



**Guidelines for grant of Financial Assistance
for
Research Study
2022 – 2023**

**National Commission for Women
Plot No. 21, Jasola Institutional Area,
New Delhi – 110 025**



**File No. 16(01)/2022-23/NCW/PMR
National Commission for Women New Delhi**

**Subject: Issues/Topics/Thrust areas for undertaking Research Study for the
Financial Year 2022-23.**

The National Commission for Women has identified the Issues/Topics/Thrust Areas, listed below, for undertaking Research Study for the F.Y. 2022-23.

Themes for Research Studies:

1. Women Police Station/Mahila Thana (Working, Efficiency and Effectiveness)
2. Rights of Differently Abled Women (DAW)
3. Role of Fast Track Special Courts in delivering Justice to Women
4. Women in Paramilitary Forces
5. Women in Sports

The proposals are invited from:-

(i) Central/State Universities and Colleges affiliated with such Universities that conduct Post Graduate level Study and have been accredited “A++, A+, A, B++, B+ and B” Grade by National Assessment and Accreditation Council (NAAC) <http://www.naac.gov.in/> valid at the time of proposal.

(ii) Institute of National Importance, National Law Universities

(iii) NGOs which are in existence since last ten years and has experience of conducting survey research and at least two survey researches should have been completed to the satisfaction of the Commissioning Agency and published in a reputed peer reviewed journal. Reports should be available in public domain or copy should have been submitted to Government/ International Agency. NGO must be validly registered with NITI Aayog at the time of proposal.

2. The Terms of Reference are as under:-

A. At least three Social Sciences departments or faculty members from these departments (Economics, Sociology, Psychology, Law, Business School, Management School, History, Gender Studies etc) must be involved in conduct of the Research Study.

B. These departments should form a Committee and appoint a Nodal Officer for communication with the Commission.

C. The study will be Empirical study based on the data collected according to

the problem statements for above-mentioned themes as per the concept notes attached at Annexures.

D. The Field Investigators must be provided basic training before conducting the Field Survey.

E. The study should cover data at least from the jurisdiction of the University, preferably from the geographical region of one State/ Organization.

F. It is expected that data will be collected within the first 9 months. The first 9 months includes 3 months for preparation, recruitment and training. The next 6 months is for data collection. The last three months is for report writing. Total time period for the project would be 1 year. Extensions can be considered provided there is sufficient justification.

G. The ownership of original data will rest with National Commission for Women after completion of the study. The data may be utilized by the concerned researcher with prior permission of the National Commission for Women every time.

H. For release of second installment or final installment, soft copies of data collected/questionnaires should be provided.

I. For citing the data by the researchers at any point in future, NCW must be acknowledged.

J. Soft copy of filled in questionnaire must be provided by the University/Collegeto the National Commission for Women.

K. Funds will be disbursed in two installments of 50% each of the sanctioned amount.

3. The Research Proposal must contain the following sections:

- 1) Introduction and Statement of the Problem
- 2) Review of Literature
- 3) Objectives of the Study
- 4) Research Design & Methodology
 - a) Sampling Method, Sample Size, Sample frame, Rationale etc.
 - b) Tools for data collection
 - c) Category of respondents
- 5) Research Partners/ Agencies/Institutions/Training Partners; if any(in such cases, the grant will be released only in the favour of applicant organization)
- 6) Suggested training design for Surveyors/ Research Assistants
- 7) CVs of Principal Investigator/ Co- Principal Investigator (if any) and Main

Research Staff. CVs should indicate the skill sets of the persons, previous research experience, papers published in peer-reviewed journals and books if any. **Summary Report of any 2 best published Research Studies must be attached.**

8) Questionnaire

4. Indicative Budget for Research Study:

The Research studies may be categorized in three categories on the basis of study universe or on the population volume of the state selected for the study.

These are:

1. Large State category- (Population of the State is more than 6 Crore)
2. Medium State category- (Population of the State is between 3 and 6 Crore)
3. Small State category - (Population of the State is less than 3 Crore).

The indicative budget for Research Study for each category is as under:

1 Large State category

S. No.	Criteria	Description may be given by the College/ University	Maximum Duration (in months)	Maximum Allowed Value (in Rs.)	Justification
1.	Principal Investigator		NA	30,000/-	
2.	Project Co-ordinator/ Research Officer/ Statistician		12 months from the date I installment is released.	1,80,000/-	
3.	Field Survey/ Data Collection		6 months	9,00,000/-	
4.	Expenditure on TA		6 months	4,00,000/-	
5	Expenditure on data processing, rapporteur and other miscellaneous expenditures		NA	2,00,000/-	
Sub-Total					
6.	Overhead Contingency or institutional charges	Not exceeding 10% of the total estimated charges/expenditure (i.e. Sub Total)			

Total (not exceeding Rs. 19.00 Lakh)

2 Medium State category

S. No.	Criteria	Description may be given by the College/ University	Maximum Duration (in months)	Maximum Allowed Value (in Rs.)	Justification
1.	Principal Investigator		NA	30,000/-	
2.	Project Co-ordinator/ Research Officer/ Statistician		12 months from the date I installment is released.	1,80,000/-	
3.	Field Survey/ Data Collection		6 months	5,00,000/-	
4.	Expenditure on TA		6 months	4,00,000/-	
5	Expenditure on data processing, rapporteur and other miscellaneous expenditures		NA	2,00,000/-	
Sub-Total					
6.	Overhead Contingency or institutional charges	Not exceeding 10% of the total estimated charges/expenditure (i.e. Sub Total)	-		
Total (not exceeding Rs. 15.00 Lakh)					

3 Small State category

S. No.	Criteria	Description may be given by the College/ University	Maximum Duration (in months)	Maximum Allowed Value (in Rs.)	Justification
1.	Principal Investigator		NA	30,000/-	
2.	Project Co-ordinator/ Research Officer/ Statistician		12 months from the date I installment is released.	1,80,000/-	
3.	Field Survey/ Data Collection		6 months	3,00,000/-	

4.	Expenditure on TA		6 months	4,00,000/-	
5	Expenditure on data processing, rapporteur and other miscellaneous expenditures		NA	2,00,000/-	
Sub-Total					
6.	Overhead Contingency or institutional charges	Not exceeding 10% of the total estimated charges/expenditure (i.e. Sub Total)	-		
Total (not exceeding Rs. 13.00 Lakh)					

5. The proposal may be uploaded through online mode at NCW website www.ncw.nic.in or <http://ncwapps.nic.in/eproposalv2> within one month from the date of the notice being placed on the Website of the Commission or latest by **30th June, 2022**. The clarifications and queries regarding Research Guidelines may be sent to the Senior Research Officer, National Commission for Women latest by **15th June, 2022** through email only at sro-ncw@nic.in.

6. **Incomplete/insufficient proposals or proposals received after the last date will not be entertained.** The Commission reserves the right to select the organization based on their eligibility, capability, area of work, expertise, etc. **No correspondence on reasons for non-selection of the proposal will be entertained by the Commission. No proposal received by e- mail or by any other mode will be entertained.**

7. Organizations / Institutions are advised to go through the guidelines relating to Research Studies available on the website of the Commission, attached as **Annexure-A**.

8. **The concept notes and indicative questionnaires have been attached as Annexure B, C, D, E and F.**



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**Guidelines for grant of Financial Assistance for Research Studies for the
Financial Year 2022-23**

1. Introduction:

The National Commission for Women, in pursuance of its mandate contained in Section (10) of the National Commission for Women Act, 1990 sponsors special studies and undertakes promotional and educational research either on its own or through other agencies / organizations/ institutions, etc. in furtherance of its mandate. The specific provisions from the National Commission for Women Act, 1990, are reproduced below for ready reference.

Clause (g)

Call for special studies or investigations into specific problems or situations arising out of discrimination and atrocities against women and identify the constraints so as to recommend strategies for their removal.

Clause (h)

Undertake promotional and educational research so as to suggest ways of ensuring due representation of women in all spheres and identify factors responsible for impeding their advancement, such as, lack of access to housing and basic services, inadequate support services and technologies for reducing drudgery and occupational health hazards and for increasing their productivity.

The Commission funds selected research studies in accordance with the procedure laid down by the Commission from time to time. The Commission has, with a view to simplify the procedure to be followed in such cases, and to ensure improved outcomes of such studies, revised the guidelines for conducting research studies. The revised procedure is detailed in subsequent paragraphs.

2. Time Schedule for different activities:

In the ordinary course, the subjects, for special/research studies will be

identified by the Commission every year and these will be disseminated through the Website of the Commission to all concerned. The Commission may, in its discretion, issue abbreviated advertisements in appropriate journals/news papers, etc. to disseminate information regarding such studies.

The proposals for undertaking studies will be required to be submitted through the online portal of the Commission within **30** days from the date of the notice being placed on the Website of the Commission.

The proposals received through the online portal after stipulated date will not be entertained.

The Commission will process and finalize the list of proposals to be funded by the Commission within three months or such other time as may be specified after the last date for submission of proposals.

In cases, where proposals are approved by the Commission, the first installment of the approved amount is to be drawn within the same financial year. The research study will be required to be completed as per time-frame approved.

Empirical Data is to be collected within 9 months of release of funds. The first 9 months includes 3 months for preparation, recruitment and training. The next 6 months is for data collection. The last three months is for Report writing.

