

For Women, With Women: A Case Study of She Team in Vadodara City



A Dissertation Submitted in Partial Fulfilment of the requirement for the

Degree of Masters of Science in

Life Span Development

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Certificate

This is to certify that the dissertation titled “With Women, For Women: A Case Study of SHE Team in Vadodara City” has been carried out independently by Ms. Femina Khemani under the guidance of Dr. Namita Bhatt, in partial fulfilment for the degree of Masters in Life Span Development from the Department of Human Development and Family Studies. This research is her original bonafide work carried out from April 2022 to May 2023.

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This is to certify that Femina Khemani's study titled, "With Women, For Women: A Case Study of SHE Team in Vadodara City" has been approved by the Institutional Ethics Committee for Human Research (IECHR), Faculty of Family and Community Science, The Maharaja Sayajirao University of Baroda. The study has been allotted the ethical approval number IECHR/FCSc/M.Sc./2022/45

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List of Abbreviations

HC	Head Constable
WLRD	Woman Lok Rakshak Dal
WASI	Women Assistant Police Sub Inspector
IPC	Indian Penal Court
NCRB	National Crime Record Bureau
IPS	Indian Police Service
PI	Police Inspector
WPSI	Women Police Sub Inspector
ACP	Assistant Commissioner of Police
PSI	Police Sub- Inspector
CP	Commissioner of Police
WPC	Women Police Constable
PPP	Police Per lakh of Population

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Abstract

The aim of the present study was to conduct a case study on the SHE Teams in Vadodara City. Data was gathered from 44 SHE Team members using a semi-structured interview questionnaire, which covered their functions, goals, training, day-to-day schedules, essential services, and challenges faced. The results show that SHE Teams comprise a diverse group of professionals who work collaboratively to promote safety and security within the community. By conducting awareness campaigns and workshops, they aim to increase public awareness and reach out to vulnerable groups, including children, women, and senior citizens. The study also highlights that the personal connection and trust built by SHE Teams have positively impacted the community's perception of the police force. Overall, the study provides insights into the effectiveness and importance of SHE Teams in maintaining law and order and promoting a safe and secure environment. These findings can increase awareness and understanding of the role of SHE Teams and their contribution to the community's safety and well-being.

Key words: awareness, collaborate, vulnerable groups

Introduction

SHE Teams is a unique and one of its kind initiatives in the country. It was launched by the Telangana Government on 24th October 2014 with a vision of providing a safe and secure environment for women. Since its inception, the SHE teams have been doing successful work for women, children and other age groups.

In January 2021, SHE Teams were formed in Vadodara City, wherein each police station in the jurisdiction of the Vadodara City Commissionerate consists of a “SHE Team” comprising a unit of women officers to attend to distress calls and complaints from women.

The initiative was launched with an aim to enhance response to women’s complaints and also build confidence among women in reporting crimes. The “SHE Teams” are the first respondents to women’s complaints arriving to the control room; where they not only compassionately hear the complainant but also work at building confidence among victims of abuse to increase reporting of crime comprehensive understanding of the SHE Team's impact on women's safety in Vadodara. Overall, this research will contribute to our understanding of the role of women in national security and the importance of initiatives like the SHE Team in promoting gender equality and women's empowerment.

The purview of SHE Teams also includes the following:

- Counselling on petitions related to domestic violence and atrocities against women
- Keeping patrol in unoccupied places/locations to avoid incidents of foeticide/abandonment of new-borns
- Keeping a watch on girls trafficked from other countries
- Providing counselling services to women victims of abduction, rape and physical violence with the help of NGOs, psychiatrists or providing necessary guidance on compensation
- Rehabilitation of women in slum areas by preventing illegal activities

Review of Literature

Crime in India

Crime is present everywhere and in many forms. India is facing a difficult situation as crime rates increase on an everyday basis. According to the National Crime Record Bureau, there were 2.97 million crimes recorded in 2016, resulting in a crime rate of 379 per lakh population, with a significant increase in crimes against vulnerable populations. (Afreen & Chakraborty, 2016–17).

According to the studies provided by Raddiya and Rajyaguru (2015), the rise in incidents of crime against women is regarded as a major issue in India. The history of crime is very old and popular. Even today, there are crimes that affect everyone's life, regardless of social or economic status. This is a growing issue for society. It also reduces opportunities for employment and education, lowering people's quality of life. As per the report NCRB (National Crime Record Bureau) of 2021, the total IPC (Indian Penal Code) cases are 36,63,360, of which 2,73,056 crimes were only recorded in Gujarat.

In especially in India, where urgent public policy talks about legislative reforms have taken place, Siwach, G. (2018) has stressed the critical necessity to address the issue of crime against women. Such acts have a serious negative effect on society in many developing nations, excluding women from the workforce and decreasing civic involvement, among other economic effects. It is anticipated that there will be a cyclical relationship between crime rates and women's development, with women's lower social and economic status making them more vulnerable and putting them at an increased risk of violence, which in turn hinders their ability to advance socially and economically by limiting their access to community opportunities.

Chauhan & Baraik (2016) stated that women have risen to some of the top positions by working in every conceivable industry. They shape the future by serving as teachers and

architects, but they are also the most susceptible to crime. In India, six out of ten women experience physical or sexual offences at some point in their life, according to a committee's study on crime statistics. It illustrates how women's standing has shifted to one of equality but not absolute security. Several causes have either directly or indirectly influenced this sector; for instance, before to 1953, the NCRB never specifically addressed crime against women or children. Nonetheless, the NCRB now provides us with a list of every offence reported under the IPC.

According to Raddiya and Rajyaguru (2015), women are disproportionately victims of many sorts of violence. According to their findings from clocking criminal cases of crime against women, incidents of "Cruelty by Husband and Relatives" against women occur every 4 minutes presently, compared to every 9 minutes in 2005. These are only a few examples of atrocities done against women. An incident of "molestation" happened every 15 minutes in 2005, but every 6 minutes in 2014. Similarly, in 2005, a "Rape" incident happened every 29 minutes, but by 2014, the frequency had grown to every 14 minutes. These statistics emphasise the essential need of addressing the issue of violence against women.

The number of cybercrimes targeting women and children is increasing, and they are being severely harmed online. Some offenders try to slander women and children by sending offensive emails, following them online (sometimes without their knowledge), creating pornographic movies, faking emails, morphing photographs for sexual content, etc. Women in India are unable to swiftly report cybercrimes. The majority of issues may be resolved if women report crimes as soon as they occur and advise the abuser to take more drastic action. India has a higher-than-average rate of cybercrime. (Sankhwar & Chaturvedi, 2018)

In India, parents adore their children dearly. Yet this does not assure that they will receive the attention and care that they need. The development of human resources and the preservation of the future of the nation depend on the kid. Consequently, the foundation of all

our construction efforts must be childcare. The finest assets and future riches of the country are children. The categorisation of crimes against minors is not distinct. Crime against Children, in general, refers to offences against children or crimes in which children are the victims. The offences in which children are victims are expressly mentioned in the Indian Penal Code and the many 'Special and Local Laws' that are protective and preventative (Siddique and Praveen, 2021).

Crimes against elderly individuals are increasing, particularly concerning are the crimes committed by family members, caretakers, and neighbours. Such crimes are often not reported due to societal complacency and the belief that these incidents are personal matters. This non-reporting not only enables offenders but also perpetuates the problem. The majority of recorded crimes have been committed by close family members, such as sons, daughters, and daughters-in-law. It is important to raise awareness about these issues and encourage reporting to prevent such crimes from continuing. (Govil & Gupta 2016).

Law Enforcement in India

Worldwide, law enforcement officials are increasingly concerned about violence against women. Unfathomable levels of violence against women are prevalent throughout society. As a woman would only turn to the police as a last choice after exploring all other possibilities, rape and sexual offences require particular attention from the police. In our culture, women experience injustice and inequity from conception to death. In the fight against violence against women, the Justice Department, police, civic society, and UN organisations have been very active. Police officers need to have compassion for her. Police are frequently accused for their callous treatment of victims of sexual assault and domestic abuse. Gender sensitization will be taught to police officers (Bhagyalakshmi & Prasannakumari, 2013).

According to the data of Police Organizations India, the population of India was 13,56,978,000 in 2011, and there were 47,01,452 police officers working in 17,379 police stations, of which 2,17,026 were female officers. It provides us with the information that there is 1 female police officer for every 3,000 women. Gujarat has been authorised to have 741 police stations and 44,111 police officers for a population of 69,402,000 (Srivastava et al., 2021)

The total population of India, as of 1.10.2020, as reported by the Registrar General of India and the Census Commissioner of India, is 135.69 crore, approximately, consisting of 69.79 crore males and 65.9 crore females, according to recent data from the Bureau of Police Research and Development (2021) provided by the Home Minister. In comparison to the overall sanctioned police strength for the year 2020, the police per lakh of population ratio (PPR) is 193.95 as opposed to 195.39 the year before. Andaman and Nicobar Islands has the highest ratio at 1,269.50. The sanctioned PPP for Gujarat is 582.32, however, the actual PPP is just 171.58.

Jassal (2020) presented some alarming statistics about female-only police stations, which were created to provide an alternative forum for women to access services, rather than functioning as an exclusive venue. In areas where there is a low ratio of police officers to citizens, overworked and underfunded law enforcement organizations may take advantage of any incentive to redirect cases. This may result in the establishment of enclaves that exclude gender-based offences from the purview of "mainstream" police operations, similar to the early twentieth-century American Women's Bureaus. Official documents from Uttar Pradesh demonstrate that police openly record relocating complainants solely because they are women. This practice of forwarding complainants increases travel (and possibly other) expenses, regardless of whether (male) officers do so maliciously (by shirking their duties) or benignly (by informing complainants of an alternative venue in the sincere hope that specialized institutions will better represent or prioritize women's preferences). This may cause victims, who typically resort to the police as a last resort, to reconsider filing a complaint.

SHE Teams in India

The Telangana government introduced She Teams, a nation-first programme, on October 24, 2014, with the goal of giving women a safe and secure workplace. SHE Teams identify out "hotspots" and "hot times" where criminals prey on innocent victims and conduct round-the-clock monitoring of the metropolis. She teams are a blessing for the women in the State since they can quickly get police assistance and carry out their duties without fear.

(SHE Teams - Hyderabad City Police,2016)

The primary goal of the SHE Teams is to offer protection and security to women who are at home and employed in a variety of previously male-dominated industries. Women ought to be able to leave the house with dignity, self-respect, and confidence. No college-bound student or woman should experience contempt due to crude remarks made by offenders or feel embarrassed, denigrated, or afraid as a result of inappropriate gestures, language, or actions. To ensure that their safety is not jeopardised, SHE Teams aims to give women the courage to speak out against criminals. By addressing the issue early on, another crucial goal is to serve as a deterrence to the recurrence of more serious offences. The goal of SHE teams is to educate misinformed teenagers about the dangers of harassing women, even if it may appear heroic to them. As the young start to transform, they support the She teams by raising awareness of the need to treat women as equal members of society rather than view them as objects of satire or mockery. (SHE Teams - Hyderabad City Police,2016)

According to a SHE Team Website of Telangana from 2016, SHE Teams not only work towards preventing and addressing cases of eve teasing but also focus on reforming first-time offenders and minors through counselling sessions. Family members of juveniles are also provided with counselling, and NGOs are involved in reforming minors who may have been influenced by peers or false beliefs. The involvement of such offenders in anti-eve teasing campaigns by NGOs helps them realize their mistakes and bring about positive

change in their behaviour. Additionally, SHE Teams conduct various awareness campaigns and activities in public spaces such as bus stops, colleges, hostels, and shopping malls to spread awareness about their services and the consequences of eve-teasing. Posters, pamphlets, stickers, digital displays, short films, songs, runs, and bike rallies are some of the tools used for increasing awareness about 'SHE Teams' and their activities.

The extra activities of the SHE Teams, such as gender awareness among user populations and public sector employees, maybe more beneficial in this respect than the police units themselves. In addition to mobile teams, community-level organisations that engage with and within communities to alter attitudes may be more effective in influencing attitudes and behaviours than infrequent student-led workshops. (Raman and Komarraju, 2018)

The SHE Team has established itself as one of the State's most significant initiatives to safeguard the safety and security of women, particularly in public settings. The general public is well-informed about the SHE Team and the various ways to contact them. Social media and SHE Team's awareness campaigns are essential for raising awareness, but there is a need for improvement in the use of images and quick skits in electronic media. (Reddy et al., 2020).

Review on Methodology

Case study is a qualitative research method that is widely used in social sciences, psychology, education, and other fields to investigate complex phenomena in real-life settings (Baxter & Jack, 2008). Case study involves an in-depth examination of a particular case or cases to gain a comprehensive understanding of the phenomenon under investigation. Case study research allows for a holistic and contextualized approach to understanding a phenomenon, as it takes into account the interplay of various factors and the unique characteristics of the case (Stake, 1995). The use of case study research method enables researchers to generate rich and detailed data that can be analyzed using various techniques, such as content analysis, discourse analysis, and thematic analysis (Baxter & Jack, 2008).

Klein, Gomes, & Stoner (2008) found that case learning methods which involved engaging students' senses in multiple ways, such as problem-based learning and case studies using films as texts, were more effective in enhancing students' perceptions of the exercises. On the other hand, case studies that relied solely on written texts were not rated as highly, although they were still considered valuable. These results align with findings from cognitive psychology literature, which supports the use of active teaching and learning approaches.

The case study approach given by Crowe et al (2011) describes that conducting collective or multiple case studies, it is essential to have a flexible data collection approach that can provide detailed descriptions of each individual case before moving on to cross-case comparisons to identify similarities and differences. It is crucial that the data sources used in different cases are broadly comparable, even if they vary in nature and depth, to facilitate this process.

Highlights from the Review of Literature

- Crime rates in India continue to increase, with a significant rise in crimes against vulnerable populations, particularly women and children.
- Crimes against women have a serious negative effect on society in many developing nations, hindering their ability to advance socially and economically.
- Women are disproportionately victims of many sorts of violence in India, including domestic violence, molestation, and rape.
- The number of cybercrimes targeting women and children is increasing in India, and they are being severely harmed online.
- Crimes against elderly individuals are increasing in India, particularly those committed by family members, caretakers, and neighbours.
- Law enforcement officials worldwide are increasingly concerned about violence against women.
- Police officers need to have compassion for victims of sexual assault and domestic abuse.
- There is a low ratio of female police officers to women in India.
- Police may redirect gender-based cases to specialized institutions, potentially causing victims to reconsider filing a complaint.
- SHE Teams provide protection and security to women in various male-dominated industries.
- SHE Teams conduct various awareness campaigns and activities in public spaces to spread awareness about their services and the consequences of eve-teasing.
- SHE Teams have established themselves as one of the state's most significant initiatives to safeguard the safety and security of women in public settings.

Rationale

In many countries throughout the world, including India, the problem of crimes against women and children continues to be of great concern. Law enforcement officers are essential in reacting to such violence and reducing its negative effects on society.

The SHE Teams' main goal is to protect women, children, and other vulnerable groups while also protecting the safety, health, and environment of all people. The initiative has been effective in some regions of India, but there is a paucity of study regarding their duties and responsibilities, as well as the effects of their work on the greater civic society.

However, there is a dearth of researches that have been undertaken to understand their roles and responsibilities, and their impact on the larger civic society. And an in-depth case study will allow us to develop a comprehensive understanding of the structure and functioning of the SHE Teams and help develop greater understanding of their role in ensuring safer spaces for women, children and communities at large.

Objectives

Board Objective

- To conduct a case study on SHE Teams in Vadodara City

Specific Objectives

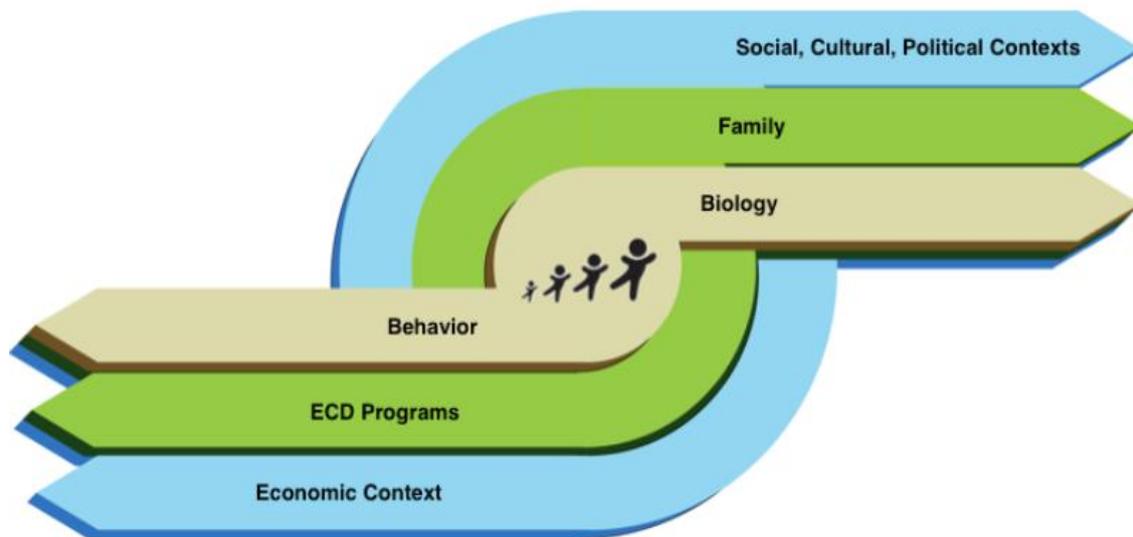
- To better understand the structure and roles of the SHE Teams
- To undertake systematic documentation of the various functions of SHE Teams
- To evaluate the impact on selected groups of individuals/families helped by the SHE Teams

Theoretical Framework

The Peace Ecology Framework is a theoretical framework proposed by Christos Kyrou in 2007 that aims to provide a better understanding of the relationship between environmental sustainability and peace. According to the framework, the health and well-being of the natural environment are inextricably linked to human security and peaceful relations. Achieving sustainable peace, therefore, requires not only addressing the root causes of conflict but also addressing the underlying environmental issues that contribute to conflict.

