

Madhya Pradesh Police Study
Police Officer Endline Survey

1.1	<p><u>Consent Form</u></p> <p>Hello, my name is _____</p> <p><u>Purpose</u> I and my colleagues have come from J-PAL South Asia at IFMR. J-PAL is a research organization that conducts studies regularly on various topics like health, education, poverty, rural development etc. across the country. We are working with researchers at the University of Virginia and Oxford University to understand how police provide services to women, and how the police might improve approachability for women.</p> <p><u>Voluntary Participation and Confidentiality</u> This survey is completely voluntary and you can choose to stop the survey at any point or not answer any question you feel uncomfortable about. Participation in the study will have no bearing on your job, and your decision on whether to participate or not (as well as any responses to survey questions) will not be shared with your supervisors. All personal identification information will be kept confidential. Only those involved in conducting the study will have access to the information, and the data will be stored securely.</p> <p><u>Risks and Benefits</u> The survey includes questions asking about your opinion of police policy, of policing related to women, and your time use, and you should feel free to decline answering questions you may be uncomfortable with. There is also no penalty for refusing to take part in this interview and neither is there any incentive for participation. However, your honest answers to these questions will help us better understand the police's perspectives on women's issues and improve services in the future. Your views are very important to us and we would greatly appreciate your help in responding to this survey</p> <p><u>Questions</u> If you have any questions or doubts about the survey, you can ask me now. Do you have any questions for me? In case you need any more information about the survey, please contact [SURVEY SUPERVISOR NAME] at the JPAL-SA office in Bhopal at [SURVEY SUPERVISOR PHONE NUMBER]. You may also contact the Institutional Review Board at the University of Virginia: Tonya R. Moon, Ph.D., Chair, Institutional Review Board for the Social and Behavioral Sciences, One Morton Dr Suite 500, University of Virginia, P.O. Box 800392, Charlottesville, VA 22908-0392, USA. Telephone: (434) 924-5999. Email: irbsbshelp@virginia.edu</p>			
1.2	Do you agree to take part in the survey	1	Yes	
		2	No	Skip to Section 8

Section 2. Officer background

2.1	District Name	<i>Pre-filled</i>	
2.2	District Code		
2.3	PS Name		
2.4	PS Code		
2.4 (a)	Police officer name		
2.5	Officer's current Rank:	1 Constable 2 Head Constable 3 Assistant Sub-Inspector 4 Sub-Inspector 5 Inspector/ Station House Officer/ T.I. -87 Other -88 Don't know -89 Refuses to answer	
2.6	Gender	1 Male 2 Female -88 Don't know -89 Refuses to answer	
2.7	Age (in years)	----- -88 Don't know -89 Refused to answer	
2.8	Marital status	1 Married 2 Divorced 3 Separated 4 Single 5 Widowed -88 Don't know -89 Refuses to answer	
2.9	Date of joining MP police Surveyor instruction: If month is not known, enter -88.	[][] \ [][][][] Month\ Year -88 Don't know -89 Refuses to answer	
2.10	At what rank did you join the police?	1 Constable	

		2 Assistant Sub-Inspector 3 Sub-Inspector -87 Other -88 Don't know -89 Refuses to answer																			
2.11	Date of joining current district Surveyor instruction: If month is not known, enter -88.	[][] \ [][] [][][] Month \ Year -88 Don't know -89 Refuses to answer																			
2.12	Date of joining current thana Surveyor instruction: If month is not known, enter -88.	[][] \ [][] [][][] Month \ Year -88 Don't know -89 Refuses to answer																			
2.13	Which post did you join this thana in?	<table border="1"> <tr><td>1</td><td>Constable</td></tr> <tr><td>2</td><td>Head Constable</td></tr> <tr><td>3</td><td>Assistant Sub-Inspector</td></tr> <tr><td>4</td><td>Sub-Inspector</td></tr> <tr><td>5</td><td>Inspector</td></tr> <tr><td>6</td><td>Station House Officer/ T.I.</td></tr> <tr><td>-87</td><td>Other</td></tr> <tr><td>-88</td><td>Don't know</td></tr> <tr><td>-89</td><td>Refuses to answer</td></tr> </table>	1	Constable	2	Head Constable	3	Assistant Sub-Inspector	4	Sub-Inspector	5	Inspector	6	Station House Officer/ T.I.	-87	Other	-88	Don't know	-89	Refuses to answer	
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-89	Refuses to answer																				

