



# Ease of Doing Work for Women

## A Survey in Delhi NCR

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## Executive Summary

India has had a history of having successful women leaders, right from the pre-independence era to the present day as the world's largest democracy. Presently, India is witnessing increasing visibility of women in public spheres with economic contribution in the different sectors; the country has successful women entrepreneurs and CEOs of large corporations who serve as role models for exemplary and ethical work.

Although, India's ease of doing business ranking has improved significantly from 130th in 2017 to 100th in 2018, on the gender equity front, India experienced a decline in its overall Global Gender Gap Index ranking by slipping 21 places on the index to 108, behind neighbours China and Bangladesh.

In India, the workplace gender gap is reinforced by extremely low participation of women in the economy (136 out of the total 144 countries covered) and low wages for those who work (136th ranking for estimated earned income) on average, 66% of women's work in India is unpaid, compared to 12% of men's.

At this backdrop, PHD Chamber of Commerce & Industry conducted a survey to analyze the Ease of Doing of Work for women in Delhi NCR. The survey aimed to identify the challenges faced by women at work place which hampers their growth and welfare at work place. The survey undertook responses from around 1240 working women across Delhi NCR.

The participants of the study included only women from the age of 18 and above. Majority of respondents (43%) were in the age group of 25-32 years, followed by women in the age group of 40 years and above (26%). 69.5% of the participants hold either post graduate or above level of education followed by 29.5% of respondents holding under graduate degree and only 1% had a level of education at either higher secondary or 10<sup>th</sup> standard.

The largest share of respondents serve corporate sector including private Indian and Multi National entities comprising of 41% share followed by public sector (29%), Government sector (15%) and autonomous organizations<sup>1</sup> (15%).

According to the survey, around 58% women of Delhi NCR are satisfied with their ease work environment in their respective offices. Around 20 parameters

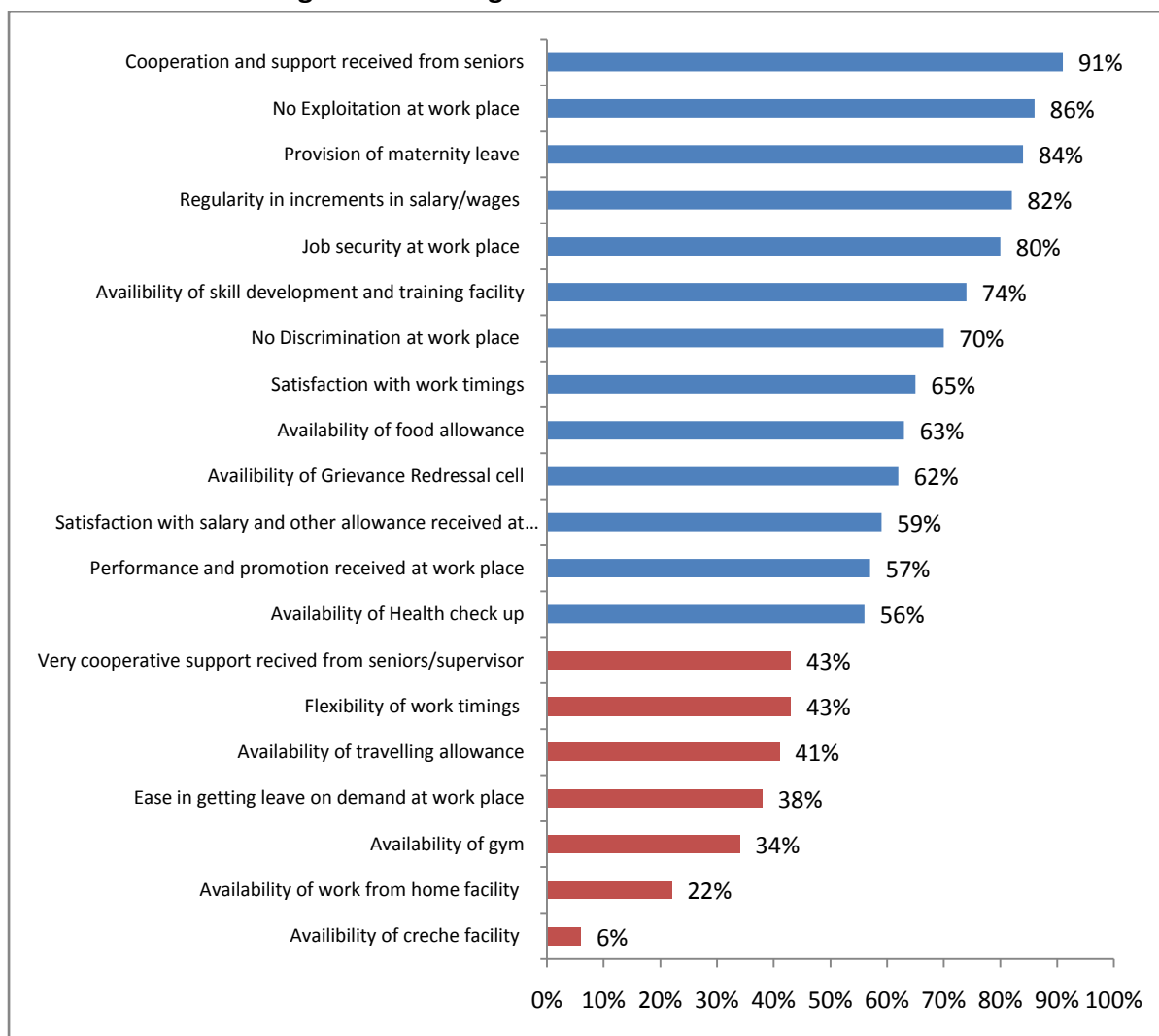
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<sup>1</sup> Autonomous organizations such as NGOs, Industry chambers, think tanks, civil-societies, cooperative societies etc



were considered for calculation of ease of doing work score for women in Delhi NCR viz cooperation and support received from seniors, exploitation faced at work place, regularity in increments in salary/wages, job security, availability of skill development and training facility, provision of maternity leave, discrimination at work place, availability of Grievance Redressal cell and satisfaction with work timings, availability of food allowance among others.

**Fig: Ease of Doing Work for Women in Delhi NCR**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

According to the survey, majority of the working women (91%) receive help from their superiors when they face work related problems. Majority of the respondents (84%) revealed that their office provide maternity leave for 6 months as per the latest amendment of the Act by Government of India.





Around 82% women get increments in their salary/wages every year and 80% women believe that they have adequate job security in their unit. Also, 74% women get regular training and development workshops at their work place which enhance their confidence and ease of doing work.

The survey revealed that around 70% women do not face any discrimination at work place by their employer.

However, on the weaker side, crèche facility, gym, unavailability of work from home facility, unease in getting leave on demand and unavailability of travelling allowance among others are few factors which act as bottlenecks which affects ease of doing work for women in Delhi NCR.

Around 94% women reported that their office lacks crèche-day care facility and 78% women don't have work from home facility at their work place.

In order to improve the ease of doing work environment for women, companies must ensure key facilities at work place to help women accommodate both their personal and professional lives including crèche facility and pick- drop facility.

Going ahead, organizations need to come up with measures to increase workplace diversity and create an inclusive and supportive work environment for women. The organizations must focus working towards giving more facilities and incentives to women which would accelerate women's participation in economic activities at a much higher level in the coming times.





## 1. Introduction

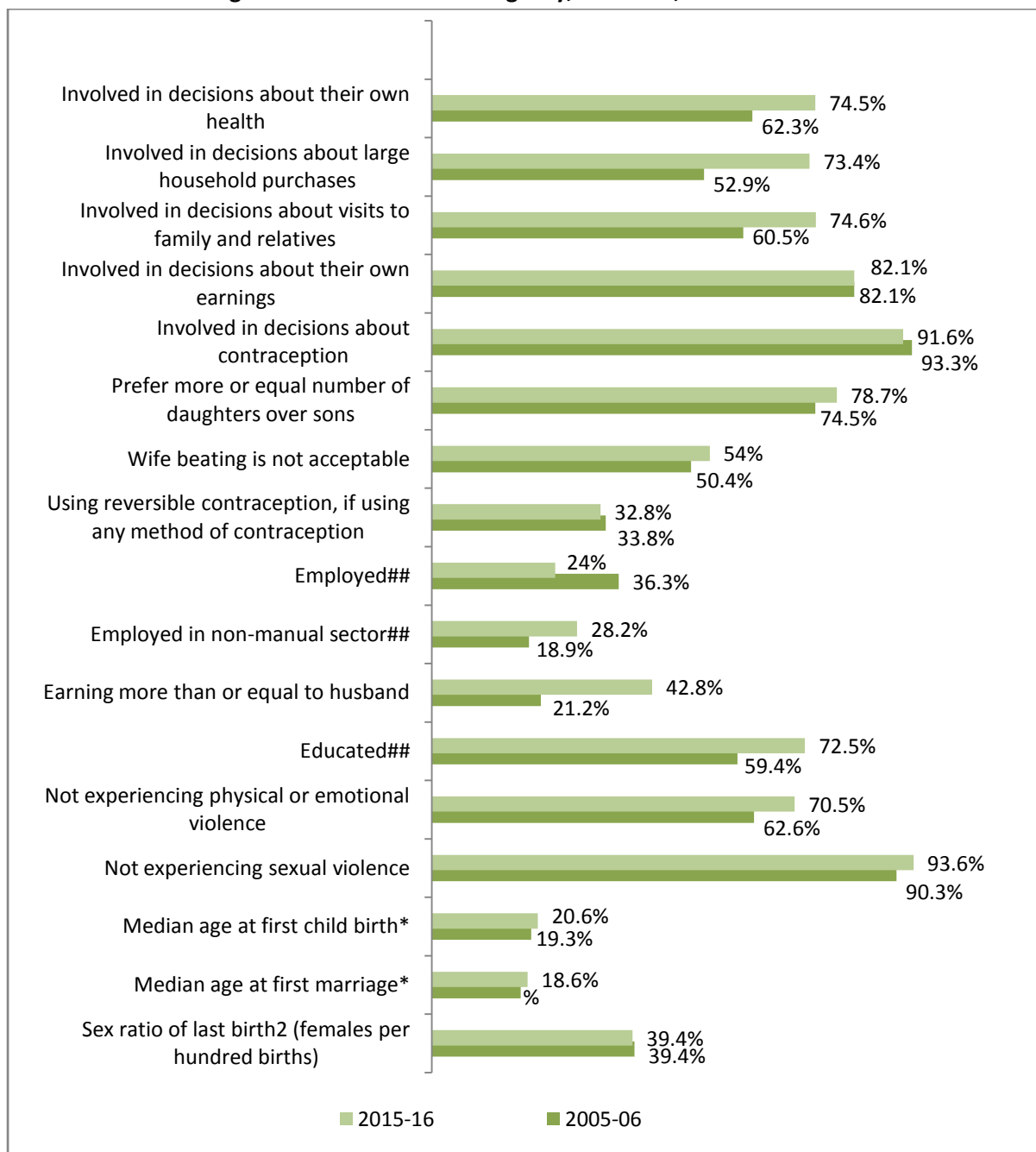
India is witnessing increasing visibility of women in public spheres with economic contribution in the different sectors. The country has successful women entrepreneurs and CEOs of large corporations who serve as role models for exemplary and ethical work.

