

rainmaker
creating ethical workplaces

presents

**SAFE PLACES TO
WORK SURVEY 2020**

powered by

FEMINA

XYZ Company

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With the introduction of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, popularly called the **PoSH Act**, in 2013, companies across India have taken concrete steps to provide **a safe and secure environment for women employees at the workplace**. For example, as noted in a study released in 2019, awareness about PoSH has risen as evidenced by a 28% increase in the number of sexual harassment complaints received by BSE 500 companies (1,453 in 2018-19 against 1,138 in 2017-18). On the other hand, 42% of these companies have reported no sexual harassment complaints since 2015-16. However, these statistics foreground the perspective of the organisation and only after the complaints have been registered. What's missing from the picture is the **perspective of women employees** not just in the domains of compliance and complaint redressal but also on the socio-cultural environment of these workplaces. It is with this objective that we, at Rainmaker, launched the **Safe Places To Work Survey** in 2019. **The survey evaluates organisations on the degree of safety and inclusiveness they promote for female employees as a response to PoSH**. The first survey conducted in 2019 garnered responses from 5682 working women from close to 50 organisations.

This was before the pandemic was declared. 2020 has proved to be a watershed moment in our collective histories globally, and has undeniably shifted the way we work, think of workplaces and build workplace relationships. The **Safe Places To Work Survey 2020** responds to the crisis by not only upholding our commitment to assessing PoSH compliances and nuances of workplace harassment, but

also extending the dialogue to the peculiarities of the **virtual workplace**. In our quest to create safer workplaces, we are proud to announce that **Femina** has come on board as our partner for this endeavour. The **Safe Places to Work Survey 2020 is powered by Femina**.

The principal aspects addressed in this survey include **levels of awareness about PoSH, the nature and forms of sexual harassment, office culture and support, and existing redressal mechanisms for complaints**. Moreover, the COVID-19 pandemic this year has warranted the consideration of the **unique implications of work from home (WFH)**. Thus, the survey also takes into account various kinds of harassment on virtual workspaces, technological misuse, and the resultant blurring of personal and professional boundaries among others. This year, the survey hopes to target **more than 100 companies** spanning different metros, sizes and sectors.

The online survey, which was developed based on extensive research and in consultation with an expert panel, was accessed anonymously by employees in the organisation. The final individual company reports are based on the analysis and scoring of responses from these participants. The reports serve as starting points for companies to **reflect and address highlighted areas of improvement**. A complete report with analysis of data from all participating companies will be released in the summer of 2021.

Rainmaker has collaborated with three experts from the field to provide valuable insights to the study.



Akshaya Vijayalakshmi

Akshaya Vijayalakshmi (Ph.D., Iowa State University) is an Assistant Professor in Marketing at the Indian Institute of Management, Ahmedabad (IIMA). She teaches and researches topics related to advertising, gender, and violence using multiple methods of investigation. Akshaya and her colleagues were involved in understanding the impact of sexual harassment on informal workers for the National Human Rights Commission, India. Her work is widely published in international peer-reviewed journals and press outlets.

Manisha Lath Gupta is a marketer, banker and entrepreneur. She has worked with organizations like Unilever, Colgate Palmolive, Axis Bank and Uber. She founded IndianArtCollectors/Mojarto in 2005 - an online portal for artists, galleries and collectors of Indian contemporary art. During her stint with Axis Bank, she headed the POSH committee for the bank. Manisha is an alumna of IIM Bangalore and holds a Masters degree in Biotechnology from Jawaharlal Nehru University, New Delhi.



Manisha Lath Gupta



Major Sonam Bakshi

Major Sonam Bakshi comes with twenty years of senior Human Capital experience across the Indian Army and leading MNCs in the IT and financial services sector. She was part of the founding team at Clix Capital (erstwhile GE capital) and is the chairperson of the POSH committee at Affle. Apart from holding multiple roles at WIPRO, she was also a part of their POSH committee. She has been an Ordnance officer in the Indian Army and served the nation for 7 years. She is a recipient of the NHRDN National Best White Paper on Gender Diversity at the Workplace in 2014.

● Scoring method

The survey has 33 questions in total. Of these, 20 questions have 5 options each, which have been prioritised for scoring for this report. The choices are scored on a scale of 0 to 4 with the most favourable being assigned a value of 4 and the least favourable option being assigned a value of 0.

● Individual score

Every individual respondent can have a score in the range of 0 to 80.

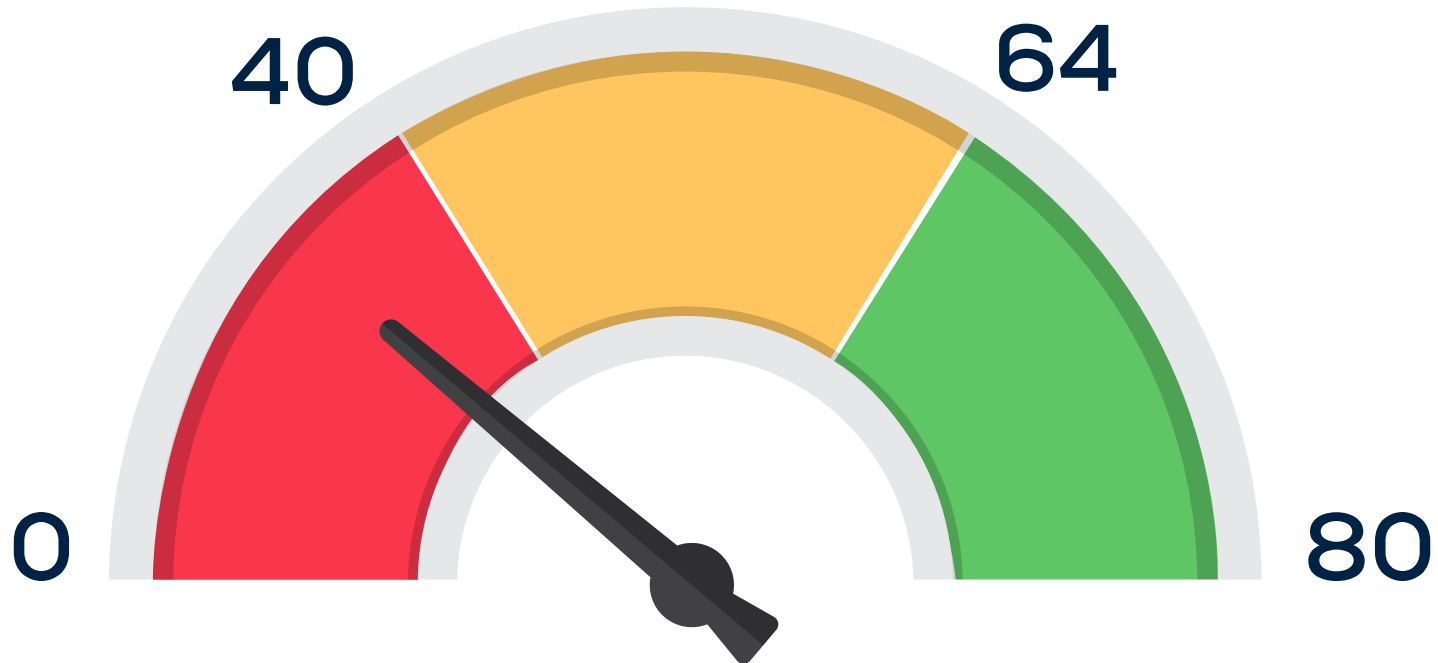
● Organisation score and implications

The average score for an organisation is calculated by taking the average of the respondents' individual scores. The maximum score an organisation can have is therefore 80.

Based on the score of the organisation it can fall into one of these three zones:

Min avg. score	Max avg. score	Zone
64	80	Green zone: the organisation is progressive and has a high score.
40	64	Yellow zone: the organisation has an average score and moderate changes are required.
0	40	Red zone: the organisation has a low score & major improvements are required.

- Representation of organisation score



- 0 - 40 (low score)
- 40 - 64 (average score)
- 64 - 80 (high score)

- **Score:** Value assigned to each of the answer choices available.
- **Responses:** Number of respondents choosing the option.

Average scores from all the respondents are calculated for each question based on the scores assigned to the option.

● *Example:*

Q7. I have been sexually propositioned at my workplace in exchange for a promotion or salary upgrade or under the threat of a negative career impact.

Answer Choices	Score	Responses	% Responses
Very Often	0	3	12%
Often	1	5	20%
Sometimes	2	6	24%
Rarely	3	6	24%
Never	4	5	20%
Total		25	

Average score = 55% (2.2/4)

The questions are ranked from 1 to 20 in ascending order based on their average scores. The question with the least average score will have Priority 1. This is the question the organisation scored poorly in and needs to be addressed for improvement. For example, in the table below, **Q22**. has the least score and therefore has the highest priority. Questions with the same average score will have the same priority.

Question	Average score	Priority
Q22. I have been recorded or subjected to screenshot capture during the virtual calls without my explicit consent and knowledge, making me feel uncomfortable.	22.51%	1
Q21. I have been subjected to jokes/remarks with sexual innuendo/overtone during a virtual meeting.	48.16%	2
Q8. I have been subjected to defamation or unwanted gossip behind my back at the workplace for rejecting sexual advances.	48.16%	2

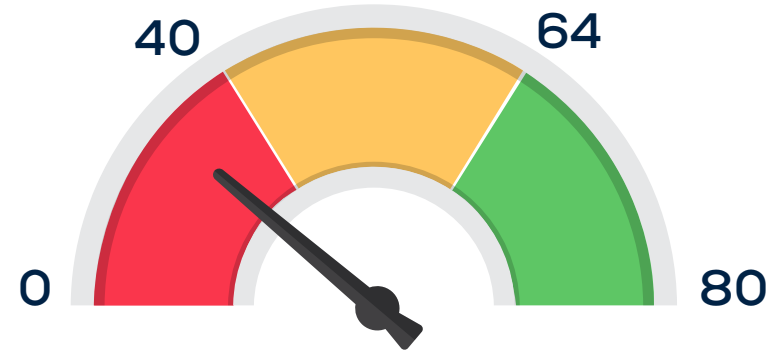
Question	Average score	Priority
Q7. I have been sexually propositioned at my workplace in exchange for a promotion or salary upgrade or under the threat of a negative career impact.	55%	4
Q9. I have been asked intrusive questions about my personal life at my workplace with an intention to get uncomfortably close to me.	55%	4
Q16. My organisation has a secure and private platform for virtual calls and meetings. I feel safe using this platform. (E.g. Microsoft Teams, Zoom, Skype for Business, GSuite)	60%	6

Tip: Address issues in the order of the question's priority to make your organisation a safe place to work.

