

Indian Cities and Women Safety: An Assessment



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Indian Cities and Women Safety: An Assessment



Technical Partner: Digital India Corporation

Foreword

The issue of women's safety has been of utmost importance and concern. Across the globe, women face a myriad of challenges and risks in public spaces, from harassment to violence, inhibiting their freedom to move, work, and live without fear. Recognizing the urgency of addressing this issue, safety audits have emerged as a crucial tool for understanding and improving the safety of urban spaces for women.



Therefore, in an attempt to create safer and more inclusive communities the National Commission for Women collaborated with premier research Institutes to conduct a perception survey viz., Women Safety Audit Survey to assess the level of safety experienced by women in public and work spaces. This survey research aimed to tap into the realities and perception of women's experiences in public and work spaces. By gathering data directly from women and men, it offers a nuanced understanding of the specific challenges they face and the areas in which improvements are urgently needed.

As we delve into the findings of this survey, it is essential to acknowledge the women who shared their experiences. Their voices are the driving force behind this initiative, and their stories serve as a poignant reminder of the importance of this work and in future these will serve as a base for creating safe spaces in community for women. Furthermore, this survey would not have been possible without the dedication of the partnering Institutes, relevant stakeholders' and community members who contributed their expertise and valuable time in implementing this project.

It is my sincere hope that this assessment report will serve as a catalyst for meaningful change. By identifying and reflecting on the realities of women's safety in public and work spaces, we can begin to dismantle the systemic barriers and social norms that perpetuate inequality and violence. Together, let us commit to creating inclusive urban spaces where all women can live, work, and thrive without fear.

Rekha Sharma
Chairperson
National Commission for Women

Acknowledgements

This study has been possible because of the hard work of many people including the collaborating partner institutions, the officers and staff of NCW and Digital India Corporation (DIC). I take this opportunity to express my deepest gratitude to all the nine partnering Institutes, namely, Indian Institute of Public Administration, New Delhi; Indian Institute of Management, Ahmedabad; Academy of Management Studies, Lucknow; National Institute of Technology, Warangal; St Xavier's College, Mumbai; The Maharaja Sayajirao University Baroda; National Law University Odisha; Gujarat National Law University and Loyola College, Chennai, who carried out the field surveys to bring the Women Safety Audit Survey to fruition, based on the findings of which, this assessment report has been compiled. Their valuable insights, experiences, and suggestions have played a crucial role in shaping this study.

Special thanks are also due to, our technical partner DIC, for their support and assistance in designing the safety app and compiling the results.

Special mention must be made of Ms Meenakshi Gupta, Ms Meeta Rajivlochan and Ms Preeti Madan all of them Ex-Member Secretaries of NCW. Ms Meenakshi Gupta, painstakingly, went through the minutes of various review meetings, draft reports and suggested mid course corrections.

I must also thank Ms Shivani Dey for her dogged perseverance, follow-up and coordination among the partner institutes and experts. The experience of Ms M. Lilabati, the able support provided by Ms Anasuya Mukherjee and the technical acumen of Mr Atul Sinha, came in handy throughout the study.

It must be placed on record that without the respondents who took time out to patiently reply to the myriad of questions and the public authorities who gave access to relevant data in different cities, the study would not have been possible.

It is hoped that the outcomes of this study will serve as a foundation for meaningful dialogue, policy changes, and initiatives aimed at addressing the challenges women face in feeling safe and secure in their daily lives.

Heartfelt gratitude to all.

Meenakshi Negi
Member Secretary
National Commission for Women

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1. Introduction

Safety concerns for women and girls both in private and public spaces are issues that are influenced by inter-sectionalities of gender, class, race, age, disability, sexual orientation, and religion. These concerns manifest across a wide range of settings, including homes, markets, roads, transportation, workplaces, educational institutions, and more. They are perpetuated by patriarchal norms and values that shape the behaviors and attitudes of both men and women.

Gender equality and fundamental human rights must cut across social, cultural and economic boundaries so as to ensure safety of women. The notion of right to life, liberty, and security of person for all individuals regardless of gender is embodied in the Constitution of India. However, despite constitutional provisions and gender-specific laws in place, ensuring a society free from gender-based discrimination remains a challenge. In urban areas women often face violence and sexual harassment in public places due to factors such as poor urban design and planning, inadequate public facilities including transport, insufficient policing and regressive social attitudes. All these and more affect a woman's choice to work and her mobility. However, proactive measures by the government and civil society to make changes in the physical and social environment in which women live and work can make them feel safer. In this backdrop, the Commission has undertaken the Women Safety Audit survey.

1.1 What is Women Safety Audit Survey?

Women Safety Audit Survey is a study to evaluate the safety levels experienced by women in both public spaces and workplaces within the city, utilizing a combination of sample surveys and focused group discussions (FGDs), field observations and interviews. This research not only aims to identify factors contributing to inadequate safety but also to prepare a road map for creating safe inclusive urban spaces.

Cities were selected on the basis of factors like; total population vis-à-vis total women related crimes reported, charge sheets filed etc. Ghaziabad, Vijayawada, Coimbatore, Raipur, Ranchi, Meerut, Asansol, Jodhpur, Aurangabad, Vasai Virar, Gwalior, and Faridabad were the cities taken up in the first phase. During the second phase, Agra,



Agartala, Gurugram, Indore, Srinagar, Varanasi, Jaipur, Rajkot, Ludhiana, Thiruvananthapuram and Dhanbad, have been added.

1.2 Need for Women Safety Audit Survey

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) establishes 'gender-based violence as any act that results in or is likely to cause physical, sexual, or psychological harm or suffering to women, including threats, coercion, or arbitrary deprivation of liberty, regardless of whether it occurs in public or private life' (UN General Assembly, 1993, Article 1). These safety concerns in public spaces significantly impede women's mobility, impacting their daily lives. Essentially, as women transition from lives primarily centered around the domestic sphere, their movement in public areas might be perceived as an act of defiance and non-conformity.

- **Data-Driven Decision Making:** One of the important outcomes of conducting a study of this kind is the compilation of empirical data. By collecting data on incidents, locations, and risk factors, policymakers will be able to make informed decisions regarding resource allocation and intervention strategies.
- **Enhanced Policing and Surveillance:** The audit can identify specific locations that require enhanced policing and surveillance. By concentrating resources in these high-risk areas, law enforcement agencies can combat offences against women more effectively.
- **Empowerment through Awareness:** It can enable women to take preventative measures and demand community change. The safety of women becomes a shared responsibility, resulting in group action.
- **Policy Formulation:** The audit's findings can be used as the basis for evidence-based policy formulation. Based on the recommendations, legislation, awareness campaigns, and community engagement programs can be designed to ensure a comprehensive approach to women's safety.

1.3 How was the survey conducted?

Women Safety Audit (WSA) is an exploratory research using mixed method approach to assess the safety and security concerns of women in public spaces and workplaces, taking into account the perspectives of the public, as well as insights from government officials and departments.

The survey was conducted in collaboration with Academic/Research Institutions who collected data using the **Women Stay Safe App, especially designed for the study by Digital India Corporation.**

2. Review of Literature

This section provides an overview of existing research study on women's safety. The reviewed literature encompasses studies and reports from various authors, shedding light on the multifaceted aspects of women's safety in both public spaces and workplaces. These insights serve as a foundation for understanding the challenges and opportunities for improving women's safety in India.

Women's safety audit was initially taken up in Canada in 1989 by the Metropolitan Toronto Action Committee on Violence against Women and Children. Since 1989 this safety audit tool has been widely used all over the globe and at present is a dynamic participatory concept that is constantly evolving and improving. With the development of communication technology safety audits involve development of web based applications which allow constant evaluation of the safety of a public space.

A study on "Women's Safety Audits what works and where?" was conducted by UN Habitat safer Cities Program in 2008. It was found that the assessment and action tools are most often used in women safety audit to assess a sense of safety by identifying factors that make women feel safe or unsafe in public places. Based on this, recommendations were made to increase women's sense of safety by improving various elements of physical environment and also changing community behavior and local government policies. As per the comparative assessment of this study, physical environmental changes, increased awareness, community development, participants' skill, confidence and legitimacy, change in government policies are some of the positive outcomes while loss of gendered focus, lack of resources and support, failure to follow up are some hindrances to ensuring safe spaces for women.

In India, Jagori in New Delhi and Pukar in Mumbai have been conducting safety audits since 2005. Jagori has developed a mobile based app "Safetipin" which allows any one irrespective of gender to conduct a safety audit of places they live in. A study "Safe in the City? Negotiating safety, public space and the male gaze in Kolkata, India" has been conducted by Sanghamitra Roy and Ajay Bailey (2021) funded and supported by Manipal Academy of Higher Education. The study comprised of focused group discussions and in



depth interviews in Kolkata. Safety audit is also being conducted under the auspice of the 'Gender Lab' set up as part of the Chennai City Partnership with assistance and support from the World Bank. The lab, according to officials, is aimed at providing safety to women in public places as well as gender inclusive public transport. Policy experts of gender studies and infrastructure experts are part of the Gender Lab project piloted by the Chennai Corporation.

Kacharo et al. (2020) explored a pressing global issue, shedding light on the prevalence of violence against women and girls in public transport. This comprehensive study investigates various facets of the problem, including the types of violence experienced, such as physical, sexual, and psychological, and the factors that contribute to this violence. This research is of paramount importance as it reveals the challenges women and girls face when using public transportation, highlighting the urgent need to implement gender-sensitive policies in the transport sector.

Naik (2020) underscores the critical importance of early intervention, focusing on mitigating the root causes of harassment rather than merely reacting to incidents. Safety at public spaces for women means creating public spaces with features that enhance women's safety and detract from the causes of women's insecurity and feelings of insecurity.