Over the last 10-15 years, India's performance improved on 14 out of 17 indicators of women's agency, attitudes, and outcomes. On seven of them, the improvement has been such that India's situation is comparable to that of a cohort of countries after accounting for levels of development. Encouragingly, gender outcomes exhibit a convergence pattern, improving with wealth to a greater extent in India than in similar countries so that even where it is lagging it can expect to catch up over time. However, on several other indicators, notably employment, use of reversible contraception, and son preference, India has some distance to traverse because development has not proved to be an antidote.

Although, India's ease of doing business ranking has improved significantly from 130th in 2017 to 100th in 2018, however, on the gender equity front, India experienced a decline in its overall Global Gender Gap Index ranking by slipping 21 places on the index to 108, behind neighbours China and Bangladesh. In India, the workplace gender gap is reinforced by extremely low participation of women in the economy (136 out of the total 144 countries covered) and low wages for those who work (136th ranking for estimated earned income) on average, 66% of women's work in India is unpaid, compared to 12% of men's. The reason for this is largely attributable to a widening of its gender gaps in Political Empowerment as well as in healthy life expectancy and basic literacy.



**Fig: Indicators of women's agency, attitudes, and outcomes**



Source: PHD Research Bureau compiled from Economic Survey 2017-18 Note: \* Age is in years and is for year 1998-99. # All questions/responses are reported so that positive numbers denote greater female empowerment. ## These dimensions are calculated for the set of all women between 15-49. All other dimensions are calculated for married women between the ages of 15 and 49.

More positively, India succeeded in fully closing its primary and secondary education enrolment gender gaps for the second year running and for the first time has nearly closed its tertiary education gender gap. However, India continued to rank fourth-lowest in the world on Health and Survival, remaining the world's least-improved country on this subindex over the past decade.



### India's ranking on various parameters



Source: PHD Research Bureau, Compiled from The Global Gender Gap Report 2017.

Going forward, the challenge of gender is long-standing, probably going back millennia, so all stakeholders are collectively responsible for its resolution. India must confront the societal preference, even meta-preference for a son, which appears inoculated to development. The skewed sex ratio in favor of males led to the identification of “missing” women. But there may be a meta-preference manifesting itself in fertility stopping rules contingent on the sex of the last child, which notionally creates “unwanted” girls, estimated at about 21 million.







## **2. Objectives and Research Methodology**

PHD Chamber of Commerce & Industry conducted a survey to analyze the Ease of Doing of Work for women in Delhi NCR. The survey aimed to identify the challenges faced by women at work place which hampers their growth and welfare at work place. Also, the survey helps to bring forward the concerns of women in improving their full productivity at work.

### **Study objectives**

- To assess the working conditions of women employees in terms of frequency of promotion and increments, flexibility in timings, provision of maternity leaves, cooperation from seniors/supervisors among others
- To identify the key bottlenecks and problems faced by women employees including discrimination, exploitation/harassment at work place.
- To explore the infrastructural facilities and benefits that is available unavailable to women employees.
- To draw conclusions and recommendations based on the findings of the present survey.

### **Research Methodology**

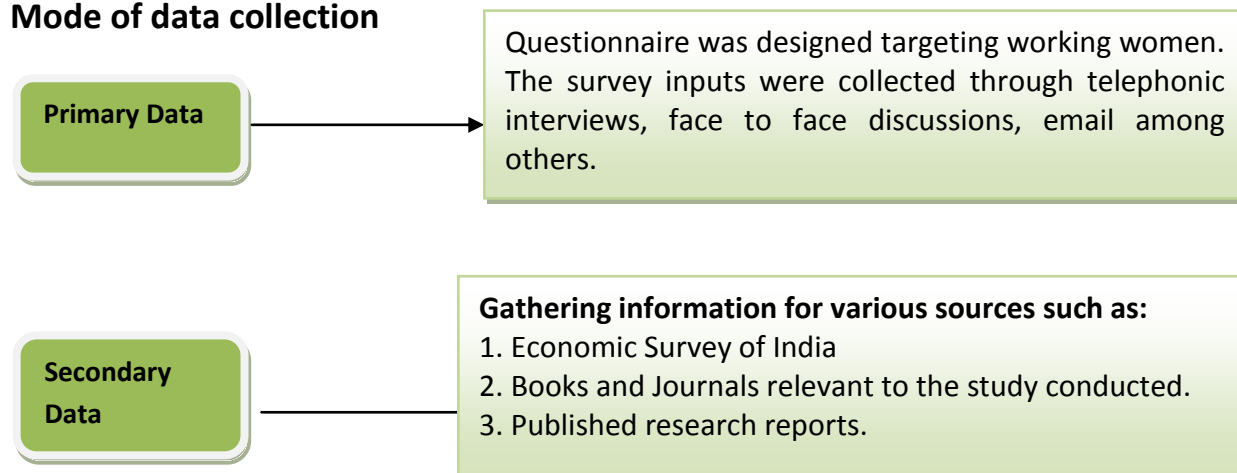
The present survey was an exploratory research with the primary intention to assess the ease of doing work scenario for women in Delhi NCR based on in depth survey analysis. The key activities range from preparation of questionnaires, distribution of questionnaire, interaction with women employees, in gathering inputs, analysis of data, inferences from analysis, draft report writing, discussions on draft report and report finalization.

### **Data Collection**

The study considered both primary and secondary data. The primary data comprises of in-depth field survey through structured questionnaires and discussions with working women. The secondary data comprises of data from websites of national organizations, government reports, journals, newspapers and others.



## Mode of data collection



A primary survey tool was prepared to explore the key themes of the present study. The questions were a mix of both close and open-ended questions in order to obtain objective information, as well as get responses from the participants' perspective for the key domains discussed above.

## Data collection technique

Systematic sampling technique has been used for the survey wherein female respondents were chosen on the basis of data available with PHD Chamber for Delhi NCR.

**Table Process of data collection**

Questionnaire	Technique	Description	No. of respondents
<b>Ease of doing work for women in Delhi NCR: A Survey</b>	Systematic Sampling <sup>2</sup>	Responses were received from working women in Delhi NCR. Respondents from different strata of the society including age-groups, status, education, occupation among others were chosen to assess their work environment	1240

Source: PHD Research Bureau

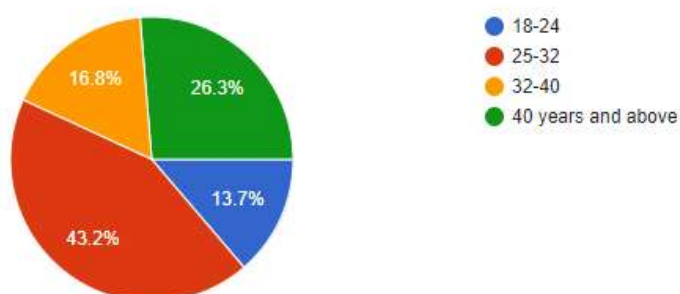
<sup>2</sup>It is used in those cases where a complete list of population from which the sample is to be drawn is available.



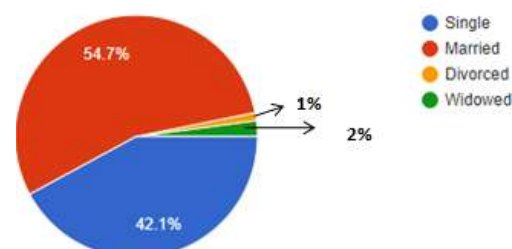
## 5.4 Participants' profile

The survey undertook responses from around 1240 respondents across Delhi NCR. The participants of the study included only women from the age of 18 and above. Majority of respondents (43%) were in the age group of 25-32 years, followed by women in the age group of 40 years and above (26%). 17% of the respondents were in the age group of 32- 40 years and the remaining 13.7% were in the age group of 18-24 years. The survey was taken by married women (55%) as well as unmarried women (42%) and the remaining 2% were widowed and 1% were divorced.

