment to awareness of Vishakha guidelines and expectations from the Bill became a pre-requisite for understanding the finer nuances of the proposed Bill.

II. Poll Objectives

In the broader perspective, the poll aims to gauge the level of awareness with regards to sexual harassment among the general population and to poll such incidences among working women. The poll objectives for the poll have been provided below:

Figure 1: Study Objectives



III. Vital Questions

Certain important questions on which the entire poll was based have been elucidated in this section. The table provided below lists the important questions that were asked from both general population and working women categories.

Table 1: Vital Questions

No.	General Population	Working Women
1	Awareness of SH and its nature	
2	Awareness of the SC Guidelines on SH at work place	
3	Awareness of the proposed Bill and it's various components	
4	Industry most susceptible to SH and reasons	
5	Need for a Separate Law on SH at work place and recommendation on what it should include	
6	Role of employers in ensuring safety of women employees	
7	Attitude towards issues of SH at work place	
8		Incidents of SH at work place
9		Action taken
10		Person consulted before taking/not taking action
11		Level of satisfaction when any action is taken
12		Presence of redressal committee in their office

IV. Research Design and Limitations

Overall approach for Collecting Information

The approach for this opinion poll included collection of data through a quantitative survey. The entire poll has been divided into two components, namely,

1. Estimating the incidence of sexual harassment and
2. Knowledge and attitude regarding sexual harassment and related redressal mechanism

The details of the design have been provided in the annexures. Here a brief discussion will be held on the sample size and justification as well as the limitations of the design.

Sample Size and Justification

Varied numbers of interviews were conducted at each of the selected districts. In each of the selected districts, five wards/villages were selected by applying PPS method. As per this method, weightage is provided for overall population of each village and ward during selection. That is, the probability of getting selected for a ward/village is in proportion to the relative population of that particular ward/village. Details of the sample size distribution are given below:

Table 2 No. of Interviews per location-GP

	Rural centre	Urban Tier II	Metro
Total interviews	600	600	400
Total centres	8	8	5
Interviews/centre	75	75	80
No. of wards	5	5	5
Interviews/ward	15	15	16

2. Working women component

In this component, we interviewed women who are currently working. For the working women component of the poll, eight urban centres were selected in seven different states. The proportion of working women in urban centres is fairly higher than rural centers and small towns. It is because of this reason that all the interviews were conducted in the below-mentioned centres. The list of centres has been provided below:

Table 3: List of Centres covered-WW

States	Tier II City	Metro
Delhi	-	Delhi
Gujarat	Ahmadabad	-
Karnataka	-	Bangalore
Maharashtra	-	Mumbai
TN	-	Chennai
UP	Lucknow	-
West Bengal	Durgapur	Kolkata

Overall, all the working women can be divided into two broad categories- Women working in organized sector and women who are working in the unorganized sector. Both the sectors, organised and unorganised, are fairly different from one another in terms of working conditions, rights available to employees, clear specification of employers' duties etc. it is because of these inherent differences in the two

sectors, it was pertinent to have proper representation of both in our sample.

For each of the eight centres covered, the total sample size of 50 interviews was clearly divided among organised and unorganised sector. The number of interviews conducted in both the sectors was based on the availability of working women in each of the two sectors in each urban centre separately. The details of sample size to be covered in each of the selected sites in both organised and unorganized sector are provided in the table below:

Table 4: Total no. of interviews per centre-WW

	Organized	Unorganized	Total interviews
Total interviews	200	200	400
Total centres	8	8	8
Delhi	30	20	50
Lucknow	30	20	50
Ahmadabad	20	30	50
Mumbai	30	20	50
Bangalore	30	20	50
Chennai	20	30	50
Kolkata	20	30	50
Durgapur	20	30	50

Sample Size Estimation: The formula used for calculating the sample size for the poll is provided below:

Formula used:

$$S = (c^2 \times p \times (1-p) \times d) \div e^2$$

Assumptions:

c= Confidence Level= 2.326 (Z value for 99% confidence level)

p= Proportion of respondents with key characteristics= 0.5

d= Design effect= 2.5

e= Standard error = 0.05 (in order to estimate sample size with 5% margin of error)

On the basis of the calculations, overall sample size calculated for the poll was 1971, which was later rounded off to 2000 for logistical purposes.

It is important to note that the sample size calculation was done at the national level, wherein the total sample size (1600-General population and 400 working women) was equally divided in 4 zones (North, East, West and South) as the four zones represent the entire India.

The entire sample size of 2000 was divided in to two parts-General population=1600 and working women=400.

Sample Size Justification:

1. Overall four out of five zones (North, East, West and South) were covered to ensure proper representation of the predominant cultures.
2. Equal weightage was provided to all the four zones selected as the sample size computed was equally divided among four zones.
3. All three types of locations- Metros, Tier I/II towns and rural areas were selected for the poll.
4. Overall, 10 states were covered during the poll. All the 10 states, in total, represent 66 percent of the overall Indian population.
5. Among working women, both organised and unorganised sectors were covered providing equal weightage to both sectors.

Adequate representation of major sectors in working women was kept in mind. As a result, working women from six distinct industries were covered during the survey.

Limitations of the Opinion Poll

In Pan-India studies like this, despite keeping in mind the majority of the factors, some factors remained unaddressed. All such factors which could not be taken care of during the course of the poll form part of the limitations.

1. Sampling, for both general population and working women, was conducted zone-wise. Therefore, specific quotas were set for selected zones, states, districts and PSUs (Primary Sampling Units). Apart from this, no other quota was fixed at the time of sampling. Other demographics, such as mean age, occupation, education, religion and social class etc. were not part of the estimation formula used for calculating the sample size.
2. In order to have better representation of the country, efforts were made to spread the sample across the zones. Hence the sampling was at the level of the zones and not the states/UTs.
3. In the general population component, in order to have proper representation in Metros and Tier I/II towns, quota for the two types of locations was kept much higher than national figures. Therefore, proportion of rural respondents in the poll was relatively lower than its proportion in the national population.
4. Working women were interviewed only in urban locations; as a result, the women working in rural areas (in agriculture and related activities) could not be included in the poll.

Among working women, sample size was more or less equally divided between organized and unorganized sector. The main purpose behind keeping equal sample size for the two sectors was to have adequate representation for the two for sake of comparability. As a result, the proportions of organized-unorganized sectors in this poll are not identical to the actual universe proportions.

V. Demographic Profile of the Respondents

This section presents information on the characteristics of the sampled respondents covered in the survey. Details pertaining to the socio demographics of the target group, in terms of their age, marital status, level of education and their work profile have been discussed in this section.

Sample Description

A total sample of 1613 respondents was covered from the general population. Among these respondents, the mean age was recorded as 32 years. Of these 1613 respondents, 56 percent were males and 44 percent were females. Among all the males contacted, 24 percent reported to be blue collar employees whereas 23 percent were engaged in the services sector. 17 percent of all the male respondents reported to be unemployed whereas 13 percent were engaged in agriculture related activities. Close to 80 percent of the female respondents interviewed for general population reported to be housewives.

Among all the male respondents interviewed, 27 percent reported to be graduates and above, whereas 7 percent were illiterates. Among female respondents, only 20 percent reported to have completed graduation, whereas 13 percent had not had any kind of formal education.

Among working women, mean age was recorded as 30 years. Among all such women, 48 percent were reported to be blue collar employees, whereas 41 percent were reported to be engaged in the services sector. Of all the working women, only 10 percent reported to be engaged in business.

Age

In our sample, all the general population respondents were between the age group of 18-50 years. Breaking the data across locations (Metros, Tier I/II and rural) reveals absence of any significant difference in the mean ages across different types of locations.

Among working women (Mean=30 yrs), the mean age was slightly lower than that among general population (Mean=32 yrs). The mean age of respondents in metros (Mean=29 yrs) was relatively lower than those interviewed in Tier I/II cities (Mean=34 yrs).

Marital Status

Overall, three-fourths of the general population respondents (75 percent) reported to be married. In terms of types of locations, the proportion of married respondents was highest in rural areas (80 percent). One of the probable reasons for this could be the fact that, in rural areas, people tend to get married at a younger age. Gender-wise analysis reveals that

proportion of married respondents was higher among females (84 percent) in comparison with males (68 percent).

The proportion of married respondents among working women was reported as 65 percent.

Religion

Information regarding the religion one practices was captured in both general population and working women survey.

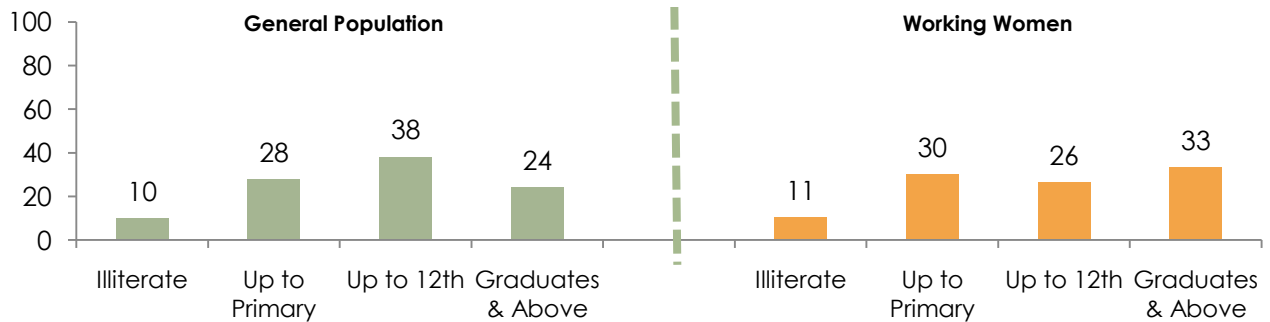
Data shows that religion wise break-up of the general population sample more or less follows the overall proportions for India as four out of five respondents reported to practice Hinduism (81 percent), whereas a little more than 11 percent practiced Islam.

Among working women, the proportion appears to be relatively skewed towards Hinduism (91 percent).

Highest Education

The graph provided below presents the education status of the entire sample.

Figure 2: Highest Education (in %)



Base: All General Population=1613, Metro=486, Tier II/III, Town=521, Rural centre=686

Base: All Working Women =400, Metro=250, Tier II/III, Town=150

No major variation can be observed in literacy level of general population and working women. Among all the types of locations, proportion of graduates was highest in Tier I/II towns (41 percent) followed by metros (24 percent). Gender-wise analysis reveals that the proportion of graduates was relatively higher among males (27 percent) in comparison with females (20 percent).

As observed in general population, proportion of graduates was relatively higher among respondents in Tier I/II cities (37 percent) as compared to metro cities (31 percent) among working women.

Primary Occupation

Given the nature of the subject under poll, it becomes imperative to poll the primary occupation of the respondents. Apart from merely describing the sample, it would also be interesting to analyze the poll findings in light of respondents' primary occupation. Among general population, majority of the respondents (35 percent) were reported to be housewives, followed by labourers (23 percent). Among working women, majority were engaged in blue collar work (skilled and unskilled-48 percent) followed by those engaged in services (41 percent).

Of all the working women interviewed, close to 18 percent reported to be the sole earning members of their family. The proportion of sole earning women was relatively higher in Tier I/II towns (26 percent) in comparison with metros (13 percent). The proportion of sole earning members was highest among women engaged in business (44 percent), followed by labourers (42 percent).

VI. Incidence of Sexual Harassment at Work place

The severity of the issue of sexual harassment at the workplace can best be understood by self reported incidents narrated by the working women themselves. In order to validate the gravity of the issue, an exercise was undertaken where working women were asked about incidents which could be construed as sexual harassment faced by them or their colleagues at their work place.

This section provides details of the degree and nature of such incidents which working women have to go through in their day-to-day lives. Apart from this, this section also seeks to highlight the nature of incidents faced, the actions such women resort to and their level of satisfaction/dissatisfaction after taking/not taking a formal action against the perpetrators.

As part of this exercise, 400 working women from both organized and unorganized sectors in seven states were interviewed. Of all the working women covered, as many as 17 percent reported to have ever faced any incident of sexual harassment at the workplace.

Figure 3: Demographic profile of victims

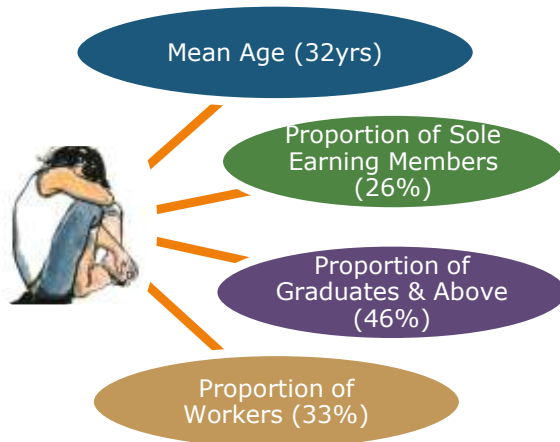


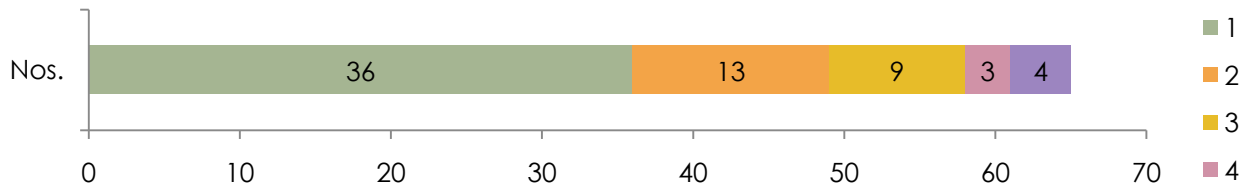
Figure 1 illustrates the broad demographic profile of the respondents who reported to have ever faced any incident of sexual harassment at the workplace. Of all such respondents, about half were graduates or above (46 percent). Breaking the data in terms of occupation reveals that 33 percent of such respondents were blue collar employees.

Interestingly, 26 percent reported to be the sole earning member of

their families, indicating that economic vulnerability further makes women more vulnerable to harassment at the workplace.

Number of Incidents

Based on the responses of all the victims reveal that some of them reported to have faced multiple incidents of sexual harassment. The figure provided below shows the number of incidents faced by the victims at their workplace.