2.14	When and to what rank(s) have you been promoted since you joined the police?	<table border="1"> <tr> <th>Year</th> <th>To rank</th> </tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </table>	Year	To rank									
Year	To rank												
2.15	Name of home district and state (place of origin)	<hr/> District, State -88 Don't know -89 Refuses to answer											

2.16	Which best describes the area in which you grew up?	<table border="1"> <tr><td>1</td><td>Rural area: interior village</td></tr> <tr><td>2</td><td>Rural area: roadside village</td></tr> <tr><td>3</td><td>Urban area: town / district center</td></tr> <tr><td>4</td><td>Urban area: large city</td></tr> </table> <p>-88 Don't know -89 Refuses to answer</p> <p>Surveyor instruction: first ask about rural/urban area, then type</p>	1	Rural area: interior village	2	Rural area: roadside village	3	Urban area: town / district center	4	Urban area: large city																																	
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2.17	Education Specify highest level completed	<table border="1"> <tr><td>0</td><td>Illiterate</td></tr> <tr><td>1</td><td>1st</td></tr> <tr><td>2</td><td>2nd</td></tr> <tr><td>3</td><td>3rd</td></tr> <tr><td>4</td><td>4th</td></tr> <tr><td>5</td><td>5th</td></tr> <tr><td>6</td><td>6th</td></tr> <tr><td>7</td><td>7th</td></tr> <tr><td>8</td><td>8th</td></tr> <tr><td>9</td><td>9th</td></tr> <tr><td>10</td><td>10th</td></tr> <tr><td>11</td><td>11th</td></tr> <tr><td>12</td><td>12th</td></tr> <tr><td>13</td><td>Bachelor's Degree</td></tr> <tr><td>14</td><td>Master's Degree</td></tr> <tr><td>15</td><td>Professional Degree (B.Tech/M.Tech/BSw/MSw/MBA)</td></tr> <tr><td></td><td></td></tr> <tr><td>-87</td><td>Other -----</td></tr> <tr><td>-88</td><td>Did not know</td></tr> <tr><td>-89</td><td>Did not answer</td></tr> </table>	0	Illiterate	1	1 st	2	2 nd	3	3 rd	4	4 th	5	5 th	6	6 th	7	7 th	8	8 th	9	9 th	10	10 th	11	11 th	12	12 th	13	Bachelor's Degree	14	Master's Degree	15	Professional Degree (B.Tech/M.Tech/BSw/MSw/MBA)			-87	Other -----	-88	Did not know	-89	Did not answer	If no college, Skip to 2.19.
0	Illiterate																																										
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2.18	If completed college, what was your subject? Select all that apply	<table border="1"> <tr><td>1</td><td>Engineering</td></tr> <tr><td>2</td><td>Biology</td></tr> <tr><td>3</td><td>Chemistry</td></tr> <tr><td>4</td><td>Physics</td></tr> <tr><td>5</td><td>English</td></tr> <tr><td>6</td><td>Sanskrit</td></tr> <tr><td>7</td><td>Philosophy</td></tr> <tr><td>8</td><td>Economics</td></tr> <tr><td>9</td><td>Political Science</td></tr> <tr><td>10</td><td>Sociology</td></tr> <tr><td>11</td><td>Social work</td></tr> </table>	1	Engineering	2	Biology	3	Chemistry	4	Physics	5	English	6	Sanskrit	7	Philosophy	8	Economics	9	Political Science	10	Sociology	11	Social work																			
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		12	Education	
		13	Law	
		14	Commerce	
		15	Maths	
		16	Computer Science	
		17	Geography	
		18	History	
		19	Civics	
		20	Hindi	
		21	Geology	
		22	Psychology	
		23	Anthropology	
		24	Arts	
		25	Business administration	
		26	Agriculture	
		27	Physical education	
		28	Military science	
		-87	Other	
		-88	Don't know	
		-89	Refuses to answer	
2.19	Which type of school did you attend for secondary school (grades 9-12)	Surveyor instruction: ask if government school or private school first, then deep dive		
		1	Regular government school: located near your home town / village	
		2	Regular government School: located away from your home town / village)	
		3	Special government school: Navodaya Vidyalaya or Kendriya Vidyalaya	
		4	Private School: located near your home town / village	
		5	Private School: located away from your home town / village	
		-87	Other	
2.20	Do you have any family members or relatives who are in or have been in the police?	0	No	
		1	Yes	
		-88	Don't know	
		-89	Refuses to answer	