**Fig: Age distribution of the respondents**



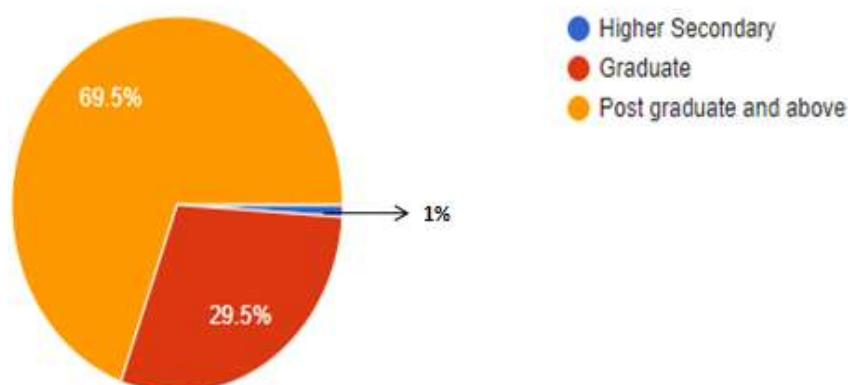
**Fig: Marital Status of respondents (in percentage)**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

69.5% of the participants hold either post graduate or above level of education followed by 29.5% of respondents holding under graduate degree and only 1% had a level of education at either higher secondary or 10<sup>th</sup> standard.

**Fig: Level of education of respondents**

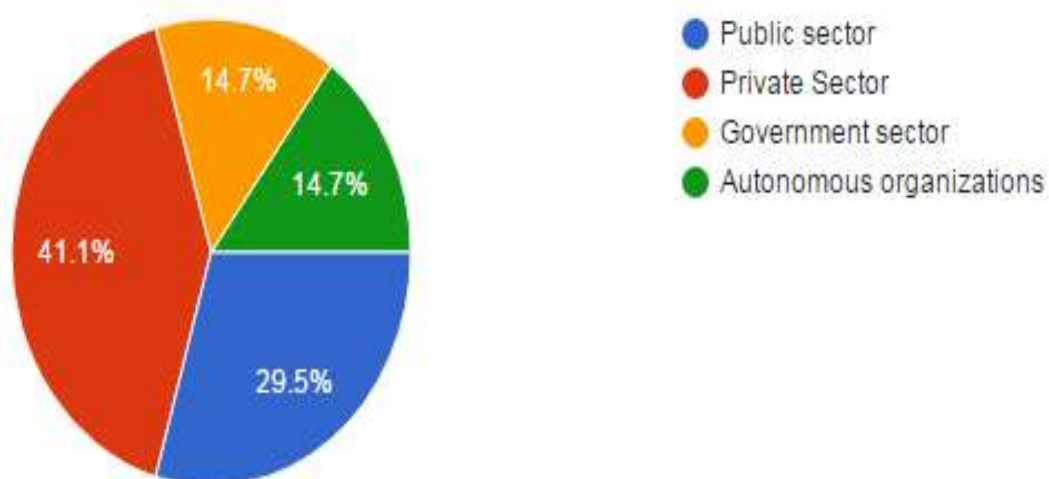


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



The largest share of respondents serve corporate sector including private Indian and Multi National entities with 41% share followed by public sector (29%), Government sector (15%) and autonomous organizations<sup>3</sup> (15%).

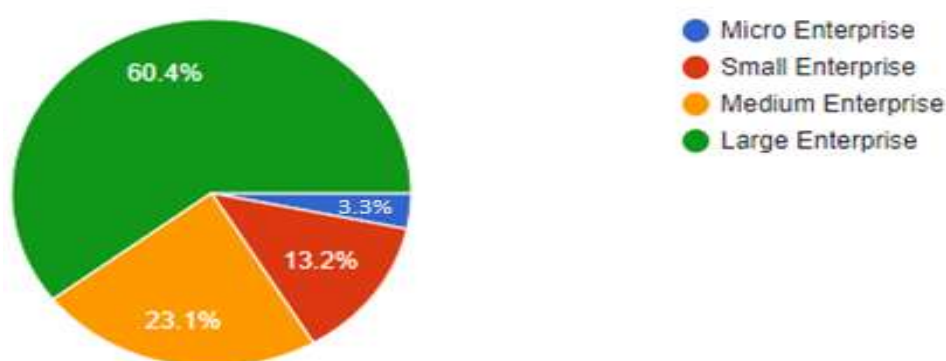
**Fig: Occupation Classification**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

In terms of type of organization, 60% respondents work in large enterprise followed by 23% working in medium enterprise, 13% in small enterprise and 3% in micro enterprise.

**Fig: Type of Organization (in percentage)**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

<sup>3</sup> Autonomous organizations such as NGOs, Industry chambers, think tanks, civil-societies, cooperative societies etc





**Table: Characteristics of Respondent(s)**

Category	Respondent(s) in %
<b><i>Age group classification</i></b>	
18-24 years	13.7
25-32 years	43.2
32-40 years	16.8
40 years & Above	26.3
<b><i>Status-wise classification</i></b>	
Single	42.1
Married	54.7
Divorced	1.1
Widow	2.1
<b><i>Level of Education</i></b>	
Higher Secondary	1
Graduate	29.5
Post Graduate & above	69.5
<b><i>Occupation classification</i></b>	
Public Sector	29.5
Corporate sector (Indian Private Companies and Multi-National Companies)	41.1
Government sector –Central & State Self Employed	14.7
Autonomous organizations	14.7
<b><i>Type of Organization</i></b>	
Micro Enterprise	3.3
Small Enterprise	13.2
Medium Enterprise	23.1
Large Enterprise	60.4

Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

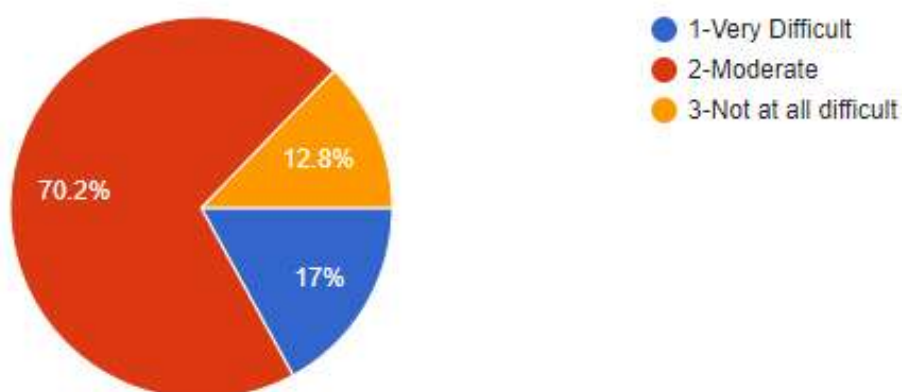


### 3. Survey Results

#### 1. Level of difficulty in finding a job

Around 70% respondents revealed that it was moderately difficult to find a job, while 17% respondents reported that it was very difficult to find a job while 13% reported that it was not at all difficult for them to find a job.

**Fig: Level of difficulty in finding a job**

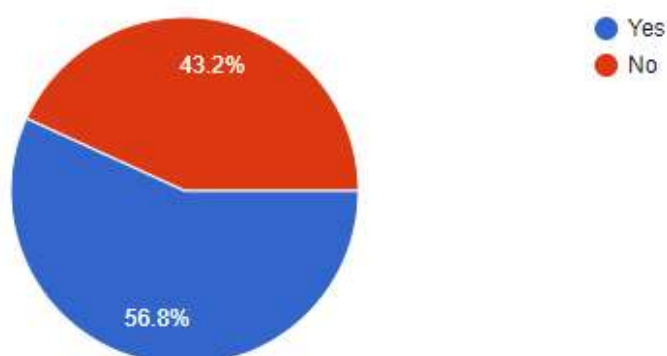


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

#### 2. Performance and promotion received at work place

Majority of the respondents (57%) reported that they have received promotion in their unit over the last three years while 43% revealed that they have not received any promotion over the last three years at their work place. Further, around 45% respondents reported that their promotion is at a slower pace than their colleagues in their organization while 55% revealed that they have received the promotion at a good pace.

**Fig: Performance and promotion received at work place over the last three years**



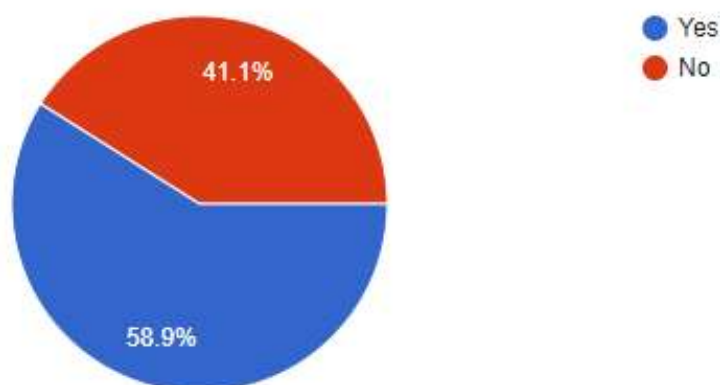
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



### 3. Satisfaction with salary and other allowance received at work place

Majority of the respondents (59%) revealed that the salary and other allowances received by them is adequate and satisfactory while 41% reported that their salary and other allowances are not adequate and satisfactory.

