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Women Safety in Delhi: Issues and Challenges to Employment

March 2014



PHD RESEARCH BUREAU
PHD CHAMBER OF COMMERCE AND INDUSTRY

Women Safety in Delhi:

Issues and Challenges to Employment

March 2014



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Abbreviations

ASHA	Accredited Social Health Activist
AWW	Anganwadi Workers
BPO	Business Process Outsourcing
CrPC	Code of Criminal Procedure
EWR	Elected Woman Representative
GDP	Gross Domestic Product
GoI	Government of India
IPC	Indian Penal Code
NCT	National Capital Territory
NMEW	National Mission for Empowerment of Women
SHG	Self-Help Groups



Sharad Jaipuria

From President's Desk

Women have significantly contributed in the economic empowerment of nation over the years. The increased number of working women in Delhi can be attributed to the fact that Delhi has outperformed in literacy growth as compared to other states of India. The literacy rate of Delhi stands at 86% as compared to the national average of 74% in 2011.

Despite the significant social and physical development in the city, there has been an increasing concern for safety of women. The increased rate of incidents against women has adversely affected the employment scenario of women in Delhi. So at this juncture, it is very important to provide safe environment to women in order to achieve higher growth trajectories in the coming times.

Hence, there is a need to ensure women safety and security in Delhi. In order to boost confidence among working women, organisations should ensure easy availability of safe transportation to the women employees by increasing number of office cabs or buses in Delhi to women employees.

PHD Chamber of Commerce and Industry has always played an important role in socio-economic development of Northern Central and Eastern states of India. I hope this study will help in further policy formulation for ensuring safety of women in Delhi, so as to serve as a vehicle for inclusive growth and development of all sections of society.

Going forward, PHD Chamber urges the government to develop stringent laws in order to check the crimes against women and look forward to build Delhi a safe and secure working destination for women.



Saurabh Sanyal

From Executive Director's Desk

“Women Safety in Delhi: Issues and Challenges to Employment” pertains to analyse the perception of working women, women students and female job aspirants regarding women safety in Delhi and their willingness to work in Delhi. The study highlights various safety issues and challenges faced by women in Delhi resulting from the unsafe environment all round the city and its impact on the employment scenario in the city.

Women form an integral part of society and their contribution in the economic development is also remarkable. Working women in Delhi are significantly contributing to the economic development of the city. However, the recent incidents have posed a threat to growth and development in Delhi owing to the unrest caused amongst all strata of women. With a view to build a safe and secure environment for women the study has put forth recommendations in order to provide safety for women in Delhi.

I commend and appreciate the tireless efforts of PHD Research Bureau producing this study of analytical value. I hope that this report serves as an informative guide to the policy makers, researchers and industry stakeholders.

यत्र नार्यस्तु पूज्यन्ते रमन्ते तत्र देवताः ।
यत्रैतास्तु न पूज्यन्ते सर्वास्तत्राफलाः क्रियाः ॥

**The divine are extremely happy where women are respected ;
where they are not, all actions (projects) are fruitless.**



PHD Chamber of Commerce and Industry expresses heartfelt condolences to all those brave women who have suffered by such unfortunate incidents and look forward to effective policy measures to enhance the safety and security of women in India.

Executive Summary

Safety is an important aspect of human development. A city promising a safe and secure environment is one of the important yardsticks of its overall growth and progress. However, women safety and security has emerged as a key concern for the country over the recent years. The national capital of Delhi has also witnessed adverse impact of the recent incidents against women. Hence, the present study was conducted with a view to study the key issues and challenges of women safety impacting employment scenario in Delhi. The study provides significant insights of safety issues experienced by working women, female students and female job aspirants residing in Delhi. The study provides key inputs and suggestions so as to adopt measures which can boost confidence in women and can help in broadening the prospects of socio- economic development of the country.

The study has been conducted with the help of a structured questionnaire which was prepared and circulated amongst women of various strata namely working women, female students and female job aspirants who are residing in Delhi. In total around 5000 women were approached, however about 3400 women responded. The size of the survey for the study comprised working women, female students and female job aspirants who are residing in Delhi.

The survey pertains to a large share of outside women respondents (60%) from various parts of the country to Delhi of which 53% are working women respondents and remaining 47% are female students and female job aspirants. On the other hand, 40% women respondents belongs to Delhi of which 55% are working women respondents and remaining 45% are female students and female job aspirants.

The size of the survey pertains to 37% of women respondents being post graduate followed by 30% graduates, 19% senior secondary and 12% high school passed. While a very small proportion of survey respondents (2%) holds PhD degree. The large share of survey respondents have high level of education which indicates high growth prospects of women in the national capital going ahead in terms of employment. A large share of survey respondents (38%) mentioned that they possess work experience of more than 10 years, followed by 27% of them carrying work experience of in the range of 2-5 years. While 21% of survey women respondents holds work experience of nearly 5-10 years and about 14% responded that they posses work experience of less than 2 years.

Our survey revealed that majority of women respondents (43%) are working in the private sector and they felt that the sector offers better growth prospects and challenging roles. While 21% of survey respondents are engaged in public sector and opined that the sector offers job security and privileges, stability and satisfaction. Around 15% women respondents are running their own business as they favor ease of working as per their own terms and

conditions and about 13% of women respondents are seeking employment opportunities in the city.

In light of the recent incidents which took place in Delhi, around 43% of the outside working women respondents unanimously felt that they are looking for a job out of Delhi in other safe places preferably in cities nearby their native towns as Delhi has become unsafe for women. They are ready to compromise on their earnings for the safety.

The survey exhibits that women play a critical role in the socio economic development of the city as a large share of survey women respondents (76%) are found to be the supplementary income earners which are significantly contributing the financial support to their families, while remaining 24% survey participants were found to be the chief earners of their families.

The survey revealed that in light of recent incidents against women in Delhi, working women are inclined to work in day shifts and nearly 80% of the survey respondents are working in day shifts. Further, about 9% of survey respondents said that they work in flexible shift timings and nearly 7% opted for rotational shifts as it helps them in maintaining balance between their personal and professional responsibilities. A very small proportion of women respondents (4%) work in nights shifts.

As per the survey, majority of women respondents (65%) are dependent on public transport to commute to their destinations comprising 45% of them traveling by metro followed by 30% commuting by bus and remaining 25% by auto. Whereas remaining women respondents (35%) said that they opt for private mode of transportation to reach to their destinations which consist of mainly four wheelers (38%) and two wheelers (22%) and remaining 40% commute by transportation services provided by their organizations/colleges/institutions etc.

Unanimously almost all the working women respondents have affirmed that the recent incidents against women in Delhi have a major impact on the employment scenario in the city. According to the survey, about 64% working women respondents said that these incidents have impacted long working hours of women employees as they feel insecure to work late in the offices. While 44% respondents of survey claimed that their efficiency have been adversely affected due to the unrest created by such incidents and 34% of women respondents believed that such incidents have impacted their regularity in the services. Further, 28% women respondents believed that business turnover may bear the impact of increased rate of incidents against women in Delhi.

Hence, there is a need that government as well as organisations should adopt some effective measures to ensure safety and security of women in Delhi going ahead. Stringent efforts should be enforced by the government in terms of widespread measures of women's safety, awareness campaigns among public, self-defense programs for women.

1. Introduction

There is a phenomenal change in the status of women over the years across the globe. The concept of gender equality has gained momentum in light of globalization and liberalisation and women have joined mainstream activities playing a major role in socio-economic developments. Women who used to undertake only household responsibilities earlier are now effectively participating in almost all sectors of the economy.

1.1 Rising role of women in India

Women have significantly contributed in the economic empowerment of nation through employment and income generation. They have made equal involvement in the growth and development of the country over the years. This achievement of Indian women has been possible due to the progress made by them in bridging the equality gap in many socio economic sectors. The gender gap in elementary education has declined with the female/male ratio for years of education while literacy rate has also improved over the years. The gap of about 25 percentage points was recorded between male and female literacy rates in 1991 which has reduced considerably to around 17 percentage points in 2011. Literacy rate for females was around 39% in 1991 which has increased remarkably to about 65% in 2011 showing a significant decline in the gender differential in education.