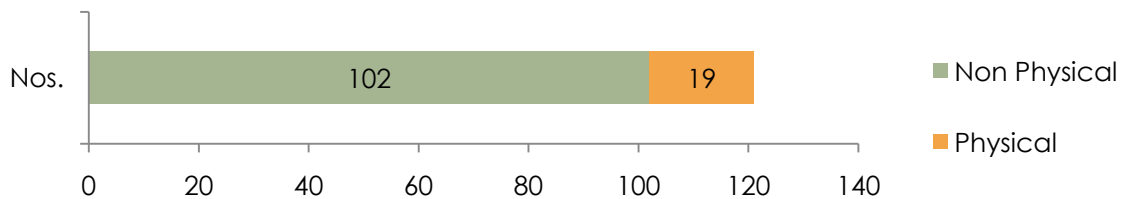
Figure 4: No. of incidents (in nos.)

The graph provided above shows that majority of the respondents reported to have faced such incident once, whereas, one-fifth (13 respondents) faced two incidents. Interestingly, close to one in every four (15 respondents) reported to have faced at least three similar incidents in their lives.

Thus, in all, 66 respondents reported to have faced cumulatively 121 incidents of sexual harassment at the workplace.

Nature of Incidents Faced

In order to poll the victim's reaction towards such incidents of sexual harassment, it is also important to segregate all such incidents on the basis of their form or nature. For the sake of simplicity, all the incidents are divided into two categories, physical and non-physical.

Figure 5: Nature of incidents (in nos.)

Among the 121 incidents reported, 102 were non-physical in nature, whereas the remaining 19 were physical as can be seen from Figure 3.

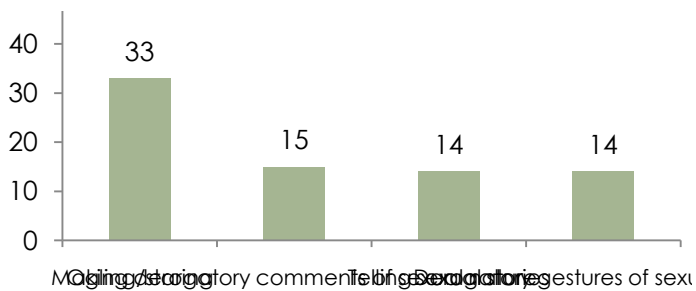
As previously discussed, all the incidents of sexual harassment, for the purpose of this section have been categorized into two categories- non-physical and physical. All the incidents which form part of the above-mentioned categories have been listed in the table below for reference.

"Most of the male doctors/practitioners exploit nurses. While practicing, they forcefully touch private body parts. Most of the nurses do not complain because of fear of losing the job and facing backlash from the top management/ doctors." -Interview with a working woman in Mumbai

Table 5: Nature of Incidents

Non-Physical
Making derogatory comments of sexual nature
Telling sexual stories/jokes
Making crude remarks about one's body/behaviour
Requesting for sexual favours
Display of sexually suggestive material
Telling lies or spreading rumours about a person's personal life
Ogling/staring in a sexually suggestive manner
Sizing up one's body
Derogatory gestures of sexual nature
Physical
Unwelcome hugging, sexual touching, kissing etc.
Brushing up against a person, leaning over, invading personal space
Patting/stroking/grabbing/pinching
Rape or attempted rape
Attempted sexual assault of forced fondling

Apart from segregation on the basis of nature of incidents, it is also essential to poll the specific types of incidents faced and identify the incidents faced most often. The graph provided below illustrates the number of respondents who reported having faced each of the mentioned incidents.

Figure 6: No. of Incidents (in nos.)

Of all the incidents which fall under the non physical category, "Ogling/staring in a sexually suggestive manner" was reportedly faced by maximum no. of respondents; followed by "Making derogatory comments of sexual nature" (15) and "Telling sexual stories" (14).

Base: All Working Women =400

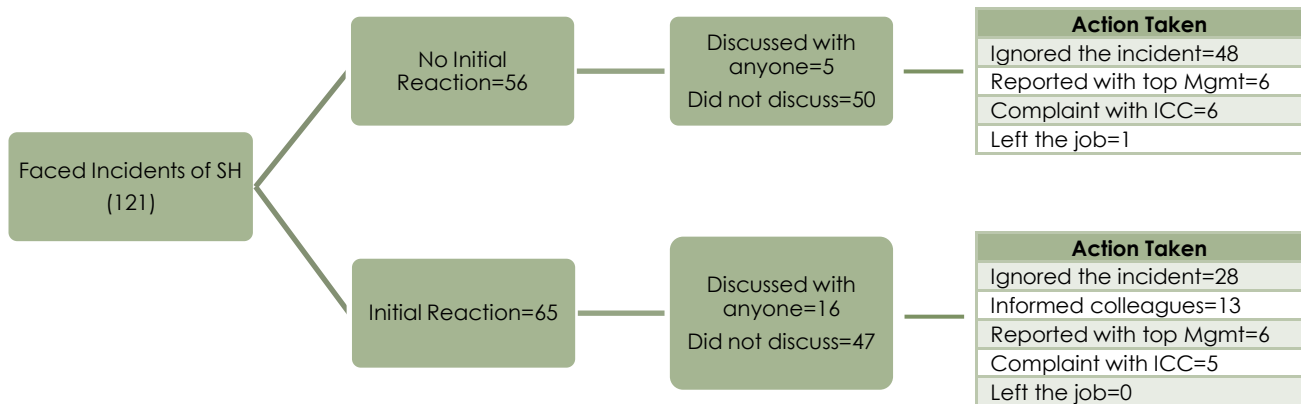
Among the more proximal incidents which were faced, "Derogatory gestures of sexual nature" was reportedly faced by 14 respondents, whereas, "Brushing up against a person, leaning over, invading personal space" was faced by 12 respondents.

Immediate Reaction of Victims

It is often observed that the victims usually react in a particular manner immediately after facing the incident. The immediate reaction of the victim can vary from moving away quietly to pushing the perpetrator and showing signs of confrontation. This immediate reaction of the victim can depend on a number of factors, such as severity of the incident, relative position of the perpetrator, economic vulnerability of the victim etc.

The figure provided below segregates the victims who did not show any immediate reaction from the ones who showed signs of confrontation and compares the final actions which they resorted to.

Figure 7: Immediate reaction of the Victim (in nos.)



Of all the 121 incidents reported, no initial reaction was shown in 56 cases. In all such cases, the victim, due to a combination of various factors, could not confront the perpetrator. After facing the incident of sexual harassment, the data shows, less than 10 percent of the victims (5) discussed the incident with anyone.

In 65 cases, some kind of initial reaction was shown by the victim immediately after the incident and in most of the cases the victim directly confronted the perpetrator. Data shows that 25 percent of such respondents who did choose to confront the perpetrator also discussed the incident with family members, friends or colleagues; whereas in the remaining cases no one was informed about the incident.

“One of my immediate juniors used to act very friendly. During informal discussions, he used to touch, hold my hand, brush up against me. Before taking any action, I discussed the matter with other female colleagues. They advised me to ignore the issue. In most of such cases, it becomes extremely difficult for the complainant to face other colleagues as a stigma is attached with such issues. Therefore, I merely warned him in an informal manner without resorting to any formal action against him” -Interview with a working woman in Mumbai

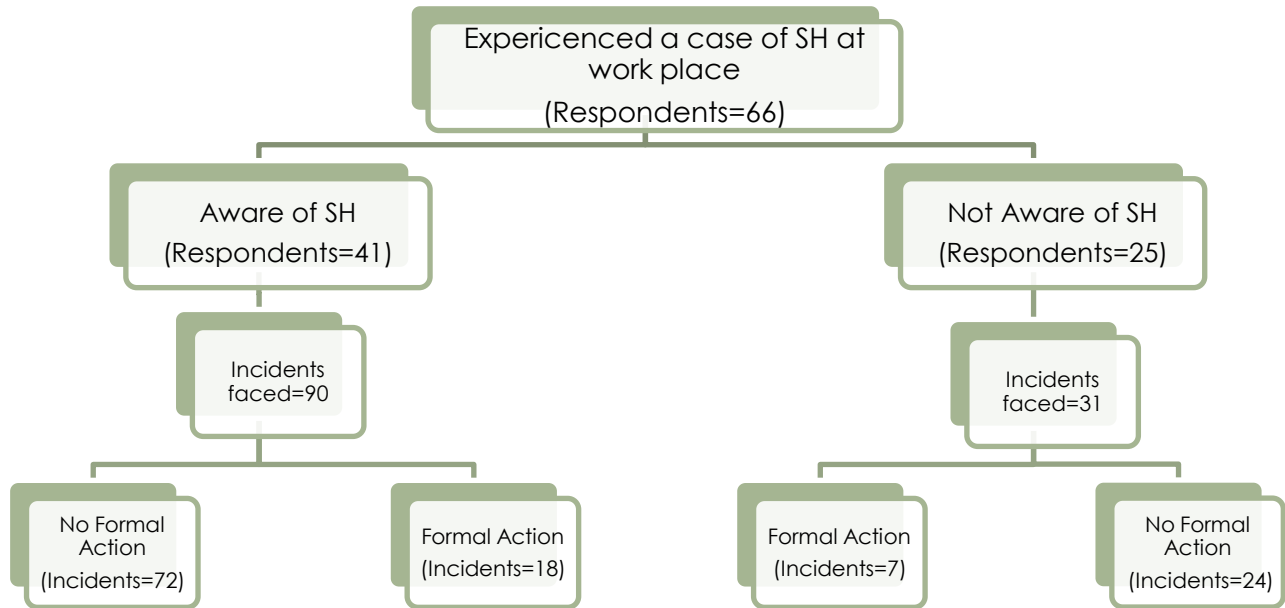
In 28 cases out of 65, due to varied reasons, the incident was ignored by the respondents, whereas only six cases were reported to the top management. The Internal complaints committee was approached in only five of the reported cases indicating limited approach to such committees within the organization in case of incidence.

“I work in a garment factory. Except three tailors, all other employees in my factory are males. Because of unfavorable male-female ratio, we are at constant risk of getting harassed. In one incident, one of the male colleagues winked at me and tried to touch me forcefully. Since I did not have any options, I did not discuss this incident with anyone” Interview with a working woman in Lucknow

Correlation between Incidence and Awareness

It could be the lack of awareness regarding what constitutes sexual harassment and the possible options one has for redressal that prevents women from taking action. While other factors such as economic vulnerability, male female ratio, etc. can also impact incidence and redressal thereafter. One does need to explore these causes in depth in order to understand the factors that prevent any action on the part of the victim. As part of this understanding it is important to explore the correlation between lack of awareness and lack of action. The data on incidence of sexual harassment and use of formal action has therefore been segregated among respondents who had awareness of the issue of sexual harassment and those who were not aware of sexual harassment.

Figure 6 illustrates the incidence of sexual harassment and the nature of final action taken against the perpetrator by the respondents. For the purpose of analysis, all respondents who could recall at least three types of behavior which can be considered as sexual harassment are grouped together and are considered to be aware of the issue.

Figure 8: Incidence of SH vs. Awareness of SH (in nos.)

As can be seen, a majority of the victims (62 percent) of sexual harassment were aware of at least three types of acts which constitute sexual harassment. The awareness of sexual harassment was relatively lesser among respondents who did not face any incident (42 percent).

All the victims aware of sexual harassment (41 nos.) reported to have faced a cumulative of 90 incidents (some have reported to have experienced more than 1 incident). Of these 90 incidents, no formal action⁵ was taken in case of 72 incidents, whereas the victims reported resorting to at least one formal action in the remaining 18 incidents.

A total of 31 incidents of sexual harassment were reported by 25 respondents (some have reported to have experienced more than 1 incident) not aware of the issue. Of these 31 incidents, no formal action was taken in 24 cases.

Correlation between Incidence and Education

There is a possibility that women from a particular socio-economic background are perceived to be more vulnerable to the possibility of sexual harassment. In this light, it would be interesting to delve into the profile of all the 66 respondents who reported having faced

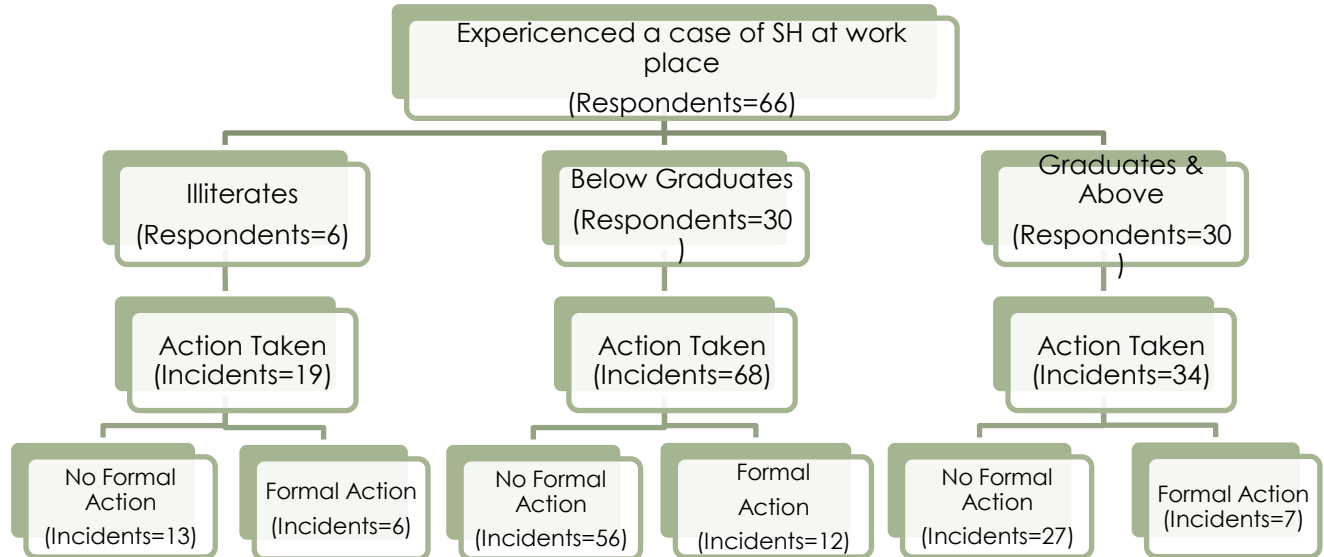
⁵ Formal action includes:

- A. Reporting the incidence to the top management.
- B. Filing a complaint with Internal complaints committee
- C. Lodging a formal complaint with Police

cases of sexual harassment and see if at all their educational background has any role in incidence of sexual harassment and redressal.⁶

For the purpose of this section, all the 66 victims have been segregated into three broad groups on the basis of their education profile.

Figure 9: Incidence of SH vs. Education background (in nos.)