**Fig: Satisfaction with salary and other allowance received at work place**

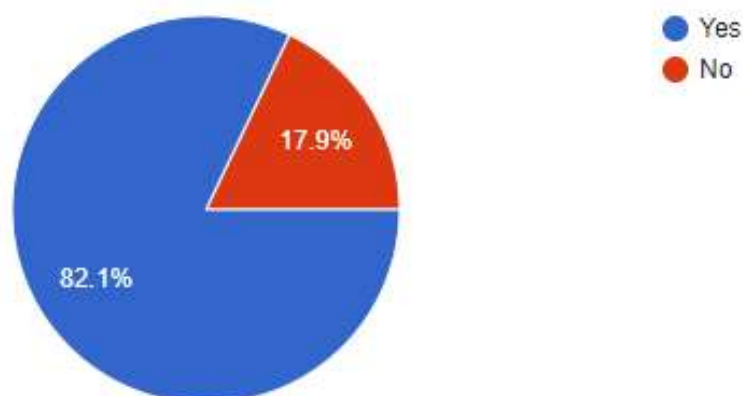


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

### 4. Regularity in increments in salary/wages

Majority of the respondents (82%) revealed that they get increments in their salary/wages every year while 18% respondents reported that they don't get increments in their salary every year.

**Fig: increments in salary/wages every year**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

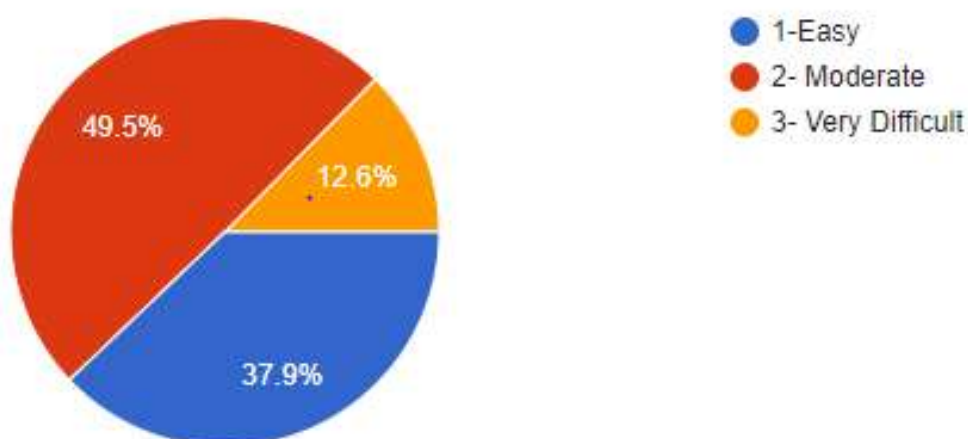




## 5. Ease in getting leave on demand at work place

Around 49% respondents revealed that it is moderately difficult for them to get leave on demand at work place while 38% reported that it is very easy for them to get leave on demand and only 13% reported that it is very difficult for them to get leave on demand at work place.

**Fig: Level of difficulty in getting leave on demand at work place**

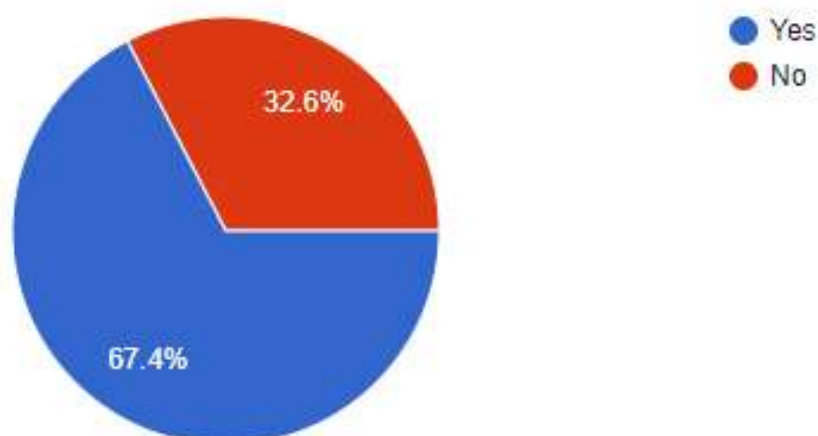


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## 6. Provision of paid sick leaves at work place

Majority of the respondents (67%) have the provision of paid sick leaves at work place while 33% revealed that they don't have the provision of paid sick leaves.

**Fig: Provision of paid sick leaves at work place**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

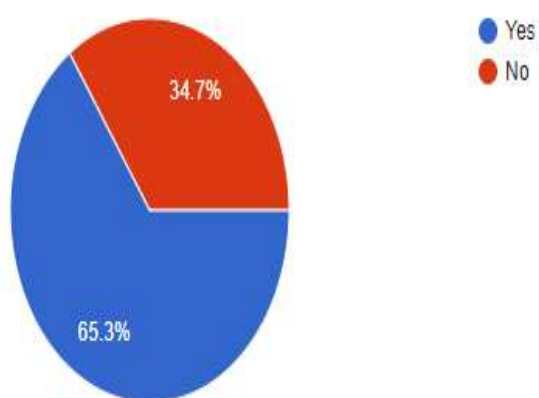




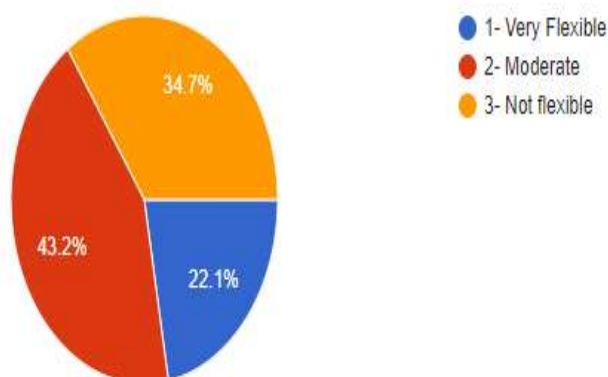
## 7. Satisfaction with work timings and flexibility of work timings at work place

According to 65% respondents, they are satisfied with their work timings while 35% respondents are not satisfied with work timings. Majority of the respondents (43%) revealed that they have flexible are timings at their work place while 35% respondents reported that their work timings are not at all flexible and 22% responded that their work timings are very flexible.

**Fig: Satisfaction with work timings**



**Fig: Level of flexibility of work timings at work place**

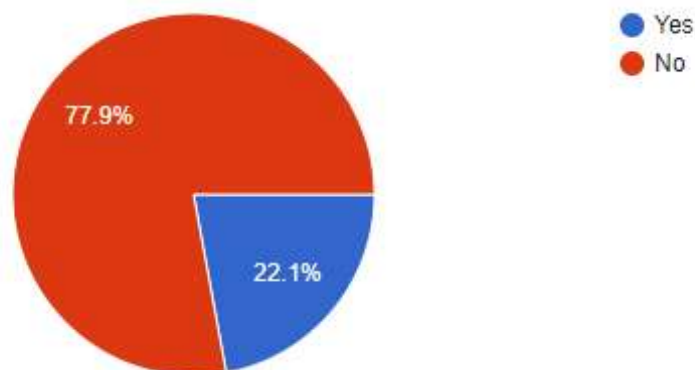


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## 8. Availability of work from home facility at work place

According to the majority of the respondents (78%), they don't have work from home facility at their work place. Only 22% female respondents have work from home facility at their work place.

**Fig: Availability of work from home facility at work place**



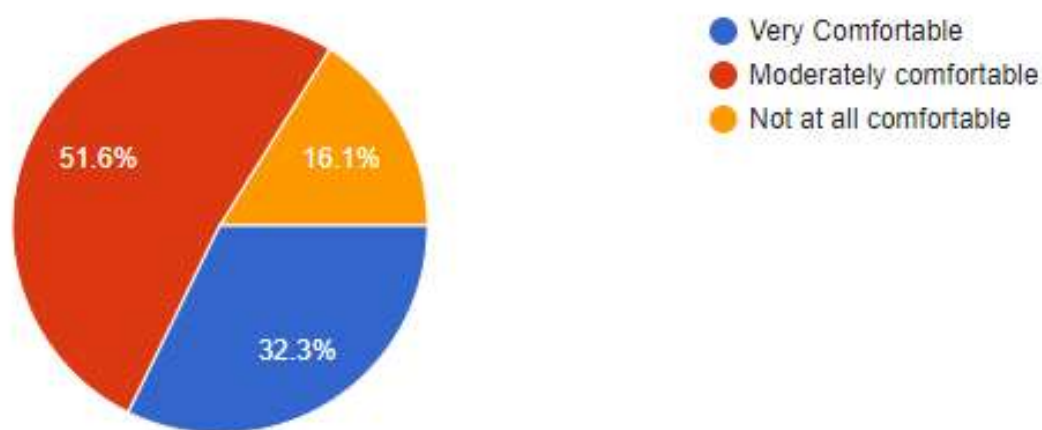
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## 9. Frequency of travel out of city frequently for business purposes

Around 15% respondents travel out of city frequently for business purposes while 85% respondents don't travel out of city frequently. The respondents who travel out of city frequently were asked how comfortable they are in travelling. Around 52% respondents revealed that they are moderately comfortable in travelling frequently while 32% responded that they are very comfortable in travelling frequently. However, 16% respondents reported that they are not at all comfortable in travelling frequently out of the city for business purposes.