India's Global Gender Gap Index score has improved over the years. According to the Global Gender Gap Report 2013, India's Gender Gap Index score in various indicators has been on the rise during the period 2006 to 2013. India's overall Gender Gap Index stood at 0.601 in 2006 which has enhanced to 0.655 in 2013 indicating that gender gap has been witnessing a declining trend in India. However, the trend still remains dismal despite improvement in the scenario over the years as India ranks 101 out of 136 countries in Gender Gap Index 2013.

1.2 Women's participation in governance

Participation of women in various institutions of governance has gained momentum in India which has further empowered women over the years. Indian women have always played an active role in country's democratic framework. Involvement of women in conventional political activities, political processes, decision-making and policy formulation certainly has a strong impact on the governance structure, nation-building and development of the country.

Women in India have gradually emerged as a significant contributor for better governance and social development through various reforms initiated by the

government. Over the years power of Elected Women Representatives (EWRs) has been harnessed so as to ensure women equality in India. In a view to increase women participation in governance the 73rd Constitutional Amendment Acts was passed in 1992 by Parliament to ensure one-third of the total seats for women in all elected offices in local bodies whether in rural areas or urban areas. However, there is a need to encourage further the visibility of women in Parliament, State Legislatures, political parties and various apex government bodies.

1.3 Policy initiatives for women in India

Indian constitution firmly advocates providing level playing ground to women in every aspect. Constitution of India has granted equal status to women and empowers the state to make a strong framework for adopting new measures to uplift the socio economic conditions of women in India. With a view to empower women in India government has taken numerous initiatives by setting up of statutory bodies and framing women oriented policies.

The Twelfth Plan seeks to attain fulfillment of women's rights to achieve rapid and sustainable economic growth. One of the primary objective of the Plan is to end gender based inequalities, discrimination and violence faced by girls and women. Under Twelfth Five Year Plan a total outlay for the Women and Child Development Sector (including Nutrition) stands at Rs 1,17,707 crore which increased significantly from Rs. 56,765 crore during Eleventh Five Year Plan. Some of the other women oriented initiatives taken by the government are as discussed below:

(i) Maternity Benefit Act (1961)

The act regulates the employment of women in certain establishment for certain period before and after child-birth and to provide for maternity benefit and certain other benefits.

(ii) Equal Remuneration Act, 1976 (ERA)

The Equal Remuneration Act, 1976 aims to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto.

(iii) National Commission for Women

National Commission for Women was set up in January 1992 as a statutory body by the government with a specific mandate to study and monitor all matters relating to the

constitutional and legal safeguards provided for women, review the existing legislation to suggest amendments wherever necessary, etc. The National Commission for Women targets to spread awareness of Women's Laws and Rights through various communication strategies. Further, it will also work for capacity building of judicial and police officials for proper implementation of women related laws in India. The Twelfth Five Year Plan also aims to strengthen the coordination between the National Commission and State Commissions.

(iv) The National Plan of Action for the Girl Child (1991-2000)

The plan of action aimed to ensure survival, protection and development of the girl child with the ultimate objective of building up a better future for the girl child in India.

(v) National Policy for the Empowerment of Women, 2001

The Department of Women & Child Development in the Ministry of Human Resource Development has prepared a "National Policy for the Empowerment of Women" in 2001. The goal of this policy is to bring about the advancement, development and empowerment of women.

(vi) National Mission for Empowerment of Women (NMEW)

The National Mission for Empowerment of Women (NMEW) was launched by the Government of India (GoI) on International Women's Day in 2010 with the aim to strengthen overall processes that promote all-round development of women. It has the mandate to strengthen the inter-sector convergence; facilitate the process of coordinating all the women's welfare and socio-economic development programmes across ministries and departments. The Mission aims to provide a single window service for all programmes run by the Government for Women under aegis of various Central Ministries.

(vii) Domestic Violence Act, 2005

The Act seeks to cover those women who are or have been in a relationship with the abuser where both parties have lived together in a shared household and are related by consanguinity, marriage or a relationship in the nature of marriage, or adoption; in addition relationship with family members living together as a joint family are also included. Even those women who are sisters, widows, mothers, single women, or living with the abuser are entitled to get legal protection under the proposed Act.

(viii) Marriage Laws (Amendment) Bill, 2010

The Marriage Laws (Amendment) Bill aims to amend the Hindu Marriage Act, 1955 and the Special Marriage Act, 1954, to provide therein irretrievable break down of marriage as a ground of divorce. It provides safeguards, to parties to marriage who file petition for grant of divorce by consent, from the harassment in court if any of the party does not come to the court or wilfully avoids the court to keep the divorce proceedings inconclusive.

(ix) Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 seeks to cover all women, irrespective of their age or employment status and protect them against sexual harassment at all workplaces both in public and private sector, whether organized or unorganized. Further, the act also define 'workplace' and for the first time, it provides protection to regular/temporary/ad hoc/daily wage employees, whether for remuneration or not and can also include volunteers. This covers domestic workers too.

(x) The Criminal Law (Amendment) Act, 2013

The Act has been amendment in the Cr. P.C. (Code of Criminal Procedure) & I.P.C. (Indian Penal Code) for inclusion of offences like voyeurism, stalking, disrobing, voluntarily throwing or attempting to throw acid as crimes. There has been significant change in the definition of 'Rape' under IPC and stringent punishment has been prescribed for crimes against women.

(xi) Nirbhaya Fund

Union Budget 2013-14 announced the setting up of a special Nirbhaya Fund for women's safety with a corpus of Rs 1000 crore. Interim budget 2014-15 has also set aside Rs 1,000 crore for the Nirbhaya fund.

(xii) Establishment of the Bhartiya Mahila Bank

With a view to encourage women in general and women Self-Help Groups (SHGs) in particular, Bharatiya Mahila Bank was established to facilitate access to financial services, promote asset ownership, women entrepreneurship and participation of women in beneficial economic activities to provide impetus to the process of inclusive growth and women empowerment. Currently, 9 branches have been opened across the country while 16 more branches are planned to open shortly.

Initiatives taken by Ministry of Women and Child Development

Sl. No.	Name	Purpose
1	SWADHAR: A scheme for women in difficult circumstances	Started in 2001-02 by Ministry of Women and Child Development, through the provision of shelter, food, clothing, counseling, training, clinical and legal aid aims to rehabilitate the women in difficult circumstances. A total sum of Rs. 2363.15 lakh was released in 2012-13.
2	Ujjawala	The Ministry of Women and Child Development launched a comprehensive scheme called 'Ujjawala' in 2007 primarily for the purpose of preventing trafficking on the one hand and rescue and rehabilitation of victims on the other. From 2009-13, the numbers of projects approved under the scheme are 206 and a sum of Rs. 31.01 crores has been utilized.
3	Working Women Hostel (WWH)	Under this financial assistance is provided for construction/running of Hostel in rented premises for those working women who may be single, widowed, divorced, separated, married and for those women who are under training for job. During the year 2013 an amount of Rs. 16.08 crores has been released up to 23 rd December, 2013.
4	Ahimsa Messenger	This programme was launched in September 2013 which enlists women and men, especially young boys and girls to work as 'Ahimsa Messengers' who help prevent crime and violence against women and children and ensure timely justice in cases where violence is committed against women and children.