Figure 1

Theoretical Framework of The Ecology of Peace Theory



Note: The figure is adapted from "Ecology of peace: A transdisciplinary exploration" by F. B. Simon and C. L. Kuhlman, 2018, *Journal of Environmental Psychology*, 55, p. 18. Copyright 2018 by Elsevier.

Figure 1 depicts the theoretical framework of the Ecology of Peace Theory, which is made up of four major components: peace inside oneself, peace with others, peace with nature, and peace with the transcendent. It also emphasises the importance of human values,

beliefs, and behaviours, as well as the influence of social and environmental elements on the ecology of peace.

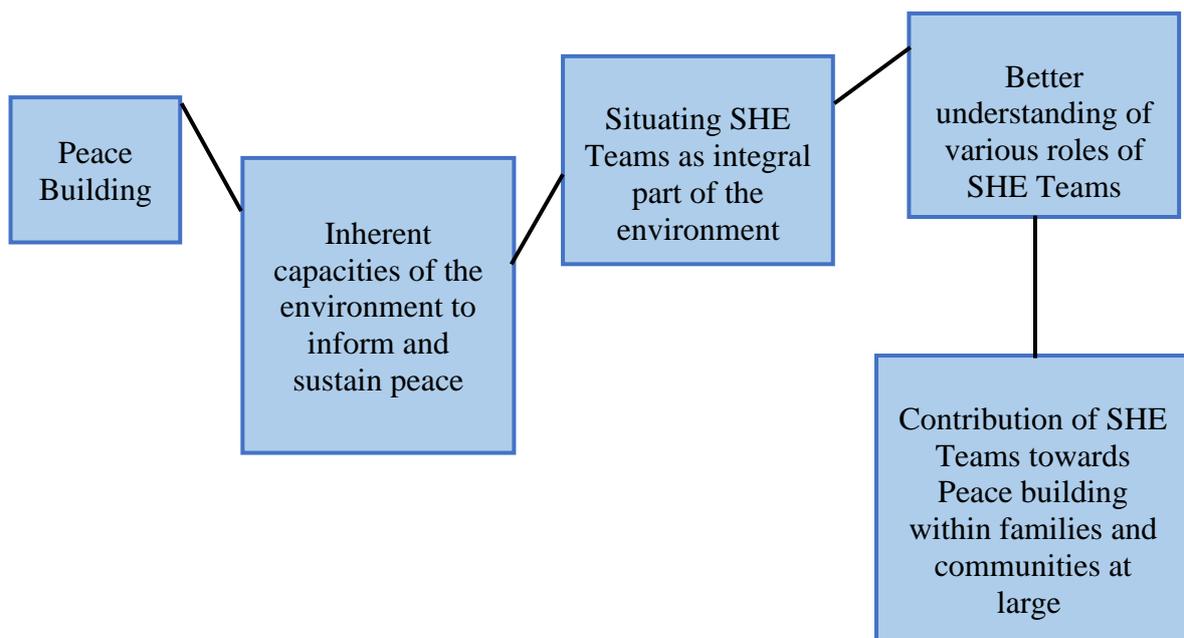
The framework emphasizes the importance of holistic thinking and cross-sectoral collaboration in addressing environmental and peace issues. It encourages stakeholders to work together to find solutions that promote sustainable development, environmental conservation, and peaceful relations. The framework also emphasizes the importance of recognizing and respecting the rights and knowledge of local communities and indigenous peoples in environmental decision-making processes.

Conceptual Framework

The Peace Ecology Framework suggests that a peaceful society requires the establishment of justice, equality, and harmony. Violence prevention, including the work of the SHE Team, is a crucial component of achieving this goal. By addressing violence against women, children, and the elderly in families and communities, the SHE Team plays a vital role in promoting a peaceful society.

Figure 2

Conceptual Framework



Note: The conceptual framework presented in figure 2 offers a theoretical basis for understanding the SHE Team's work in promoting peace through violence prevention in families and communities

Building on the notion that peacebuilding entails promoting social justice, environmental sustainability, and nonviolence which is critical to recognise the environment's

inherent capacity to inform and sustain peace. SHE Teams, who work as an integral part of the environment, play an essential role in society by tackling issues such as gender-based violence, child abuse, and raising public awareness about how one can prevent these crimes. SHE Teams help to create a more peaceful and just society. Their work is part of a bigger endeavour to build a more sustainable and peaceful world that recognizes all things are interconnected.

Methodology

Research Design

Case Study

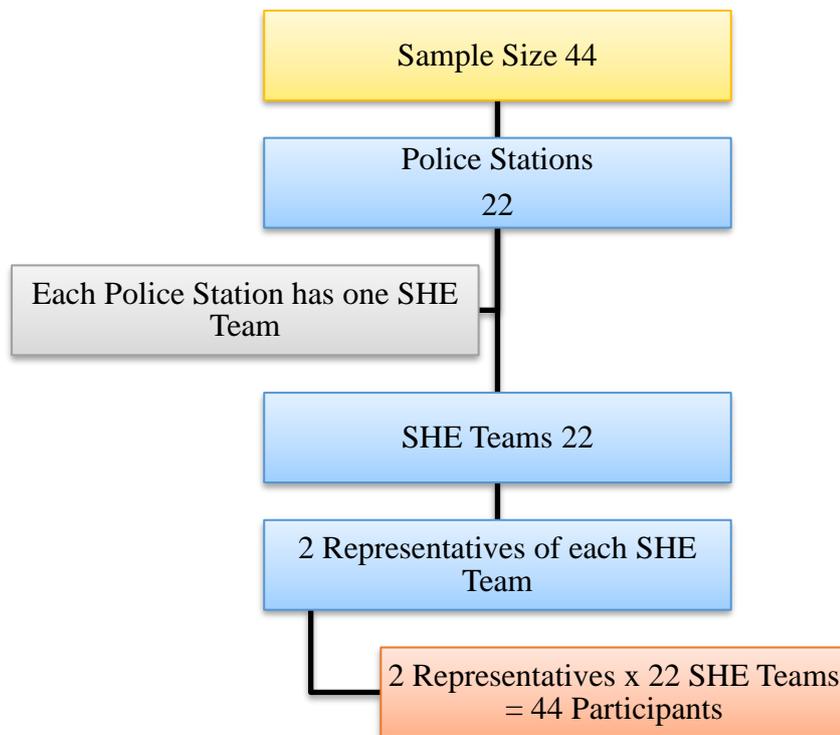
The study utilizes a case study methodology as it aims to gain concrete, contextual, in-depth knowledge about the structure and functioning of SHE Teams in Vadodara City. It will allow the researcher to explore and better understand the key characteristics, meanings, and implications of the SHE Teams on the larger civil society.

- Collective Case Study – involves studying a group of individuals in a particular setting or a community
- Collective Case studies usually draw from more than one data source and is inherently mixed method
- Although highly subjective in nature, the case study design helps researchers develop additional ideas and study questions that might be explored in future studies/researches.

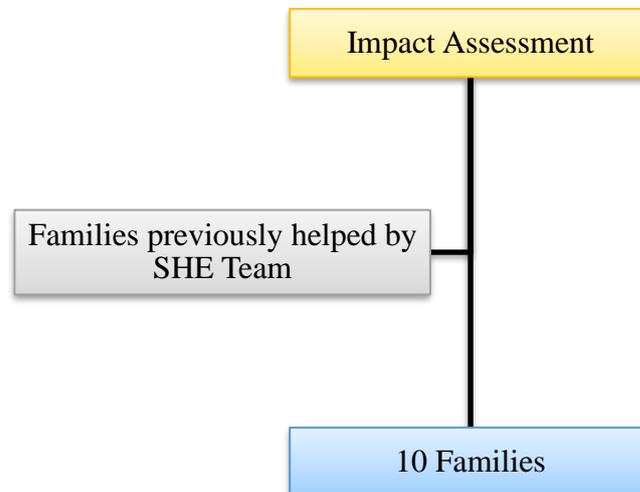
Sample Size and Distribution

Figure 3

Sample Size



As per figure 3 the dataset includes 44 participants, who were selected from 22 police stations. Each police station of Vadodara city has one SHE team, resulting in 22 SHE teams. To gather data, two members from each SHE team were interviewed, resulting in a total of 44 participant. Out of the 44 participants, only one was male.

Figure 4*Impact Assessment Sample Size*

The dataset depicted in figure 4 represents an impact assessment of SHE Teams. The sample size for this assessment consists of 10 families who were previously assisted by SHE Teams. The teams selected for this assessment were assigned by the SHE Team Head Office.

Sample Selection

The data needed for this study was divided into several compartments by the researcher to make the data collection process more manageable. The police force is a hierarchical and highly structured organization, and therefore, the researcher needed to carefully scrutinize and discuss each method to ensure their suitability for this study.

The data collection process began with interviews of the SHE Team, under the guidance of Commissioner of Police (CP) Dr. Shamsher Singh, Assistant Commissioner of SHE Team (ACP) Radikha Bharai and the SHE Team's Police Sub-Inspector (PSI) Vaishali Parmar. The purposive sampling technique was used to select the participants for the study.

In addition to this, for the impact assessment, the SHE Teams of different areas assisted in interviewing the families that had been helped or visited by them, specifically

under the guidance of PSI Vaishali Parmar. The impact assessment was an important aspect of the study, as it helped to determine the effectiveness of the SHE Teams' interventions and the impact they had on the community.

Tools for the Data Collection

Semi – structured Interviews: Semi-structured interviews use a mix of structured and unstructured questions to gather extensive data. They are useful for complex research and can be conducted in various settings. The resulting data can be analysed using qualitative methods to extract insights. Semi-structured interviews offer an efficient way to gain comprehensive data and insights

Observation: The researcher visited all police stations and observed the physical surroundings and hierarchical structure. An observation with Makarpura's SHE Team was also carried out to document their daily activities, including counselling and meetings. This helped the researcher understand the SHE Team's functioning.

Electronic Media: The researcher used secondary data sources like social media, the SHE team app, and Twitter to gain a comprehensive understanding of the organization's activities and impact. This provided insights into how the team communicates with the public and media, as well as its operating environment and external factors that affect its performance.

Content Validation of Tool

The tool underwent a thorough validation process conducted by Assistant Commissioner of Police (ACP) of SHE Team Vadodara, Radhika Bharai, and PSI Vaishali Parmar. Following this, a permission letter was submitted by Radhika Bharai, the ACP of the

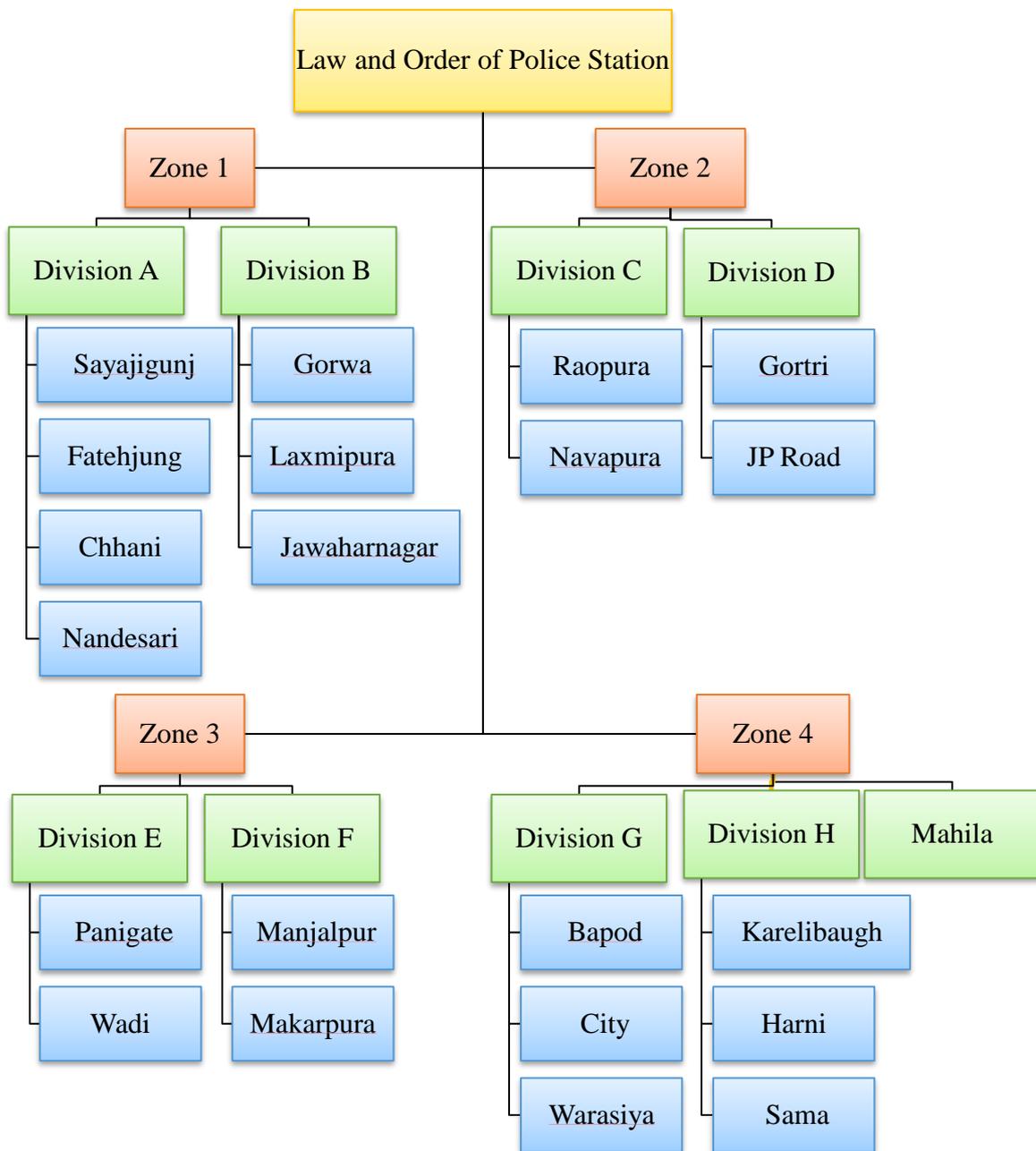
SHE Team, to ensure access to each police station. The tool's design and its alignment with the study's objectives were appreciated by Head Officers during the approval process, resulting in no further adjustments.

PSI Vaishali Parmar, provided the semi-structured interview questions for the impact assessment. The tool was designed to gather feedback from individuals who had previously sought assistance from the SHE Team in Vadodara city, with the aim of assessing the impact of the team's work and identifying areas for improvement.

Procedure for the Data Collection

The researchers obtained permission from the PIs of each police station before visiting to collect data. The study's purpose was explained on the consent form, which participants voluntarily completed. Language preference were given to all the members of Gujarati Hindi and English. A total of 44 interviews were conducted with SHE Team members. All interviews were conducted under the guidance of PSI Vaishali Parmar, recorded, and later transcribed for analysis.

The impact assessment was conducted by the SHE Team through data collection from families who had previously received assistance. PSI Vaishali Parmar oversaw the process, providing the necessary assistance for the assessment to take place effectively. The collected data was analysed to evaluate the impact of the SHE Team's work

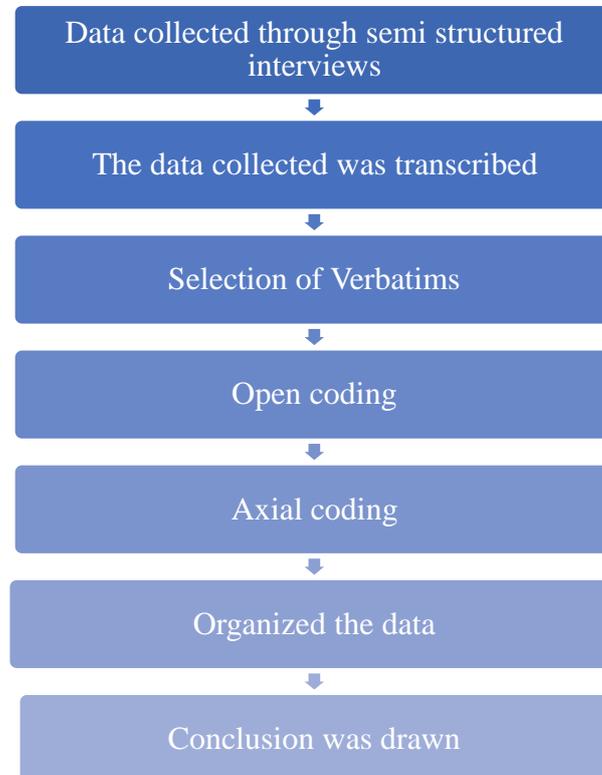
Figure 5*Locations of SHE Team in Vadodara City*

As per shown in figure 5 the Law-and-Order Police Stations are divided into four zones, namely Zone 1, Zone 2, Zone 3, and Zone 4. Each of these zones is further divided into eight divisions, which are labelled as A, B, C, D, E, F, G, and H. Each division contains a varying number of police stations, resulting in a total of 22 police stations. Each Police Station has one SHE Teams which resulting into 22 SHE Teams. Samples were gathered from the SHE Team of every police station.

Procedure for the Data Analysis

Figure 6

Steps involved in Data Analysis



The figure 6 represents the steps used to analyse the data. The data was collected through semi-structured interviews, which were transcribed and the necessary verbatims selected for further research. The researchers organised and segmented the data using open and axial coding approaches in order to find codes, categories, and subcategories that formed from the acquired data. The process of open coding involved segmenting the data into smaller, simpler pieces and identifying them with descriptive codes. Axial coding entailed discovering links between codes and categorising and subcategorizing them. This procedure assisted in identifying of themes and patterns in the data, allowing the researchers to draw significant conclusions.

For the impact assessment data collection, the same data analysis methods were utilized, which included transcribing interviews, segmenting the data with coding approaches, identifying patterns and themes, and presenting findings in a report to draw meaningful conclusions.

