

**THE SAFE
PLACES TO
WORK SURVEY
2019**

REPORT





Message from the CEO

As women enter the workforce in larger numbers, their safety at the workplace, always a matter of concern, has acquired greater urgency, especially in recent times. Sexual Harassment at the workplace is a widespread problem not just in India, but globally. There is a huge culture of silence around Sexual Harassment. While several organizations have taken measures towards ensuring the physical safety of their women employees, such as providing safe transportation, flexible working hours, etc., there is still much work to be done in providing a safe and secure environment at the workplace. With the enactment of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”), we have observed significant activity among corporates to put in place measures to comply with the POSH Act.

Given how sensitive the issue of Sexual Harassment is and the reluctance on part of women to speak up, we at Rainmaker, have decided to take the first step towards understanding how safe women really feel at their workplace. The Safe Places to Work Survey was thus designed and conceptualized with the objective of understanding the safety quotient at the workplace. The survey structure ensured absolute anonymity for the participants, thereby providing them the comfort and confidence to give candid feedback. The participating organization receives a customized report that consolidates all the responses and provides a holistic view of how safe women are feeling at their workplace. It is our hope and belief that this survey can be a catalyst in creating safer and more productive workplaces across India.



In India, there are multiple surveys that are designed to understand how great a workplace is, the facilities, growth opportunities and so on. Some even have a segment on Sexual Harassment. However, they aren't exclusively for women employees and given the higher percentage of male employees, this data typically gets skewed or drowned in all the other data. We, therefore decided that it was time, to design a survey, exclusively for women employees and to understand a woman's perspective on workplace safety – ***safety from Sexual Harassment***. A safe workplace is a basic pre-requisite to being fully productive, engaged and happy at the workplace.

We are proud to have pioneered this and are pleased that the survey garnered responses from **5682 women** across 50+ organizations. The survey results identified 12 organizations that have received a resounding vote of confidence from their women employees, on multiple parameters (described in greater detail in our section titled *Methodology*) and hence certified to be a Safe Place to Work. The objective of the survey was to bring out a Top 10 list, however, a few organizations ended up with the same score and hence we decided to certify all the organizations that met the eligibility criteria. While this is an occasion to celebrate the good work done by the 12 organizations, we want to express our gratitude towards the participating organizations that didn't make the list. The survey was made possible because of your participation. Each of you, have received a customized report highlighting areas that require your attention, in order to create a safer workplace for women. Please review this report and we request you to take steps to ensure that your organization is a Safe Place to Work.



Do note that we had a requirement that at least 50 women employees take the survey, in order to be eligible to make the Top 10 list. If you are an organization with less than 50 employees but have received a score of 55+ out of 60, you have done well. Focus areas, if any, will be highlighted in your customized report and feel free to speak to a Rainmaker representative if you require any assistance.

Our congratulations to the winners and all participating organizations. We look forward to your participation in the Safe Places to Work Survey, 2020.

Lastly and most importantly, we want to thank, each one of the 5682 women who took time out to participate in the survey. You are the real winners and your voice has been heard - loud and clear. We request that you continue to participate, every year so that you will continue to be heard and steps are taken to create safer workplaces.

Antony Alex
CEO
Rainmaker Online Training Solutions



Survey Brief

Aim

To evaluate organizations in India, on the degree of safety & inclusiveness they provide their female employees. The survey covered organizations of different sectors, geographies and sizes.

Need

While there have been legislations enacted to tackle this issue such as the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, change has been slow. According to the GoI, there has been a 54% increase in the number of Sexual Harassment cases reported between 2014 and 2017 – around 2 cases reported every day in the country.



Outcome

The survey provides information on the prevalence of Sexual Harassment across various organizations. This data provided insights into the forms of Sexual Harassment that women typically face, as well as the level of awareness and trust in the organization to handle complaints that have been reported.

Disclaimer:

This survey report is based on the data received and collected as of October 31, 2019. The opinions shared are purely based on our interpretation of the available data and does not constitute a legal opinion. In some of the graphs, the totals do not add up to 100% as these questions allowed participants to tick multiple choices as well as a choice of not responding.



Methodology

The survey was conducted online, which the employees from organizations accessed anonymously. Typically, an employee would've taken 5-10 minutes to complete the survey. It contained questions covering various aspects of organizational culture that ensure workplace safety. The survey was developed based on extensive research conducted on this subject in collaboration with independent subject matter experts (SMEs). It should be noted that these SMEs have discussed and approved the relevance of each question and also the scoring mechanism. This was done with the objective of ensuring an unbiased end result for the survey.

One (1) direct question was asked with the purpose of receiving information about perpetrators.

A total of 31 questions were asked in the survey.

22 questions (directly/indirectly) indicating some form of Sexual Harassment.

3 choices provided were 'Occasionally', 'Very Frequently' & 'Never'. Participants had the option to tick any one.



Verbal



Visual



Abuse of Power



Physical

5 direct (Yes/No) questions were asked to analyse the level of awareness about the PoSH Law.

3 direct (Yes/No) questions were asked to check whether participants Trust their Internal Committee.

'Superiors', 'Colleagues', 'Clients' and 'Others' were the options.



Overview

**Absolutely anonymous survey
conducted online.**

50+

Organisations were surveyed.

5682

Working women participated.

31

**Comprehensive questions
were asked.**

12

**Organisations were certified
as a "Safe Place to Work"
based on the overall score.**

Safe Places to Work - Certified*

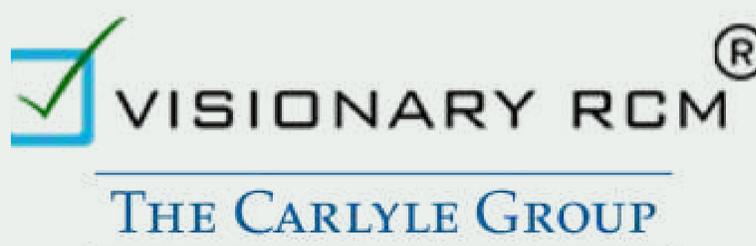
Organizations are listed alphabetically.



*Based on 2019 survey (scores) results.