1.4 Women in Delhi

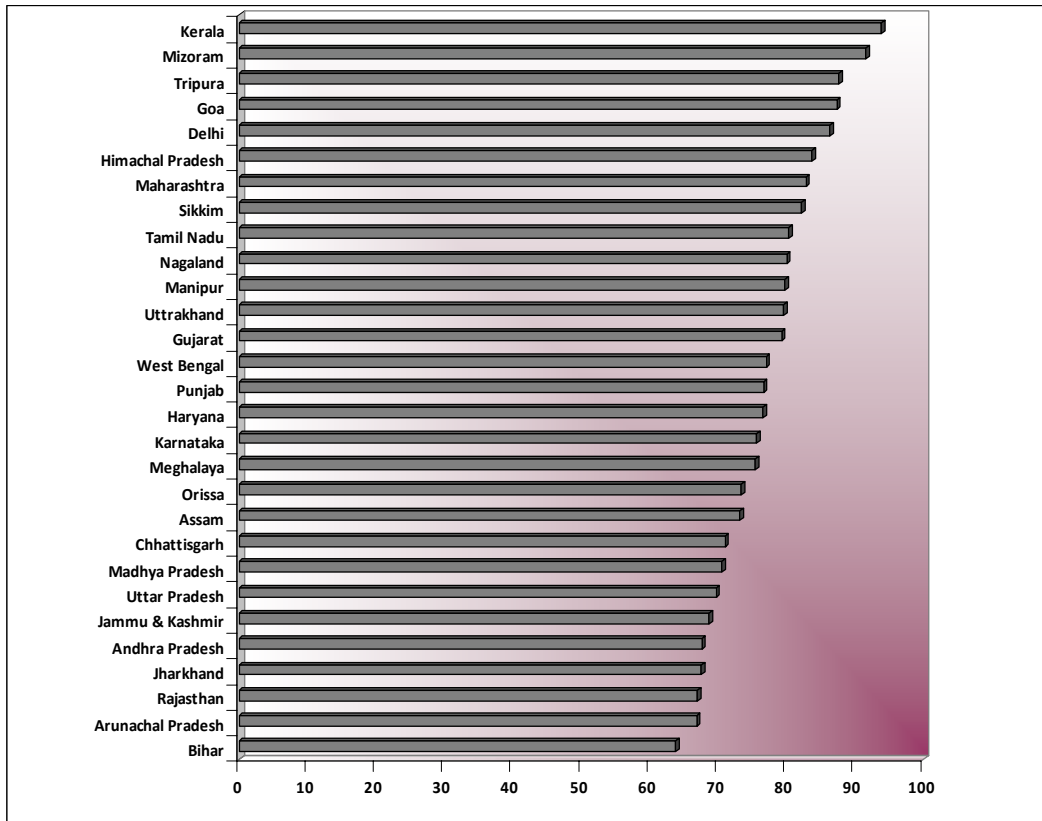
Delhi, being the national capital, is home to many national and international visitors who come here to work or to seek employment. The women population¹ in the national capital is nearly 7800615 out of which 7607894 are urban women while 192721 are rural women. Over the years, a large number of women are coming to Delhi in order to seek better employment opportunities or to pursue higher education.

Delhi has marked its progress in terms of various social indicators over the years. Delhi has outperformed in literacy growth as compared to other states of India. According to Census 2011, the literacy rate of Delhi stands at 86.34% as compared to the national average of 74.04%.

¹ Census 2011

Trend in literacy in comparison with other states

(%)

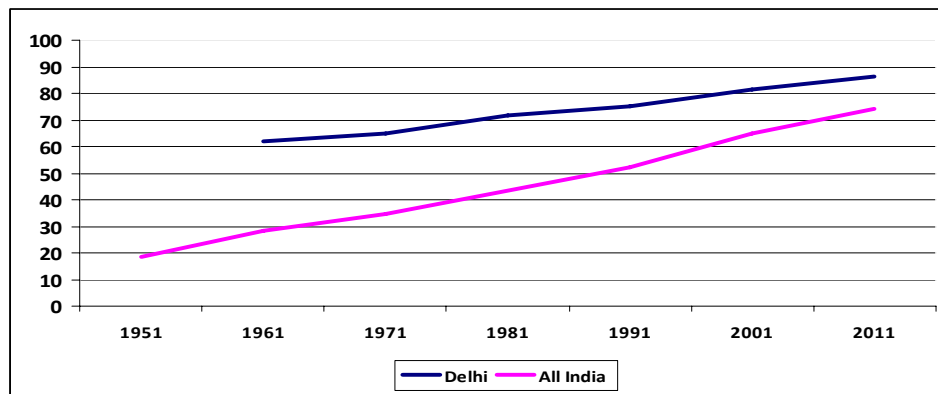


Source: PHD Research Bureau, compiled from Economic Survey 2012-13

The male literacy rate in Delhi has increased from around 87% in 2001 to 91% in 2011 while the female literacy rate in the state has also improved from about 75% in 2001 to 81% in 2011. Hence the growth of literacy rate of women outweighs the male literacy during the last decade.

Trend in literacy rate: Delhi vis-à-vis India

(%)



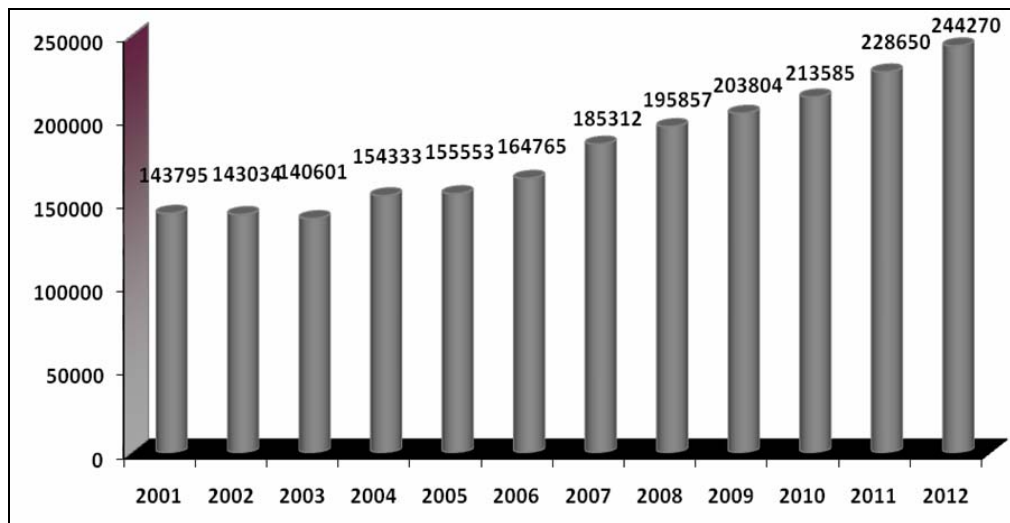
Source: PHD Research Bureau, compiled from Economic Survey of India, 2012-13

Note: Data for Literacy Rate for in 1951 Delhi is not available

2. Crimes against women in Delhi

It has been observed that crimes committed against women are prevalent in every region and society in one form or the other irrespective of their social or economic status. Over the recent years women safety and security has emerged as a key concern for the nation. It is worrisome to note that the proportion of IPC crimes committed against women under total IPC crimes has increased during the last 5 years from 8.9% in the year 2008 to 10.2% during the year 2012. The incidents of crimes against women have been on the rise in India and the number of cases reported under crimes against women has increased remarkably from 143795 in 2001 to 244270 cases in 2012.

Cases reported under crimes against women during 2001-2012 in India



Source: PHD Research Bureau, compiled from National Crime Records Bureau

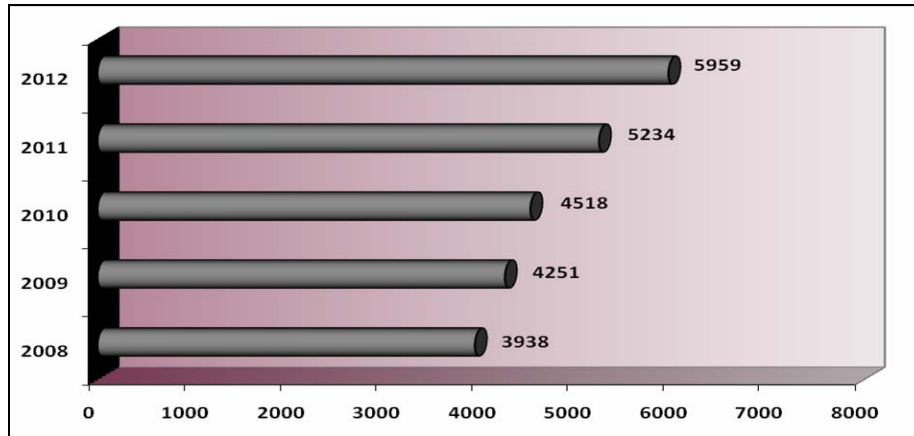
Delhi despite being the national capital is facing women safety as one of the biggest challenge. In the recent years Delhi has witnessed increased rate of women abuse. According to National Crime Records Bureau (2012) among 53 mega cities, Delhi (City) accounted for 14.2% (5,194) of such crimes followed by Bengaluru 6.2% (2,263) and Kolkata 5.7% (2,073).²

The number of cases registered for various crimes against women has increased from 3938 in 2008 to 5959 in 2012 registering an increase of nearly 50% in a span of 4 years which is a matter of grave concern for socio-economic development of the city.

