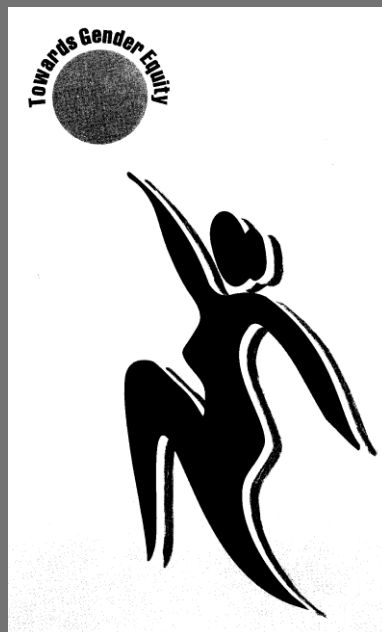


2020

STUDY REPORT

Deepening the implementation of statutory provisions regarding gender based violence especially in context of sexual harassment at workplace in four major cities of Madhya Pradesh India.



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1. BACKGROUND OF THE STUDY

As enshrined in the Preamble to the Constitution of India, “equality of status and opportunity” must be secured for all its citizens; equality of every person under the law is guaranteed by Article 14 of the Constitution.

A safe workplace is therefore a woman’s legal right. Indeed, the Constitutional doctrine of equality and personal liberty is contained in Articles 14, 15 and 21 of the Indian Constitution. These articles ensure a person’s right to equal protection under the law, to live a life free from discrimination on any ground and to protection of life and personal liberty. This is further reinforced by the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), which was adopted by the UN General Assembly in 1979 and which is ratified by India. Often described as an international bill of rights for women, it calls for the equality of women and men in terms of human rights and fundamental freedoms in the political, economic, social, cultural and civil spheres. It underlines that discrimination and attacks on women’s dignity violate the principle of equality of rights.

Sexual harassment constitutes a gross violation of women's right to equality and dignity. It has its roots in patriarchy and its attendant perception that men are superior to women and that some forms of violence against women are acceptable. One of these is workplace sexual harassment, which views various forms of such harassment, as harmless and trivial. Often, it is excused as ‘natural’ male behaviour or ‘harmless flirtation’ which women enjoy. Contrary to these perceptions, it causes serious harm and is also a strong manifestation of sex discrimination at the workplace. Not only is it an infringement of the fundamental rights of a woman, under Article 19(g) of the Constitution of India “to practice any profession or to carry out any occupation, trade or business”; it erodes equality and puts the dignity and the physical and psychological well-being of workers at risk. This leads to poor productivity and a negative impact on lives and livelihoods. To further compound the matter, deep-rooted socio-cultural behavioural patterns, which create a gender hierarchy, tend to place responsibility on the victim, thereby increasing inequality in the workplace and in the society at large. Though sexual harassment at the workplace has assumed serious proportions, women do not report the matter to the concerned authorities in most cases due to fear of reprisal from the harasser, losing one’s livelihood, being stigmatized, or losing professional standing and personal reputation.

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted to ensure safe working spaces for women and to build enabling work environments that respect women’s right to equality of status and opportunity. An effective implementation of the Act will contribute to the realization of their right to gender equality, life and liberty, equality in working conditions everywhere. The sense of security at the workplace will improve women’s participation in work, resulting in their economic empowerment and inclusive growth.

2. METHODOLOGY

Total 500 institutions/organisations were selected from unorganized and organized (divided into Government Sector and Private sector). Pre decided interviewing formats was administered. The organized sector had 4 formats each meant for Employer, Employee, and presiding officer of Committee and External member of Committee. All the stakeholders

(employer, employee, chairperson and External member were not available for interview at all workplaces). In many places they did not disclose information easily.

3. OBJECTIVES OF THE SURVEY

- To know the status of implementation of the Act
- Understanding the variances in different districts
- To know the sexual harassment victim's Experience and Challenges

4. SAMPLING OF TARGET GROUP /STUDY AREA

Adopting purposive random sampling method four districts, Bhopal, Indore, Gwalior and Satna were selected for the study. As many as 500 workplaces in organised sector were selected for interview of different stakeholders. Equal number of workplaces was selected from both sectors –government and private. The district wise sample is shown in table-1 given below.

Table : 1 Workplaces Selected

District	Organised			Unorganised
	Govt.	Private	Total	
Bhopal	100	100	200	100
Indore	50	50	100	50
Gwalior	50	50	100	50
Satna	50	50	100	50
Total	250	250	500	250

Employer and Presiding officer and NGO/external member of the internal committee of each organisation/workplace and one employee from each establishment/ workplace were selected for the interview during the survey where committee already formed. The detail is shown in the table-2 given below :-

Table: 2 Stakeholders Selected for Interview

Districts	Presiding officer			Employer			Employee Member			Staff			NGO/external Member		
	Govt.	Private	Total	Govt.	Private	Total	Govt.	Private	Total	Govt.	Private	Total	Govt.	Private	Total
Bhopal	100	100	200	100	100	200	100	100	200	100	100	200	100	100	200
Indore	50	50	100	50	50	100	50	50	100	50	50	100	50	50	100
Gwalior	50	50	100	50	50	100	50	50	100	50	50	100	50	50	100
Satna	50	50	100	50	50	100	50	50	100	50	50	100	50	50	100
Total	250	250	500	250	250	500	250	250	500	250	250	500	250	250	500

1- Workplaces Covered

Survey teams covered 499 establishments out of 500 selected in sampling. While coverage was less in private sector in Indore and Satna districts, the team covered three more establishments in government sector in Indore district. This discrepancy was due to sampling and data error .Status of coverage is given in the following table-3 :-

Table-3 : Workplaces Visited

District	Workplaces		Total
	Govt.	Private	
Bhopal	100	100	200
Indore	53	48	101
Gwalior	50	50	100
Satna	50	48	94
Total	253	246	499