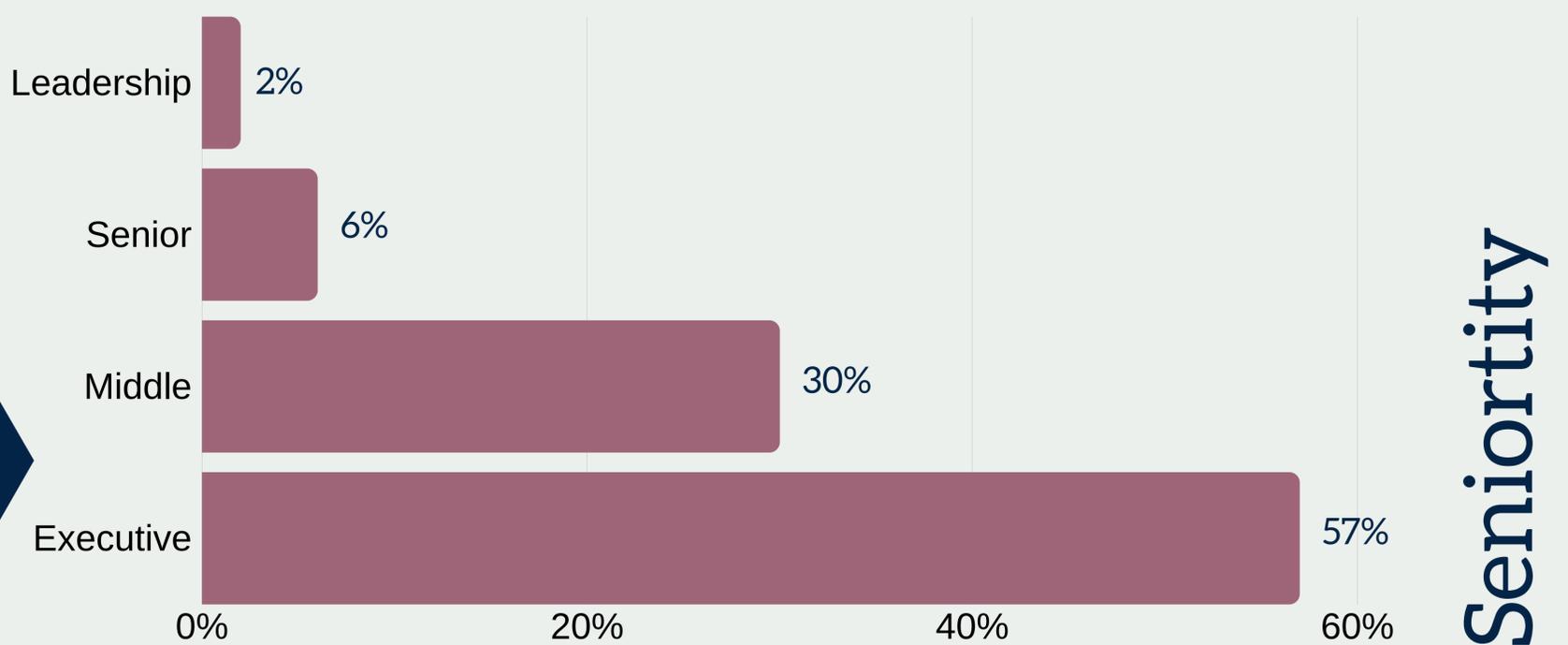
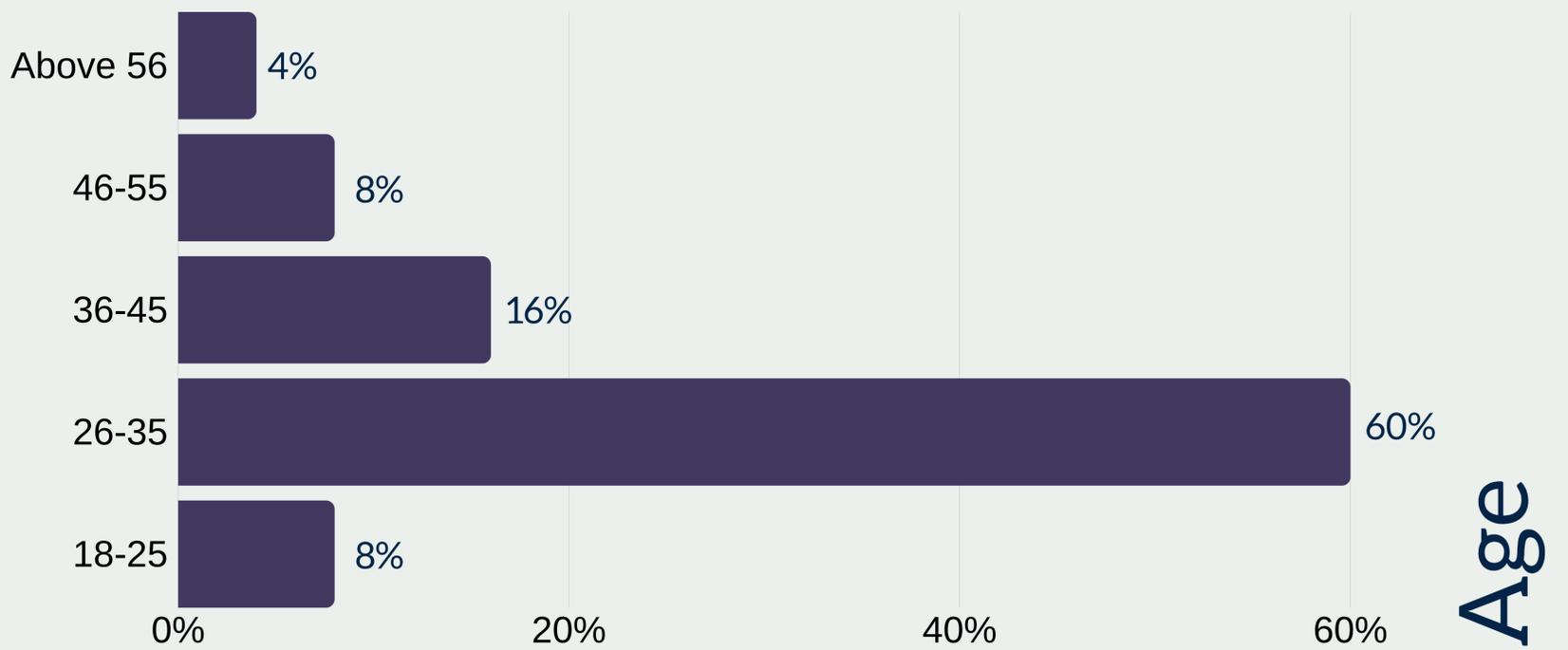
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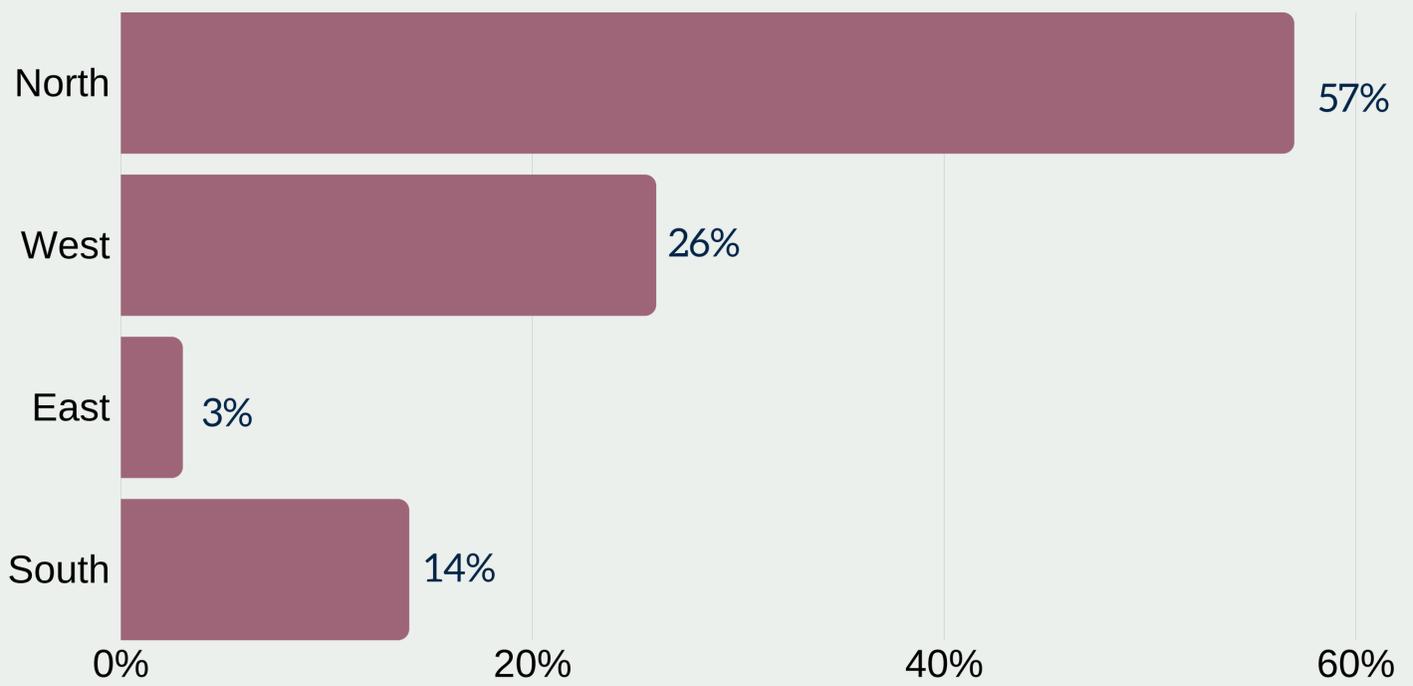