2.21	Father's occupation	1	Farming (self-employed, on own land) / Animal Husbandry / Fishery (with own animals)	<i>If not alive at present, select occupation when person was alive Select all that apply</i>
		2	Farming (Labor on other's land)	
		3	Manual Labour (non-farming)	
		4	Self Employed (non-agriculture)	
		6	Student	
		7	Government Job	
		8	Private Job	
		9	NGO	
		10	Retired	
		11	Rag-picker/Sweeper/Sanitation Worker	
		12	Unemployed	
		-87	Others -----	
		-88	Did not know	
		-89	Refused to answer	
2.22	Mother's occupation	1	Farming (self-employed, on own land) / Animal Husbandry / Fishery (with own animals)	<i>If not alive at present, select occupation when person was alive Select all that apply</i>
		2	Farming (Labor on other's land)	
		3	Manual Labour (non-farming)	
		4	Self Employed (non-agriculture)	
		5	Housewife	
		6	Student	
		7	Government Job	
		8	Private Job	
		9	NGO	
		10	Retired	
		11	Rag-picker/Sweeper/Sanitation Worker	
		12	Unemployed	
		-87	Others -----	
		-88	Did not know	
		-89	Refused to answer	

Section 3. Officer motivations, training and reported activities

Now I am going to ask a few questions on officer motivations, training and regular activities.

3.1	<p>What are some of the most rewarding things in being a police officer?</p>	<table border="1"> <tr><td>1</td><td>Getting respect from the common people</td></tr> <tr><td>2</td><td>Making lots of money</td></tr> <tr><td>3</td><td>Job security/steady paycheck</td></tr> <tr><td>4</td><td>Opportunity to help people in need</td></tr> <tr><td>5</td><td>Commitment to a career in public service</td></tr> <tr><td>6</td><td>Catching criminals and other anti-social elements</td></tr> <tr><td>7</td><td>Opportunity to improve women's security and handle crimes against women</td></tr> <tr><td>8</td><td>Variety of work/job never becomes boring</td></tr> <tr><td>9</td><td>Making a positive difference in people's lives</td></tr> <tr><td>10</td><td>Investigating cases</td></tr> <tr><td>11</td><td>Sense of pride in being part of the police services</td></tr> <tr><td>12</td><td>No good aspect at all</td></tr> <tr><td></td><td>-87 Other -88 Don't know -89 Refuses to answer</td></tr> </table>	1	Getting respect from the common people	2	Making lots of money	3	Job security/steady paycheck	4	Opportunity to help people in need	5	Commitment to a career in public service	6	Catching criminals and other anti-social elements	7	Opportunity to improve women's security and handle crimes against women	8	Variety of work/job never becomes boring	9	Making a positive difference in people's lives	10	Investigating cases	11	Sense of pride in being part of the police services	12	No good aspect at all		-87 Other -88 Don't know -89 Refuses to answer	<p><i>Do not read options out loud. Rather, probe for answers, and select all that apply. Select all that apply</i></p>
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3.2	<p>What are the worst aspects of your work in the police?</p> <p>Please feel free to express your honest opinion. We will not share it with your superiors or anyone else. Your honest answers will help the study.</p>	<table border="1"> <tr><td>1</td><td>Long working hours</td></tr> <tr><td>2</td><td>No day off</td></tr> <tr><td>3</td><td>Low pay</td></tr> <tr><td>4</td><td>Poor treatment by and/or no respect from superiors</td></tr> <tr><td>5</td><td>No reward for hard work</td></tr> <tr><td>6</td><td>No potential for promotion</td></tr> <tr><td>7</td><td>Boring work</td></tr> <tr><td>8</td><td>Poor treatment/disrespect from public</td></tr> <tr><td>9</td><td>Political interference in work</td></tr> <tr><td>10</td><td>Pressure from the media</td></tr> </table>	1	Long working hours	2	No day off	3	Low pay	4	Poor treatment by and/or no respect from superiors	5	No reward for hard work	6	No potential for promotion	7	Boring work	8	Poor treatment/disrespect from public	9	Political interference in work	10	Pressure from the media	<p><i>Do not read options out loud. Rather, probe for answers, and select all that apply. Select all that apply.</i></p>						
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		11	Lack of adequate resources (e.g. toilets) in the thana	
		12	Poor housing quarters	
		13	Unsteady/unpredictable postings	
		14	Irregular work hours / inconvenient work timings (e.g. late at night)	
		15	Postings far away from home	
		16	Difficult to balance work with family demands	
		17	Lack of support for child care	
		18	Shortage of staff	
		19	Job requirements are unclear or keep changing	
		20	Difficulties involved in closing an investigation	
		21	No difficulties	
		-87	Other	
		-88	Don't know	
		-89	Refuses to answer	