Among the 33 questions in the survey, 13 questions do not have any associated score. The reasons are explained below:

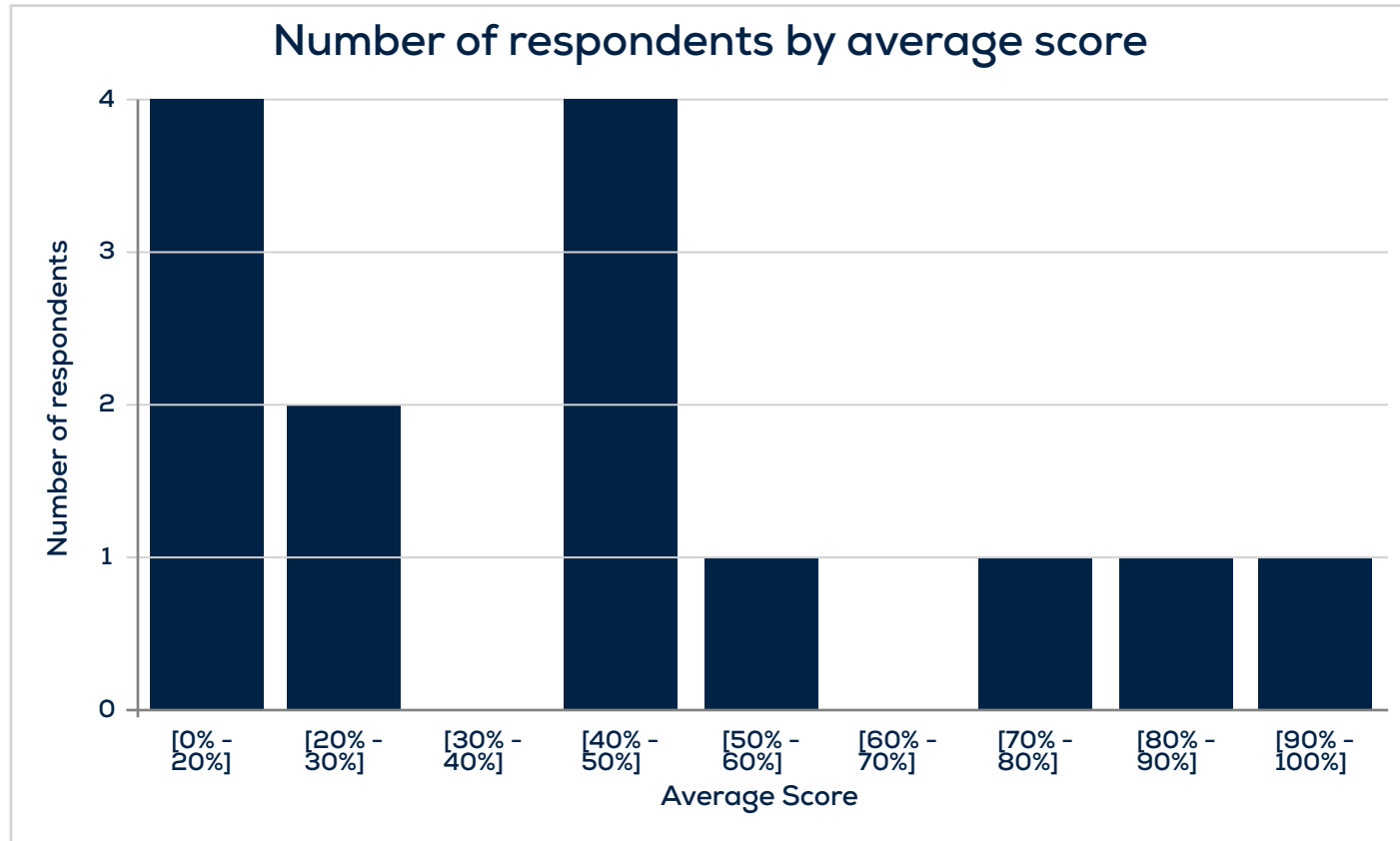
1. **Q2, Q5** and **Q23**: The responses to the above questions are not ordered responses therefore they are not assigned scores on the 0 to 4 scale.
2. **Q24** and **Q25**: The answer to question 24 cannot be scored since the absence of reporting does not mean absence of harassment and the reporting of an incident can still not be assigned a high/low score. **Q25** is dependent on **Q24** so that's not scored either.
3. **Q26**: This is an open ended question and therefore not scored. It helps us understand any other aspects that the respondents deem important. The individual reports do not contain this information as this will be treated only at the macro-level for a final report.
4. **Q27 - Q33**: These questions pertain to the demographics of the respondents. These help us glean important insights about the nature of the respondents vis-a-vis the scored questions.

Your average score is
34/80 i.e. 43%



● Score explanation

Your organisation has received an average score between **0-40** and is in the **Red Zone**. This means that your workplace is not sufficiently equipped to protect and ensure the safety of women. A low score implies that the organisation has not executed most measures that address the key areas of investigation of this survey: sexual harassment at the workplace, POSH compliance by the organisation, and harassment in the new normal, i.e. virtual harassment. Many procedures that ensure compliance with prevention of sexual harassment are either absent or need urgent attention. The nature of the issue at hand is such that subjectivity and nuance needs to be included in any reassessment and re-evaluation of existing policies, measures and complaints. In that vein, your organisation needs to undertake critical steps to start progressing in a positive manner. You must especially take into account areas identified as **'priorities'** below, in order to implement and strengthen preventive measures that impact work culture, awareness initiatives and mitigation of future risks.



● Priority areas and detailed report

This section outlines the ranking of questions and priority areas for your organisation. Detailed responses received for each question have been attached at the end of the report.

Question	Average score	Priority
Q5. I have been sexually propositioned at my workplace in exchange for a promotion or salary upgrade or under the threat of a negative career impact.	25.00%	1
Q9. I have been subjected to unwanted looks or stares at the workplace.	33.00%	2
Q15. I have been subjected to sexual comments on my physical appearance or body during a virtual meeting.	36.00%	3
Q10. I have been subjected to unnecessary comments on my appearance/make-up/the way I dress at my workplace, making me feel uncomfortable.	37.00%	4

Question	Average score	Priority
Q8. I have been subjected to sexually coloured remarks, jokes, or comments at my workplace.	39.00%	5
Q4. I feel vulnerable to work late hours at the workplace for fear of being sexually harassed while being alone.	41.00%	6
Q19. I have been subjected to jokes/remarks with sexual innuendo/overtone during a virtual meeting.	43.00%	7
Q18. I have received unwanted messages at untimely hours by my boss/colleague/subordinate/client.	44.00%	8
Q16. I have been subjected to unwanted messages/comments by my boss/colleague/subordinate/client on digital platforms.	45.00%	9

Question	Average score	Priority
Q13. I have been addressed by inappropriate words synonymous with darling/sweetheart/babe at my workplace, making me feel uncomfortable.	45.00%	10
Q12. I have been subjected to unwanted touch or obscene physical gestures at my workplace, making me feel vulnerable or unsafe	46.00%	11
Q11. I have been subjected to repeated unwanted sexual advances at my workplace even when I have expressed disinterest, making me feel uncomfortable.	48.00%	12
Q7. I have been asked intrusive questions about my personal life at my workplace with an intention to get uncomfortably close to me.	49.00%	13
Q20. I have been recorded or subjected to screenshot capture during the virtual calls without my explicit consent and knowledge, making me feel uncomfortable.	53.00%	14

Question	Average score	Priority
Q17. I have been subjected to indecent exposure during a virtual meeting.	53.00%	15
Q6. I have been subjected to defamation or unwanted gossip behind my back at the workplace for rejecting sexual advances.	55.00%	16
Q3. I trust the system at my workplace to allow me to raise my concerns without putting my career at risk.	70.00%	17
Q14. My organisation has a secure and private platform for virtual calls and meetings. I feel safe using this platform. (E.g. Microsoft Teams, Zoom, Skype for Business, GSuite)	72.00%	18
Q2. I am aware of the Internal Committee at my workplace, which addresses complaints related to sexual harassment.	81.00%	19
Q1. My organisation conducts online training sessions or in-person workshops to raise awareness about the POSH Act for all employees on an annual basis.	84.00%	20



ANTONY J. ALEX

Thank you for your organisation's participation in the **Safe Places to Work Survey 2020, powered by Femina**. We, at Rainmaker, remain committed to creating safe workplaces for women employees and providing them a secure space to share candid feedback, within **the absolute anonymity of the Survey**. With the backdrop of the pandemic, the **Work From Home (WFH) or the Work From Anywhere (WFA)** options may well become the new normal for many organisations. Hence, to particularly understand how safe women felt during this period, we adapted the Survey to also **focus on virtual forms of sexual harassment**.

The feedback from your employees is provided in this report – it is my earnest hope that this information is helpful to you in **understanding the challenges your female employees may have faced** and provides you with an opportunity to further **improve your policies, systems and processes**. Should you require any help in interpreting the data, please don't hesitate to contact us – our experts are on standby to assist you.

Thank you.

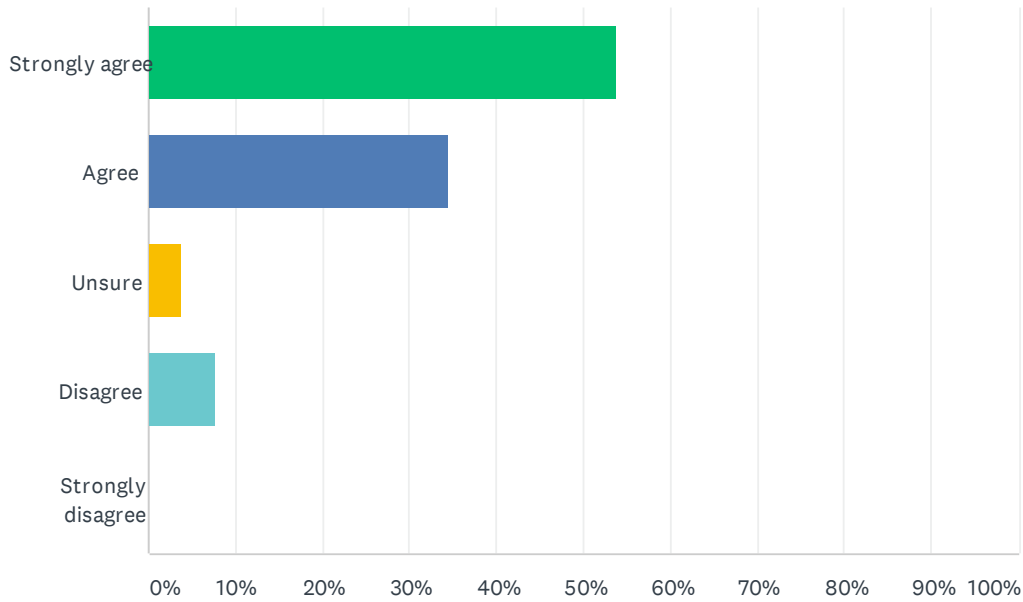
Email : info@rainmaker.co.in

Call : +91 90290 00180

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Q1 My organisation conducts online training sessions or in-person workshops to raise awareness about the POSH Act for all employees on an annual basis.

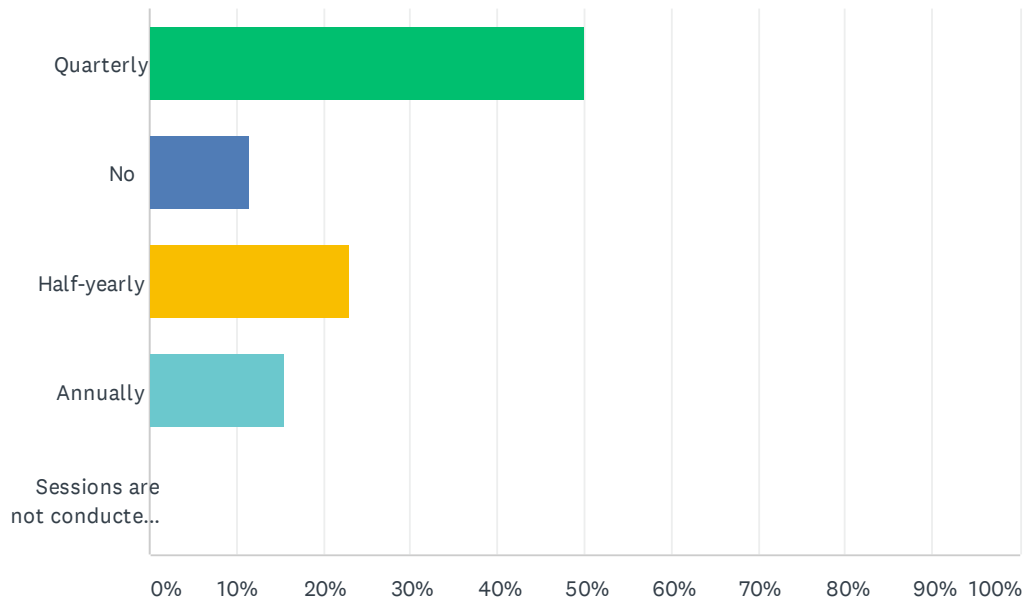
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	53.85%	14
Agree	34.62%	9
Unsure	3.85%	1
Disagree	7.69%	2
Strongly disagree	0.00%	0
TOTAL		26

Q2 My organisation conducts ongoing and consistent training and engagement initiatives for POSH awareness.