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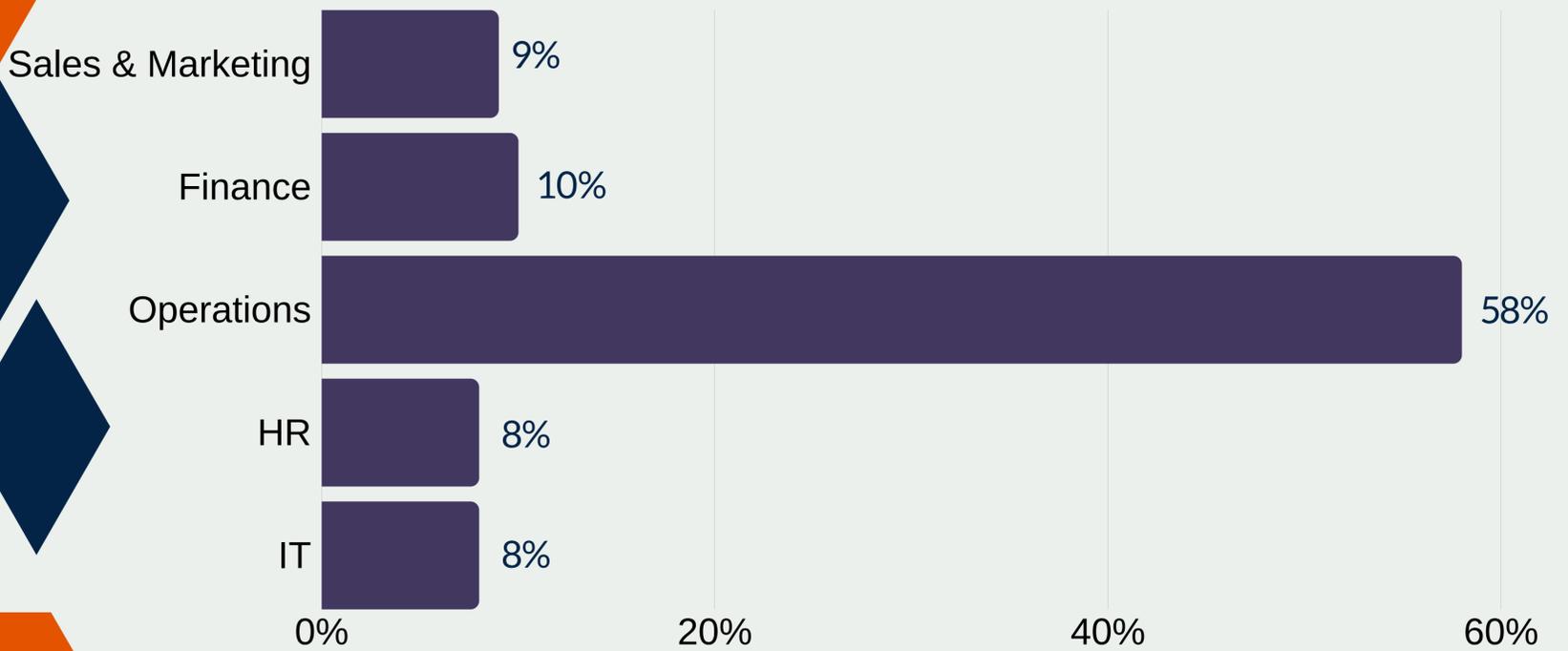
Participants Profile



