

# FICCI LADIES ORGANISATION HYDERABAD CHAPTER

Initiative

2013 -2014



Women's  
Safety

A Bygone Era for Hyderabad?

Recommendations & Suggestions



## FICCI LADIES ORGANISATION

Established in 1983, as a division of FICCI. FLO is an all India Organisation for Women with over 11 chapters across India whose members' (about 4300) comprise of women Professionals, Entrepreneurs', Business Persons and Corporate Executives. FLO is committed to empower women thru capacity building, skill & entrepreneurship development. FLO Hyderabad chapter is 13 years with about 450 members.

FLO believes that the resources and strengths of women need to be channelised, to help develop their full potential. The primary objective of FLO is to promote entrepreneurship and professional excellence in women. It does this through various educational and vocational training programs, talks, seminars, panel discussions and workshops on a vast range of subjects especially concerning women and businesses. FLO works closely with Ministry of MSME, Women and Child Welfare for the empowerment and betterment of women and Girl Children.

### Executive Committee FLO

Jyotsna Angara	- Chairperson
Monika Agarwal	- Sr. Vice-Chairperson
Rekha Lahoti	- Vice-Chairperson
K. Aparna Reddy	- Secretary
Sumalatha Chittineni	- Jt. Secretary
Kamini Saraf	- Treasurer
Sumita Srimal	- Jt. Treasurer

### Past Chairpersons FLO

Shanti Reddy	Sarita Reddy
Mangaish Subba Rao	Ajita Yogesh
Lata Reddy	Chandana Chakrabarty
Heena Shrivastava	Aparna Reddy
Manjula Reddy	Rekha Reddy
Vani Subhas	



## CHAIRPERSON'S MESSAGE

Namaskaar

The status of Women in this modern India is a real paradox. On one hand she has reached unattained heights of success in terms of profession, entrepreneurship, social status and education, while on the other she has become a vulnerable target of violence from the society including her own family members. Women, irrespective of being careful or not are now becoming the target of a section of men who leer, jeer and do not hesitate to make them feel vulnerable, and, worse, attack their dignity. A recent study states that India is one of the worst countries for women. Approximately 70 per cent of women in India experience some form of violence in their lifetime, most often perpetuated by people they know. How much more unsafe and shameful can the situation get to? Extremely unfortunate state of affairs.

With crimes against women having escalated at an alarming rate in the past few years, Hyderabad's women have safety and security at the top of their minds. Clearly, it is time for a wider dialogue and action on the issue of sexual violence in our country to consider how we can contribute to making India a safer and more prosperous home for all. The purpose of working on such a document was, not just to determine but also ascertain what each one of us can do today to transform the status quo through personal and professional initiatives, while drawing a road-map for enduring transformation in the society. We believe that, we can collectively take the benefits of our position, experiences, knowledge, organizational strengths and commitment to help resolve societal challenges that are glaring at us.

On behalf of all FLO & YFLO Past Chairpersons and our fellow Members, I take the liberty to re-dedicate ourselves to collectively work towards empowering women, achieving a dignified, safe and humane environment for them. This document has been an effort in this direction.

My sincere acknowledgement and gratitude to all participating organisations, our partners and supporters in this endeavour.

**Jyotsna Angara**  
Chairperson FLO Hyderabad  
Governing Board Member

## Acknowledgement



FICCI Ladies Organisation would like to thank all leaders and organisational representatives who participated in the round table meetings for being open and honest with their observations, and staying fully engaged in the process. One of the most important outcomes from this effort can't be measured is the relationships that are initiated and expected to grow between companies, various chambers of commerce, academia and our other partners. Of course, FLO also recognises the fact that the input from the meetings has tremendous value to the society and all organisations.

Our sincere thanks to our supporting partners **FICCI**, **APSC** and **NASSCOM** and their respective teams and staff who stood by us in this endeavour. Our acknowledgement to **Mr. Jayesh Ranjan**, Vice-Chairman and MD APIIC for his willingness to partner us.