Ethical Considerations

- Consent from each participant was taken before conducting the study.
- Appropriate permissions were sought at all levels as required for the successful conduct of the study
- The participants had the liberty to remain/opt-out from the study at any point in time.
- No harm would be caused to them while conducting the study.
- No personal detail, except the marital Status of the participants was asked.
- All the information shared by the participant with the researcher was only used for study purposes and was kept highly confidential.
- The study was approved by the Institutional Ethics Committee for Human Research (IECHR) at the Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Vadodara. The ethics clearance number for this study is IECHR/FCS_c/M.Sc./2022/45.

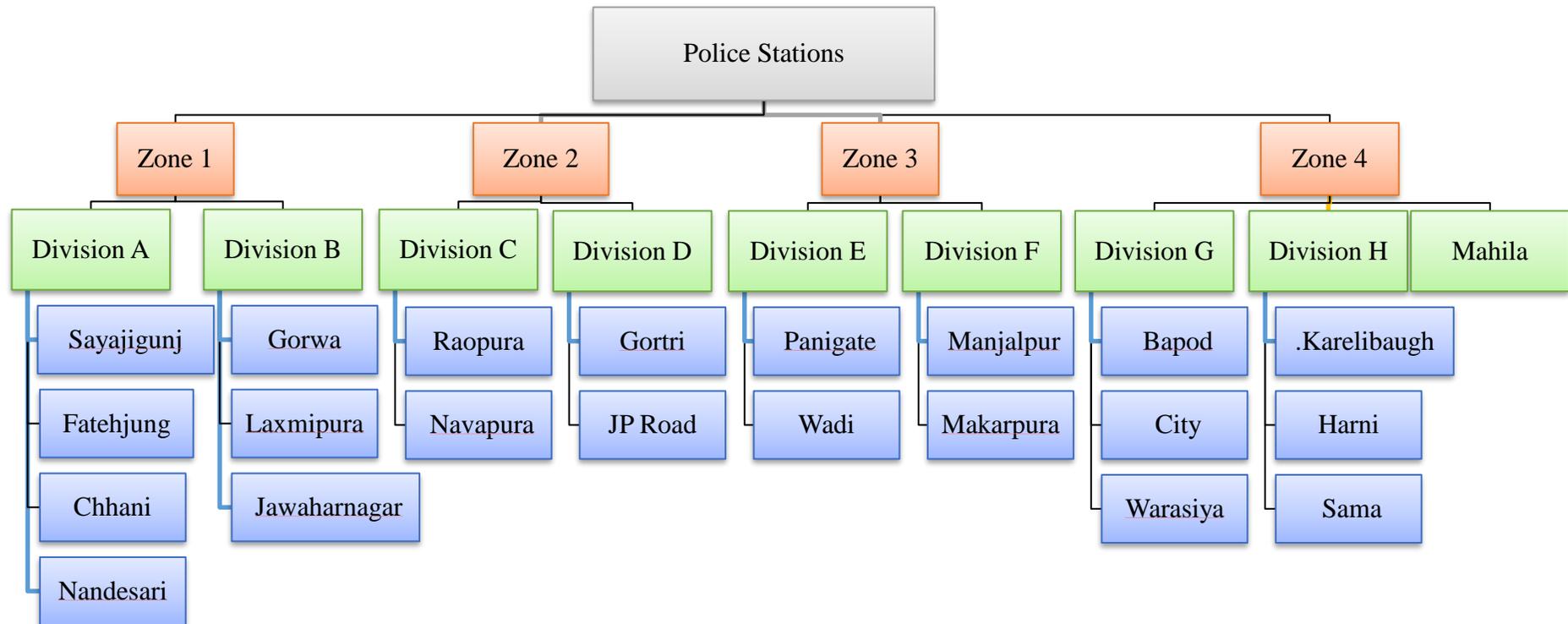
Results

The results of the study are presented in accordance with the research objectives.

Objective 1: Structure and Role of SHE Team of Vadodara City

Figure 7

Location of the SHE Team



Note: The Mahila police station is a police station exclusively for women and falls under division H, situated near Karelibaugh area.

The figure 7 depicts the structure of the SHE Team in Vadodara City. The city has 22 police stations in total, grouped into four zones and eight divisions from A to H, each having a different number of police stations.

Figure 8

Composition of SHE Team Members (Each Team)

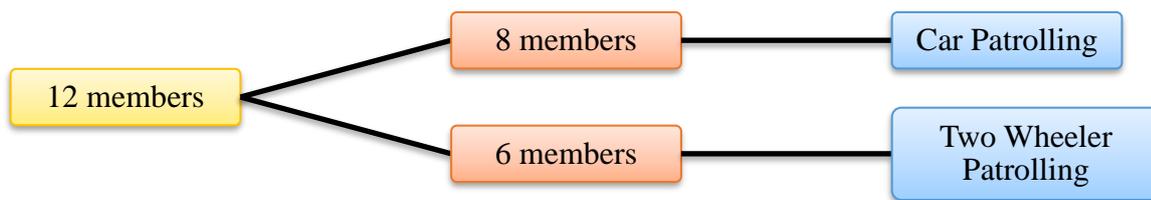


Figure 8 illustrates the composition of members the SHE team, which has been bifurcated into two teams. The first team comprises of eight members who conduct, patrolling and operate via car, while the second team carries out patrolling on two-wheelers or e-vehicles.

Figure 9

Two- wheeler Patrolling using Bikes



Note: SHE Team patrolling on two wheels. The image is taken from SHE Team App (2023).

Figure 9 displays the SHE Team conducting patrolling on two-wheeler in different parts of Vadodara City.

Figure 10

Designations of SHE Team Members

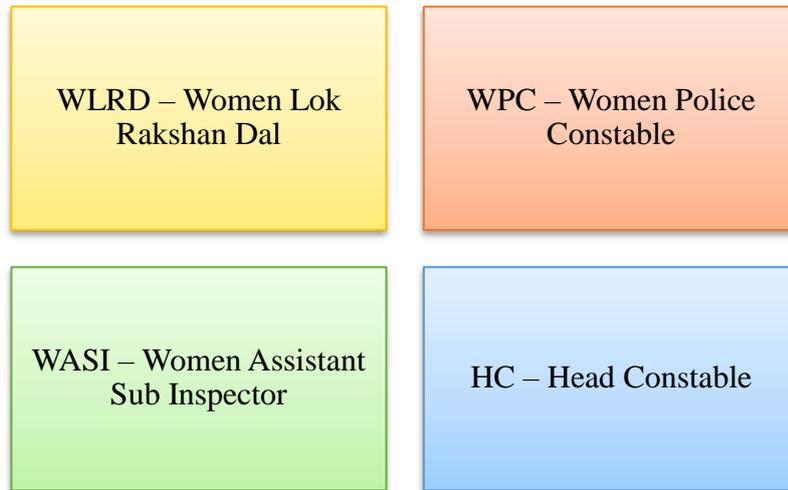
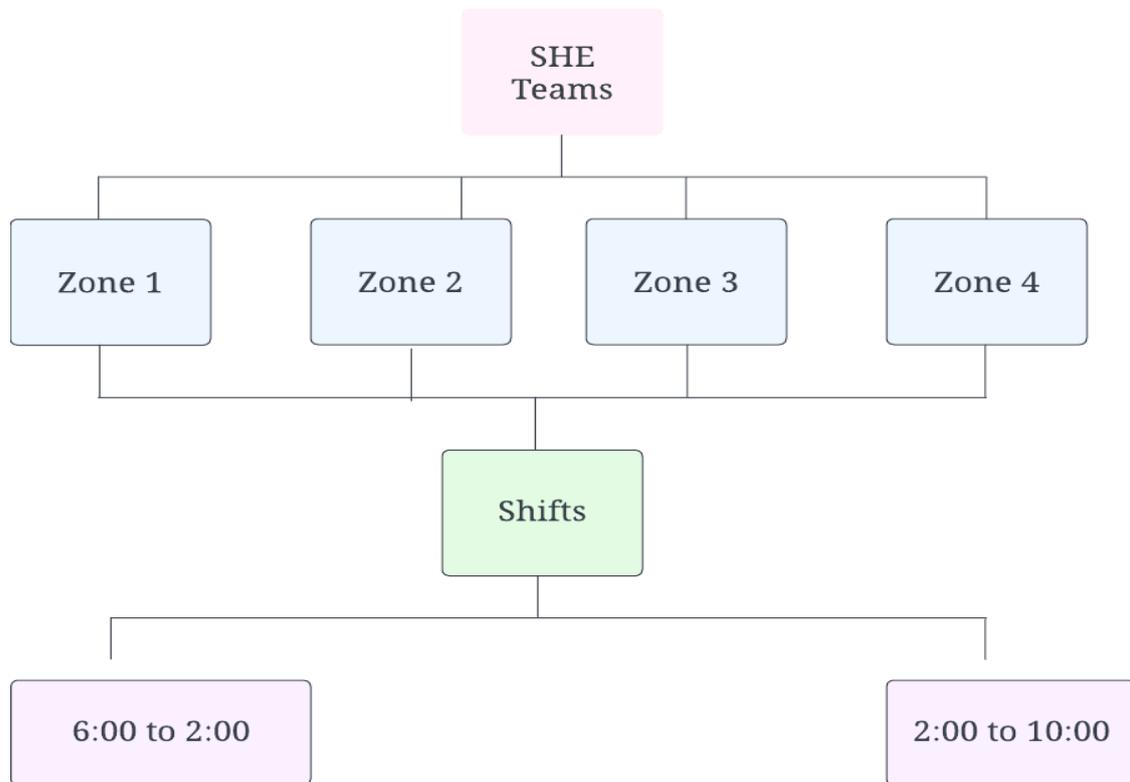


Figure 10 provides information regarding the various designations of authority assigned to the SHE Team members, which include positions such as WLRD, WPC, HC, and WASI.

Figure 11

Working hours of SHE Team



The SHE Team's work schedule is depicted in figure 11. The Vadodara City SHE Teams are divided into four zones and operate in eight-hour shifts. Shift 1 is scheduled from 6:00 a.m. to 2:00 p.m., while Shift 2 is scheduled from 2:00 p.m. to 10:00 p.m. Also, each team is led by an in-charge.

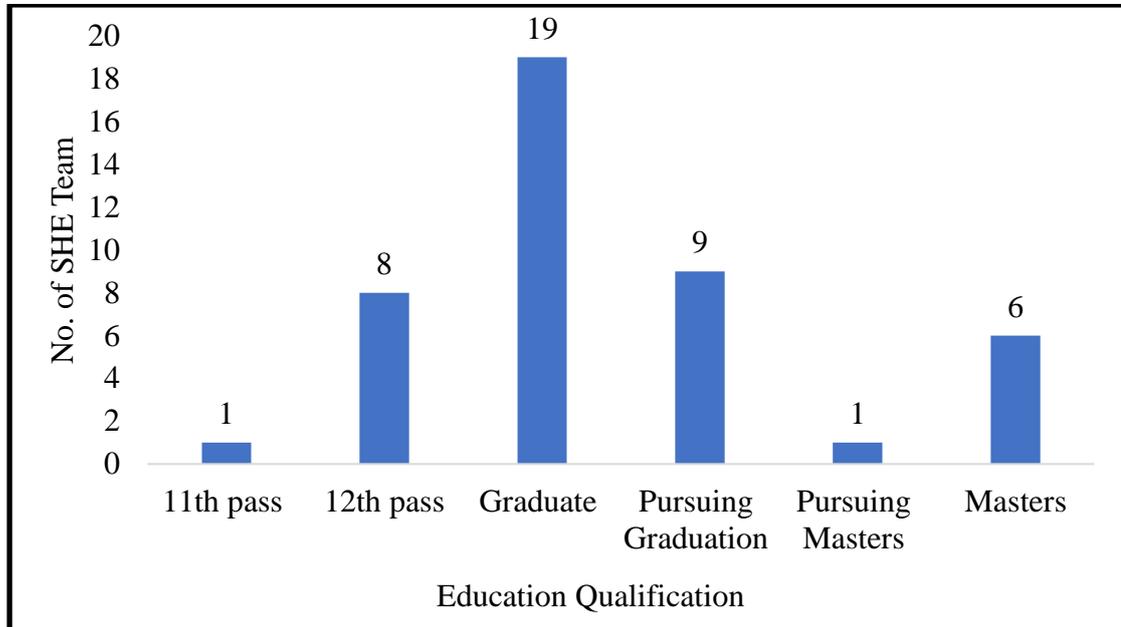
Figure 12*Mahila Police Station*

Figure 12 represents the information about Mahila Police Station (which only works for the women), situated near the Karelibaug Police Station, follows a work schedule of 8 hours per day, commencing from 10:00 am to 6:00 pm.

Demographic data

Figure 13

Educational Background

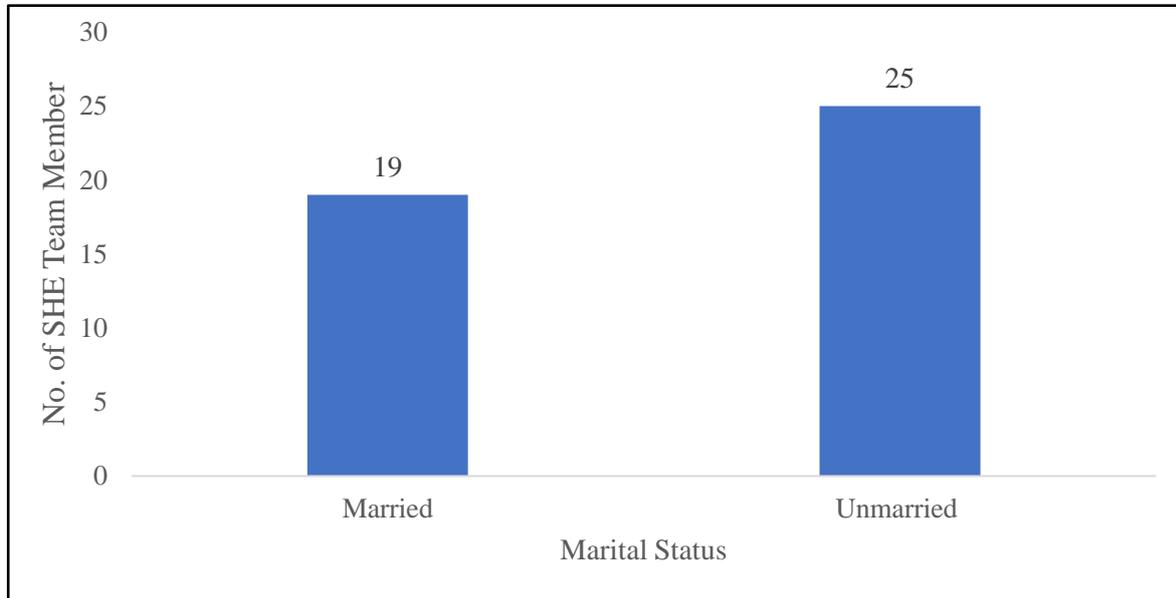


N = 44

Figure 13 depicts the educational qualifications of the interviewed SHE team. One member has finished 11th grade, eight members have finished 12th grade, 19 members are graduates, nine members are seeking graduation, one member is studying a master's degree, and six members have finished their master's degree.

Figure 14

Marital Status of SHE Team Members

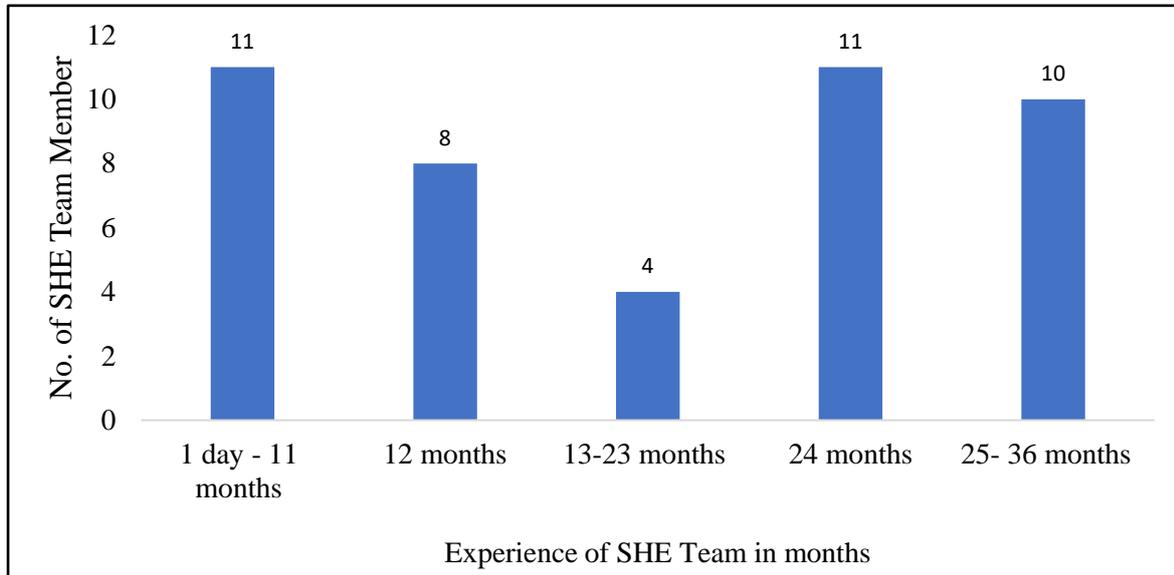


N = 44

Figure 14 indicates the marital status of the 44 SHE Team members that were interviewed among which 19 were married and 25 were unmarried.