² *National Crime Records Bureau*

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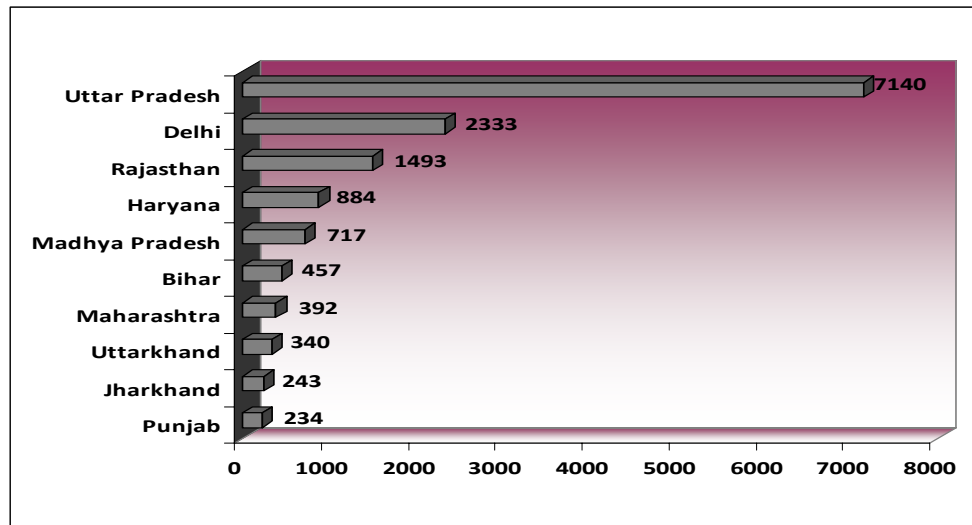
Cases registered for various crimes against women in Delhi



Source: PHD Research Bureau, compiled from National Crime Records Bureau

As per the Annual Report (2010-2011) of National Commission for Women, highest number of complaints received by the commission in FY2011 was registered from Uttar Pradesh at 7140 complaints while Delhi stood second where 2333 number of complaints was reported followed by Rajasthan (1493), Haryana (884), Madhya Pradesh (717), Bihar (457), Maharashtra (392), Uttarakhand (340), Jharkhand (243) and Punjab (234).

Number of complaints registered in FY2011



Source: PHD Research Bureau, compiled from Annual Report (2010-2011), National Commission for Women

According to a survey conducted by the Delhi Police in 2011, there were 650 unlit stretches in the city. In August 2012, a survey conducted by the Delhi Police^[1] revealed

over 1500 areas in the city including areas near colleges, schools, residential areas and metro stations that were unlit and perceived as being unsafe.

Alarming unemployment scenario in Delhi

The rate of unemployment in female in Delhi has increased from 7.3% in 1999-00 to 8% in 2004-05 to further at 15% in 2012-13. Similarly the female unemployment rate across the country has also upscaled from 5.7% in 1999-00 to 6.9% in 2004-05 and 7.2% in 2012-13. It is alarming to note that the rate of unemployment among females in Delhi stands higher as compared to national average. Going forward efficient measures must be taken in order to generate employment opportunities for women to address the rising unemployment rate which may have adverse impact on the growth prospects of national capital in the coming times.

Unemployment Rate of NCT of Delhi in comparison to National Average

	Delhi			National Average		
	Male	Female	Total	Male	Female	Total
1999-00	3	7.3	3.6	4.6	5.7	4.8
2004-05	5.1	8	5.4	3.8	6.9	4.5
2012-13[^]	4.3	15.4	5.7	4.0	7.2	4.7

Source-PHD Research Bureau, Compiled from Delhi Human Development Report 2013 and Report on Employment and Unemployment survey 2012-13, Ministry of Labour & Employment, Government of India , [^] Data pertains for persons aged 15 years and above according to Usual principal status approach

The women employment scenario has deteriorated in Delhi over the years. According to Primary Census Abstract 2011, the national capital has marked the lowest working women population in the country. The city has nearly 78 lakh women but only about 11% of them are employed which is below the national average of about 26%.

3. Objectives of the present study

The present study on “Women Safety in Delhi: Issues and challenges to employment” focuses to understand the perception of working women, female students and female job aspirants on safety issues in Delhi in order to understand the impact of recent incidents against women. The present study involves women strata of society namely working women, female students and female job aspirants residing in the city. The specific objectives of the study pertain with regards:

1. To study the role of women in the present economic and business scenario
2. To study the impact of recent untoward incidents against women in Delhi
3. To assess the issues and challenges to employment posed by recent incidents against women in Delhi
4. To analyse the perception of working women, female students and the female job aspirants regarding women safety in Delhi and their willingness to work in Delhi, going forward
5. To draw conclusions and suggestions on how to improve women safety in Delhi, going forward

4. Research methodology of the present study

The present study on **“Women Safety in Delhi: Issues and Challenges to Employment”** is an attempt to analyse the perception of working women, female students and female job aspirants regarding women safety in Delhi and their willingness to work in Delhi and related issues and challenges.

4.1 Data Collection

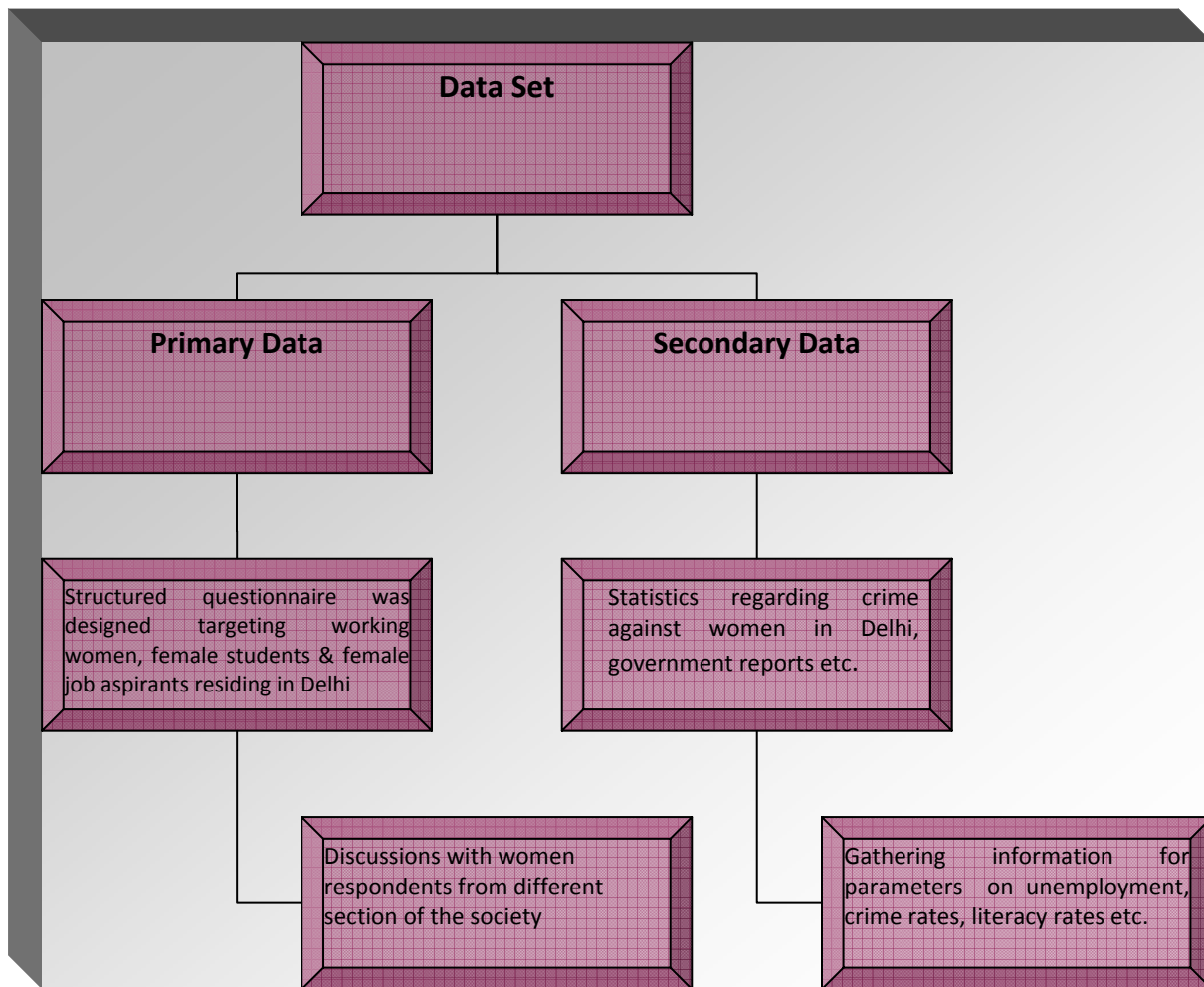
Both primary and secondary data sources have been taken into consideration. The primary data involves in-depth field survey of working women, female students and female job aspirants in Delhi. The survey was conducted during the period January-February 2014 with the help of a structured questionnaire which was prepared and circulated amongst women from different sections of the society. In total around 5000 women were approached, however about 3400 women responded. Random sampling technique has been used for the survey where respondents were chosen randomly across the city. Further, valuable inputs were also collected through face to face interactions, telephonic interviews, etc. The responses received have been put together and inferences on the aggregation have been represented in terms of percentages. However, the limitation of the survey lies at the fact that it is often difficult to cover entire women population in Delhi.

