Collaborating for Change: Solutions to Tackle Gender-based Violence (GBV) in India

Expert workshop on mapping GBV solutions in India

J-PAL
ABDUL LATIF JAMEEL POVERTY ACTION LAB
SOUTH ASIA AT IFMR

APARAJITA
EMPOWERMENT AGAINST SEXUAL HARASSMENT

Agenda

Time	Agenda Item
10:30 AM - 10:40 AM	*Registration and Tea/Coffee*
10:40 AM - 11:00 AM	**Opening Remarks and Context Setting**
11:00 AM - 12:30 PM	**Solutions Mapping**	Interactive Group Discussion
12:30 PM - 12:45 PM	**Solutions Prioritisation**	Walkthrough
12:45 PM - 1:00 PM	**Next Steps and Closing Remarks**
1:00 PM - 2:00 PM	*Lunch*

Opening Remarks and Context Setting

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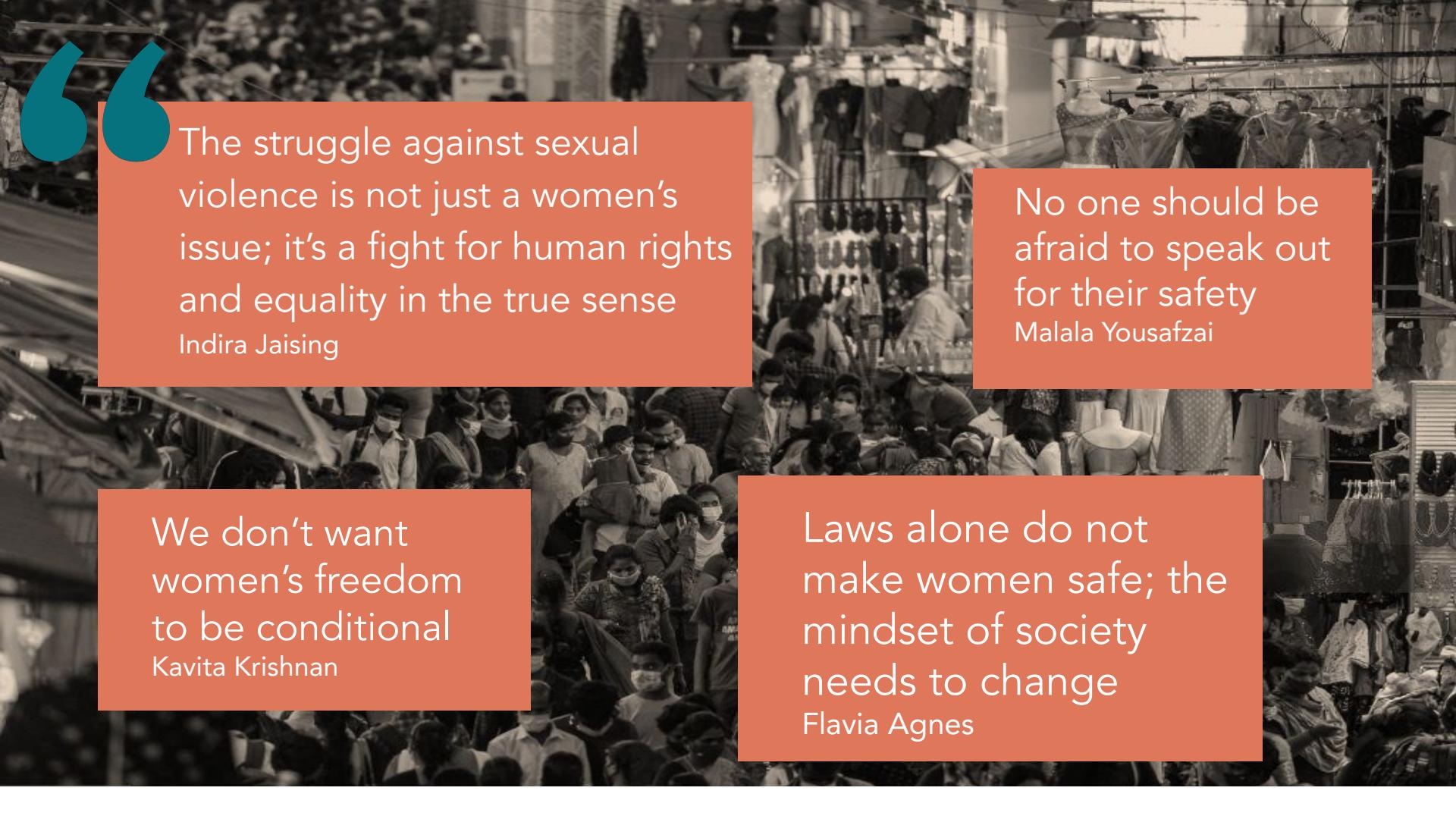
The struggle against sexual violence is not just a women's issue; it's a fight for human rights and equality in the true sense
Indira Jaising