Ordinarily, the time-frame approved for completion of a study will not be extended. However, the Commission may, in extreme cases, at its discretion, extend the tenure for completion of a research study, if in its opinion there are justified and valid reasons for granting such extension.

The University/College/Institution undertaking research will, where so required, be responsible to seek extension of time at least two months prior to the approved tenure coming to an end and provide detailed justification for seeking extension.

3. Time limit for its completion:

The studies will be required to be completed within the time limit approved by the Commission to be reckoned from the date of drawl of first installment. Broadly, Impact Assessment Studies/ Awareness Studies and other similar studies where, survey is required, is mandated to cover at least from the jurisdiction of the University preferably from the geographical region of one

state/organisation.

Component-wise permissibility of funds has been programmed in the format required to be filled up on the online portal.

4. Eligibility for financial assistance to conduct research/studies

The proposals for Research Study can be submitted only by :-

(i) Central/State Universities and Colleges affiliated with such Universities which conducts Post Graduate level Study and have been accredited “A++, A+, A, B++, B+ and B” Grade by *National Assessment and Accreditation Council (NAAC)*<http://www.naac.gov.in/valid> valid at the time of submission of proposal.

(ii) Institute of National Importance and National Law Universities.

(iii) NGOs which are in existence since last ten years and has experience of conducting survey research and at least two survey researches should have been completed to the satisfaction of the Commissioning Agency and published in a reputed peer reviewed journal. Reports should be available in public domain or copy should have been submitted to Government/ International Agency. NGO must be validly registered with NITI Aayog at the time of proposal.

Research proposals on behalf of Central/State Universities and Colleges affiliated with such Universities, INI, NLU can be submitted with the approval of the authority designated by such College/University/Institution. The College/University/Institution will, in such cases, be responsible for timely completion of study as well as its quality.

Multi institutional Research proposals will also be entertained on the condition that the applicant institution/ organization take the responsibility of appointing Nodal Officer and other internal administrative approvals for the research study. In such cases, the grant will be released only in the favour of applicant organization. NCW would correspond only with the applicant organization.

The eligibility conditions for submitting proposal for undertaking

research will be as under.

- Principal Investigator intending to undertake research should hold at least a post graduate degree and should have published at least 5 research papers in Peer Review journal listed on UGC website within the last 10 years

Or

- Published Book/Book Chapter by reputed publisher and/or at least 2 papers in Peer Review journal listed on UGC website within the last 10 years.

One organization will be provided financial assistance for one Research Study only.

5. Process for funding by the National Commission for Women:

Proposals seeking financial assistance for research studies from the National Commission for Women are to be submitted only through online portal at <http://ncw.nic.in>, <http://ncwapps.nic.in/eproposalv2> and would, *inter alia*, include information as detailed in subsequent sub-paragraphs.

Copies of two best papers of Principal Investigator and Co-Principal Investigators associated with the study must be uploaded with the proposal.

Organizations which have been blacklisted by any Ministry / Department of the government, or by any Commission or Authority or statutory body of the Central and State Government shall not be eligible to submit proposals to the National Commission for Women. Accordingly, every organization submitting a proposal for undertaking research will be required to certify that it has not been blacklisted during last seven financial years (Annexure G).

NGOs which are in existence since last ten years and has experience of conducting survey research and at least two survey researches should have been completed to the satisfaction of the Commissioning Agency and published in a reputed peer reviewed journal. Reports should be available in public domain or copy should have been submitted to Government/ International Agency. NGO must be validly registered with NITI Aayog at the time of proposal shall be eligible for grant of financial assistance in accordance with the procedures stipulated in these guidelines. For NGOs, Working on women related issues must be part of its mandate in accordance with its bye- laws/Memorandum/Articles of Association, etc. No organization blacklisted as per details specified in the

guidelines relating to Research Study will be eligible to apply. Similarly, organizations blacklisted by State or Central Government, or any of their statutory / autonomous bodies shall also not be eligible to apply for grant of assistance for conducting Research Study. **NGO's must certify that they have not violated the Rules of FCRA Regulations and that they have not been blacklisted by any Department of the Government of India.**

6. All non-governmental organizations (NGOs) will be required to indicate their registration number with the NITI AYOOG. As stated earlier, no organization without valid registration with NITI AYOOG will be eligible to submit a proposal to the National Commission for Women for conducting a Research Study.

7. Every proposal submitted should be accompanied by an undertaking that the organization has not been blacklisted by any organization of the Government of India or State Government or any Constitutional/ Statutory body/other authority under such Governments as in format mentioned in [Annexure G](#) .

8. Procedure for selection of Research Studies.

The proposals received through the online portal shall be evaluated either by the Commission on its own or through expert panel(s)/committee(s) selected by the Commission for the purpose. The expert panel/committee shall, where so constituted, make suitable recommendations to the Commission for acceptance or revision or rejection of proposals.

The expert panel/committee, referred to above, shall while making recommendations, *inter alia* take into account i) the relevance of the topic of the study to the area identified by the Commission; ii) originality of the proposal; iii) capability of the persons/organization to undertake quality research as evidenced by the qualification, experience and quality of earlier studies undertaken by the resource persons to be associated with the study; iv) past record of the person(s) undertaking research particularly in cases of research/studies undertaken in collaboration with the National Commission for Women; and v) the quality of the proposal particularly for improvement in policy or legislative frame-work.

In cases, where in the opinion of the Commission, the research study

proposal can be improved, the Commission may suggest changes in the scope of the study, research methodology or any other parameter. In such cases, the College/University/Institution who had applied for approval of the research study shall be given the opportunity to modify the proposal in such time-frame as may be specified by the Commission in individual cases. The proposals where suggested changes are not made shall not be considered.

The Commission shall, keeping in view all relevant facts, upload the details of research studies approved by it on its website.

9. Release of Funds and submission of study/research report:

The funds for undertaking research study approved by the Commission shall be released in two equal installments of 50% each of the sanctioned amount.

The first installment equivalent to 50% of the sanctioned amount of the study shall be released for the approved study on receipt of undertaking and other required documents as referred to above.

The NGO concerned shall, in case of approval of its proposal, be required to submit a 'Bank Guarantee' equivalent to the amount of the first instalment to be released. The first instalment of the sanctioned amount will be released only after receipt of a valid bank guarantee in the prescribed format ([Annexure H](#)). The bank guarantee so submitted should be valid for a period of One year after the release of first instalment. It will be the responsibility of the organisation conducting the Research Study that, where applicable, the validity of the required documents such as '**Bank Guarantee**, etc, is extended suitably well in advance of the expiry of the validity of the bank guarantee.

The bank guarantee shall, however, not be required if the proposal is from a recognized University, Government organization, ICSSR institution, autonomous body/ research organization authorized to award academic degrees, UGC approved academic institutions provided the organization concerned undertakes ([Annexure G](#)) to ensure that the Research Study will be conducted / organized within the time permitted by the Commission and also agrees to refund the entire amount released by the Commission with interest, if the Research Study is not conducted within the permitted time, or in the opinion of the Commission, the outcome of the study in terms of its recommendations is not of the desired standard/quality.

On completion of data collection, the College/University undertaking the research study, shall submit an interim report in prescribed Report format to the Commission specifying the work done till that time, along with the status of utilization of funds and any other relevant details. By this time, the researcher will be expected to have completed the work relating to collection of data both from the primary and secondary sources in accordance with the approved methodology and reflect it in the study report. Furthermore, the interim report in prescribed format received from the grantee organization will be examined by the Commission and Experts may also be consulted regarding the quality of the report.

The Commission may, in a few cases, depute its representative for on the spot verification of the correctness of the status report submitted by the College/University before release of the final installment.

On completion of two-third of the tenure of the study, the College/University/Institution undertaking the research study shall submit a fresh draft report to the Commission specifying the work done including collection of data, its analysis/other relevant details and the status of utilization of funds.

The College/University shall submit a draft (final) report along with a soft copy at least one month before the end of the scheduled tenure of the study to the Commission.

The Commission may, where considered appropriate, advise improvement in the report and also request the College/University to make a presentation before the Commission and the, commission may, after scrutiny/examination or presentation, suggest improvements /changes.

On completion of the tenure of the research/study or, in exceptional cases, such extended period as may have been approved by the Commission, the College/University undertaking the research study shall submit ten copies of a neatly typed and bound Report in book form to the Commission along with soft copy of the final approved report and utilization certificate in GFR-12A from the Chartered Accountant laid down in the General Financial Rules, 2017. After receiving the abovementioned requisite documents, the due balance amount of final installment may be released.

10. Standards of Study and Intellectual Property Rights:

With a view to ensure that the research study undertaken can be gainfully utilized and collaborative and multi-disciplinary research and studies help in improving the schemes, programmes of the Government or legislations or conditions of women and their standards of living, etc., these shall be required to conform to the standards specified in these guidelines. The study should be an original work and appropriately acknowledge/refer wherever it borrows from any other work/ publication. Plagiarism in any form will lead to summary rejection of the report/proposal and other legal consequences.

The authorized researcher / representative of the College/University/Institution shall make a declaration that the study is original and the College/University/Institution shall be responsible for any infringement of the copyright law or any other relevant law and the National Commission for Women shall not be responsible for any such lapse on its / their part.