Harassment and abuse of women and girls in public spaces is a rampant yet largely neglected issue. The study done by Roy & Bailey (2021) stated that negotiating public spaces to reach their destinations is an everyday struggle for women in India. Indian cities have witnessed a considerable increase in crimes against women, compelling women to avoid or minimize their use of public spaces. The study finds that the following elements negatively impact women's perceptions of safety: 'male gaze'; negative personality traits, appearances, and behaviour of men; presence of middle-aged men and strangers; cultural differences; and places that reported repeated occurrences of harassment. Lively spaces and busy roads on the other hand where daily commuters, hawkers, shopkeepers are engaged in purposeful activities are perceived as safe by women. Women make constant efforts to negotiate unsafe conditions in public spaces through avoidance, protection, and prevention. Most women tend to internalize the process of negotiation than to reclaim their rights to public spaces. Younger women, however, tend to step forward and confront their harassers.

According to Craoch (2009) discussions surrounding sexual harassment often revolve around its occurrence within workplace or academic settings. However, it is imperative to acknowledge that street and transportation harassment is a significant issue faced by women in various countries. This form of harassment severely restricts women's freedom of movement, hindering their ability to access educational, employment, and political

opportunities. Such acts of harassment create a pervasive atmosphere of fear and insecurity for women, limiting their participation in public life. Addressing this issue is crucial for ensuring that women can fully engage in society without the constraints imposed by these harmful behaviours. Therefore, recognizing and tackling street and transportation harassment is essential for promoting gender equality and women's empowerment in various aspects of life.

According to Bhattacharyya & Prasad (2020), public spaces represent areas where all citizens, regardless of their gender, caste, class, sexuality, disability, or any other distinguishing characteristic, possess an inherent right to access.

According to Chaudhuri (2007) there are four distinct types of harassment: verbal harassment, psychological harassment, sexual gestures and exposure, and unwanted physical contact. Notably, the study observes that while none of the affected women reported incidents of rape, attempted rape, or forced sexual encounters, they were well aware of other female health workers who had endured such traumatic experiences. The study uncovers that these women who had faced harassment often hesitated to lodge complaints, driven by the fear of job repercussions or social stigma. It underscores the power imbalances and gender norms that hinder women from reporting harassment.

Research Gap: Existing literature predominantly focuses on urban safety concerns in major metropolitan areas, overlooking the specific challenges faced by Tier II Indian cities. This research gap underscores the need for targeted studies addressing the unique safety dynamics in smaller urban centers. Despite the prevalence of gender-based violence and harassment in cities, there is a dearth of localized data and studies examining the extent and nature of these issues. This gap highlights the necessity for primary research to capture the nuanced experiences of women in the city. While some studies touch upon workplace harassment, there is limited research specifically examining workplace safety measures and challenges faced by women. Addressing this gap is crucial for developing comprehensive strategies to ensure women's safety in professional environments.

Existing literature provides insights into the manifestations of gender-based violence but falls short in exploring the underlying socio-cultural, economic, and structural factors contributing to unsafe environments for women in Tier II Indian Cities. Further, data shows some cities are safer than others, therefore at the time of identification of cities, cities having lowest crime rate and highest crime rate against women were identified, so as to understand what works and what doesn't work for women safety. It will also help in identification of best practices that can be replicated in other cities.



3.

Broad Methodological Framework

The research design of the study was descriptive and exploratory in nature and the tools and methods used are Public Place survey, Observational Checklists for Public Places, Work Space Survey, Observational Checklists for Work Spaces, Key Informant Interviews, Focus Group Discussions (FGD), and Field Observations.

The sample size for the study was calculated based on Cochran's (1977) formula which allows the researcher to calculate an ideal sample size given a desired level of precision and the estimated proportion of the attribute present in the population. The sample size adopted across cities met the minimum criterion of ideal sample size. This implies that the sample size in each city was sufficient to ensure the desired level of precision and reliability for the study's results. The sampled population comprised of largely women but also men and other genders to provide a holistic picture. City-wise sample size is at **Annexure I**. Tools used for the survey are at **Annexure II**.

The research methodology used for this study included both primary and secondary data which enhances the robustness of the research by providing comprehensive perspective on the research topic. The survey methodology for public spaces was based on a master list drawn for all public places. Cluster sampling was used to divide the population into multiple groups and then random groups were selected from where data was collected using simple random sampling techniques.

The survey methodology for work spaces was based on a master list drawn for all work places with a minimum of 10 employees. A sample size of 3-5% was surveyed from among the workspaces identified through a consultative process. Focused Group Discussions was also a tool used for collecting data in both public as well as work spaces.

Master lists were obtained from the relevant administrative authorities like, the municipalities, district administration, police, transport department etc. who were first contacted and stakeholder consultations held.

Methodology for Construction of Women Safety Index

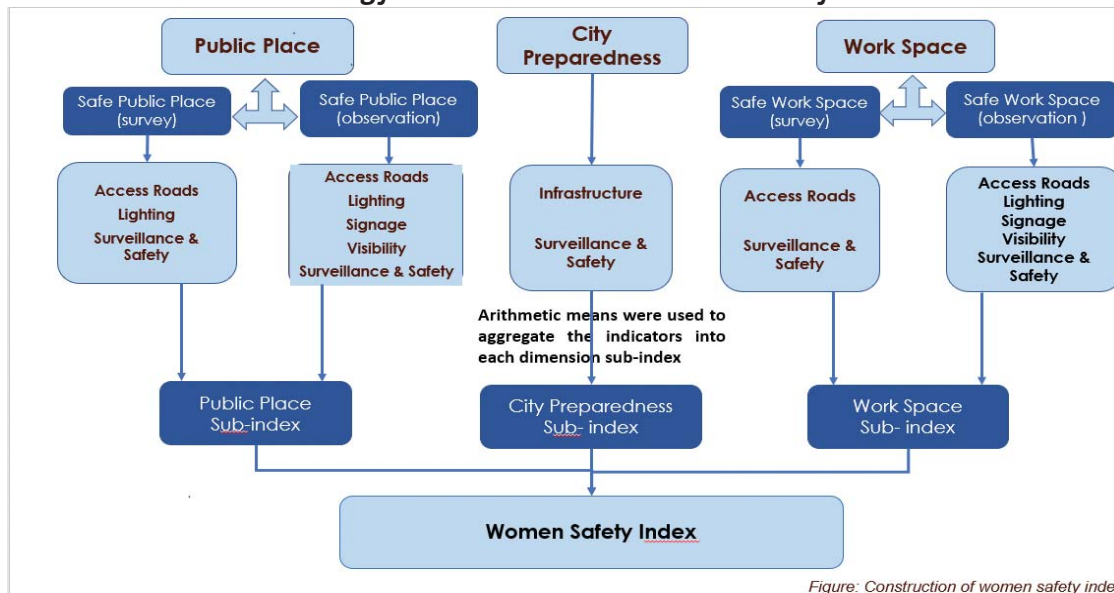


Figure: Construction of women safety index

3.1 Methodology for Calculating City Safety Score

Women City Safety Score is based on the data variables categorized into three dimensions: Safe Public Places, Safe Workplaces, and City Preparedness (of surveillance, policing, infrastructure etc). The safety score for a particular city involved three fundamental steps: Aggregation, Normalization, and calculation of a Composite Index. The City Safety Score, representing the overall composite index, a critical outcome of this process, is the arithmetic mean of location-wise scores and provides a consolidated evaluation of safety for the entire city.

3.2 The Three Fundamental Steps

Aggregation integrates dimensions from public spaces and work spaces into a singular value. Components from each survey across all locations are grouped, and summations of actual values are computed.

Normalization serves as an initial standardization step, ensuring equitable comparisons across a range of indicators. Arithmetic means are derived to yield location and component-wise maximum, minimum, and actual values. Normalization formulas are then applied to standardize these values across locations.

Typically scaled between 0 to 1, normalization facilitates the integration of disparate datasets into a cohesive framework, thereby enhancing the accuracy of safety

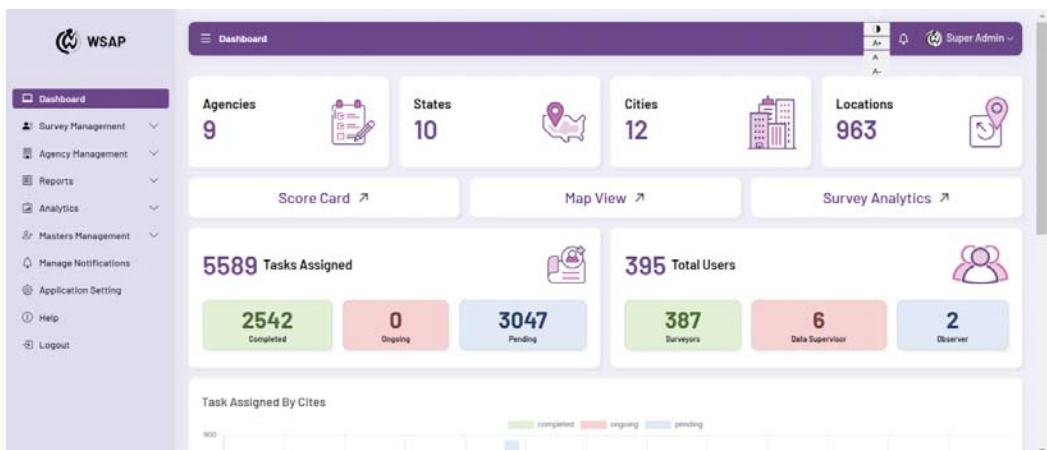


assessments. For example: if a question has an answer carrying values between 1 to 5, then maximum value will be 5 and minimum value will be 1. Normalization of the actual response will be done using formula $(\text{Actual Value} - \text{Minimum Value}) / (\text{Maximum Value} - \text{Minimum Value})$ which will be a number between 0 to 1.