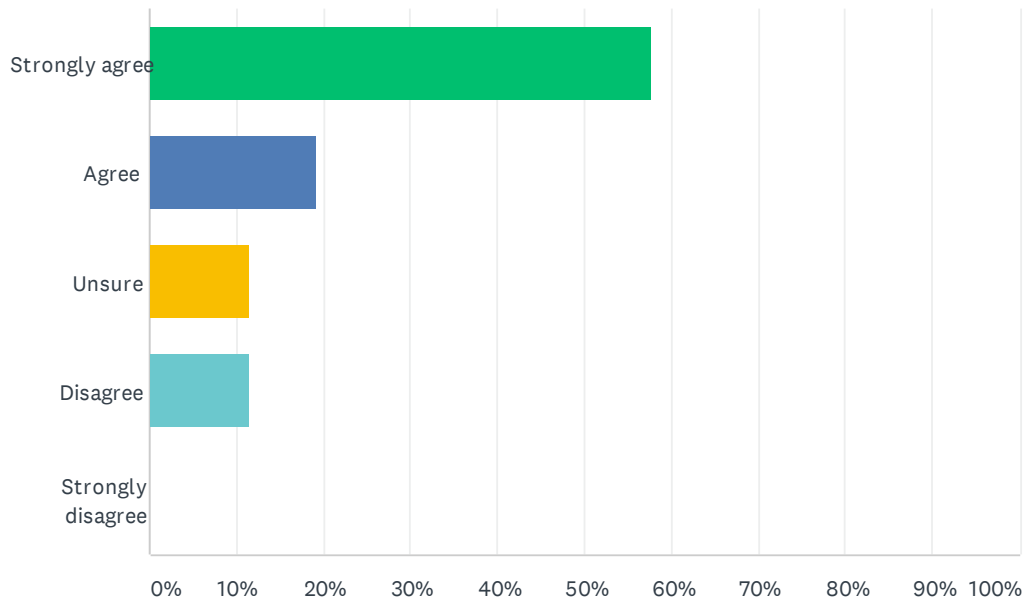
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Quarterly	50.00%	13
No	11.54%	3
Half-yearly	23.08%	6
Annually	15.38%	4
Sessions are not conducted regularly	0.00%	0
TOTAL		26

Q3 I am aware of the Internal Committee at my workplace, which addresses complaints related to sexual harassment.

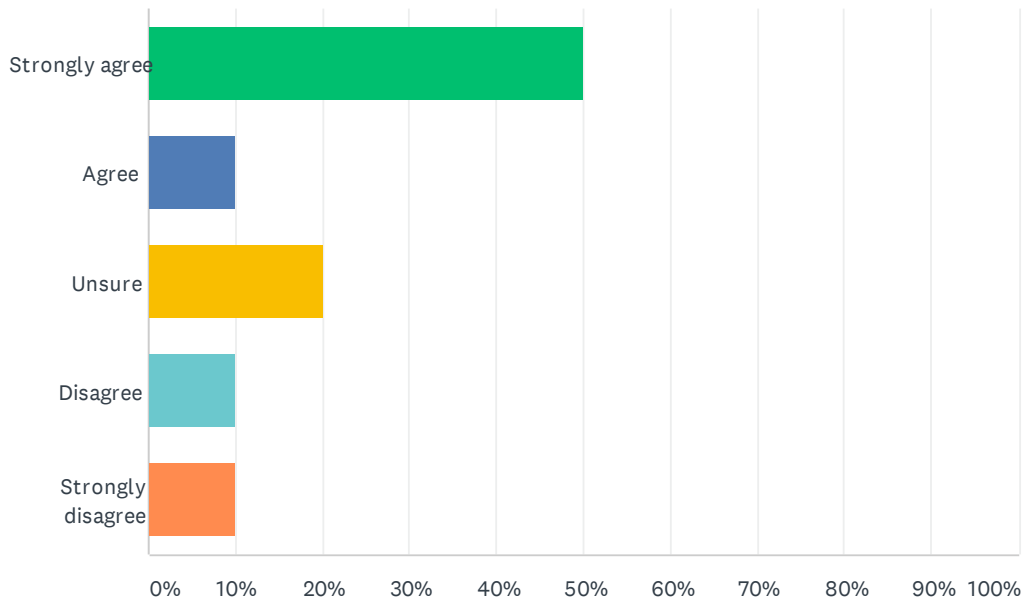
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ANSWER CHOICES	RESPONSES	
Strongly agree	57.69%	15
Agree	19.23%	5
Unsure	11.54%	3
Disagree	11.54%	3
Strongly disagree	0.00%	0
TOTAL		26

Q4 I trust the system at my workplace to allow me to raise my concerns without putting my career at risk.

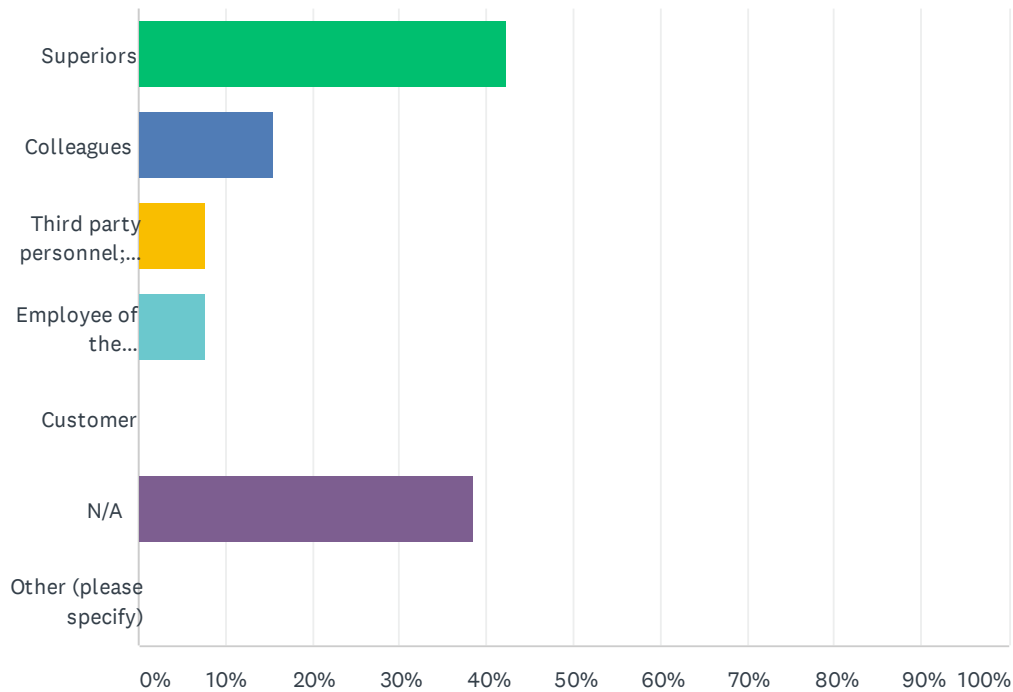
Answered: 10 Skipped: 16



ANSWER CHOICES	RESPONSES
Strongly agree	50.00% 5
Agree	10.00% 1
Unsure	20.00% 2
Disagree	10.00% 1
Strongly disagree	10.00% 1
TOTAL	10

Q5 The sexual harassment that I face at my organisation is largely at the hands of:

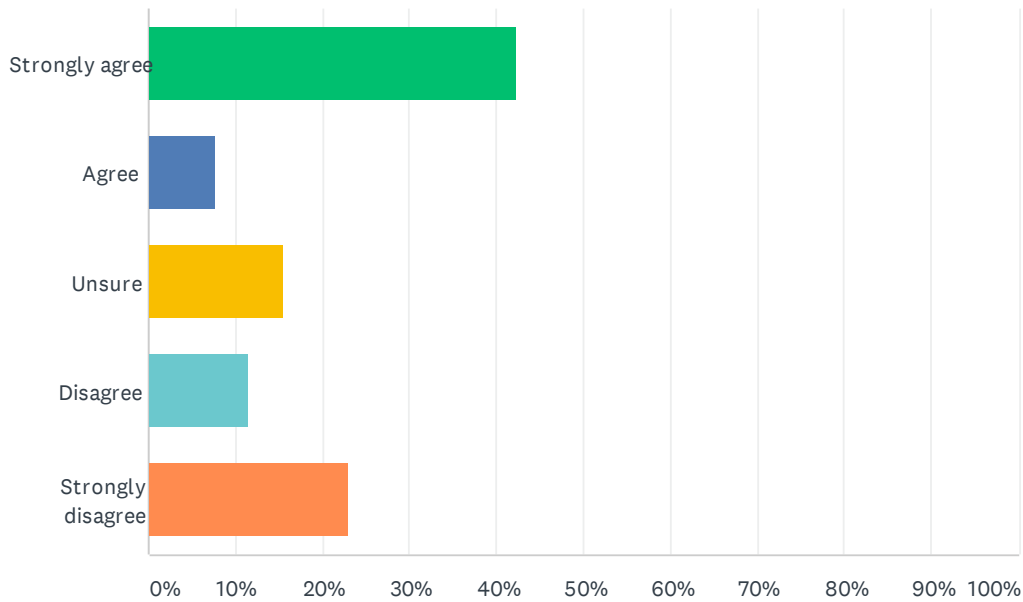
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ANSWER CHOICES	RESPONSES	
Superiors	42.31%	11
Colleagues	15.38%	4
Third party personnel; E.g.: Consultants	7.69%	2
Employee of the Contractor/Vendor	7.69%	2
Customer	0.00%	0
N/A	38.46%	10
Other (please specify)	0.00%	0
Total Respondents: 26		

Q6 I feel vulnerable to work late hours at the workplace for fear of being sexually harassed while being alone.