Out of 499 establishments visited 417 establishments (83.5%) are having 10 or more than 10 employees. Sector wise establishments are given in the table -4 shown below:

Table -4 : Establishments/Workplaces with 10 or More Staff Members

Districts	Government Institution		Private Institution		Total (Govt. & Private)	
	Institution visited (Govt.)	Establishment having 10 or more staff members	Institute visited (Private)	Establishment having 10 or more staff members	Institution visited	Establishment having 10 or more staff members
Bhopal	100	94	100	91	200	185
Indore	53	48	48	48	101	96
Gwalior	50	49	50	48	100	97
Satna	50	45	48	26	94	71
Total	253	237	246	180	499	449

Coverage in Unorganised Sector

Workers from unorganised were also interviewed in the districts. The district wise figure of the workers interviewed is shown in the following table-5:-

Table-5 : Workers Interviewed in Unorganised sector

Districts	Total
Bhopal	101
Indore	53
Gwalior	57
Satna	50
Total	261

Workers in unorganised sector were found working at home (working as domestic worker) and outside home. Some were working in both the places. The break- up of the workers is shown in table -6

Table-6 Unorganised Sector -Workplaces

Districts	At home	Outside home	Both	Total
Bhopal	6	82	13	101
Indore	0	41	12	53
Gwalior	4	37	16	57
Satna	2	44	4	50
Total	12	204	45	261
Percentage	4.6	78.2	17.2	100.0

5 OUTCOME OF SURVEY

5.1 Constitution of Internal Committee

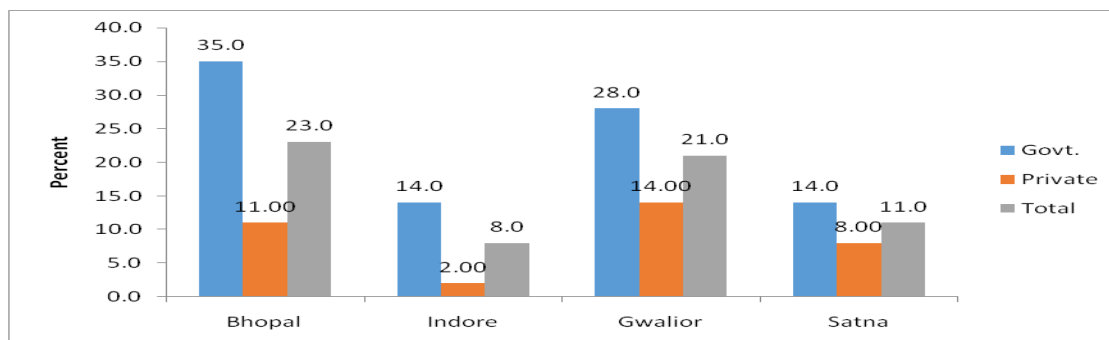
Constitution of internal complaint committee at the workplace level is not encouraging. Against 499 workplaces visited the constitution of committee was found in only 86 workplaces. This means that committees are constituted in 17.2% workplaces. The status of constitution of internal complaint committees is shown in the following table -7.

Table-7 Institutions/Workplaces where Internal Committees Constituted

Districts	Institutions/Workplaces		
	Govt.	Private	Total
Bhopal	35	11	46
Indore	7	1	8
Gwalior	14	7	21
Satna	7	4	11
Total	63	23	86

District and sector wise status of the constitution of internal committees is given below in graph -1 in percentage term:-

Graph:- 1 Constitution of internal committees- district and sector wise (in percentage)



5.2 Persons Interviewed

Different stake holders ,presiding officers of the internal complaint committees , employers of the establishment, employees working in the establishment and NGO members of the committees were interviewed to have status of constitution of the committees , functioning of the committees , action taken on the complaints ,satisfaction level of the complainant employees and nature of sexual abuses the employees face in the work places .

The number of stakeholders interviewed is given in the table-8 below:-

Table -8 Total Number of Stakeholders Interviewed – Organised sector

Districts	Presiding officer			Employer			Employee Staff Member.			NGO Member		
	Govt.	Pvt.	Total	Govt.	Pvt.	Total	Govt.	Pvt.	Total	Govt.	Pvt.	Total
Bhopal	35	11	46	100	100	200	39	18	57	17	6	23
Indore	7	1	8	53	48	101	10	4	14	0	2	2
Gwalior	14	7	21	50	50	100	13	7	20	6	4	10
Satna	7	4	11	50	48	98	4	0	4	0	0	0
Total	63	23	86	253	246	499	66	29	95	23	12	35

5.3 Awareness of Stakeholders

Awareness of stakeholders has been found as follows:-

- a. Presiding Officers** All the presiding officers interviewed were found to be aware of the provisions of the Act and know the constitution and functioning of the internal complaint committee set up in the work places under the Act .

The Act does not mandate to hold periodic meeting of the internal committees; there is no information regarding any guidelines from the State in this regard. However, when this question of holding periodic meeting of the internal committee was put up before the presiding officers it was unexpected question to them; they gave incoherent answers; some said that meeting is organised each month ; some said ,it is quarterly ;about 44% were forthwith by saying they don't know . This reaction is reflected in the table –9 given below

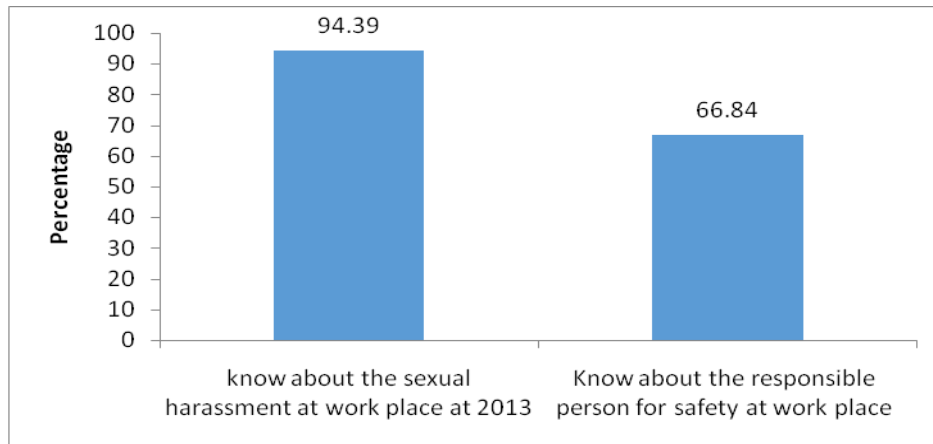
Table -9: Internal committee meeting by district