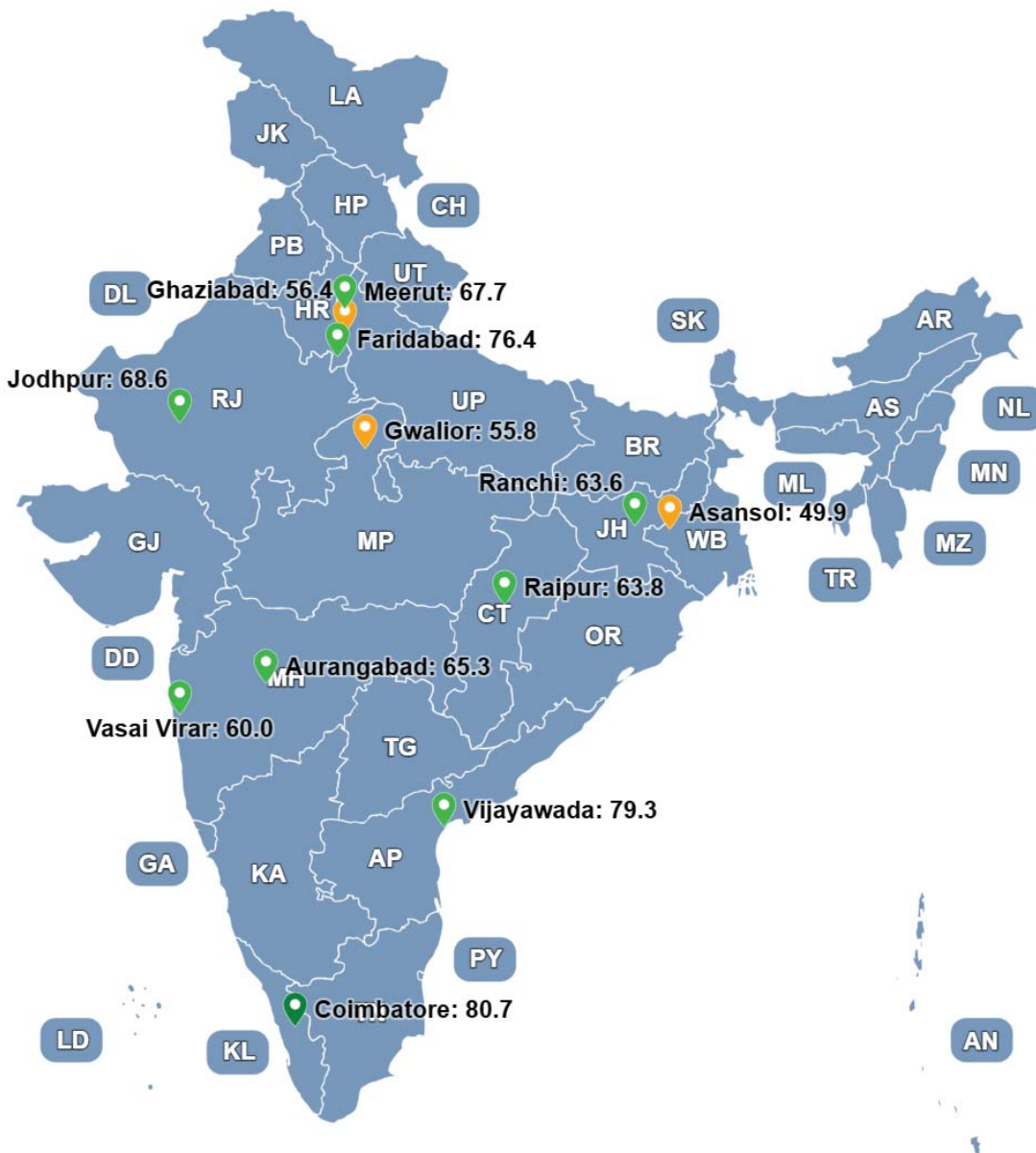
Calculation of the City Safety Score, representing the overall composite index, emerges as a critical outcome of this process. Calculated as the arithmetic mean of location-wise scores, it provides a consolidated score for evaluation of safety for the entire city. This aggregated score offers stakeholders a comprehensive perspective on the safety landscape, reflecting nuanced considerations of various safety factors and dimensions ensuring an accurate representation of safety conditions, empowering decision-makers with actionable insights to enhance urban safety initiatives.

3.3 NCW Stay Safe App and Portal

The App and portal specifically designed for this study, allow surveyors to access and record survey responses both online and offline, which is GPS enabled for precise location tracking. The App allows seamless syncing of responses to the portal, which offers robust agency and survey management, streamlining data collection and analysis for organizations. The built-in questionnaire helped in bringing uniformity and accuracy during data collection through multiple institutes. Survey analysis categorizes responses, providing in-depth insights and tailored decision-making. An automated scorecard assesses women's safety in Indian cities, offering comprehensive, up-to-date safety ratings, allowing users to make informed recommendations about city infrastructure and policies.



City Safety Scores for 12 Cities Surveyed



Map created at www.fla-shop.com

0 - 35 (Poor) 35 - 60 (Average) 60 - 80 (Good) 80 - 100 (Very Good)



4.

Data Analysis

4.1 Overall City Safety Score

As per the survey and methodology, Coimbatore has the highest city safety score and Asansol has the lowest score. Fig 1 below shows overall city safety scores reflecting the perception of respondents regarding safety in both public and work spaces. Safety perception in workspaces is higher than in public spaces except for cities of Meerut and Aurangabad. The difference in the perception regarding safety at public spaces and work spaces shows wide variation in Ranchi, Vasai Virar, Ghaziabad, Gwalior and Asansol. This wide variation can be attributed to the fact that familiarity with the work place leads to higher perception of safety. Interestingly, for Vijaywada the perception of safety for both work spaces and public spaces is same.

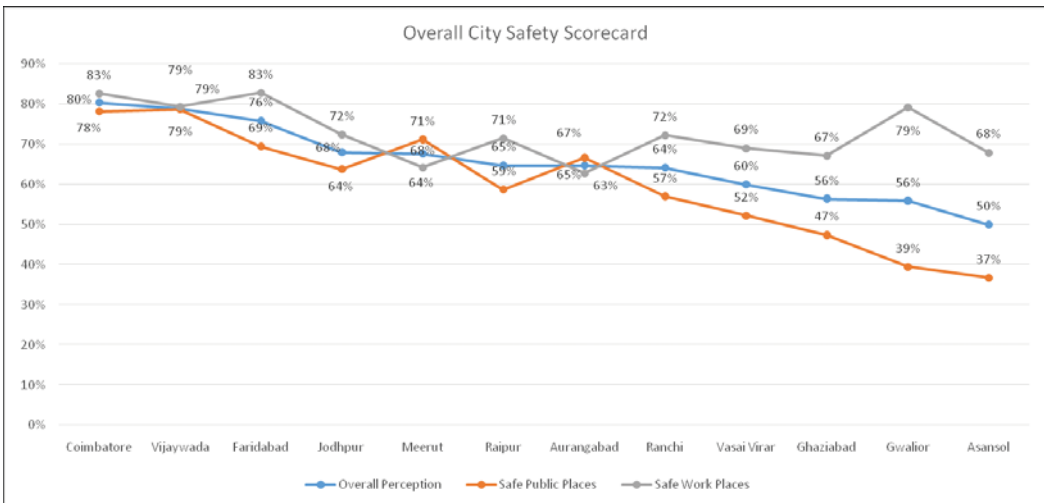


Fig 1

4.2 Perception of Women Safety in the City during Day and Night a Comparative Study

Perception of women safety shows decline during night in comparison to perception of safety during the day for all cities. Coimbatore, Asansol and Vasai Virar show relatively less variation between the night and day safety perception in comparison to the other cities.

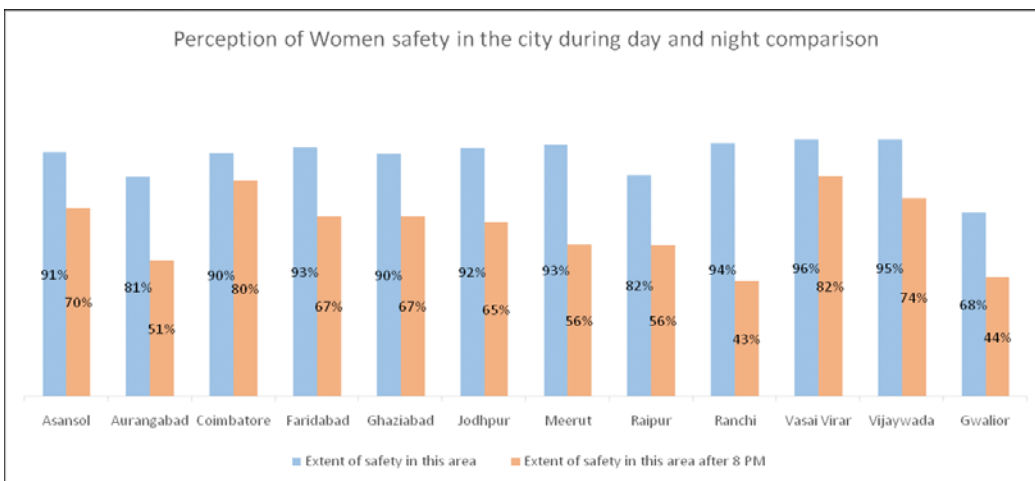


Fig 2

4.3 Public Perceptions about Safety- Comparison between Men and Women during Day and Night

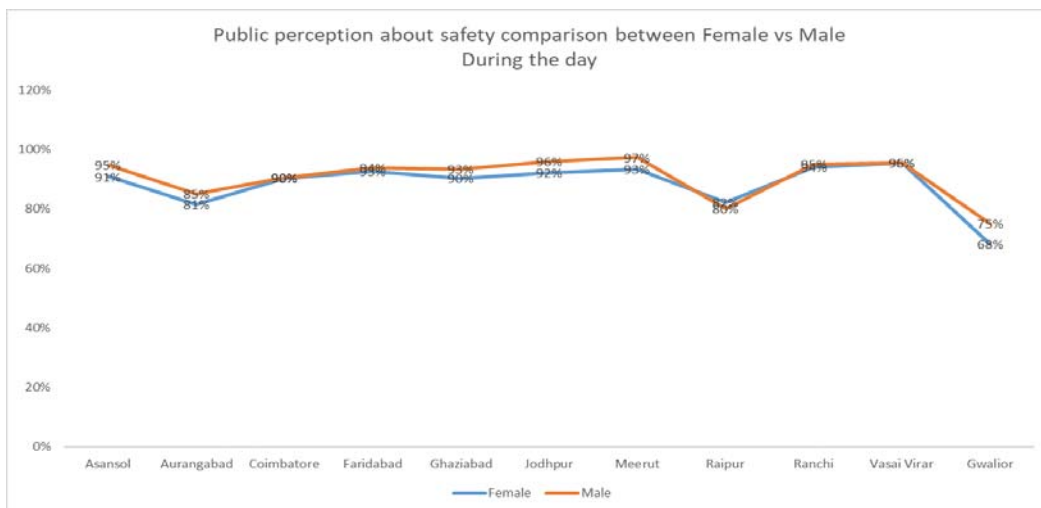


Fig 3



From Fig 3 and 4, it can be seen that there is difference in the safety perceptions of men and women during the night, whereas during the day the difference is negligible.