No one should be afraid to speak out for their safety
Malala Yousafzai

We don't want women's freedom to be conditional
Kavita Krishnan

Laws alone do not make women safe; the mindset of society needs to change
Flavia Agnes

About Aparajita

Aparajita, a newly launched initiative by Mr. Pramod Bhasin, is a not-for-profit created solely to further programming and solutions focused on the prevention of sexual harassment. Aparajita intends to work at the intersection of areas including root causes / norms, law and justice, and safety in workplaces, public places, and educational institutions, among several other related areas.

About J-PAL

At J-PAL, we connect the dots **from research to action**

RESEARCH

We work with governments and implementation partners to identify their top policy challenges and co-design as well as evaluate potential solutions to them

POLICY OUTREACH AND SCALE-UPS

We work with policymakers to integrate evidence into their decision-making processes and provides technical support to help implement effective programs at the local, national, and global levels

CAPACITY BUILDING

We collaborate with governments and ecosystem stakeholders at all levels so they become proficient users and consumers of scientific evidence and data for policy making

Aparajita and J-PAL South Asia are working together to identify innovative ideas and solutions to address violence and sexual harassment against women in India

Our Workstreams

1 **LANDSCAPING THE PROBLEM AND MEASURING PREVALENCE**: Conducting **expert roundtables and desk research** and a **three-city survey** to understand prevalence of GBV outside the home in India.

2 **FUNDING INNOVATIVE PROGRAMS**: *Upcoming!* **An open funding call** to identify and fund innovative ideas/programs.

3 **EVALUATING PROMISING INNOVATIONS:** Evaluating the effectiveness of programs through **randomized evaluations** to understand what works to address these prominent issues.

4 **DISSEMINATION AND OUTREACH:** Bringing attention to the pervasive issue of GBV through **dissemination events, social media campaigns, newsletters, blogs, op-eds and policy briefs.**

SUPPORTING APARAJITA

Building Aparajita as an institution for action-led programmes to address GBV, including policy advocacy and awareness

*Upcoming: **Panel at the Jaipur Literature Festival** (Feb 2025) to discuss the survey results and launch the open funding call.*

Insights from our Landscaping Work

Our desk research reinforces that GBV in India is a *pervasive* issue that affects all women

1 in 3 married women

reported facing violence at least once in their lives in India

(NFHS-5, 2019-21)

Less than 1%

Women reported incidents of harassment to the **police**

(2010, Jagori)

2 out of every 3

Women reported incidents of sexual harassment between **2-5 times** in the **past year**

(2010, Jagori)

More than 70%

Working professionals have felt **uncomfortable at workplace** because of presence of a **colleague**

(2020, WICCI)

Women face risks of harassment everywhere, including public spaces

Roadsides and public transport were the **most vulnerable places** where women face the highest risk of sexual harassment