3.3 If an officer in your post works hard, is there a chance of promotion to a higher rank / position over the next 10 years? If so, what is the likely next post? (*Read aloud and select one option; and fill in the next post*)

1. Very likely (Next post: _____)
2. Somewhat likely (Next post: _____)
3. Possible (Next post: _____)
4. Unlikely

3.3a Possible next post after

1. Head Constable
 2. ASI
 3. SI
 4. SHO
- 87 Other
 - 88 Don't know
 - 89 Refuses to answer

3.4 As a police officer, which of the following **activities** are the most **important** to you, **personally**. I will read out a list of options. Please select any three. (Surveyor note: Read choices out loud)

1. Everyday beat
2. Apprehending suspects

3. Law and order
4. Dial-100 emergency response
5. Crime investigation
6. Traffic management
7. Criminal case paperwork
8. Court duty
9. Intelligence gathering
10. Pursuing cases related to women
11. VIP duty
12. Victim support

Choice 1: _____

Choice 2: _____

Choice 3: _____

-87 Other _____

-88 Don't know

-89 Refuses to answer

3.5 Which of the following **activities** are given the most **importance** in your current thana. I will read out a list of options. Please select any three. (Surveyor note: Read choices out loud):

1. Performing everyday beat
2. Apprehending suspects
3. Law and order
4. Crime investigation
5. Dial-100 emergency response
6. Traffic management
7. Criminal case paperwork
8. Court duty
9. Intelligence gathering
10. Pursuing cases related to women
11. VIP duty
12. Victim support

Choice 1: _____

Choice 2: _____

Choice 3: _____

-87 Other _____

-88 Don't know

-89 Refuses to answer

3.6 What do you think are the **three most important** indicators of good performance within the police? I will read out a list of options. Please select any three. (Surveyor note: Read choices out loud)

1. Arriving to work on time
2. Swiftly arresting suspects
3. Maintaining good community relations
4. Conducting large raids and seizures
5. Investigating crimes
6. Providing support to victims
7. Responding swiftly to emergency calls
8. Criminal case paperwork

Choice 1: _____

Choice 2: _____

Choice 3: _____

-87 Other _____

-88 Don't know

-89 Refuses to answer

3.7 As a police officer, which of the following **issues** are most **important** to you, **personally**? Please select any three. (Surveyor note: Read choices out loud):

1. Murder
2. Physical assault
3. Crimes against women
4. Robbery / Theft
5. Drunk driving
6. Communal crimes
7. Smuggling of goods
8. Narcotics
9. Property disputes

- 87 Other _____
 -88 Don't know
 -89 Refuses to answer

Choice 1: _____

Choice 2: _____

Choice 3: _____

3.8 Which of the following **issues** receive the most **attention** from the MP Police? Please select any three. (Surveyor note: Read choices out loud):

1. Murder
2. Physical assault
3. Crimes against women
4. Robbery / Theft
5. Drunk driving
6. Communal crimes
7. Smuggling of goods
8. Narcotics
9. Property disputes

- 87 Other _____
 -88 Don't know
 -89 Refuses to answer

Choice 1: _____

Choice 2: _____

Choice 3: _____

3.9 Does a lack of thana resources affect policing work in your thana?

1. Lack of resources is a large challenge; most policing work cannot be done
 2. Lack of resources is a challenge, some police work cannot be done
 3. Lack of resources is a small challenge; most policing work can be done
 4. Lack of resources is not a challenge; all policing work can be done
- 88 Don't know
 -89 Refuses to answer

3.10 How are resource requirements communicated by the thana to the senior level? Please select any three. (Surveyor note: Read choices out loud and select the top 3 choices):

1. Official letter (daak)
2. Circulars
3. Wireless set
4. Phone call
5. WhatsApp message
6. Roll call
7. In person

- 87 Other
- 88 Don't know
- 89 Refuses to answer

Choice 1: _____ Choice 2: _____ Choice 3: _____

3.11 Are these requests for resources met favorably? *Read out loud and select one (Skip to Section 4 if answer is 1)*

1. Yes, all requests are fulfilled
2. Requests are somewhat fulfilled
3. No, requests are not fulfilled

- 87 Other
- 88 Don't know
- 89 Refuses to answer

3.12 What are the reasons for requests to be rejected (in case they are)?

1. Shortage of resources at the departmental level
2. Procedural delays
3. Departmental indifference

- 87 Other
- 88 Don't know
- 89 Refuses to answer

Section 4. Crimes Against Women

Now, I am going to ask you a few questions on crimes against women. Please feel free to give your honest views as responses to these questions.