The survey pertains to a large share of outside women respondents (60%) from various parts of the country to Delhi of which 53% are working women respondents and remaining 47% are female students and female job aspirants. On the other hand, 40%

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women respondents belongs to Delhi of which 55% are working women respondents and remaining 45% are female students and female job aspirants.

The secondary data takes into consideration of various reports on women safety, data from various government sources such as National Commission for Women, National Crime Records Bureau, Planning Commission, Labour Bureau, Economic Survey of India etc.



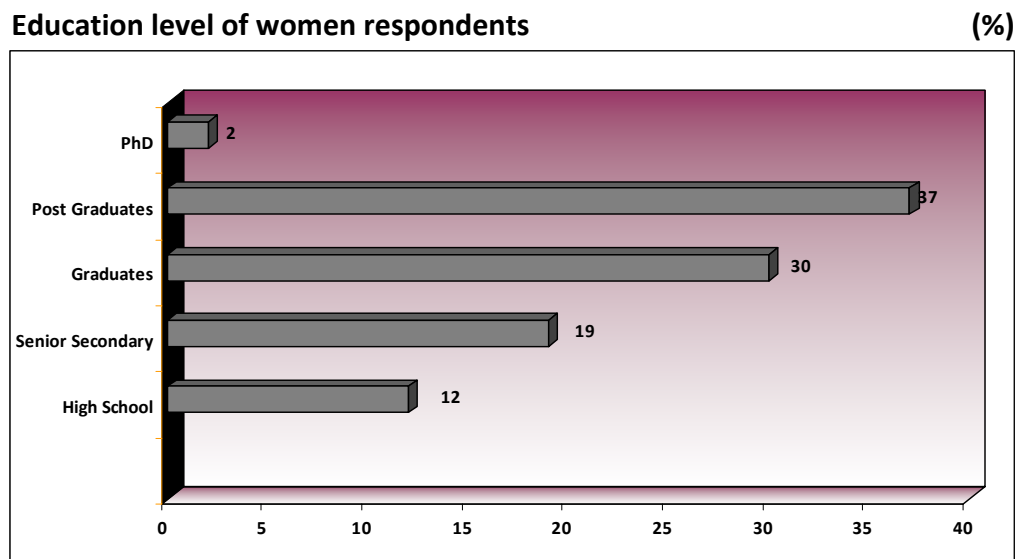
Source: PHD Research Bureau

5. Survey analysis of Women Safety in Delhi

Over the years, women have marked an increased contribution in almost every aspect of society. Women have become equal participants in many respects in all levels of society. Progress in Delhi has attributed to the significant contribution of women which has led to income generation and greater sense of fulfillment among women who are residing in the city. However, recent untoward incidents against women in Delhi have raised safety issues in the city which may have an adverse impact on the employment scenario in the coming times.

5.1 Education level of women respondents

The size of the survey pertains to 37% of women respondents being post graduate followed by 30% graduates, 19% senior secondary and 12% high school passed. While a very small proportion of survey respondents (2%) holds PhD degree. The large share of survey respondents have high level of education which indicates high growth prospects of women in the national capital going ahead in terms of employment.

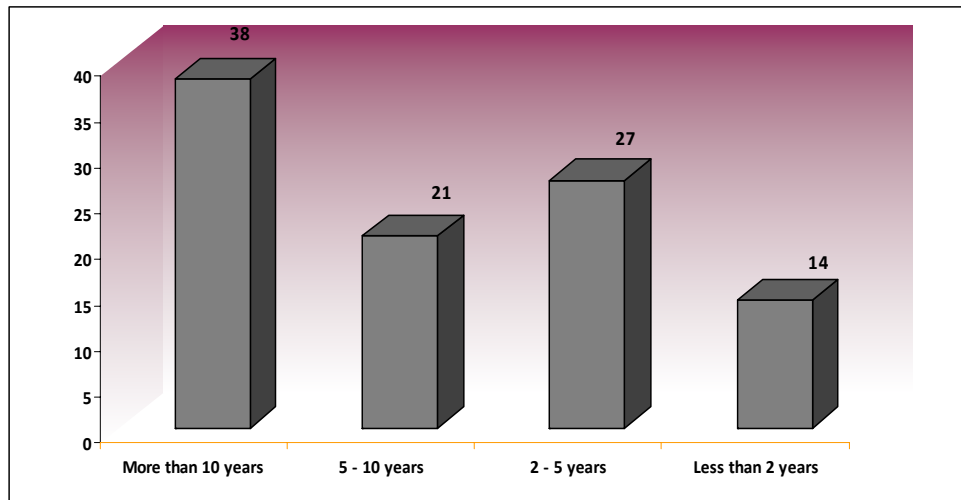


Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

5.2 Work experience of working women respondents

A large share of survey respondents (38%) mentioned that they possess work experience of more than 10 years, followed by 27% of them carrying work experience of in the range of 2-5 years. While 21% of survey women respondents holds work experience of nearly 5-10 years and about 14% responded that they possess work experience of less than 2 years.

Work experience of working women respondents (%)

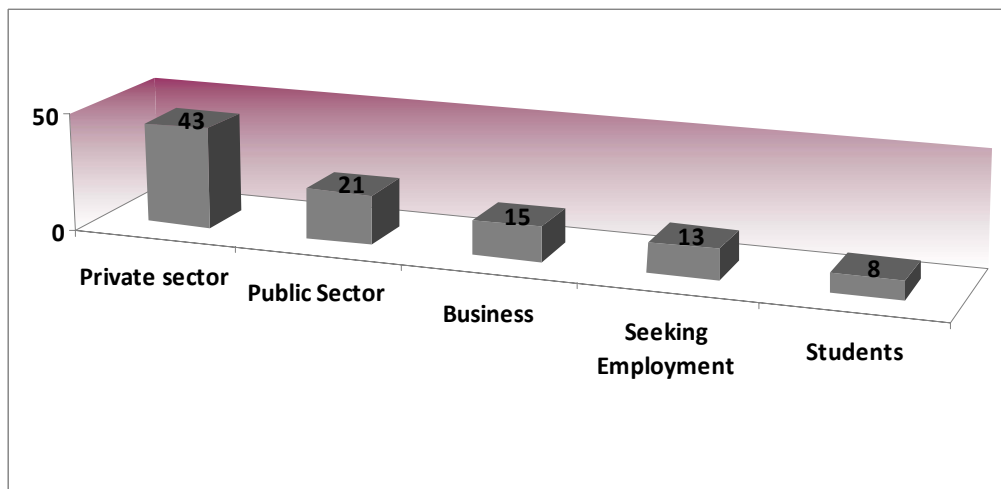


Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

5.3 Nature of employment of working women respondents

Our survey revealed that majority of women respondents (43%) are working in the private sector and they felt that the sector offers better growth prospects and challenging roles. While 21% of survey respondents are engaged in public sector and opined that the sector offers job security and privileges, stability and satisfaction. Around 15% women respondents are running their own business as they favor ease of working as per their own terms and conditions and about 13% of women respondents are seeking employment opportunities in the city.