Of all the 66 respondents who reported having faced any incident of sexual Harassment, majority were either literate but not graduates or graduates and above (30 nos. each), whereas six respondents were reported to be illiterate.

All the victims who lacked any formal education (6 nos.) were found to have faced a cumulative of 19 incidents of sexual harassment (some have reported to have experienced more than 1 incident). Of all the incidents faced, no formal action was taken in 13 incidents. Complaints with internal complaints committee (ICC) were made in 3 cases. Similarly, of all the 68 incidents (some have reported to have experienced more than 1 incident) faced by literate (below graduation) respondents, no formal action was reported in 56 incidents. Complaints with ICC were lodged in 7 cases. Among all victims who were graduates and above, a total of 34 incidents were reported (some have reported to have experienced more than 1 incident). Of all these 34 incidents, formal action was reported in 7 incidents. Among these, complaint with internal complaints committee was made in one incident.

A higher proportion of victims with some educational qualification resorted to formal action against the perpetrator, which in turn might be a result of a number of factors such as greater knowledge of redressal mechanism, presence of redressal committee at work place, greater access to financial resources etc.

⁶ Educational background can be used as a proxy indicator for awareness and social stature.

VII. Findings and Insights

The findings of both the components of the poll, viz. general population and working women with respect to awareness, knowledge and attitude towards the issue of sexual harassment have been elucidated in the following sections.

The section deals with the quantitative indicators relevant to this poll which will include the demographic profile of respondents, awareness of sexual harassment, knowledge and understanding of the Vishakha Guidelines and the proposed bill and sensitivity towards the issue of sexual harassment.

Awareness about Sexual Harassment at Work place and the Proposed Bill

The Government of India has prepared a draft bill addressing the concern of sexual harassment and the same, after minor modifications, has been passed in the Lok Sabha. In order to become an act, the bill has to be introduced and passed in the Rajya Sabha as well. However, no survey, at a pan India level has gauged the awareness and acknowledgement of sexual harassment of women at workplace as a grave issue.

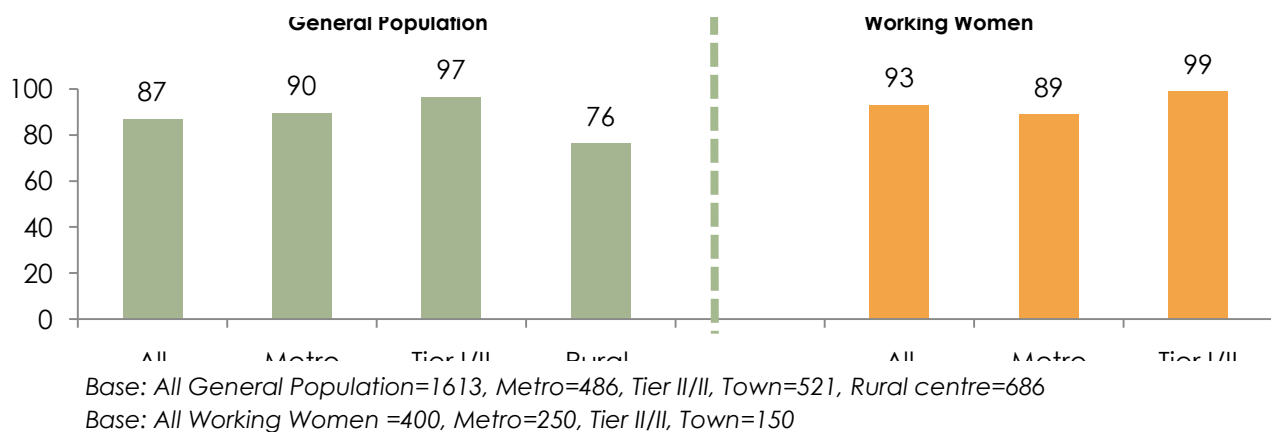
In this section, the proportion of people who acknowledge that sexual harassment happens at the workplace and that such instances should be reduced on the one hand and on the other, in case of occurrence should be punished has been ascertained.

Awareness of Sexual harassment at work place

Although sexual harassment of women is a very sensitive issue, and off late, has had a lot of prominence, many people often fail to acknowledge sexual harassment as a concern. This may be due to a lack of awareness about the issue or other attitudinal gaps. Nevertheless, it is essential to determine the proportion of respondents who acknowledge sexual harassment of women at the workplace as an issue and one that needs to be addressed.

The graph provided below presents the proportion of respondents who are reportedly aware of sexual harassment of women at the workplace as a concern.

Figure 10: Awareness of Sexual harassment (in %)



Overall, about 87 percent of the general population reported awareness of sexual harassment of women taking place at the work place. Among all the three types of locations, awareness of the issue was reported to be highest in Tier I/II towns (97 percent). Low awareness of the issue among respondents was noted in rural areas possibly due to lack of awareness about the issue and media penetration (print and electronic) being relatively lower.

Awareness of sexual harassment at the workplace is relatively higher among working women (93 percent) as compared to general population. In terms of locations, awareness of the issue was reported to be higher among working women in Tier I/II towns (99 percent) as compared to those in Metropolitan cities (89 percent).

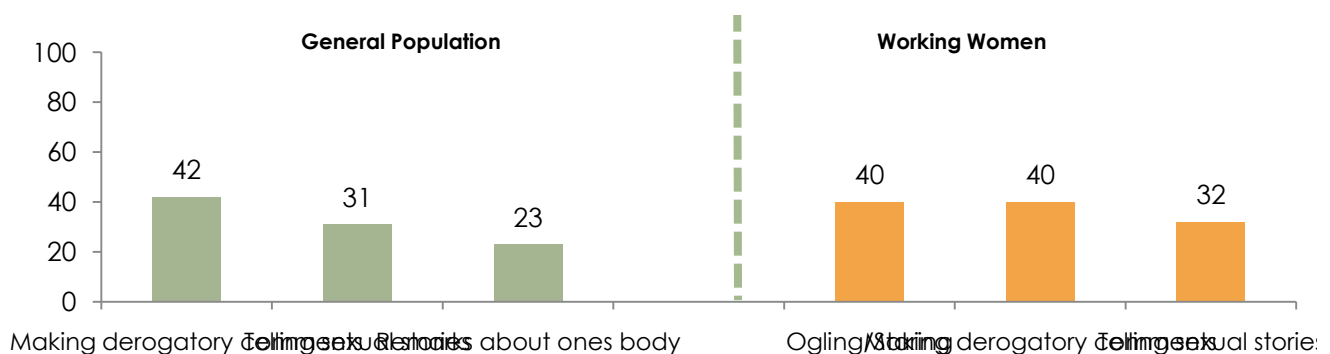
Relatively higher proportions of respondents in West Zone reported to be aware of the issue. In terms of educational background, higher proportions of graduates reported to be aware of sexual harassment at the workplace. Targeted interventions in education institutions are regularly conducted by various NGOs and social organisations, which might have resulted in higher awareness among graduates.

Awareness of Actions which Constitute Sexual Harassment

It is also important to know the proportion of people who have knowledge about actions which form part of sexual harassment. The respondents were asked to list down all such actions, which according to them, form part of sexual harassment.

The graph provided below shows the proportions of respondents who could recall different actions which form part of sexual harassment.

Figure 11: Actions constituting sexual harassment (in %)



Base: All respondents aware of SH General Population=1401

Base: All respondents aware of SH Working Women =371

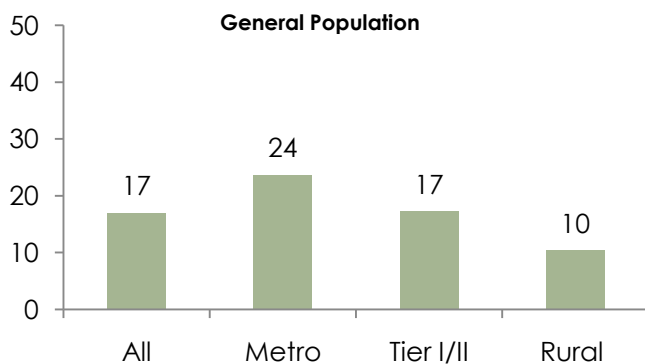
Of all the actions which form part of sexual harassment, the top three, as reported by General Population respondents are -“Making derogatory comments”, “Telling sexual stories” and “Remarks about one’s body”. Interestingly, all top three actions forming part of sexual harassment did not involve any type of sexual or physical contact with the victim.

Gender-wise analysis reveals that higher proportions of females identified comparatively less severe actions such as “Making derogatory comments”, “Spreading rumors”, “Ogling/staring continuously”, whereas males identified actions which rank high on the severity scale, such as, “Unwelcome hugging”, “Touching”, “Sizing up one’s body” and “Rape/attempt to rape”. The analysis highlights a more nuanced understanding of females with respect to actions which form part of sexual harassment at the workplace.

Awareness of the Supreme Court Guidelines

Since the Vishakha Guidelines have been in force for the last fourteen years, it is important to note at least the overall awareness levels among people regarding them. The graph provided below shows the proportions of respondents who are aware of the SC Guidelines.

Figure 12: Awareness of the SC guidelines (in %)



Base: All respondents=1613 Metro=486
Tier II/III Town=521 Rural Centre=606

17 percent general population respondents reported to be aware of the SC Guidelines. Of all the types of locations, awareness of the SC guidelines was highest in metro cities. Gender-wise analysis reveals no major variation in awareness levels of males and females.

The SC Guidelines clearly defined the concept of sexual harassment at work place, which comprised the following

actions-

1. Any type of physical contact
2. Any demand for sexual favours
3. Sexually coloured remarks
4. Showing pornography
5. Any other unwelcome physical, verbal, non-verbal conduct

All the respondents who reported to be aware of the SC Guidelines were asked to spontaneously recall the above-mentioned actions. Only two respondents could recall all the five actions, whereas 126 respondents (8 percent) could recall at least three actions. This data highlights that despite the lapse of fourteen years since the SC Guidelines came

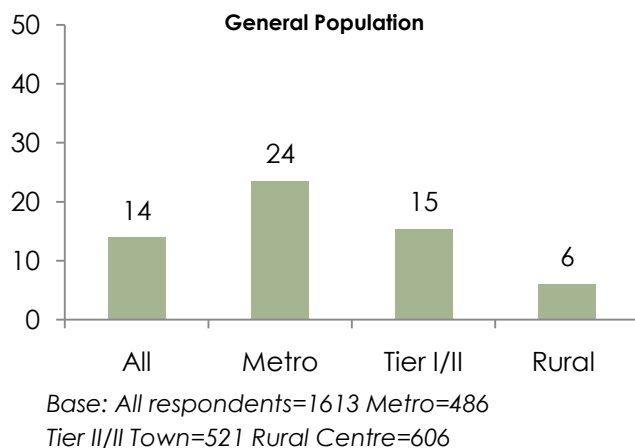
into effect; there is insufficient awareness regarding the guidelines among the general public.

Low proportion of victims resorting to formal actions against the perpetrator could be a direct result of the lack of knowledge of the Guidelines, as in the absence of any bill, these guidelines serve as the sole guide on the issue. Absence of knowledge on the SC Guidelines could have other detrimental effects as-well. Women, without having knowledge of the SC Guidelines might fail to identify and acknowledge certain acts as sexual harassment, and as a result, ignore them.

Awareness of the proposed bill on sexual harassment at the workplace

Through this survey, an attempt was made to determine the proportion of respondents who were aware of the proposed bill. The graph provided below illustrates the proportion of respondents who reported to be aware of the proposed bill.

Figure 13: Awareness of the proposed bill (in %)

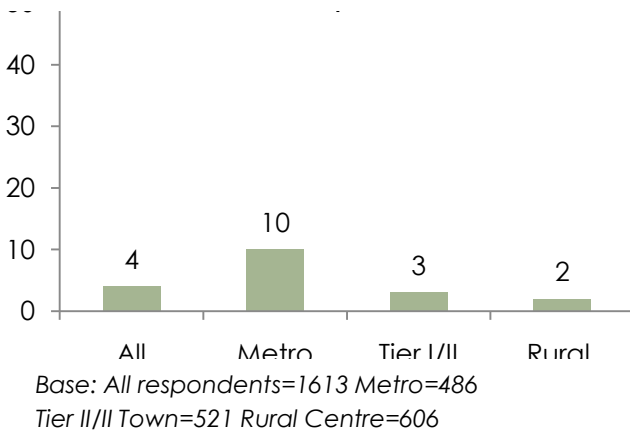


The graph shows that 14 percent of the respondents were aware of the proposed bill. Among all the locations, awareness was reported to be the highest in Metro towns (24 percent), followed by Tier I/II towns (15 percent). No major variation was observed in the awareness levels of men (15 percent) and women (14 percent).

Knowledge about the proposed bill was sought to be confirmed thoroughly. All such respondents suggesting awareness of the proposed bill were asked to list the key highlights of the bill.

In order to confirm and certify awareness of the bill, all the respondents were categorized into two:

1. Correct knowledge - All respondents who could recall all correct eight highlights of the bill and did not recall any misconceptions.
2. Basic knowledge – All respondents who could recall "Employer must set up a complaints committee within the office" and "Constitution of a local complaints committee at district level" and did not recall any misconceptions.

Figure 14: Basic Knowledge of the bill (in %)

It was found that no respondent possessed correct knowledge of the bill, whereas only 4 percent possessed basic knowledge of the bill. Rest of the respondents (96 percent) possessed incorrect/no knowledge about the bill. The proportion of respondents having basic knowledge of the bill is presented in the graph below. Only four percent of all the respondents possessed basic knowledge about the proposed bill. Among all the locations, basic knowledge was highest in Metros (10

percent), which could be a result of higher media penetration.

Gender wise analysis reveals no major variation between basic knowledge of male and females.

Data on basic knowledge highlights the fact that majority of respondents who reported awareness possessed only a broad, superficial knowledge of the bill.

Perception of Industries Unsafe for Women

Many industries, because of the nature of work that is performed, are perceived to be unsafe for women. There could be varied reasons for such perceptions about these industries, such as odd work timings, no system for redressal, economic vulnerability etc. In this sub section, we have tried to figure out respondents' perceptions about such industries. In case of general population, the top three industries unsafe for women are labourers (29 percent), domestic help (23 percent) and small scale manufacturing (16 percent).

Primary reasons for perceiving labourers at a higher risk of sexual harassment were given as "women employees are poor and needy" (75 percent) and "odd working hours" (38 percent).