Districts	Never organised	not know	Every month	2-3 months	3 months or more	Total
Bhopal	0	10	25	10	1	46
Indore	1	1	2	2	2	8
Gwalior	2	3	8	7	1	21
Satna	1	3	3	3	1	11
Total	4	17	38	22	5	86
Percentage	4.7	19.8	44.2	25.6	5.8	100.0

b. Employees

Most of the employees of the establishments know that there is some statute to act against sexual harassment at workplaces; this figure is more than 94%. However, less number of employees could answer the question – who is responsible person for safety at workplace; it was 66.84%; response of the other employees was that they themselves are responsible for their safety at workplace. The following graph -2 shows the status of awareness of the employees.

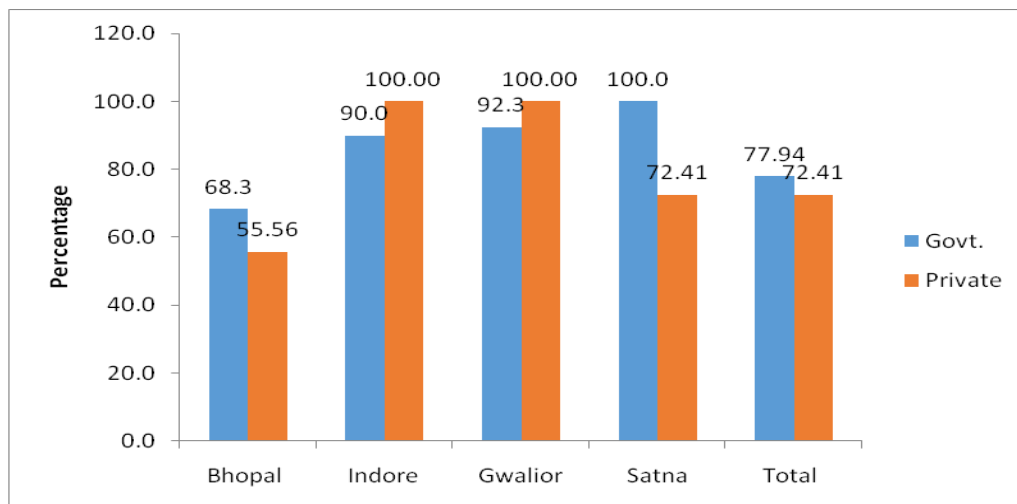
Graph -2 Awareness about Act



Employees (33.16 percent) who do not know about the responsible person for safety said that employee herself is responsible for her safety at work place

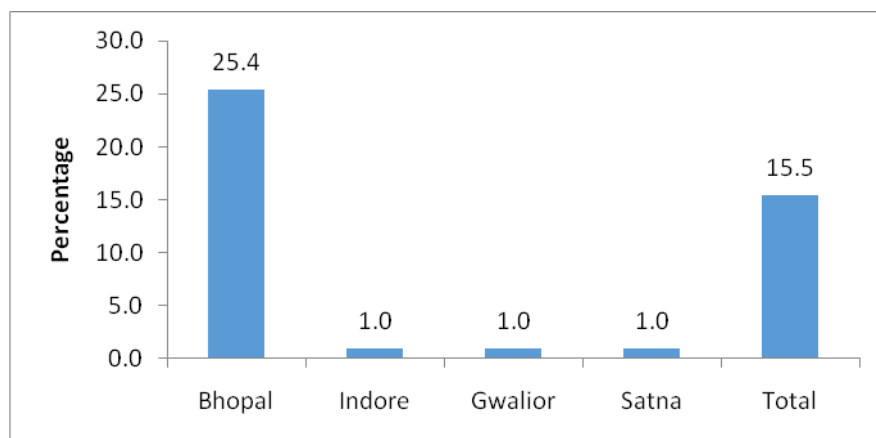
Status of awareness of employees about constitution of internal committees to enquire into complaint of sexual harassment is also encouraging; about 77.94. %govt and 72.41 employees of private sector were aware of the constitution of internal committee in their organisations. This will be evident from the graph-3 given below –

Graph -3 know about internal complaint Committee constituted at work place (In percentage)



However, employees did not have information regarding holding of regular meeting of the internal committee. Only 15.5% employees said that meeting of the committee is organised regularly. This is reflected in the graph-4 given below:-

Graph-4 Meeting organize regularly reported by staff member



This answer seems to be based on conjecture as no periodical meeting of the committee is organised as is clear from the Table-9.

c. External /NGO Members

The Act provides for inclusion of member from non government organisation (NGO) in the internal complaint committee. Most of the NGO members were found to be aware of their roles and responsibilities. Of the 35 members interviewed 23 are already working for the cause of women's rights. This is shown in the following table -11

Table-11 :NGO Members Working in Women organization or for women rights

District	Members Interviewed	Members Working for Women Rights	Percentage
Bhopal	23	16	69.6
Indore	2	2	100.0
Gwalior	10	5	50.0
Satna	0	0	0.0
Total	35	23	65.7

6 REGISTRATION OF COMPLAINT & ACTION TAKEN

a- Registration

During the visit of 86 workplaces where internal complaint committees have been constituted it was found that cases of sexual harassment were registered in six committees. All the complaints were registered in the Government sector .The status is shown in the table -12 given below.