Nature of employment of working women respondents (%)



Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

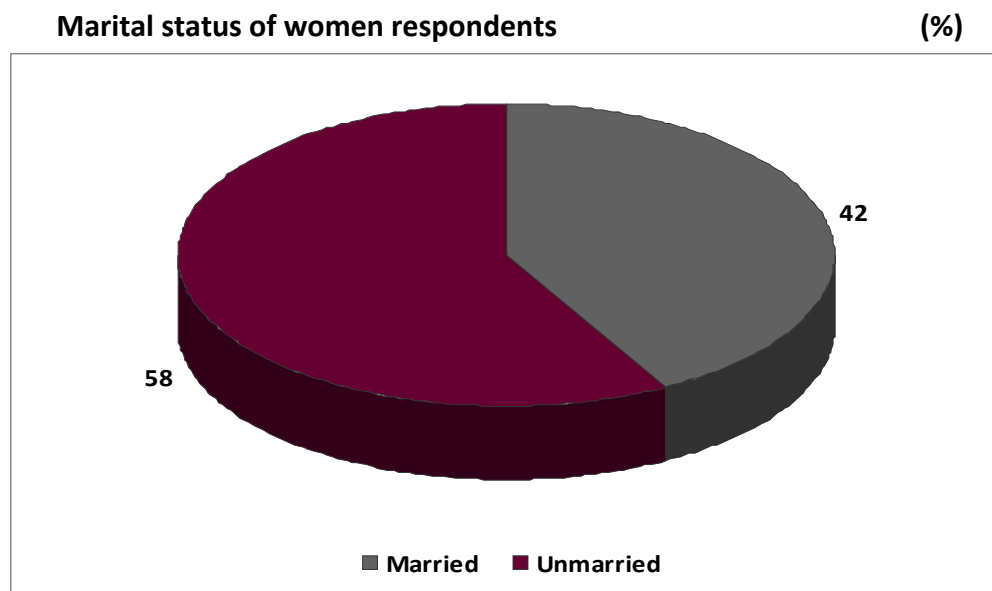
Women Safety in Delhi: Issues and Challenges to Employment

As per the survey, women working in unorganized sectors are more prone to unsafe environment and hence there is a need to uplift women workers at grassroot level. The survey suggested that government can run campaigns in collaboration with NGOs and other organizations to spread awareness, education and keeping a check of safety situation of women workers.

In light of the recent incidents which took place in Delhi, around 43% of the outside working women respondents unanimously felt that they are looking for a job out of Delhi in other safe places preferably in cities nearby their native towns as Delhi has become unsafe for women. They are ready to compromise on their earnings for the safety.

5.4 Marital status of women respondents

In order to take into account the issues of safety concerns and employment scenario in Delhi, both married and un-married section of women were surveyed to present a fair understanding of their concerns. About 58% of the women respondents were found to be married and remaining 42% of the survey participants were un-married.

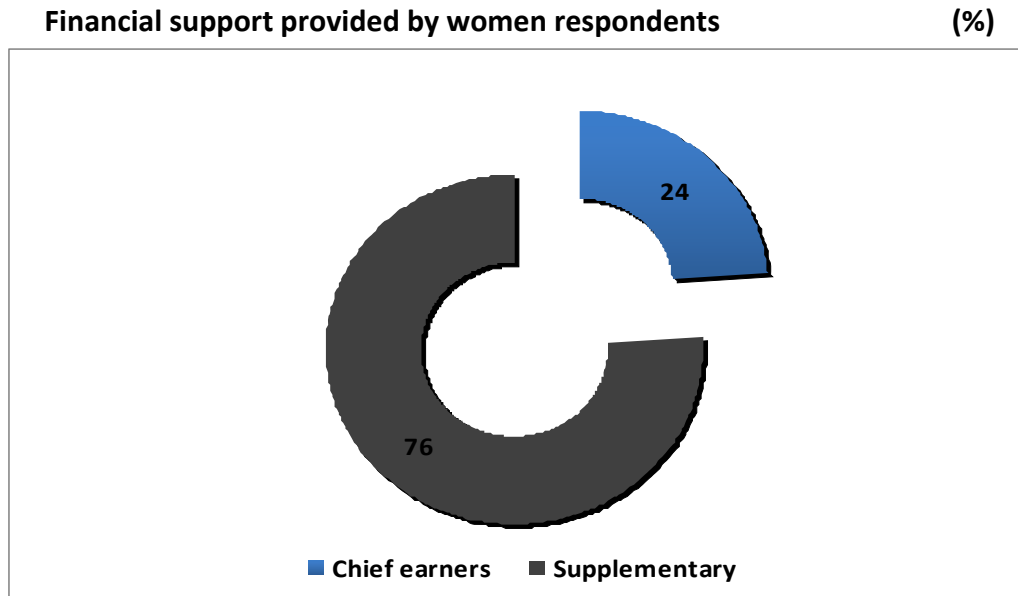


Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

5.5 Financial support provided by women respondents

The survey exhibits that women play a critical role in the socio economic development of the city as a large share of survey women respondents (76%) are found to be the supplementary income earners which are significantly contributing the financial support

to their families, while remaining 24% survey participants found to be the chief earners of their families.



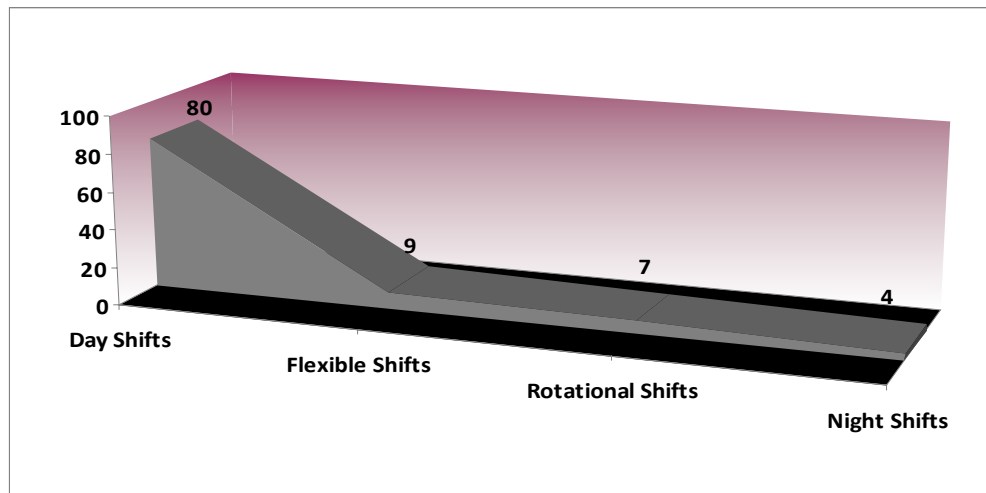
Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

5.6 Work timings of working women respondents

The survey revealed that in light of recent incidents against women in Delhi, working women are inclined to work in day shifts and nearly 80% of the survey respondents are working in day shifts. Further, about 9% of survey respondents said that they work in flexible shift timings and nearly 7% opted for rotational shifts as it helps them in maintaining balance between their personal and professional responsibilities. A very small proportion of women respondents (4%) work in nights shifts.

It has also been observed that as per the survey the occurrence of crimes against women in Delhi has demotivated working women as they are more inclined to work in day shifts in Delhi now. This has a negative impact on organizations employing women as women employees tend to refrain from continuing working late hours.