- **70%** of women reported being harassed on the **roadside**
- **50%** of women reported being harassed in **public transport**
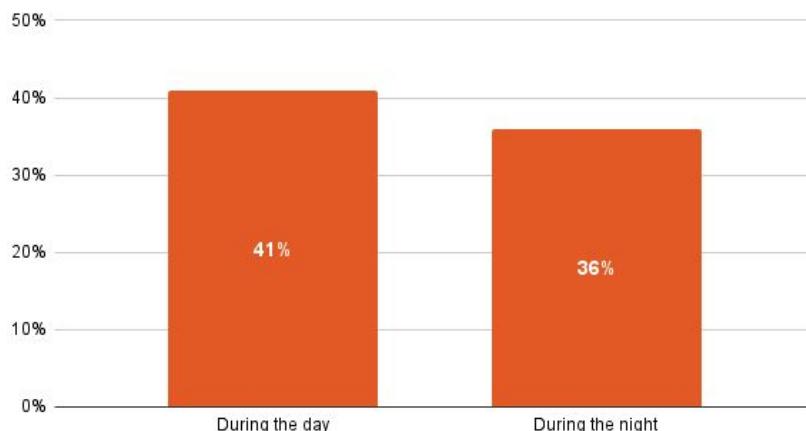- **42%** of women faced harassment **waiting for public transport**

Jagori and UN Women (2010) study in **Delhi** with a sample of **5010 men and women**

Sexual harassment in public spaces is not restricted to the night-time

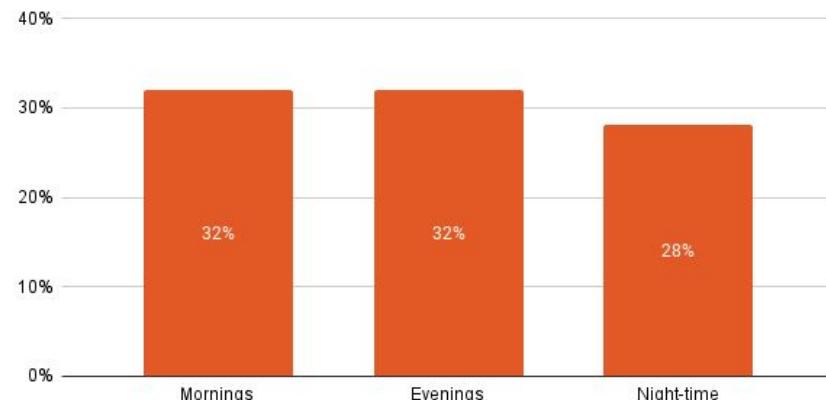Sexual harassment in public spaces was **not only restricted to night-time** but was witnessed by women **throughout the day-time** as well.

Sexual harassment faced by time in Delhi (2010)

Source: Jagori and UN Women's (2010) survey

Sexual Harassment faced by time in Chennai (2020)

Source: Valan's (2020) study in Chennai with 530 women travelling in public transportation facilities

The perception of risk of sexual harassment significantly influences women's decision-making processes

Women are willing to choose a college that is **8.8% (or 5.8 ranks) lower in quality**, for additional safety.

Women are willing to travel an additional **27 minutes daily** or **40% more** than their daily travel time for additional safety.

Women are willing to travel by a route that costs **INR 17,500 (USD 250)** more per year as long as it is safer.
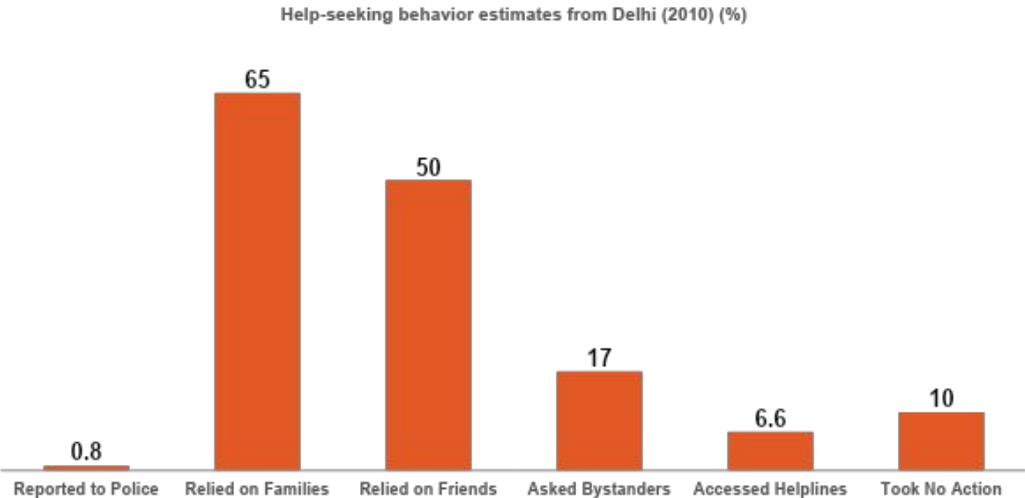
Borker's (2021) study collected data from **3948 male** and **female students** across **19 majors in 8 Delhi University colleges** on their current and permanent residences, travel routes, modes of travel, time of departure, and so on.