Table- 12 : Committees where Cases were registered as reported by employers

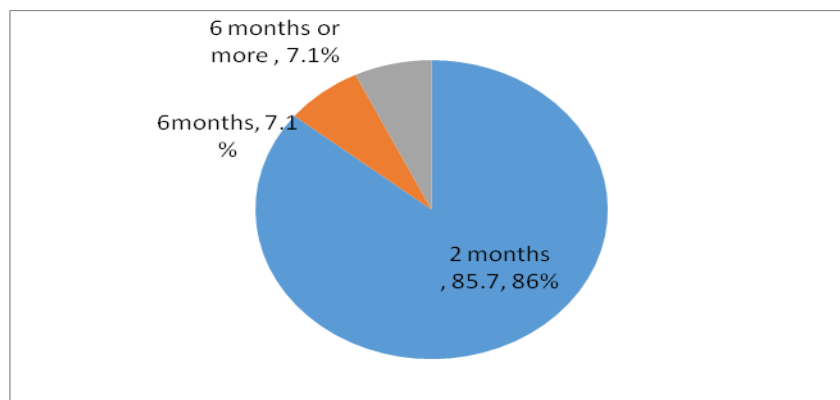
Sector	Internal Committee Functioning	Committees where cases registered	Percentage
Government	63	6	9.5
Private	23	0	0.0
Total	86	6	6.9

According to presiding officers total 12 complaints were received in the districts covered .Out of the 11 cases were registered in Bhopal district ; one case was reported in district Indore. The status is shown in the table -13shown below

Table-13 : Complaints received reported by presiding officers

District	Complaint Received
Bhopal	11
Indore	1
Gwalior	0
Satna	0
Total	12

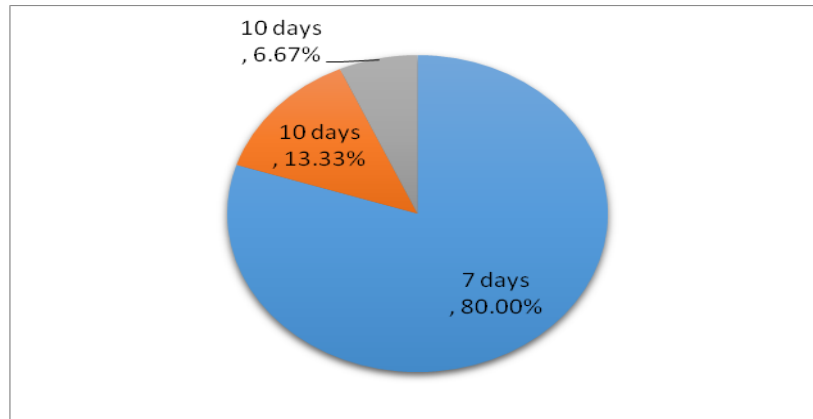
During discussion with the presiding officers it was found that majority of employees reported the cases of sexual harassment within two months of the occurrence of the incident; small number of cases was reported after six months. This will be clear from the following graph -5 .

Graph-5 reporting of complaint after incident

b- Action on Complaints

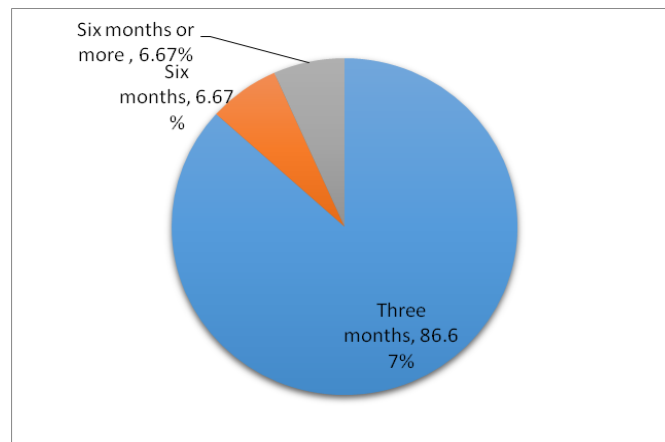
The system acted swiftly on receipt of the complaints. The presiding officers shared that in 80% cases respondent (accused) employees were issued notices within seven days. There had been delay of a few days only in few cases. This is clear from the following graph -6

Graph-6 Duration of Issue of Notice to Respondent



The complaints were enquired into expeditiously to act against the respondent employee; as many as 86.6 % complaints were enquired into with a period of three months. This is evident from the following graph -7

Graph-7 Duration of Completion of Enquiry



The presiding officers shared that delay was observed only in those cases where victim was not satisfied with the enquiry and where employer himself was respondent. It was also shared that with a view to providing safe environment at workplace in one case respondent employee was transferred; victim employee was also given transfer in one case.

Some cases of compromise were also reported. There has been action against the respondent (accused) employees on receipt of the recommendation of the internal committee. During discussion with the employers it was found that in 23.9% cases employers acted against the respondent employee.

During the course of survey there had been interaction with five employees who had experienced abuse and lodged complaint with the internal committees. Their observations are summarised as follows:-

- Complaint to internal Committee who experienced abuse -5 out of 6 , one victim not complained
- Got receipt after complaint-5(100%)
- Action taken by internal committee -5(100%) (Below one month-2 , 1-2 Months 1, 3 months and more -2)
- Complaint kept confidential -5 (100%)
- Satisfy with internal Committee-4(80%)
- Further Appealing -2 (50%)

The above observations show that internal complaint committees are acting swiftly maintaining confidentiality of action; satisfaction level of the complainants is found to be high.