Participants Profile



Region



Vertical



The Voice of
5682 Indian
Working
Women



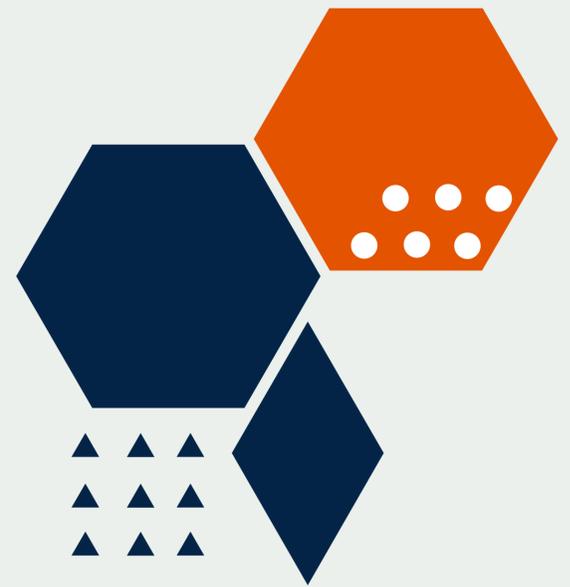
Sexual Harassment

27%

of participants claimed to have faced some form of Sexual Harassment.

EXPLANATION

1511 participants out of 5682 indicated that they had either been occasionally or frequently subjected to Sexual Harassment.



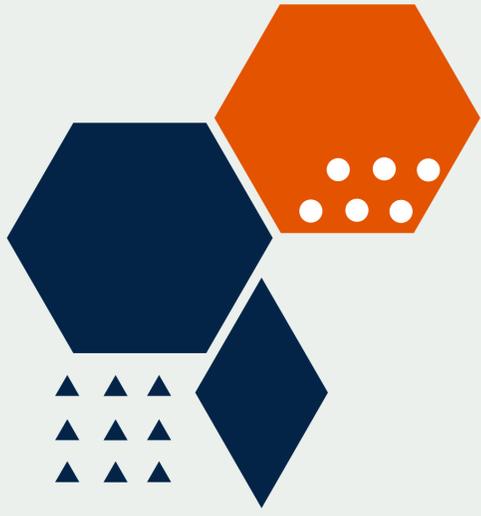
Very frequently



Occasionally



For a huge 87% of those harassed, incidents happen "occasionally" and for the remaining 13%, it happens "very frequently".

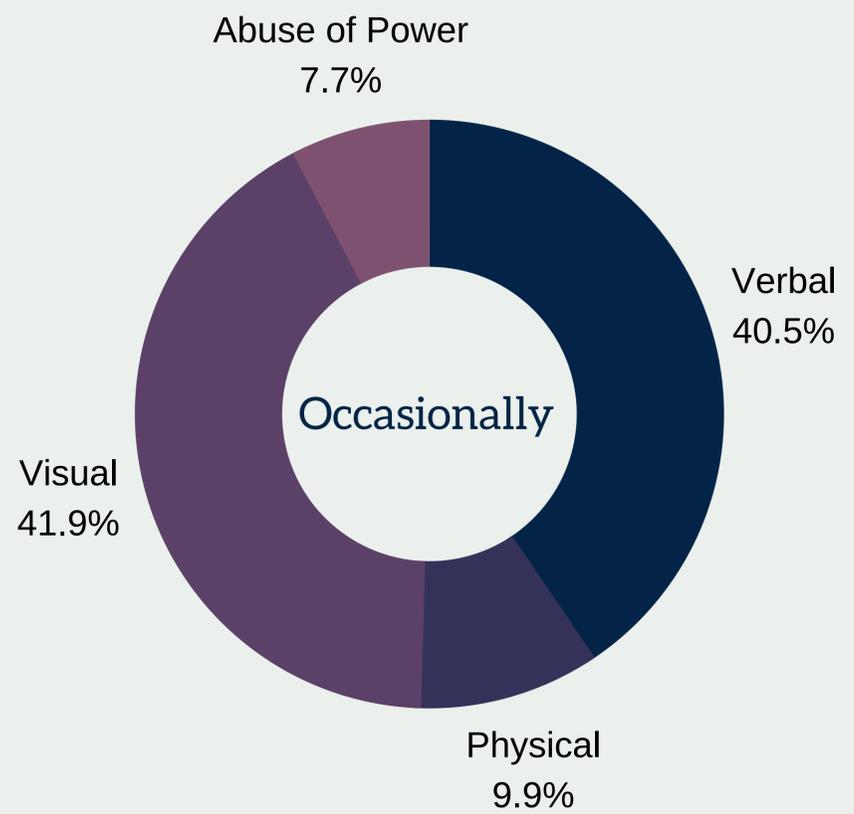


Forms of Sexual Harassment

Classifying the degree and context of Sexual Harassment.

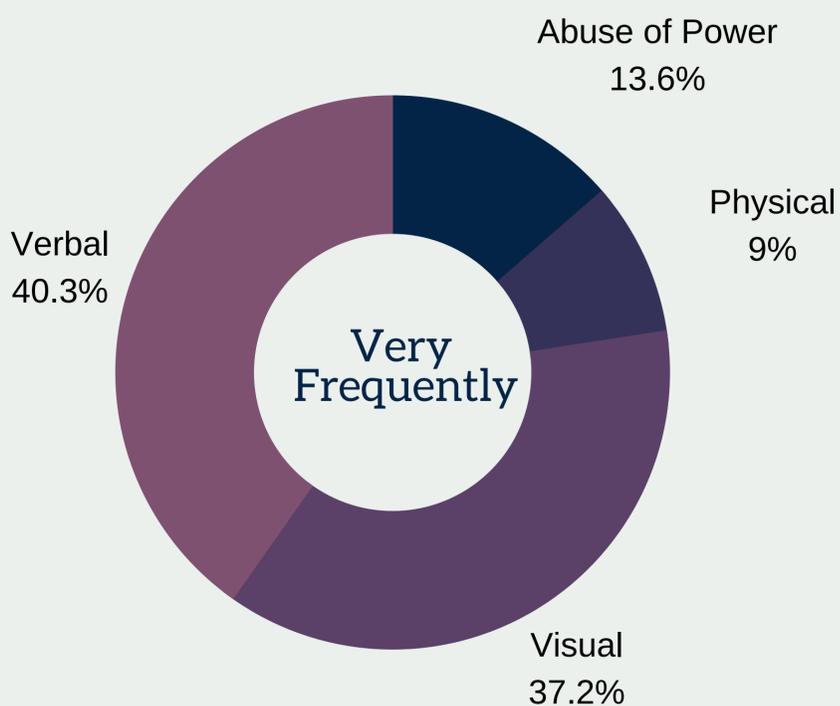
EXPERT SPEAK

Participants who have experienced Sexual Harassment on an occasional basis have rated "Visual" and "Verbal" as the most rampant forms of Sexual Harassment. This clearly indicates that women employees encounter a hostile work environment.