Work timings of working women respondents (%)

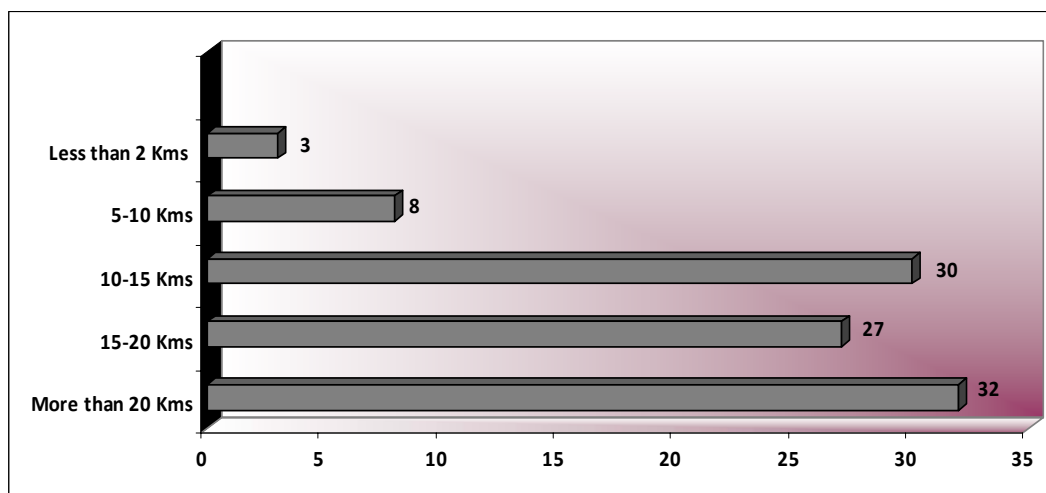


Source: *Women Safety in Delhi: Issues and Challenges to Employment* survey conducted by PHD Research Bureau

5.7 Distance coverage of women respondents

The survey revealed that 32% of the women respondents have to cover a large distance of more than 20 kms daily in order to reach their respective destinations followed by 30% women respondents cover nearly 10-15 kms daily to reach their destinations. About 27% of them cover a distance of about 15-20 kms while a small proportion of women survey respondents (3%) covers a distance of less than 2 kms to reach to their respective destinations. As per the survey, majority of the women respondents have to travel long distances to reach their respective destinations which makes them vulnerable and raises concerns for rising crime against women in Delhi.

Distance coverage of women respondents (%)

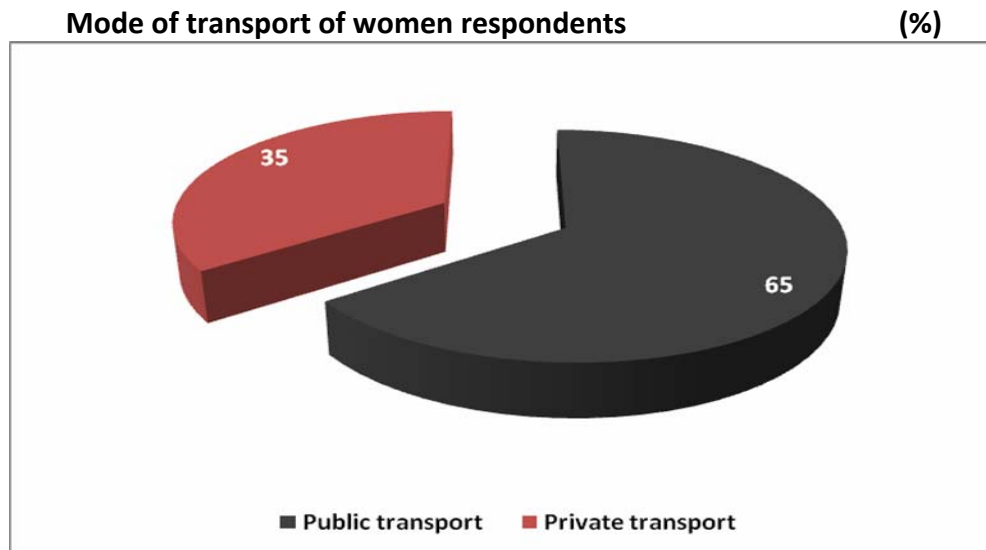


Source: *Women Safety in Delhi: Issues and Challenges to Employment* survey conducted by PHD Research Bureau

5.8 Mode of transport of women respondents

As per the survey, majority of women respondents (65%) are dependent on public transport to commute to their destinations comprising 45% of them traveling by metro followed by 30% commuting by bus and remaining 25% by auto. Whereas remaining women respondents (35%) said that they opt for private mode of transportation to reach to their destinations which consist of mainly four wheelers (38%) and two wheelers (22%) and remaining 40% commute by transportation services provided by their organizations/colleges/institutions etc.

Particularly, extension of Metro rail hours till wee hours in the morning was of wide opinion among the women respondents as Metro is believed to be the safest mode of transport in the city. Further survey suggested that there exists a need to strengthen road transportation in order to make it a safe and secure mode of transportation for women. The respondents suggested that road safety in general and women safety should be tracked through aerial surveillance by helicopters as followed by other developed countries.



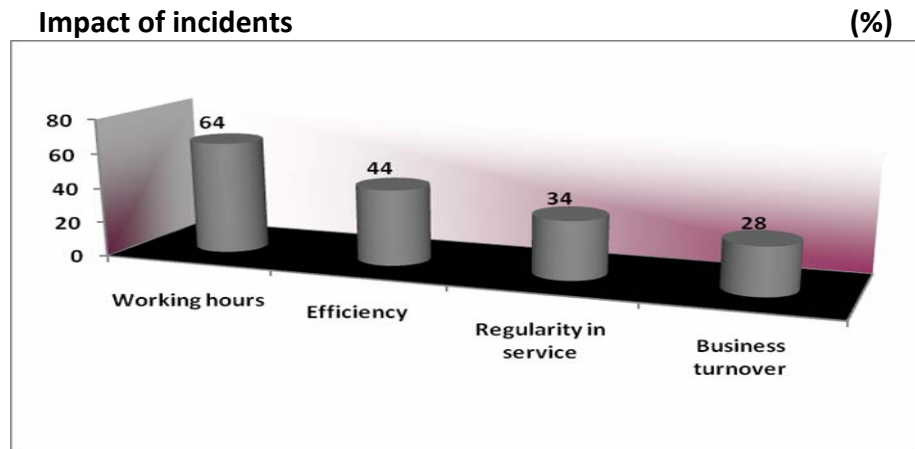
Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau

5.9 Impact of untoward incidents against women on working women respondents

Unanimously almost all the working women respondents have affirmed that the recent incidents against women in Delhi have a major impact on the employment scenario in the city. According to the survey, about 64% working women respondents said that these incidents have impacted long working hours of women employees as they feel insecure to work late in the offices. While 44% respondents of survey claimed that their efficiency have been adversely affected due to the unrest created by such incidents and

Women Safety in Delhi: Issues and Challenges to Employment

34% of women respondents believed that such incidents have impacted their regularity in the services. Further, 28% women respondents believed that business turnover may bear the impact of increased rate of incidents against women in Delhi.



*Source: Women Safety in Delhi: Issues and Challenges to Employment survey conducted by PHD Research Bureau
Note: Respondents have chosen more than one option*

Unanimously almost all the survey respondents felt that women are exposed to unsafe environment in Delhi. It exhibits that recent incidents against women in the national capital has adversely impacted the sentiment of working women

Our survey revealed that women from other parts of the country are discouraged from moving to Delhi for education and employment opportunities owing to the rising numbers of crimes against women. The recent incidents have caused women to become more careful of living in the national capital. As per the survey, women safety being a major challenge will have an adverse impact on economic growth of Delhi, as organizations may face acute shortage of manpower efficiency in case working women would shift to their native places, going ahead. This can also pose a threat of talent shift in Delhi to other states.

To ensure safety of women, the survey observed that traffic police can play a major role in providing safety to the women in Delhi. Traffic police can inculcate safety culture through regular road safety audits, identification of unsafe and incident prone zones in Delhi and formulating a framework accordingly.

Further, majority of respondents opined that Delhi police should be pro active in taking immediate action in emergency in order to check anti social elements.

The survey also observed that there is an immediate need to sensitize the public by means of awareness campaigns and imparting moral education in schools to both male and female students. Women safety can also be enforced by providing self-defense

training to women and encouraging them to be strong and seek redress for their concerns.