In metros, higher proportions of respondents perceived domestic help as most susceptible to sexual harassment. One of the probable reasons for such perception could be the fact that the concept of domestic helps is much more common in metros. Respondents who perceived domestic help at greater risk of sexual harassment reported these reasons – "women employees are poor and needy" (72 percent) and "odd working hours" (38 percent) for such perception. Interestingly, in 20 percent of the cases, respondents reported "isolation at work place" as one of the major reasons for perceiving domestic help at greater risk of sexual harassment.

Similarly among working women, top three as reported by the respondents are, laborers in construction companies (24 percent), domestic help (21 percent) and small scale manufacturing (20 percent). Apart from these three industries, working women also acknowledge service industry as unsafe for women (19 percent).

Primary reasons for perceiving labourers at higher risk of SH were given as – “women employees are poor and needy” (77 percent), “employees are illiterates” (34 percent) and “perpetrator knows that women cannot show any resistance” (33 percent). All the reasons stated by the respondents clearly highlight the fact that illiteracy and economic vulnerability makes labourers much more susceptible to incidents of sexual harassment.

The data provided above reveals that all the industries which featured in the list of top three for both general population and working women categories belonged to the unorganized sector. Therefore, it is possible that people in general perceive women in the unorganized sector at a higher risk of sexual harassment than those working in the organized sector.

Absence of a formal committee to look into such matters, inadequate rights and negotiation powers of employees, improper redressal mechanisms only substantiate people's perception about the unorganised sector.

Now that the level of awareness and perceptions of the respondents about the issue have been determined, it is fair to identify the key components that the respondents desire for in such a bill which would be dealt with, in detail, in the following sub-section.

Law on sexual harassment of women at work place

Till date, there is no law which specifically addresses the issue of sexual harassment of women at the work place. Apart from the SC guidelines, there is no other documented guide which can be referred to in case of such incidents. Recently, the bill was introduced and passed in the Lok Sabha; however, in order to become an act, it has to be passed in the Rajya Sabha as-well. Therefore, it was important to determine the proportion of respondents who feel the need for a law specifically addressing the issue.

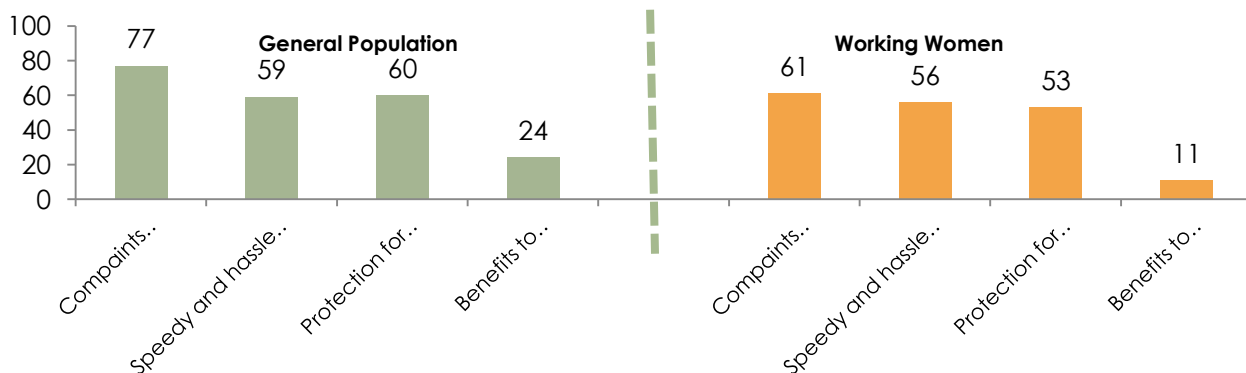
All the respondents were asked about the need for a separate law on the issue. Among general population, more than 91 percent reported the belief that there was in fact need for a separate law on this issue. However, among working women, the proportion of respondents who were found to be in favour of a separate law (74 percent) was considerably lower than that among the general population.

All the respondents who reported the need for a separate law on the issue were asked about the probable components which they would want to be a part of such a law. All responses received from the respondents were later on clubbed in to four broad categories-

1. Need for a separate committee at the work place as-well-as at the district level
2. Need for speedy and hassle free trial mechanism
3. Provision for adequate security and non-disclosure of the complainant and the witnesses
4. Provision of certain benefits (optional leaves, transfer etc.) to the complainant during the trial.

The graph provided below presents the proportion of respondents who reported in favour of the above-mentioned issue.

Figure 15: Components needed in the bill (in %)



Base: All who perceive need for a law on sexual harassment-General Population=1469

Base: All who perceive need for a law on sexual harassment -Working Women =297

Of all the four issues, the need for a complaints committee garnered maximum support from general population (77 percent) and working women (61 percent). More than half of the respondents highlighted the need for speedy and hassle free trial and protection of complainant and witnesses.

Interestingly, only about one fourth of general population respondents (24 percent) and a little more than one tenth working women respondents (11 percent) reported the need for certain benefits (optional leaves during trial, transfer to a better location during trial etc.) for the complainant during trial.

Gender-wise analysis reveals that females laid greater emphasis on non-disclosure and protection of the complainant and witnesses, whereas, men attached more importance to the provision of speedy and hassle-free trial.

Sensitivity towards sexual harassment

In order to estimate the sensitivity of the respondents towards the issue of sexual harassment a total of nine statements were read out to them and thereafter, the respondents were asked to report if they agreed or disagreed with each of the statements. The nine statements were formed to specifically determine the levels of sensitivity of the respondents with respect to sexual harassment. For each statement, the responses were coded on a scale of one to five, one being strongly disagree and five being strongly agree, which was explained to the respondents before taking their responses.

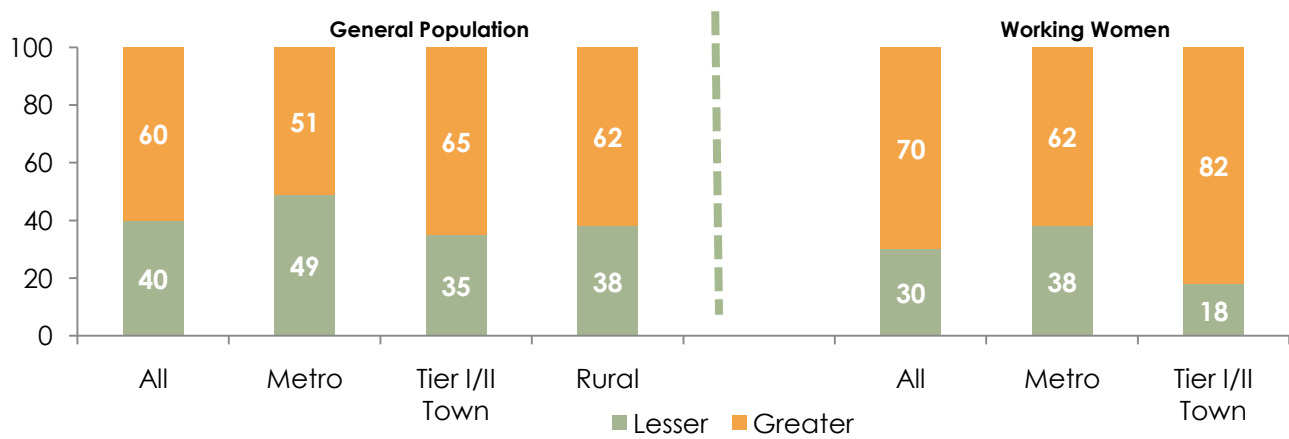
The list of all the nine statements is provided below:

1. A girl who is overly friendly towards her male colleagues should expect some unwelcome sexual behaviour
2. Touching in a friendly manner, even if it makes the woman uncomfortable is not harassment.
3. Women should be properly dressed at work place to avoid sexual harassment.
4. The organization should not be responsible for any incident of sexual harassment of their female employees at the workplace.
5. Woman should herself ensure her safety at the workplace.
6. Women should not ignore even small harassment issues which make them uncomfortable.
7. Women will misuse such committees by filing false/malicious complaints.
8. Women who work at odd hours invite sexual harassment.
9. It is incorrect to suspect the character of women who file complaints for sexual harassment at the workplace.

For the purposes of analyzing the findings from this exercise, scores for all the statements were re-arranged using reverse coding for the negative statements in order to standardize the scoring pattern, and thereafter, cumulative score for all the nine statements were computed. Essentially for the purposes of analysis, disagreement with negative statements was considered to be agreement with the statement if it were positive. This cumulative score (out of a maximum of 45) depicts overall sensitivity towards the issue of sexual harassment (assuming equal weightage is provided for every statement).

For the sake of this poll, all the respondents with a cumulative score of more than 27 (i.e. more than a score of 3 per statement) were deemed to have greater sensitivity towards the issue, whereas, all respondents getting 27 or less were deemed to possess relatively lesser sensitivity towards the issue.

Figure 16: Sensitivity towards Sexual harassment (in %)



Base: All -General Population=1613, Metro=486, Tier II/II, Town=521, Rural centre=606

Base: All -Working Women =400, Metro=250, Tier II/II, Town=150

Overall 60 percent of the respondents in the general population category possessed greater sensitivity towards the issue of sexual harassment. Of all the three types of location covered, the proportion of respondents having greater sensitivity was relatively higher in Tier I/II (65 percent) and rural areas (62 percent).

Higher proportions of working women possessed greater sensitivity towards sexual harassment (70 percent). Among the two locations, working women in Tier I/II towns (82 percent) possessed greater sensitivity than their counterparts in metro towns (62 percent).

Correlation between demographics and sensitivity towards sexual harassment

Among the general population, higher proportions of female respondents (66 percent) were found to have greater sensitivity towards sexual harassment as compared to male respondents (55 percent). Given the fact the women are mostly the victims of such incidents, it is understandable that they are more sensitive towards such issues.

Of all the age groups, higher proportions of respondents in the age group of 31-37 years reported to have greater sensitivity towards the issue, followed by respondents in the age group of 25-30 years (62 percent) and 18-24 years (60 percent). In terms of education, higher proportions of graduates (69 percent) reported to have greater sensitivity towards the issue, followed by respondents educated up to 12th standard (62 percent) and those educated up to primary education (55 percent).

Among working women, higher proportions of respondents in the age groups of 31-37 years (75 percent) and 38-50 years (74 percent) possessed greater sensitivity towards sexual harassment as compared to other age groups.

In terms of education, higher proportions of illiterate respondents among the working women (76 percent), followed by graduates and above (72 percent) possessed greater sensitivity towards sexual harassment. A majority of the illiterate respondents in this category work in the unorganized sector as domestic help, construction labour, labour in small scale industries etc. As these sectors are highly vulnerable to sexual harassment, this could be the probable reason for greater sensitivity among illiterate working women towards sexual harassment.

Correlation between basic knowledge of the proposed bill and sensitivity towards sexual harassment

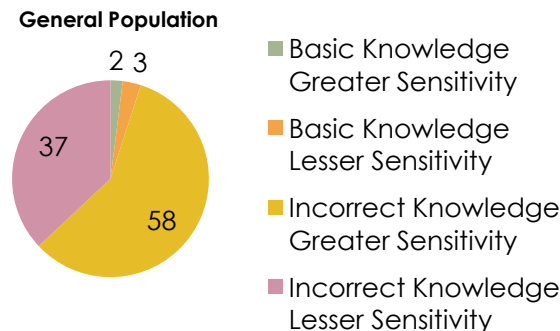
All the general population respondents were asked about awareness about the proposed bill. All the respondents who reported awareness were asked about the key highlights of the bill. On the basis of this, all the respondents having basic knowledge about the bill were segregated from the rest.

Similarly, all the general population respondents having overall greater sensitivity towards the issue of sexual harassment of women at work place were differentiated from the ones who are lesser sensitive towards the issue.

On the basis of these two groups, four new groups are hereby formed, namely:

1. **Basic knowledge and greater sensitivity**-These can be termed as the ideal respondents as they have basic knowledge about the proposed bill as-well-as have greater sensitivity towards the issue of sexual harassment.
2. **Basic knowledge and negative attitude**-Such respondents are well informed and have the required knowledge, however, are not very sensitive towards the issue of sexual harassment.
3. **Incorrect knowledge and positive attitude**-Respondents in this group are very close to the ideal group. Such respondents only lack the necessary knowledge.
4. **Incorrect knowledge and negative attitude**-This is the last group which neither has knowledge about the bill, nor are they sensitive towards the issue.

Figure 17: Classification of respondents (in %)



Base: All -General Population=1613

Among the general population, majority of the respondents belonged to the third category (Incorrect knowledge but greater sensitivity), followed by the fourth group (Incorrect knowledge and lesser sensitivity).

Demographic profile of the group I (Basic knowledge and greater sensitivity) reveals that higher proportions of them were females (58 percent), housewives (58 percent) and graduates (34 percent).

Excerpts from Case History

Five short stories were framed which revolved around the issues of sexual harassment of women and were narrated to general population. In each story, the victim took some action after the incident of sexual harassment. After each story, all the respondents were asked about their view about the step taken by the protagonist.

Case 1

'Ms. D worked as a manager in a steel manufacturing company. During a recent factory visit she observed that a supervisor was continuously staring at her. Apart from that, he winked at her occasionally. Should she file a complaint of sexual harassment against the supervisor?'

Of all the respondents, 88 percent reported that in case 1, Ms. D should have filed a case against her supervisor for winking and staring at her in a sexually suggestive manner. These 88 percent respondents indicate that the gravity of the issue does not matter and one should report even the smallest of cases. Among all the types of locations, higher proportions of respondents in Tier I/II towns gave positive responses. In terms of gender, higher proportions of females gave positive answers depicting that females might be more sensitive towards such issues.

Case 2

Mr. Y and Ms. Z are co-workers in an organization and also close friends. After sometime Mr. Y started spreading rumours about Ms. Z's private (sexual) life. Ms. Z found such rumours very embarrassing and humiliating. Should Ms. Z file a complaint of sexual harassment against Mr. Y?

A little more than four fifths of the respondents (82 percent) gave positive responses in case 2. All such respondents indicate that incidents which tarnish one's image should not be taken lightly. As in case 1, higher proportions of respondents from Tier I/II towns (90 percent) gave positive responses.

Case 3

In the same case, Ms. Z, fed up of the rumours, lodged a formal complaint against Mr. Y in the office. As a result of Ms. Z's action, majority of the employees started avoiding her and suspected her character. Is other employees' behaviour justified?