4.1 How many trainings exclusively on how to deal with cases related to women have you attended/received in the last one year? (If none, skip to 4.4).

Number: _____
 -OR-
 -88 Don't know (*skip to 4.4.*)

4.2a Thinking of all those trainings, select all the locations that apply (*do not read out loud; select all that apply*):

1. in thana
2. district facilities

3. other MPP training facilities

4.2b Thinking of all those trainings, select all the topics covered:

1. Gender sensitivity
2. Victim support/assistance
3. Family counseling
4. Women's legal rights
5. Investigation of crimes against women

4.3 Thinking of all those trainings, how effective did you find this/these training(s) in preparing you for cases related to women? (*Read choices out loud, and select one*)

1. Very effective
2. Effective
3. Ineffective
4. Very ineffective

-88 Don't know

-89 Refuses to answer

4.4 Do you think the current amount of training given to officers is sufficient to handle cases related to women? (*Read choices out loud, and select one*)

1. Too much training, need less
2. Sufficient amount of training
3. Too little training, need more

-88 Don't know

-89 Refuses to answer

4.5 Do you think cases related to women receive too much, too little, or just the right amount of attention by the police, relative to other crime and law and order issues? (*Read choices out loud, and select one*)

1. Too much attention
2. Enough attention
3. Too little attention

-88 Don't know

-89 Refuses to answer

4.6 In your perspective, what are the **three factors** that you would say make it **most** difficult for the police to deal effectively with cases of crimes against women? (*Read choices out loud, and ask respondent to select top three*).

1. Lack of adequate personnel
2. Insufficient resources (e.g. vehicles)
3. Lack of motivation / interest of junior officers
4. Lack of support / interest from senior officers
5. Political interference
6. Judicial system too inefficient
7. Fear of reprisal among women to come forward and report cases
8. Lack of community trust in the police
9. Citizens' belief that the police can't or won't do anything to help
10. Lack of adequate female personnel
11. Lack of training
12. Officers overworked/ fatigued

Choice 1: _____

Choice 2: _____

Choice 3: _____

-87 Other _____

-88 Don't know

-89 Refuses to answer

4.7 How effective do you think the **MP police** is, in general, in handling cases of crimes against women? (*Read choices out loud, and select one*)

1. Very effective
2. Effective
3. Ineffective
4. Very ineffective

-88 Don't know

-89 Refuses to answer

4.8 How effective do you think the police officers in **your thana** are in handling cases of crimes against women? (*Read choices out loud, and select one*)

1. Very effective
2. Effective
3. Ineffective
4. Very ineffective

-88 Don't know

-89 Refuses to answer

4.9 In your perspective, which of the following are the most important barriers that **women** face in reporting crimes (*Read choices out loud, and ask respondent to select top three*).

1. Fear for personal safety
2. Fear of social stigma
3. Fear of approaching the police
4. Belief that the police can't or won't do anything to help
5. Lack of faith in judicial system
6. Lack of support from family
7. Fear of losing children
8. Lack of support from community
9. Lack of funds or economic support

Choice 1: _____

Choice 2: _____

Choice 3: _____

-87 Other _____

-88 Don't know

-89 Refuses to answer

4.10 What are the effective things the police can do to deter crimes against women in an area? (*Do not read options out loud. Select all that apply*)

1. Increase police presence in the area
2. Send more female officers to the area
3. Make a show of force
4. Reach out to community leaders and elders
5. Reach out to women's organizations in the area
6. Encourage women to come to the thana for help
7. Make applications to increase or improve street lighting
8. Encourage women to use the mahila helpline more
9. Deal with reported crimes more swiftly
10. deal with reported crimes more strictly / file more FIRs

-87 Other

-88 Don't know

-89 Refuses to answer

4.11a. If a man is accused of eve-teasing a woman, which of the following is an **effective** response by the police towards the **accused**? (*Do not read options out loud. Select all that apply*)

1. Threaten him with police action
2. "Rough him up" a little so he knows the police are serious
3. File a FIR
4. Make an arrest
5. Open an investigation
6. Talk to the man's family members
7. Record his statement
8. Offer him counselling
9. Refer to legal aid