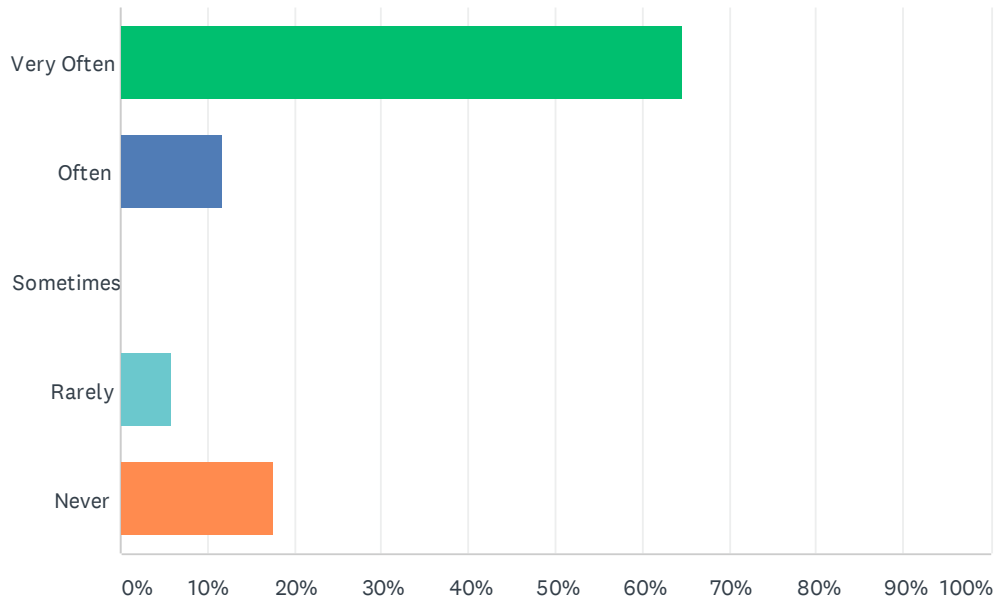
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	42.31%	11
Agree	7.69%	2
Unsure	15.38%	4
Disagree	11.54%	3
Strongly disagree	23.08%	6
TOTAL		26

Q7 I have been sexually propositioned at my workplace in exchange for a promotion or salary upgrade or under the threat of a negative career impact.

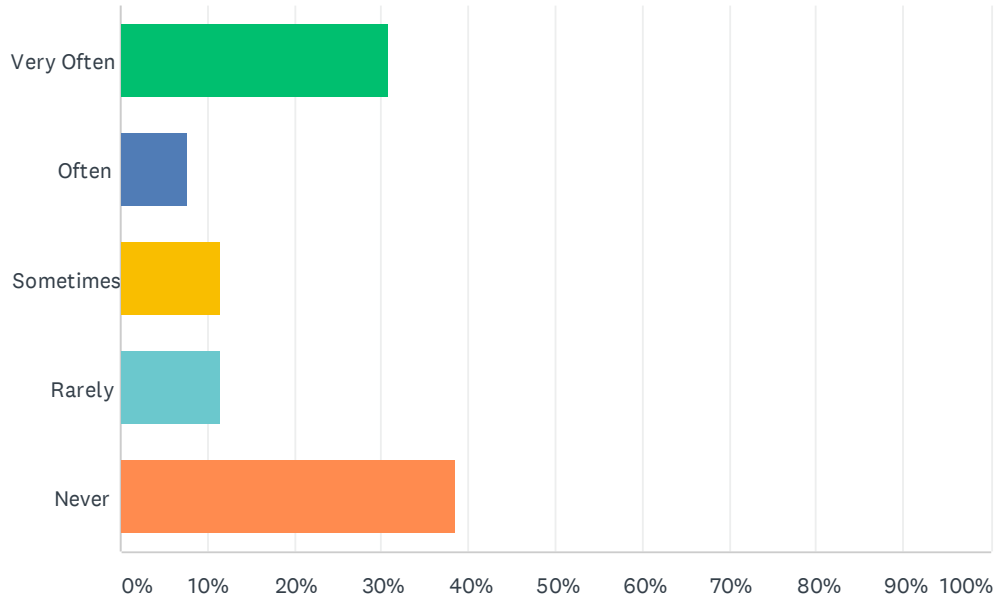
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ANSWER CHOICES	RESPONSES	
Very Often	64.71%	11
Often	11.76%	2
Sometimes	0.00%	0
Rarely	5.88%	1
Never	17.65%	3
TOTAL		17

Q8 I have been subjected to defamation or unwanted gossip behind my back at the workplace for rejecting sexual advances.

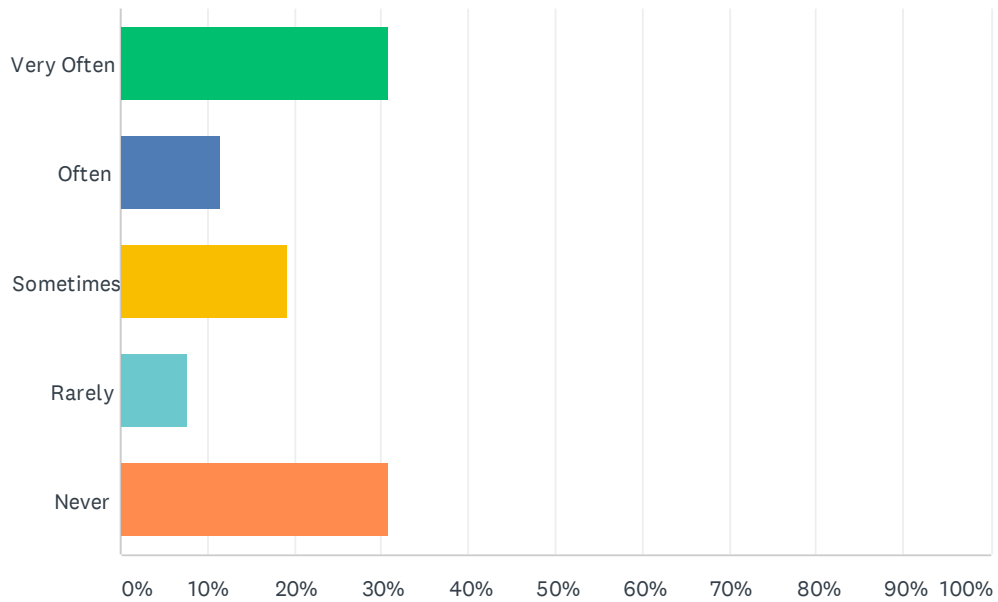
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ANSWER CHOICES	RESPONSES	
Very Often	30.77%	8
Often	7.69%	2
Sometimes	11.54%	3
Rarely	11.54%	3
Never	38.46%	10
TOTAL		26

Q9 I have been asked intrusive questions about my personal life at my workplace with an intention to get uncomfortably close to me.

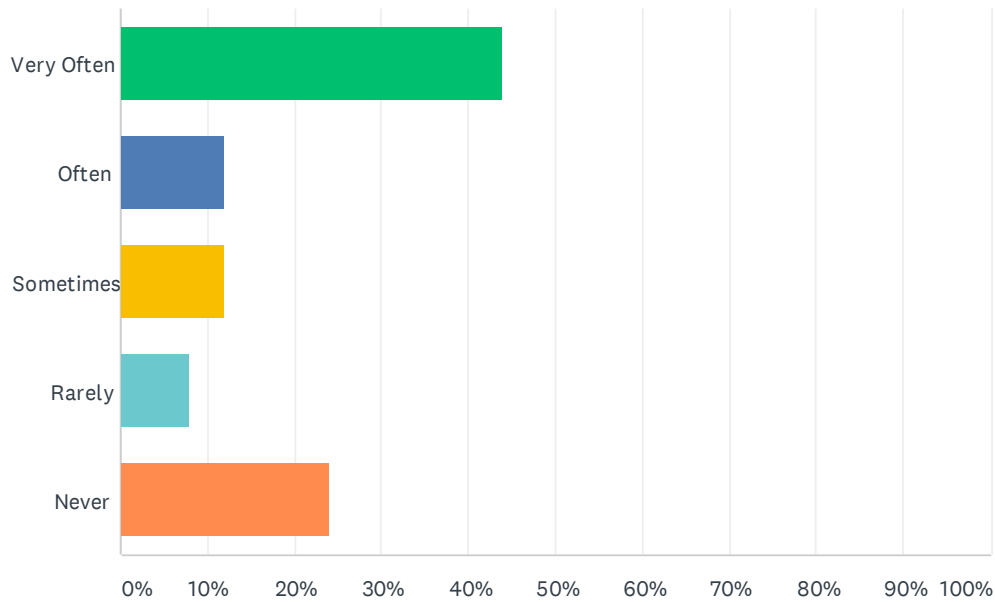
Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Often	30.77%	8
Often	11.54%	3
Sometimes	19.23%	5
Rarely	7.69%	2
Never	30.77%	8
TOTAL		26

Q10 I have been subjected to sexually coloured remarks, jokes, or comments at my workplace.

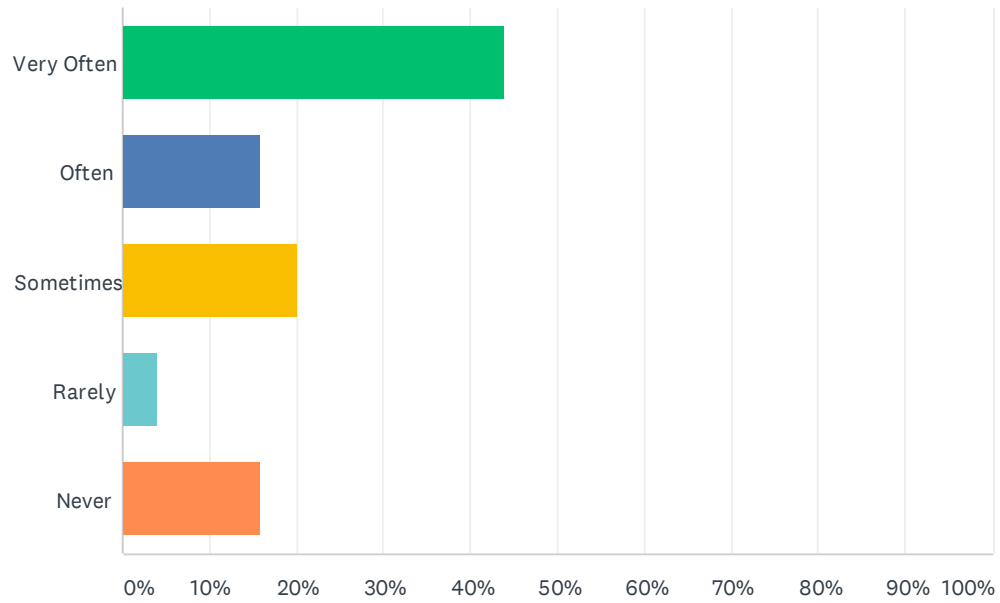
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Often	44.00%	11
Often	12.00%	3
Sometimes	12.00%	3
Rarely	8.00%	2
Never	24.00%	6
TOTAL		25

Q11 I have been subjected to unwanted looks or stares at the workplace.