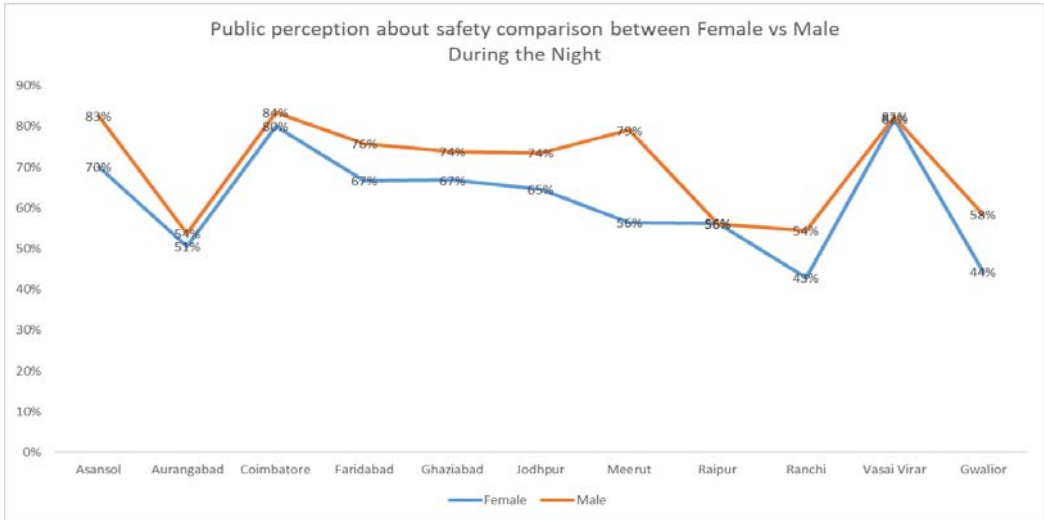


Fig 4

4.4 Safety Perception by Age Group

It is seen that respondents above 40 years have shown lower safety perception in cities of Asansol, Faridabad, Ghaziabad, Jodhpur, Meerut, Raipur and Ranchi. Whereas, in the case of Vasai Virar, Gwalior, Vijaywada, Aurangabad and Coimbatore the variation in safety perception among respondents below and above 40 years is insignificant.

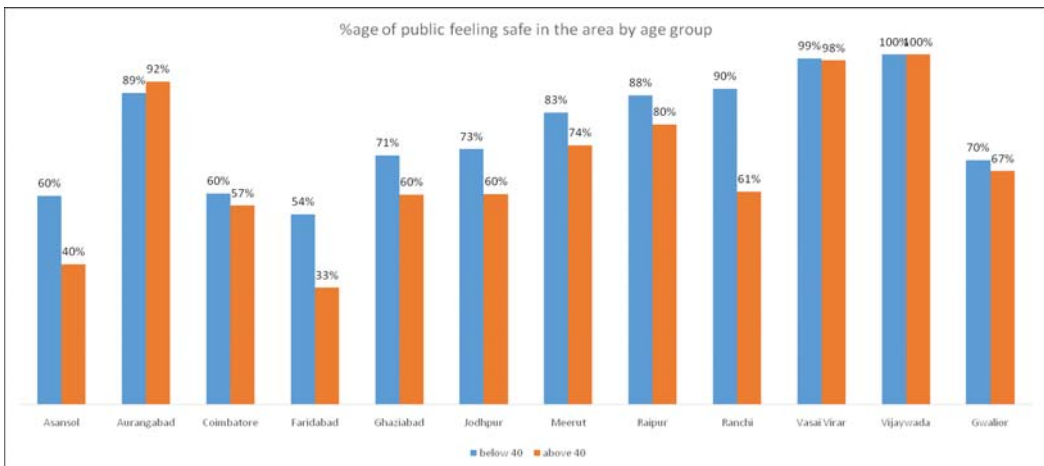


Fig 5

4.5 Component-wise Score

From Fig 6 it can be concluded that most of the cities have scored above 70% in terms of lighting infrastructure except for Ranchi, Asansol, Gwalior and Vasai Virar.

Coimbatore, Vijayawada, Meerut and Aurangabad have scored well on the component-wise score for access roads, lighting and surveillance and security. However, Gwalior has scored very low (38%) on surveillance and security component. Whereas, Asansol and Ghaziabad have scored 36% and 42% respectively, on surveillance and security component.

The component score for access roads for Gwalior and Ghaziabad is low (38% and 42% respectively). However, for Asansol the component score for access roads is 48%.

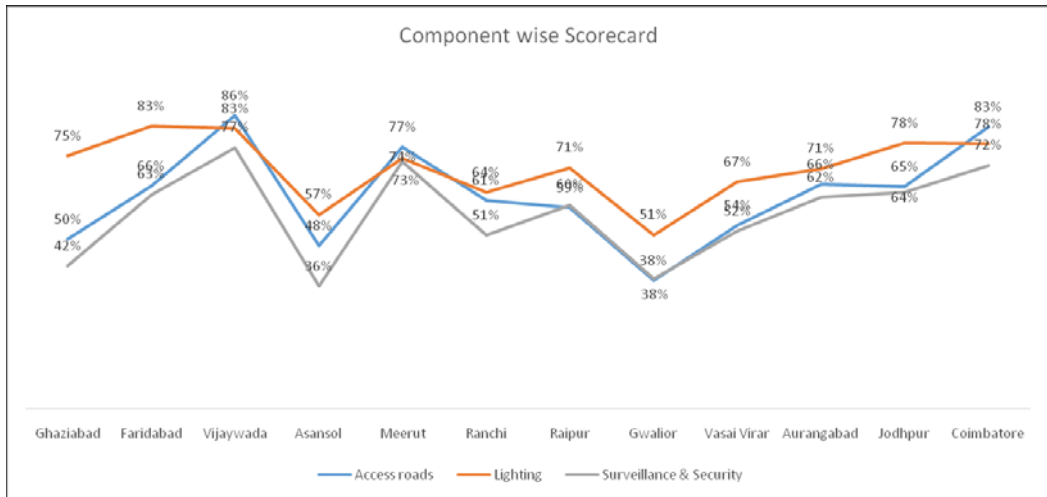


Fig 6

4.6 Satisfaction levels with Infrastructure Facilities

The satisfaction among the public regarding transport facilities is quite high whereas there is scope for improvement in CCTV, public toilets and general cleanliness of the cities.

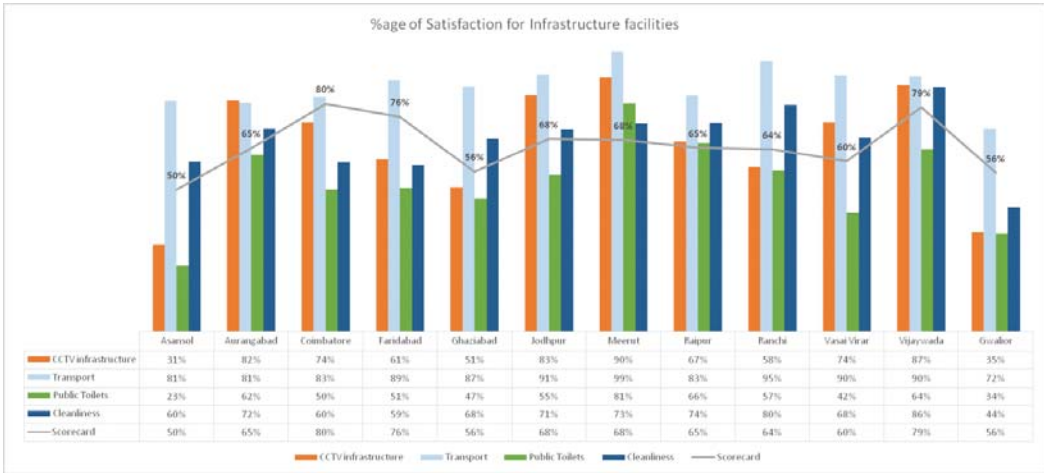


Fig 7

4.7 Perception of Safety vis-à-vis Employment Status and Educational Qualification

From Fig 8 and 9, it is evident that, the safety perception among employed women is higher in comparison to unemployed women across all cities. However, education status does not make much difference to the safety perception among women. Employment makes women feel safer and confident in other public spaces also.