-87 Other

-88 Don't know

-89 Refuses to answer

4.11b. If a man is accused of committing domestic violence, which of the following is an **effective** response by the police towards the **accused**? (*Do not read options out loud. Select all that apply*)

1. Threaten him with police action
2. "Rough him up" a little so he knows the police are serious
3. File a FIR
4. Make an arrest
5. Open an investigation
6. Talk to the man's family members
7. Record his statement
8. Offer him counselling
9. Refer to legal aid

-87 Other

-88 Don't know

-89 Refuses to answer

4.12a. When a woman comes to the thana to complain about eve-teasing committed by a man, what all should be done to **support the complainant**? (*Do not read options out loud. Select all that apply*)

1. Ensure her physical safety
2. Calm her down and let her tell her story
3. Record her statement
4. Refer her for medical care
5. offer her counseling
6. Talk to her family members
7. File a FIR
8. Open an investigation
9. File a DIR
10. File an NCR
11. Refer her to legal aid or other related agencies
12. Arrest the offender/send them to jail

-87 Other

-88 Don't know

-89 Refuses to answer

4.12b. When a woman comes to the thana to complain about a grievous hurt committed by a man (who is a family member), what all should be done to **support the complainant**? (*Do not read options out loud. Select all that apply*)

1. Ensure her physical safety
2. Calm her down and let her tell her story
3. Record her statement
4. Refer her for medical care
5. Refer her for counseling
6. Talk to her family members
7. File a FIR
8. Open an investigation
9. File a DIR
10. File an NCR

11. Refer her to legal aid or other related agencies
12. Arrest the offender/send them to jail

-87 Other
-88 Don't know
-89 Refuses to answer

4.13 In your thana, how common a problem is it for women to report false cases about crimes committed by men? *(Read choices out loud, and select one)*

1. Very common problem; happens very frequently
2. Common problem; happens with regularity
3. Uncommon problem; happens only occasionally
4. Very uncommon problem; happens very rarely

-88 Don't know
-89 Refuses to answer

4.14 If a woman comes to the thana to complain about a crime committed by a man, which of the following steps are most helpful for determining whether it is a false case? *(Do not read options out loud. Select all that apply)*

1. Calm down the complainant and let her tell her story
2. Identify the family / social background of the woman (the complainant)
3. Identify family / social background of the man (the accused)
4. Seek physical evidence of abuse (such as bruising)
5. Create an atmosphere of privacy for the complainant to tell her story
6. Listen carefully to the complainant's story
7. Search for inconsistencies in the complainant's story
8. Carefully observe the demeanor of the complainant
9. Search for possible ulterior motives of the complainant (such as property dispute)
10. Call the accused and other witnesses to the thana to listen to their side of the story
11. Conduct a thorough inquiry before registering an FIR
12. Conduct a thorough investigation after registering an FIR

-87 Other
-88 Don't know
-89 Refuses to answer

4.15 Does your thana provide any of the following services related to counseling? *(Read choices out loud, and select all that apply).*

1. Thana has a dedicated counselor / counseling center (paramarsh kendra)
2. Thana does not have any counseling center, but staff offer counseling upon request
3. Thana staff refer cases for counseling to Mahila Thana upon request
4. Thana staff refer cases for counseling to another thana (apart from Mahila Thana) upon request

5. Thana staff refer cases to URJA desk for counseling
6. Thana staff refer cases to local NGO for counseling.
7. None of the above

-88 Don't know

-89 Refuses to answer

4.16 How effective is counseling (*paramarsh*) in addressing women's complaints? (*Read choices out loud, and select one*).

1. Very effective
2. Effective
3. Ineffective
4. Very ineffective

-88 Don't know

-89 Refuses to answer

4.17 Does the availability of counseling (*paramarsh*) make your job as a police officer easier or more difficult? (*Read choices out loud, and select one*)

1. It makes my job easier
2. It makes my job more difficult
3. It makes no difference

-88 Don't know

-89 Refuses to answer

4.18 What kind of facilities does your thana provide to women who have been the victims of crime? (*Read choices out loud, and select all that apply*)

1. Water / chai
2. Bathroom facilities
3. Room to rest
4. Transport to hospital
5. Connect to shelter for women / children
6. Referral to other services, like legal assistance
7. Referral to counseling
8. URJA desk
9. Offer transport to take the complainants back to their family

-88 Don't know

-89 Refuses to answer

4.19 How helpful do you think the police are in providing support to women who have been victims of violent crime? (*Read choices out loud, and select one*)

1. Very helpful
2. Helpful
3. Unhelpful
4. Very unhelpful

-88 Don't know

-89 Refuses to answer

Section 5. Questions related to URJA

(Questions are for all officers that are surveyed in URJA treatment thanas)

5.1a. Do you know of a recent MPP initiative to set up help desks for women in certain thanas?