Figure 15

Experience of SHE Team Members on Job



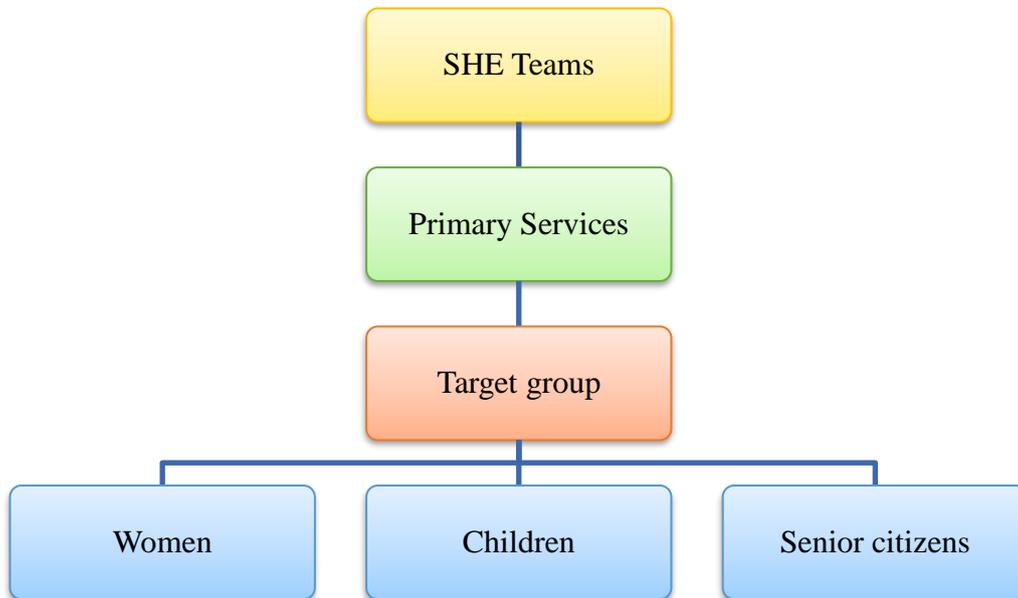
N = 44

Figure 15 depicts the data on working experience of SHE team members interviewed, who had different degrees of experience. 11 team members have been with the team for 1 day to 11 months, with 8 having 12 months or 1 year of experience, 4 having 13-23 months of experience, 11 having 24 months or 1 year of experience, and 10 having 25-36 months of experience.

Services provided by SHE team

Figure 16

Primary Services provided by SHE Teams in Vadodara City

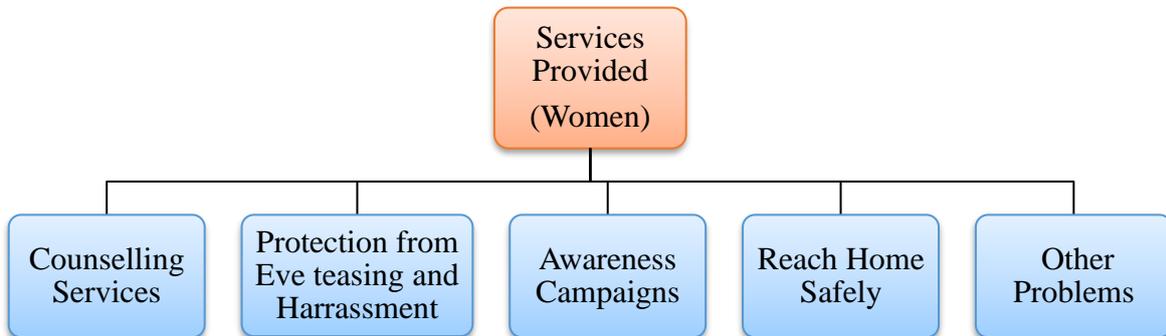


N = 44

The figure 16 illustrates that the SHE Team of Vadodara prioritizes providing services to women, children, and senior citizens, with a focus on ensuring their safety and protection.

Figure 17

Services provided for Women by SHE Team



N = 44

Figure 17 represents the information regarding the services provided by SHE Team members for women, which are

- Counselling Services:** As reported by the interviewed SHE Team members (n=12). SHE Teams provide essential counselling services not only to women who have experienced victimization, but also to women facing common issues such as marital discord, internal conflicts, and domestic problems in which a participant responded as *“Mahilaone koi saathe hinsa je saasu vahuna jadga hoye che pati patnina jadga hoye che je pati patnine shak hoye ke Bhabhi derani na jadga hoy ke Bhabhi jethani te ena je pan jagda hoy emno counselling dvara emno smadhan bhi kariye chiye.”* SHE Teams offer confidential counselling services in order to inspire women to take action in the face of crime. These services aim to address a range of challenges that women may face and provide a safe space for them to receive emotional support and guidance.
- Protection from Eve teasing and Harassment:** As reported (n=20) by the interviewed SHE Team members. The SHE Team work to protect women from eve-teasing and harassment through awareness campaigns, facilitating complaint

registration, and deploying tactics to catch perpetrators. Their main efforts focus on educating women about their rights and available support services, providing a platform for reporting incidents. One participant shared *“Mahilaone e je ke shaakbaji leva jaayo cho bazaar ma kya jaao cho game tya jaao cho koi khoti dristi e tamne jotu hase to rastama aavta jata ke tamne koi heraan kartu hoye che to tame khuleaam she teamno samparak karo. Ame tamaru naam gupt rakhiye che ane saamevadani karevahi kari che.”*

- **Reach home Safely:** As reported by the interviewed SHE Team members (n=17) the SHE Team has developed an app to address the safety concerns of women who work late at night. The app provides multiple services to women, including assistance and support during their commute. In addition to the real-time tracking of the user's location, the app also includes a feature that enables the SHE Team to provide rides to women who feel unsafe or vulnerable during their commute. By offering this technology-based solution, the SHE Team aims to empower women and create a safer and more secure work environment
- **Other problems:** As reported by the interviewed SHE Team members (n=7), the SHE Team actively collaborates with women, offering comprehensive services to meet their diverse needs. These services include medical treatment as well as support in addressing workplace harassment and related issues.
- **Awareness Programs:** As reported (n=25) by the interviewed SHE Team members, the SHE Team offers awareness programs to empower and educate women. They raise awareness about their services, including an app to assist women with safety, harassment, and abuse issues. It creates a supportive environment for women to share their problems and feel safe seeking help. *“Mahilaoma vidhrathinio ne she team vishe*

aware kare ke bhai aavi ek team che ke e tamari mate che tame koi pan prakarni muskelioma hoye toh tame emni madad layi shako cho.” (refer figure 18)

The study conducted by Shailaja, P. (2008), has emphasizes the importance of SHE Teams in providing protection to women and promoting gender equality. The findings suggest that the efforts made by SHE team in providing counselling services, conducting awareness campaigns, and assisting women in reporting harassment incidents have significantly contributed to creating a safer environment for women. These results highlight the significance of implementing similar initiatives in other cities and regions to address the issue of women's safety and promote gender equality.

Poojitha et al. (2019) in her study, found that the SHE Team's efforts to raise awareness against eve-teasing among college students had a good impact. So that people are aware of the different types of eve teasing and how to spot them.

Figure 18

Awareness Campaigns provided for Women by SHE Team

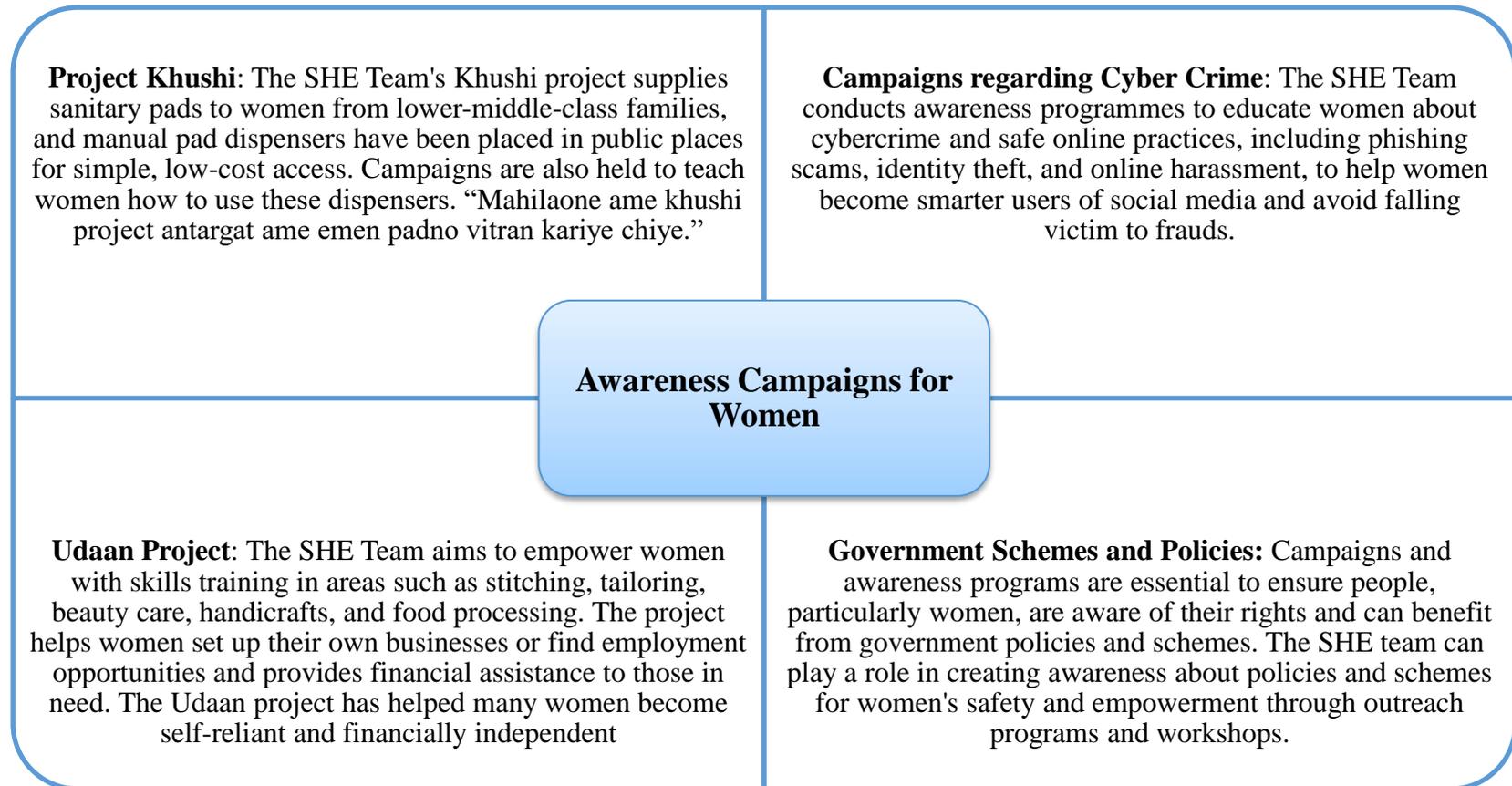


Figure 18 depicts information on several awareness programmes undertaken by the SHE Team for women in the city of Vadodara; these campaigns were mentioned by SHE Team members in their interviews.

Figure 19

The Manual Sanitary Pad Dispenser



Note: Manual pad dispenser at Tarasali Police Chowki, Captured by researcher.

The figure 19 displays the manual sanitary pad dispensers located in various areas of Vadodara city. These dispensers provide women with easy access to affordable sanitary pads.

Figure 20

Awareness Campaign by SHE Team



Note: Awareness campaigns for women. This image is taken from SHE Team App Vadodara (2023).

Figure 20 represents SHE Team of Vadodara city, conducting an awareness campaign with women in a public place.

SHE Teams' women's awareness programmes have the potential to be a successful strategy for raising awareness and decreasing occurrences of sexual harassment and violence against women (Jewkes et al., 2017). Such initiatives may inspire women to seek help and take protective measures by increasing awareness about the incidence and detrimental impacts of gender-based violence. To successfully prevent and address gender-based violence, awareness campaigns must be supplemented with other strategies such as legal and policy reforms, community-based efforts, and education and training programmes for both men and women (Simon & Klaw, 2018).

The SHE Team has been working relentlessly to educate women about important problems and to fight gender-based violence. They have been teaching women on how to

recognise various types of abuse and how to seek help in the event of such situations through numerous programmes and projects. Furthermore, by giving contact information and establishing helplines, the team has made it simpler for women to file complaints and seek support. These initiatives have surely aided women's development and evolution by equipping them with the tools they need to protect themselves and express their rights.

Figure 21

Services provided for Children by SHE Team

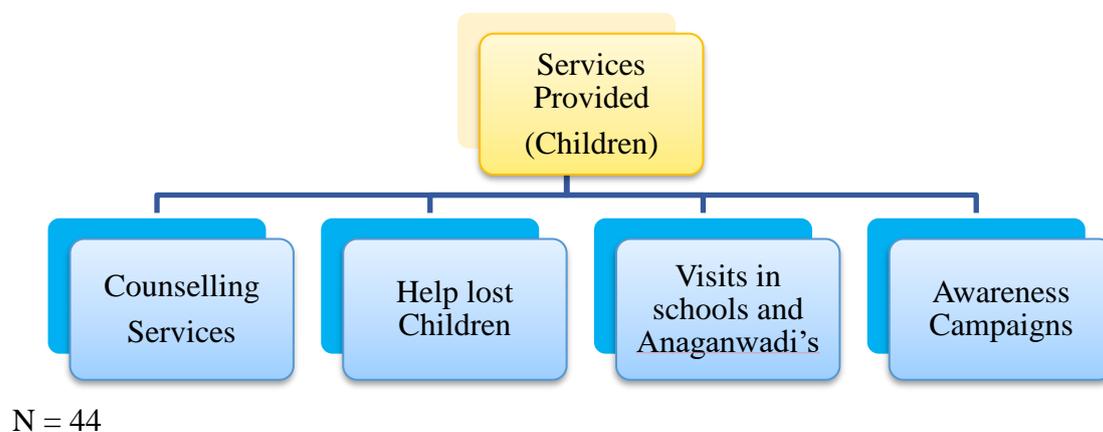


Figure 21 represents the information regarding the services provided by SHE Team members for children, which are

- Counselling Services:** As responded by (n=2) by SHE Team members during interview, The Team provides counselling assistance to children and adolescents. These services offer emotional support and counselling to help individuals cope with stress. Counselling services can help with a variety of concerns such as stress, anxiety, and depression. They are critical in assisting individuals in coping with hardships and preventing them from feeling isolated. *“Chokrao mate pan kahiye ne ke emne koi help joyiti hoye mano ke schoolma, college ma bhane che toh aapne aa exam aave che e lokono boardni exam hoye che toh bhanta hoye che ke jemne ocha marks aave che ke*

koi gharma thodu pressure hoye ke aatmahatya karvani koshish kare che eva bhi ghana banav bane che tya ena anusandhane ame ena ghre jayine enmu counselling kariye .”

- **Help Lost Children:** As responded by (n=9) SHE Team members, The Team is committed to safely reconnecting lost children with their families. During this stressful period, they do extensive searches, contact guardians, and give emotional support. Their efforts ensure that missing children are immediately found and returned to their family.
- **Visiting schools and Anganwadis:** As responded by (n=16) SHE Team members, the Team visits schools and anganwadis on a daily basis to conduct awareness campaigns and one-on-one encounters with children and adolescents. These visits allow the team to address the particular needs of the children and adolescents while also providing emotional support and advice. *“anganwadis ma teachersni mulaakat layiye chiye pachi schoolma pan mulaakat layiye chiye awareness program kariye chiye.”*
- **Awareness Campaigns:** As responded by 37 SHE Team members, in providing the information regarding awareness programs, undertaken by SHE Team for children and Adolescent. Awareness campaigns for children typically focus on current trends that pose a risk to their mental or physical health. These campaigns are regularly updated and target children from lower socioeconomic backgrounds who may not have access to basic education or government schools. The aim is to provide children with the knowledge and skills needed to stay healthy and safe, and to help them identify and report issues such as violence, abuse, or neglect (refer figure 22).

Figure 22

Awareness Campaigns for Children by SHE Team

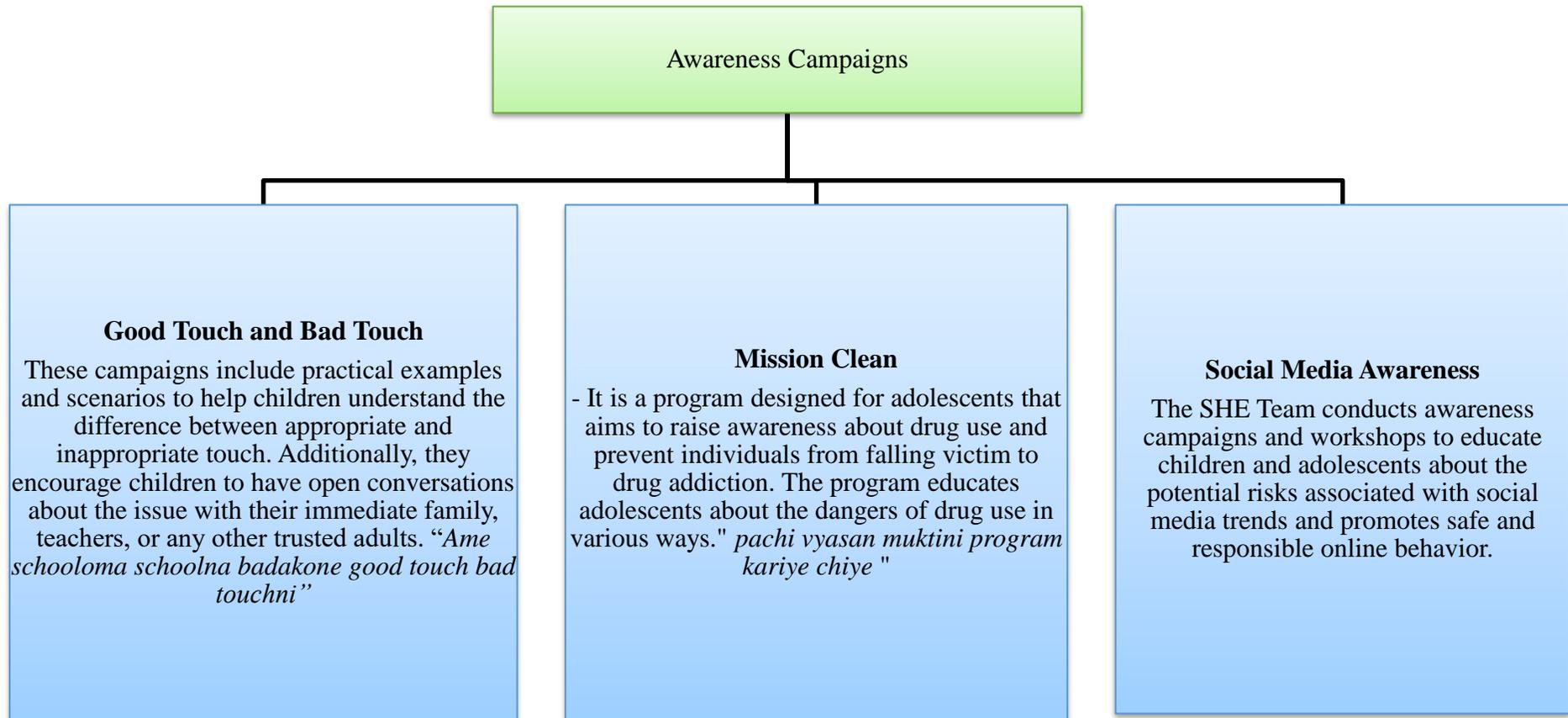


Figure 22 represents the details information of different types of awareness campaigns that are undertaken by SHE Team members of Vadodara city.