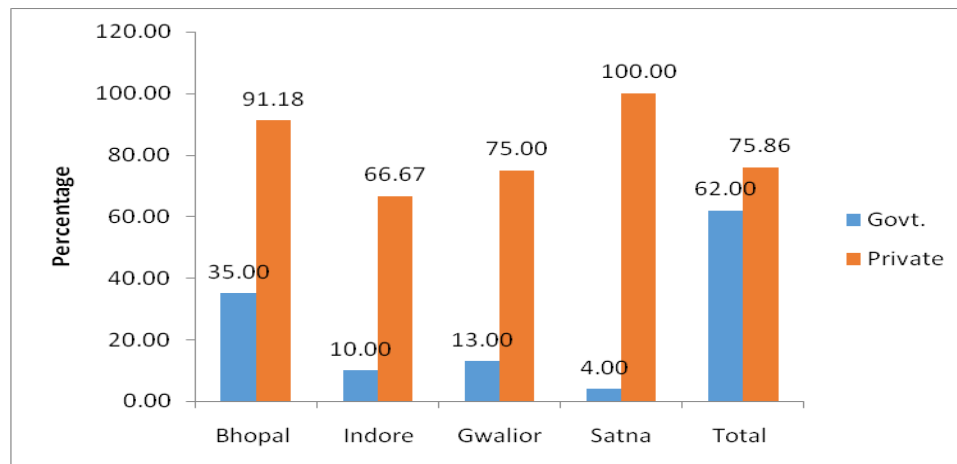
7 EXPERIENCES OF SEXUAL HARASSMENT

Though small number of cases has come to notice during the survey but it reflects different aspects of sexual harassment of employees in organised sector and workers in the unorganised sector. Scenario in both the sectors has been as follows:-

a- Organised Sector

Employees were asked to respond to the question –do you feel safe at workplace?. The answers were disturbing. Total 62.0 % govt employee responded feel safe at work place as compare to 75.86 % in private sector employee. This is clear from graph 8 private sector workplace and environment is safer than govt. sector.

Graph-8 Do you feel safe at workplace



During the interview employees were asked to give their point of view to have safe environment at workplaces. Some came up with following suggestions:-

- Employer and officers don't care about this matter
- Women should be capable of raising their voices.
- Self- protection is must
- Self-awareness is must

When employees were asked to share their experiences they narrated that they were faced with eve teasing, demand of sex, showing of adult pictures or literature, abusing comments.

The percentage of the employees who faced such abuses is shown in the table -15 given below:-

Table-15 Experiences of sexual abuse at work place

Type of Abuse	Percentage
eve-teasing	3.8
Demand for sex	4.0
Show adult picture or literature	4.0
Abusing Comments	4.3
Other	2.00

b- Unorganised Sector

Workers in the unorganised sector also faced similar cases of sexual abuse. They were also subject to abuses like –touching of body, demand of sex, sexual comments, showing of adult pictures or literature and caste based sexual harassment. The percentage of the workers who faced such abuses is shown in the table -15 given below:-

Table- 15 Experiences of sexual abuse at work place (figure in percentage)

Districts	Touching of Body	Demand for Sex	Sexual Comments	Showing Adult pictures or literature	Caste based Sexual Harassment
Bhopal	15.8	8.91	31.7	6.9	5.9
Indore	0.0	0.00	11.3	1.9	5.7
Gwalior	0.0	1.75	1.8	0.0	21.1
Satna	0.0	0.00	0.0	0.0	10.0
Total	6.1	3.83	14.9	3.1	10.0

Some of employees know about local committee but nobody registered any complaints some workers shared their shocking experiences.

- A person once exposed his body part. When shared with colleague worker she asked me to refrain from reporting.
- Touching body parts is common practice
- When workers go for domestic work passers-by view them as sexual worker
- Accompanying daughters are molested
- Some make double meaning comments
- Some pass urine in front of them exposing body part

- A female worker along with her husband was sacked by the employer when she resisted his sexual behaviour

8 OBSERVATIONS

Key observations of the study are as follows:-

- Internal compliant committee has been found to be constituted in 17.2% workplaces where 10 or employee working. Thus there is need of constitution of the committees in campaign mode. This inference of the study also shows that there is no monitoring at state level regarding constitution of the committees at workplaces; this can be put in place.
- About 75% employees were found to be aware of constitution of internal committees; efforts should be made to make it 100%
- System has acted swiftly where complaints were reported. In 80% cases notices to the respondent (accused) employees were issued within a week of receipt of the complaint .Similarly, it was noticed that in 86.6% cases enquiry was completed within three months .
- Workers refrain from reporting the cases of sexual harassment because of fear of retaliatory action. Thus awareness campaign should be organised, from time to time, to inform them about provisions of the Act and develop confidence in them for timely action .

List of Government Institutions Bhopal			
S No	Name Of Office	S.No.	Name Of Office
1	Bhartiya Jeewan Bima Nigam	51	Sardar Patel Polytechnic College, Bhopal
2	Aakashwani Bhopal	52	Makhanlal Chaturvedi Makhanlal Patrkarita Vishwidalaya Bhopal
3	Biodiversity & Technology	53	Registrar Firms And Society , Bhopal
4	Jila Ayurvedic Chikitsa Vibhag-	54	Arthik Evam Sankhikiya Sanchalnalaya
5	M.P.Human Rights Commision	55	Excellence College Bhopal
6	Jalsansadhanvibhag, Bhopal	56	Rajya Udan Dasta
7	Naap Taul Vibhag Bhopal	57	District Legal Service Authority Bhopal
8	Swaraj Sanstha Bhopal	58	Rajeev Gandhi Higher Secondary School
9	Yunani Chikitsalaya	59	GST Bhawan
10	Narmada Vikas Pradhikaran	60	Naveen Kanya H.S. School Mndideep
11	Lok Shikshan Sanchalnalay	61	Subhash H.S. School