- 0 No
- 1 Yes

-88 Don't know

-89 Refuses to answer

5.1b. Is there any such help desk in this police station?

- 0 No
- 1 Yes

-88 Don't know

-89 Refuses to answer

5.1c. Can you tell me the name of the Help Desk?

- 1. URJA Desk
- 2. Any other name

-88 Don't know

-89 Refuses to answer

5.2a. Have you undergone any training session regarding the desk **in the thana**?

- 0 No
- 1 Yes

-88 Don't know

-89 Refuses to answer

5.2b. How many times have you attended the training session since April 2019? *(Enter -88 if they don't know)*

Number: _____

5.2c. If answered yes to 5.2.a, please give details of the most recent training you received for URJA (e.g. duration and topics covered)

a. Date

Date: MM/YY: [][]/[][]

-88 Don't know

-89 Refuses to answer

b. Duration

_____ Days

-88 Don't know

-89 Refused to answer

c. Topics covered (*Do not read options out loud. Select all that apply*)

1. Gender sensitivity
2. Victim support/assistance
3. Family counseling
4. Women's legal rights
5. Operating procedures of the desk
6. Community outreach practices
7. Handling cases related to minors (for ex: Juvenile Justice Act)

-87 Other

-88 Don't know

-89 Refused to answer

5.2d. How helpful do you find URJA training for addressing women's complaints? (*Read choices out loud, and select one*).

1. Very helpful
2. Helpful
3. Unhelpful
4. Very unhelpful

5.3 Does the availability of the URJA desk make your job as a police officer easier or more difficult? (*Read choices out loud, and select one*)

1. It makes my job easier
2. It makes my job more difficult
3. It makes no difference

-88 Don't know

-89 Refuses to answer

5.4a. Have you personally referred a complainant to the URJA desk?)

0 No _____

1 Yes _____

-88 Don't know

-89 Refuses to answer

5.4b. In your personal view, how effective was the URJA desk been in meeting the complainant's needs? (*Read choices out loud, and select one*).

1. Very effective
2. Effective
3. Ineffective
4. Very ineffective

-88 Don't know

-89 Refuses to answer

5.5a. Has your thana conducted any community outreach activities specifically to make people aware about URJA? (*select one option. If answered "No", skip to 5.6*).

- 0 No ____
1 Yes ____

-88 Don't know

-89 Refuses to answer

5.5b. Have you personally participated in any community outreach activities for URJA? (*select one option*)

- 0 No ____
1 Yes ____

-88 Don't know

-89 Refuses to answer

5.5c. If yes, please tell us the location of those community outreach activities (*Do not read aloud; select all that apply*)

i. Location (select all that apply)

1. Thana – Shakti Samiti Meeting
2. Thana – Meeting with other community members
3. Community meetings with panchayat pradhan or other leaders
4. Informal interaction with community on the beat
5. Large events (e.g. rallies, parade, nukkar natak) organized with community
6. Visits to schools / colleges

-87 Other _____

-88 Don't know

-89 Refuses to answer

5.6. Do you think there has been a change in the number of women complainants coming to this police station after URJA desk started here? (*Read out loud; select one*)

1. Increased footfall
2. Decreased footfall
3. No change in footfall

- 88 Don't know
- 89 Refuses to answer

Section 6. Questions related to thana human resources and officer working conditions

Now I am going to ask you few questions on hiring of officers in the police stations.

6.1 It is often suggested that the police lack adequate personnel in the thana to handle incoming cases, carry out investigations, etc. Do you think hiring additional officers will make the police more or less effective in dealing with cases related to women? (*Read choices out loud, and select one*)

1. Much more effective
2. More Effective
3. No difference
4. Less effective
5. Much less effective

- 88 Don't know
- 89 Refuses to answer

6.2 Do you think hiring additional **female** officers will make the police more or less effective in dealing with cases related to women? (*Read choices out loud, and select one*)

1. Much more effective
2. More Effective
3. No difference
4. Less effective
5. Much less effective

- 88 Don't know
- 89 Refuses to answer

6.3 Who do you think is more effective in dealing with cases related to women? (*Read choices out loud, and select one*)

1. Male officers
2. Female officers
3. Doesn't make a difference

- 88 Don't know
- 89 Refuses to answer

6.4 Do you think female officers' opinions are taken seriously at the workplace?

1. Strongly agree
2. Agree
3. Disagree
4. Strongly disagree

-88 Don't know

-89 Refuses to answer

6.5 Is there anyone in your workplace who encourages your professional development?

1. Strongly agree
2. Agree
3. Disagree
4. Strongly disagree

-88 Don't know

-89 Refuses to answer

6.6 As a police officer you have many professional duties, but you also have personal duties at home to your family. How easy / difficult is it for you to complete both your work duties and also fulfill your personal duties at home.