11. Other requirements

The primary data, if collected as part of the research/study, should be collected in the manner stated in the proposal for undertaking the study and evidence of its collection including evidence relating to the places/persons from which the data has been collected online along with particulars such as mobile/landline number or other contact details of persons from whom data has been collected, should be retained till the report is accepted by the Commission. Soft copies of the questionnaire/ data must be provided to NCW for report acceptance. The Commission may, in a few cases, carry out sample checks to verify collection of data.

Analysis and interpretation of data should be based on standard techniques of data analysis and interpretation wherein raw sheets showing tabulation and calculation should be retained till the report is accepted by the Commission.

Findings should logically flow from the analysis of information contained in the report and the rationale for the recommendations made should be clearly specified. The level at which recommendations are implementable should

be specified clearly.

If the study/data is used by the researcher in any subsequent publication/ paper, with prior permission of the NCW, therein the role of NCW must be clearly acknowledged.

The decision of the Commission in all cases relating to the standard of study shall be final. All disputes relating to any study / grant will be subject to the jurisdiction of courts located in Delhi.

The grantee organization will maintain separate accounts in respect of this grant. The accounts will remain open to inspection to the representatives of the National Commission for Women including the CAG of India.

Any unspent balance out of this grant will be refunded by the organization within 60 days from the date of completion of the project failing which such unspent balance will attract penal interest @ 12% per annum for the period from date of completion of the project to the date of refund of unspent balance.

Note: The Commission may, while sanctioning the grant, stipulate further conditions, as considered appropriate.

**WOMEN POLICE STATIONS/MAHILA THANA (WORKING,
EFFICIENCY AND EFFECTIVENESS)**

The National Commission for Women, in pursuance of its mandate contained in section (10) of the National Commission for women Act, 1990, sponsors special studies and undertakes promotional and educational research either on its own or through other agencies/organizations/institutions, etc. so as to suggest ways of ensuring due representation of women in all spheres and identify factors responsible for impeding their advancement and empowerment.

Every year the Commission collaborates with Government, Semi Government organizations, Universities, Academic and Research Organizations etc to undertake research studies and implement the mandate on identified specific issues of concern. This year, Commission has identified, “Mahila Thana” as one of the topics/themes for inviting research proposals.

It is a matter of general wisdom that women who are victims of violence or harassment may not find it easy owing to a social stigma attached to it to approach the police or other authorities for getting help or support, The ease of filing cases and to provide them an effective alternative for getting help and support is one of the reasons why the women police stations are gaining attraction countrywide, Furthermore, opening an all women police station enhances the women’s representation in law enforcement agencies.

The need to create all Women Police stations

Opening all-woman police stations is not just a tokenistic exercise to have a more balanced gender ratio in the police force. They also serve a very important function in society and that is of enabling more complainants to come forward with grievances.

Gender- Based Violence faced by women both in public and private spaces, including domestic violence, sexual assault; rape, stalking etc are a major threat to women equality and empowerment. In recent years, there has been an enactment of various legislations by the Parliament which address the issue of gender based violence i.e. the Criminal Law Amendment Act, 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Protection of Women From Domestic Violence Act, 2005 etc. and provided an opportunity to women facing violence to take the recourse to law.

A total of 3,71,503 cases of crime against women were registered during 2020, showing a decline of 8.3% over 2019 (4,05,326 cases). Majority of cases on crime against women under IPC were registered under ‘Cruelty by Husband or His

Relatives' (30.0%) followed by 'Assault on Women with Intent to Outrage her Modesty' (23.0%), 'Kidnapping & Abduction of Women' (16.8%) and 'Rape' (7.5%). The crime rate registered per lakh women population is 56.5 in 2020 in comparison with 62.3 in 2019. To effectively and swiftly deal with the crime against women, there was a need to create a space free from male dominance wherein women can freely express their plight and report the crime committed against them.¹

Therefore, in order to safeguard the interests of women, creation of all women police station took place. The first ever women police station was created in Kohzikode, Kerala in the year 1973.

These WPS are stations that usually employ only female officers and handle cases related to violence committed against women. For this reason, officers placed at WPS receive specialized training in dealing with victims and in processing these types of crimes. The purpose of these stations is to create a gender sensitive environment where women can report without any hesitation.

Over the period of time, regional variations and increased complexity of crimes against women, the concept of addressing crimes against women has undergone modifications and different models of women policing have been developed. Some of the important among these are:

- i. All women Police stations
- ii. Crime against Women Cell(CAW Cell)
- iii. Women Desk
- iv. Women Cell

It is expected that all Women Police stations would register all crimes against women but in practice, this is not being followed, though the notification itself does not restrict the functioning of the WPS but the police personnel in the case of Delhi police have restricted themselves to entertain complaints of a *particular nature only that is cases of matrimonial disputes. Such a restriction defeats the concept of Women police station.*

Statement of Problem

Through The concept of Women Police stations it is assumed that women police officers would be more sympathetic to crimes against women and they would be more empathetic. Is this assumption true? The research would investigate this

¹ <https://bprd.nic.in/WriteReadData/userfiles/file/202101011201011648364DOP001012020.pdf>

assumption by doing a survey and by questioning female police staff and also complainants. Accordingly are Mahila Police Thanas effective in providing justice to women victims? This is the problem to be researched.

Indicative questionnaire for Women Complainants

1. Name, Age
2. Present Occupation
3. Residential Address
4. Nature of the crime
5. Since, how long, the problem is faced by you?
6. Is It your first time in Mahila Thana?
7. How you got to know about the Mahila thana?
8. Is your I.O a male or a female?
9. Do you face any hesitation in approaching the male police officer in Mahila Thana?
10. Did you attend any counseling or mediation sessions at the Mahila Thana? If Yes, what is the attitude of the counselors or mediators?
11. Are the counselors sensitive and empathetic towards you?
12. What is the approach of the counselors and police officers towards respondent?
13. When you first visited the Mahila Thana, what was the approach of the Police Officers?
14. Are you satisfied with the attitude of the Police officers at the mahila Thana ?
15. Within what time intervals, the counseling session happens?
16. Is the counseling session beneficial?
17. Whether the Police officers registered your FIR?
18. If not, any reasons were given by the Police Officers?
19. How much time taken up by the Police officers to resolve your dispute?
20. Is there any charge sheet filed in court in your case?
21. If yes, in how much time?

Indicative questionnaire for Police Officers at Mahila Thana

1. Name, Age
2. Present Designation
3. Area of expertise
4. What is the number of male and female police officers in your mahila thana?
5. Associated with Mahila Thana for how many years?
6. In what capacity?
7. What are the types of complaints you receive at Mahila thana?
8. How you deal with such complaints and the complainants?
9. Is there any special training imparted at regular intervals for the sensitization of the staff and police officers at Mahila thana?
10. How many complaints you receive in a month?
11. How many FIRs registered in a month?

12. What all cases are referred for counseling and mediation?
13. Is the counseling/mediation mandatory for the complainants?
14. What is the number of cases referred for counseling every month?
15. What is the success rate of counseling and mediation sessions?
16. Is there any time limit in filing of chargesheet in courts?
17. What is mahila thana doing in mitigating the crimes against women?

RIGHTS OF DIFFERENTLY ABLED WOMEN (DAW)

Background of the Study:

As per the 2011 census, India had approximately 26.8 million persons with disabilities which form approximately 2.2% of the total population.² These estimates account for 7 types of disabilities that were part of the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995. As per more recent data recorded by the National Statistics Office report on disability (that accounted for 21 disabilities that have been mentioned under the Rights of Persons with Disabilities Act 2016)³, approximately 2.2% of the Indian population has a disability.⁴ Despite the change in nomenclature of “disability” and an expansion of recognized disabilities under the 2016 act, the proportion of persons with disabilities in the Indian population has stayed constant as per official data. The World Bank figures however suggest that around 15% of the world’s population are persons with disabilities.⁵ Of the 26.8 million persons who are disabled (as per the 2011 census), 44% (11.9 million) are women with disabilities. This figure grew since the Rights of Persons with Disabilities Act was passed as it increased the number of categories of disabilities to 21 from the previous 7. Without accurate data, however, we are still grappling to understand the actual number of women with disabilities in India.