In case 3, gave positive responses. According to them, no one should doubt a woman's character in case she files a complaint against the perpetrator. Such a case is extremely important in determining one's sensitivity towards stigma attached with sexual harassment. In comparison with other cases, lesser proportion of respondents gave positive response signifying that there might be a tendency to attach stigma with victims of sexual harassment.

Case 4

Mr. X sent a letter to an employee in his team asking for sexual favours which made the lady extremely uncomfortable. Should the lady file a complaint against Mr. X for sexual harassment?

In many cases, it is seen that the victim does not take action, just because the perpetrator is her immediate senior. Close to 90 percent of the respondents reported positive responses for case 4, signifying that one must raise her voice against any action of sexual harassment irrespective of the perpetrator's position. As in other cases, higher proportions of respondents giving positive responses were from Tier I/II towns (95 percent).

Case 5

Ms. P is a very poor woman who works as a labourer with a construction company. Her supervisor, Mr. M, took advantage of her economic condition and raped her. Since nobody witnessed any incident, she feels that she may not have a valid case. Can Ms. P file a complaint of sexual harassment against Mr. M?

Case 5 revolves around sexual exploitation of a poor labourer by her supervisor. Since she did not have any proof of the act, she was not sure of filing a complaint against the perpetrator. In this case, 85 percent respondents reported positive responses towards the issue. Among all the centres, higher proportion of respondents in Tier I/II towns (88 percent) reported positive responses.

VIII. Areas of Programmatic Relevance

Awareness level

1. Wide variation in the level of awareness and understanding of the issue of sexual harassment. No fixed pattern emerged with respect to knowledge about the issue.
2. Need to have a separate bill on the issue of sexual harassment at work place emerge very strongly. Various components desired in the new bill listed by the respondents. Among them, predominant are "Constitution of a committee", "Speedy and hassle free trial" and protections and "non-disclosure of complainant witnesses".
3. Majority of respondents (both general population and working women) perceived women working in the unorganized sector to be more susceptible to sexual harassment. Because women in the unorganized sector are unaware of legislation, economically vulnerable and are voiceless.
4. Majority of the victims did not resort to taking formal actions against the perpetrator, especially at the Internal Complaints Committee (ICC). Because the ICC are either not in place or the women at the workplace are not aware of such committees. Also, women are often further victimized in case of sexual harassment at workplace due to lack of confidentiality of the matter or shifting the burden of proof to the women.

Annexure I: Issues Referred to in this Report

Vishaka and others vs. State of Rajasthan and others, 1997:

Bhanwari Devi was a village level social worker or a *saathin* of a development programme run by the State Government of Rajasthan, fighting against child and multiple marriages in villages. As part of this work, she earned the ire of influential families in the village and was subjected to social boycott, and in September 1992 was gang raped by five men. The trial court acquitted the accused, but Bhanwari was determined to fight further and get justice. As part of this campaign, several women's groups had filed a petition in the Supreme Court of India, under the name 'Vishaka', asking the court to give certain directions regarding the sexual harassment that women face at their work place. The result is the Supreme Court Guidelines, which came on 13th August 1997, and known also as the Vishaka Guidelines.

The Vishaka Guidelines, the Supreme Court of India:

The Supreme Court defined sexual harassment as any unwelcome gesture, behavior, words or advances that are sexual in nature. The court had, for the first time, drawn upon an international human rights law instrument, the Convention on the Elimination of All forms of Discrimination against Women (CEDAW), to pass a set of guidelines known as Vishakha guidelines

Some of the key guidelines laid down by the Supreme Court are as follows:

- It is the onus of the employer to include a rule in the company code of conduct for preventing sexual harassment.
- Organizations must establish complaint committees that are headed by women.
- Initiate disciplinary actions against offenders and safeguard the interests of the victim.
- Female employees shall be made aware of their rights.

NCW code of Conduct:

In 1998, a code of conduct was developed by the National Commission for Women (NCW), which expanded the scope and definition of sexual harassment given under the SC guidelines.

The Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Bill:

In 2001, the NCW designed a draft bill in consultation with women's rights activists and other experts. This bill, in turn, was amended by the Ministry of Human Resource Development and the Department of Women and Child Development, and later again in 2004. Although attempts have been made to enhance the bill's scope to create effective Indian laws for women against sexual harassment, organizations like the All India Democratic Women's

Alliance believe that it should be limited to the employer-employee frame to retain its effectiveness

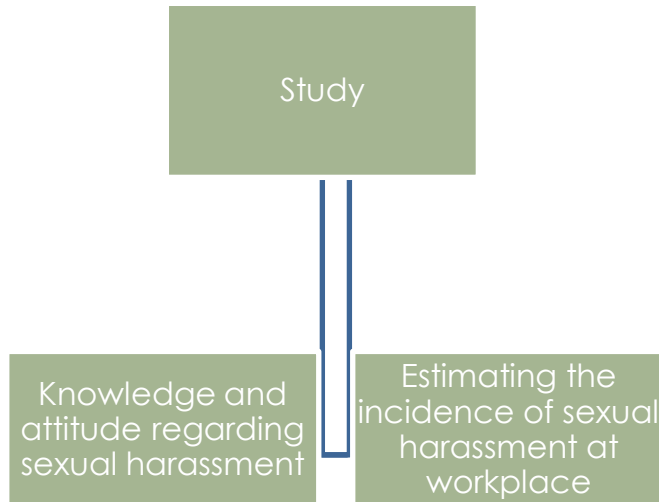
In December 2010, the government introduced the new 'Protection of Women from Sexual Harassment Bill' in an attempt to bring in a law on 'Sexual Harassment at Work place'. This latest bill has many flaws, primarily because it did not take any civil society inputs on the draft bill. The proposed bill did not include domestic workers in the initial stages; however, the same was successfully included at the time of sharing the bill with the Parliamentary standing committee.

The bill is currently still pending and no formal law apart from the Vishaka Guidelines specifically addressing sexual harassment at the work place exists in India.

Annexure II: Design

Component A: Knowledge and attitude regarding sexual harassment and related redressal mechanism

Component A was conducted among general population (both male and female) to poll the knowledge and prevailing attitude towards sexual harassment of women at work place.



The quantitative data collection was done with the help of a structured tool. A knowledge and attitude questionnaire was designed keeping in mind the cultural context and was administered by an interviewer to the general population.

The quantitative survey was designed to meet the first three poll objectives: To determine the level of awareness with regards to sexual harassment, the proposed bill and the judgment by the Supreme Court among men and women, to poll the prevalent sensitivity regarding sexual harassment of

women and to examine whether women are aware of the redressal mechanisms.

Component B: Estimating the incidence of sexual harassment

Just like component A, Quantitative data collection methods was used to estimate and poll the nature, kinds and extent of sexual harassment faced by women at work place. Quantitative survey was administered among working women from various industries to estimate the incidence of sexual harassment.

Target Groups and Geographical Coverage

Target Groups:

1. General population (both males and females) in the age group of 18-50 years
2. Working women in the age group of 18-45 years from both organised and unorganized sectors

Geographical Coverage and Sample Size:

1. General Population component



The poll was conducted in 10 states of India, namely:

- I. Andhra Pradesh
- II. Delhi
- III. Gujarat
- IV. Karnataka
- V. Maharashtra
- VI. Orissa
- VII. Punjab
- VIII. Tamil Nadu
- IX. Uttar Pradesh
- X. West Bengal

The following tables illustrate the various districts covered as part of the poll:

Table 6: List of districts covered-GP

States	Metro	Tier II Town	Rural District
AP	-	Hyderabad	-
Delhi	Delhi	-	-
Gujarat	-	Ahmadabad	-
Karnataka	Bangalore	-	Bellary
Maharashtra	Mumbai	Pune	1. Gondiya 2. Raigarh
Orissa	-	-	Jharsuguda
Punjab	-	-	Ferozpur
TN	Chennai	Coimbatore	Vellore
UP	-	1. Kanpur 2. Lucknow	Muzaffarnagar
West Bengal	Kolkata	1. Haora 2. Durgapur	Murshidabad

For the purpose of sampling of districts, India was divided into four zones; North, East, West and South. From each of the zone, two rural districts and two urban tier II cities were selected by the procedure of systematic random sampling. Five metros were automatically selected-Delhi, Kolkata, Mumbai, Chennai and Bangalore.

Respondent Selection

The entire methodology followed for the poll has been explained in the below-mentioned two heads:

Component 1: General population

Component 2: Working women

General population

The entire sampling for general population component was divided into two components-

Rural areas

In each of the five selected villages, four random starting points were selected, one in each direction. From each starting point, investigators followed the right hand rule and moved towards the centre of the village. After every successful interview, two households were left and thereafter third household was selected.

At each centre, a team of four investigators (2 males and 2 females) and one team leader were employed ensuring that a female investigator interviews female respondent.

Urban areas

In each of the five selected wards, four random starting points were selected, one in each direction. From each starting point, investigators followed the right hand rule and moved towards the centre of the ward. After every successful interview, two households were left and thereafter third household was selected.

At each centre, a team of four investigators (2 males and 2 females) and one team leader were employed ensuring that female investigators interviewed female respondents and vice versa.

In case the houses are in a straight line, only one starting point was selected and all investigators moved in the same direction.

Working women

The entire sampling methodology for working women has been divided into two parts-

Organized sector

Since the interviews were to be conducted with working women, major industries providing employment to women were selected. On the basis of secondary data on the proportion of women working in each industry, quota for each industry was computed. The same has been provided in the table below:

Table 7: No. of interviews per sector-WW

Industries	Health	Finance	Manufacturing	Admin	BPO/IT
No. of interviews	50	25	50	50	25

On the basis of information available on major industries in each city, final quota of each city for each industry was computed. The same has been depicted in the table below:

Table 8: No. of Interviews per sector-WW (Location wise)

Industries	Health	Finance	Manufacturing	Admin	BPO/IT
Delhi	6	5	-	15	4
Lucknow	6	5	10	6	3
Ahmadabad	6	-	8	6	-
Mumbai	7	15	-	6	2
Bangalore	7	-	2	5	16
Chennai	6	-	8	6	-
Kolkata	6	-	8	6	-
Durgapur	6	-	14	-	-
Total interviews	50	25	50	50	25

Unorganized Sector

Major areas within unorganized sector in which women work extensively were identified through secondary data.

We covered women from each of these areas. Apart from that, women working as laborers and domestic help were also covered. In order to interview women working in varied areas, not more than ten laborers and domestic help were covered in each centre.

Ethical Considerations

Ethical considerations are very important in studies that require the participation of human participants. To this end, the field team followed all regulations or guidelines governing poll ethics.

One of the most critical ethical guideline is the respect for persons participating in the survey. Respect for persons recognizes the capacity and rights of all individuals to make their own choices and decisions. It refers to the respect of the autonomy and self-determination of all human beings; acknowledging their dignity and freedom.

The basic principles governing the ethical conduct of poll are informed consent. It was ensured that voluntary informed consent was taken from the respondents. Informed consent was obtained from the respondent if s/he:-

- Has received the necessary information and has adequately understood this information. It is essential that the information provided is understood by the potential participant and empowers that person to make a voluntary decision about whether or not to participate in the poll. To this end, the investigators explained the scope of the poll.
- Has the capacity to consent for their own participation and participation of children or ward below the age of 18 years.
- Has arrived at a decision without having been subjected to coercion, undue influence or inducement, or intimidation of any kind.
- Has comprehended the risks and benefits involved if any in participating in the poll.

Annexure III: Questionnaires

GENERAL POPULATION					
Section 1. RESPONDENT PROFILE					
Q. No.	Questions	Responses	Codes	Skip	Col. Coding
201.	What is your age?	Record age in completed years			169-170
202.	Gender of the respondent. <i>INSTRUCTION: Do not ask the question, please code yourself.</i>	Male	1		171
		Female	2		
203.	Can you tell us, what is your primary occupation? <i>INSTRUCTION: Please circle the appropriate box, after asking the respondent.</i>	Occupation	Code		172-173
		Unemployed	01		
		Housewife	02		
		Retired	03		
		Agriculture-related	04		
		Skilled/Unskilled labour	05		
		Service (Public/Private)	06		
		Business	07		
	Others specify _____				
204.	What is the highest level to which you have studied?	Illiterate	1		174
		Literate but no formal education	2		
		Up to 4 th standard	3		
		5 th -9 th standard	4		
		SSC/High school/Metric/10 th	5		
		HSC/Inter/12 th	6		
		Graduate	7		
		Post Graduate	8		
	Diploma/Other professional course	9			
205.	Can you tell me your marital status?	Unmarried/Single	1		175
		Married	2		
		Divorced/ Separated	3		
		Widowed	4		
			Others specify _____		
Section 2. AWARENESS OF INCIDENTS WHICH MAKE WOMEN UNCOMFORTABLE AT WORKPLACE AND THE BILL					
Q. No.	Questions	Responses	Codes	Skip	Col. Coding
301.	Do you know what Sexual harassment at workplace is?	Yes	1	→303	176
		No	2		

302.	Do you know of any kind of sexual advances towards women at workplace which can make them embarrassed, intimidated or humiliated? (ask all those coded 2 in 301)	Yes	1	→303	177	
		No	2	→307		
303.	<p>What all actions, according to you, make a woman feel embarrassed, intimidated and humiliated at workplace?</p> <p>SPONT-Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible)</p> <p>Which of the following actions/incidents, according to you, amount to sexual harassment or any kind of sexual advances towards women at workplace which can make them feel embarrassed, intimidated or humiliated?</p> <p>AIDED-Read out the options which the respondent did NOT code.</p>	Options		Spont.	Aided	178-191
		a.	Making derogatory comments of sexual nature	1	2	
		b.	Repeatedly telling sexual stories/jokes	1	2	
		c.	Making crude, sexual remarks about one's behaviour/body publicly or privately	1	2	
		d.	Requesting for sexual favours	1	2	
		e.	Display of sexually suggestive material (porn etc.)	1	2	
		f.	Telling lies or spreading rumours about a person's personal/sex life	1	2	
		g.	Ogling/staring in a sexually suggestive manner	1	2	
		h.	Sizing up a person's body	1	2	
		i.	Derogatory gestures of sexual nature	1	2	
		j.	Unwelcome hugging, sexual touching, kissing etc.	1	2	
		k.	Brushing up against a person, leaning over, invading personal space	1	2	
		l.	Patting/stroking/grabbing/pinching	1	2	
		m.	Rape or attempted rape	1	2	
n.	Actual or attempted sexual assault or forced fondling	1	2			
Others specify _____						

