KELPHR 2016 SURVEY - SUMMARY

DEMOGRAPHICS

Industry-Wise BreakUp

- Manufacturing 7%
- Education 8%
- Others 31%
- BFSI 7%
- IT/ITES/KPO 47%

Age-group Breakup

Survey Participant # vs Age Groups

Age Group	Participants
0 - 20	2
(21-25)	19
26 - 30	47
(31-35)	84
Above 35	139

Participants hailed from
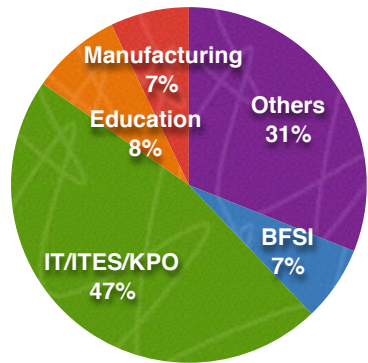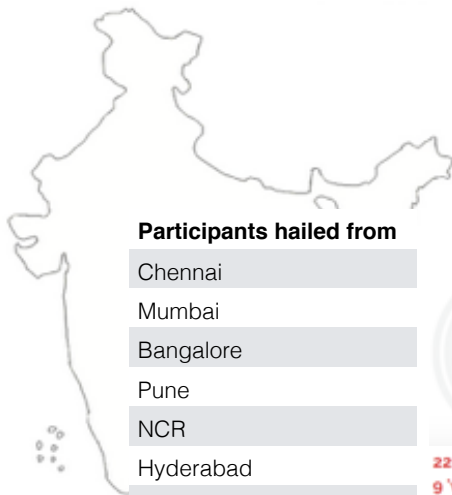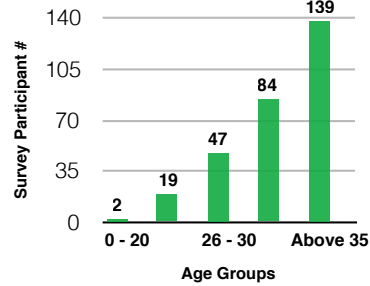
Chennai
Mumbai
Bangalore
Pune
NCR
Hyderabad
Other cities include Chandigarh, Kolkata, Ahmedabad, Aurangabad, Mysore, Sivakasi, Tirupur, Ooty, Trivandrum

**10%** THINK that Sexual Harassment is **NOT** a CRIME!!

20% NOT AWARE of Anti Sexual Harassment policy @ the Workplace

46% CONFUSED and could not define Sexual Harassment"

22 out of every 100 in our survey have been victims
9 'victims' have faced sexual harassment more than thrice
5 of the victims, are men

VICTIMS

40% of the victims' designation range between Entry Level to Managers
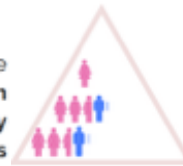
At the time of harassment, the victims age groups were between 21 to 35

FORMS OF HARASSMENT

- **67%** Verbal
- **38%** Visual
- 36% Physical
- 23% Written

PLACE

- 75% Office premises
- 33% Extended Office (includes transportation)
- 29% Networking and Social Media

Shocking Facts!!

83% of the harassers are MALE

17% of the harassers are FEMALE

Same - Sex Harassment among men - 33%

Same-Sex Harassment among women - 5%

- **48%** Knew someone who was harassed at the Workplace
- **34%** Knew more than 5 people who were sexually harassed
- **83%** Knew someone person who was verbally harassed
- **13%** Knew someone who was physically harassed

On the contrary..

59% of those who reported the case, said no action was taken

HARASSERS

- **38%** Reporting Manager
- **60%** Colleagues, Buddy
- **2%** Others

Reporting Statistics

- **62%** DID NOT Report
- **30%** REPORTED TO Internal Committee/ HR/Manager
- **6%** REPORTED Anonymously
- **2%** REPORTED to the Police

Reasons for Non Reporting

- 45% were embarrassed
- 38% waited for the issue to be resolved on it own
- 35% feared retaliation
- 24% were afraid