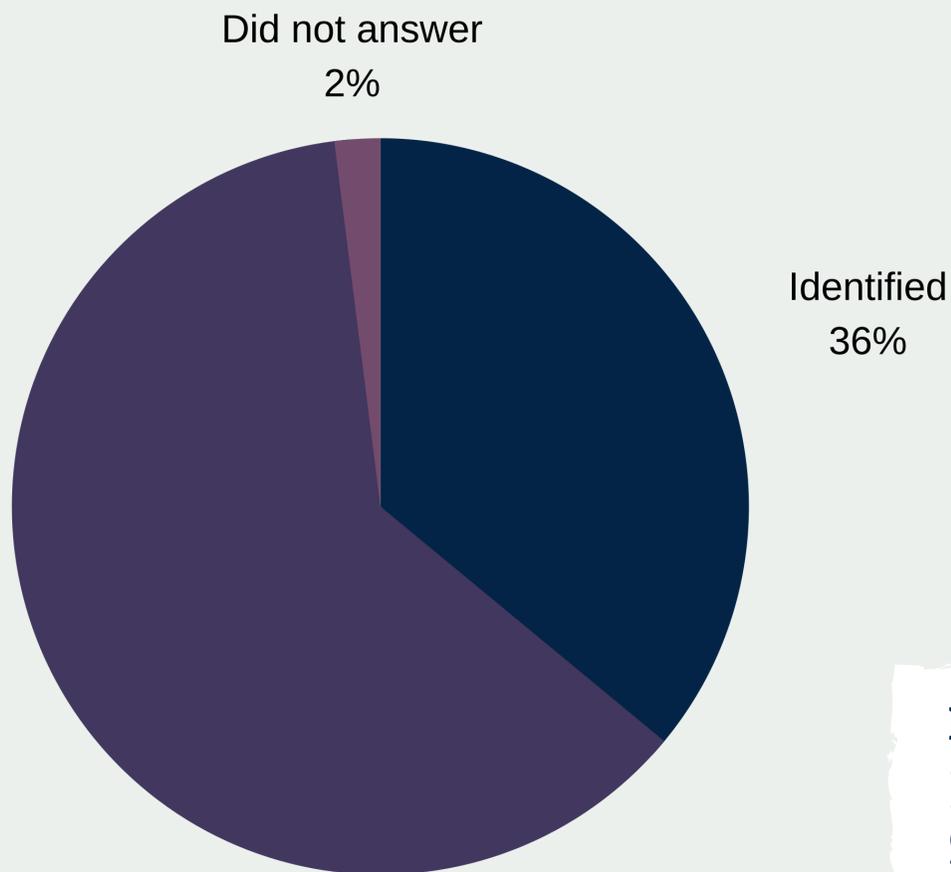
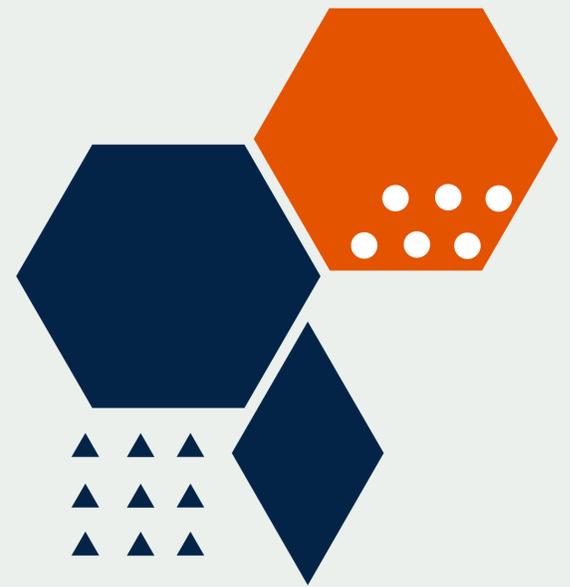
EXPERT SPEAK

Also, "Visual" and "Verbal" forms were rated as the most rampant even by participants who faced Sexual Harassment on a frequent basis. A hostile work environment seems to be the biggest threat. However, instances of harassment under "Abuse of Power" (by a manager or supervisor) have nearly doubled among participants facing frequent harassment. The dynamics of power play is clearly visible at workplaces.



Harassers

As identified by the participants.



EXPERT SPEAK

Even anonymity could not break the barrier of identifying the harasser for 62% of the victims.

Those who identified, said, the harasser was

17% SUPERIOR

12% COLLEAGUE

5% CLIENT

2% OTHERS

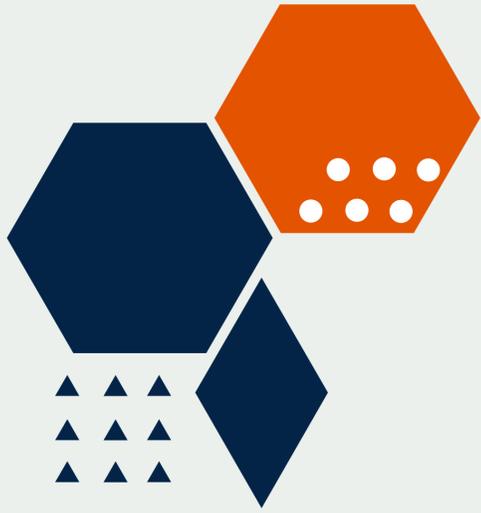


VICTIM

To understand the demographics of victims of workplace Sexual Harassment, we have classified them into categories based on **age, seniority level, department/vertical, marital status and city.**

While one group may experience workplace Sexual Harassment more frequently than others, it still affects a large section of the population.





Age Group

Participants who said 'Yes' to some form of Sexual Harassment analyzed within each age group.