Lata Reddy  
Heena Shrivastava  
Manjula Reddy  
Vani Subhas  
Sarita Reddy  
Ajita Yogesh

Aparna Reddy  
Rekha Reddy  
Ms. Sangita Reddy  
Mr. J.A.Choudhary  
Mr. C. Parthasarathy  
Mr. Narendra Surana

Mr. Bidhan Kankate & Ms. Padma Priya,  
NASSCOM Hyderabad





## WOMEN SAFETY: A BYGONE ERA FOR HYDERABAD? ...

### **Owning to our collective responsibility to make Hyderabad a safer place for women.**

FICCI FLO, Hyderabad joins the nation in recognizing the urgent need for action to be taken to make both private and public spaces safe for women. We at Hyderabad Chapter are extremely disturbed and outraged at the recent happenings with regards to Women's Safety in the city of Hyderabad. The city of Hyderabad was a safe abode at one time, but not anymore. Initiatives that had been announced in the past by Govt, have not seen the day of light and unfortunately today, Women safety does not seem to be of importance or priority. Though we do know that Public safety is the responsibility of the system and it is letting us down, we cannot be silent spectators and wait for the awakening to happen. We do believe that, it's now time for the Civil Society to become stronger and take substantial amount of responsibility to better the situation for ourselves.

Hyderabad has been experiencing widespread Sexual Assault and Harassment cases towards women. According to the National Crime Records Bureau (NCRB), rape is the fastest growing crime in India. The Police have cited alarming increase in crime against women in last few years which analysts say are worrying signs. Given this unfortunate reality, it wouldn't be surprising to see Hyderabad soon sharing space with New Delhi as the most dreaded metro for women.

We believe that, we can collectively take the benefits of our position, experiences, knowledge, organizational strengths and commitment to help resolve societal challenges that are glaring at us. Our effort is to connect with various organisations to leverage on their experiences and strength to arrive at a conclusion.



## Discussion Format

We believe that working together with various organisations to identify viable interventions and measures that can be incorporated / implemented at Public Spaces is necessary. Top CEO and thought leaders were invited to be a part of the forum in deliberating to create a safer & better Hyderabad. Senior representative and decision making stakeholders from chambers' of Commerce and Industry, academia, heads of organisations, corporates, law and Policy makers and Law protectors, participated in the meeting whose inputs & suggestions are vital.

The meetings were focused on individual segments of women safety issue to formulate a more nuanced document. The agenda emphasized the desire to hear from leaders ideas for addressing the issue at and arriving at solutions and initiatives needed to collectively address the issue. In addition, organisations also shared information about their programs, initiatives and best practices.



## Some observations:

- + 18% annual increase in reported incidence of crime against women
- Extremely poor community perception of law enforcement agencies
- Secondary victimization often faced by survivors
- Overall lack of awareness by survivors of the law and their rights to support services available, such as free legal assistance, women help lines, counselling centres, temporary shelters, etc.
- Perception that public spaces are quite unsafe for women
- Harassment of survivors & witnesses by perpetrators, which often lead to acquittal of cases
- Motivate women and girls to report cases of sexual assault
- Change the mind-set of society toward women to substantially reduce violence against women and create an atmosphere of safety
- Organize training programs to empower women & girls: Schools, Colleges & work place
- Sensitizing male police personnel on crimes against women and girls
- Safety audits as to which roads / areas are vulnerable should be conducted by the government periodically



## RECOMMENDATIONS to Govt.

All persons have the right to occupy public spaces without feeling a threat on account of their gender. Unfortunately this is not the case today. There is **URGENT NEED** for Policy Change, reform in investigatory procedure and judicial processes at various levels. As the next steps ahead we also need to identify what can local govt. do to better support our initiative and recommendations.

### Policy Change and Reforms in Laws:

- **Fast track courts** should be established for all women abuse related cases.
- Cases of sexual harassment are in the nature of non-cognizable offences and hence should have a **time limit** for completion of inquiry. **Max 45 days**.
- Punishment of every culprit to be exemplary and **"Zero-Tolerance"** of sex offenders.
- **Diversity & Inclusion:** Increase the Presence of ALL Genders in Public Spheres. 33% presence of women is not incorporated as yet. Audit needs to be conducted across various industries verticals to assess the implementation at the earliest.
- **Incentivizing the implementation:** An incentive / deterrent based action may be taken against all organisations that do not comply with this requirement. e.g. Higher Tax bracket for non-compliance.
- Reintroduction of beat police goes hand in hand with the idea of neighbourhood watches and other community policing initiatives. Traditional beat policing allows an officer to get to know his turf & gather local intelligence.
- **Influencers:** Since Indians are extremely influenced by Cinema, Advertising and other such visual forms of communication, this medium needs to be monitored. Govt and other regulatory bodies to ensure that women are not commoditized in a derogatory manner as is often done in these mediums.
- The existing regulatory committee in such mediums of communication to also have representatives from Police Dept, Corporates, Civil Society who do not belong to the said industry. This should be made mandatory.