Persons with disabilities in India face numerous challenges including unequal access to education⁶, non-inclusive health services⁷, lack of employment opportunities due to ableist mindsets⁸ and inaccessible infrastructures. This is compounded by factors like gender, caste, class, religion, and region. Even pre-pandemic, women with disabilities in India faced barriers in access to health,

² Census of India, Data on Disability retrieved from : https://censusindia.gov.in/census_and_you/disabled_population.aspx

³ Rights of Persons With Disabilities Act 2016, https://legislative.gov.in/sites/default/files/A2016-49_1.pdf

⁴ NSS report no. 583: Persons with Disabilities in India NSS 76th round (July – December 2018) Retrieved from <https://pib.gov.in/PressReleasePage.aspx?PRID=1593253#:~:text=In%20India%20prevalence%20of%20disability,it%20was%201.9%25%20among%20females.>

⁵ Factsheet on Persons with Disabilities | United Nations Enable retrieved from

<https://www.un.org/development/desa/disabilities/resources/factsheet-on-persons-with-disabilities.html>

⁶ Education of children with disabilities in India Retrieved from <https://unesdoc.unesco.org/ark:/48223/pf0000186611>

⁷ Access to Health for Persons with Disabilities (OHCHR) retrieved from <https://www.ohchr.org/EN/Issues/ESCR/Pages/Health.aspx>

⁸ Persons with Disabilities and the Indian Labour Market Retrieved from https://www.ilo.org/wcmsp5/groups/public/---Asia/---ro-bangkok/---sro-new_delhi/documents/publication/wcms_229259.pdf

education, employment, social protection, and safety.⁹ They are routinely seen as a burden, not considered “woman enough” and stripped of agency and decision-making powers.¹⁰

Census 2011 shows us that disabled women have less access to education (48% vs 67% among men with disabilities). A survey done in 2019 also showed only 19% of the women with disabilities interviewed in India have access to mobile internet¹¹ compared to 36% of men. Due to intersecting discrimination women with disabilities face within the education system and within families, there are limited opportunities for upskilling. This has led to an information isolation about their rights, especially their legal rights. Due to which, many women with disabilities continue to face discrimination, are routinely denied rights, and deprived of access to information, to services, to opportunities and to inclusion.¹² All of this has only exacerbated due to the pandemic as the research Neglected and Forgotten conducted in 2020 showed us. Women and young girls reported discrimination in accessing their education and work, a lack of support in cases of domestic violence, a lack of support for their emotional well-being. 91% of the participants faced some form of access barrier during this period with regard to information, physical spaces, to communication, to digital spaces, to health services, to food and essentials, to remote/digital education etc.¹³

Legal provisions and policy frameworks

India has ratified many international conventions including United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of Child (CRC) and the Convention on the Rights of Persons with Disabilities (CRPD). To realise our global commitments at the national level the government has enacted laws like the Rights of Persons with Disabilities (RPD) Act 2016, the Mental Healthcare Act 2017, Protection of Women from Domestic Violence 2005, and Criminal Law Amendment 2013. In some of these laws we see the issues of women with

⁹Bhandare N (2020 May 1) The lockdown is hard for women with disability. Hindustan times. Retrieved from <https://www.hindustantimes.com/columns/the-lockdown-is-hard-for-women-with-disability/story-4uOVBLxLOoukdIcqWvP1vJ.html>

¹⁰CREA. (2011). Count me in! Retrieved from <http://www.creaworld.org/sites/default/files/The%20Count%20Me%20In%21%20Research%20Report.pdf>

¹¹GSMA, The Digital Exclusion of Women With Disabilities (2020 June), https://www.gsma.com/mobilefordevelopment/wp-content/uploads/2020/07/GSMA_Digital-Exclusion-of-Women-with-Disabilities_44pp_ACCESSIBLE.pdf

¹²Addlakha, R.(2008a). Introduction: Disability, gender and society. Indian Journal of Gender Studies, Special Issue, 15(2), 191–207.

¹³Neglected and Forgotten. (2020, July 14). Rising Flame and Sightsavers. Retrieved from https://risingflame.org/wp-content/uploads/2020/07/NeglectedAndForgotten_RFandSS.pdf

disabilities reflected. In fact, UNCRPD has been the guiding framework for the Rights of Persons with Disabilities Act, 2016. UNCRPD is a landmark framework because it shifted the welfare lens used towards disability to one of rights. According to the definitions in UNCRPD, it recognises that ‘disability is an evolving concept’. ‘Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others’.

The CRPD mandates the inclusion of women with disabilities (Article 6), the enjoyment of the highest attainable standard of health, including sexual and reproductive health, without discrimination on the basis of disability (Article 25), the right to access education within an inclusive education system (Article 24), the right to work on an equal basis with others (Article 27), right of persons with disabilities to an adequate standard of living for themselves and their families (Article 28) and the right to live free from exploitation, violence and abuse (Article 16). To deliver on these rights the RPD Act has sections corresponding to these Articles.

Problem areas

Access to health care and services

The 2007 World Bank report on people with disabilities in India has shown us that it is harder for people with disabilities to access health care services. According to the report, the attitudes of service providers had a significant impact on access to health services by persons with disabilities. This results in generally low health seeking behaviour on the part of people with disabilities. Aside from this because of gender and disability bias prevalent in our society, women and girls with disabilities are not provided adequate nutrition or taken to healthcare services when they fall sick.¹⁴

Access to sexual and reproductive health services are poorer for people with disabilities, especially women and girls with disabilities, because of the additional

¹⁴TARSHI, Sexuality and Disability, A working paper, 2018

stigma and assumptions around disabled bodies.¹⁵ Largely people with disabilities have been seen historically as asexual or hypersexual resulting in lack of information around their bodies being provided to them. This has also resulted in assumptions that women with disabilities are not victims of sexual violence as they are not seen as desirable by others.¹⁶ Women with disabilities are also seen as childlike and therefore understood to not have desire and not require information about their bodies and reproductive health. These assumptions come together resulting in a denial of rights and information around sexual and reproductive healthcare. Over the last few years, we have seen more news reports^{17,18} and research¹⁹ showing that women and girls with disabilities are more likely to face coercion in reproductive decision making,²⁰ particularly around sterilisation,²¹ contraceptive use²², and abortion²³. These experiences tell us that women with disabilities are also faced with numerous barriers to access healthcare itself - including lack of accessible infrastructure in hospitals and public health centres, combined with transportation difficulties to healthcare facilities (inaccessible transports), lack of information specific to women and girls with disabilities about their bodies, and lack of trained providers. These reasons among many others prevent women with disabilities from accessing appropriate sexual and reproductive healthcare services.

Violence faced by women with disabilities

Violation of fundamental and human rights of women with disabilities is rampant. Violence against women with disabilities takes on many forms like direct violence, where we see physical violence, verbal violence; economic violence; emotional violence; and sexual violence.²⁴ We also see across the world that cultural ideas and attitudes around disability like they are “burdens”, they are “worthless”, they are “bad omens” result in a lot of exclusion and heightened stigma further resulting in isolation of women with disabilities and continuing the

¹⁵ibid

¹⁶Myth busting, Sexuality and Disability, <https://sexualityanddisability.org/having-sex/mythbusting/>

¹⁷Mantri, G. (2022.). *'how will you manage?' how disabled women are forced into surgical procedures*. BehanBox. Retrieved from <https://behanbox.com/2021/11/24/how-will-you-manage-how-disabled-women-are-forced-into-surgical-procedures/>

¹⁸Raman, S. (2021). India's laws fail to uphold abortion rights of women with disabilities. BehanBox. Retrieved from <https://behanbox.com/2021/11/11/indias-laws-fail-to-uphold-abortion-rights-of-women-with-disabilities/>

¹⁹TARSHI, Sexuality and Disability, A working paper, 2018

²⁰Mantri, G. (2022, January 7). *'how will you manage?' how disabled women are forced into surgical procedures*. BehanBox. Retrieved from <https://behanbox.com/2021/11/24/how-will-you-manage-how-disabled-women-are-forced-into-surgical-procedures/>

²¹ibid

²²Raman, S. (2021). India's laws fail to uphold abortion rights of women with disabilities. BehanBox. Retrieved from <https://behanbox.com/2021/11/11/indias-laws-fail-to-uphold-abortion-rights-of-women-with-disabilities/>

²³ibid

²⁴Ghai, A. (2002). Disabled Women: An Excluded Agenda of Indian Feminism. *Hypatia*, 17(3), 49-66. doi:10.1111/j.1527-2001.2002.tb00941.x

circuit of discrimination violence and abuse.²⁵

Women and girls with disabilities are more vulnerable or at risk of experiencing violence²⁶ than their non-disabled counterparts and men with disabilities. There are also unique forms of violence experienced by women with disabilities because of their disability, like withholding their assistive devices or aids, refusing access to medicines and more. Additionally, women and girls with disabilities are particularly vulnerable to violence because of social exclusion, limited mobility, a lack of support structures, communication barriers, and negative social perceptions.²⁷ During the pandemic these experiences have further worsened. In the Neglected and Forgotten research report, we see that women with disabilities have a harder time in accessing information about their rights and therefore more likely to stay in abusive situations; they also struggle to utilise the existing women's rights helplines for support (because of inaccessibility) and they face more stigma to leave marriages because of their disability and needing support in everyday lives.