OBSERVATION

15% of the participants in the age group above 56 have mentioned that they faced Sexual Harassment.

INSIGHT

Sexual Harassment in group 26-35 is 36% more than in 46-55.

In [18-25]

27%
said yes

In [26-35]

30%
said yes

This is largely due to two reasons - the age group between 26-35 is seen as most vulnerable in the organization and the fact that there is little being done to create awareness for employees belonging to this group.

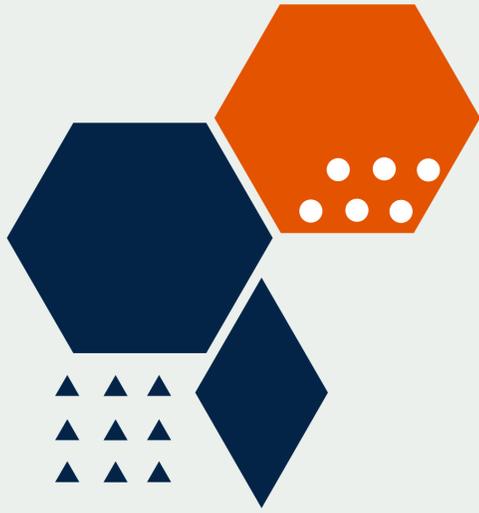
24%
said yes

In [36-45]

22%
said yes

In [46-55]





Seniority

Participants who said 'Yes' to some form of Sexual Harassment analyzed within each seniority group.

EXPERT SPEAK

A thought-provoking data point - contrary to popular belief, senior management experiences Sexual Harassment more often than anyone else in the organization.

Executive / Junior

25%
said yes

Mid Management

31%
said yes

35%
said yes

Senior Management

22%
said yes

Leadership

Does this mean that the age group 26-35 has not been truthful, fearing victimization and retaliation?

Does the senior management face Sexual Harassment from the leadership team?

Vertical

Participants who said 'Yes' to some form of Sexual Harassment analysed based on the vertical they work in.



Operations



Sales & Marketing



IT



HR



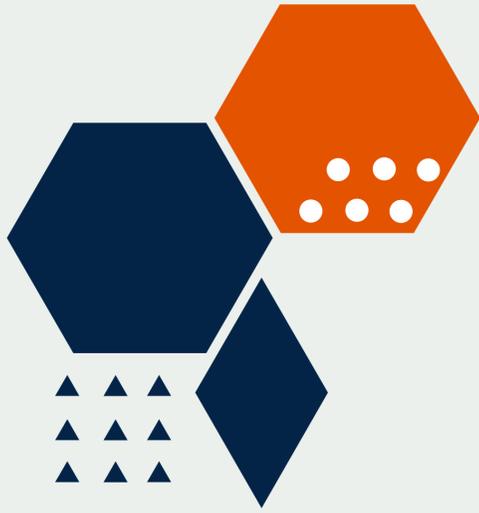
Finance

EXPERT SPEAK

These data points clearly indicate that Sexual Harassment is department agnostic.

Irrespective of the department, women across the board, remain vulnerable to Sexual Harassment.



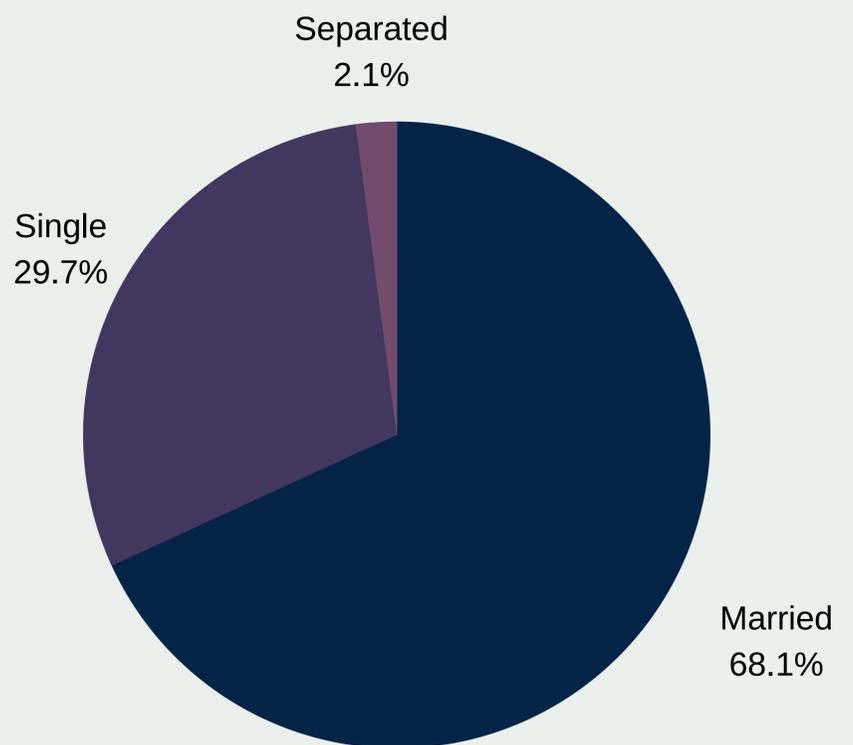


Marital Status

Participants who said 'Yes' to some form of Sexual Harassment analysed based on their marital status.

OBSERVATION

Single women are 30% more likely to get harassed than married women.



Participants Profile



Married



Single



Separated

EXPERT SPEAK

Not surprisingly, women employees who are separated are most vulnerable to Sexual Harassment, with single women coming a close 2nd. This speaks volumes of how harassers profile women based on their relationship status.

Region

Participants who said 'Yes' to some form of Sexual Harassment analysed based on their region.

North

33%

said yes

West

22%

said yes

East

32%

said yes

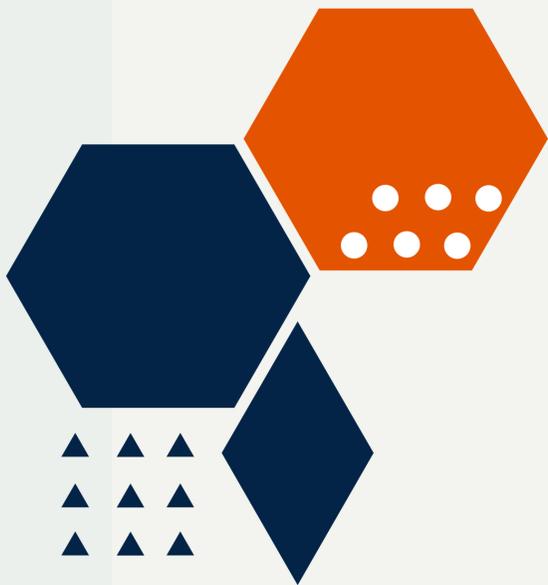
South

25%

said yes

EXPERT SPEAK

Participants belonging to the North & East regions experience more incidents of Sexual Harassment than any other region while the West region reported the least.