304.	<p>a. In which of the following industries, according to popular perception, working women are susceptible to sexual harassment at workplace? (Multiple coding possible) (Read out options)</p> <p>b. Out of all the coded above, according to popular perception, women in which particular industry are MOST susceptible to sexual harassment at workplace? (Single coding only)</p>	Options	a.	b.	If coded 9 in (a.) skip to 306	211-216
		Heavy industry (Steel, coal, cement, machinery etc.)	1	1		
		Service industry (Banking, consulting, other financial services, BPO, Media etc.)	2	2		
		Professionals (CA, lawyers, architects etc.)	3	3		
		Laborers in construction industry	4	4		
		Small scale manufacturing (garments, handicrafts etc.)	5	5		
		Domestic help	6	6		
		Don't know/Can't say	9			
Others specify _____						
305.	<p>Why do you think that women of _____ industry are most susceptible to sexual harassment at workplace? (Multiple coding possible) (Probe but do not read out options)</p>	Women employees are poor and needy and have no other option	01			217-234
		The perpetrator is sure that the victim would not be able to show any resistance	02			
		Where the employees work at odd hours (night shifts)	03			
		Isolation at workplace	04			
		Lack of availability of proper transportation facility	05			
		Where some stigma is attached to the kind of work that women perform	06			
		Majority of employees at top and middle management are males	07			
		Improper system for seeking redressal	08			
		Lack of any labour union	09			
		Imbalance of power causes duress	10			
		Seniors lure by undue favours and perks	11			
		Threat of losing a well-paid job	12			
		Majority of employees are illiterate	13			
		Employees do not have any rights	14			
		Perpetrator perceives that the victim cannot take any action against him	15			
		Don't know/Can't say	99			
		Others specify _____				

306.	What all actions, according to you, such an aggrieved woman can possibly take after sexual harassment at workplace? (Multiple coding possible) (Probe but do not read out options)	Discuss the matter with family/friends	01	235-240	
		Discuss the matter with colleagues	02		
		Report the matter to immediate senior	03		
		Report the matter with top management	04		
		Leave the job	05		
		Ask for a transfer	06		
		Lodge a formal complaint with the organisation	07		
		Lodge a formal complaint with Police	08		
		Cannot take any action	09		
		Don't know/Can't say	99		
		Others specify _____			
307.	Are you aware that the Supreme Court (The apex court of India) has given a ruling regarding sexual harassment at workplace/about Vishaka judgment?	Yes	1	→ 309	241
		No	2		
		No response	8		
308.	Please mention all the components, which according to the Supreme Court guidelines, form part of sexual harassment at workplaces? SPONT-Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible) AIDED-Read out the options which the respondent did NOT code.	Options	Spont.	Aided	242-249
		A Any type of physical contact	1	2	
		B Any demand for sexual favours	1	2	
		C Sexually coloured remarks	1	2	
		D Showing pornography	1	2	
		E Any other unwelcome physical, verbal or non-verbal conduct of sexual nature	1	2	
		F Whistling at a women in sexually suggestive manner	1	2	
		G Winking at a women in sexually suggestive manner which makes her uncomfortable	1	2	
		H Staling/blocking someone's path	1	2	
		I Pinching/patting/touching without other person's consent	1	2	
		J Rape or attempted rape	1	2	
		Others specify _____			

309.	Are you aware that a bill on sexual harassment of women at workplace would be introduced very shortly in the Parliament for discussion?	Yes	1	→ 313	250
		No	2		
		No response	9		
310.	If yes, from which all sources did you get to know about this bill? (Multiple coding possible)	Television	1		251-254
		Radio	2		
		Magazines/Newspapers	3		
		Internet	4		
		Colleagues/Friends	5		
		Family members	6		
		Any other source _____			
311.	<p>a. What according to you is this bill all about?</p> <p>(Do not read out options. Multiple coding possible)</p> <p>b. Do you think that the following points form part of the bill?</p> <p>(Read out the options which the respondent did NOT code. Multiple coding possible)</p>	Options	a.	b.	255-270
		Employer must set up a complaints committee within the office	01	01	
		Presiding officer must be a woman holding a senior position in the office	02	02	
		Constitution of a local complaints committee at district level	03	03	
		Victim's legal heir can file complaint on victim's behalf	04	04	
		Enquiry must be completed within 90 days	05	05	
		Transfer or grant leave to the complainant in case of pendency of enquiry	06	06	
		Complainant can be punished for false/malicious complaints	07	07	
		Identity of complainant, witnesses, respondent cannot be made public	08	08	
		Victim can file a maximum 3 complaints of sexual harassment at workplace	09	09	
		Presiding officer must have served for atleast 10 years in that organisation	10	10	
		Perpetrator and victim cannot leave the job until trial is over	11	11	
		Domestic help are also covered in this bill	12	12	
		Others specify _____			

312.	Are you aware that the victim as per the proposed bill has an option of filing a complaint as part of redressal?	Yes	1		271
		No	2		
		Don't know/Can't say	9		
313.	Do you think that the employer needs to take action if any incidence of sexual harassment against any female employee takes place at the workplace?	Yes	1	→ 315	272
		No	2		
		Don't know/Can't say	9		
314.	What all actions can the employer take to ensure safety of women at workplace? Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible)	Set-up committee that hears and resolves such issues	01		273-288
		Ensure timely action for all complaints	02		
		Organize workshops for creating awareness among employees	03		
		Adequate security for women working during odd hours	04		
		Proper safety to victims and witnesses of such incidents	05		
		Provide assistance to women who chose to file a case at district level committees for redressal	06		
		Transfer the victim to another workplace	07		
		Grant leave to the victim till the trial lasts	08		
		Ensure that the victim gets adequate damages in case the case is proved	09		
		Ensure that the identity of the victim and witnesses are not disclosed	10		
		Ensure the confidentiality of the matter	11		
		Others _____			
315.	Do you feel that there is a need to have a specific law to address sexual harassment of women at workplace?	Yes	1	→ Section 4	311
		No	2		
		Don't know/Cant' say	9		

316.	What all components would you like to be part of such a law? Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible)	Compulsory internal committee at workplace	01		312-321
		Separate committee at district level	02		
		Senior women officials must head the committee	03		
		Speedy trial	04		
		Lesser hassles in trial	05		
		Non-disclosure of name of the complainant	06		
		Adequate protection for the complainant and witnesses	07		
		Option of providing leaves to the complainant during the trial	08		
		Option of transfer of the complainant to a better location	09		
		Don't know/Can't say	99		
		Others specify_____			
Section 3. KNOWLEDGE OF OCCURRENCE OF INCIDENCE AT WORKPLACE					
401.	Which gender, according to you, is most vulnerable towards sexual harassment? (Read out options) (Single coding only)	Men	1		322
		Women	2		
		Transgender	3		
		Don't Know/Can't say	9		
402.	Do you know of a person who has ever faced any of these actions/incidents at workplace? (Multiple coding possible) (Read out options)	Making derogatory comments of sexual nature	01	If not coded from 01 to 14, skip to section 5	323-342
		Repeatedly telling sexual stories/jokes	02		
		Making crude, sexual remarks about one's behaviour/body publicly or privately	03		
		Requesting for sexual favours	04		
		Display of sexually suggestive material (porn etc.)	05		
		Telling lies or spreading rumours about a person's personal/sex life	06		
		Ogling/staring in a sexually suggestive manner	07		
		Sizing up a person's body	08		
		Derogatory gestures of sexual nature	09		
		Unwelcome hugging, sexual touching, kissing etc.	10		
		Brushing up against a person, leaning over, invading personal space	11		
		Patting/stroking/ grabbing/pinching	12		
		Rape or attempted rape	13		
		Actual or attempted sexual assault or forced fondling	14		
		Others specify_____			

Of all the incidents coded above, ask the respondent to select five such incidents which he/she remembers the best. The following questions would be asked for those five incidents. Write the exact codes as mentioned for the incidents as coded in 402									
403.	Incidents selected	Codes							3 4 3 - 3 5 2
404.	In case yes, did she file an official complaint inside or outside the office for the incident?	Yes	1	1	1	1	1		3
		No	2	2	2	2	2		5
		Don't know/Can't say	9	9	9	9	9		3 5 7
405.	Do you agree with the victim's decision?	Yes	1	1	1	1	1		3
		No	2	2	2	2	2		5
		Don't know/Can't say	9	9	9	9	9		8 - 3 6 2
406.	What are the reasons for your agreement/non agreement with victim's decision? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	There is fear of losing the job	1	1	1	1	1		2 6 3 - 2 8 2
		Complaint for sexual harassment negatively impacts victim's image	2	2	2	2	2		
		There is fear of facing backlash from management	3	3	3	3	3		
		There is fear of getting outcaste from social groups	4	4	4	4	4		
		Standing against any misconduct helps restore self respect	5	5	5	5	5		
		Perpetrator must be punished if he is guilty	6	6	6	6	6		
		If left unpunished, perpetrator would get encouraged and would repeat the incident	7	7	7	7	7		
		Others specify _____							

Section 4. ATTITUDE TOWARDS INCIDENCE WITH MAKE WOMEN UNCOMFORTABLE AT WORKPLACE								
<i>Now, I would like to know your attitude towards such incidents at workplace and related issues. I have here with me a list of statements which people have made. I will read out each statement one by one. As I read them out to you, please tell me if you strongly agree, agree, disagree or strongly disagree with the statements? Please remember there are no correct answers. We are only interested in knowing your opinion on these.</i>								
No.	Statement	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No response	Col . Code
Attitude towards harassment and victims								
501.	A girl who is friendly towards her male colleagues should expect some unwelcome sexual behaviour.	5	4	3	2	1	9	811
502.	Touching in a friendly manner, even if it makes the woman uncomfortable is not harassment.	5	4	3	2	1	9	812
503.	Women should be properly dressed at workplace to avoid sexual harassment.	5	4	3	2	1	9	813
Role of employers								
504.	The organisation should not be responsible for any incident of sexual harassment of their female employees at workplace.	5	4	3	2	1	9	814
505.	Woman should herself ensure her safety at workplace.	5	4	3	2	1	9	815
Disclosure and redressal mechanism								
506.	Women should not ignore even small harassment issues which make them uncomfortable.	5	4	3	2	1	9	816
507.	Women will misuse such committees by filing false/malicious complaints.	5	4	3	2	1	9	817

Stigma								
508.	Women who work at odd hours invite sexual harassment	5	4	3	2	1	9	818
509.	It is incorrect to suspect the character of women who file complaint for sexual harassment at workplace	5	4	3	2	1	9	819
Section 5. SITUATIONAL INCIDENCE WHICH MAKE WOMEN UNCOMFORTABLE AT WORKPLACE								
<i>Now, I would provide you with certain situations. Please listen to the situations and answer the following questions. Please note that there are no correct answers. We are only interested in knowing your opinion on these.</i>								
601.	Ms. D works as manager in a steel manufacturing company. During a recent factory visit she observed that her senior was continuously staring at her in an uncomfortable manner. Apart from that, he winked at her occasionally. Do you think Ms. D should file a complaint of sexual harassment against the supervisor?	Yes	1					311
		No	2					
		Not sure	9					
602.	Mr. Y and Ms. Z are co-workers in an organization and also close friends. After sometime Mr. Y started spreading rumours about Ms. Z's private (sexual) life. Ms. Z found such rumours very embarrassing and humiliating. Do you think that Ms. Z should file a complaint of sexual harassment against Mr. Y?	Yes	1					312
		No	2					
		Not sure	9					
603.	In the same case, Ms. Z, fed up of the rumours, lodged a formal complaint against Mr. Y in the office. As a result of Ms. Z's action, majority of the employees started avoiding her and suspected her character. Do you think this behaviour of other employees is justified?	Yes	1					313
		No	2					
		Not sure	9					
604.	Mr. X sent a letter to an employee in his team asking for having sex with him which made the lady extremely uncomfortable. Do you think that the lady should file a complaint against Mr. X for sexual harassment?	Yes	1					314
		No	2					
		Not sure	9					

605.	Ms. P is a very poor woman who works as a labourer with a construction company. Her supervisor, Mr. M, took advantage of her economic condition and raped her. Since nobody witnessed any incident, she feels that she may not have a valid case. Do you think that Ms. P can file a complaint of sexual harassment against Mr. M?	Yes	1	315	
		No	2		
		Not sure	9		
Section 6. DEMOGRAPHICS <i>In the end, I would like to capture a few demographic details about you. Please note that we would not divulge your identity and confidentiality of the data would be maintained.</i>					
701	How many members are there in your household?	Record Total Number of Members			316-317
702	Which religion do you follow?	Hinduism	1	318	
		Islam	2		
		Christianity	3		
		Sikhism	4		
		Buddhism	5		
		Zoroastrianism	6		
		Jainism	7		
		Does not follow any religion	8		
703	Which social category do you belong to?	Scheduled Caste (SC)	1	319	
		Scheduled Tribe (ST)	2		
		Other backward classes (OBC)	3		
		General category	4		

WORKING WOMEN SURVEY						
Questionnaire No. <i>(To be Filled by Data Puncher)</i>						
<p>Introduction: (Greetings)! My name is _____. I work for Social and Rural Research Institute, IMRB International, a research organization based in New Delhi that regularly conducts studies on various topics like health, education and poverty across the country. Presently we are interviewing people here in urban/rural areas and collecting information regarding issues faced by women at workplace.</p> <p>Consent: I'm going to ask you some questions related to certain key issues and problems faced by women at workplace. Some of the answers to the questions may be personal, but I want you to know that all your answers will be kept completely confidential. There is no compulsion on answering every question and you may choose not to respond to any question. Your responses will help the policy makers understand the issues better. Thus, in a larger context, the society will benefit from your responses.</p> <p>Further, you may also terminate this interview at any time if you are uncomfortable answering any of the questions. There is no penalty for refusing to take part in this interview nor is there any incentive for participation.</p> <p>We would greatly appreciate your help in responding to this survey. The survey will take about 30 minutes to ask these questions.</p> <p>Would you be willing to participate?</p>						
Consent	Received	1				
	Not Received	2	Specify Reasons:			
Section 7. IDENTIFICATION AND QUALITY CONTROL						
<i>To be filled by the Office staff/Interviewer/Supervisor</i>						
Q. No.	Questions	Responses		Codes	Skip	Col. Coding
1.	State Code	Andhra Pradesh		01		111-112
		Delhi		02		
		Gujarat		03		
		Karnataka		04		
		Maharashtra		05		
		Orissa		06		
		Punjab		07		
		Tamil Nadu		08		
		Uttar Pradesh		09		
		West Bengal		10		
2.	Name of District and code	_____				113-114
3.	Name of interview location	_____				115-120