The SHE Team's initiative to conduct awareness sessions on good and bad touch in low socio-economic areas is crucial in promoting child safety and well-being (Pandey & Shrivastava, 2020). Studies have shown that children from such backgrounds are at a higher risk of being victims of abuse, making it important to equip them with the knowledge and skills to protect themselves (Shrivastava & Mishra, 2019). A study conducted in Delhi found that awareness programs on good and bad touch among school children were effective in educating them about the concept of abuse and the importance of reporting it (Das & Das, 2017). The SHE Team's efforts to reach out to rural and urban slum areas to conduct these awareness sessions align with the United Nations' Sustainable Development Goals, specifically SDG 16, which seeks to promote peace, justice, and strong institutions (United Nations, n.d.). By conducting such awareness programs, the SHE Team is taking a step towards creating a safer and more just society by promoting child safety and well-being in areas where child sexual abuse is prevalent (United Nations Development Programme, 2021).

Figure 23*Services provided for Senior Citizens by SHE Team*

Monthly Visits: As per reported by (n=30) SHE Team member, the Team in Vadodara provides monthly visits to older adults who live alone, offering emotional support and assistance. They also make Telephonic check in if physical visits are not possible. This aims to improve the quality of life for senior individuals who may be vulnerable and isolated, ensuring they are not abandoned or forgotten. *“SHE team enna ghare jaaye ane enna visit le mulaakat le ane nirakaran toh e she team dvara ke emne ek madhiyam chiye help karva mate aa she teamno main udeshya che.”*

Basic Services: As per reported by (n=28) SHE Team member, the Team provides necessary services to ensure the well-being and comfort of older residents, such as transportation, obtaining medication, groceries, and immunizations. Seniors can seek assistance directly, maintaining their independence and quality of life. *“Senior citizenne koi emne aaju baju heraan karta hoye yaa toh emne davakhane layi javu hoye yaa toh enna pension na kaame layi javu hoye yaa toh dava leva javu hoye toh vaccine levi hoye.”*

Safety and Security: As per reported by (n=9) SHE Team member, the Team ensures a safe and secure environment for older citizens living alone by providing personal help and maintaining a list of trusted helpers. They also protect seniors from potential risks posed by others in their neighbourhood.

Counselling: As per reported by (n=5) SHE Team member, the Team offers counselling to families and individuals dealing with issues related to older adults, including depression, to promote understanding and harmony.

Figure 23 represents the details information of different types of services that are provided to Senior Citizens by SHE Team members of Vadodara city. The one of major service for senior citizens is monthly visits, adding to the basic services, which includes support with necessary services such as doctor's visits or anything which is required. Then 9 responses cited the Safety and Security services, implying that some seniors may feel unsafe or endangered in their surroundings. Additionally, 5 responses indicate obtaining Counselling services, demonstrating that some older citizens require emotional help.

Table 1

List of Registered Senior Citizen Area wise

Sr. No	Location	Senior Citizens
1	Chhani	207
2	City	315
3	Fatehjung	267
4	Gorwa	292
5	Gotri	176
6	Harni	100+
7	J.P.	135
8	Laxmipura	250
9	Makarpura	356/357
10	Manjalpur	210
11	Nandesari	321
12	Navapura	215
13	Panigate	330
14	Sama	220
15	Wadi	376
16	Warasiya	400+
17	Fatehjung	267
18	Sayajigunj	118
19	Bapod	Data not Available
20	Karelibaugh	Data not Available
21	Raopura	Data not Available

Note: The table 1 displays the number of registered senior citizens in different areas in which the data for Bapod, Karelibaugh, and Raopura is not available.

Table 1 shows the number of senior citizens enrolled in various areas of Vadodara, with SHE Teams who are entitled for Senior Citizens services. SHE Teams are also responsible for handling of these registrations.

The SHE Team's initiative to visit senior citizens in Vadodara is commendable since it addresses the issue of loneliness and sadness among elderly people who may live alone. This is consistent with the World Health Organization's acknowledgement of the role of social connectivity in supporting good ageing (World Health Organisation, 2017). Social isolation and loneliness have been demonstrated in studies to have harmful effects on physical and mental health, including an increased risk of cardiovascular disease and depression (Holt-Lunstad et al., 2015; Shankar et al., 2013). By reaching out to seniors, the SHE Team not only provides assistance but also promotes general well-being. This initiative might serve as an example for cities looking to help their older adult population.

Figure 24

Other Services provided by SHE Team

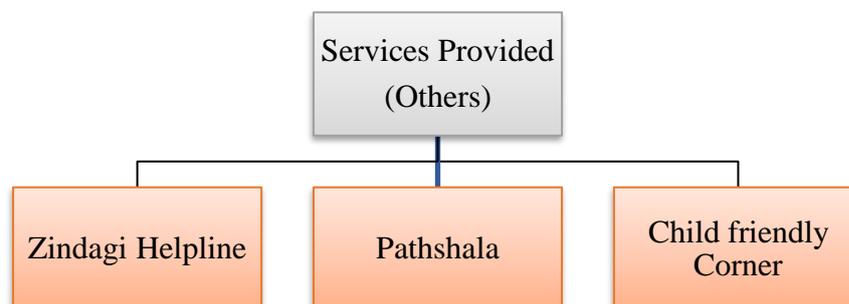


Figure 24 represents the information regarding the services provided by SHE Teams of Vadodara City.

- **Zindagi Lifeline Program:** The Zindagi Helpline unit run by SHE Team is an important resource for people who are facing mental health issues. This unit provides counseling services to those who are struggling with various challenges and helps them cope with their problems in a constructive way. The helpline number (1096) that is available for people to reach out to is an invaluable tool, as it makes it easier for people to get the help they need quickly and efficiently.
- **Pathshala:** The pathshala was located in the Manjalpur region, which is not just low-income but also home to a number of enterprises. In this background, the development of the pathshala is a praiseworthy endeavor to provide educational opportunities to children in a difficult situation. This step is especially valuable to working parents who may not have access to other educational resources.
- **The Child-Friendly corner** initiative was first started by the Harni police station and later adopted by all police stations in Vadodara. This highlights the proactive steps taken by the police force to ensure the safety and well-being of children in the community. The child-friendly corners provide a welcoming space for children to engage with trained professionals who can address their unique concerns and needs, serving not only the children of applicants and missing children who have been found, but also juveniles. These initiatives showcase the police force's commitment towards safeguarding the community's youngest members.

Figure 25

The Child Friendly Corner of Harni Police Station



Note: The photograph was taken by the researcher and shows the Child Friendly Corner of Harni Police Station.

In Figure 25 the image of Child Friendly Corner, Harni police station is shown. It is a dedicated space within the police station that aims to provide a child-friendly environment.

Figure 26*Difference between 181 Abhayam Team and SHE Team***181 Abhayam Team**

- The 181 Abhayam Team is a helpline service established by the Women and Child Welfare Ministry.
- Private agency hires individuals to provide support to women.
- The service is exclusively available for women.
- The service is available in limited areas.
- The team offers support and guidance to women, including assistance with police work

SHE Team

- The SHE Team is an extended part of the Police Department.
- It works for the safety and security of women, children, and senior citizens.
- The team is available in all police stations.
- It aims to prevent crimes through awareness campaigns and education.
- The team provides support to victims and helps them navigate the legal system, including assistance with police work.

Figure 26 states the difference between SHE Team and 181 Abhayam Team. The SHE Team provides comprehensive services, including prevention, and aid with police work for victims. On the other hand, the 181 Abhayam Team is a private helpline service for women in limited areas. Despite of differences both are important and perform their allocated tasks diligently

Figure 27

Trainings received by SHE Team

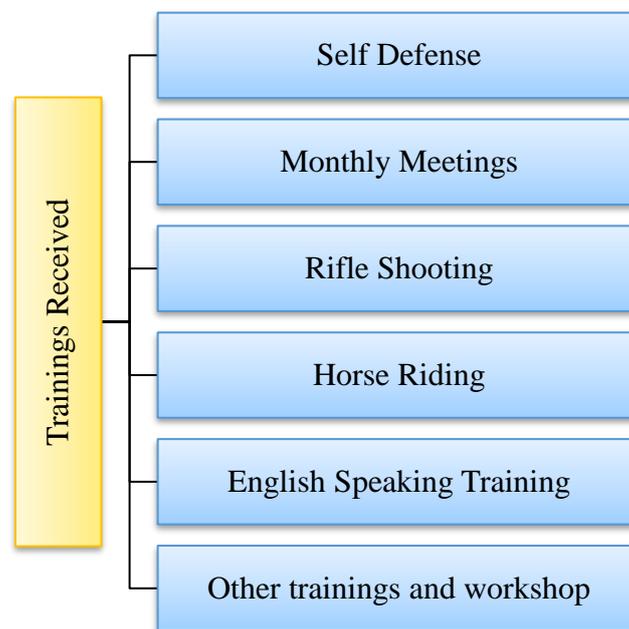


Figure 24 represents the information regarding the trainings received by SHE Teams of Vadodara City.

- Monthly Meetings:** As reported by the interviewed SHE Team members (n=25) the SHE Team Head Office conducts monthly meetings to improve their skills and knowledge. The meetings focus on practical examples and key considerations for effective communication and dealing with people, providing valuable insights and understanding for new team members.” *taalim toh amne avaar navaar aapvama aave toh ame laye pzn chiye ane ena mate ame prepare pan chiye etle talim leva mate,*

shikhva mate pan ke amari job j evi che opportunity wadi che ame e opportunity amarama aavya j karshe etle shikhta j rahevu pade”

- **Self Defense:** As reported by the interviewed SHE Team members (n=11) given the dangerous and unpredictable nature of law enforcement work, members need to learn self-defense techniques for both armed and unarmed encounters in order to protect themselves and others. By equipping officers with these skills, law enforcement agencies can improve officer safety, reduce the risk of injury or death in the line of duty, and enhance public safety overall. *“Haa training aapvama aave che self defensesni ame amarama improvement.”*
- **Rifle Shooting:** As reported by the interviewed SHE Team members (n=2), it is a valuable skill that enhances physical and mental coordination, concentration, and discipline. This training helps individuals develop accuracy, speed, and agility in handling firearms, which can be helpful in self-defense situations. By including rifle shooting as a training option, the SHE Team equips individuals with a diverse set of skills that can be useful in different scenarios, allowing them to feel more confident and prepared
- **English Speaking Training:** As reported by the interviewed SHE Team members (n=2), the training is to provide to SHE Team members to effectively communicate with people who don't know regional languages or foreign visitors who may not speak the local language. *“English ni training aapeli karan ke amare ghani vaar che ne eva lokone trat karvana hoye ke jemne englishma vaat kare toh emna mate english shikhvadi.”*
- **Horse Riding:** As reported by the interviewed SHE Team members (n=3) , horse riding training is important because it promotes safety, develops riding skills, and fosters a stronger bond between the rider and the horse. Proper training can teach

riders how to handle horses safely, develop the necessary physical and communication skills required for riding.

- **Other Trainings and Workshop:** As reported by the interviewed SHE Team members (n=6), the team also help their members to take external workshops and trainings outside the department. *“Amare police training ma badhu cover thayi j jaaye che.”*

Figure 28

The Rifle Shooting Training received by SHE Team Members

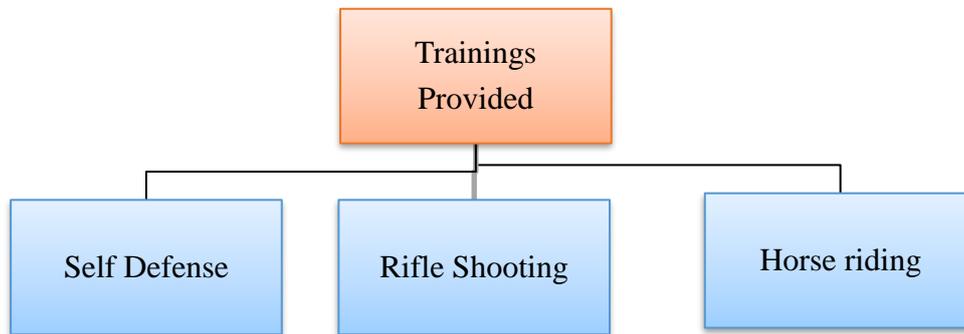


Note: Rifle Shooting training, Adapted from SHE Team App (2023).

Figure 28 display the image of SHE Team receiving Rifle Shooting training at Police Headquarters.

Figure 29

Trainings provided by SHE Team for Civic Society (Women)



N = 10

The figure 29 shows the training provided by SHE Teams to women free of cost as responded by one participant *“She teamma jetli mahilao hoye che emne self defenceni talim mate ame ahiya thi mokliye chiye, ghode sawarni, eh pan training hoye toh ame loko provide karta hoye toh e ame apaviye chiye mahilaone.”* Additionally, these trainings are regarding rifle shooting and self-defense to build their confidence and safety skills. Horse riding is also be available at a minimum charge. Registration can be done through the SHE Team mobile app.

Figure 30

The glimpse of Self Défense Training by SHE Team



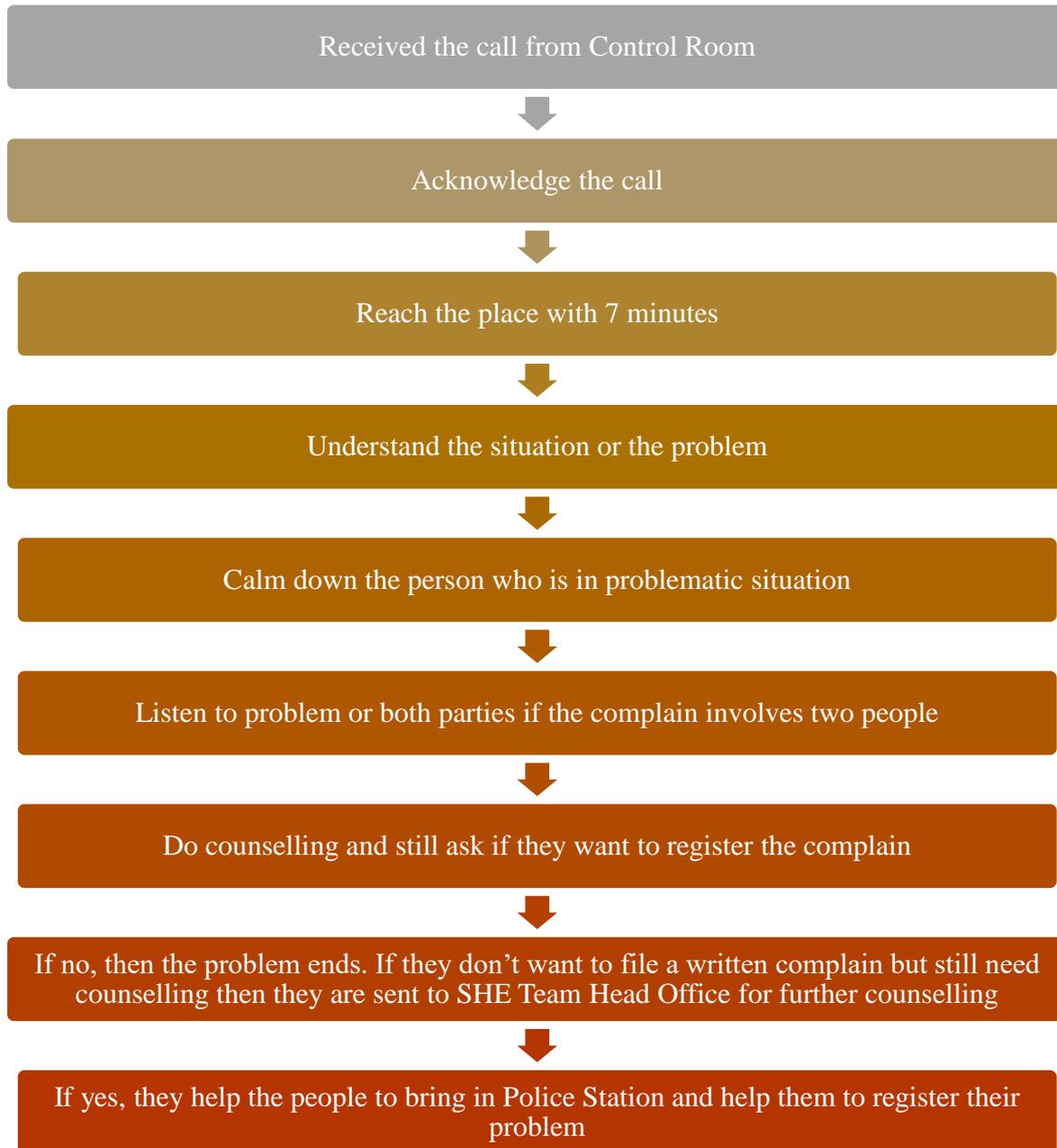
Note: Self Defence training, image is taken from SHE Team App (2023).

Figure 30, image displays SHE Team of Vadodara City conducting Self-Defence training with woman at Police Headquarters.

Standard Operating Procedure of the SHE Team to attend a Complain Call.