Awareness is a key ingredient to safety.

If you are, spread it.
If not, seek it.



Awareness Level



Across all participants

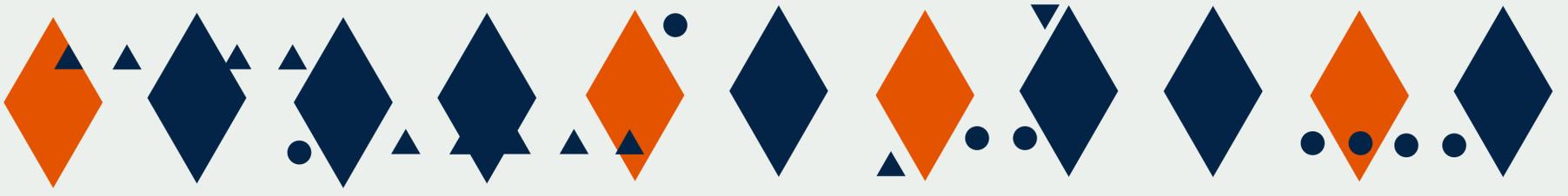
Among women who faced Sexual Harassment



EXPERT SPEAK

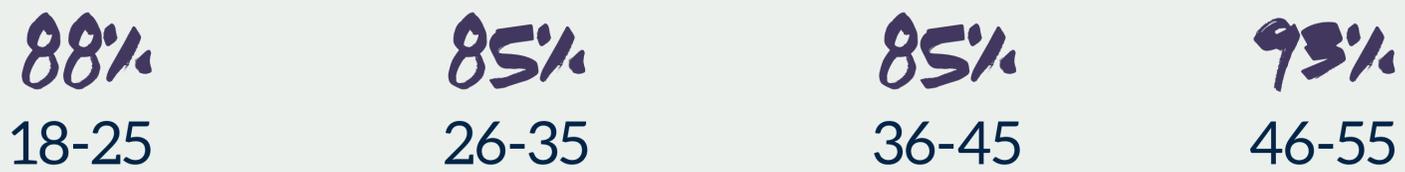
While 86% of women participants are aware of the PoSH Law, the number dropped to 75% when the same question was asked to participants who faced Sexual Harassment. This may suggest that while there is awareness, organizations should do more to create an ecosystem of trust, guidance & support.