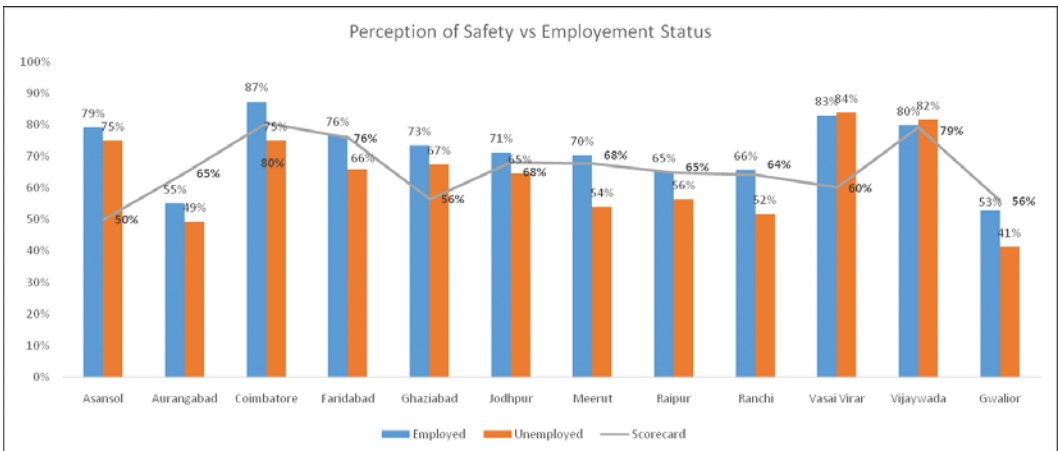


Fig 8

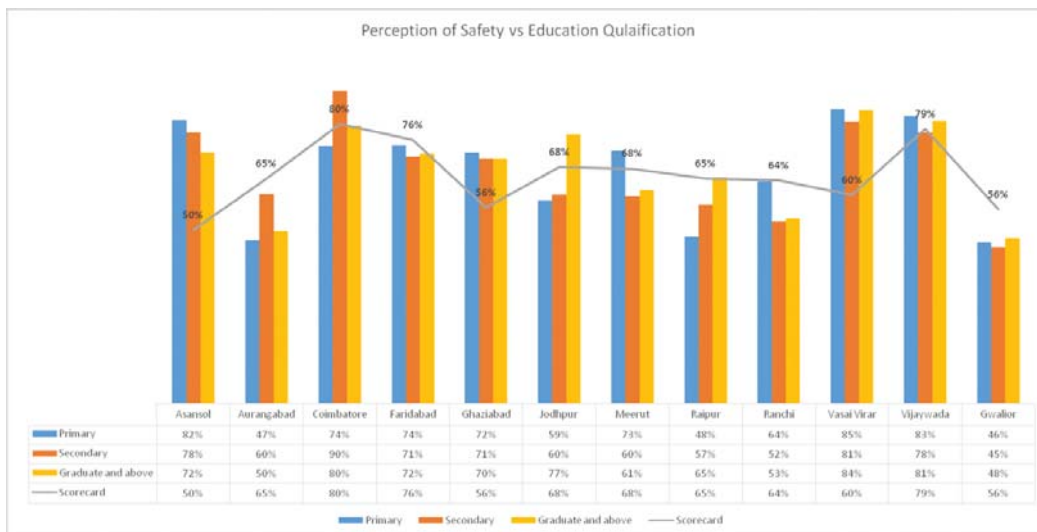


Fig 9

4.8 Workplace Perception among Respondents

The questions were adapted from the Sexual Harassment Attitudes Scale (SHAS) to understand attitudes of people towards sexual harassment. The SHAS was developed by Mazer and Percival (1989) and had 19 questions. The scale includes questions which show acceptance of sexual harassment and also attitudes which tend to blame women for acts of sexual harassment faced by them. Our safety audit included some statements related to sexual harassment at the workplace that respondents have to agree/disagree with on a three point scale. The exact statements included in the Workplace Safety Audit were the following:

1. I believe that sexual intimidation is a serious social problem.
2. A man must understand that a woman's no to his sexual advances really means no.
3. Friendly flirtations make the workday interesting.
4. Encouraging a supervisor sexual interest is frequently used by women to improve their work situation.
5. It is only natural for a woman to use her sexuality as a way of getting ahead in school or at work.
6. An attractive woman has to expect sexual advances and should learn how to handle them.
7. Men think that women who are sexually harassed by a man provoke his behaviour by the way they talk, act, or dress.



Our results show that there is broad agreement among people regarding sexual harassment being a serious problem and that men need to understand that 'no' means 'no'. Aurangabad and Coimbatore are the only two cities where agreement with these two statements is below 60%. Agreement with the third statement shows that respondents think that flirtations at the workplace are acceptable and we find that many cities have more than 50% of their respondents agree with this statement. This perhaps highlights a problem since the fine line between flirtations and harassment can easily be crossed.

The next four statements all revolve around the idea of women being responsible for the sexual harassment faced by them. The 4th and 5th statements indicate that women in fact use their sexuality to get ahead at work. Here we see only the city of Meerut which had more than 50% respondents agree with both statements. The sixth statement says that attractive women need to be prepared for sexual harassment which again essentially blames the woman for being a target of sexual harassment rather than a man for being the perpetrator. Here, we see four cities where more than 50% of the respondents agree with this statement and the city of Faridabad shows that more than 90% of the respondents agree with this statement. The seventh statement clearly lays the blame of sexual harassment on women via their actions and clothes. Here, we note that all cities in general disagree with the statement and no city records more than 50% respondents in agreement with this statement.

Overall, the responses show a complex pattern where there is recognition of sexual harassment as a problem in workplaces but the blame is not squarely put on the shoulders of the male perpetrators and victim blaming continues to be practiced.

City	Scorecard	A man must learn to understand that a woman's no to his sexual advances really means no.			I believe that sexual intimidation is a serious social problem.			Encouraging a supervisor's sexual interest is frequently used by women to improve their work situations.			Friendly flirtations make the workday interesting.			It is only natural for a woman to use her sexuality as a way of getting ahead at work.			An attractive women has to expect sexual advances and should learn how to handle them.			Men think that women who are sexually harassed by a man provoke his behaviour by the way they talk, act or dress.		
		Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree	Agree	Neutral	Disagree
Asansol	50.0%	84%	13%	3%	72%	13%	15%	9%	15%	77%	14%	18%	68%	3%	16%	81%	29%	19%	52%	28%	15%	57%
Aurangabad	64.7%	45%	12%	43%	38%	16%	46%	25%	9%	66%	47%	13%	40%	21%	9%	70%	32%	11%	57%	35%	9%	56%
Coimbatore	80.4%	56%	22%	22%	59%	17%	24%	4%	16%	81%	3%	16%	82%	6%	18%	76%	4%	13%	83%	5%	15%	80%
Faridabad	75.9%	89%	5%	6%	86%	8%	6%	37%	12%	51%	48%	8%	44%	21%	13%	66%	91%	4%	5%	47%	13%	40%
Ghaziabad	56.4%	71%	11%	18%	61%	11%	28%	35%	15%	50%	45%	12%	42%	53%	11%	36%	65%	12%	23%	40%	5%	55%
Gwalior	55.9%	90%	5%	6%	73%	11%	16%	19%	23%	57%	12%	14%	74%	20%	24%	56%	34%	20%	45%	27%	6%	66%
Jodhpur	68.0%	89%	4%	7%	92%	1%	7%	8%	8%	85%	9%	12%	79%	9%	10%	81%	14%	6%	80%	20%	6%	75%
Meerut	67.6%	91%	0%	9%	93%	0%	7%	69%	9%	22%	60%	15%	25%	57%	10%	32%	87%	3%	11%	37%	24%	39%
Raipur	64.8%	74%	17%	9%	83%	7%	10%	41%	29%	30%	48%	13%	39%	41%	35%	24%	47%	34%	19%	41%	14%	45%
Ranchi	64.2%	86%	4%	10%	76%	8%	16%	21%	9%	70%	30%	17%	53%	13%	8%	78%	73%	11%	16%	28%	4%	68%
Vasai Virar	60.0%	86%	4%	10%	78%	17%	4%	5%	12%	83%	16%	3%	81%	5%	11%	85%	37%	4%	59%	12%	8%	80%
Vijaywada	79.1%	94%	1%	4%	95%	2%	3%	3%	2%	95%	5%	10%	85%	3%	3%	93%	5%	2%	93%	2%	2%	95%

Fig 10

4.9 Systems of Protection

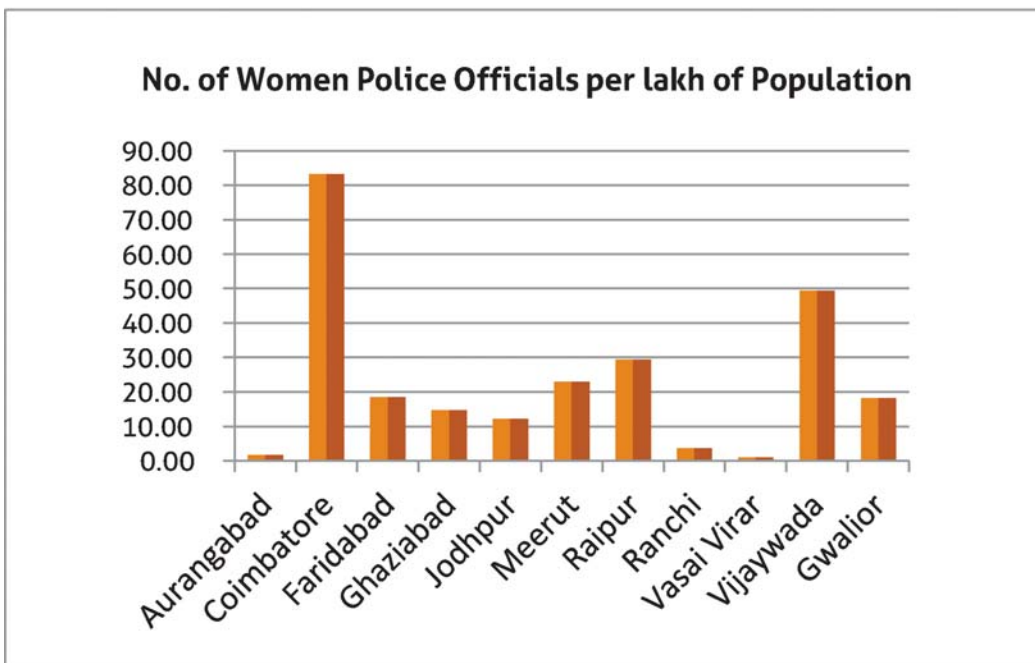


Fig 11



5.