4.	Date of Interview	Date:										121-128	
			D	D	M	M	Y	Y	Y	Y			
5.	Start time	In 24 hour clock:					:					129-132	
6.	End time	In 24 hour clock:					:					133-136	
7.	Name of Interviewer and ID											137-138	
8.	Name of Supervisor and ID											139-140	
Quality Control:													
9.	Field Accompanied				Field Scrutinized								
	TL				1				TL				1
	EIC				2				EIC				2
	OFE				3				OFE				3
	FM				4				FM				4
	Others				5				Others				5
10.	a) Data Entry		1				Data Checked				3		

Section 8. RESPONDENT PROFILE						
Q. No.	Questions	Responses		Codes	Skip	Col. Coding
206.	What is your age?	Record age in completed years				144-145
207.	What is the highest level to which you have studied?	Illiterate		1		146
		Literate but no formal education		2		
		Up to 4 th standard		3		
		5 th -9 th standard		4		
		SSC/High school/Metric/10 th		5		
		HSC/Inter/12 th		6		
		Graduate		7		
		Post Graduate		8		
208.	Can you tell me your marital status?	Unmarried/Single		1		147
		Married		2		
		Divorced/ Separated		3		
		Widowed		4		
		Others _____				

209.	Can you tell us, what is your primary occupation? INSTRUCTION: Please circle the appropriate box, after asking the respondent.	Occupation			148-149
		Unskilled worker	01		
		Skilled worker	02		
		Petty traders	03		
		Shop owners	04		
		Business –With no employees	05		
		Business-With 1-10 employees	06		
		Business –With 10+ employees	07		
		Self-employed professionals	08		
		Clerical/ salesmen	09		
		Supervisor level	10		
		Officer- Junior	11		
		Officer- Middle/senior	12		
		Undisclosed/No response	98		
Others specify _____					
210.	Are you the only earning member in your family?	Yes	1	→Section 3	150
		No	2		
		Don't know/Can't say	3		
211.	Does your earning contribute the most towards the household income?	Yes	1		151
		No	2		
		Don't know/Can't say	3		
Section 9. AWARENESS OF SEXUAL HARASSMENT AT WORKPLACE AND SEXUAL HARASSMENT BILL					
<i>Now, I would like to know your level of awareness of sexual harassment of women at workplace and related issues.</i>					
Q. No.	Questions	Responses	Codes	Skip	Col. Coding
317.	Do you know what Sexual harassment at workplace is?	Yes	1	→303	152
		No	2		
318.	(To be asked to ones coded 2 in 301) Do you know of any kind of sexual advances towards women at workplace which can make them embarrassed, intimidated or humiliated?	Yes	1	→303	153
		No	2		

		Options	Spont.	Aided					
319.	<p>What all actions, according to you, make a woman feel embarrassed, intimidated and humiliated at workplace?</p> <p>SPONT-Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)</p> <p>Which of the following actions/incidents, according to you, amount to sexual harassment or any kind of sexual advances towards women at workplace which can make them feel embarrassed, intimidated or humiliated?</p> <p>AIDED-Read out the options which the respondent did NOT code.</p>	a.	Making derogatory comments of sexual nature	1	2	154-165			
		b.	Repeatedly telling sexual stories/jokes	1	2				
		c.	Making crude, sexual remarks about one's behaviour/body publicly or privately	1	2				
		d.	Requesting for sexual favours	1	2				
		e.	Display of sexually suggestive material (porn etc.)	1	2				
		f.	Telling lies or spreading rumours about a person's personal/sex life	1	2				
		g.	Ogling/staring in a sexually suggestive manner	1	2				
		h.	Sizing up a person's body	1	2				
		i.	Derogatory gestures of sexual nature	1	2				
		j.	Unwelcome hugging, sexual touching, kissing etc.	1	2				
		k.	Brushing up against a person, leaning over, invading personal space	1	2				
				l.	Patting/stroking/ grabbing/pinching		1	2	
				m.	Rape or attempted rape		1	2	
n.	Actual or attempted sexual assault or forced fondling			2	2				
Others specify _____									
320.	Do you think that women working at your workplace face such incidents?	Yes		1	166				
		No		2					
		Don't know/Can't say		9					
321.	Has anyone, at your workplace, ever told sexually explicit stories/jokes/remarks or rumours about any female colleague's sexual life which made that woman uncomfortable?	Yes		1	→307 167				
		No		2					
		Don't know/Can't say		9					

322.	How did you get to know about this incident? (read out options)	Witnessed the incident	1		168
		Heard directly from the victim	2		
		Heard from someone else	3		
		Don't remember	8		
		Don't know/Can't say	9		
323.	Has anyone at your workplace, directly or indirectly, ever requested any female colleague for sexual favours? (Sexual favours: Any request which is sexual in nature in exchange for a preferential treatment at workplace.)	Yes	1	→309	169
		No	2		
		Don't know/Can't say	9		
324.	How did you get to know about this incident? (read out options)	Witnessed the incident	1		170
		Heard directly from the victim	2		
		Heard from someone else	3		
		Don't remember	8		
		Don't know/Can't say	9		
325.	Has anyone at your workplace, ever acted in any the following manner? (Gestures of sexual nature includes- Winking, staring, ogling, sizing up body etc.) (Invading one's personal space includes- leaning over, patting, stroking, pinching, grabbing etc.)	Made gestures of sexual nature at a female colleague	1	→311	171
		Invaded any female colleague's personal space	2		
		Hugged/touched/kissed a female colleague	3		
		None of the above	8		
326.	How did you get to know about this incident? (read out options)	Witnessed the incident	1		172
		Heard directly from the victim	2		
		Heard from someone else	3		
		Don't remember	8		
		Don't know/Can't say	9		

327.	Has anyone at your workplace, ever attempted to assault/rape any female colleague?	Yes	1	→313	173
		No	2		
		Don't know/Can't say	9		
328.	How did you get to know about this incident? (read out options)	Witnessed the incident	1		174
		Heard directly from the victim	2		
		Heard from someone else	3		
		Don't remember	8		
		Don't know/Can't say	9		

The following questions are to be asked for all the four incident categories separately. In case the respondent has witnessed more than one incident of a particular category, ask her to narrate the incident which she remembers the best.

Q. No.	Questions	Responses	Coded 1 in 305	Coded 1 in 307	Coded 1/2/3 in 309	Coded 1 in 311	Skip	Col. Coding
329.	You mentioned that your colleague faced _____ at your workplace. What was the perpetrator's position at the time when this incident occurred? (Single coding only) (Read out all options)	Senior in position but not immediate supervisor of the victim	1	1	1	1		175-178
		Immediate supervisor of the victim	2	2	2	2		
		Same level-with higher amount of experience than the victim	3	3	3	3		
		Same level-with equal or less amount of experience than the victim	4	4	4	4		
		Subordinate	5	5	5	5		
		Client/vendor/ other outsider	6	6	6	6		
		No response	8	8	8	8		
		Don't know/Can't say	9	9	9	9		
		Others specify _____						
330.	What was the pattern of occurrence of this incident? (Read out all options)	One time incident	1	1	1	1	→Section 4	179-182
		Regular/on-going incident	2	2	2	2		
		Don't know/Can't say	9	9	9	9		

331.	For how long did such an incident continue? (Do not read out options)	One day	01	01	01	01		183-186
		Less than a week	02	02	02	02		
		Less than a fortnight	03	03	03	03		
		Less than month	04	04	04	04		
		Less than 3 months	05	05	05	05		
		Less than 6 months	06	06	06	06		
		Less than year	07	07	07	07		
		One year and above	08	08	08	08		
		Currently experiencing but not doing anything	09	09	09	09		
		Don't know/Can't say	99	99	99	99		
Section 10. ADDITIONAL INFORMATION ABOUT THE INCIDENT								
Q. No.	Questions	Options	Coded 1 in 305	Coded 1 in 307	Code d 1/2/ 3 in 309	Coded 1 in 311	Skip	Column coding
401.	What was the female colleague's initial reaction when the incident took place for the first time? (Probe but do not read out options)	Confronted the perpetrator	1	1	1	1		211-230
		Pushed and ran away from the scene	2	2	2	2		
		Screamed	3	3	3	3		
		Cried	4	4	4	4		
		Shouted for help/made noise	5	5	5	5		
		Called security personnel/other colleagues	6	6	6	6		
		Did not react/moved away quietly	7	7	7	7		
		Don't know/Can't say	9	9	9	9		
		Others specify _____						

402.	What effect did this incident have on the female colleague's professional life? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Got depressed	01	01	01	01		231-250
		Became short tempered	02	02	02	02		
		Didn't meet anyone	03	03	03	03		
		Started maintaining distance from male colleagues	04	04	04	04		
		Stopped trusting people	05	05	05	05		
		People at workplace started suspecting character/got stigmatized	06	06	06	06		
		Performance at workplace got adversely affected	08	08	08	08		
		No adverse impact	09	09	09	09		
		Don't know/Can't say	99	99	99	99		
		Others specify _____						
403.	Did the female colleague consult anyone before taking any action?	Yes	1	1	1	1	→405	251-254
		No	2	2	2	2		
		Don't know/Can't say	9	9	9	9		
Q. No.	Questions	Options	Coded 1 in 305	Coded 1 in 307	Code d 1/2/3 in 309	Coded 1 in 311	Skip	Colum n codin g
404.	Whom did the female colleague consult before taking any action? (Multiple options possible) (Probe but do not read out options)	Family/Relatives	1	1	1	1		255-269
		Friends	2	2	2	2		
		Colleagues (subordinates or same level)	3	3	3	3		
		Immediate supervisor	4	4	4	4		
		Seniors (other than immediate supervisor)	5	5	5	5		
		Top Management	6	6	6	6		
		Presiding officer of Internal complaints committee	7	7	7	7		
		No response	8	8	8	8		
		Don't know/Can't say	9	9	9	9		
		Others specify _____						

405.	What action did the female colleague take after the incident? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Ignored the incident/No action	01	01	01	01	→40 6	270- 294
		Informed family/friends but didn't take any action	02	02	02	02		
		Informed colleagues but didn't take any action	03	03	03	03		
		Asked for a transfer	04	04	04	04		
		Left the job	05	05	05	05		
		Informal personal warning	06	06	06	06		
		Informal warning through immediate supervisor	07	07	07	07	→40 7	
		Reported the incident with top management	08	08	08	08		
		Filed a complaint with Internal complaints committee	09	09	09	09		
		Lodged a formal complaint with Police	10	10	10	10	→40 6	
		Don't know/Can't say	99	99	99	99		
		Others specify _____						
406.	What could be the probable reasons for not taking a formal action against the perpetrator by reporting to top management/filing a complaint? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Too small an incident to complain	01	01	01	01	Skip to section 5	311- 335
		Fear of losing the job	02	02	02	02		
		Fear of facing backlash from management	03	03	03	03		
		Fear of getting outcaste from social groups	04	04	04	04		
		Complaint for sexual harassment impacts victim's image in the society	05	05	05	05		
		Did not want spotlight	06	06	06	06		
		No proper complaint mechanism was present within the office	07	07	07	07		
		Perpetrator was immediate supervisor who evaluated victim's performance	08	08	08	08		
		Threatened by perpetrator	09	09	09	09		
		Was advised by colleagues to not take any action	10	10	10	10		

Q. No.	Questions	Options	Coded 1 in 305	Coded 1 in 307	Code d 1/2/ 3 in 309	Coded 1 in 311	Skip	Column coding
		Was advised by friends/relatives to not take any action	11	11	11	11		
		Don't know/Can't say	99	99	99	99		
		Others specify _____						
407.	Why did female colleague take a formal action against the perpetrator by reporting to top management/filing a complaint? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Was a very big incident	01	01	01	01		336-355
		Standing against any misconduct helps restore self respect	02	02	02	02		
		Perpetrator must be punished if he is guilty	03	03	03	03		
		If left unpunished, perpetrator would get encouraged and would repeat the incident	04	04	04	04		
		Wanted to avenge	05	05	05	05		
		In future, nobody should perceive her as an easy target	06	06	06	06		
		Constantly threatened by perpetrator	07	07	07	07		
		Advised by family members/close friends	08	08	08	08		
		Advised by seniors/colleagues	09	09	09	09		
		Don't know/Can't say	99	99	99	99		
		Others specify _____ -						
408.	Did female colleague face any resistance from seniors/management for filing complaint against the perpetrator?	Yes	1	1	1	1		356-359
		No	2	2	2	2		
		No response	7	7	7	7		
		Don't know/Can't say	9	9	9	9		

409.	What happened after the complaint was filed? (Do not prompt. Multiple coding possible)	No action was taken	01	01	01	01	360-384
		Perpetrator was warned	02	02	02	02	
		Victim received compensation	03	03	03	03	
		Perpetrator was transferred	04	04	04	04	
		Perpetrator was suspended/dismissed from the job	05	05	05	05	
		Perpetrator was punished by law	06	06	06	06	
		Victim got transferred to another location	07	07	07	07	
		Victim was warned for filing false complaint	08	08	08	08	
		Victim was punished for filing false complaint	09	09	09	09	
		Don't know/Can't say	99	99	99	99	
		Others specify _____					
		-					
410.	How satisfied was the female colleague with the time taken in delivering the outcome? (Single coding only)	Extremely satisfied	1	1	1	1	385
		Somewhat satisfied	2	2	2	2	
		Neither satisfied nor dissatisfied	3	3	3	3	
		Somewhat dissatisfied	4	4	4	4	
		Extremely dissatisfied	5	5	5	5	
		Don't know/Can't say	9	9	9	9	
411.	How satisfied was the female colleague with the final outcome of the complaint? (Single coding only)	Extremely satisfied	1	1	1	1	386
		Somewhat satisfied	2	2	2	2	
		Neither satisfied nor dissatisfied	3	3	3	3	
		Somewhat dissatisfied	4	4	4	4	
		Extremely dissatisfied	5	5	5	5	
		Don't know/Can't say	9	9	9	9	