Women fear reporting incidents to the police

Six in ten respondents rely on informal networks for support in incidents of harassment.

Help-seeking behavior estimates from Delhi (2010) (%)

| Reported to Police	Relied on Families	Relied on Friends	Asked Bystanders	Accessed Helplines	Took No Action
0.8	65	50	17	6.6	10

Reasons why women do not report the incidents to the police:

- **Police would trivialize the matter**
- **Blame them for the incident**
- **Turn around and harass them**

Moreover, less than 8% of women knew of any helpline number to call if harassed in public spaces

Workplaces also continue to pose risks of sexual harassment
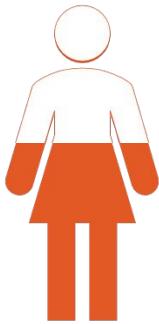
53% of women have been subject to sexual comments, gestures and jokes at the workplace.

> 70% of the respondents have felt uncomfortable at the workplace because of presence of a colleague.

20% of respondents reported unwanted attempts by colleagues to engage in sexual activities.

Survey by Pink Ladder with 200 women from 80 organizations across Bengaluru, Mumbai, Chennai, and New Delhi

WICCI survey (2020) that collected 3395 unique responses from formal sector employees, HRs, CEOs, IC and LC members

Often times, women choose to not make formal complaints against harassment at the workplace
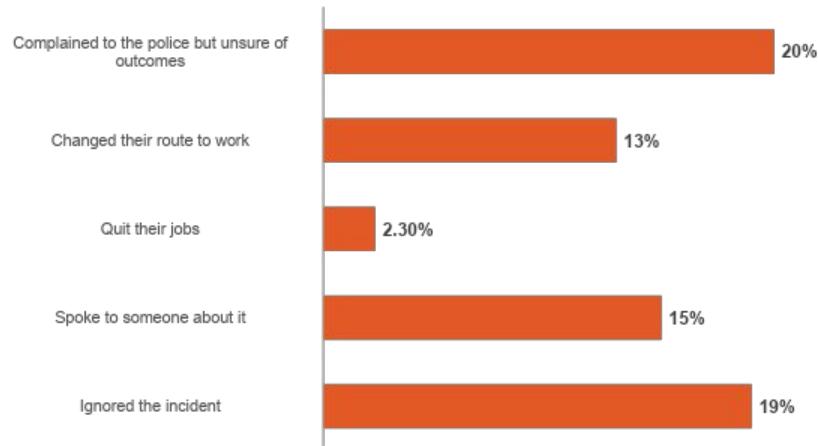
68.7% of individuals who experienced sexual harassment at work chose not to make a formal written or spoken complaint.

The reasons for this included **lack of trust in the procedure, concern for their careers, the lack of consequences for the accused, and concern for their physical safety**

Study Findings on Domestic Workers' Responses to Harassment

Response	Percentage
Complained to the police but unsure of outcomes	20%
Changed their route to work	13%
Quit their jobs	2.30%
Spoke to someone about it	15%
Ignored the incident	19%

Only one respondent filed a complaint in the building or housing complex where they worked

Source: Women's Indian Chamber of Commerce and Industry's (WICCI)

Source: Martha Farell Foundation's (2018) study with 291 domestic workers in Gurgaon, Faridabad, and areas of South Delhi

GBV affects almost all women and its impacts are mammoth

99% of respondents in a survey felt that **sexual harassment was the foremost risk to personal safety** in public spaces

Women fear reporting incidents to the police. They feel that the police would trivialize the matter, blame them for the incident or turn around and harass them

It undermines women's confidence and affects their work. Women are hesitant to file complaints because of a sense of fear, victimization, intimidation, or anticipation of losing their jobs

It significantly influences women's decision-making processes. Women may choose a college of lower quality, travel additional minutes or spend more on travel costs for their additional safety

Takeaways from our expert roundtables suggest some areas to focus on as we try to address the problem