### Infrastructure:

- Improving Basic infrastructure is urgently required - Street Lights, Footpaths.
- Sanitation is a major cause - Build Toilets in all MMTS stations.
- Better facility for Women Police Officers required at all levels - Police Stations, Check Posts etc.
- Create - **PPP model** for sustaining the maintenance of public spaces.
- Increase number of police patrolling is required from 6pm-6 am.
- Deployment of trained female police constables into local communities to lead implementation of the various initiatives.
- Identify 2 Community leaders along with one Police woman to become **"Change Ambassadors"** of the community.

**e.g. of PPP model for sustaining the maintenance of public spaces:** The pilot project can begin with the IT corridor where APIIC and Cyberabad Police Commissionerate can partner with various corporates to manage and maintain public spaces. E.g. A specific stretch of street / area / locality is allocated to a corporate company. The said area is then under the corporate to manage its lighting, patrolling, planning for improvements, involving its employees in the upkeep of the space etc. This can be linked to the HR / CSR of the organisation. In return for the services rendered by the corporate, APIIC awards substantial branding and acknowledgment via various visibility platforms. The Cyberabad Police should offer unstinted support to ensure safety in public spaces.

**Sustainable Partnerships - Createing 'Ambassadors of Change':** Sustainable partnerships between officers and community members are developed through formation of women safety committees that serve as important component of community policing. Each committee has approximately 15-20 local women that include female constables and members of community who hold monthly meetings that are a platform to report problems faced and gather criminal intelligence in the area. Some women are also trained to act as community counsellors to expand the outreach of the awareness campaigns on safety of women and children. This partnership will help in smaller localities that are inhabited by the migrant labours and under privileged.

**e.g. of Change Ambassadors:** Identify 2 Community leaders in residential areas who support the Cyberabad Police in not just spreading awareness but also supporting in local patrolling. Change Ambassadors from within the community can be major catalysts in changing mind-set of people. Each corporate to identify employees on rotational basis to perform similar duties of Change Ambassadors.

**Advocacy:** Regularly Invite representatives of Chambers of commerce, corporates and other community representatives whilst formulating policies

**Awareness and Education:** Need to build a sustainable partnership with society to create a safe and violence free environment for women and children by:

- Deploy women police officers in sensitive beats to address women and children's grievances.
- Organise awareness activities to sensitize the community and obtain their feedback and suggestions at regular intervals.
- Forming women safety committees to widely disseminate the campaign; provide a forum for women to register their complaints; and discuss community-related issues and personal safety concerns.
- Regular Training and sensitization of Male personnel at work place and at all police stations
- Use of mass media as vehicles of the awareness messaging
- Include Moral studies and regular awareness sessions at all schools Pvt. & Govt.
- Regular sensitization and awareness programs for women and young girls.

**TRAUMA SUPPORT:** There is a need for immediate health care response systems, especially trauma care, for the victim. This should entirely be independent of the investigative and judicial process, yet should be mandated by law as non-negotiable.



# SUGGESTIONS

## Corporates & Business Houses

It is suggested that corporate organisations come together to collectively form a few committees / forums along with FLO, NASSCOM, FICCI to address issues. These committees to include members of corporate organisations, chamber of commerce, legal & counseling professionals and psychologists to ensure a neutral and approach to tackle all issues. In the IT corridor it is suggested that NASSCOM and FLO take a few initiatives and lead such forums.