12	Saur Urja Vibhag	62	Hotel Ashoka
13	Bhaavisya Nidhi Sangathan	63	Madhyapradesh Pichra Varg Aayog
14	Postal Department Bhopal	64	Government State Law College
15	Regional Science Centre	65	Labour Department
16	BHEL ,Bhopal	66	Karyalaya Jila Evam Satra Nyaydhish
17	EPCO	67	Crime Branch M.P Nagar
18	Pd.Khushilalsharma Governmentayurvedic College	68	National Law University Bhopal (NLIU)
19	Government Homeopathic College	69	M.P Nagar Thana
20	Rajya Krishi Vipanana Board	70	Shashkiya Prathmik Swasthya Kendra
21	MANIT Bhopal	71	Arjun Pool Clubs
22	Sarojini Naidu Nutan College	72	Taran Pushkar
23	Hotel Management Institute.	73	Jila Mahila Bal Vikas Karyalaya
24	Puratatva Abhilekhaghar Sangrahalaya	74	M.P.Lok Nirman Vibhag
25	Kshetriya Prakritik Vigyan Sangralaya	75	Rajya Pashoo Chilitsalaya
26	Kasturba Hospital	76	T.T Nagar Stadium
27	AIIMS, Bhopal	77	PHE Jal Nigam
28	Bank Of Baroda	78	ISBT, Bhopal
29	Jila Vypapar Evam Udhyog Kendra	79	Bartatullah University
30	M.P Agro	80	Tehsil Karyalaya
31	Udhyaniki Vibhag	81	Khadya Evam Nagrik Apoorti Evam Upbhokta Sanrakshan Vibhag
32	Palash Residency	82	Ballabh Bhavan.
33	R T O	83	M.P DIC
34	Mausam Vibhag	84	Madhya Pradesh Rajya Beej Evam Krishi Vikas Nigam
35	NIC	85	Teela Jamalpura Thana
36	Kishan Kalyan Evam Vikas Vibhag	86	Sushashan Bhavan
37	Bhopal Railway Station	87	MP Pharmacy Council
38	Tribal Research Institute	88	Hindi Bhawan

39	B S N L (Bhartiya Sanchar Nigam)	89	Regional Institute Of Education
40	Gandhi Bhawan	90	Doordarshan,Bhopal
41	Hamidia H.S.School	91	1250 Hospital
42	Khadi Gramudhyog	92	Vidhi Aur Vidhayi Vibhag
43	Kendriya Vidyalyaya Maida Mill	93	Canara Bank
44	Shaskiya Naveen School Misrod	94	NABARD
45	Shaskiya High School Bangrasiya	95	Madhya Pradesh Grih Nirman And Adhosanrachna
46	Sanskriti Bhawan	96	Rashtriya Swasthya Mission
47	Sardar Patel H.S. School	97	Janganna Karyalaya
48	Rajya Nirvachan Aayog	98	PNB Bank
49	Maharani Laxmi Bai School	99	Bar Room, Bhopal District Court .
50	BSSS Collage	100	WALMI

List of Private Institutions Bhopal			
S No	Name Of Office	S.No.	Name Of Office
1	Ashima Mall	51	Manyawar Showroom
2	Tanishq Jewellers	52	Red Fm
3	Jeewan Motors	53	Tanishq Jewells
4	Reliance Store Ashima Mall	54	Reliance Jewells
5	Shudhi Nasha Mukti Evam Punarwas Kendra	55	Agrawal Books
6	Zomato Office	56	Oriental Public School
7	Amar Palace Hotel	57	Pen Company
8	Apporti Store,Kolar	58	Krishna Valley School
9	NRI Global Discovery School	59	Best Prize
10	Pakeeza Store,Jahageerabad	60	J K Hospital
11	Scope College	61	ICICI, Bitthal Market
12	Satya Sai Women College	62	Nikki Baba Parlour

13	Big FM	63	Manjeet Collection
14	Aide Et Action	64	Books N Books, Bitthal
15	Aarambh	65	CA Firms
16	Westside,DB Mall	66	Vishal Mega Mart, Kolar
17	Pantaloons,DB Mall	67	Mahaveer Kirana Shop
18	Max,DB Mall	68	Vindhya Harbals
19	Dabang Duniya	69	Hero Showroom, Shankracharya Nagar
20	Samman NGO	70	Aadharshila Play School
21	Shoppers Stop	71	Tralblaizor School
22	Big Bazar,Db Mall	72	D-Mart Kolar
23	Niwcyd,Bachpan	73	Digdarshika
24	Isc	74	Hdfc Bank
25	Shree Mahila Geh Udhog Lijjat Papad	75	Micro Finance Company ESAF
26	Krishak Bharti Cooprative Bank	76	Lotuas
27	Noble Hospital	77	Sahni & Company
28	Family Planning Association	78	Bansal News
29	Relience Trends,DB Mall	79	Big Bazar Aura Mall
30	Jharneshwar Nagrik Bank	80	Assurance Educational Group
31	Pradesh Today	81	Aakash Coaching
32	Howkeye Company,Mandideep	82	Samarthan
33	Varenyam Showroom	83	Dainik Bhaskar
34	Alankar Jewellers	84	News 18
35	Kalyan Jewellers	85	Gate Academy
36	Bahurani Showroom	86	Hero Fin Crop Finance Ltd Company
37	Bansal Group Of Construction	87	Rkdf Dental College
38	Gandhi Bhawan	88	Dream Kitchen
39	Ekta Parishad	89	Vision Infinity
40	Dilip Buildcon	90	Prime One Work Force (Security Guard Company)
41	Astha Mahila Sahkari Bank	91	Srk University
42	Sankriti Public School	92	Jana Small Finance
43	Om Honda, Shankracharya Nagar	93	Toppers Institute
44	India Mart	94	Magnum Bpo Company(Call Centre)
45	Beauty Hub	95	Narmada Hospital

46	Parul Hospital	96	INFD Designing Institute
47	P3 Gym	97	Agrawal Hospital
48	Advance Line	98	Mahak Graphics
49	Smake Restaurant	99	Ind 24
50	Hero Showroom Raisen Road	100	Petrol Pump 80 Feet Road