There is also a lot of discriminatory treatment in terms of nutrition, health care and education opportunities for women with disabilities. Families exercise a lot of control over the choices²⁸ and decisions women with disabilities make, be it matters of their bodies, health, marriages and more. They are often treated as an aberration and a shame to the family resulting in lack of self-confidence and loss of personhood.²⁹

Research and news report demonstrate that women and girls with disabilities are more vulnerable to sexual violence and abuse. However, because of the lack of disaggregated data within the National Crime Records Bureau and National Family Health Survey, we are yet to understand the extent of violence they face. They also face immense barriers in reporting their experiences of sexual violence. In a 2018 Human Rights Watch report titled: Invisible Victims of Sexual Violence, the barriers faced by women with disabilities are evident in accessing justice. From lack of accessible ways to report the crime, to inaccessible police

²⁵ibid

²⁶United Nations, Fact Sheet on Violence Against Women and Girls with Disabilities, Retrieved from: https://www.un.org/womenwatch/daw/csw/csw57/side_events/Fact%20sheet%20%20VAWG%20with%20disabilities%20FINAL%20.pdf

²⁷ibid

²⁸Mantri, G. (2022). *Desire, sexuality and choice: Disabled indian women and queer persons on their experiences*. BehanBox. Retrieved from <https://behanbox.com/2022/03/24/desire-sexuality-and-choice-disabled-indian-women-and-queer-persons-on-their-experiences/>

²⁹Feminism in India (2021, September 28). *Rising flame's Nidhi Goyal on women with disability, the RPWD Act, covid-19 & more*. Retrieved from <https://feminisminindia.com/2020/08/07/rising-flame-nidhi-goyal-interview/>

stations, courtrooms and health care systems, women with disabilities face extreme challenges in pursuing legal action. They are less likely to report violence in the first place because of lack of information on their rights and because the abuser may be someone the woman or girl with disabilities relies on for care or mobility.

RESEARCH QUESTIONS

Keeping these problems and contexts in mind, National Commission for Women invites applications for research that ask some of the questions below:

- What kind of concerns do women and girls with disabilities have while accessing healthcare centres in their villages, towns, and cities?
- What are the ways in which the access to healthcare can be improved for women with disabilities?
- How has the pandemic impacted women with disabilities access to healthcare?
- What are the ways in which sexual and reproductive rights of women with disabilities are denied?
- What are the forms of violence women and girls with disabilities face within and outside their homes?
- What are the barriers they face in reporting or speaking up about the violence they face?
- What are the redressal mechanisms available for women with disabilities like shelter homes, and other support systems? Are these systems conducive and accessible to women with disabilities?

Methodology

Considering the wide group of women with disabilities (21 types according to the law), as well as socio-economic conditions, caste, age, religion, it is suggested that both qualitative and quantitative methods be used. Data maybe collected from primary and secondary sources. To validate this study in the large cultural context of India the study should span between 3 to 5 states in the data collection.

**ROLE OF FAST TRACK SPECIAL COURTS IN DELIVERING JUSTICE
TO WOMEN**

BACKGROUND

Fast-Track Courts in India

The concept of fast-track courts was initiated aiming at disposing-off long-pending cases, especially the cases pending before the sessions court. With this objective, initially, 1734 fast track courts were established across the country with a grant from the 11th Finance Commission (2000-2005). Subsequently, the scheme for fast-track courts has been renewed and extended from time to time, keeping in view the importance and performance of these courts towards clearing the backlog.

The idea of fast-track courts has also significantly been endorsed by the Law Commission of India as the Commission, in its 188th report in 2003, recommended adopting different kinds of fast-track mechanisms, including the establishment of fast-track commercial division at every High Court as the solution in response to escalation in crime. It suggested that these commercial divisions act as a permanent fast track mechanism to deal with high-grade commercial disputes. In 2008, the Law Commission reiterated that setting up fast-track courts seems the only way to address the backlog of cheque bouncing cases. During the last decade or so, in the wake of several highly publicized cases of crime against the idea of fast-track courts have primarily been recommended as a redressal mechanism for ensuring a justice delivery system. In September 2014, the Central Government proposed funding the setting up of about 1800 fast-track courts across India to deal with cases on specific subject matters, including sexual violence.

It is worth noting that to ensure the safety and security of women and girl child and to provide immediate relief to the victims of sexual offenses, the Department

of Justice, Government of India has been implementing a Centrally Sponsored Scheme to set up 1023 Fast Track Special Courts (FTSCs) including 389 exclusive POCSO Courts since October 2019 across the nation.

Initially, the scheme was meant for one year spreading over two financial years, 2019-20 and 2020-21, with a total outlay of Rs. 767.25 Cr. With the objective of speedy and prompt trial relating to the cases of sexual offences the Union Cabinet chaired by the Prime Minister Shri Narendra Modi in 2021 approved the continuation of 1023 Fast Track Special Courts (FTSCs) including 389 exclusive POCSO Courts as a Centrally Sponsored Scheme (CSS) from 01.04.2021 to 31.03.2023 with an outlay of Rs. 1572.86 crore (Rs.971.70 crore as Central Share and Rs.601.16 crore as State share). For effective implementation of the scheme, this Department has also developed an online monitoring system for monthly monitoring of case statistics.

Statement of the Problem

Despite rigorous efforts made by the Central and State Governments in their support of the initiatives of fast-track courts in order to ensure justice for women, crime rates are high and pose a significant threat to the safety and security of women. A speedy trial is not only meant to provide swift justice but also acts as an integral part of the fundamental right of life and liberty. In order to substantiate the justice delivery system, women's safety needs to be safeguarded, and the cases relating to the violence against women need to dwindle. In this context, there is a need to have an empirical study on the causes impeding the justice delivery system under different circumstances and the factors associated with the efficacy of fast-track courts in India.

This study broadly proposes to focus on the following problems:

1. To what extent have fast-track courts been successful in disposing-off cases related to the violence against women?
2. What are the main obstacles impeding the justice delivery system under different circumstances?
3. To what extent and how has the budget been utilized while dealing with the cases of crimes against women?

4. What are the factors responsible for determining the effectiveness of fast-track courts in dealing with such cases?
5. What has been the response of Central and State Governments while dealing with these cases in the fast-track courts?
6. What are the merits and demerits of fast-track courts?

Methodology

In order to answer the above-mentioned research questions and ascertain the efficacy of the fast-track courts in delivering justice to women, empirical data from qualitative and quantitative perspectives must be collected. To ensure veracity of results, research methods, including descriptive research methods, surveys and case studies, in-depth interviews, etc., may be used.

Indicative Questionnaire

(This indicative questionnaire is only for reference. The researchers must prepare the questionnaire as per the requirement(s) of their study.)

1) Personal Information:

a. Name:

b. Age:

c. Marital Status:

a. Single

b. Married

c. Divorcee

d. Separated

d. Occupation:

a. Student

b. Home maker

c. Service Sector

d. Self Employed Professional

e. Where do you live:

a. Village

b. Small Town (population upto 5 lacs)

c. Large Town (population between 5-20 lacs)

d. Mega City

f. Educational Qualification:

a. Primary

b. Secondary

c. Under-Graduate

d. Post-Graduate

g. Family Monthly Income:

a. 0-10,000

b. 10,000-20,000

c. 20,000-30,000

d. 30,000-40,000

e. more than 40,000

2) Have you heard of Fast-Track Courts?

- a. Yes
- b. Maybe
- c. No
- d. Don't know/no opinion

3. Do you know the purpose of Fast-Track Courts?

- a. Yes
- b. Maybe
- c. No
- d. Don't know/no opinion

4. What may be the reasons of your positive experience with the Fast-Track Court?

- a. Speed of justice
- b. Attitude of judge
- c. Attitude of court staff
- d. Attitude of your lawyer
- e. Less expensive
- f. The facilities in the court building
- g. Don't know/no opinion

5. What may be the reasons of negative experience with the Fast-Track Court?

- a. Delayed justice
- b. Attitude of judge
- c. Attitude of court staff
- d. Attitude of your lawyer
- e. Expense affair
- f. The facilities in the court building
- g. Don't know/no opinion

6. Do you feel that the fast-track courts are concerned with ensuring speedy justice to women?

- a. Strongly agree

- b. Agree
- c. Partially agree
- d. Partially disagree
- e. Strongly disagree
- f. Don't know/no opinion

7. Do you feel that the fast-track courts are concerned with disposing-off long-pending cases related to women?

- a. Strongly agree
- b. Agree
- c. Partially agree
- d. Partially disagree
- e. Strongly disagree
- f. Don't know/no opinion

8. Are you satisfied with overall functioning of fast-track courts in delivering justice to women?

- a. Strongly agree
- b. Agree
- c. Partially agree
- d. Partially disagree
- e. Strongly disagree
- f. Don't know/no opinion

WOMEN IN PARAMILITARY FORCES

Background

In 2016, the Government of India had decided to reserve 33 per cent posts at the constable level for women in CRPF and CISF, to begin with, and 14 to 15 per cent posts at the constable level in the border guarding forces such as the BSF, SSB and ITBP in a phased manner. However recently released data on police organization by BPR&D (2020) stated that Women comprise only 8.98% of the total police strength in the country and it get worsen in the Central Armed Police Force (CAPF) as women representation is a mere 2.95%.

The Central Armed Police forces have till recently, been considered a natural arena for men. Indian women were allowed to enter these professional bodies only after five decades of Independence. These forces were set up to act in the name of the authority of the State against armed groups, rioters and other disruptive elements and to uphold law and order. The policy decision to recruit women is clear; that they are needed is also undeniable. However, problems were bound to arise in joining of women personnels in CAPFs because, in a single stroke, many old assumptions, attitudes, and prejudices stood challenged. Yet, the men of the force were given almost no guidance or direction as to the treatment of their female colleagues. The women were thrown in at the "deep end", so to speak, and had nowhere to go in case they faced hostility, discrimination and blackmail from their male colleagues. Ultimately, of course, the CAPFs are not divorced from the society in which it exists.