**Fig: Level of Comfort in travelling out of city for business purposes**



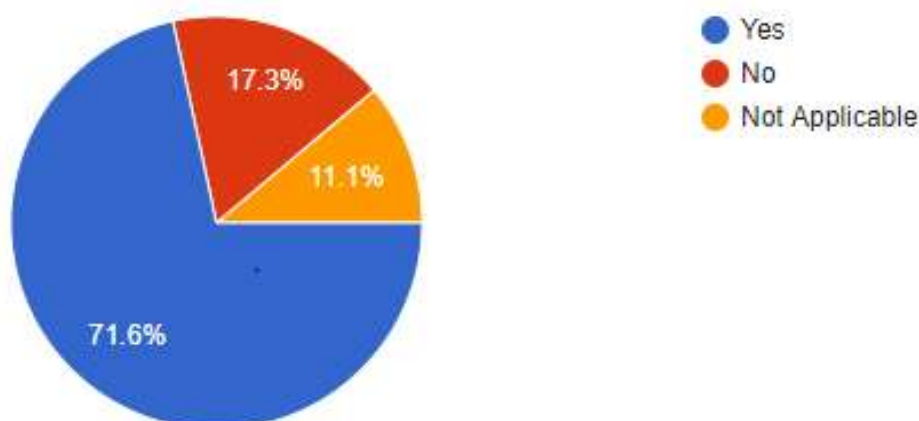
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## 10. Provision of maternity leave at work place

Majority of the respondents (84%) revealed that their office provides maternity leave for 6 months as per the latest amendment of the Act by Government of India while 16% respondents revealed that their office doesn't provide maternity leave for 6 months. Further, upon asking respondents who claimed maternity leave at work place whether they have received wages when they took their recent maternity leave, 72% respondents reported that they received wages during their maternity leave while 17% respondents revealed that they did not receive wages during their maternity leave at office.



**Fig: Provision of wages during maternity leave at work place**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

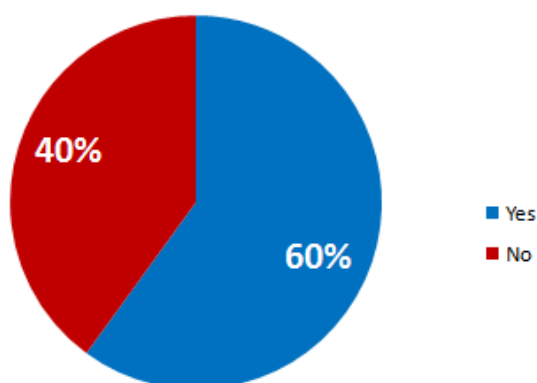
## 11. Availability of facilities at work place

The survey undertook responses on the availability of facilities including medical insurance, medical reimbursements, sick room, health check up facility, gym, food allowance, free meals, travelling allowance/pick drop facility, crèche day care facility, over time allowance , trainings and development and grievance redressal cell.

### a) Medical insurance

The survey revealed that 60% respondents have medical insurance facility at their work place while 40% responded that their office doesn't provide medical insurance to them.

**Fig: Availability of Medical insurance**



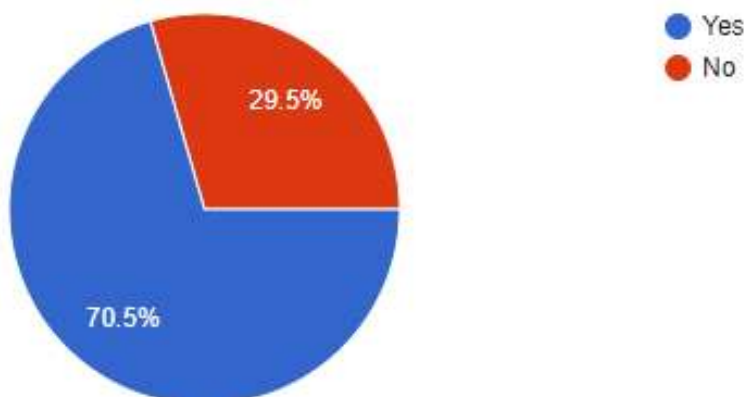
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## b) Medical Reimbursement

According to the survey, 70% respondents receive medical reimbursement at their work place while 30% reported that they don't get reimbursements against medical expenses at their work place.

**Fig: Availability of Medical Reimbursement**

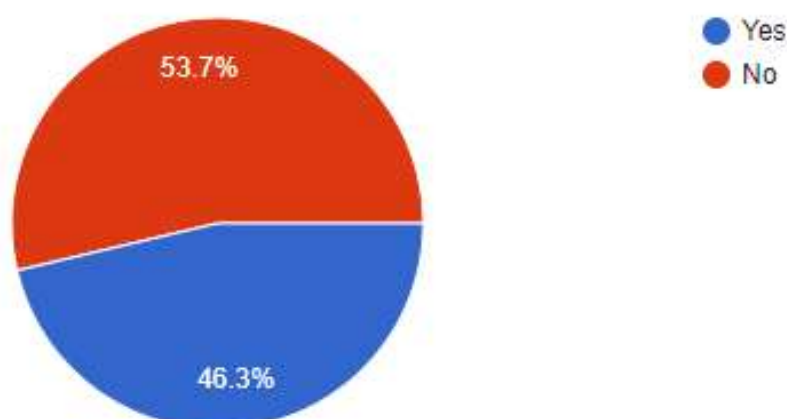


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## c) Sick room

The survey revealed that 54% respondents do not have sick room at their work place while around 46% responded that they have sick room at their work place.

**Fig: Availability of sick room**



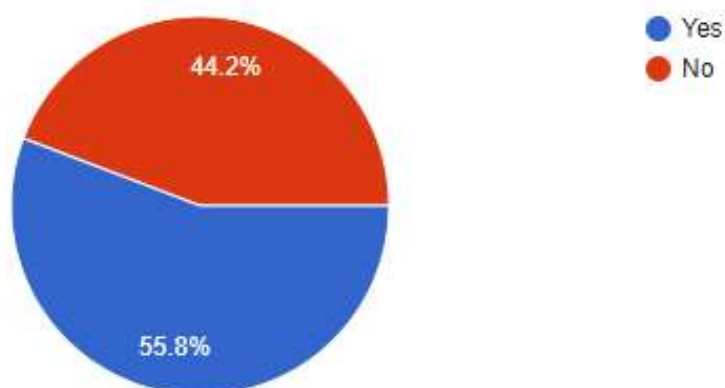
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



#### d) Health Checkup

The survey revealed that around 56% respondents have health check up facility at their work place while around 44% responded that they don't have health check up facility at their work place.

**Fig: Availability of health check up**

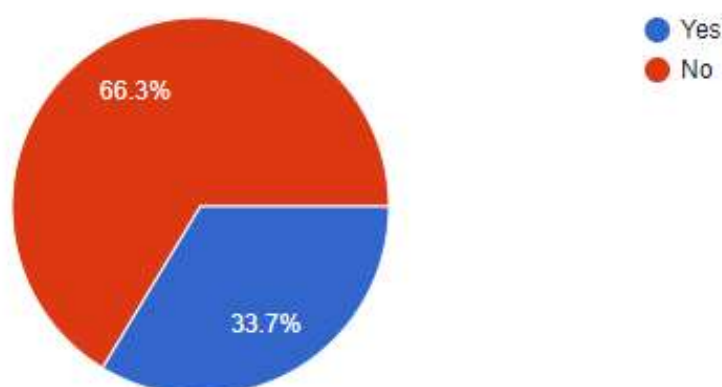


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

#### e) Gym facility

Further, the survey revealed that around 66% respondents don't have gym facility at their work place while around 34% responded that they have gym facility at their work place.

**Fig: Availability of gym facility**



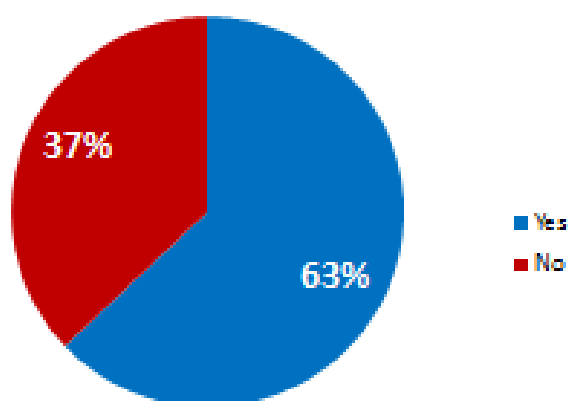
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## f) Food allowance

According to the survey, around 63% respondents receive food allowance at their work place while around 37% reported that they do not get food allowance at their work place.

**Fig: Availability of Food allowance**

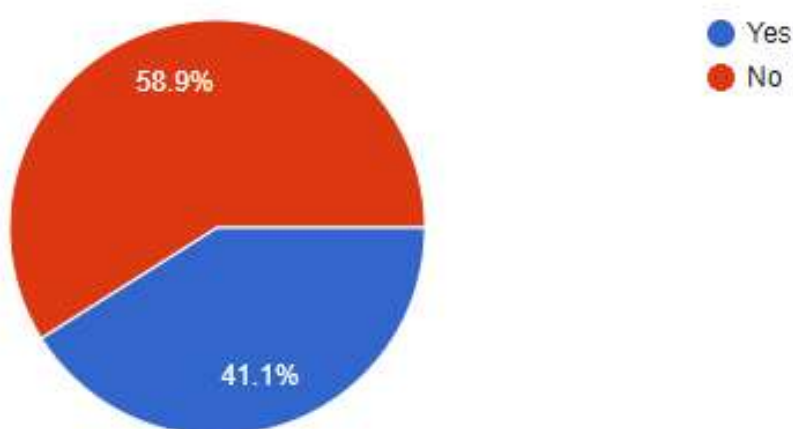


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## g) Pick drop/Travelling allowance

Majority of the respondents (59%) reported that they don't get travelling allowance/pick & drop facility at their work place while only 41% respondents receive travelling allowance/pick & drop facility from their workplace.