Private Institutions Gwalior M.P.			
S.No.	Name Of Office	S.No.	Name Of Office
1	Sawarn Sarovar	26	Nursing Home Gwalior
2	Airtel Gwalior	27	Mangal Nursing Home
3	Bidi Mazdoor Sabha	28	Ma Sharda Sindoor Factory
4	Max Company Gwalior	29	Verma Nursing Home
5	Center Park Hotel Citycentre	30	Anand Family Mart
6	CID Gwalior	31	Samarth Bal Vidya Mandir
7	Kadam Jan Vikas Asanstha	32	Rawal Das Mall
8	Batra The Designer House	33	Rugs Shop
9	TATA Motors Gwalior	34	Raddi Factory
10	Hero Company	35	Morden Convent School
11	Biscuit Toast Factory Motijheel	36	Noodles Factory
12	Shakti Food Company	37	Shree Laxmi Kum Kum Factory
13	Annpurna Oxygn Industry	38	B I M R Collage
14	Bala Ji Processing Company Hajeera	39	CARE Enterprises
15	Juta Chappal Factory	40	Tripati Motors Private Limited
16	Fancy Design Boutique	41	Chemical works Ramtapur Gwalior
17	Pizza Hut	42	The Manvendra Globle School bahodpur
18	Laxmi Plastic Factory	43	My School Gwalior

19	Raunk Roxi Tlkies ke paas	44	J.B. Mngharam food private Limited
20	Pooja gutka factory Motijhee	45	Himalaya Factory Pckers
21	Shyam Poly mark Factory	46	M.K. Viminta Hotel
22	Shubh Mngal Sadi Center	47	Bajaj India
23	Maa Sharda Packers	48	Sahi Poshaak (Public Bazar)
24	Olympic Lamps	49	Best Nmakeen
25	Vishal Mega Mart	50	Komal Fancy Design

Government Institutions Gwalior M.P.			
S.No.	Name of Department	S.No.	Name of Department
1	Govt. Ayurvedic Collage	26	Post Office
2	Union Bank	27	Punjab National Bank, Gwalior
3	Mp State Agro Industris Development Corporation	28	Nagar Nigam Bal Bhavan
4	Mahraj Mansingh Mahavidyalay	29	Jeevaji Vishva Vidyalaya
5	Govt. Slp Collage	30	Patrakarita Evm Jansanchar Kendra
6	Government Girls Collage	31	Pashu Plan Evam Pshu Chikitsa Vibhag
7	Shaskiya Kshetriy Mudralaya	32	Nagar Nigam Ward Office Padaav
8	Adim Jati Kalyan Vibhag	33	Ward Office, Ward No. 5
9	Mukhyalaya Nagar Nigam City Center	34	Bijali Vibhag, Vinaya Nagr
10	Bal Sampreshan Grih	35	Ward Office Bahodapur Gwalior
11	Jc Mills Girls Collge	36	Kryalaya Lok Yantri Jal Vibhag
12	Govrnment Patel H.S. School	37	Ward Office Hajeera
13	Mdhav Mahavidylaya	38	J C H. S. School

14	Government Higher Secondary School Murar	39	Janpad Panchayat Murar
15	Primary Health Center	40	Kshetriya Karyalaya No. 13
16	Indraganj Thana	41	Mahila Prasuti Grih , Birla Nagar
17	Pd. Deendayal Hospital	42	Post Office Murar
18	Gwalior Kila Gate	43	Bijali Vibhag Phoolbg
19	Government Middle School Kilagate	44	Nagar Nigam Ward No. 7, Kalka Bazar
20	Government Girls Higher Secondary School Gwalior	45	M.P.R.D.C.
21	R P Railway Station	46	Matsya Plan Gola Ka Mandir
23	Lic	48	Shaskiya Zilla Shiksha Evam Prashikshan Sanstha
24	Excise Department	49	Government H.S. School No. 2 , Murar
25	Jal Nigam Sai baba mndir Road	50	Prathmik Swasthya Kendra Shankerpur

Private Institutions Indore M.P.

1	Triveni Hospital	26	Gurukul Public School
2	Wire Factory	27	Rainbow Public School
3	Sundaram Public School	28	Ragour Super Industries
4	Plastic dibba bnane wali company	29	Shree Satya Sai Shanti Vidya Vihar
5	VR Boys Hostel	30	Laxmi Shree Academy H. S. School
6	Firojiya Furniture	31	Pant Silai Karkhana
7	Bharat Petroleum	32	Narmada Enterprises
8	Dry Fruits Factory	33	Agrawal Hospital
9	Aadinath Poly Plastic Panni Factory	34	Gauri Masers plastic company
10	Christian Higher Secondary School	35	The New Imperial Academy
11	Pandit Ji Bhojnlaya Restaurant	36	Two Wheeler Battery

12	ON DOOR Super store	37	Children Care Public School
13	Azad Library	38	Sunshine Academy
14	Aditya Convent School	39	Santu Packing Company
15	Ankur Gas Agency	40	Ocean Motors Khandwa Road
16	Bharat Petroleum	41	Raj Ratan Plastic Private Limited
17	Tej Bahdur Hospital	42	Apoorva Convent School
18	Maa Khodiyar Mess	43	Yadav Scrub Company
19	Drishti Coaching	44	Astha Vriddhashram
20	Priyanshu Hospital	45	Billabong H S International School
21	Maa Sharada Scrap	46	Samman Society
22	Shree Agrsen Vidyalaya	47	Aas Samjik Sanstha
23	Shubham Enterprises	48	FPAI
24	Crishtan H.S. School	49	Arihant Collage
25	Bhojraj Public School	50	The Sensation Hotel Rajendra Nagar