As women are gradually finding their voices in the larger society, so will they in the CAPFs. On other hand with, increasing participation of women in politics, agitation and crime, policemen have been feeling challenged in handling women agitations especially because even a small, real or alleged misdemeanor on their

part in dealing with any matter related to women has the potential of turning into a serious law and order problem. To cope with such eventualities, the first women battalion was created in CRPF during 1986.

In the past, law enforcement was mainly regarded as a male dominated area and the working environment of the police force had evolved suiting the needs of the male personnel. However, with the induction of more and more women into the police force, it became necessary to provide them with such a working environment that caters to their unique needs so that issues of crimes against women, special needs of women victims of crime and other areas of policing are properly dealt with. While addressing these special needs of women police, it became clear that in order to provide them with a better working environment, first of all, it is necessary to augment their strength in the police force so that women police personnel can have a sizeable number to have their voice heard in terms of better policing and working conditions.³⁰

Characteristics Unique to the Women Paramilitary Personnel

Research conducted internationally shows that policing by women marks a change from the conventionally tough and repressive policing. Women officers use less physical force and prove to be more efficient in defusing and de-escalating violent confrontations with the public, and are less involved in problems regarding the use of excessive force.³¹ Moreover, women are better at persuasive skill as compared to their male counterparts. Another benefit of having female officers is that they respond more effectively to violence or crime against women, which is increasing exponentially. “For police officers very often ability to maintain composure in a situation of conflict is more important than physical strength. It is estimated that 80% of policing involves non -criminal or service functions and hence the emphasis in traditional policing on physical strength might actually become a liability in the police department seeking to successfully meet the

³⁰Meenakshi Singh. (2017), Women in CRPF: Issues and Challenges; Policy Framework. Available at <https://repository.iimb.ac.in/handle/123456789/11279?mode=full>

³¹ Michael Cassidy and others, Result of a survey compiled by Metropolitan Police of Victims who reported violence against women. Executive Summary Published by Metropolitan Police Department, 2001.

demands of the community”.³²

Challenges faced by women in paramilitary forces

The daunting image of policing as a male bastion “unsuitable” for women deters their entry. Its masculine insignia is a natural consequence of the colonial legacy that locates unreformed policing in the broader security and military context as being only about “fighting” crime and controlling the population at large. Policewomen cope with this constant judgment of their capabilities in different ways. Many women complained of male insubordination as well as a tendency of senior male colleagues to disbelieve a senior woman when a male junior offered a differing version. Some believe that it fell upon them to work twice or three times as hard to prove themselves and their capabilities. Many wanted adjustments, but few expected them; and many felt unworthy because they could not cope stoically but had to seek what were seen as “concessions”. This confirms research elsewhere that shows unquestioning internalization of women’s belief that they inherently lack in abilities necessary to fulfill their jobs. Many buy into the dominant male culture rather than challenge it.³³

This manifests itself either by denying differences, or failing to recognize that differences must be addressed within the institution and suitable changes are necessary and not unfair demands. Another coping strategy is buying into the sub-culture of ‘maleness’ by engaging in acts of aggression to prove they can be “one of the boys.”

The positive traits usually attributed to women are often the very ones that allow them to fall unquestioningly into roles agreeable to the sub-culture. Domestic traits of serving and silent acceptance subtly morph into the work environment that pigeonholes women into “suitable” roles and “soft jobs” that makes their presence more acceptable. This of course limits the acquisition of multiple skills and restricts career advancement into the mainstream. Physical conditions matter considerably. Any organization or workplace that is serious about mainstreaming

³² David J. Bell. (1982) Police Women Myths and Realities, Journal of Police Science and Administration.

³³ National Centre for Women and Policing, ‘Hiring and Retaining’.

and integrating gender equality needs to recognize the cultural imperatives that require working women to carry the burdens of traditional roles, and the simple biological fact that women are not men. One of the issues that the women personnel face in the CAPFs are privacy as the "concept of personal space is different for male and females". The other issues are not having gender-friendly gadgets and clothes and lack of support infrastructure for women in CAPFs.³⁴

Policy Reform Measures

The skewed gender ratio in the police and CAPFs has not gone unnoticed. Representation of women was addressed for the first time in the 2006 Model Police Act, which called for "adequate gender representation in the composition of the police service". A Second Committee constituted in 2013, looks at the issue of diversity and gender equality in police forces. The Parliamentary Committee on the empowerment of Women has taken up the issue of women in policing in 2012 and 2013 and made several significant observations and recommendations.

The National Conference for women in police and CAPFs has repeatedly stressed the need for increased representation of women and recommended several measures including reservation, special recruitment drives, a common cadre for men and women, and better facilities for women.

Statement of Problem

The intended change in the representation of women personnel in the CAPF organizations is largely through legal mandates rather than the executive leadership. Women police personnel are considered weak and the conventional perceptions is that they are meant to do just the desk jobs or posted at soft posting and are deemed unfit to do operational jobs of CAPF. Despite women's concerted efforts in every field, it is perceived that men are the only one supposed to safeguard security and the borders of the country. With preconceived notion, women are generally excluded from direct combat roles. Therefore, women's representation in paramilitary forces is miniscule. These stereotypical conceptions create hindrances for women in getting access to certain posts and

³⁴ Available at <https://economictimes.indiatimes.com/news/politics-and-nation/women-in-police-face-privacy-sanitation-issues-at-work-survey/articleshow/50887809.cms?from=mdr>

bringing professional equality for women in CAPFs. Overall, the CAPFs sector had

been dominated by men and the women counterparts have been neglected, which is a serious matter of concern. This calls for the attention at all the hierarchical levels of the CAPF organizations to address the organizational sub-cultural and infrastructural impediments that restrict the work profile of the CAPF women personnel. The close examination and review of literature reveals that there is a dearth of field based empirical study on the phenomenon of gender mainstreaming in CAPFs. There is also deficiency of empirical studies on the causes and consequences of gender mainstreaming in CAPFs. In this regard, the factors impeding women's adequate representation need to be examined for redressing the corrective mechanism.

Objective of the Study

1. To examine the efficacy of reservation policy for women in paramilitary forces.
2. To study the training interventions related to the gender mainstreaming in CAPFs.
3. To evaluate the perspectives of various stakeholders on gender inclusivity in CAPFs.
4. To examine the satisfaction level of women personnel for their assigned roles.

Research Questions

1. To what extent reservation policy for women in paramilitary forces has been implemented?
2. What has been the impact of reservation policy in inducting more women into paramilitary forces?
3. What is the attitude and stance of superior authorities in encouraging women in paramilitary forces?
4. To what extent women CAPF personnel have been satisfied with the roles assigned to them?

Research Methodology

The study will use the mix method i.e., quantitative data integrated with qualitative data. However, for study the legal policies and framework analysis doctrinal methodology should also be considered. This adaptation is necessary because if quantitative is supported with qualitative research, then the outcome is helpful to know more about the issue. The mix method leads to lot of scope for searching the impact of the various factors unwinding. It is exploratory research with the focus on probing into the interplay of various factors in determining women related issues in CAPFs.

In order to understand the gender mainstreaming in CAPFs, it is essential to adopta sequential exploratory research design³⁵, by keeping in consideration the objectives of the study. Sequential exploratory design follows two separate stages of data collection and analysis. At first qualitative data will be collected using the qualitative research tools. After analysing the qualitative data and based on the findings, the variables were identified for quantitative data collection. Quantitative research tool (close- ended questionnaire) and quantitative data will be collected accordingly. This research design will use the quantitative data and result to assist in the interpretation of qualitative findings. The study shall use different tools and techniques for data collection, such as Questionnaire, In-depth Interviews, Key Informant Interviews, Focus Group Discussion (FGD), Observation, Case Study Method and Content Analysis.

Universe of Study

CRPF and BSF units.

Sample Design

The data will be collected at two levels. At the level one, at least battalions from CRPF/ BSF in the region will be identified by using random selection. Accordingly, a list of all staff in these two battalions will be prepared in consultation with CAPF commandants. At level two, separate lists of female

³⁵Creswell, J., (2009): “*Research Design: Qualitative, Quantitative and Mixed methods Approaches*” (3rd edition), SAGE Publication, London.

personnel, male personnel, female officer rank personnel and male officer rank personnel will be prepared. The individual respondents from level two lists will be contacted and interviewed.

Interview Schedule for Women CAPF Personnel (Indicative)

- 1) Personal Information:
 - a. Name:
 - b. Age:
 - c. Marital Status:
 - i. Single
 - ii. Married
 - iii. Divorcee
 - iv. Separated
 - d. Place of birth and state:

- 2) Professional Information:
 - a. Unit (CRPF/ BSF):
 - b. Place, date and designation of first posting:
 - c. Place, date and designation of current posting:
 - d. Years of Service:

- 3) Which type of work has been assigned to you?
 - a. Desk work
 - b. Frontline work
 - c. Medical
 - d. Not Specified

- 4) Are you happy with the work assigned to you?
 - a. If yes, please specify the reason.