1. Very easy
2. Easy
3. Neither difficult nor easy
4. Difficult
5. Very difficult

-88 Don't know

-89 Refuses to answer

6.7 Supposing that you are urgently needed at home to assist your family, is there anyone in your workplace that supports you in fulfilling your personal duties at home?

1. Strongly agree
2. Agree
3. Disagree
4. Strongly disagree

6.8 How much of an issue - or not - do you think sexual harassment or misconduct is in the MP Police? (*Read aloud, select one*)

1. Not an issue at all
2. Some challenges exist, but not an important issue
3. Important issue
4. Very important issue

-88 Don't know

-89 Refuses to answer

Section 7. Questions related to local community

Now I am going to ask a few questions on local community.

7.1	Do you think that maintaining a close contact with the community will make the police more effective? If so, how much?	<table><tr><td>1</td><td>Much more effective</td></tr><tr><td>2</td><td>More Effective</td></tr><tr><td>3</td><td>No difference</td></tr><tr><td>4</td><td>Less effective</td></tr><tr><td>5</td><td>Much less effective</td></tr></table> <p>-88 Don't know -89 Refuses to answer</p>	1	Much more effective	2	More Effective	3	No difference	4	Less effective	5	Much less effective	Read choices out loud, and select one.
1	Much more effective												
2	More Effective												
3	No difference												
4	Less effective												
5	Much less effective												
7.2	How well respected are policemen by the public in the region of this police station?	<table><tr><td>1</td><td>Always respected</td></tr><tr><td>2</td><td>Mostly respected</td></tr><tr><td>3</td><td>Rarely respected</td></tr><tr><td>4</td><td>Public has no respect</td></tr></table> <p>-88 Don't know -89 Refuses to answer</p>	1	Always respected	2	Mostly respected	3	Rarely respected	4	Public has no respect	Read choices out loud, and select one.		
1	Always respected												
2	Mostly respected												
3	Rarely respected												
4	Public has no respect												

7.3a. What community outreach activities have been undertaken by officers in your current thana during the previous six months? Read choices out loud, and select all that apply.

1. Gram / Nagar Raksha Samiti meeting
2. Mahila Volunteer meeting
3. Samarth Sangini meeting
4. Community meetings with panchayat pradhan or other leaders
5. Meetings with SHGs or other women's groups
6. Informal interaction with community on the beat
7. Visits to schools / colleges
8. Large events (e.g. rallies, parade, nukkar natak) organized with community
9. URJA Shakti Samiti meeting

-87 Other

-88 Don't know

-89 Refuses to answer

7.3b. When was the last time that you, personally, participated in any one of the above community outreach activities?

[][][][][][] (Year / Month)

-88 Don't know

-89 Refuses to answer

7.4 Which of the following interactions with community groups / individuals help you the most in preventing crimes or carrying out investigations)? (*Read options out loud; select all that apply*).

1. Meetings with Gram / Nagar Raksha Samiti
2. Meetings with Mahila Volunteers
3. Meeting with Samarth Sangini
4. Meeting with PRI leaders (e.g. gram pradhan)
5. Meeting with MLAs / MPs
6. Meetings with SHGs or other women's groups
7. Meetings with key informants from the community
8. Informal interactions with community members (e.g. while on the beat)
9. URJA Shakti Samiti meeting

-87 Other (e.g. middlemen)

-88 Don't know

-89 Refuses to answer

7.5 Relative to what you would like, do you feel that the amount of time you get to spend doing outreach activities with larger community is:

1. Too much time.
2. The right amount of time.
3. Too little time.

-88 Don't know

-89 Refuses to answer

Section 8: End Section

8.1	End Time		
8.2	Attempt Number	1	
		2	
		3	
8.3	Survey Status Code	1	SS01-Survey Complete
		2	SS02-Survey Incomplete
		6	SS06-Respondent unavailable for full survey period
		7	SS07-Refused before starting the survey
		8	SS08-Refused during the survey
		9	SS09-Other