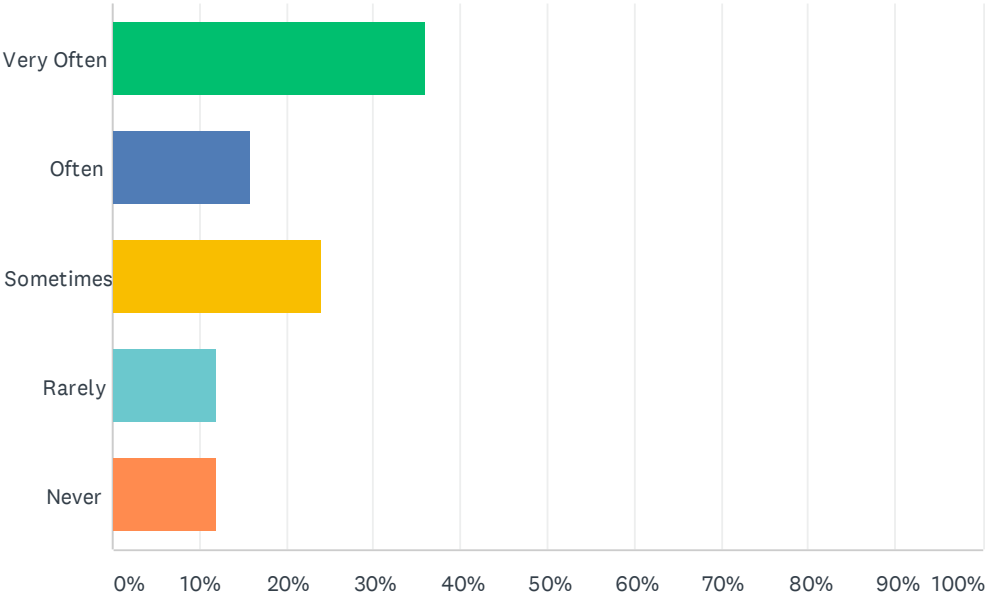
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Often	44.00%	11
Often	16.00%	4
Sometimes	20.00%	5
Rarely	4.00%	1
Never	16.00%	4
TOTAL		25

Q12 I have been subjected to unnecessary comments on my appearance/make-up/the way I dress at my workplace, making me feel uncomfortable.

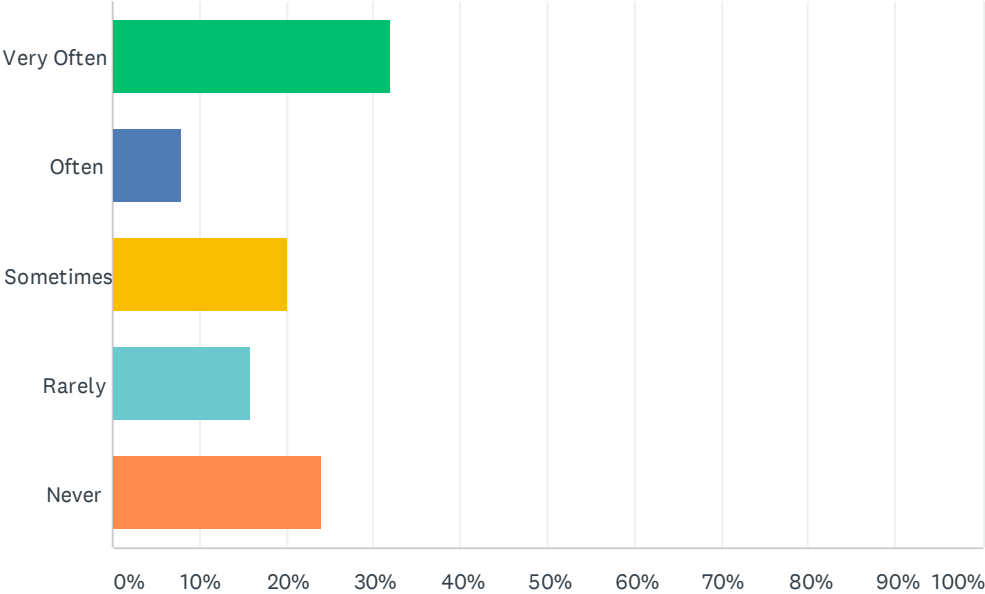
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES
Very Often	36.00% 9
Often	16.00% 4
Sometimes	24.00% 6
Rarely	12.00% 3
Never	12.00% 3
TOTAL	25

Q13 I have been subjected to repeated unwanted sexual advances at my workplace even when I have expressed disinterest, making me feel uncomfortable.

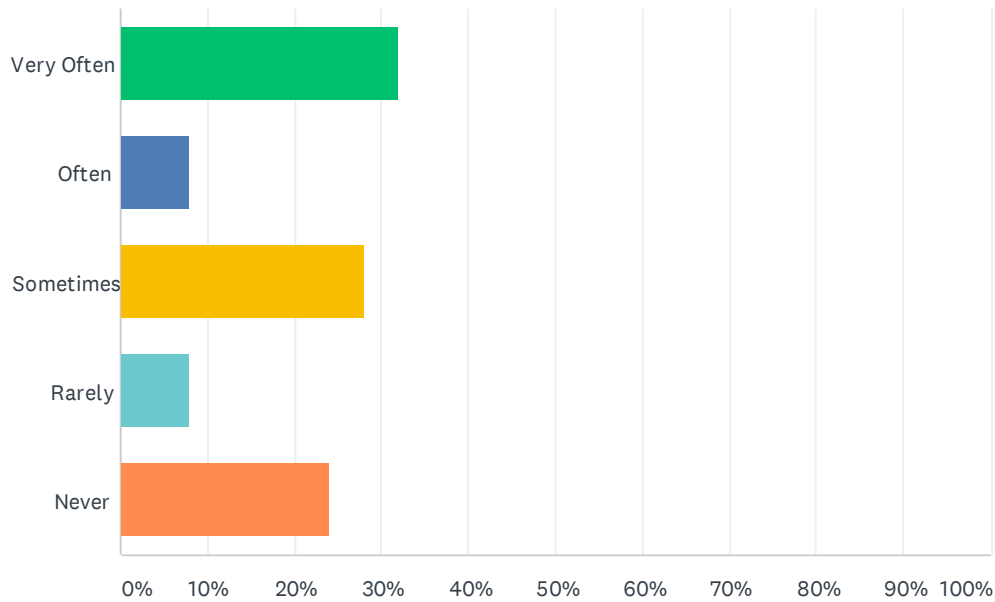
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Often	32.00%	8
Often	8.00%	2
Sometimes	20.00%	5
Rarely	16.00%	4
Never	24.00%	6
TOTAL		25

Q14 I have been subjected to unwanted touch or obscene physical gestures at my workplace, making me feel vulnerable or unsafe.

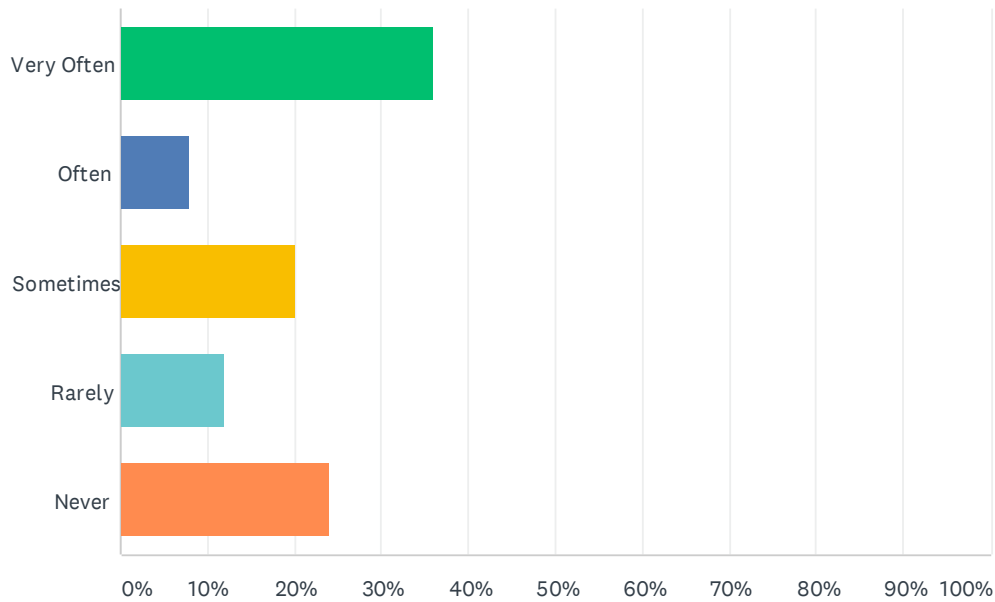
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES	
Very Often	32.00%	8
Often	8.00%	2
Sometimes	28.00%	7
Rarely	8.00%	2
Never	24.00%	6
TOTAL		25

Q15 I have been addressed by inappropriate words synonymous with darling/sweetheart/babe at my workplace, making me feel uncomfortable.

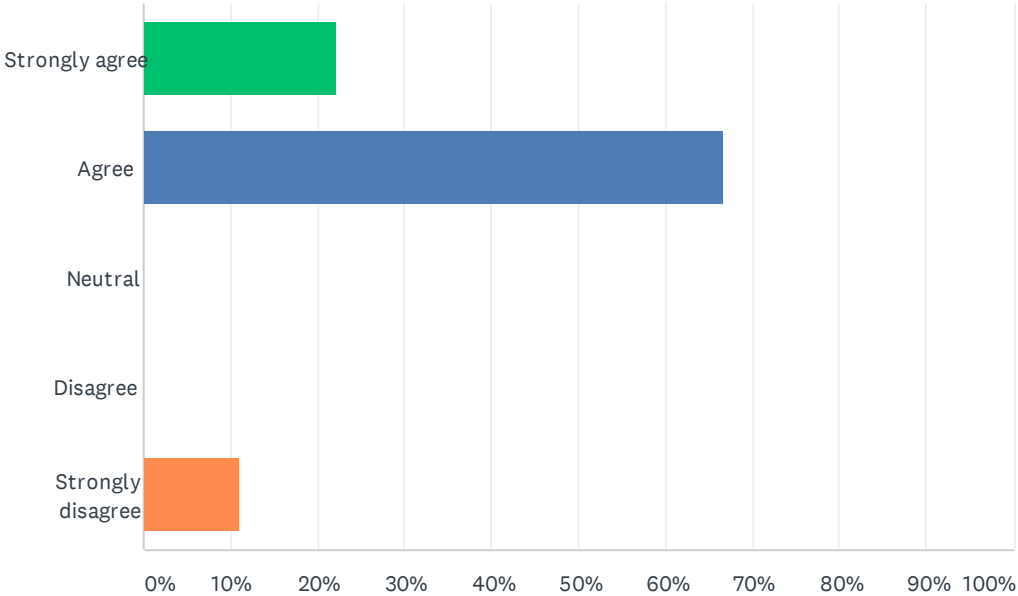
Answered: 25 Skipped: 1



ANSWER CHOICES	RESPONSES
Very Often	36.00% 9
Often	8.00% 2
Sometimes	20.00% 5
Rarely	12.00% 3
Never	24.00% 6
TOTAL	25

Q16 My organisation has a secure and private platform for virtual calls and meetings. I feel safe using this platform. (E.g. Microsoft Teams, Zoom, Skype for Business, GSuite)

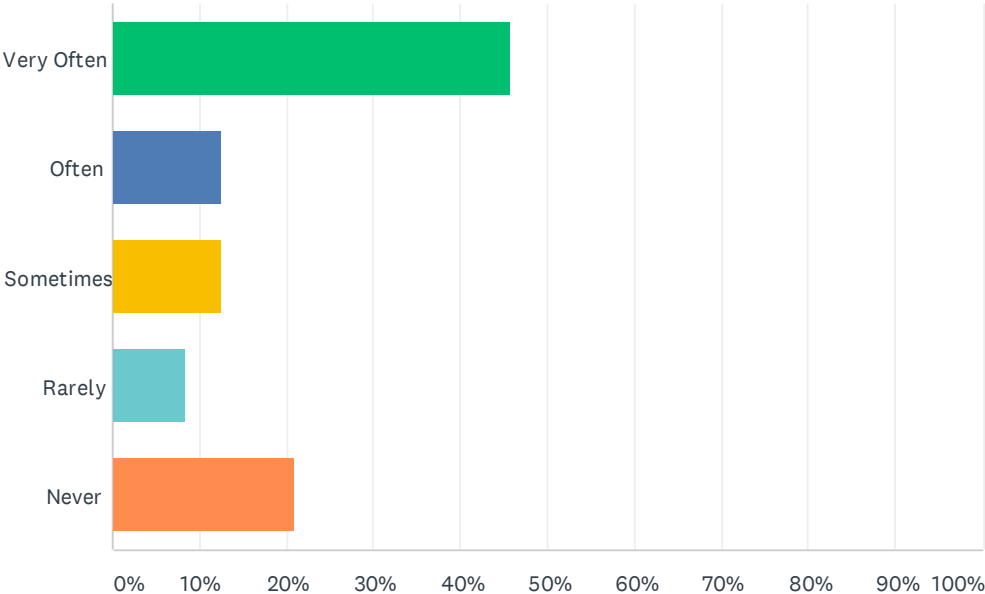
Answered: 9 Skipped: 17



ANSWER CHOICES	RESPONSES
Strongly agree	22.22% 2
Agree	66.67% 6
Neutral	0.00% 0
Disagree	0.00% 0
Strongly disagree	11.11% 1
TOTAL	9

Q17 I have been subjected to sexual comments on my physical appearance or body during a virtual meeting.