- b. If no, please specify the reason.
- 5) What are the attitudes of female colleagues towards you?
- 6) What are the attitudes of male colleagues towards you?
- 7) What are the attitudes of male authorities towards you?
- 8) What are the attitudes of higher female authorities towards you?
- 9) Are you aware of 33 percent reservation for women in paramilitary forces?
 - i. Yes
 - ii. No
- 10) Do you think that the 33 percent reservation will pave a way for increasing women's representation in paramilitary forces?
 - i. Yes
 - ii. No
 - a. If yes, please specify the reason.
 - b. If no, please specify the reason.
- 11) a. Have you experienced any of the following?
 - i. Obscene remarks by male colleagues
 - ii. Promotion denied because you are a female
 - iii. Sexual harassment by colleagues of seniors
 - iv. Any other
 - b. If you have experienced any of the above, what did you do?
- 12. Are you satisfied with the treatment given to you by your colleagues during duty hours?

- i. Yes
- ii. No
- iii. Sometimes
- iv. Can't say

13. Do you believe that Government's policy in safeguarding the rights of the women in paramilitary forces have been up to the mark?

- i. Strongly Agree
- ii. Agree
- iii. Disagree
- iv. Strongly Disagree

Interview Schedule for Men CAPF Personnel (Indicative)

1) Personal Information:

- a. Name:
- b. Age:
- c. Marital Status:

i. Single

ii. Married

iii. Divorcee

iv. Separated

- d. Place of birth and state:

2) Professional Information:

- a. Unit (CRPF/ BSF):
- b. Place, date and designation of first posting:
- c. Place, date and designation of current posting:
- d. Years of Service:

3) Which type of work has been assigned to you?

- i. Desk work

- ii. Frontline work
- iii. Medical
- iv. Not Specified

4) Are you happy with the work assigned to you?

- a. If yes, please specify the reason.
- b. If no, please specify the reason.

5) What do you think of inclusion of females in CAPF?

6) Do you believe that combat roles should only be reserved for men?

- I. Yes
- II. No

- a. If yes, please specify the reason
- b. If no, please specify the reason

7) Do you believe that reservation for women in paramilitary forces will strengthen CAPF?

- I. Yes
- II. No

- a. If yes, please specify the reason
- b. If no, please specify the reason

8) Do you believe that men do not encourage women counterparts for joining the paramilitary forces?

- I. Yes

II. No

a. If yes, please specify the reason

b. If no, please specify the reason

Interview Schedule for Officer Rank CAPF Personnel (Indicative)

- 1) Has 33 percent reservation policy for women been implemented in your organization?
 - a. Yes
 - b. No
 - c. Can't say

- 2) If implemented, how effective this policy has been proved so far?

- 3) Have you received reports of sexual harassment against male officers? How were these complainants dealt with?

- 4) How often do you conduct training programs on gender mainstreaming for CAPF personnel?
 - a. Regularly
 - b. Occasionally
 - c. Never
 - d. Can't say

- 5) Do you think women are given active postings as per their ability?

- 6) To what extent the Paramilitary Forces have been successful in recruiting the women personnel?

- 7) What challenges/difficulties do women generally face in the CAPF?

- 8) What according to you are the main obstacles impeding the career growth of the women in paramilitary forces?

- 9) What strategies would you suggest for effective implementation of reservation policy for women in paramilitary forces?

WOMEN IN SPORTS

Background of the Study:

The National Commission for Women, in pursuance of its mandate contained in Section (10) of the National Commission for Women Act, 1990, sponsors special studies and undertakes promotional and educational research either on its own or through other agencies/organizations/institutions, etc., so as to suggest ways of ensuring due representation of women in all spheres and identify factors responsible for impeding their advancement and empowerment. Every year, the Commission collaborates with Government, Semi Government organizations, Universities, Academic and Research Organizations, etc. to undertake Research Studies and implement the mandate on identified specific issues of concern. This year the Commission has identified, “**Women in Sports**” as one of the topics/themes for inviting online Research Proposals. Sport is an integral part of the culture of almost every nation. However, only recently have women athletes chosen this as a career option. The empowerment of women in games and sports has become one of the most important concerns of 21st century.

Women Athletes have time and again represented India and made us proud on the grandest stages, but the development of sports infrastructure is still underwhelming, given the huge potential in our country. Participation in sports can be an invigorating and personally empowering experience for women. Being an athlete can change the way a woman sees herself. It can make her feel physically stronger, more competent, and more in control of her life as an independent individual.

But, in the recent times, Women athletes have even quoted in their interviews about the challenges they’ve faced while training, the most prominent ones being gender bias and lack of equal opportunities. With parents prioritizing studies over sports and institutional support not forthcoming, it is still a difficult career choice for many women athletes.

Legal Provisions:

Though women’s rights have been recognized at the national as well as international levels, discrimination against women is still rampant in our country. The National Sports Development Code of India, 2011 does have provisions for prevention of sexual harassment against women, but we do not have programs to encourage women athletes in particular.

Article 14 of the Constitution of India mandates equality before law. *Article 15(1)* prohibits discrimination on the grounds of religion, race, caste, sex and place of birth. *Article 16* provides equality of opportunity for all. *Article 39(a)*

talks of equal right to adequate means of livelihood. Despite all of this, gender equality in areas like sports still looks like a distant dream. It is so, because these are Constitutional rights, and only aim at strengthening and empowering women in relation to equality of opportunities in the social sphere.

The National Policy for the Empowerment of Women, 2001 is also important. It aims to bring about the advancement, development, and empowerment of women. The objectives of this policy include creation of an environment where women can realise their full potential, enjoyment of all human rights and fundamental freedoms in all spheres of life, equal access to participation and decision making in health care, quality education, employment, elimination of all forms of discrimination against women, changing social attitudes, elimination of all forms of violence against women and building and strengthening partnership with civil society, particularly women's organization.

India is also a signatory to the **CEDAW (Convention on the Elimination of All Forms of Discrimination against Women)**. **Article 10 (g)** of the CEDAW guidelines contains a provision which explicitly, addresses sports- "*States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women . . . The same opportunities to participate actively in sports and physical education.*" Further, **Article 13** of the CEDAW states that: "*States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality with men and women, the same rights, in particular...The right to participate in recreational activities, sports and all aspects of cultural life.*"

The provisions for prevention of sexual harassment of women were introduced under the **National Sports Development Code of India, 2011** and Hockey India adopted a Sexual Harassment policy which was in line with the Sports Code, however most other sporting federations in India failed to adopt such a policy. The Supreme Court in a landmark judgment in **Vishakha and Ors v. State of Rajasthan** issued guidelines that defined sexual harassment and stipulated conditions for its prevention and redressal. The national outrage over the December 16, 2012 rape case led to the drafting of the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**. 'Workplace' as defined in section 2(o)(i) of the Act includes any department, organization established, owned, controlled or wholly or substantially financed or funded provided directly or indirectly by the Government. The fact that most sports federations are financed or funded by the government would put them within the ambit of workplace under the Act. Further, workplace also includes sports institutes, stadiums, sports complex or competition or games venue, whether residential or games venue, whether residential or not used for training, sports or other related activities. It is therefore shocking to note that most sport federations and other organizations have not implemented the provisions of this Act. These organizations are required to constitute Internal Complaints Committee to address complaints.

Today, participation in sports as a strategy for the empowerment of women has been gaining recognition worldwide. The fact that women could be empowered through education, sports and physical activities and by giving them equal opportunities in all walks of life is finally being acknowledged. Research on sport, gender, and development indicates that sport can benefit girls and women by: enhancing health and well-being, fostering self-esteem and empowerment, facilitating social inclusion and integration, challenging gender norms and providing opportunities for leadership and achievement.

Statement of the Problem :

Women's participation in sport has a long history. It is a history marked by division and discrimination but also one filled with major accomplishments by female athletes and important advances for gender equality and the empowerment of women and girls. It is important to understand that gender equity in sports is a complex issue. Despite the fact that Indian sportswomen have shown exemplary results in many sports and brought various laurels to the country, many women athletes who have outshone their male counterparts, are still unknown to many.

Sports psychologists have found out that women participating in sports are often faced with issues like **gender verification, homophobia, media coverage for the wrong reasons** etc. Sexual Harassment is something which is faced by a lot of athletes. Coaches and authority figures in sport are using power over athletes for sexual purposes. In 2011, an official of Tamil Nadu Boxing Association was arrested on charges of sexual harassment. In another case, in 2009, a female athlete had committed suicide because she was being sexually harassed by her coach. Studies show that between 2-8% of minor-age athletes are victims of sexual abuse within the context of sport.³⁶ An analysis of 159 cases of sexual abuse in sports reported in the print media revealed that the perpetrators of the abuse were coaches, teachers and instructors in 98% of the cases.³⁷

Despite the obstacles women face in athletics, many women have led and are leading the way to gender equity. Participation in sports benefits women just as it does men, helping to develop leadership skills, boosting self-esteem and grades, and promoting physical fitness and health. It has been observed that women and girls who participate in sports and fitness programs are healthier and academically more successful.

The purpose of undertaking research on this subject is to identify and analyze the barriers/constraints that women face while taking up sports as a profession in India.

This study proposes to focus upon the following questions:-

³⁶ Sandra L Kirby et al., *The Dome of Silence* (Fernwood, edn.1, 2000).

³⁷ Celia H. Brackenridge et al., *The Characteristics of Sexual Abuse in Sport: A Multidimensional Scaling Analysis of Events Described in Media Reports*, 385-406 (*International Journal of Sport and Exercise Psychology*, edn.6, 2008).