First Expert Roundtable, March 2023, J-PAL SA office

Second Expert Roundtable, January 2024, ICRIER office

Changing attitudes and norms: Shifting the focus on prevention; changing attitudes/beliefs; engaging young people through education and mass media interventions

Harassment within universities and workspaces: Need for compulsory training; need for greater representation of women in leadership in organizations

Role of media, films and social media in the upbringing of boys and girls; engagement with filmmakers and media houses; training journalists

Fixing the justice system and redressal mechanisms: Women's access to justice and legal aid; supporting survivors; need for awareness and better implementation of PoSH

Importance of community mobilization and enabling women's "power within": tapping into women's intrinsic sense of agency, empowerment, efficacy, and confidence

These are some examples of solutions that we have previously evaluated that fall into these areas…

RESHAPING GENDER ATTITUDES

A school-based program proven to be effective in promoting gender equal views
- Developed by the **NGO Breakthrough**
- Evaluation in **Haryana** between 2013 and 2016
- Reaching **800,000 students** across government schools in **Punjab and Odisha**

URGENT RELIEF AND JUST ACTION

A police reform program effective in increasing case registration of violence against women
- Developed in collaboration with **Madhya Pradesh Police R&T Dept**
- Evaluation done across **180 police stations** in **Madhya Pradesh**
- Scaled-up to **999 police stations** across **Madhya Pradesh**

SEXUAL HARASSMENT TRAININGS

A sexual harassment training program proven to be effective in reducing sexual harassment perpetrated by men
- Developed by **NGO Safecity**
- Evaluation in **Delhi University colleges** [2019-2022], targeting **5405 men and women**
- Trainings led to **increased awareness and reduction in harassment rates** in colleges

Given how widespread the problem is, we need more data, innovative solutions, and collective action to truly tackle sexual harassment and gender-based violence in India
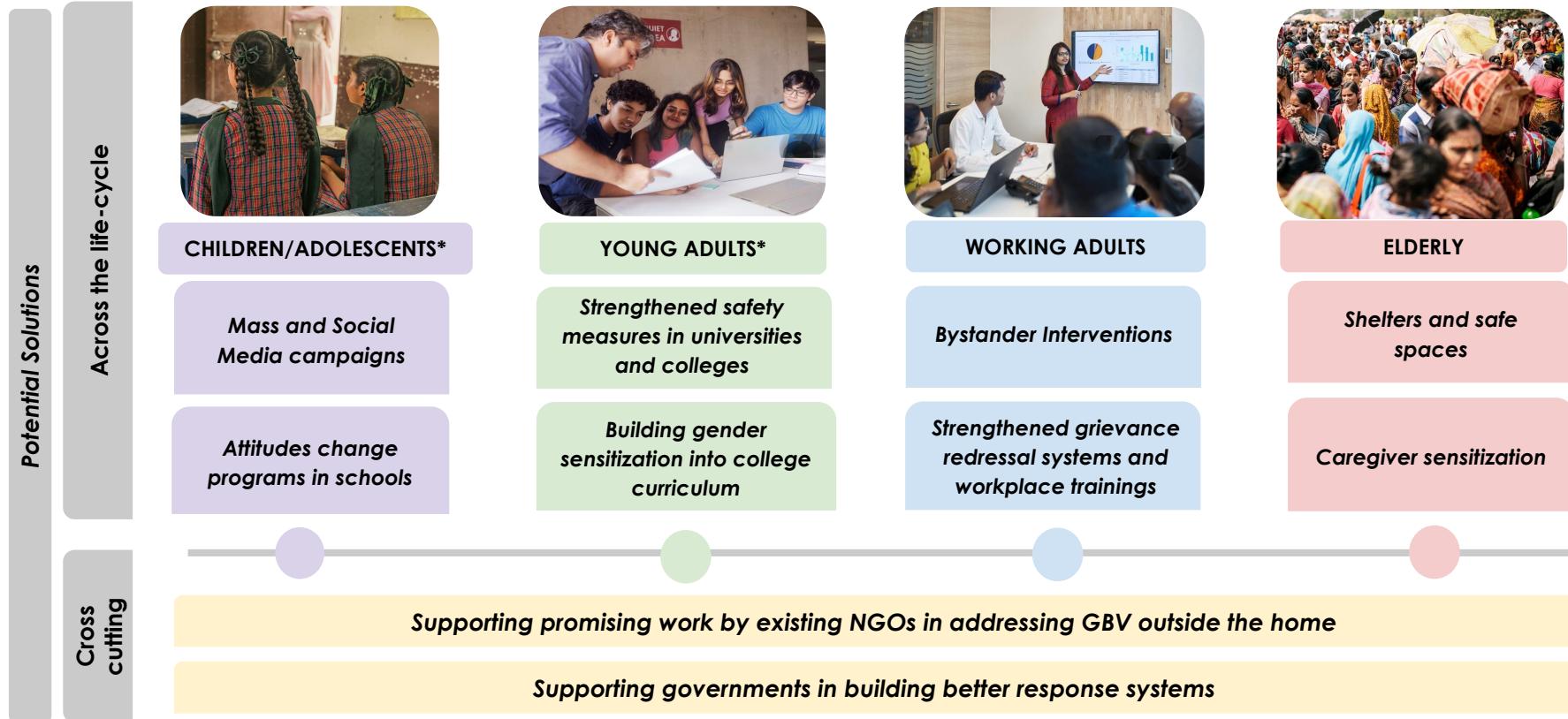
As we move forward, we want to hear from you and your expertise on areas that Aparajita and J-PAL South Asia can focus on over the long term to drive meaningful change in reducing GBV in the country