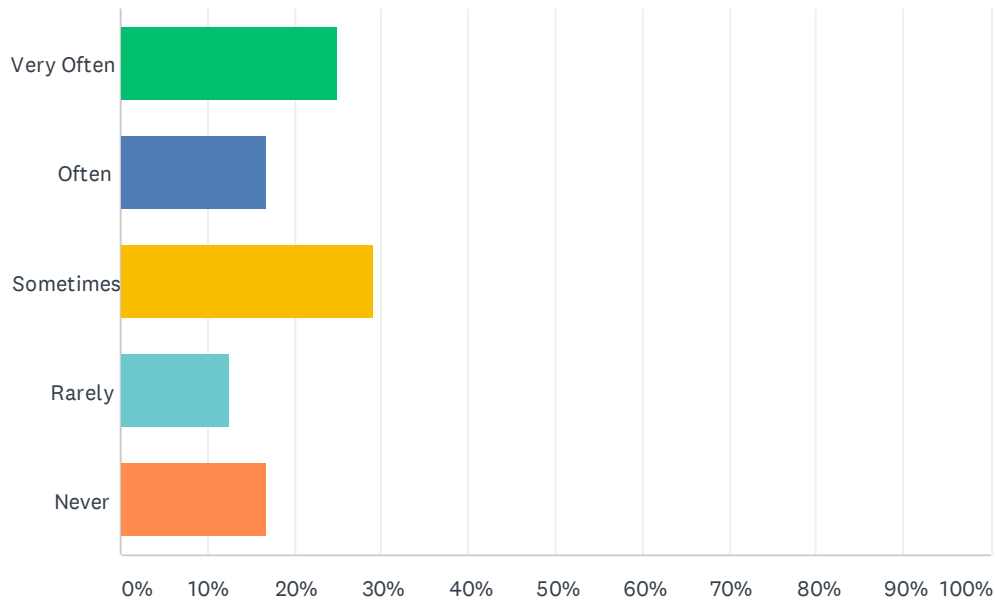
Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Often	45.83%	11
Often	12.50%	3
Sometimes	12.50%	3
Rarely	8.33%	2
Never	20.83%	5
TOTAL		24

Q18 I have been subjected to unwanted messages/comments by my boss/colleague/subordinate/client on digital platforms.

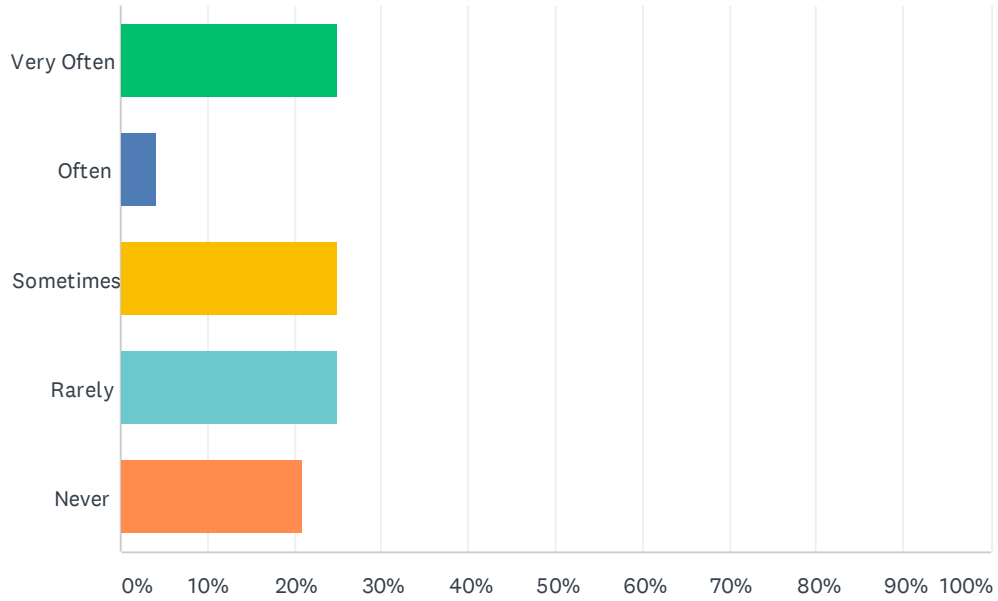
Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Often	25.00%	6
Often	16.67%	4
Sometimes	29.17%	7
Rarely	12.50%	3
Never	16.67%	4
TOTAL		24

Q19 I have been subjected to indecent exposure during a virtual meeting.

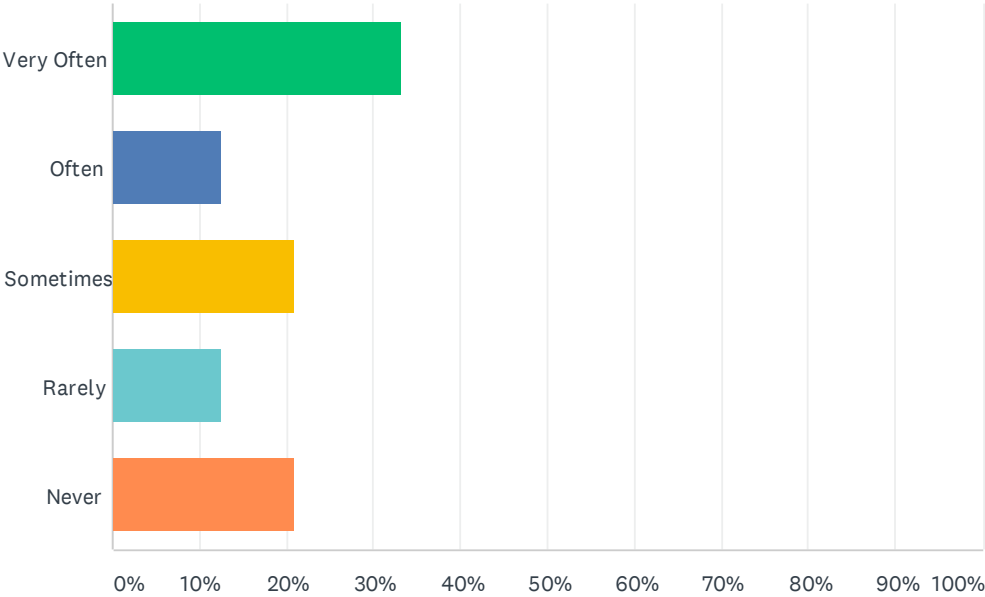
Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Often	25.00%	6
Often	4.17%	1
Sometimes	25.00%	6
Rarely	25.00%	6
Never	20.83%	5
TOTAL		24

Q20 I have received unwanted messages at untimely hours by my boss/colleague/subordinate/client.

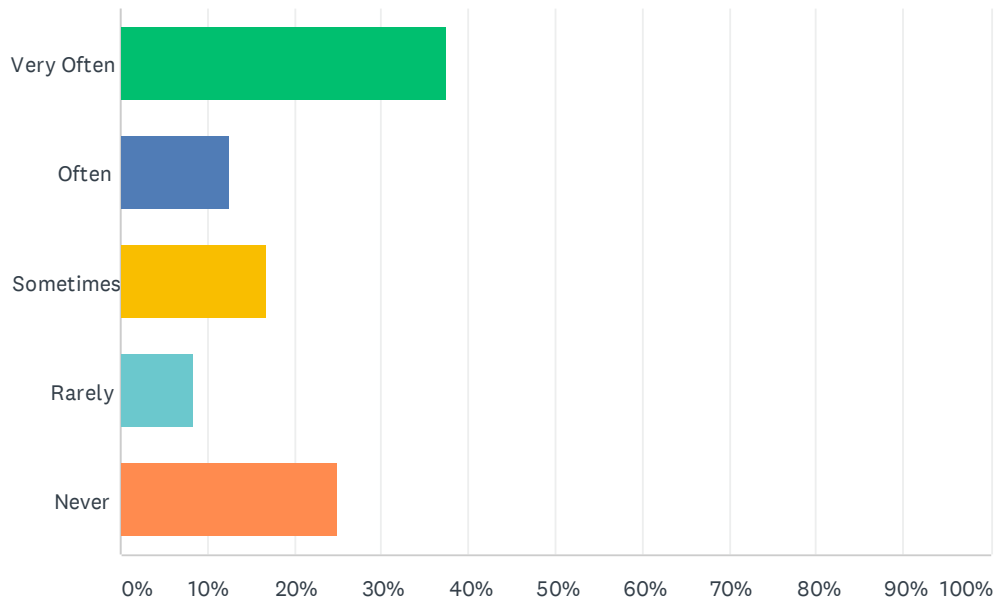
Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Often	33.33%	8
Often	12.50%	3
Sometimes	20.83%	5
Rarely	12.50%	3
Never	20.83%	5
TOTAL		24

Q21 I have been subjected to jokes/remarks with sexual innuendo/overtone during a virtual meeting.

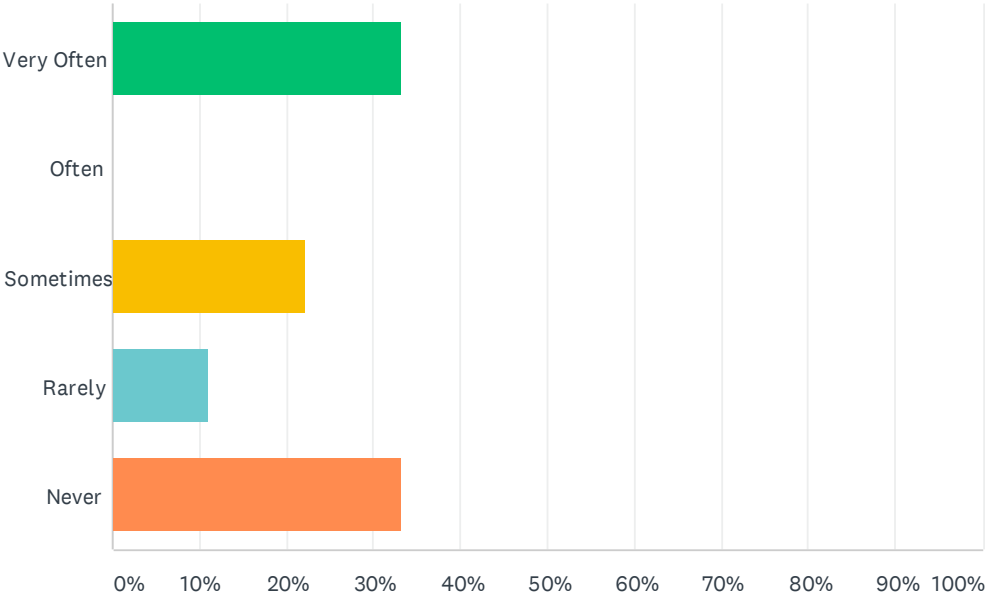
Answered: 24 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very Often	37.50%	9
Often	12.50%	3
Sometimes	16.67%	4
Rarely	8.33%	2
Never	25.00%	6
TOTAL		24

Q22 I have been recorded or subjected to screenshot capture during the virtual calls without my explicit consent and knowledge, making me feel uncomfortable.