Figure 31

Procedure to attend a Complain Call



N = 44

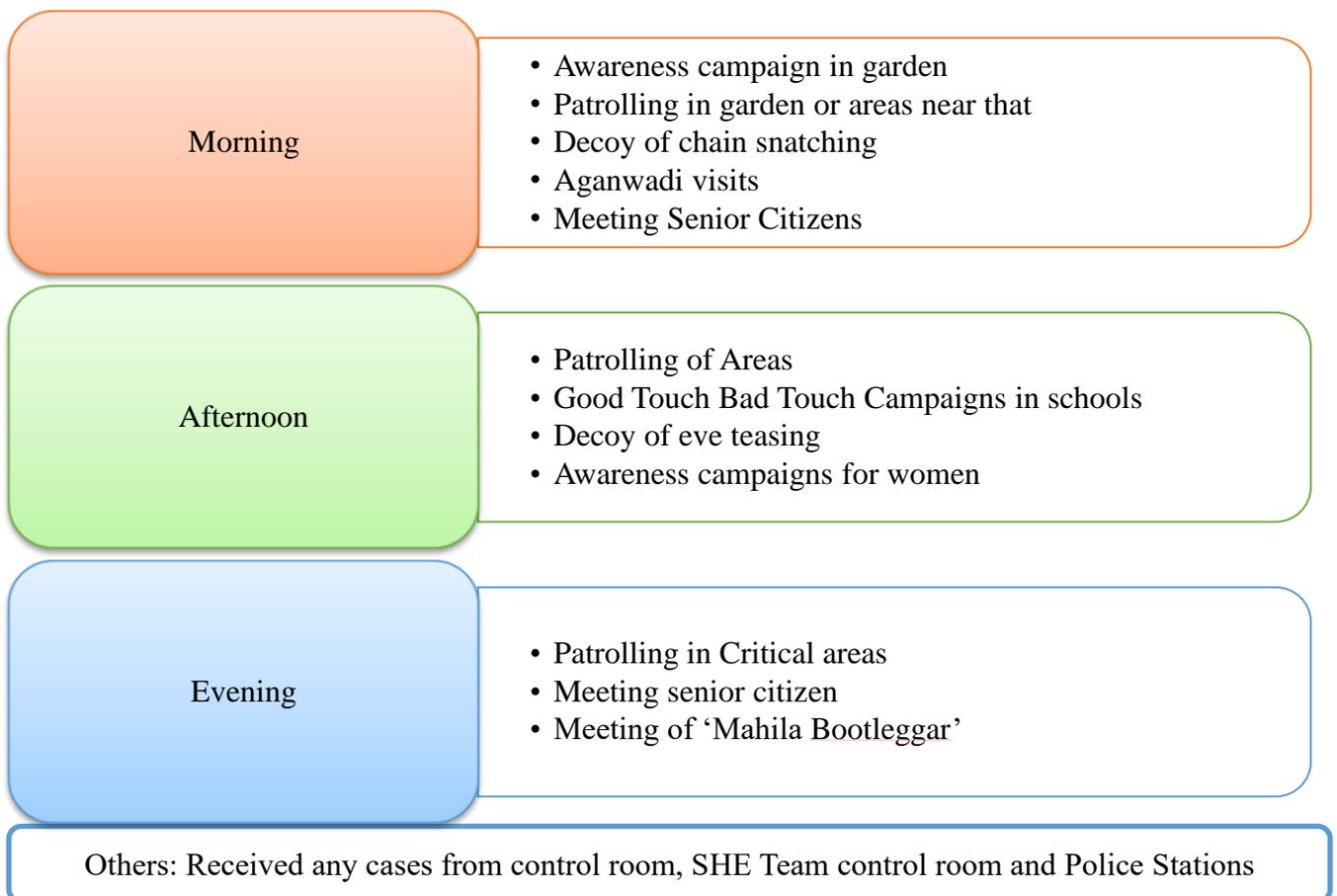
Figure 31 describes the Standard Operating Procedure followed by SHE Teams to attend to a complain call. While describing the procedure all the participant emphasised the importance of showing up on time or as soon as possible, comforting the individual as responded by one participant, and paying close attention to what they say as quoted by a

participant. “*ghani vakhar evu bane ke manas hyper thayine amuk ke haslo bhai police che paapni madad karshe aam ke police che e koina babte koina upar guno dakhal kari de teo ke koi kharab j kari nakhya evu koi divas police to irado nathi police bane oakshone sambhde che jemke ladyz che emne peheli priority aape che*”

Daily Schedule

Figure 32

Daily Schedule of SHE Team



N = 44

Figure 32 represents to be a schedule or plan of activities for a SHE Team, a group focused on women's safety and empowerment. The schedule includes activities such as patrolling critical areas, conducting awareness campaigns, and responding to cases received from control rooms and police stations. The team's activities are likely to be driven by specific cases received and may involve investigations, victim support, and legal

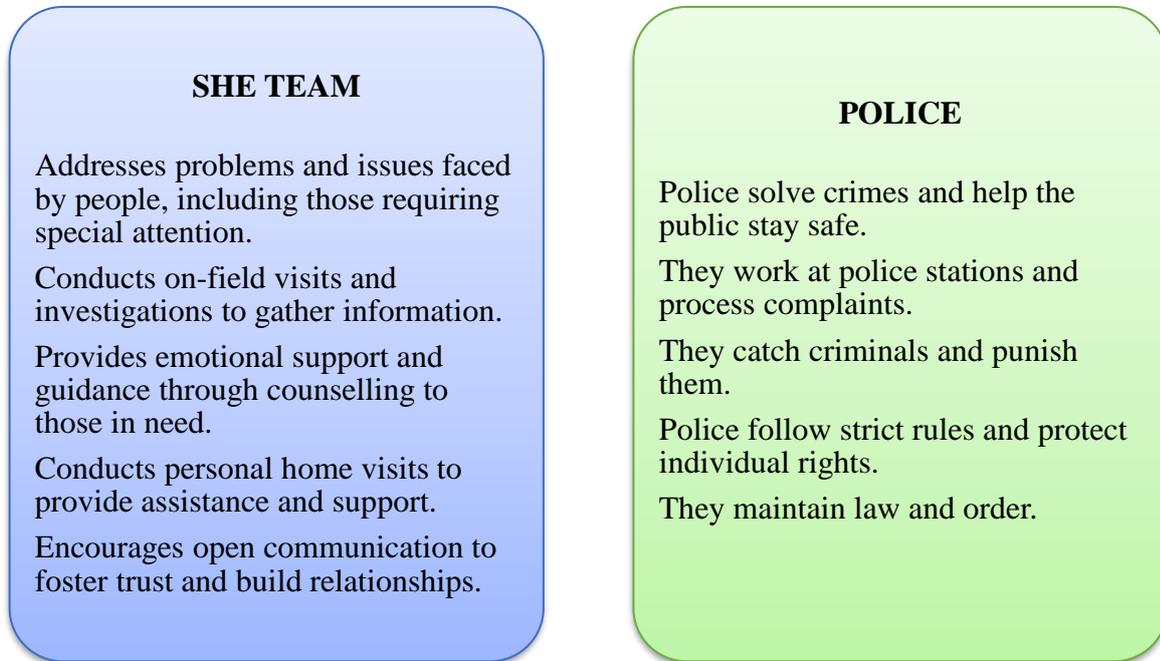
action. *“Saware she teamma ame 6 vage thi ravana thayi chiye k vage che toh koi pblic mano ke morning walkma joyiye che pachi evi rite ame emni mulakaat layie chiye gardenma jayiye che aavi jayaye vistaar ma aaveli che tya jayiye canal che amare to tya joyiye ke koi banav na bane etle tya ame 6 thi 9 sada 9 sudhi patrolling kariye pachi DR banavanu hoye toh e aayiye pachi register senior citizeno ni mulaakat levani anagavadioni mulakaat schoolni mulaatkaat levani biji koi pravrate vache control ni kai vardhi hoye to e pravrutu amari chale.”*

The SHE Team conducts surveillance operations (decoy) in plain clothes at hotspots, using hidden cameras to record instances of girls being trapped and harassed by men. The team watches for eve teasers and stalkers, catching them and providing counselling, and if necessary, punishing them according to the law. If the offense is proven, a case is filed under the relevant sections. (Shailaja, 2008)

Roles and Responsibilities of SHE Team and Police

Figure 33

Working style of SHE Team and Police



N = 38

Figure 33 illustrates the differences between the roles and responsibilities of the SHE Team and the police. 44 participants, 38 individuals responded with various differences in the roles and responsibilities of police and SHE team, while the remaining 6 participants reported that there were no such specific differences between among both. *“Etle tamne to pehele j kahi didhu ke she teamma ane policema koi farak j nathi.”* While based on the responses of 38 participants. The data suggests that the main differences lie in their on-field and off-field jobs, as well as their focus on serving the general public and specific groups such as women, children, and senior citizens. The participants also noted the advantage of women being able to share personal experiences with other women when as responded *“mahilao saamethi bina archan khule toh kahi shake koi prashan hoye toh kahi shake che.”* These findings may have implications for policymakers and organizations working towards promoting women's safety

and well-being. However, the interpretation is limited by the sample size and specific context of the study.

Common Cases received by SHE Team

Table 2

List of Common Cases received by SHE Team Area wise

Sr. no	Location	Common Cases
1	Bapod	Internal family problems, neighbourhood problems
2	Chhani	Eve teasing, Domestic violence, Internal family problems
3	City	Violence, Kidnapping, Rape, Internal family problems
4	Fatehgunj	Domestic violence, Neighbourhood fights
5	Gorwa	Alcoholic, Internal family problems, Domestic Violence
6	Gotri	Domestic violence, Neighbourhood fights
7	Harni	Eve teasing, Domestic violence, Internal family problems
8	Jawarhnagar	Alcoholic, Internal family problems, Domestic Violence
9	J.P. Road	Alcoholic, Domestic Violence
10	Karelibaugh	Theft, Alcoholic
11	Laxmipura	Alcoholic, Internal family problems, Neighbourhood fights

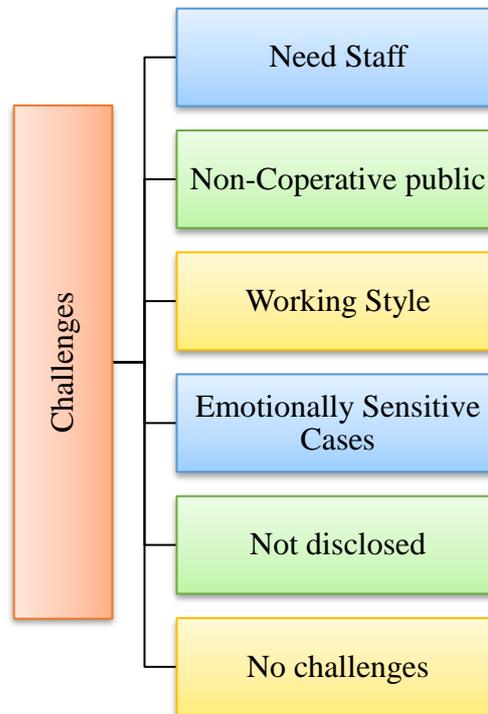
12	Makarpura	Alcoholic, Internal family problems, Eve teasing
13	Manjalpur	Domestic violence, Neighbourhood fights, Fights
14	Nandesari	Alcoholic
15	Navapura	Alcoholic, Internal family problems
16	Panigate	Alcoholic, Internal family problems, Domestic Violence, Neighbourhood fights,
17	Raopura	Domestic Violence
18	Sama	Internal family problems, Neighbourhood problems, Missing person
19	Sayajigunj	Internal family problems, Alcoholic
20	Wadi	Internal family problems, Alcoholic
21	Warasiya	Internal family problems, Alcoholic

In the City of Vadodara, the data of common cases received by SHE Team is represented in table 2. The most common complaints received by SHE Team is domestic violence and internal family problems are the most common cases reported to SHE Teams across many areas. Alcoholic-related incidents are also frequent. The table provides insight into the nature of gender-based violence in different regions. *“Mota bhage to mahilaone je maro pati daaru pive che ane dhamaal kare che bas e je mota bhage complain aave che.*

Challenges

Figure 34

Challenges faced by SHE Team



N = 44

Figure 34 represents the opinions of SHE Team members on the Challenges faced by them while working on field.

- Need Staff:** As per reported (n=18) by interviewed SHE Team members, the inclusion of a male officer in the SHE Team could be advantageous in handling critical cases involving male-specific issues or physical strength. Instances such as lifting an alcoholic man or dealing with a male with mental health issues who may become violent require a male officer's expertise to handle effectively and safely.

“Ghanivaar evu bane che ke koi ladies che emno husband che emne daaru pine maar jodh kare che barabar che ame tya jayiye che have daaru pine ame have gents che ene pakadi lavanu che ane dharo ke ame ekla chiye ladies have ane pakadi lavva

mate amara pase koi gentes nahi hota ane have daaruni vardhima ame evu rajuaat kariye chiye ke koi gents ame aape ame”

- **Non cooperative Public:** As per reported (n=20) by interviewed SHE Team members, the Team faces challenges in carrying out their duties effectively when they lack support from the community. The primary challenges include negative perceptions and doubts towards the SHE Team, senior citizens seeking financial assistance, female victims registering complaints while also contributing to the problem, and difficulties in providing solutions that satisfy everyone involved.

“Mushkelio toh ghani aave che ema evu hoye che ke ghani vaar senior citizen ni sevaro che amuk eni ame loko ema ketlaye senior citizen finance mate pan amne kaeh che ke tame amne financially help shu karsho je amara mate ashakya che e nathi kari shakta bas.”

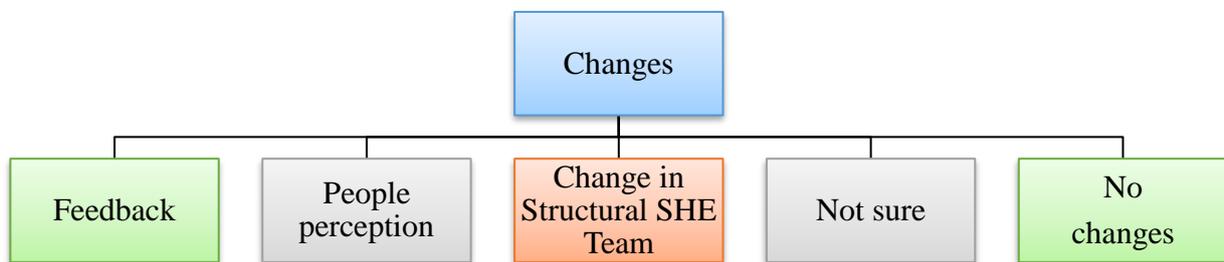
- **Working Styles:** As per reported (n=3) by interviewed SHE Team members, the work of the SHE Team is dynamic and multifaceted, as the problems they encounter are often unique and require tailored solutions. The dual role of the SHE Team as both police officers and members of the SHE Team can also create confusion.
- **Emotionally Sensitive Cases:** As per reported (n=2) by interviewed SHE Team members, the Team's close connections with the community can present challenges when dealing with conflicts between individuals who are unwilling to compromise. The team's role is to listen, provide guidance, and find peaceful resolutions that benefit all parties involved. However, navigating complex interpersonal dynamics can be difficult
- **Not sure:** As per reported (n=3) by interviewed SHE Team members, the members really not describe any challenges that they are facing one respondent also quoted that, *“Aa tame toh mushkiloni vaat toh karta nahi kem ke aa department evu che*

problem toh hoye e badhu badha face thaye che toh chata ame kariye happy ame amara kaam thi khush che.”

- **No challenges:** According to the stated (n=6) SHE Team members among the interviewed members, they are not encountering any challenges or have not yet encountered one.

Figure 35

Opinions on changes required in SHE Team



N = 44

Figure 35 represents the opinions of SHE Team members on the changes required in SHE Team functioning.

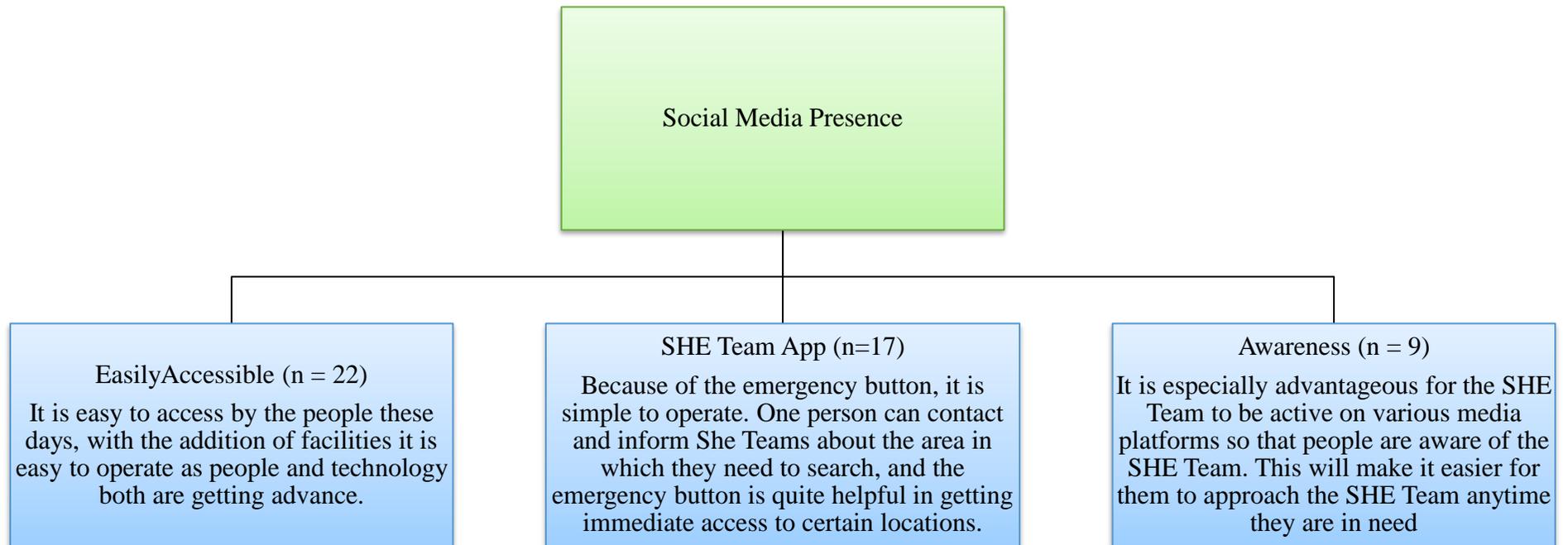
- **No changes:** As per reported (n=31) by interviewed SHE Team members there is no change required. Also, one participant quoted that *“Naa haal nhi kaamgiri toh saari che pan je CP sir no hukum aavshe ane kayi pan changes aavshe toh ferfar thase ane aapna CP Saheb e je che e she team side par vadhare che ane e kar she je fer pade ane training e badhu vadhare aavshe.”*
- **Feedback:** As per reported (n=31) by interviewed SHE Team members, the Team takes pride in completing all assigned tasks to the best of their abilities. However, in order to better understand the needs of the public and improve the services provided, feedback from those who have received the service is crucial. It is important for higher authorities to address necessary changes in order for the team to excel at their work and provide optimal service to the public. *“Evu to koi ferfaar karvani jarur nahi*

bayu khaas toh bhi ek she teamna incharge tarike amne ecu lagtu hoye ame loko ne je karamcharione she team ma rakhel che emne koi kaamgiri change karvu hoye jke bhai aa kaamgiri aave che ke aama thodi nabdi kaamgiri che ki aane thodu sudharvani jarur che ke aa vistaarma aam che koi ladiesnu senior citizen nu etle e lokone dhayan aave etle e je e loko kese ame change karishu 100 taka.”