A large share of respondents opined that fast tracking courts to address victims' problems and ensuring safer public transport provisions are a very important step towards women's safety in the national capital.

As per the survey lack of sufficient and well functioning public services such as street lights, public toilets have also exposed women to unsafe environment in Delhi as many parts of the city suffers with inadequate public services which contributes to the fear of violence in public spaces. Further women respondents opined that these conditions are likely to affect working women severely while commuting to their workplaces.

6. Conclusions and suggestions

Over the years, women have marked an increased contribution in almost every aspect of society. Women have become equal participants in many respects in all levels of society. Progress in Delhi has attributed to the significant contribution of women which has led to income generation and greater sense of fulfillment among women who are residing in the city. However, recent untoward incidents against women in Delhi have raised safety issues in the city which may have an adverse impact on the employment scenario in the coming times.

In view of the growing concerns of women's safety in Delhi a survey was conducted to study the perception of working women, female students and female job aspirants on safety issues in Delhi and their willingness to work in Delhi and its issues and challenges. The size of the survey pertains to 37% of women respondents being post graduate followed by 30% graduates, 19% senior secondary and 12% high school passed. While a very small proportion of survey respondents (2%) holds PhD degree. The large share of survey respondents have high level of education which indicates high growth prospects of women in the national capital going ahead in terms of employment.

A large share of survey respondents (38%) mentioned that they possess work experience of more than 10 years, followed by 27% of them carrying work experience of in the range of 2-5 years. While 21% of survey women respondents holds work experience of nearly 5-10 years and about 14% responded that they possess work experience of less than 2 years.

Our survey revealed that majority of women respondents (43%) are working in the private sector and they felt that the sector offers better growth prospects and challenging roles. While 21% of survey respondents are engaged in public sector and

opined that the sector offers job security and privileges, stability and satisfaction. Around 15% women respondents are running their own business as they favor ease of working as per their own terms and conditions and about 13% of women respondents are seeking employment opportunities in the city. As per the survey, women working in unorganized sectors are more prone to unsafe environment and hence there is a need to uplift women workers at grassroot level. The survey suggested that government can run campaigns in collaboration with NGOs and other organizations to spread awareness, education and keeping a check of safety situation of women workers.

In light of the recent incidents which took place in Delhi, around 43% of the outside working women respondents unanimously felt that they are looking for a job out of Delhi in other safe places preferably in cities nearby their native towns as Delhi has become unsafe for women. They are ready to compromise on their earnings for the safety.

The survey exhibits that women plays a critical role in the socio economic development of the city as a large share of survey women respondents (76%) are found to be the supplementary income earners which are significantly contributing the financial support to their families, while remaining 24% survey participants found to be the chief earners of their families.

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The survey revealed that 32% of the women respondents have to cover a large distance of more than 20 kms daily in order to reach their respective destinations followed by 30% women respondents cover nearly 10-15 kms daily to reach their destinations. About 27% of them cover a distance of about 15-20 kms while a small proportion of women survey respondents (3%) covers a distance of less than 2 kms to reach to their respective destinations. As per the survey, majority of the women respondents have to travel long distances to reach their respective destinations which makes them vulnerable and raises concerns for rising crime against women in Delhi.

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Unanimously almost all the survey respondents felt that women are exposed to unsafe environment in Delhi. It exhibits that recent incidents against women in the national capital has adversely impacted the sentiment of working women. Our survey revealed that women from other parts of the country are discouraged from moving to Delhi for education and employment opportunities owing to the rising numbers of crimes against women. The recent incidents have caused women to become more careful of living in the national capital. As per the survey, women safety being a major challenge will have an adverse impact on economic growth of Delhi, as organizations may face acute shortage of manpower efficiency in case working women would shift to their native places, going ahead. This can also pose a threat of talent shift in Delhi to other states.

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The survey also observed that there is an immediate need to sensitize the public by means of awareness campaigns and imparting moral education in schools to both male

and female students. Women safety can also be enforced by providing self-defense training to women and encouraging them to be strong and seek redress for their concerns. A large share of respondents opined that fast tracking courts to address victims' problems and ensuring safer public transport provisions are a very important step towards women's safety in the national capital.

As per the survey lack of sufficient and well functioning public services such as street lights, public toilets have also exposed women to unsafe environment in Delhi as many parts of the city suffers with inadequate public services which contributes to the fear of violence in public spaces. Further women respondents opined that these conditions are likely to affect working women severely while commuting to their workplaces. Hence, going ahead there is a need that government as well as organizations should adopt some effective measures to ensure safety and security of women in Delhi going ahead. Stringent efforts should be enforced by the government in terms of widespread measures of women's safety, awareness campaigns among public, self-defense programs for women.

Labor protection should be strengthen in unorganized sectors in a manner that pays special attention to the needs of women workers and by delineating more powers to women workers so that they feel comfortable to put forward their concerns in this regard. Further, police should also be sensitized to address their issues, going forward. All these steps would help to ensure safety and security of women in Delhi thereby providing better environment to work and contribute to socio-economic development of the nation.

There is a need to lay emphasis on timely implementation of law and order, efficient women helpline system and increasing women police in Delhi. There is also an urgent need for effective regulation and enforcement of stringent laws in Delhi to control the incidents of women abuse. Most of the women respondents affirmed that formation of new and accessible women's cells in each police station or police posts is an urgent need among working women and women students residing in Delhi.

Majority of the survey respondents also believed that pro-active efforts are required on the part of employers to ensure that women reach their homes safely. Organisations should ensure the easy availability of safe transportation to the women employees in Delhi. There should be increased number of office cabs or buses in Delhi so as to provide safety to women employees. Respondents opined that organisations can facilitate women employees by point to point service by escorting them to the nearest metro station in case of late sittings so as to avoid any mishap while reaching the metro station.

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Going ahead, there is a need to improve the safety measures for women in Delhi for which determined efforts are required on the part of the government as well as citizens. There is a need to create a conducive environment so as to encourage women so that no incident of crime goes unreported, but at the same time these complaints should be acted upon immediately and they should be made time bound. Women's helpline started by the Delhi Police in order to bring such crimes and criminals under check, should be made more efficient and fast. The police should also implement a mechanism to examine unaddressed complaints so that they can fast track the desired action that needs to be taken.



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PHD Research Bureau

PHD Research Bureau; the research arm of the PHD Chamber of Commerce and Industry was constituted in 2010 with the objective to review the economic situation and policy developments at sub-national, national and international levels and comment on them in order to update the members from time to time, to present suitable memoranda to the government as and when required, to prepare State Profiles and to conduct thematic research studies on various socio-economic and business developments.

The Research Bureau has been instrumental in forecasting various lead economic indicators national and sub-national. Many of its research reports have been widely covered by media and leading business newspapers.

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Studies undertaken by PHD Research Bureau

A: Thematic research reports

1. Comparative study on power situation in Northern and Central states of India (September 2011)
2. Economic Analysis of States: A Study of Northern & Central States of India (October 2011)
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4. Budget 2012-13: Move Towards Consolidation (March 2012)
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6. The Indian Direct Selling Industry Annual Survey 2010-11: Expanding Horizons (May 2012)
7. Global Economic Challenges: Implications for India (May 2012)
8. India Agronomics: An Agriculture Economy Update (August 2012)
9. Reforms to Push Growth on High Road (September 2012)
10. The Indian Direct Selling Industry Annual Survey 2011-12: Beating Slowdown (March 2013)
11. Budget 2013-14: Moving on reforms (March 2013)
12. India- Africa Promise Diverse Opportunities (November 2013)
13. India- Africa Promise Diverse Opportunities: Suggestions Report (November 2013)
14. Annual survey of Indian Direct Selling Industry-2012-13 (December 2013)
15. Imperatives for Double Digit Growth (December 2013)

B: State profiles

16. Rajasthan: The State Profile (April 2011)
17. Uttarakhand: The State Profile (June 2011)
18. Punjab : The State Profile (November 2011)
19. J&K: The State Profile (December 2011)
20. Uttar Pradesh: The State Profile (December 2011)
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26. Punjab : The State Profile (February 2014)



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Notes