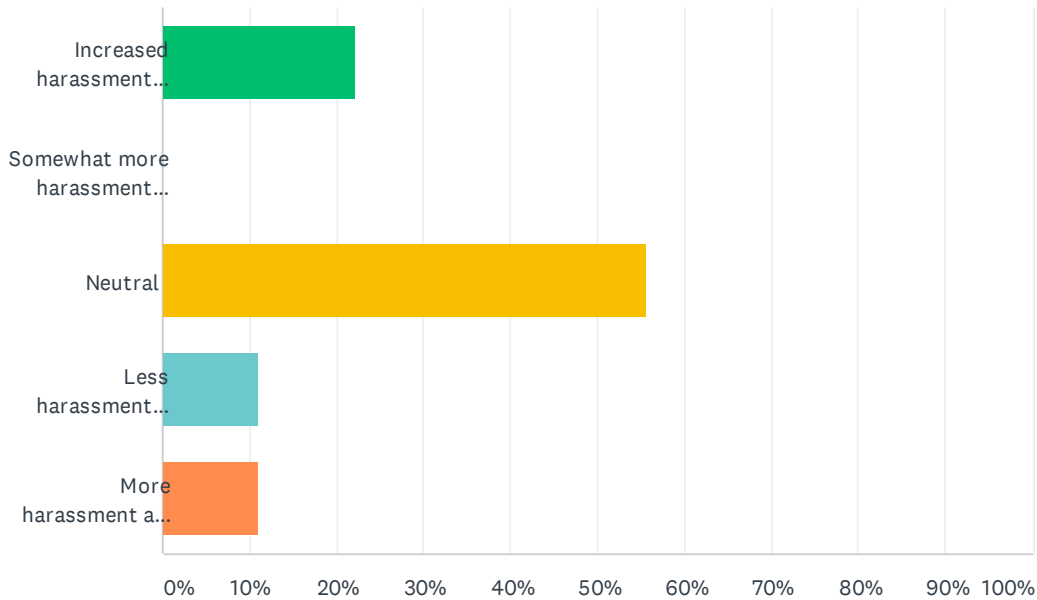
Answered: 9 Skipped: 17



ANSWER CHOICES	RESPONSES
Very Often	33.33% 3
Often	0.00% 0
Sometimes	22.22% 2
Rarely	11.11% 1
Never	33.33% 3
TOTAL	9

Q23 Which of the following do you relate to, on instances of sexual harassment in a work from home environment (compared to the physical workplace)?

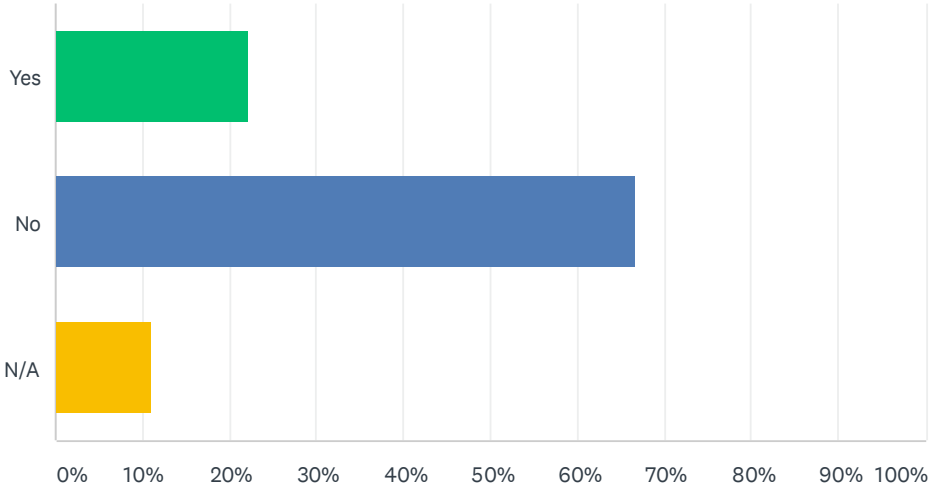
Answered: 9 Skipped: 17



ANSWER CHOICES	RESPONSES	
Increased harassment while working from home virtually as compared to the physical workplace	22.22%	2
Somewhat more harassment while working from home	0.00%	0
Neutral	55.56%	5
Less harassment while working from home as compared to the physical workplace	11.11%	1
More harassment at the physical workplace	11.11%	1
TOTAL		9

Q24 I have brought an instance of sexual harassment to the attention of my immediate superior and/or the HR manager.

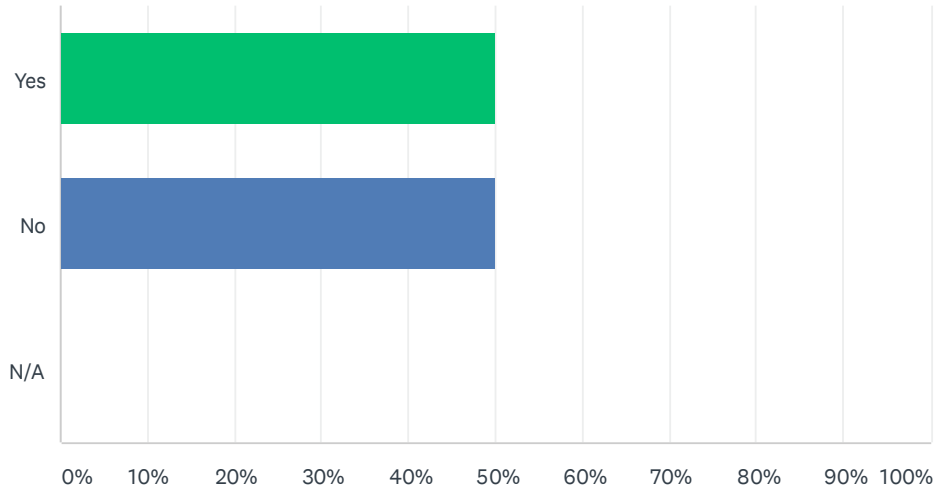
Answered: 9 Skipped: 17



ANSWER CHOICES		RESPONSES	
Yes		22.22%	2
No		66.67%	6
N/A		11.11%	1
TOTAL			9

Q25 If yes, was there any action taken?

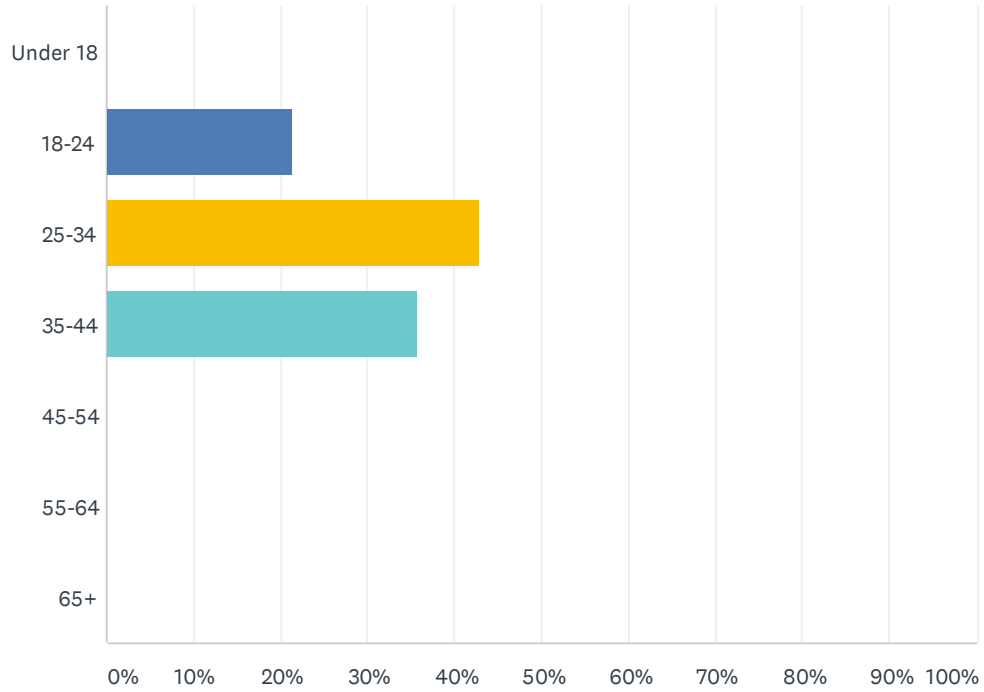
Answered: 2 Skipped: 24



ANSWER CHOICES	RESPONSES	
Yes	50.00%	1
No	50.00%	1
N/A	0.00%	0
Total Respondents: 2		

Q27 What is your age?

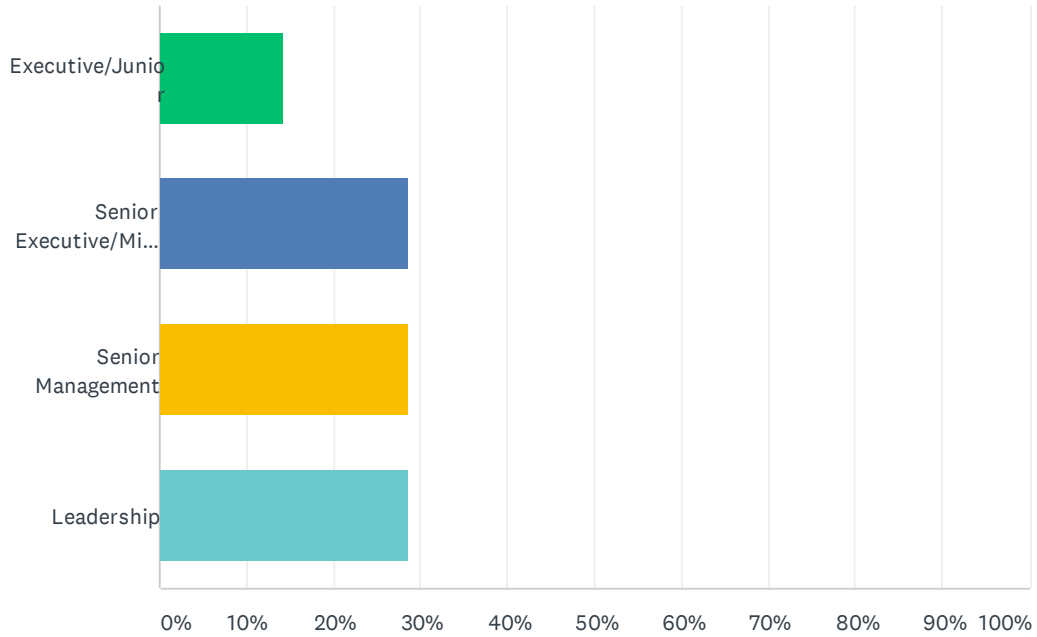
Answered: 14 Skipped: 12



ANSWER CHOICES	RESPONSES
Under 18	0.00% 0
18-24	21.43% 3
25-34	42.86% 6
35-44	35.71% 5
45-54	0.00% 0
55-64	0.00% 0
65+	0.00% 0
TOTAL	14

Q28 What is your seniority level?