- People Perception:** As per reported (n=3) by interviewed SHE Team members, the team needs change in people perception as they can be more cooperative and less demands, people actually appreciate what she team is doing. *“Phone aave che ghanivaar evu pan bani shake che ke ladieso phone karti hoye pan amuk vaar evu bani jaaye che ke ladiesnu j vaak hoye che already gentsnu hoto j nathi pan have complain j evi kari hoye che toh pan ame ladies ne samjavano try kariye chiye ke ben aapne samajma aadi chiye ke samajma toh amuk toh tame saasri pakshna toh amuk toh bhogvu pad eke ame papa na ghare na bhogyu che evi rite saasri pakshma toh male nhi pan amuk vaar evu bani jaaye che ke lokone samjava bayu aghra padi jaye che.”* And promote positive behavioral changes
- Change in SHE Team Structure:** As per reported (n=5) by interviewed SHE Team members, the team comprises of six female members, it is required that at least one male member be included in the team to handle challenging cases such as those involving alcoholic men or physical altercations. *“Jo vadhare ferfar thaye toh saaru, loko no force thodu vadhare aam ferfaarma aavu hoye che ladies ne lagti koi vadhare kaamgiri aave toh saaru”*
- Not Sure:** As per reported (n=31) by interviewed SHE Team members, that they were unsure of the changes that they want, one participant also responded *“Ferfaar aava joiye pan hu tamne chokas na kayi shaku*

Figure 36

Opinions of SHE Team members on Social Media Presence



N = 44

Figure 36 highlights the accessibility of the SHE Team and the positive impact of facilities and technology advancements. All of the participants (N = 44) emphasized the importance of social media in connecting with the SHE Team. Specifically, 22 participants highlighted how easily they can contact the team through social media. Additionally, 9 participants emphasized the need for increased awareness of the team's presence on social media platforms, as it will make it easier for people to approach them when in need. Furthermore, 17 participants praised the SHE Team app (*“Aatyare she teamni app, application che application ma ecu che ke tame ek toh phone karo ke tamara je relatrive hoye emne number pan call jashe ek 181 ne call jashe ane biju third hoye che e mane atyare khyaal nathi karan je hu atyare navi chu she team ma etle e application save che ane aavi application hovi joyiye”*)(*“ She teamma application download karve kemke application ma sayuthi moto benefit e che ke ema tamaru koi naam bahaar nhi padhtu, details j badhi tamari rahe che eh tamara pase rahe che”*) as it is easily accessible and has an emergency button that allows for swift communication with the team.

According to the Assessment report conducted by (Centre for Economic and Social Studies, 2020) founded that social media was found to be a significant factor in spreading information about the SHE team, with 73 among 314 of respondents citing it as their source of knowledge. However, the use of electronic media was found to be underutilized and should be employed more effectively as it is easily accessible to the majority of people, including those with low income. The survey also found that many respondents had become aware of the SHE team through multiple channels.

The results of objective-1 highlights that the SHE Team is a group of trained professionals, including police officers, community leaders, educators, and social workers, who collaborate to promote safety and security in the community and make peace a reality.

The objectives of the SHE Team include:

- Enhancing the effectiveness of the SHE Team app to ensure that individuals can report complaints easily and effectively.
- Organizing awareness campaigns and workshops for low socio-economic communities to increase public awareness.
- Targeting vulnerable groups, including children, women, and senior citizens, for specific support programs.
- Increasing surveillance and maintaining security to prevent gender-based violence.
- Providing effective solutions to reported complaints and monitoring satisfaction levels.
- Reaching out to those in need and providing accessible support services.
- Helping all members of the community to achieve a safe and secured feeling among people

These objectives reflect the SHE Team's multifaceted approach to promoting peace, security, and well-being within the community. The SHE Team's work is diverse, ranging from education and awareness-raising to providing practical solutions to complex problems. Nevertheless, the team's overarching objective is to ensure the safety and well-being of all citizens, and their efforts are essential to achieving a goal of peaceful society.

Objective 2: Impact Assessment on Families previously helped by SHE Team

The objective of conducting an impact assessment on families previously helped by the SHE Team is to evaluate the effectiveness of the support provided by the team and understand how it has impacted the lives of the families. It will also help to identify the positive changes that have occurred in the lives of the families after receiving support from the SHE Team.

Table 3

List of the areas from where the Samples were Collected

Area	Sample Collected
Sayajigunj	2
Fatehgunj	2
Chhani	2
Karelibaugh	1
Harni	1
Raopura	2

N=10

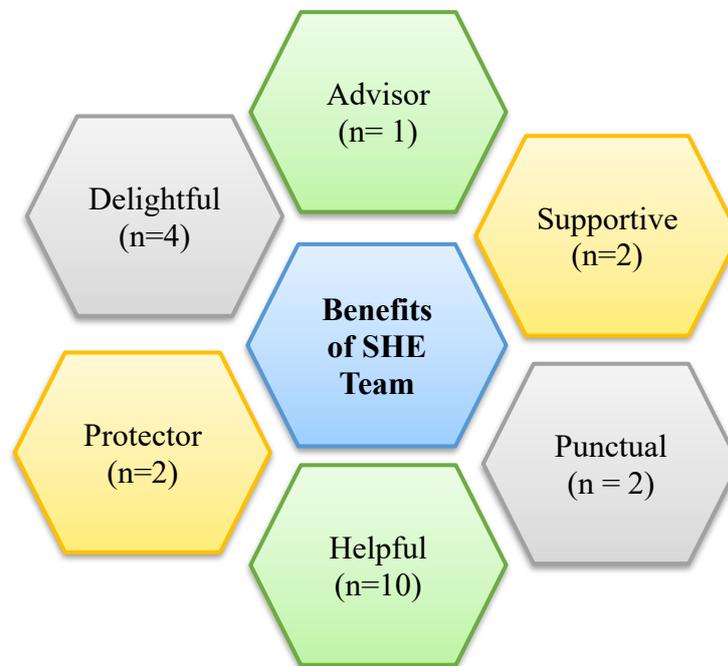
Table 3 displays the areas of Vadodara city from which the samples were collected. It should be noted that these samples were collected under the guidance of PSI Vaishali Parmar, SHE Team at the office."

Table 4*List of the Individual Impacted as per Categories*

Category	No. of individuals impacted
Senior Citizens	6
Women with Family problems	1
Family with Personal problems	1
Awareness Campaigns	1
Woman Bootlegger	1

N = 10

Table 4 presents the list of people participate in impact assessment. An impact assessment was conducted that involved reaching out to different groups of individuals in a community presented. The assessment had a total impact on 10 individuals, with 6 senior citizens being helped. In addition, an awareness campaign was conducted that had an impact on 1 individual, and 1 woman with family problems was provided assistance. One family with personal problems was also provided assistance during the assessment. Lastly, a Women Bootlegger was assisted. This assessment highlights the importance of identifying the needs of different groups within a community

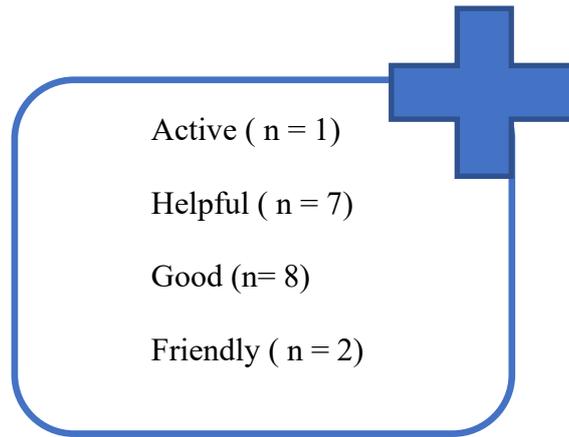
Figure 37*Benefits of SHE Team for People*

N = 10

As shown in Figure 37 all the responders provided how She Teams are beneficial to them in providing the services needed. All of the participants considered She Team as essentially helpful as a participant responded as “*She team dhani rite madadroop thaye che ema toh khaas karine j senior citizen che,*

While describing about punctuality in SHE Team members the participant reponded as” *badhi rite fayeda che mane koi vandho nhi. Hu phone karu etle maro tart j phone le che ane aavi jaaye che.*”

Among 10, 6 of the participants are considered SHE Teams Presence very delightful especially, when they carried out monthly visits one responded also quoted that, “*aa mari dikariyo aave to mane toh khub game.*”

Figure 38*Feedback on SHE Team*

N = 10

Figure 38 has shown the categories for the feedback collected on SHE Team, all the participants were very happy to share their positive experiences and shared words for them like saras, madadroop, active and friendly.

While describing about how helpful SHE Team is on participant responded as “*Amara mate to sarvasva che aa beheno ane amaru dhyan rakhna maari seva karnar amra dikra dikriyo karta vadhare pan amari jode helper thayi amne darek karyama safalta aape che e j amaru che ghdaoni nhi pan potana gharna pan vadilni seva kari sake evi aa dikariyo che koine kar jode evi nathi prem bhav aaya ane vinay vivek aaje aamnama che e koinama nathi atyare.*”

According to the assessment report conducted by the Telangana government through Centre for Economic and Social Studies (2020), almost all participants (98%, or 288 people) did not face any difficulties when reporting their complaints to the SHE Team through various communication channels.

Figure 39

Changes Before and After SHE Team was formed



N = 10

Figure 39 display the difference between before and after she team was formed, In which participants have describe about their visit as 6 among 10 participants were Senior Citizen, they have also expressed their gratitude by responding, “*aa lokoni kaamgiri bayu saari hoye che. Vadodadara seher police je aa she team kariyu che senior citizen mate eh ghanu saru kariyu che.*”

While the female bootlegger which they help to set up a new financial source describe the change as “*Pehela bayu kharab sithi hati have toh sari che she team aavya pachi mane saaru lage che ane badha aavi rite jindagima badlav kare toh bayu saru che am ke aapni jindagi saari jindagi jivva mate moko male che toh jivvu joyiye bayu saari salah aapine mane saaru dhandu karvani mane saaru gujraan karu chu.*”

According to the results of Assessment of SHE Team, Telangana by Centre for Economic and Social Studies (2020), the introduction of the SHE team has had a positive impact on the public perception of the police force, with many citizens now viewing them as friendly and approachable. According to district-wise responses, the highest number of males from Rangareddy and the highest number of females from Medchal-Malkajgiri reported that they have noticed changes in the image of the police force as more citizen-friendly.

Key Observation of SHE Team during Impact Assessment

- The SHE Team has established a strong connection with the community, especially with senior citizens, who trust them to look after their safety and security.
- The SHE Team members are highly approachable and easy to talk to, displaying professionalism and empathy towards all individuals.
- During the course of our observation, the SHE Team displayed a compassionate and humanistic approach, going above and beyond to bring snacks for the children of the individuals they were visiting.

The SHE Team displays a high level of consideration towards the community, calling ahead of their visits to avoid causing any disturbance or inconvenience to the residents.

The impact assessment conducted by the SHE Team was a valuable and efficient tool that provided constructive feedback and allowed for the identification of areas for improvement. Additionally, the assessment fostered a sense of connection and warmth between the public and the SHE Team, leading to increased trust and confidence. The overall experience was a delightful one for both parties, providing an opportunity for the public to voice their concerns and for the SHE Team to showcase their commitment to safety, health, and environmental protection while improving their practices.

Objective 3: To undertake systematic documentation of the various functions of SHE Teams (Video Documentation of a day in the life of SHE Team)

The main purpose is to create a systematic record of the functions performed by the SHE Team by documenting their activities through video documentation. The team's work processes, accomplishments, and activities will be thoroughly recorded through this initiative. On March 25th, 2023, Makarpura's SHE Team was observed and recorded to capture their daily interactions and activities.

Table 5

Schedule for One Day in Life of She Team

Time	Activity	Location
11:00 AM	Start of journey, pick up by SHE team	Police Bhavan
11:30 AM	Discussion of day's activities with SHE team	Makarpura SHE team office
12:00 PM	Arrival at Makarpura police station, briefing on the day's activities	Makarpura police station
12:15 PM	Field visit 1: Visit to senior citizen in Gokul Nagar (unsuccessful)	Gokul Nagar
12:45 PM	Field visit 2: Meeting with mahila bootlegger	Makarpura
1:20 PM	Return to Makarpura police station, SHE team logbook review	Makarpura police station
2:00 PM	Lunch break	Local restaurant
3:00 PM	Field visit 3: Patrolling on Makarpura highway	Makarpura highway
4:00 PM	Field visit 4: Patrolling in critical industrial areas	Industrial areas

4:45 PM	Field visit 5: Meeting with senior citizen in government housing	Government housing
5:15 PM	Field visit 6: Patrolling in schools where board exams were conducted	Schools
5:45 PM	Meeting with senior citizen	Senior citizen's residence
6:00 PM	Planning for good touch bad touch campaign (unsuccessful due to school being closed)	Schools
6:15 PM	Complaint call about neighbour problem	Makarpura
7:00 PM	Patrolling in police headquarters and	Police Headquarters
7:30 PM	Walking patrolling in Lalbaug public garden	Lalbaug
8:00 PM	Drop off by SHE team at Police Bhavan	Police Bhavan

In Table 5 the schedule outlines a day's activities for a SHE team in Makarpura's, the day was filled with the various meetings, field visits and patrolling.

Link to the Video

<https://youtu.be/gt3C0kKoCrw>

Discussion

In India, the SHE Team is an innovative strategy to addressing gender-based violence. This unit is made up of trained woman police officers who work to protect and secure women and children in public places. The squad's major goal is to prevent sexual harassment, abuse, and violence against women through surveillance, emergency response, and outreach activities. The SHE Team's success may be ascribed to its unique structure, which combines participation from several government departments, non-governmental organisations, and civil society organisations. The SHE Team's impact evaluation was mainly positive, with many people satisfied with the services offered.

SHE Team on Women Safety

SHE Teams' work to improve women's safety by tackling gender-based violence is an essential component of their work. Crimes against women in India have increased throughout the years, according to a National Crime Records Bureau report (NCRB, 2019). In this sense, SHE Teams have been critical in increasing awareness, recognising and responding to incidences of gender-based violence, and counselling victims. According to research, the presence of SHE Teams has increased reporting of crimes against women while decreasing the prevalence of such crimes (Sawant & Singh, 2019).

Further, the proactive behaviour of the SHE Team in detecting and resolving occurrences of gender-based violence is critical in building a safer workplace for women. They have been working hard to sensitise society, raise awareness, and engage stakeholders in order to guarantee that women feel protected and secure. This is consistent with UN Sustainable Development Goal 5, which aspires to promote gender equality and empower all women and girls (UN, 2021).

The role of SHE Teams in increasing women's safety is critical in tackling the problem of gender-based violence. Their proactive approach to recognising and responding to incidences of assault, as well as raising awareness, can contribute to a safer environment for women. It is critical that we continue to support their efforts to empower women and create a fairer society.

Role of technology in SHE Team

Police and law enforcement in Vadodara, India, have used technology effectively to improve the city's safety and security. After the lockdown, the usage of technology rose dramatically, making it even more crucial in the current circumstances. The Vadodara Police Department released the SHE Team app in 2021 to increase response to women's safety concerns. However, even before the app's release, users were already reporting using technology, which was taken into account when designing the app (Bhattacharjee, 2021).

The SHE Team Police app, for SHE Team members is the supplementary app included with the SHE Team app. This software is meant for SHE Team members to obtain information, and it is a cloud-based system that enables for rapid and efficient access to information, accelerating the law enforcement process (The Times of India, 2019). The app also intends to increase awareness about the incidence of cybercrime and give useful recommendations on how to prevent becoming a victim (Bhattacharjee, 2021).

The Vadodara Police Department, in addition to the SHE Team app, has introduced additional applications, like as the Police FIR app, to make it simpler for civilians to report events (The Times of India, 2021). Furthermore, the government has launched a number of awareness campaigns to encourage consumers to make efficient use of these applications (The Economic Times, 2019).

The police and law enforcement in Vadodara's efficient use of technology, especially the SHE Team app, has been important in establishing a safer environment for people. The app has not only made it simpler for women to report occurrences, but it has also allowed the police department to respond to complaints more effectively, streamlining the process. By increasing awareness about cybercrime and offering advice on how to avoid such crimes, the app has also helped citizens to protect themselves from potential dangers.

Job Satisfaction among SHE Team members

As stated by Kardam and Rangnekar (2021), work satisfaction is defined as an employee's emotional response or feeling towards their job as a result of comparing their perceived outcomes to their intended ones. This psychological attachment to their job is a powerful response that can affect an employee's overall well-being at work.