Government Institutions Indore M.P.			
1	Government Hindi Primary School	26	Swami Government Adarsh HS School
2	Government Middle School Indore	27	Government H.S. School
3	M.S.E.S. Eye Hopital Indore	28	Government Girls H.S. School
4	Government Middle School Indore	29	Government H. S School
5	Government Middle School Indore	30	Maharana Pratap Zonal Karyalaya
6	M.P. Harijan Sewak Sangh	31	Government Middle School Indore
7	Government H.S. School	32	Central Zoo
8	Lte Laxman Singh Gaud Government Girls H.S. School	33	Vikalang Kalyan Sangathan
9	Nagar Nigum Zone No. 5	34	Government H.S.Girls School No. 2 Maharana Pratap Nagar
10	Department of Electricity	35	Mansik Chikitsalaya Ban ganga
11	Government Higher Secondary School	36	Jachchakhna Nanda nagar Indore
12	RTO Office	37	BSNL Nehru Park

13	Industrial Trining Center	38	JPS Academy
14	Government Middle School	39	Police Petrole Pump
15	Lok Sewa Kendr Indore	40	ICICI Bank
16	M.P.P.E.D.	41	Mataeshwari Sukan devi kanya collage Pardesipura
17	Maharani Laxmi Bai Girls Collage	42	Mngilal churiya hospital Ambedkar nagar
18	Zila Rozgar Karyalaya	43	Kasturba Gandhi Rural Institute
19	Neta ji Subhash Juna Risala Tiraha	44	Government H.S. School
20	Government Middle Girls School	45	Mata ji Jeeja bai Shaskiya Kanya Mahavidhyalaya
21	Government H.S. School Indore	46	PC Sethi Government Hospital Indore
22	Government Middle School	47	Sanyogita balak Shaskiya Madhyamik Vidhyalaya
23	Government Hindi Madhyamik Vidhyalaya	48	ISW Collage
24	Government Hindi Madhyamik Vidhyalaya Khajrn Indore	49	Shaskiya Sharda Kanya Vidyalaya

Government Institution Satna M.P.			
S.No.	Name of Institutions	S.No.	Name of Institutions
1	Higher Secondary School Guda Satana	26	Thana Rmnagar Satana
2	Zila Paryavaran Vibhag	27	Punjab National Bank Satna
3	Jhigodar H.S School	28	Lok Sewa Kendra Satna
4	Cooperative Bank Satna	29	Government Higher Secondary School Kulgadhi
5	Government H.S. School Manikala	30	Government Higher Secondary School Shyam Nagar
6	Sambhagiy Krishi Yantriki Karmshala	31	Vidhut Vibhag Nagaud Rural
7	Government H.S. School Gudha	32	Vidhut Vibhag Nagaud Urban
8	Kendriya Vidhyalaya 2	33	Vidhut Vibhag Sinhpur Satana
9	Government H.S.School	34	Community Health Center Nagaud

	kolgava		
10	Jnpad Pnchayat Ramnagar	35	Government Higher Secondary School Prasmniya
11	Primary Health Center , Ram nagar	36	Government Higher Secondary Boys School Nagaud
12	Shaskiya uchhtar Mdhyamik Pahadi	37	Government H. S. School Rampur Chourasi
13	Home Guard Office Satana	38	Goodinough H.S. School
14	Government Higher Secondary School Hardua	39	Government Higher Secondary School Hati
15	Jial Abhiyojan Abdhikari Satna	40	Government Higher Secondary School Chunha
16	Government H.S. School Usrare Satna	41	Primary Health Center Uchehara
17	Government H.S. School Raudh	42	Life Insurance Corporation of India Branch Office
18	Government H.S. School Pavaiya	43	Child Welfare Committee Satana
19	Chief Medical Officer Nagaud Satna	44	Superintendent of Police Satana
20	Thana Nagaud Satna	45	Sub Jail Nagaud
21	Janpad Panchayat Nagaud	46	District Chiefl Medical Officer Satna
22	Government Girls Higher Secondary School Nagaud	47	Jila Mhila Bal Vikas Vibhag Satna
23	Government Higher Secondary School Shivrajpur	48	Jila Shiksha Vibhag
24	Government Higher Secondary School Chandkuna	49	Jila Khanij Vibhag Satna
25	Government Higher Secondary School Jaso	50	Shaskiya Prathmik School Madikala

Private Institutions Satna M.P.

S.No.	Name of Office	S.No.	Name of Office
1	Knowledge Institute Satna	26	Ramkrishna Mission H.S. School
2	Sai Kids	27	Rajeev Gandhi Private Collage
3	Sitaram Petrole pump	28	Ramakrishna Lodge
4	Yash TVS Agency Satana	29	Digamber Jain H.S. School
5	Gelani Hotel	30	Private Shopping Mall

6	Wow Kids play School	31	Life Care
7	Pearl Beauty Prlour Satana	32	Globle Go School
8	Saloni Gas Agency	33	New Blooms Public School Satana
9	Honda Show Room Satna	34	Gandhi Hospital Satana
10	Hans Forwarding Transport Satna	35	Swami Vivekanand H.S. School Nagaud
11	Private Beauty Parlour	36	Yes Bank Satna
12	Wajid Khan Private coaching Center	37	Globle Convent School
13	Shree Computers Private Institute	38	Gurav Jyoti H.S. School
14	Little Angels School	39	Hotel SunShine
15	Gelani TilesAgency	40	Kalyan Petrol Pump
16	Shivam Hotel	41	Hotel Swaraj Satna
17	Deepa Coaching Center	42	Maharna Pratap School Nagud
18	Genious H.S. School Satna	43	Chandel Service Center
19	Piyansh Girls Shop	44	Yadav Fuels
20	Sundaram Filling Station Nagud	45	Maharana Pratap H.S.School
21	Sinh Coaching Classes	46	Hansraj Clinic Hospital
22	Satyam Filling Station	47	Hundai Agency Sherganj
23	Sai Filling Center Nagaud	48	HDFC Bank
24	Gaharwar Filling Center	49	Axis Bank
25	Agrwal Filling Center	50	Mama Bhanja Jewellers