**Fig: Availability of Pick drop/Travelling allowance**



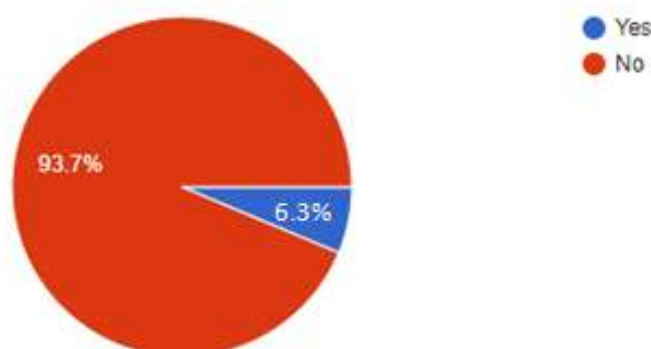
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## h) Crèche-day care facility

Around 94% respondents reported that their office lacks crèche-day care facility while only 6% respondents have crèche-day care facility at their work place.

**Fig: Availability of Crèche-day care facility**

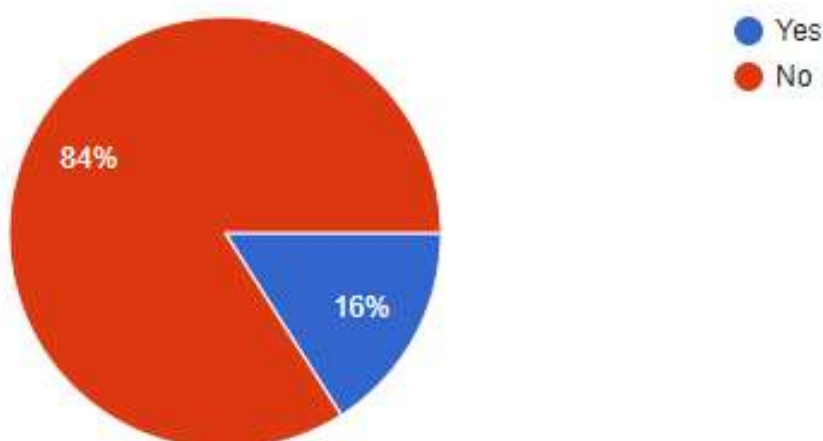


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## i) Overtime allowance

According to the survey, 84% respondents do not receive overtime allowance at their work place while only 16% get overtime allowance at their work place.

**Fig: Availability of Overtime allowance**



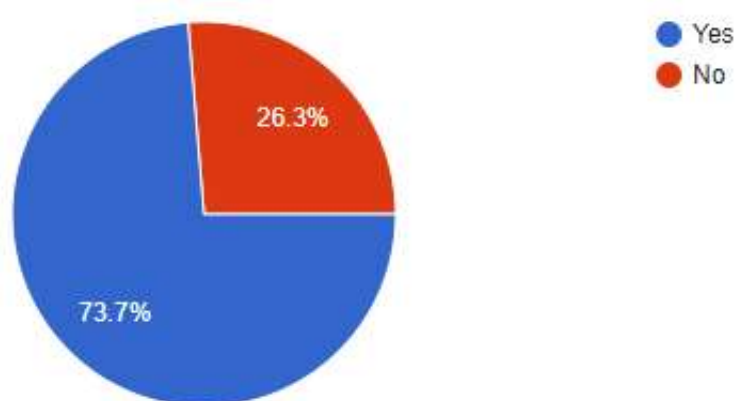
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## j) Training and development

The survey revealed that about 74% respondents have regular training and development workshops at their work place while around 26% respondents reported that they don't have regular training and development workshops at their work place.

**Fig: Availability of Training and development**

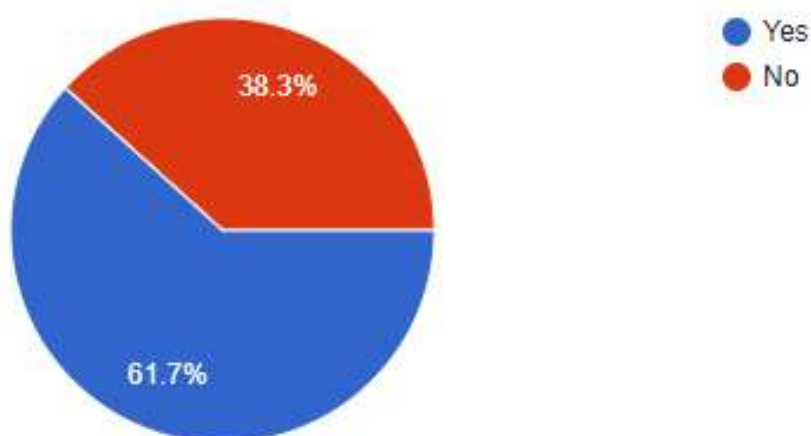


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## k) Grievance Redressal cell

Around 62% respondents revealed that they have grievance redressal cell at their work place while around 38% respondents reported that their office lacks grievance redressal cell.

**Fig: Availability of Grievance Redressal cell**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

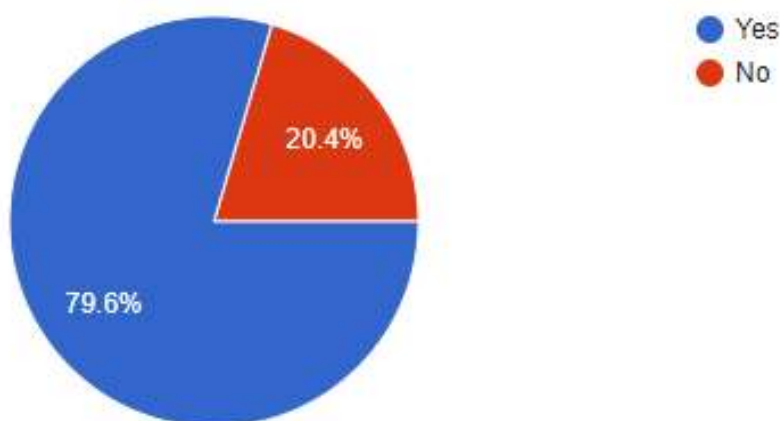




## 12. Job security at work place

Around 80% respondents responded that they have adequate job security in their unit while 20% reported that they don't have adequate job security at their work place.

**Fig: Job security at work place**

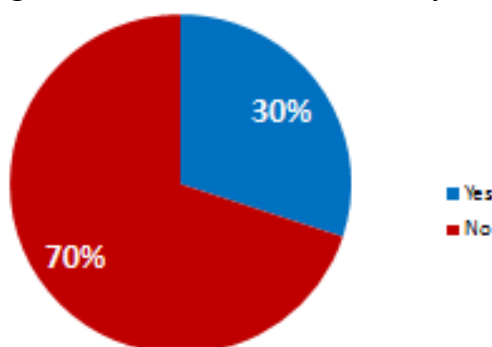


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

## 13. Discrimination and exploitation/harassment at work place

Majority of the respondents (70%) revealed that they don't face any discrimination at work place by their employer while 30% respondents reported that they face some form of discrimination at work place by their employer at work place.

**Fig: Discrimination faced at work place**



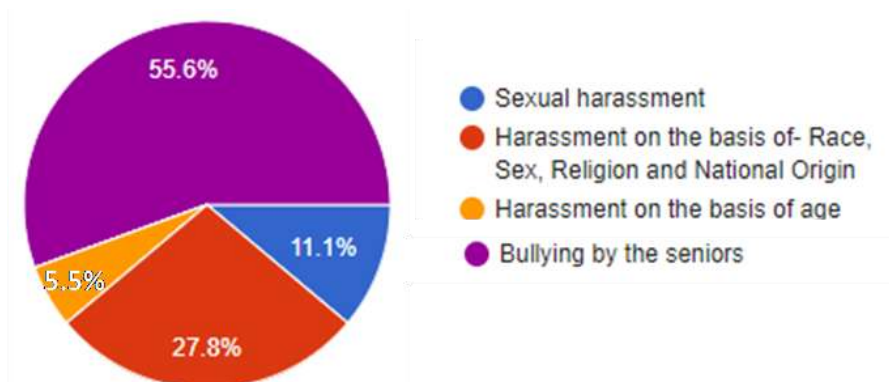
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

Also, the survey revealed that around 14% respondents have faced some kind of exploitation / harassment at work place while 86% respondents responded that they haven't faced any kind of exploitation/harassment. Upon asking the respondents who faced exploitation/harassment at work place, 55.6%



respondents reported that they have been bullied by their seniors, 28% reported that they have faced harassment on the basis of race, sex, religion and national origin, 11% faced sexual harassment while 5.5% reported harassment on the basis of age.

**Fig: Exploitation/harassment at work place**

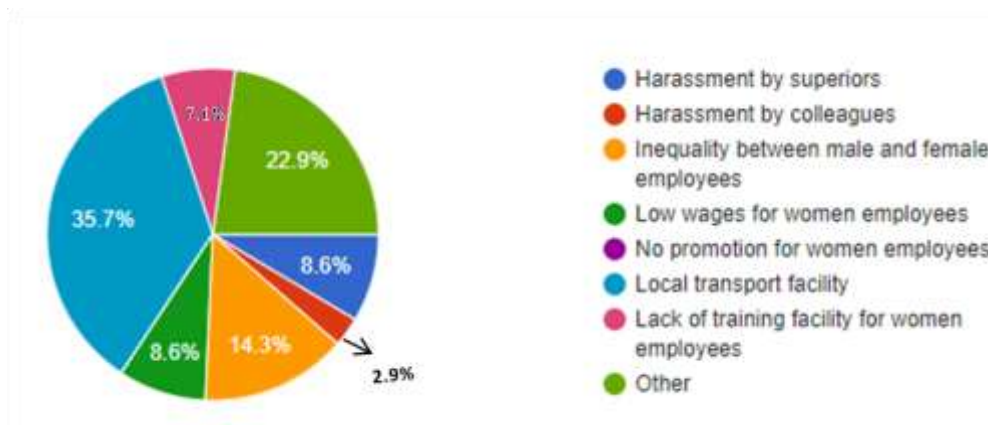


Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

#### 14. Key problems faced by women employees at work place

According to the survey, major problems faced by women employees in their units include local transport facility (35.7%), inequality between male and female employees (14.3%), low wages for women employees (8.6%), harassment by superiors (8.6%), 7.1% lack of training facility for women employees and 2.9% harassment by colleagues. Around 30% respondents reported other problems including no gym facilities, crèche facility, meal allowance, sick room, overtime allowance, discrimination in delegation of work, no complimentary off among others.