The risks and impacts of GBV affect women from all backgrounds across their life. As such, solutions to tackle GBV must also be mainstreamed across a woman's life

Women at risk of GBV →
- Children/Adolescents
- Young Adults
- Working adults
- Elderly

Spaces where women are at risk of GBV →
- Schools
- Colleges/Universities
- Workspaces
- Public Places

Solutions Mapping: Feasibility, Relevance and Potential

Potential Solutions

Across the life-cycle

CHILDREN/ADOLESCENTS*

Mass and Social Media campaigns

Attitudes change programs in schools

YOUNG ADULTS*

Strengthened safety measures in universities and colleges

Building gender sensitization into college curriculum

WORKING ADULTS

Bystander Interventions

Strengthened grievance redressal systems and workplace trainings

ELDERLY

Shelters and safe spaces

Caregiver sensitization

Cross cutting

Supporting promising work by existing NGOs in addressing GBV outside the home

Supporting governments in building better response systems

Children/Adolescents: 0-18 age group. Young adults: 18-25 age group.

Solutions Mapping
(90 mins)

Solution Ideas

Children/ Adolescents	Young Adults
Mass and Social Media campaigns	Strengthen safety measures in universities/colleges
Attitudes change programs in schools	Gender sensitization in curriculums
Working Adults	Elderly
Bystander Interventions	Shelters and Safe Spaces
Strengthened grievance redressal/workplace trainings	Caregiver sensitization

Cross-cutting solutions

**A.
Expand the Solution Set**

(50 minutes)

As a group, **additional solutions**, beyond the examples shared or expanding on the examples shared

Map them to the lifecycle

**B.
Discuss examples of solution implementation**

(40 minutes)

Discuss and share any examples where any of the solutions identified have been implemented and have been or are being effective/ not effective

Solutions Prioritisation

(15 mins)

Walkthrough:

Walk around, review the solutions displayed on the flip charts around the room, and:

Put **green dots** on 4-5 solutions you think are **the most feasible, relevant, and have the most potential for scale**

Put **yellow dots** on up to two solutions you are **skeptical** of or feel are **not relevant or scalable**

Optional:
Add **sticky notes:**
- To add **additional key solutions**
- To add **nuances** to existing solutions

Please note:

- Use only one dot (green/ yellow) per solution
- Use of the yellow dots are optional (but helpful to sharpen our thinking!)

Next Steps and Closing Remarks

Next Steps

Now that we have picked 4-5 ideas, we aim to:

Work on **detailing these further** with a **plan of implementation**

Launch the **Open Funding Call** at JLF

Introduce these ideas at JLF along with survey results

Start **building the team** to execute these ideas

Conduct RCTs in specific areas to **review impact** and find better solutions