Recommendations and Conclusion

Key Findings related to Public Spaces	Recommendations
<p>Perception Based</p> <ul style="list-style-type: none">• Prevalence of verbal and physical violence in public spaces is a problem.• Safety perception is higher among men as compared to women.• Women find night time comparatively less safe than daytime.• Women avoid going out alone after dark.• Women refrain from visiting secluded places.	<ul style="list-style-type: none">• Gender sensitization and creation of awareness among police personnel and the society at large.• Improve social messaging through banners at traffic lights and messaging on public transport.• Deployment of more women police officers at key locations, including bus stops, schools and buses.
<p>Infrastructure</p> <ul style="list-style-type: none">• Infrastructure like access roads and transport is satisfactory.• Lighting in public spaces is inadequate.• Poor CCTV surveillance in public spaces.• The presence of female police officers in public spaces is less.	<ul style="list-style-type: none">• Installation and maintenance of CCTV surveillance systems and monitoring equipment to enhance security.• Appointment of more security personnel by deploying traffic police on roads, patrolling vans and woman patrolling officers to ensure public safety.• Increasing patrolling during the night.• Build more women's toilets in the cities and should be equipped with



	<p>functional doors and windows, adequate lighting, ventilation and water supply to ensure safety, security.</p> <ul style="list-style-type: none"> • Ensuring better street lighting which may be solar powered. • Deployment of security personnel within the public transportation system, especially at bus and railway stations. • Prominent display and installation of Helpline numbers in public transport vehicles and passenger waiting stands/areas. • Ensure effective implementation of victim assistance centers, such as Women Help lines for timely intervention. • Installation of clear signage indicating police stations, shelter homes, hospitals etc. • Visible signage indicating presence of surveillance measures and warnings of legal consequences to deter potential perpetrators from harassing women in public spaces.
Key Findings related to Work Space	Recommendations
<ul style="list-style-type: none"> • Most workspaces except in schools, colleges etc. have over 60% of male employees. • Prevalence of verbal violence in workplaces. • Poor implementation of redressal mechanisms for sexual harassment of women at workplace in terms of: <ul style="list-style-type: none"> ➤ Unreachability of helpline numbers 	<ul style="list-style-type: none"> • Gender sensitization and awareness programs at workplaces on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. • Review and update workplace policies. • Implement inclusive recruitment



<ul style="list-style-type: none">➤ Lack of action by IC/Senior officials and the police against sexual harassment.➤ Generally the workplaces had gender disaggregated toilets.➤ Absence of disabled friendly work environment.• Poor workplace infrastructure in terms of toilets, lighting etc.• Presence of workplaces in undesired locations like secluded areas, near liquor shops etc.	<p>strategies to achieve gender balance in workplaces.</p> <ul style="list-style-type: none">• Promote a culture of respectful communication and supporting affected employees.• Build an inclusive workplace infrastructure to ensure equal participation of women in the workforce.• There is a need to implement the IC in the informal work sector as well.• Provide comprehensive training to IC members on handling sensitive cases with empathy and professionalism.
--	--

5.1 Recommendations related to Systems of Protection

- Ensure deployment of police personnel in the public transportation system, especially in bus stands, inside the buses and railway stations.
- Display prominently emergency helpline numbers in public transport vehicles and stands.
- Increase the number of gender disaggregated toilets in public spaces.
- Increase installation of CCTV and also enhance CCTV surveillance in vulnerable locations.
- Increase police patrolling in public spaces, especially at night.

6. Best Practices

The following practices in the surveyed cities can be replicated to achieve positive outcomes in other urban areas facing similar challenges. By identifying successful strategies, cities can adapt and implement them within their own contexts to address issues of safety faced by women in public and work spaces. Additionally, knowledge sharing and collaboration among cities can facilitate the dissemination of best practices and accelerate progress towards shared goals of creating more livable, resilient, and inclusive urban spaces.

- In Vijayawada a large number of bus drivers/conductors are women which enhance the perception of safety.
- Vijayawada and Coimbatore has a better ratio of women police officials per lakh of population as compared to other cities.
- Faridabad offers a robust transportation network with metro stations, bus stops, and railway stations. This initial public transport connectivity simplifies commutes, especially for returning home. Last-mile connectivity through readily available autos and rickshaws further enhances accessibility to schools, colleges, and other key destinations within the city. Faridabad prioritizes women's safety with the "Durga Vahini" initiative, a dedicated police patrol unit visible across the city.
- In Meerut more than 2000 CCTV cameras have been installed to keep a check on eve-teasing and chain-snatching. Meerut has also launched Shouchalya campaign to ensure mechanized cleaning of toilets, feedback mechanism through the use of social media where users post pictures of public toilets and tag the concerned authorities.
- In Raipur awareness programs and initiatives such as 'Suno Raipur' and 'Walk A Cause' have been taken up to connect women with the police and encourage them to report cases of harassment through designated channels. Pink Gasht WhatsApp helpline number – 9479190167 – has also been publicized widely. Pink Toilets are present in Raipur.



- In Ranchi district police launched the 'Shakti Commandoes' comprising of 36 women constables, for increasing safety of women and girls around schools and colleges. 60,000 streetlights have been installed in the city.
- In Aurangabad there is presence of Damini Pathak, a police department wing of Maharashtra Home Department-they actively engage themselves in spreading awareness on precautionary measures for girls and women in the city.
- In Jodhpur there is police patrolling in crowded areas, providing a visible presence and deterrence to potential harassers. Display of helpline numbers and beat in-charge numbers, making it easy for women to seek help when needed. Public transportation buses equipped with CCTV cameras, ensuring an added layer of safety for women commuters.

7. Limitations

- As nine academic institutions were involved in conducting women safety audit in 12 cities it has resulted in variation in sample and sample size.
- In perception-based survey it is difficult to obtain accurate information as individuals may sometimes refrain from providing authentic information.
- The cooperation from State authorities was not uniform and differed across cities.

Annexure I – Sample Size of the Cities

City	Public Space	Work Space	Total	Agency Name
Asansol	2653	1289	3942	National Law University, Odisha
Aurangabad	1632	1228	2860	Gujarat National Law University
Coimbatore	845	455	1300	Loyola College, Chennai
Faridabad	1506	335	1841	IIM Ahmedabad
Ghaziabad	5344	500	5844	Indian Institute of Public Administration, New Delhi
Jodhpur	1030	947	1977	Gujarat National Law University
Meerut	629	515	1144	Academy of Management Studies, Lucknow
Raipur	754	642	1396	Academy of Management Studies, Lucknow
Ranchi	644	539	1183	Academy of Management Studies, Lucknow
Vasai Virar	11118	2282	13400	St. Xavier's College, Mumbai
Vijaywada	557	518	1075	NIT Warangal
Gwalior	946	480	1426	The Maharaja Sayajirao University of Baroda



Demographic details of the Cities (Public Places)

	Ghaziabad		Faridabad		Meerut		Raipur		Ranchi		Asansol		Gwalior		Vijaywada		Coimbatore		Aurangabad		Jodhpur		Vasai Virar	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Age Group (years)	18-34	778	2,005	508	629	372	41	383	36	381	528	1,017	387	-	301	136	228	46	889	124	497	64	6,452	
	35-54	134	1,475	186	130	53	132	53	223	46	148	547	364	104	238	-	221	159	214	41	391	65	216	63
Educational Qual	55 and above	172	484	60	47	1	45	6	38	19	14	121	76	17	28	-	35	51	56	6	185	11	17	3
	No Edu	431	911	53	60	69	12	181	4	139	175	159	53	99	-	97	34	35	7	214	20	89	36	2,520
Employment Status	Primary	689	1,355	398	431	61	252	41	289	30	191	441	565	100	198	-	187	110	153	10	469	40	129	30
	Secondary	383	887	214	234	28	151	41	131	65	134	447	619	114	234	-	134	189	289	69	636	131	411	26
Monthly HH Income	Grad & Abv	5	15	5	4	-	-	-	-	-	5	44	21	2	3	-	3	4	3	3	35	1	10	34
	Any Other	215	1,974	166	462	10	318	23	366	26	373	186	942	88	400	-	250	52	179	27	865	33	388	31
Marital Status	Unempl.	1,082	1,375	354	200	63	137	74	278	28	123	607	357	89	191	-	151	250	238	52	339	115	209	59
	Employed	393	303	210	114	37	62	3	10	47	407	158	116	62	-	156	44	81	14	261	52	133	40	692
Presence in the city	Self Empl.	1,141	2,441	410	381	51	287	20	297	57	397	731	740	109	283	-	303	37	80	40	965	70	277	51
	Upto 20,000	398	673	173	167	52	221	61	341	28	96	319	407	86	141	-	153	198	223	38	276	104	131	48
Purpose of visit	20-50,000	15	56	57	38	2	5	12	13	10	15	63	62	12	8	-	4	41	25	3	27	6	34	3
	50,000Abv	136	482	90	190	5	4	7	3	6	35	83	248	86	221	-	97	70	170	12	197	20	288	28
Transport of choice	No Response	1,335	2,636	406	298	91	279	75	473	70	295	858	788	169	415	-	360	252	310	60	924	121	387	74
	Married	350	1,006	319	476	19	238	25	181	31	248	332	666	112	226	-	189	82	162	31	488	78	334	51
Employment Status	Single	5	10	5	2	-	-	-	-	-	6	3	12	12	8	-	8	12	26	2	53	1	9	5
	No Response	11	67	35	27	11	3	1	21	-	42	27	66	4	17	-	105	22	38	8	105	30	82	4
Presence in the city	Just visiting the city	1,354	2,679	479	596	62	428	53	395	67	372	102	117	107	173	-	106	51	61	6	281	65	453	8
	Less than one year	257	693	114	69	32	68	9	169	3	93	63	199	72	151	-	152	149	239	22	346	14	109	45
Purpose of visit	1-5 years	52	180	91	77	5	12	33	59	31	31	973	1,003	103	306	-	190	121	160	57	708	91	76	73
	Longer than five years	16	33	11	7	-	6	4	10	-	5	31	72	7	6	-	4	3	-	-	25	-	10	-
Transport of choice	No Response	772	1,048	525	399	6	130	4	66	20	144	407	501	135	176	-	215	191	245	21	420	66	220	31
	Study/ work here	1,122	2,459	295	125	86	370	39	205	66	104	884	1,028	170	451	-	236	165	205	48	786	36	125	99
Purpose of visit	Live here	435	1,213	291	272	21	175	65	425	53	246	172	281	22	123	-	200	89	172	31	477	96	367	16
	Visiting	435	1,213	291	272	21	175	65	425	53	246	172	281	22	123	-	200	89	172	31	477	96	367	16
Transport of choice	Shopping	34	84	13	25	10	4	1	19	17	208	25	37	6	17	-	29	5	10	2	49	8	73	7
	Any other	941	2,148	261	175	77	351	-	19	13	332	477	817	22	68	-	431	253	382	34	797	47	282	44
Transport of choice	Bus	34	61	63	21	1	21	-	34	-	24	402	267	18	38	-	18	26	14	5	35	2	13	4
	Cycle	705	1,582	469	382	76	56	-	11	-	91	171	285	7	15	-	88	3	16	3	148	10	47	41
Transport of choice	Local Train/Metro	609	1,505	89	144	23	250	4	138	4	113	286	313	100	242	-	94	51	138	22	380	22	122	30
	Private Auto/E-Rickshaw	873	1,541	346	266	90	397	78	306	89	201	690	534	197	302	-	95	253	289	67	587	150	274	29
Transport of choice	Private Motorized Vehicle - car/motorcycle	816	2,071	387	489	12	288	1	348	69	480	364	689	160	406	-	361	75	152	25	634	26	82	91
	Shared Auto	521	1,230	496	477	84	140	24	157	58	422	393	587	95	222	-	77	70	154	17	413	22	135	53
Transport of choice	Walk	521	1,230	496	477	84	140	24	157	58	422	393	587	95	222	-	77	70	154	17	413	22	135	53
	Walk	521	1,230	496	477	84	140	24	157	58	422	393	587	95	222	-	77	70	154	17	413	22	135	53