Section 12. Respondents' incidents					
<i>Now, I would like to know about your own experiences about such incidents. I would like to repeat that all your answers will be kept completely confidential. There is no compulsion on answering every question and you may choose not to respond to any question.</i>					
601.	Have YOU yourself ever experienced an incident which made you embarrassed, intimidated, uncomfortable at your work life?	Yes	1		387
		No	2	→618	
		No response	8		
602.	Can you please tell me which incident made you feel embarrassed, intimidated, and uncomfortable at your work life? (Read out all options) (Multiple coding possible)	Someone making derogatory comments of sexual nature	01	If code d 98, skip to 618	411-430
		Repeatedly telling sexual stories/jokes	02		
		Making crude, sexual remarks about one's behaviour/body publicly or privately	03		
		Requesting for sexual favours	04		
		Display of sexually suggestive material (porn etc.)	05		
		Telling lies or spreading rumours about a person's personal/sex life	06		
		Ogling/staring in a sexually suggestive manner	07		
		Sizing up a person's body	08		
		Derogatory gestures of sexual nature	09		
		Unwelcome hugging, sexual touching, kissing etc.	10		
		Brushing up against a person, leaning over, invading personal space	11		
		Patting/stroking/ grabbing/pinching	12		
		Rape or attempted rape	13		
		Actual or attempted sexual assault or forced fondling	14		
		No response	98		
Any other _____					

Of all the incidents coded above, ask the respondent to select five such incidents which she remembers the best. The following questions (603 to 617) would be asked for those five incidents. Write the exact codes as mentioned for the incidents as coded in 602									
603.	Incidents selected	Codes							431-440
604.	What was the perpetrator's position at the time when this incident occurred? (Single coding only) (Read out all options)	Senior in position but not immediate supervisor to you	1	1	1	1	1		441-445
		Immediate supervisor to you	2	2	2	2	2		
		Same level-with higher amount of experience than you	3	3	3	3	3		
		Same level-with equal or less amount of experience than you	4	4	4	4	4		
		Subordinate	5	5	5	5	5		
		Client/vendor/ other outsider	6	6	6	6	6		
		No response	8	8	8	8	8		
		Don't know/Can't say	9	9	9	9	9		
		Others specify _____							
605.	What was the pattern of occurrence of this incident? (Read out all options)	One time incident	1	1	1	1	1	→60 7	446-450
		Regular/on-going incident	2	2	2	2	2		
		Don't know/Can't say	9	9	9	9	9		
	Incidents selected	Codes							451-455
606.	For how long did such incident continue? (Do not read out options)	One day	01	01	01	01	01		
		Less than a week	02	02	02	02	02		
		Less than a fortnight	03	03	03	03	03		
		Less than month	04	04	04	04	04		
		Less than 3 months	05	05	05	05	05		
		Less than 6 months	06	06	06	06	06		
		Less than year	07	07	07	07	07		

		One year and above	08	08	08	08	08		
		Currently experiencing but not doing anything	09	09	09	09	09		
		Don't know/Can't say	99	99	99	99	99		
607.	What was your initial reaction when the incident took place with you for the first time? (Probe but do not read out options) (Multiple options possible)	Confronted the perpetrator	1	1	1	1	1		456-480
		Pushed and ran away from the scene	2	2	2	2	2		
		Screamed	3	3	3	3	3		
		Cried	4	4	4	4	4		
		Shouted for help/made noise	5	5	5	5	5		
		Called security personnel/other colleagues	6	6	6	6	6		
		Did not react/moved away quietly	7	7	7	7	7		
		Don't know/Can't say	9	9	9	9	9		
		Others specify							
608.	What effect did this incident have on your professional life? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Got depressed	01	01	01	01	01		511-540
		Became short tempered	02	02	02	02	02		
		Didn't meet anyone	03	03	03	03	03		
		Started maintaining distance from male colleagues	04	04	04	04	04		
		Stopped trusting people	05	05	05	05	05		
		People at workplace started suspecting character/got stigmatized	06	06	06	06	06		
		Performance at workplace got adversely affected	08	08	08	08	08		
		No adverse impact	09	09	09	09	09		
		Don't know/Can't say	99	99	99	99	99		

		Others specify _____							
	Incidents selected	Codes							541-545
609.	Did you consult anyone before taking any action?	Yes	1	1	1	1	1	→61 1	
		No	2	2	2	2	2		
		Don't know/Can't say	9	9	9	9	9		
610.	Whom did you consult before taking any action? (Multiple options possible) (Probe but do not read out options)	Family/Relatives	1	1	1	1	1		546-570
		Friends	2	2	2	2	2		
		Colleagues (subordinates or same level)	3	3	3	3	3		
		Immediate supervisor	4	4	4	4	4		
		Seniors (other than immediate supervisor)	5	5	5	5	5		
		Top Management	6	6	6	6	6		
		Presiding officer of Internal complaints committee	7	7	7	7	7		
		No response	8	8	8	8	8		
		Don't know/Can't say	9	9	9	9	9		
		Others specify _____							
611.	What action did you take after the incident? Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible)	Ignored the incident/No action	01	01	01	01	01	→612	611-640
		Informed family/friends but didn't take any action	02	02	02	02	02		
		Informed colleagues but didn't take any action	03	03	03	03	03		
		Asked for a transfer	04	04	04	04	04		
		Left the job	05	05	05	05	05		
		Informal personal warning	06	06	06	06	06		

		Informal warning through immediate supervisor	07	07	07	07	07		
		Reported the incident with top management	08	08	08	08	08		
		Filed a complaint with Internal complaints committee	09	09	09	09	09	→613	
		Lodged a formal complaint with Police	10	10	10	10	10		
		Don't know/Can't say	11	11	11	11	11	→612	
612.	What could be the probable reasons for not taking a formal action against the perpetrator by reporting to the top management/filing a complaint? Do not prompt. Probe fully by asking- Anything else? Anything else? (Multiple coding possible)	Too small an incident to complain	01	01	01	01	01		
		Fear of losing the job	02	02	02	02	02		
		Fear of facing backlash from management	03	03	03	03	03		
		Fear of getting outcaste from social groups	04	04	04	04	04		
		Complaint for sexual harassment impacts victim's image in the society	05	05	05	05	05		
		Did not want spotlight	06	06	06	06	06		
		No proper complaint mechanism was present within the office	06	06	06	06	06		
		Perpetrator was immediate supervisor who evaluated victim's performance	07	07	07	07	07		
		Threatened by perpetrator	08	08	08	08	08		
		Was advised by colleagues to not take any action	09	09	09	09	09		
		Was advised by friends/relatives to not take any action	10	10	10	10	10		
		Not applicable	98	98	98	98	98		
		Don't know/Can't say	99	99	99	99	99		
		Others specify _____							
								Skip to 618	641-665

613.	Why did you take a formal action against the perpetrator by reporting to the top management/filing a complaint? Do not prompt. Probe fully by asking-: Anything else? Anything else? (Multiple coding possible)	Was a very big incident	01	01	01	01	01	666-690
		Standing against any misconduct helps restore self respect	02	02	02	02	02	
		Perpetrator must be punished if he is guilty	03	03	03	03	03	
		If left unpunished, perpetrator would get encouraged and would repeat the incident	04	04	04	04	04	
		Wanted to avenge	05	05	05	05	05	711-715
		In future, nobody should perceive her as an easy target	06	06	06	06	06	
		Constantly threatened by perpetrator	07	07	07	07	07	
Advised by family members/close friends		08	08	08	08	08		
Advised by seniors/colleagues		09	09	09	09	09		
Don't know/Can't say		99	99	99	99	99		
614.	Did you face any resistance from seniors/management for filing complaint against the perpetrator?	Yes	1	1	1	1	1	711-715
		No	2	2	2	2	2	
		No response	7	7	7	7	7	
		Don't know/Can't say	9	9	9	9	9	
		Others specify _____						

615.	What happened after the complaint was filed? (Do not prompt. Multiple coding possible)	No action was taken	01	01	01	01	01	716-735
		Perpetrator was warned	02	02	02	02	02	
		Victim received compensation	03	03	03	03	03	
		Perpetrator was transferred	04	04	04	04	04	
		Perpetrator was suspended/dismissed from the job	05	05	05	05	05	
		Perpetrator was punished by law	06	06	06	06	06	
		Victim got transferred to another location	07	07	07	07	07	
		Victim was warned for filing false complaint	08	08	08	08	08	
		Victim was punished for filing false complaint	09	09	09	09	09	
		Don't know/Can't say	99	99	99	99	99	
		Others specify						
616.	How satisfied were you with the time taken in delivering the final outcome? (Single coding only)	Extremely satisfied	1	1	1	1	1	736-740
		Somewhat satisfied	2	2	2	2	2	
		Neither satisfied nor dissatisfied	3	3	3	3	3	
		Somewhat dissatisfied	4	4	4	4	4	
		Extremely dissatisfied	5	5	5	5	5	
		Don't know/Can't say	9	9	9	9	9	
617.	How satisfied were you with the final outcome of the complaint? (Single coding only)	Extremely satisfied	1	1	1	1	1	741-745
		Somewhat satisfied	2	2	2	2	2	
		Neither satisfied nor dissatisfied	3	3	3	3	3	
		Somewhat dissatisfied	4	4	4	4	4	
		Extremely dissatisfied	5	5	5	5	5	
		Don't know/Can't say	9	9	9	9	9	

618.	Does your organisation has any form of complaints committee?	Yes	1	746		
		No	2			
		Don't know/Can't say	9			
619.	Does your organisation has any form of complaints committee/other set-up to enquire complaints of sexual harassment against women? (Read out all options)	Separate Complaints committee	1	747		
		Other set up but no separate committee	2			
		No set up to handle sexual harassment	3		→Skip to section 7	
		Don't know/Can't say	9			
620.	What kind of complaints committee has your organisation formed? (Read out all options)	Formal committee	1	748		
		Informal committee	2			
		Don't know/Can't say	9			
Section 13. AWARENESS AND ATTITUDE TOWARDS ISSUES RELATED SEXUAL HARASSMENT <i>In this section, I would like to discuss about some of the key issues related to sexual harassment which would help us understand and tackle the issue in a better manner.</i>						
701	<p>a. In which of the following industries, according to popular perception, working women are susceptible to sexual harassment at workplace? (Multiple coding possible) (Read out options)</p> <p>b. Out of all the coded above, according to popular perception, women in which particular industry are MOST susceptible to sexual harassment at workplace? (Single coding only)</p>	Options	a.	b.	If coded 9 in (a.) skip to 703	749-753
		Heavy industry (Steel, coal, cement, machinery etc.)	1	1		
		Service industry (Banking, consulting, other financial services, BPO, Media etc.)	2	2		
		Professionals (CA, lawyers, architects etc.)	3	3		
		Laborers in construction industry	4	4		
		Small scale manufacturing (garments, handicrafts etc.)	5	5		
		Domestic help	6	6		
		Don't know/Can't say	9	9		
		Others specify _____				

702	Why do you think that women of _____ industry are most susceptible to sexual harassment at workplace? (Multiple coding possible) (Probe but do not read out options)	Women employees are poor and needy and have no other option	01		754-773
		The perpetrator is sure that the victim would not be able to show any resistance	02		
		Where the employees work at odd hours (night shifts)	03		
		Isolation at workplace	04		
		Lack of availability of proper transportation facility	05		
		Where some stigma is attached to the kind of work that women perform	06		
		Majority of employees at top and middle management are males	07		
		Improper system for seeking redressal	08		
		Lack of any labour union	09		
		Imbalance of power causes duress	10		
		Seniors lure by undue favours and perks	11		
		Threat of losing a well-paid job	12		
		Majority of employees are illiterate	13		
		Employees do not have any rights	14		
		Perpetrator perceives that the victim cannot take any action against him	15		
Don't know/Can't say	99				
Others specify _____					
703	Are you aware that a bill on sexual harassment of women at workplace would be introduced very shortly in the Parliament for discussion?	Yes	1		774
		No	2		
		Don't know/Can't say	9		
704	Do you feel that there is a need to have a specific law to address sexual harassment of women at workplace?	Yes	1	→ Section 8	775
		No	2		
		Don't know/Cant' say	9		
705	What all components would you like to be part of such a law? Do not prompt. Probe fully by asking:- Anything else? Anything else? (Multiple coding possible)	Compulsory internal committee at workplace	01		776-787
		Separate committee at district level	02		
		Senior women officials must head the committee	03		
		Speedy trial	04		
		Lesser hassles in trial	05		
		Non-disclosure of name of the complainant	06		
		Adequate protection for the complainant and witnesses	07		

		Option of providing leaves to the complainant during the trial	08					
		Option of transfer of the complainant to a better location	09					
		Don't know/Can't say	99					
		Others specify_____						
Section 14. ATTITUDE TOWARDS SEXUAL HARASSMENT								
<i>Now, I would like to know your attitude towards sexual harassment at workplace and related issues. I have here with me a list of statements which people have made. I will read out each statement one by one. As I read them out to you, please tell me if you strongly agree, agree, disagree or strongly disagree with the statements? Please remember there are no correct answers. We are only interested in knowing your opinion on these.</i>								
No.	Statement	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	No response	Col. Code
Attitude towards harassment and victims								
801.	A girl who is friendly towards her male colleagues should expect some unwelcome sexual behaviour.	5	4	3	2	1	9	811
802.	Touching in a friendly manner, even if it makes the woman uncomfortable is not harassment.	5	4	3	2	1	9	812
803.	Women should be properly dressed at workplace to avoid sexual harassment.	5	4	3	2	1	9	813
Role of employers								
804.	The organisation should not be responsible for any incident of sexual harassment of their female employees at workplace.	5	4	3	2	1	9	814
805.	Woman should herself ensure her safety at workplace.	5	4	3	2	1	9	815

Disclosure and redressal mechanism									
806.	Women should not ignore even small harassment issues which make them uncomfortable.	5	4	3	2	1	9	816	
807.	Women will misuse such committees by filing false/malicious complaints.	5	4	3	2	1	9	817	
Stigma									
808.	Women who work at odd hours invite sexual harassment	5	4	3	2	1	9	818	
809.	It is incorrect to suspect the character of women who file complaint for sexual harassment at workplace	5	4	3	2	1	9	819	
Section 15. DEMOGRAPHICS									
<i>In the end, I would like to capture a few demographic details about you. Please note that we would not divulge your identity and confidentiality of the data would be maintained.</i>									
901.	Which religion do you follow?	Hinduism					1		820
		Islam					2		
		Christianity					3		
		Sikhism					4		
		Buddhism					5		
		Zoroastrianism					6		
		Jainism					7		
		Does not follow any religion					8		
		Others specify							
902.	Which social category do you belong to?	Scheduled Caste (SC)					1		821
		Scheduled Tribe (ST)					2		
		Other backward classes (OBC)					3		
		General category					4		
903.	Please record the name of organisation in which the respondents works							822-824	
		No response					8		