**Fig: Key problems faced by women employees at work place**



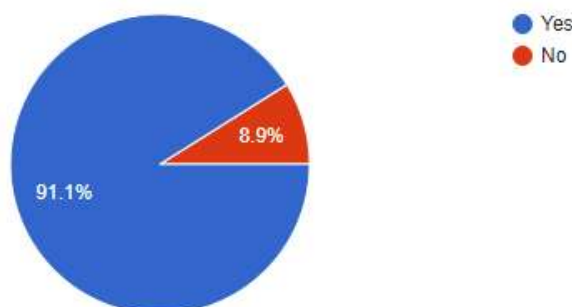
Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018



## 15. Cooperation and support by seniors/supervisors at work place

Further, majority of the respondents (91%) reported that they received help from their superiors when they faced work related problems while 9% reported that they did not received any help from their seniors/supervisors.

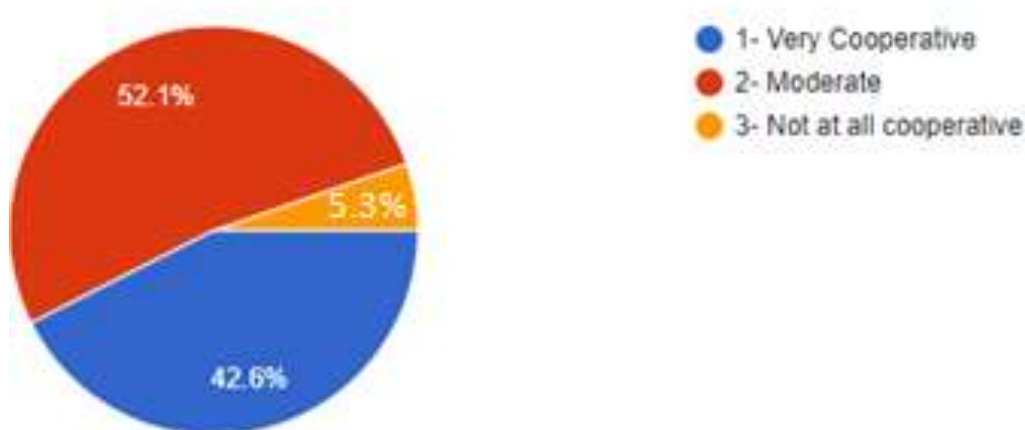
**Fig: Help received from seniors/supervisors during problems at work place**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

Around 52% respondents reported that their seniors/supervisors are moderately cooperative at work place while 43% revealed that their seniors/supervisors are very cooperative. However, only 5.3% reported that their seniors are not at all cooperative.

**Fig: Level of cooperation by seniors/supervisors at work place**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018

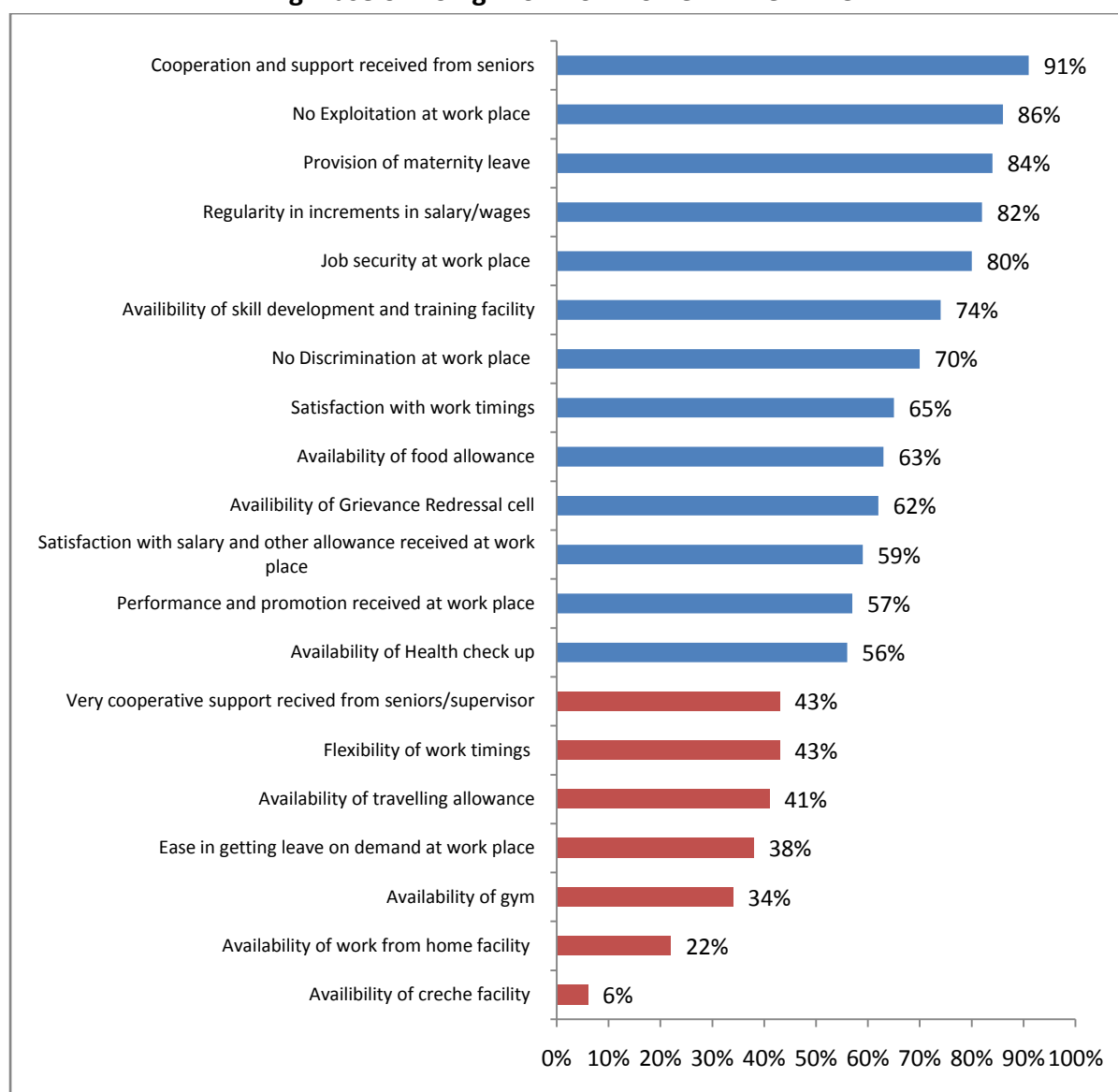
## 16. Ease of doing work environment for women

On the basis of 20 select parameters considered for the calculation of ease of doing work environment score for women in Delhi NCR viz availability of crèche facility, work from home facility, gym at work premises, ease in getting



leave on demand at work place, availability of travelling allowance, flexibility of work timings, very cooperative support received from seniors/supervisor, availability of health check up facility, performance and promotion received, satisfaction with salary and other allowance received, availability of Grievance Redressal cell at work place, availability of food allowance, satisfaction with work timings, no discrimination at work place, provision of maternity leave, availability of skill development and training facility, job security at work place, regularity in increments in salary/wages, no exploitation at work place and cooperation and support received from seniors. On the basis of cumulative scores, around 58% female respondents believe that ease of doing work environment is quite favourable for them.

**Fig: Ease of Doing Work for Women in Delhi NCR**



Source: PHD Research Bureau, Survey on Ease of Doing work for women in Delhi NCR, January-February, 2018





#### 4. Conclusions and Suggestions

India is witnessing increasing visibility of women in public spheres with economic contribution in the different sectors. Although, India's ease of doing business ranking has improved significantly from 130th in 2017 to 100th in 2018, however, on the gender equity front, India experienced a decline in its overall Global Gender Gap Index ranking by slipping 21 places on the index to 108, behind neighbours China and Bangladesh.

Against this backdrop, PHD Chamber of Commerce & Industry conducted a survey to analyze the Ease of Doing of Work for women in Delhi NCR. The survey aimed to identify the challenges faced by women at work place which hampers their growth and welfare at work place. The survey undertook responses from around 1240 working women across Delhi NCR.

The survey revealed that around 58% women of Delhi NCR are satisfied with ease work environment. Around 70% respondents revealed that it was moderately difficult to find a job, while 17% respondents reported that it was very difficult to find a job while 13% reported that it was not at all difficult for them to find a job.

Majority of the respondents (57%) reported that they have received promotion in their unit over the last three years while 43% revealed that they have not received any promotion over the last three years at their work place. Further, around 45% respondents reported that their promotion is at a slower pace than their colleagues in their organization while 55% revealed that they have received the promotion at a good pace.

Majority of the respondents (59%) revealed that the salary and other allowances received by them is adequate and satisfactory while 41% reported that their salary and other allowances are not adequate and satisfactory. Around 82% revealed that they get increments in their salary/wages every year while 18% respondents reported that they don't get increments in their salary every year.