Demographic details of the Cities (Work Spaces)

	Ghaziabad	Faridabad	Meerut	Raipur	Ranchi	Asansol	Gwalior	Vijaywada	Coimbatore	Aurangabad	Jodhpur	Vasai Virar
Age Group (Years)	18-34	384	256	315	304	410	625	214	268	146	639	504
	35-54	110	79	197	288	117	641	205	213	269	547	432
	55 and above	6	-	3	50	12	23	61	37	40	42	11
Educational Qual	No Edu	8	22	3	15	16	32	25	68	19	49	132
	Primary	38	47	20	138	69	74	49	64	59	229	127
	Secondary	95	145	156	166	173	399	117	115	170	293	115
	Grad & Abv	356	116	330	322	248	708	284	263	207	610	570
	Any Other	3	5	6	1	33	76	5	8	-	47	3
Monthly HH Income	Upto 20,000	238	153	108	191	328	683	175	281	133	546	564
	20-50,000	195	180	351	360	160	543	108	188	281	394	321
	50,000 Abv	6	1	56	91	44	34	75	25	21	146	23
	No Resp	61	1	-	-	7	29	122	24	20	142	39
	Marrried	329	231	344	473	215	963	350	371	365	883	699
Marital Status	Single	171	100	171	169	324	322	128	135	85	270	242
	No Resp.	-	4	-	-	-	4	2	12	5	75	6
	Single parent	316	122	70	33	140	65	32	97	92	246	105
	Co-parenting	102	183	238	537	351	1,027	306	389	218	720	599
	Not applicable	82	30	207	72	48	197	142	32	145	262	243
Nature of parenting	Private Office	331	143	255	45	447	276	214	380	164	372	310
	Public Office	90	175	246	587	72	335	262	122	45	566	295
	Self Employed	39	12	-	-	1	443	-	9	122	2	75
	Unorganised Sector	-	2	-	-	1	30	-	5	54	200	265
	Factory Establishment	36	3	14	-	5	45	-	2	53	76	-
Years of association with company	Any other	4	-	-	10	13	160	4	-	17	12	2
	Less than 1 year	104	80	59	138	156	131	85	137	116	358	236
	1-5 years	237	181	267	217	231	594	157	219	212	479	482
	More than 5 years	159	74	189	287	152	564	238	162	127	391	229
	Female	258	127	394	206	185	393	109	245	148	553	134
Gender of immediate authority	Male	242	208	121	456	353	895	371	273	306	669	812
Gender diversity	Majority (more than 60%) of the employees are female.											
	A balanced (40% to 60% from each category) male and female employees strength.	313	73	105	156	190	299	102	240	112	101	106
	Majority (more than 60%) of the employees are male.	55	114	276	257	230	387	140	177	109	703	412
	132	148	134	229	119	603	238	101	234	424	429	514



Annexure II – Questionnaire

Women Safety Audit Survey Questions

INTRODUCTION AND CONSENT

Dear Participant,

Greetings! We hope this message finds you well. We are conducting a survey as part of a project by the National Commission for Women on Women's Safety Audit in 12 tier II Indian cities.

You have been randomly selected to participate in this survey, and the entire process will take approximately 15 minutes. Your participation is voluntary and will only take place if you wish to participate. There are no right or wrong answers - we simply value your honest feedback. We want to assure you that all the information you provide during the survey will be kept confidential.

Your cooperation will help us gather a comprehensive database on women's safety issues, which will contribute to a better understanding and addressing of these issues at a national level. If you have any questions or concerns about the survey, please do not hesitate to ask. We are here to assist you and provide any necessary clarifications even after the interview. We sincerely appreciate your participation, as it will greatly contribute to the success of our survey and the development of effective solutions for women's safety.

QUESTIONNAIRE FOR PUBLIC SPACES

Name of Public Space: _____

Social and Demographic

1. Do you agree to participate in the survey?
 - a. I agree
 - b. I do not agree (skip to end of survey)
2. Your Name (Optional) _____
3. Age: [Number] (*two digit number*)
4. Gender:
 - a. Male
 - b. Female
 - c. Transgender
5. Educational Qualification:
 - a. No Education
 - b. Primary
 - c. Secondary
 - d. Graduate and above
 - e. Any other
6. Monthly household income
 - a. Up to 10,000/-
 - b. 10,001-20,000/-
 - c. 20,001-30,000/-
 - d. 30,001-40,000/-
 - e. 40,001-50,000/-
 - f. Above 50,000/-
 - g. No response
7. What is your marital status?
 - a. Married,
 - b. Un-married,
 - c. Divorced /Separated
 - d. Widow
 - e. No response



8. How long you have been in the city?
 - a. Longer than five years
 - b. 1-5 years
 - c. Less than one year
 - d. Just visiting the city
9. Why are you here today?
 - a. Live here
 - b. Study / work here
 - c. Visiting, shopping
 - d. Any other, please specify
10. Wham
 - a. Bus
 - b. Local Train/Metro
 - c. Shared Auto
 - d. Private Motorized Vehicle - car/motorcycle
 - e. Private Auto/Rickshaw
 - f. Cycle
 - g. Walk
11. How often have you visited the place in last one year?
 - a. Just once or rarely
 - b. Occasionally
 - c. Frequently / daily

PERCEPTION

12. To what extent you feel safe in this area when you visit?
 - a. Extremely Safe
 - b. Somewhat safe
 - c. Neither safe nor unsafe
 - d. Somewhat unsafe
 - e. Extremely unsafe
 - f. Can't say
 - g. Don't Know
13. To what extent would you feel safe in this area at night?
 - a. Extremely safe
 - b. Somewhat safe
 - c. Neither Safe Not unsafe
 - d. Somewhat unsafe
 - e. Extremely unsafe

- f. Can't say
- g. Don't know

14. How satisfied are you with the following infrastructure facilities in this public place/ area

S. No.	Question	Extremely satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Extremely dissatisfied
1.	Lighting / visibility					
2.	CCTV					
3.	Availability / accessibility of transport					
4.	PCR / Presence of Police					
5.	Mobile connectivity					
6.	Public Toilets					
7.	Cleanliness					

15. How many pubs/thekas are there in the area? – **[Number]**
16. Is there police around these pubs/thekas? [Yes/No/Don't Know]
17. Did you face any unwanted incident in the area during last 1 year? [Multiple choice]
- a. Verbal (offensive comments, whistling, sexually suggestive remarks, etc).
 - b. Physical (unwelcome touching, pinching, feeling up, etc)
 - c. Visual (displaying, recording sending, or sharing offensive pictures, posters, videos, etc)
 - d. Non-verbal (staring at a person or her body parts, blackmail, threats, intimidation through gestures, or any other manners for sexual favours).
 - e. Violent physical attack.
 - f. Flashing
 - g. Sexual Assault/Rape
 - h. Stalking
 - i. Snatching
 - j. No
 - k. Any other, please specify



18. How often did you face this?
 - a. Just once
 - b. 2-5 times
 - c. More than 5 times
 - d. Never

19. At what time of the day it mostly occurs?
 - a. Morning
 - b. Afternoon
 - c. Evening
 - d. Night
 - e. Late night
 - f. NA

20. What were the steps taken by you after the incident? Multiple Responses.
 - a. Nothing
 - b. Confronted the perpetrator
 - c. Asked bystanders for help
 - d. Reported it on a helpline /to any other service
 - e. Told/Asked for help from family
 - f. Reported it to police

21. If reported to helpline then mention it [Text]

22. If you reported this incident to the helpline, what was their response?
 - a. They were unreachable.
 - b. They did not do anything.
 - c. They recorded the incident.
 - d. They forwarded to the concerned authority.
 - e. Not Applicable

23. If you reported this incident to the Police, what was their response?
 - a. They blamed me for the incident.
 - b. They minimized / trivialized it.
 - c. They did not do anything.
 - d. They recorded the incident.
 - e. They investigated the incident.
 - f. They caught the offender
 - g. Not Applicable

PRECAUTIONS

24. Are any of the following true for you? (multiple options allowed)
- Avoid certain public spaces completely
 - Avoid going out alone at all times
 - Avoid using public transport
 - Avoid going out alone after dark
 - Avoid going to crowded places
 - Avoid going to secluded places
 - Avoid wearing certain clothes
25. What kind of precaution do you take to feel safe in the area? [Multiple choice]
- Small weapon such as a pepper spray
 - Keep phone handy to dial Emergency number
 - Ensure clothes are appropriate or wear a layer/dupatta on top
 - Carry bag to act as a barrier
 - Do not make eye contact
 - Avoid public transport / prefer own vehicle
 - Prefer visiting during day time
 - Travelling in group
 - Travelling with a male member
 - Trained/ knowledge of self defence
 - Any other, please specify
26. Features of public places where you feel concerned for your safety in the area. [Multiple choices]
- Isolated areas
 - Areas without lights
 - Areas without CCTVs
 - Side Roads
 - Bushes
 - Back allies
 - Near pubs/Tehkas
 - Near boys colleges / hostel
 - Places without street vendors / with high walls
27. List things which make you feel safe in this area. You can list as many things as you want, I will be recording your answer. (Optional)