Awareness Demographics

Age group



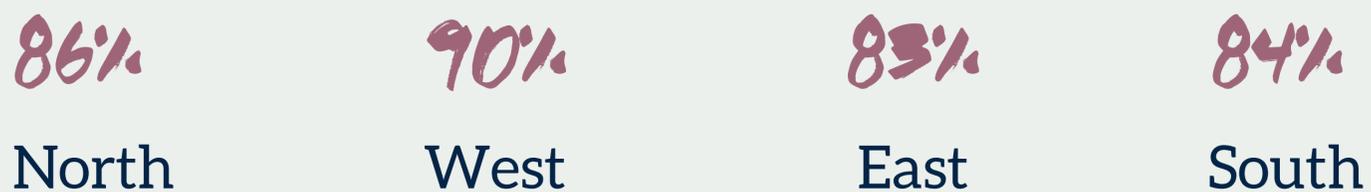
Seniority



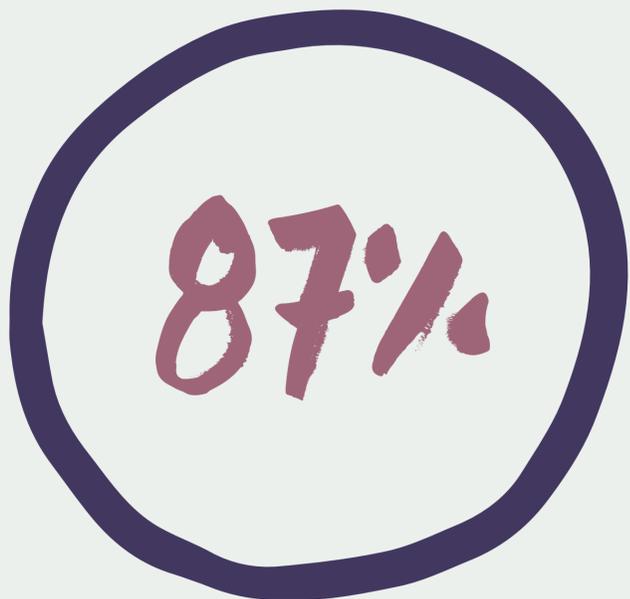
Vertical



Region



Trust Level



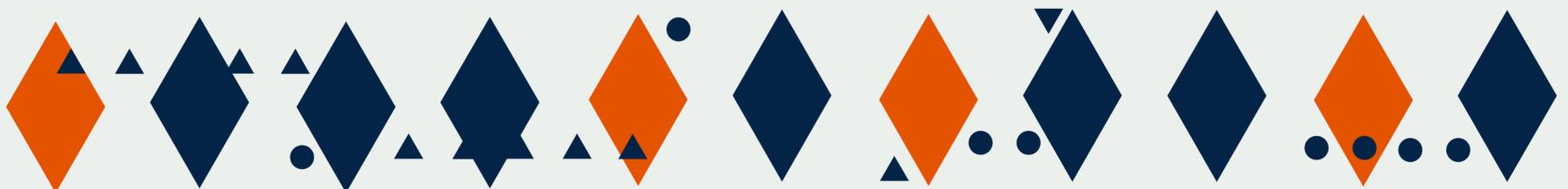
Across all participants

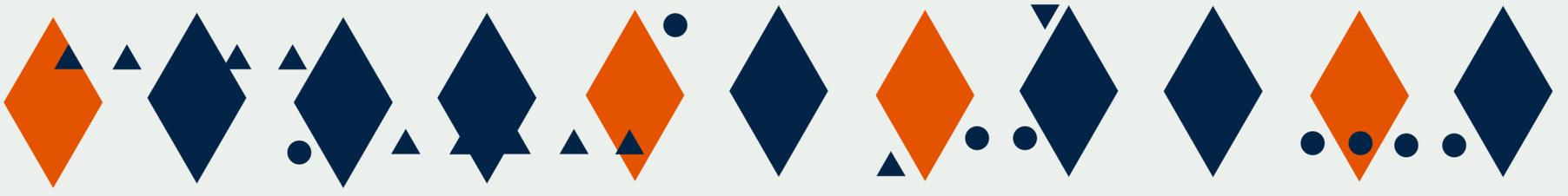
Among women who faced Sexual Harassment



EXPERT SPEAK

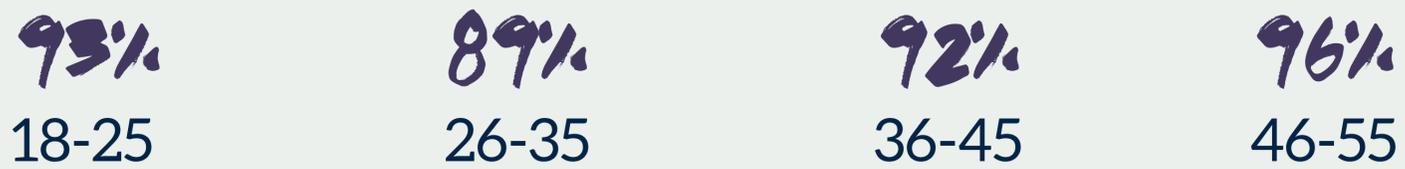
While awareness levels amongst the participants is high, there is a significant drop in the trust levels amongst participants who have faced Sexual Harassment. There seems to be a trust deficit towards the way cases of Sexual Harassment have been managed by the organization or the IC.





Trust Demographics

Age group



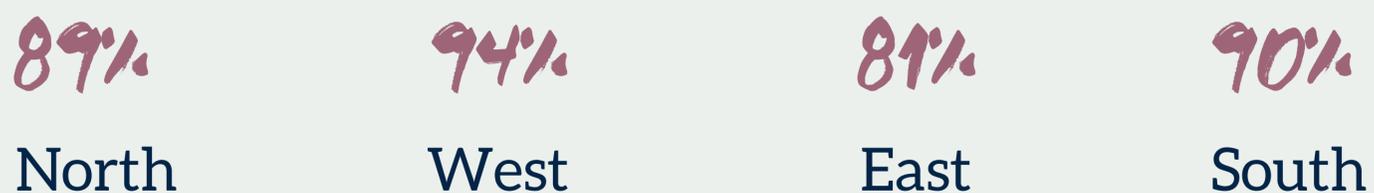
Seniority



Vertical



Region



“

Employees in the '*Middle Management*' who are usually in the age group 26-35:

- > are LEAST AWARE of their rights
- > have the LEAST TRUST in the organization
- > have a HIGHER rate of harassment at 31%

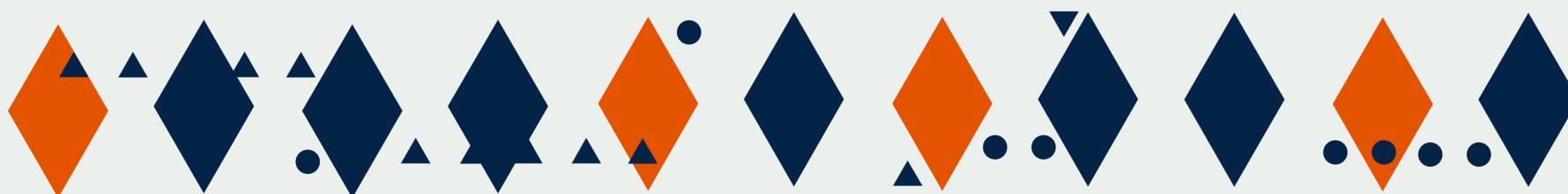
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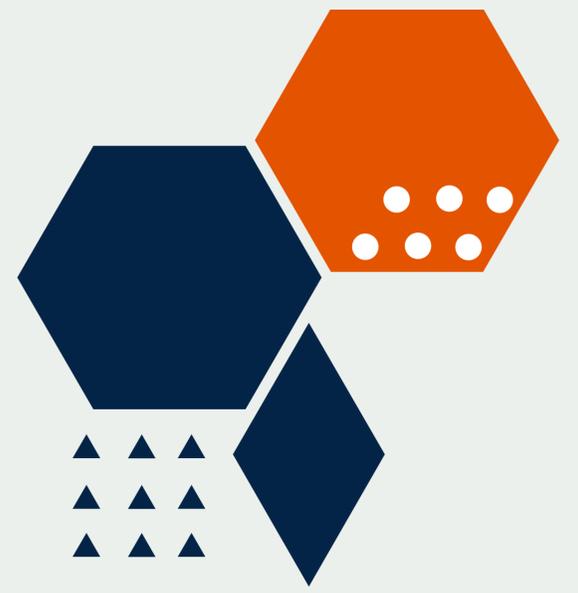
Employees in the '*Finance*' departments:

- > are LEAST AWARE of their rights
- > have the LEAST TRUST in the organization
- > have the HIGHEST rate of harassment at 31%

”



Expert Panel



DR. HELEN JOSEPH

She started her career as a Programme Coordinator of the National Service Scheme Unit of the University of Mumbai. Currently, Dr. Joseph is President of AROEHAN and Chairperson of YUVA Urban Initiatives. She is an External Expert on several Medical Ethics committees and Member of the Internal Committee against Sexual Harassment of Women at Workplace for several banks and educational institutions.

Rainmaker is on a mission to develop engaging and interactive training modules to transform boring compliance training into an engaging and interesting learning experience.



VIVEK S PATWARDHAN

Vivek was the Head of HR for Asian Paints and its group companies including its international subsidiaries in 20 countries. He is also an avid blogger, and his HR blog-posts are extensively read and popular on the subject. He has also served as an Independent Director on the board of MSL Driveline Systems Ltd.



SANDHYA MENON

Sandhya has a master's degree in journalism from the Asian College of Journalism and is an independent journalist and writer. She has been at the frontline of India's #MeToo firestorm and has put massive efforts into amplifying the stories of women from all over India.

"Creating Safer
Workplaces Is A Motto
That All Of Us At
Rainmaker Live By"

THANK YOU





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'Safe Place to Work Survey' 2020

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