Around 49% respondents revealed that it is moderately difficult for them to get leave on demand at work place while 38% reported that it is very easy for them to get leave on demand and only 13% reported that it is very difficult for them to get leave on demand at work place.





Majority of the respondents (67%) have the provision of paid sick leaves at work place while 33% revealed that they don't have the provision of paid sick leaves.

According to 65% respondents, they are satisfied with their work timings while 35% respondents are not satisfied with work timings. Majority of the respondents revealed that they have flexible are timings at their work place while 35% respondents reported that their work timings are not at all flexible and 22% responded that their work timings are very flexible.

According to the majority of the respondents (78%), they don't have work from home facility at their work place. Only 22% female respondents have work from home facility at their work place.

Majority of the respondents (84%) revealed that their office provide maternity leave for 6 months as per the latest amendment of the Act by Government of India while 16% respondents revealed that their office doesn't provide maternity leave for 6 months.

Majority of the respondents (70%) revealed that they don't face any discrimination at work place by their employer while 30% respondents reported that they face some form of discrimination at work place by their employer at work place.

Also, the survey revealed that around 14% respondents have faced some kind of exploitation / harassment at work place while 86% respondents responded that they haven't faced any kind of exploitation/harassment in their work place. Upon asking the respondents who faced exploitation/harassment at work place, 55.6% respondents reported that they have been bullied by their seniors, 28% reported that they have faced harassment on the basis of race, sex, religion and national origin, 11% faced sexual harassment while 5.5% reported harassment on the basis of age.

According to the survey, major problems faced by women employees in their units include local transport facility (35.7%), inequality between male and female employees (14.3%), low wages for women employees (8.6%), harassment by superiors (8.6%), 7.1% lack of training facility for women employees and 2.9% harassment by colleagues. Around 30% respondents reported other problems including no gym facilities, crèche facility, meal allowance, sick room, overtime allowance, discrimination in delegation of work, no complimentary off among others.







Further, majority of the respondents (91%) reported that they received help from their superiors when they faced work related problems while 9% reported that they did not received any help from their seniors/supervisors.

In a nutshell, there is a need to close the workplace gender gap in the country. To do so it is essential that women are provided with ease of work environment in terms of facilities and incentives that creates conducive environment for women to grow and prosper.

Though the survey assesses that 58% of women are satisfied with their work environment, there is still a long way to go provide a favourable work environment for women. As women are shuttling between various roles in society and different tasks, the employers must provide flexibility in work timings with the criteria of completing stipulated work hours every day.

There should also be work from home facility which would give a significant boost to women participation in economic activities as many women leave their jobs as there is no one to substitute them at home. Further, many working women leave their jobs to take care of their children when they do not have adequate support at home.

Thus, the organizations must also ensure crèche facility which also has to be made available as per the regulations stipulated under the Maternity Benefit (Amendment) Act 2017. There is also a need to provide cab facility to women who work till late hours to ensure their safety.

Apart from these, there should be continuous skill development and training of women employees to upgrade their skills so that they can reach top echelons of positions in their workplace. Above all, it is imperative that women are treated at par with men with equal opportunities at all level which will eventually lead to ease of doing work for women, going forward.





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## PHD Research Bureau

PHD Research Bureau; the research arm of the PHD Chamber of Commerce and Industry was constituted in 2010 with the objective to review the economic situation and policy developments at sub-national, national and international levels and comment on them in order to update the members from time to time, to present suitable memoranda to the government as and when required, to prepare State Profiles and to conduct thematic research studies on various socio-economic and business developments.

The Research Bureau has been instrumental in forecasting various lead economic indicators national and sub-national. Many of its research reports have been widely covered by media and leading newspapers. Recently, the Research Bureau has undertaken various policy projects of Government of India including Framework of University-Industry Linkages in Research assigned by DSIR, Ministry of Science & Technology, Study on SEZ for C&AG of India, Study on Impact of Project Imports under CTH 9801 for C&AG of India and has attracted a World Bank Project on free trade zones.

Research Activities	Comments on Economic Developments	Newsletters	Consultancy
<ul style="list-style-type: none"> <li>Research Studies</li> </ul>	<ul style="list-style-type: none"> <li>Macro Economy</li> </ul>	<ul style="list-style-type: none"> <li>Economic Affairs Newsletter (EAC)</li> </ul>	<ul style="list-style-type: none"> <li>Trade &amp; Investment Facilitation Services (TIFS)</li> </ul>
<ul style="list-style-type: none"> <li>State Profiles</li> </ul>	<ul style="list-style-type: none"> <li>States Development</li> </ul>	<ul style="list-style-type: none"> <li>Economic &amp; Business Outlook (EBO)</li> </ul>	<ul style="list-style-type: none"> <li>Business Research Consultancy</li> </ul>
<ul style="list-style-type: none"> <li>Impact Assessments</li> </ul>	<ul style="list-style-type: none"> <li>Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Global Economic Monitor (GEM)</li> </ul>	<ul style="list-style-type: none"> <li>Investment Advisory Services</li> </ul>
<ul style="list-style-type: none"> <li>Thematic Research Reports</li> </ul>	<ul style="list-style-type: none"> <li>Foreign exchange market</li> </ul>	<ul style="list-style-type: none"> <li>Trade &amp; Investment Facilitator(TIF)</li> </ul>	
<ul style="list-style-type: none"> <li>Releases on Economic Development</li> </ul>	<ul style="list-style-type: none"> <li>Global Economy &amp; International Trade</li> </ul>	<ul style="list-style-type: none"> <li>State Development Monitor (SDM)</li> </ul>	





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Secretarial and Administrative Processes



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### A: Thematic research reports

1. Comparative study on power situation in Northern and Central states of India (September 2011)
2. Economic Analysis of State (October 2011)
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4. Budget 2012-13: Move Towards Consolidation (March 2012)
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6. The Indian Direct Selling Industry Annual Survey 2010-11 (May 2012)
7. Global Economic Challenges: Implications for India (May 2012)
8. India Agronomics: An Agriculture Economy Update (August 2012)
9. Reforms to Push Growth on High Road (September 2012)
10. The Indian Direct Selling Industry Annual Survey 2011-12: Beating Slowdown (March 2013)
11. Budget 2013-14: Moving on reforms (March 2013)
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13. India- Africa Promise Diverse Opportunities: Suggestions Report (November 2013)
14. Annual survey of Indian Direct Selling Industry-2012-13 (December 2013)
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19. Youth Economics (May 2014)
20. Economy on the Eve of Union Budget 2014-15 (July 2014)
21. Budget 2014-15: Promise of Progress (July 2014)
22. Agronomics 2014: Impact on economic growth and inflation (August 2014)
23. 100 Days of new Government (September 2014)
24. Make in India: Bolstering Manufacturing Sector (October 2014)
25. The Indian Direct Selling Industry Annual Survey 2013-14 (November 2014)
26. Participated in a survey to audit SEZs in India with CAG Office of India (November 2014)
27. Role of MSMEs in Make in India with reference to Ease of Doing Business in Ghaziabad (Nov 2014)
28. Exploring Prospects for Make in India and Made in India: A Study (January 2015)
29. SEZs in India: Criss-Cross Concerns (February 2015)
30. Socio-Economic Impact of Check Dams in Sikar District of Rajasthan (February 2015)
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32. Economy on the Eve of Union Budget 2015-16 (February 2015)
33. Budget Analysis (2015-16)
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35. Impact of Labour Reforms on Industry in Rajasthan: A survey study (July 2015)
36. Progress of Make in India (September 2015)
37. Grown Diamonds, A Sunrise Industry in India: Prospects for Economic Growth (November 2015)
38. Annual survey of Indian Direct Selling Industry 2014-15 (December 2015)
39. India's Foreign Trade Policy Environment Past, Present and Future (December 2015)
40. Revisiting the emerging economic powers as drivers in promoting global economic growth (February 2016)
41. Bolstering MSMEs for Make in India with special focus on CSR (March 2016)
42. BREXIT impact on Indian Economy (July 2016)
43. India's Exports Outlook (August 2016)

44. Ease of Doing Business : Suggestive Measures for States (October 2016)

45. Transforming India through Make in India, Skill India and Digital India (November 2016)
46. Impact of Demonetization on Economy, Businesses and People (January 2017)
47. Economy on the eve of Budget 2017-18 (January 2017)
48. Union Budget 2017-18: A budget for all-inclusive development (January 2017)
49. Annual Survey of Indian Direct Selling Industry 2015-16 (February 2017)
50. Worklife Balance and Health Concerns of Women: A Survey (March 2017)
51. Special Economic Zones: Performance, Problems and Opportunities (April 2017)
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54. Reshaping India-Africa Trade: Dynamics and Export Potentiality of Indian Products in Africa (July 2017)
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57. Current state of the economy (October 2017)
58. Equitable finance to fulfill funding requirements of Indian Economy (October 2017)
59. The Wall of Protectionism: : Rise and Rise of Protectionist Policies in the Global Arena, (November 2017)
60. India-Israel Relations: Building Bridges of Dynamic Trade (October 2017)
61. Role of Trade Infrastructure for Export Scheme (TIES) in Improving Export Competitiveness (November 2017)
62. India - China Trade Relationship: The Trade Giants of Past, Present and Future (January 2018)
63. Analysis of Trade Pattern between India and ASEAN (January 2018)
64. Union Budget 2018-19

### B: State profiles

65. Rajasthan: The State Profile (April 2011)
66. Uttarakhand: The State Profile (June 2011)
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78. Suggestions for Progressive Uttar Pradesh (August 2015)
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## Notes