1. To understand multi-dimensional challenges faced by both established and emerging women athletes. Some of the challenges that women athletes may face are listed below :-

A. Family/Social Constraints/Gender Stereotypes

B. Access to sports equipments/facilities

D. Financial Insecurities for a career in sports

E.Lack of incentives/Stability in Career

F. Sexual Harassment

To what extent these problems prevent women athletes from doing well in their profession ?

2. To what extent are the women in sports aware of the legal and Constitutional protections available to them?

3. Is there a gender neutral environment for sports in the country? If not, why?

4. The good practices being followed by various states to promote gender equity in Sports.

Methodology :

To conduct a sample survey of:-

- Women Athletes
- Officers in Sports Institutions

INDICATIVE QUESTIONNAIRE FOR WOMEN ATHLETES

1. Name, Age

2. Education

3. Present occupation, Parent's Occupation

4. Game, Level at which playing/ previously played

5. Since how many years are you playing?

6. Why did you choose to play this game?

7. Tell us some details about your practice. When, Where, How?

8. Do you think you are getting enough practice?

9. Would you like some changes in your practice schedule?

10. Is your coach male or female?

11. What is your coach's style of coaching?

12. Are you happy with the coaching that you are getting?
Yes/no

13. Tell us something about your relationship with your coach.

14. What is the selection procedure for your college, university or state tournaments?

15. Are you satisfied with it? Yes/No

16. If not, what would you like to change about it?

17. In how many competitions you participate every year?

18. Do you think it is enough?

19. Do you get stipend for tournaments? How much?

20. Do you feel very tired after your practice?
Yes/No
21. What is your daily diet?
22. Do you think you are of right weight?
23. Have you ever used laxatives/diuretics to lose weight? (Or any other measures?)
24. Do you have any other health problems? Specify
25. Are you taking any other medicines for strength building or speed? Specify.
26. Are you aware of these types of medicines?
27. Do you think you have the right height, weight and strength for your game?
Yes/No
30. Are you satisfied with your overall performance?
Yes/No
31. If no, why not?
32. Are your parents satisfied with it?
Yes/No
33. How do your parents find the idea that you play?
34. How do they react to your wins and losses?
35. Does it affect your performance?
36. Does/was anybody in your family a player? If yes, at what level?
37. Has it affected your career in any way?
38. What do you think is more important- Studies or sports?
39. Do you think your playing has affected your studies in any ways?
40. How do you feel about you being a girl player?
41. Do you think same number of boys and girls are players?
42. What according to you are the difficulties a girl player has to face in our country?
43. Do all players, both girls and boys face such difficulties?
Yes/No
44. Is sexual harassment one of those problems?
Yes/No
45. Have you experienced such situations/do you know anybody who has faced such a problem?
46. What should be done to promote Sports for Women in India?
47. How girls should be encouraged to play sport?
48. What job opportunities Women in Sports have?
49. What is your future plan?
50. How long are you going to continue in sport?
51. Do you have any idea about different careers related to sport?
52. Are you planning to have a career related to sport? (Coaching, referee etc)
53. What benefits do you get because of playing?
[Physical/Health/Mental/Social]
54. How did you find this questionnaire?
55. Would you like to add anything to what you have said so far?
56. Please write anything that you feel is missing from this questionnaire in the remaining space.

QUESTIONNAIRES COACHES/SPORT OFFICERS

1. Name:
2. Age:
3. Game with which Associated:
4. Associated for how many years?
5. In what capacity ?
6. Career so far as a coach/manager/referee/sport officer:
7. How long you have been associated with sportswomen?
8. Are you also associated with sportsmen?
9. What are the problems that girl players generally face?
10. What are the most common health problems faced by Indian girl players?
11. Do these players get and take sufficient nutritious food every day?
12. Do they get family support for sport participation?
13. Do you have to talk to the family of the player about her sport participation, about health and any other issues? Could you tell some incidents?
14. What is the outlook of the society towards a girl player?
15. Do you think Sports for Women in India is growing?
16. Have you seen any cases of sexual harassment in your sport?
17. What is the difference between sports for women and men in India?
18. What should be done to promote sports for Women in India?
19. Tell us about your experiences of working with women players.
20. What changes should be made in sports to make it more gender neutral?

Annexure-G

(On Stamp paper for Rupees One Hundred only) DECLARATION CUM UNDERTAKING

1. I,..... (Name), Son of Aged years working as.....

(Designation) hereby solemnly declare that I am competent and authorized to sign and executethis declaration cum undertaking on behalf of (Name of the organization and the address of the organization/institution)

2.....I, Ms./Mr./Dr./Prof hereby declare on solemn affirmation that the organization has neither been blacklisted by the Government or any public body/semi- government/autonomous organization nor any action has been initiated by any such body to blacklist it.

3. I, on behalf of the organization, undertake to:

(i) ensure proper administration and management of funds exclusively for the work for which financial assistance has been granted by the National Commission for Women;

(ii) refund full amount with interest thereon in case of misuse or unauthorized use of funds for purposes other than those indicated in the Sanction Order of the National Commission for Women or for withholding or suppressing any information regarding the funds/grants from other official sources in respect of this project for which sanction has been accorded by the National Commission for Women;

(iii)the organization is not receiving any funds from any other source for undertaking this Study or partial funding is being received from..... to the extent of Rs and a 'No Objection Certificate' from the said organization for seeking financial assistance from the National Commission for Women is enclosed

Signature

Name On

behalf of

(Name of the organization and seal)

With full address, telephone & PAN No.

Signature of Witnesses:

1.

2.

ANNEXURE-H

BANK GUARANTEE FORMAT

Bank Guarantee (BG) No. :

Date of Bank Guarantee :

Date till which BG is valid :

Bank Guarantee amount :

Pay and Accounts Officer,
National Commission for Women
Plot No.21, Jasola Institutional Area,
New Delhi-110025.

This bank guarantee is being issued in consideration of the National Commission for Women, which expression shall unless repugnant to the context or the meaning thereof include its successor, administrator and assign having awarded a financial assistance vide letter No..... dated towith its registered head office athereinafter referred to as the Grantee Institution/Organization or to Dr./Professor/Ms./Mrs./Mr. address hereinafter referred to as guarantee, which expressions shall unless repugnant to the context or the meaning thereof include their successors, administrators, and assigns and the same having been unequivocally accepted by the Grantee Institution/Organization/individual resulting in a contract bearing No.....

valued at Rs..... (Rupees.....only) for (scope of contract)and the Grantee Institution/Organization having agreed to provide a Contract Guarantee for faithful performance of the entire Research Study equivalent to the approved amount of the grant viz. Rs..... (Rupees.....only) to the National Commission for Women on demand.

2.....We, (Name of the Bank) do hereby undertake to pay the amount due and

payable under this guarantee without any demur, merely on a demand from the National Commission for Women stating that the amount claimed is required to be recovered on account of amount due or likely to be due from the said contractor. Any such demand on the Bank shall be conclusive as regards the amount due and payable by the bank under this Bank Guarantee. However, our liability under this Guarantee shall be restricted to an amount not exceeding Rs..... (Rupees... only).

3. We..... undertake to pay to the National Commission for Women any money so demanded notwithstanding any dispute or disputes raised by the Grantee Institution/Organization/person in any proceeding(s) pending before any court or Tribunal relating thereto. Our liability under this document, shall be absolute and unequivocal. The payment to be made by us under this BG shall be valid discharge of our liability for payment there under and the contractor/grantee shall have no claim against us for making such payment.

4. We,(Name of the Bank) further agree that the Guarantee herein contained shall remain in full force and effect during the period that would be taken for the performance of the said award letter and that it shall continue to be enforceable till all the dues of the National Commission for Women by virtue of the said Agreement have been fully paid and its claims satisfied or discharged or till the Joint Secretary, National Commission for Women or any other officer so authorized, on behalf of the National Commission for Women certifies that the terms and conditions of the said work have been fully and properly carried out by the said grantee and accordingly the Guarantee is discharged.

5. We,(Name of the Bank) further agree that the National Commission for Women shall have the full liberty without our consent and without affecting in any manner our obligation hereunder to vary any of the terms and conditions of the said contract or to extend the time for the performance by the said grantee from time to time or to postpone for any time or from time to time any of the powers exercisable by the National Commission for Women against the said grantee and to forbear or enforce any of the terms and conditions relating to the said Study and we shall not be relieved from our liability by reason of any

variation, or extension being granted to the said grantee or for any forbearance act, or omission on the part of the National Commission for Women or any indulgence by the National Commission for Women to the said Grantee Institution/Organization/individual or by any such matter or thing whatsoever.

6. The Grantee will not be discharged due to the change in the constitution of the bank or grantee.

7. Lastly, we,..... (Name of the Bank) undertake not to revoke this guarantee except with the previous consent of the National Commission for Women in writing.

8..... This guarantee shall be valid upto unless extended on demand by the National Commission for Women. Notwithstanding anything mentioned above, our liability against the Guarantee is restricted to Rs.....(Rupees... only) and unless a claim in writing is lodged with us within six months of the date of expiry or the extended date of expiry of this Guarantee, all our liabilities under this Guarantee shall stand discharged.

Dated:

For Signature

Name

Designation

(Name of the Bank and its branch)(Seal of the Bank)