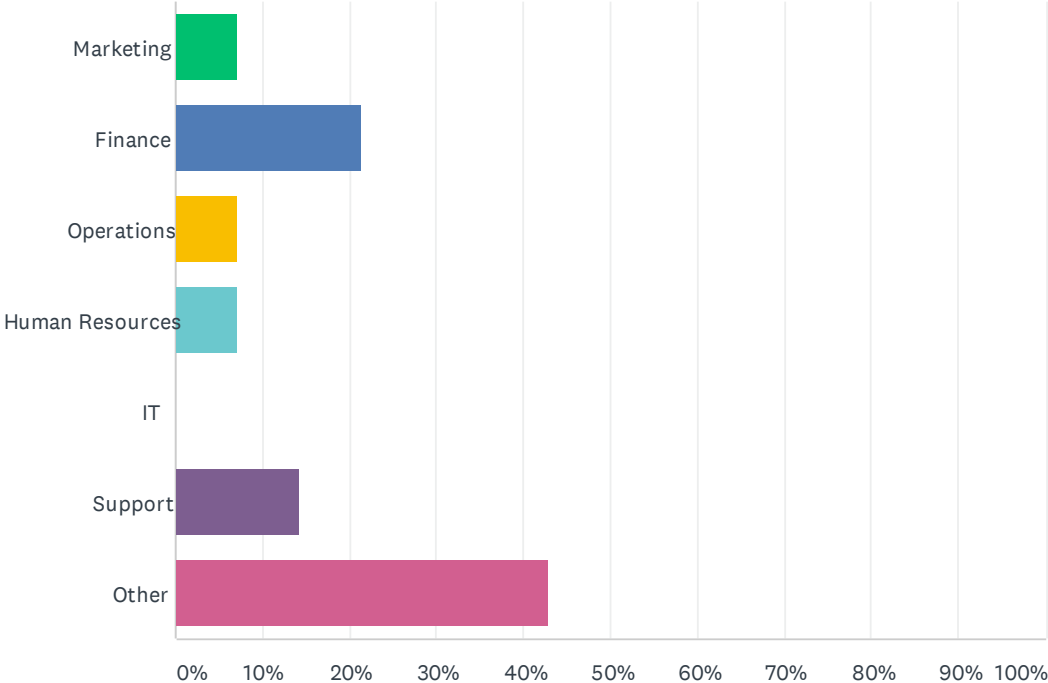
Answered: 14 Skipped: 12



ANSWER CHOICES	RESPONSES	
Executive/Junior	14.29%	2
Senior Executive/Mid Management	28.57%	4
Senior Management	28.57%	4
Leadership	28.57%	4
TOTAL		14

Q29 What is your department/vertical?

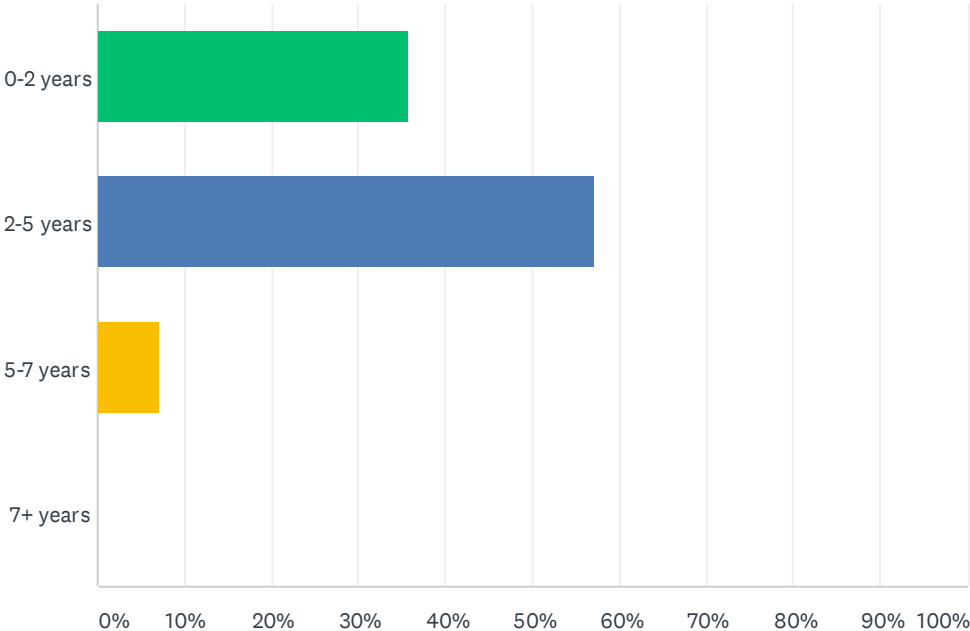
Answered: 14 Skipped: 12



ANSWER CHOICES	RESPONSES
Marketing	7.14% 1
Finance	21.43% 3
Operations	7.14% 1
Human Resources	7.14% 1
IT	0.00% 0
Support	14.29% 2
Other	42.86% 6
TOTAL	14

Q30 How long have you been in the organisation?

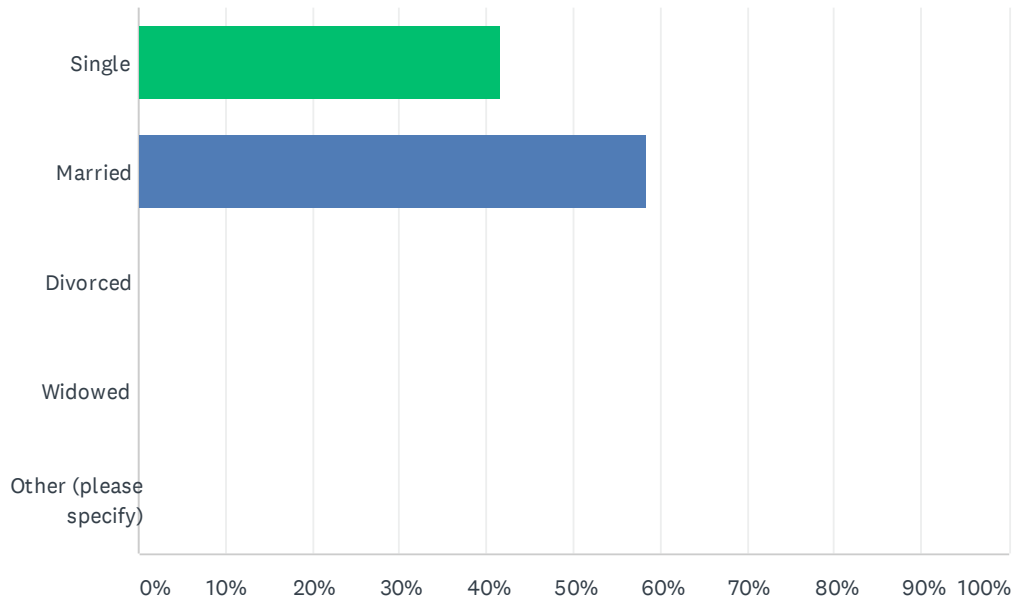
Answered: 14 Skipped: 12



ANSWER CHOICES	RESPONSES
0-2 years	35.71% 5
2-5 years	57.14% 8
5-7 years	7.14% 1
7+ years	0.00% 0
TOTAL	14

Q31 Marital Status.

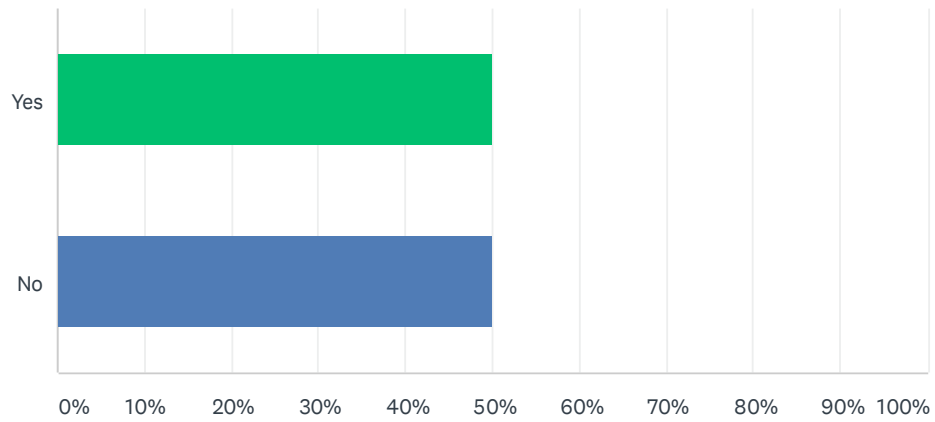
Answered: 12 Skipped: 14



ANSWER CHOICES	RESPONSES	
Single	41.67%	5
Married	58.33%	7
Divorced	0.00%	0
Widowed	0.00%	0
Other (please specify)	0.00%	0
TOTAL		12

Q32 Are you the sole breadwinner for your family/whoever you are staying with?

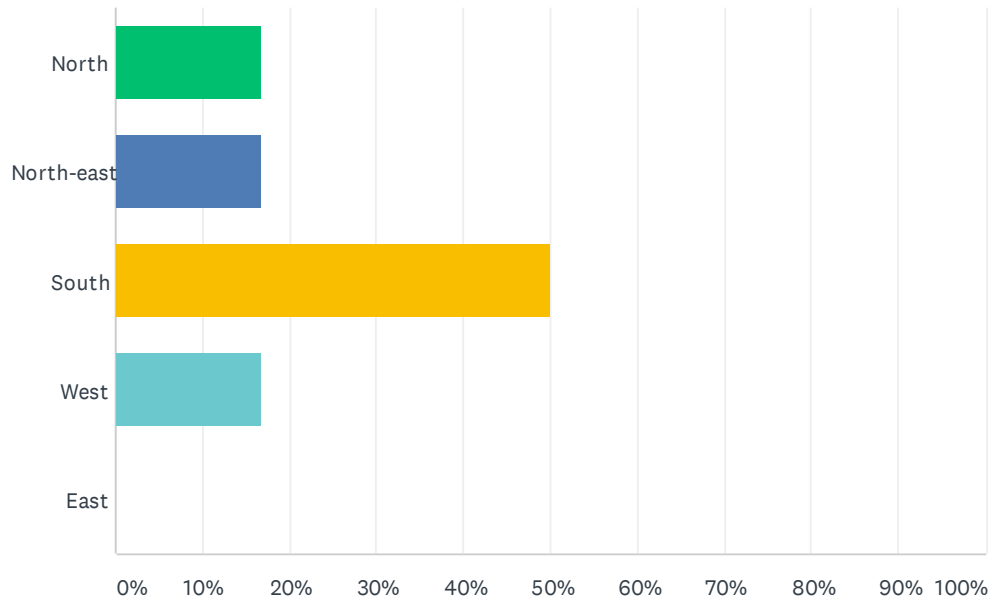
Answered: 12 Skipped: 14



ANSWER CHOICES	RESPONSES	
Yes	50.00%	6
No	50.00%	6
TOTAL		12

Q33 Current Location (in India)

Answered: 6 Skipped: 20



ANSWER CHOICES	RESPONSES	
North	16.67%	1
North-east	16.67%	1
South	50.00%	3
West	16.67%	1
East	0.00%	0
TOTAL		6