- **Emergency Response and Helpline:** Emergency Response Teams are mandatory at all Academic Institutions & Corporate offices and trained to take immediate action. This makes the initiative very inclusive.
- Objectives, roles and responsibilities of emergency response team/s should be detailed and shared with all associates.
- Any TWO **Standard Safety Apps** are to be made mandatory on all employees' phones across the organisation to ensure consistency.
- While a **Mobile App** is of help, usually when a woman is attacked the phone is snatched away first. It would help if a **GPS based Chip** can be implanted in a chain or bracelet that can be worn by women.
- Conduct **Self Defense workshops** for all women employees at regular frequency.
- Frequent information sharing sessions to be conducted for all women employees with regard to their legal rights. Understanding this aspect is very crucial.
- Regular **SAFETY AUDITS:** workplace and public spaces.
- **Quarterly Audits** to be conducted by external registered vendor or a common constituted committee by its chamber of commerce / NASSCOM.
- The safety team constituency and details to be shared every quarter with NASSCOM.
- A guideline on safety measures to be published and displayed at all key locations in the work place.
- **Replicate Best Practices** of other organisations.
- **SPEEDY ADOPTION OF THE SEXUAL HARASSMENT AT WORKPLACE BILL** with the modification that a separate external forum tackles these complaints in light of the fact that internal regulatory mechanisms are not necessarily subject to impartial oversight and may be biased.
- An external registered body/ forum to be formed to address all such cases. This body to include, legal professionals, psychologists, counsellors as well as some corporates.
- **Training and sensitization of male personnel** at work place. Course module should be detailed and needs to be conducted at the time of induction as well as every quarter.
- Detailed **Personal Profile Verification** of all Employees before joining the organization. The Police Depts. Assistance may be taken in this matter. This should be mandatory for all levels and categories of employees.
- **Transport:** All cabs used by organisation are to be GPS enabled to keep track of all vehicles being used.
- External vendors to give written statement assuring Safe Cab Driver being provided.
- Ensure Cab Drivers are thoroughly scrutinized, have police verification. This should be done on a half yearly basis.
- All cab Drivers to also be well trained with regard to Women's Safety.
- Transport teams to have an audit of such actions
- MUST provide well-trained, capable and verified security personnel as an escort during night times.
- Ensure that a male employee should be the first to be picked up and last to be dropped.

# SUGGESTIONS

## CIVIL SOCIETY

**Educate and Create Awareness:** Creating awareness at schools, colleges, work place and community. Educational institutions play a vital role in changing and shaping the attitudes of students towards various issues in society.

- Awareness-raising presentations in schools, colleges and universities on issues of adolescence, domestic violence and child safety.
- Lectures to include preventive measures that can be undertaken by children, especially adolescent girls, teachers and parents with regard to safety of women and children.
- Use of role plays to help children practice how to respond to a potential perpetrator and some safety measures to protect themselves can be useful.
- Topics that might not be discussed at home such as 'good touch' and 'bad touch' are also to be explained.
- **THE PROBLEM OF MIND-SET:** We need to change the mind-set of society toward women. Awareness amongst men of the scope of this issue is critical. Men who turn a blind eye to such brutal acts in their own neighborhoods, communities and families are just as culpable as those that perpetrate these acts. Action from courts and police will not suffice if the community remains defiantly opposed to change.
- Inculcate values and structures that perpetuate a culture of rape.
- Familiarize women with self-defense tactics and ways to respond in emergency.
- Introduce educative programs at schools to inculcate a positive value for respecting women. Introduce regular counselling and training sessions.
- Men should be educated to facilitate the empowerment of women.
- Campaigns to reignite core values and Indian traditions that respect and nurture women and children. This of course can only be borne out of consensus in society.
- Public awareness programs such as awareness lectures, screening of short documentaries/movies on various issues concerning crime against women and children.
- **Community Policing:** Collaborative partnerships between the law enforcement agency and Individuals, Communities and Organizations are built to develop solutions to problems and increase trust in police. It could promote and support the systematic use of partnerships for problem-solving and proactively address the issues at hand.
- Reintroduction of beat police goes hand in hand with the idea of neighborhood watches and other community policing initiatives. Traditional beat policing allows an officer to get to know his turf - to gather local intelligence. It permits sustained observation of known troublemakers.
- Identify 2 Community leaders along with one Police woman to become **"Change Ambassadors"** of the community.
- Deployment of trained female police constables into communities to lead implementation of the various initiatives.
- **Door-to-door policing** by female officers focuses on interacting with women in the community in order to identify and address any grievances raised by women. The officers also try to build women's confidence of their own safety within the community
- **Friends of Police** - Any member of the public, male or female who is not involved in civil or criminal case can become a member of FOP and are engaged in the following activities:
  - Beats and night Patrols
  - Assistance in traffic
  - Crime prevention
  - Information collection
  - Assistance in Law and Order Maintenance
  - Involvement in Prohibition Work.

## PARTICIPATING ORGANISATIONS



AMD | Broadridge | Franklin Templeton | Fission Labs | FCS Consulting Tech Systems | Google India | GE Capital | GE | Infotech Enterprises | IBM | JP Morgan Chase | Microsoft India | Nokia | Novartis | NTT Data | Progress Software | Quislex Legal Services | Siemens | TCS | Tech Mahindra | Invesco





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