QUESTIONNAIRE FOR WORK SPACES

Name of Work Space: _____

Socio Demographic Block

1. Do you agree to participate in the survey?
 - a. I agree
 - b. I do not agree (skip to end of survey)

2. Type of Workspace:
 - a. Public Office
 - b. Private Office
 - c. Factory Establishment
 - d. Unorganised Sector
 - e. Self Employed
 - f. Any other (Please specify)

3. Your Name (Optional) _____

4. Age: [Number] (*two digit number*)

5. Gender:
 - a. Male
 - b. Female
 - c. Transgender

6. Educational Qualification:
 - a. No Education
 - b. Primary
 - c. Secondary
 - d. Graduate and above
 - e. Any other

7. Monthly household income
 - a. Up to 10,000/-
 - b. 10,001-20,000/-
 - c. 20,001-30,000/-
 - d. 30,001-40,000/-
 - e. 40,001-50,000/-
 - f. Above 50,000/-
 - g. No response

8. What is your marital status?
 - a. Married,
 - b. Un-married,
 - c. Divorced /Separated
 - d. Widow
 - e. No response
9. Nature of parenting?
 - a. Not applicable
 - b. Single parent
 - c. Co-parenting

C). Work Questions

10. How long have you been associated with the company/ organization?
 - a. Less than 1 year
 - b. 1-5 years
 - c. More than 5 years
11. Gender of your immediate reporting authority /superior/Supervisor.
 - a. Female
 - b. Transgender/other
 - c. Male
12. Gender diversity of organization.
 - a. Majority (more than 60%) of the employees are male.
 - b. A balanced (40% to 60% from each category) male and female employees strength.
 - c. Majority (more than 60%) of the employees are female.

D. SEXUAL HARASSMENT

13. Did you or your colleague face any unwanted incident in the workspace during last 1 year? [Multiple choice]
 - a. Verbal (*offensive comments, whistling, sexually suggestive remarks, etc*).
 - b. Physical (*unwelcome touching, pinching, feeling up, etc*)
 - c. Visual (*displaying, recording sending, or sharing offensive pictures, posters, videos, etc*)
 - d. Non-verbal (*staring at a person or her body parts, blackmail, threats, intimidation through gestures, or any other manners for sexual favours*).
 - e. Violent physical attack.
 - f. No {skip to question 10}



14. How often did you/your colleague face this?

Incident	Frequency of the incident				
	Never	Rarely	Occasionally	Frequently	Very frequently
a. Verbal (comments, whistling etc.)					
b. Physical (touching, feeling up etc.)					
c. Visual (staring, leering)					
d. Non-verbal					
e. Violent physical attack					
f. Any other, please specify .					

15. At what time of the day it mostly occurs?

- a. During Office Hours
- b. Beyond Office Hours
- c. During the tours/ outstation official visits

16. What were the steps taken by you after the incident? Checkbox (Multiple responses)

- a. Ignored (skip to Q.12)
- b. Discussed with family / friend
- c. Discussed with colleague
- d. Reported to Police
- e. Reported to helpline
- f. Reported to Seniors/IC
- g. Any other, specify

17. If reported to helpline then mention it [Text/Not Applicable]

18. If you reported this incident to the helpline, what was their response?

- a. They were unreachable.
- b. They did not do anything.
- c. They recorded the incident.
- d. They forwarded to the concerned authority.
- e. Not Applicable



19. If you reported this incident to the Seniors/Internal Complaints Committee, what was their response?
 - a. They blamed me for the incident.
 - b. They minimized / trivialized it.
 - c. They did not do anything.
 - d. They recorded the incident.
 - e. They investigated the incident.
 - f. Action is taken against the offender
 - g. Not Applicable

20. If you reported this incident to the Police, what was their response?
 - a. They blamed me for the incident.
 - b. They minimized / trivialized it.
 - c. They did not do anything.
 - d. They recorded the incident.
 - e. They investigated the incident.
 - f. They caught the offender
 - g. Not Applicable
 - h. Any other (please specify)

21. Have you witnessed any woman/girl being harassed in your work place in the past one year?
 - a. Yes
 - b. No

22. When you see woman/girl being harassed in your work space what is your reaction?
 - a. support the victim
 - b. Get support from other colleagues
 - c. contact the redressal committee
 - d. prefer not to get involved
 - e. Others (specify)



PERCEPTION

23. I am going to read out some statements and I need you to tell me how much you agree or disagree with the statement.

S. No.	Questions	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1.	Do men think that women who are sexually harassed by a man provoke his behaviour by the way they talk, act or dress					
2.	An attractive women has to expect sexual advances and should learn how to handle them					
3.	A man must learn to understand that a woman no to his sexual advances really means no					
4.	It is only natural for a woman to use her sexuality as a way of getting ahead at work					
5.	I believe that sexual intimidation is a serious social problem					
6.	Friendly flirtations make the workday interesting.					
7.	Encouraging a supervisor's sexual interest is frequently used by women to improve their work situations					



FACTORS AFFECTING SAFETY CONCERNS

24. We would like you to rate how unsafe you feel in the presence of the following circumstances at the work place. (If your work place does not have the following features imagine working in a place that does and give a safety rating.)

S. No.	Questions	Extremely Safe	Somewhat safe	Neither safe nor unsafe	Somewhat unsafe	Extremely unsafe
1.	Poor lighting / Low visibility					
2.	Dark hidden alleys					
3.	Poorly maintained areas					
4.	Lack of clean safe public toilets					
5.	Lack of security personnel					
6.	Areas where men congregate during breaks					

25. List things which make you feel safe in your workplace. You can list as many things as you want, I will be recording your answer. (Optional)



Questionnaire for Municipal Corporations

1. Name of the Nodal Officer of the Municipality: _____
2. Contact Number: _____
3. Number of Wards : [Number]
4. Number of Wards having designated toilets for women? [Number]
5. Number of patrol points in the city - [Number]
6. Number of patrol points having women police personnel stationed? [Number]
7. Are there any 'health and safety' signs and billboards placed in public places? YES/
NO
8. Number of wards under CCTV surveillance? [Number]
9. Please provide women helpline number specific to your city (if any) - _____
10. For how many hours in a day is the women helpline operational?
11. Are there designated women clinics in every public hospital? YES/NO
12. Total Number of public places having security checkpoints [Number]
13. Number of public places having security checkpoints ensures presence of women officers? [Number]
14. What is the range of ATMs in every 5 kms of the city?
 - a. 1-3
 - b. 4-7
 - c. 7 -10
 - d. More than 10
15. How often is the street lighting checked and maintained?
 - a. Daily
 - b. Weekly
 - c. Monthly
 - d. On the basis of complaints received
16. Are there any areas not covered in street lighting? YES/NO
17. List of areas of the City not covered under the Municipality?

Questionnaire for Police Authorities

1. Number of Police Stations in the City – **[Number]**
2. How many Police check points are there in the city – **[Number]**
3. How many patrolling vans have been deployed for surveillance? – **[Number]**
4. Are the Local Police Contact details notified in the public places? YES/NO
5. At what time of the day have the most complained incidents taken place?
 - a. 7AM-7PM
 - b. 7PM-11 PM
 - c. 11PM-7AM
6. How many hours after the incidents were the complaints filed?
 - a. 1-6 hours
7. What is the grievance redressal time?
 - a. Less than a week
 - b. 1-2 weeks
 - c. 2-3 weeks
 - d. more than 3 weeks
8. Do women of City know that there is Mahila Thana in the City?
9. Is there Mahila Desk in every police station?
10. Number of police stations having Women toilet? – **[Number]**
11. Is there Internal Complaint Committee for Police at city level?



Questionnaire for Transport Department

1. What are the modes of Public transport available in the city?
 - a. Train
 - b. Bus
 - c. Cabs
 - d. Metro
 - e. Rickshaw
2. Are there any seat reservations for women in Public transport? (YES/NO)
3. Are there CCTVs installed in Public transport system?
4. Is proper lighting available in Public transport system?
5. Are security personnel deputed in Public Transport system? (YES/NO)
6. Number of women drivers/conductors – **[Number]**
7. Are factors like the presence of women’s schools, colleges, and certain workplaces taken into consideration during the formulation of bus routes? (YES/NO)
8. Is there any display of women’s safety norms in the bus shelters and bus stops? (YES/NO)
9. Is there any display of women’s helpline numbers in the bus shelters and bus stops? (YES/NO)
10. Are the drivers and conductors gender sensitized by the Corporation / employer?

FOCUS GROUP DISCUSSIONS

1. Do you think that public spaces in the city are safe for women and girls of all ages to move about freely?
2. Are there some specific places which you think are particularly unsafe?
3. Why are these places unsafe?
4. What has influenced your views – your own experiences, others' experiences, media reports, stories, etc.? Share some experiences or stories of safety in public spaces.
5. Do you take any precautions when you go out? For example, do you carry something for protection, or avoid certain areas, etc.?
6. Have you ever asked for help in an unsafe or dangerous situation? Did you go to the police? Did you approach anyone else for help? Did you feel the response met your needs? Why or why not? (If you have not actually done this, who are you most likely to ask for help?)
7. What do you think are the three most important women's safety issues in the city/ this area?
8. Why? (Probe if there is any information such as reports or incidents).
9. How could women's safety and feelings of safety in public spaces be improved?



Pilot testing of NCW Stay Safe App for collecting data on real time basis in Office of Deputy Commissioner, Ghaziabad





Stakeholders' Consultation Meetings



NOTES

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Government of India

NATIONAL COMMISSION FOR WOMEN

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