Job happiness has been linked to higher productivity and organisational commitment, less absenteeism and turnover, and, ultimately, higher organisational performance. Employees that are happy with their employment are more likely to work more, be more productive, and stay with the organisation (Ellickson and Logsdon, 2001).

Working as part of a SHE Team can give officers a sense of purpose and fulfilment as they fight to promote women's safety and reduce gender-based violence. This can lead to a more favourable emotional state as well as emotions of job satisfaction. Working in a team that closely collaborates with the community can also foster a sense of camaraderie and connection among team members and community members. As one SHE Team member highlighted the importance of working in SHE Team by responding as *“Muskelio e toh pehela Ghani aavi gayi amre to pehela karta atyate bayu saaru che pehele amare amne evu thaye ke Naukri chodi dayiye emni icha pan nathi hoti aaropione maariye ne aa ane pchi e*

badhu sahan naa thaye pehela toh manav adhikarine ane adhikarine rite bayu farak pade che ane lokone have maan mariyada sahkaar saaro male che ne amne lokone avkaash saari rite male, pehela amne evu thaye ke naukri chodi dayiye have ghanu saaru che, have jyare navi chokri aave che ne e bindaas besi shake pehela eme loko bindaas na besi shakta.”

In conclusion, job satisfaction is a crucial factor in employee motivation and productivity, and working in a SHE Team can contribute to a positive emotional state and feelings of fulfilment.

Additional Trainings

Studies have demonstrated that providing law enforcement officials with appropriate training and counselling may considerably increase their capacity to manage incidents involving women's safety (Bograd & Grudzinskas, 2012; Ortiz-Barreda et al., 2020). While the SHE Team members in Vadodara are already trained in women's safety, more training in good counselling might help them even more. A trained therapist might teach them how to deal with victims in a non-judgmental and helpful manner, as well as provide them with information on legal and medical processes (Giri & Singh, 2018).

In addition, the usage of technology has increased since the lockdown, making the SHE Team app more relevant than ever (Gupta, 2021). The app provides a place for women to report experiences of harassment and abuse, as well as fast aid. However, the app's effectiveness is dependent on the SHE Team personnel's knowledge and training to utilise it properly (Gupta, 2021).

As a result, extra training for SHE Team employees, concentrating on effective counselling skills, is required to improve their overall reaction to occurrences involving women's safety. The training might be delivered in partnership with qualified psychologists

and counsellors, who could offer assistance to victims and SHE Team workers (Bograd & Grudzinskas, 2012). The SHE Team staff would be able to manage individuals more efficiently and give greater assistance to the victims if they possessed the requisite counselling abilities, resulting in a faster recovery process.

Lastly, while the SHE Team workers are already trained in the subject of women's safety, giving them with further training in good counselling might help them even more. Training might be offered in partnership with psychologists and counsellors, and it could improve the overall response of the SHE Team to incidents related to women's safety

Implications

- The awareness campaigns and workshops organized by the SHE Team can help to educate the public about their rights and how to identify and report incidents of violence and harassment, which can lead to a reduction in the number of incidents.
- The study highlights the need for all officers to be trained in gender sensitivity and effective handling of gender-based violence cases.
- Continuing the work of SHE Team and ensuring their sustained presence in the community can further enhance people's trust and confidence in law enforcement agencies. The team's consistent efforts to address community safety concerns and provide accessible support services can help to establish a positive and long-lasting relationship between the police force and the public.
- The work of SHE Team can contribute to changing the social image of law enforcement agencies by establishing personal connections with the community. This can help to bridge the gap between the police force and the public and foster a sense of mutual understanding and respect. As a result, people may be more inclined to seek help from law enforcement agencies, leading to a safer and more secure environment for everyone.

Conclusion

The SHE Team plays a crucial role in promoting women's safety and reducing gender-based violence. The team members receive practical and hands-on training from higher authorities, which is essential for their work. However, there is also a need for specialized counselling training to provide adequate support to victims of gender-based violence. By providing such training, the team members can improve their ability to provide emotional support, enhance their communication skills, empathy, and emotional intelligence. This will ultimately contribute to a safer and more equitable society.

The SHE Team's work is critical in addressing gender-based violence and ensuring that women feel safe and secure in their communities. Through their efforts, they are not only preventing violence but also empowering women to speak up and seek help. Their work has a significant impact on individuals, families, and society as a whole.

In addition to counselling training, the SHE Team can benefit from ongoing education and training to keep up-to-date with the latest research and best practices in the field of public safety. This will ensure that they are equipped with the knowledge and skills necessary to address the evolving challenges of gender-based violence.

Overall, the SHE Team is an essential component of public safety and the fight against gender-based violence. By providing them with the necessary support and training, we can ensure that they are well-equipped to continue their vital work and create a safer and more equitable society for all.

Recommendations

- Examining Public attitude towards She Teams
- Using Technology to leverage positive impact of civil society on attitudes and effectiveness of SHE Teams

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APPENDIX A

Participant Consent Form (Gujarati)

હું ફેમિના ખેમાણી છું, જે ડિપાર્ટમેન્ટ ઓફ હ્યુમન ડેવલપમેન્ટ એન્ડ ફેમિલી સ્ટડીઝ, ફેકલ્ટી ઓફ ફેમિલી એન્ડ કોમ્યુનિટી સાયન્સીસ, ધી મહારાજા સયાજીરાવ યુનિવર્સિટી ઓફ વડોદરામાં, માસ્ટર સ્ટુડન્ટ છું. ડો. નમિતા ભટ્ટના માર્ગદર્શન હેઠળ મારા માસ્ટર્સના નિબંધના ભાગરૂપે, હું “વિથ વિમેન, ફોર વુમન- અ કેસ સ્ટડી ઓન SHE ટીમ્સ ઇન વડોદરા” નામનું સંશોધન કરું છું.

સંશોધન અભ્યાસનો સમયગાળો એપ્રિલ 2022 થી મે 2023 છે.

મારે વડોદરા શહેરની SHE ટીમનો ઇન્ટરવ્યુ લેવાની જરૂર છે. ઇન્ટરવ્યુ અને ફોકસ ગ્રૂપ ચર્ચાઓમાં ઓન એન્ડ ઓફ ફિલ્ડ અનુભવો, તાલીમ, ફરજો અને જવાબદારીઓ, દિનચર્યા, વહીવટસંબંધક પ્રવૃત્તિઓ અને તેઓએ સહાયતા કરેલા પરિવારોનો સમાવેશ થશે, જે તેમની સામાન્ય કાર્ય પદ્ધતિની વિગતવાર ઝાંખી આપશે.

આ અભ્યાસમાં તમારા ડેટાનો ઉપયોગ કરવાની તમારી પરવાનગી સંપૂર્ણપણે સ્વૈચ્છિક છે. જો તમે ઈચ્છો તો તમે તેને નકારવા માટે સ્વતંત્ર છો. ઇન્ટરવ્યુ અને ચર્ચાના રેકોર્ડ સહિત એકત્રિત કરવામાં આવેલી તમામ માહિતીને ગોપનીય રાખવામાં આવશે અને શૈક્ષણિક હેતુઓ માટેજ ઉપયોગમાં લેવાશે. અમે માહિતીનું ડિજિટલ દસ્તાવેજ કરવા માટે તમારી સંમતિ પણ માંગીએ છીએ. માત્ર શૈક્ષણિક હેતુઓ માટે જ રેકોર્ડ્સ એક્સેસ કરવામાં આવશે.

સંશોધન પૂર્ણ અને દસ્તાવેજીકરણ થયા પછી અભ્યાસના પરિણામ પોલીસ ભવન ખાતે રિપોર્ટ તરીકે જમા કરવામાં આવશે.

તમારો આભાર.

Femina

મીસ. ફેમિના ખેમાણી

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સિનિયર એમ.સી ની વિદ્યાર્થી (2022-23)

ડિપાર્ટમેન્ટ ઓફ એચ. ડી . એફ. એસ

ફેકલ્ટી ઓફ ફેમિલી એન્ડ કોમ્યુનિટી સાયન્સ

ધ મહારાજા સયાજીરાવો યુનિવર્સિટી, બરોડા.

Namita

ડો. નમિતા ભટ્ટ

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એસિટન્ટ પ્રોફેસર એન્ડ રિસર્ચ ગુઈડ

ડિપાર્ટમેન્ટ ઓફ એચ. ડી . એફ. એસ

ફેકલ્ટી ઓફ ફેમિલી એન્ડ કોમ્યુનિટી સાયન્સ

ધ મહારાજા સયાજીરાવો યુનિવર્સિટી, બરોડા.

સંમતિ ફોર્મ

મેં ઉપરોક્ત માહિતી વાંચી છે અને હું સ્વેચ્છાએ માહિતી શેર કરવા તૈયાર છું.

તારીખ અને સહી- _____

APPENDIX B

Semi Scheduled Interview Questions (Gujarati)

વ્યક્તિગત માહિતી

તમારું નામ શું છે?

તમારા વૈવાહિક સ્થિતિ શું છે?

તમારી શૈક્ષણિક લાયકાત શું છે?

તમે કેટલા સમયથી SHE ટીમમાં કામ કરી રહ્યા છો?

SHE ટીમને લગતી માહિતી

તમે લોકોને જે પ્રાથમિક સેવાઓ પ્રદાન કરો છો એનો વર્ણન કરો.

ક્યાં પ્રકારના કામ તમે મહિલાઓ માટે કરો છો?

તમે બાળકોને કઈ વિશિષ્ટ સેવાઓ પ્રદાન કરો છો?

શું તમને કોઈ વિશિષ્ટ તાલીમ આપવામાં આવે છે? અને હા તો કયા પ્રકારની તાલીમ આપવામાં આવે છે?

SHE ટીમોની કાર્યશૈલી અંગેની માહિતી

તમારી રોજિંદી દિનચર્યા શું છે?

SHE ટીમ માટે સામાન્ય ઓપરેટિંગ પ્રક્રિયા શું છે?

શું તમે માનો છો કે સોશિયલ મીડિયાની ઉપલબ્ધતા SHE ટીમ માટે મહત્વપૂર્ણ છે? અને શા માટે? પોલીસ અને SHE ટીમોની કાર્યશૈલીમાં મુખ્ય તફાવત શું છે?

SHE ટીમના સભ્ય તરીકે વ્યક્તિગત પ્રતિબિંબ

તમે SHE ટીમ વિશે શું વિચારો છો? કૃપા કરીને વ્યાખ્યાયિત કરો

SHE ટીમના સભ્ય તરીકે તમારા કેટલાક મુખ્ય ધ્યેયો શું છે?

તમને ફિલ્ડ ક્યાં અને કેવી મુશ્કેલી નો સામનો કરવો પડે છે?

કઈ તાલીમો, જે પહેલાથી પૂરી પાડવામાં આવી છે તે ઉપરાંત, તે મુશ્કેલીઓને સરળ બનાવશે?

તમે રોજિંદા ધોરણે સામનો કરતા સૌથી સામાન્ય કિસ્સાઓ કયા છે?

આ વિસ્તારમાં અપરાધ દર અંગે તમારા વિચારો શું છે?

ફિલ્ડ પર કામ કરતી વખતે તમારા વિચારો શું છે?

શું તમે SHE ટીમમા કેવા પ્રકાર ફેરફારો જોવા માંગો છો અને શા માટે?

તમે SHE ટીમ દ્વારા સમાજ પર કેવા પ્રકારના પ્રભાવની આશા રાખે છે?

SHE ટીમમાં કામ કરતી વખતે તમને થયેલા યાદગાર અનુભવ વિશે જણાવો.

તમે લોકો ને SHE ટીમ દ્વારા શું સંદેશ આપવા માંગો છો.

APPENDIX C

Participant Consent Form (English)

I am Ms. Femina Khemani, a Master's student at the Department of Human Development and Family Studies, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda, Vadodara. As a part of my Masters' dissertation under the guidance of Dr. Namita Bhatt, I am conducting research titled "**With Women, For Women- A Case Study on SHE Teams in Vadodara City**".

The duration of the research study is April 2022 to May 2023.

I need to interview SHE Teams of Vadodara City. The interviews and focus group discussions will include on- and off-field experiences, training, duties and responsibilities, daily routine, administrative activities, and prior families they assisted, which will offer a detailed overview of their general working pattern.

Your permission to utilise your data in this study is completely voluntary. You are free to deny it if you wish. All information collected, including the child's identity and the assessment records, will be kept confidential and will be used strictly for academic purposes. We also seek your consent to digitally document the records for our research. The records will be strictly accessed only by the teachers and researchers of Department of HDFS for academic purposes only.

Once the study is completed and documented, a copy of the findings will be shared with the Police Bhavan as a report.

Thank you,




Ms. Femina Khemani
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 (M) 7698830936
 Sr. M.Sc. (LSD) Student (2022-23)
 Department of HDFS
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Dr. Namita Bhatt
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 (M) 8140097434
 Assistant Professor & research guide
 Department of HDFS
 Faculty of Family and Community Sciences
 The Maharaja Sayajirao University of Baroda

INFORMED CONSENT FORM

I have read the above information and I am willing to share the information voluntarily.

Date and Signature-_____

APPENDIX D

Semi Scheduled Interview Questions (English)

Background Information

What is your name?
 What is your marital status?
 What are your educational qualifications?
 How long have you been working on the SHE Team?

Information regarding, SHE Team

Please describe some of the primary services you offer to people.
 What kind of services do you provide specifically for women?
 What are some specific services you offer only to children?
 Is there any specialised training provided to the members of SHE Team? If so, what sort of training is provided?

Information regarding working style of SHE Teams

What is your regular day-to-day routine?
 What is the normal operating procedure for SHE team?
 What are the main differences in the working styles of police and SHE teams?
 Do you believe social media availability is vital for the SHE Team, and if so, how?

Personal reflections as SHE Team Member

What do you think about SHE TEAM? Define in your own words
 What are some of your main goals as a member of the SHE Team?
 What are some of the most significant challenges you experience on the field?
 Which trainings, in addition to what has already been provided, will make those obstacles easier?
 What are some of the most typical cases you face on a daily basis?
 What are your thoughts on the crime rate in this area?
 What are your thoughts while working on the field?
 Would you want to see some changes made to the SHE Team, and why?
 Please tell us about a memorable experience you had while working on the SHE Team.
 What is the one message you would like to communicate to people?

APPENDIX E

Permission Letter from University

Department of Human Development and Family Studies

Faculty of Family and Community Sciences

The Maharaja Sayajirao University Of Baroda

University Road, Vadodara – 390 002, India.

Ph: C/o. (+91-0265) 2795522

September 2, 2022

To,

Dr. Shamsheer Singh, IPS

Commissioner of Police,

Vadodara City

Subject: Permission to Conduct Research Study on SHE Team.

Res. Sir,

Greetings from the Department of Human Development and Family Studies, Faculty of Family and Community Sciences, The Maharaja Sayajirao University of Baroda.

As part of their coursework leading towards M.Sc. Degree, our students undertake research studies on various themes related to Human Development.

For this academic year (2022-2023), one of my research student will be conducting a Case Study on the SHE Team. There is a dearth of researches in this field and we believe that a systematic documentation of the team's unique work will contribute towards increasing awareness and furthering the cause of Protection of Women and Children in our society.

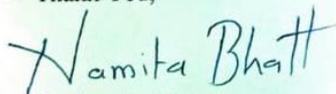
We sincerely request you to grant us the permission to conduct the Case Study of the SHE Team of Vadodara City.

We are attaching herewith a brief concept note and methodology of the Study for your kind perusal.

We extend our humble and sincere gratitude to you and your entire team for the hard work and toil you all put in for keeping our city safe!

Sincerely,

Thank You,



Dr. Namita Bhatt
Assistant Professor and Research Guide
Department of HDFFS

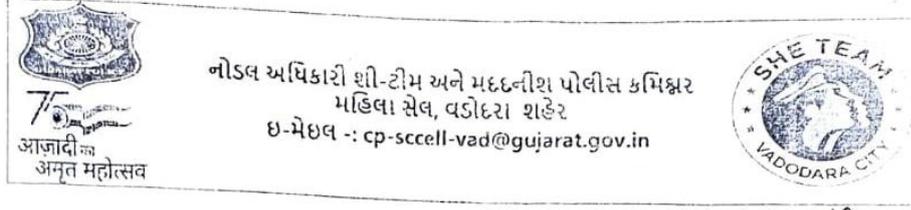
Through,



Prof. Anjali Karolia
I/C Head
Dean, FFCS

APPENDIX F

Permission Letter from Police Bhavan



ક્રમાંક : જી/સીપી/શી-ટીમ/૪૪૪/૨૦૨૨
તારીખ : ૨૫/૦૬/૨૦૨૨

પ્રતિ,
પ્રોફેસર અંજલી કરોલીયા,
ઇન્ચાર્જ હેડ ડીન, FFCSC,
મહારાજા સયાજીરાવ યુનિવર્સિટી ઓફ બરોડા,
યુનિવર્સિટી રોડ, વડોદરા.

વિષય :- શી-ટીમ પર રીસર્ચ સ્ટડી કરવાની પરવાનગી બાબત.
સંદર્ભ :- (૧) ડીપાર્ટમેન્ટ ઓફ હ્યુમન ડેવલોપમેન્ટ એન્ડ ફેમિલી સ્ટડીઝ, ફેકલ્ટી ઓફ ફેમિલી એન્ડ કોમ્યુનિટી સાયન્સિસ, પ મહારાજા સયાજીરાવ યુનિવર્સિટી ઓફ બરોડા નાઓના તા.૦૨/૦૬/૨૦૨૨ ના પત્ર તથા
(૨) અત્રેની કચેરીના પત્ર ક્રમાંક:જી/સીપી/શી-ટીમ/૪૪૪/૨૦૨૨ તા.૨૦/૦૬/૨૦૨૨ આધારે.

સવિનય નોડલ અધિકારી શી ટીમ અને મદદનીશ પોલીસ કમિશ્નર, મહિલા સેલ, વડોદરા શહેરનો ઉપરોક્ત વિષય તથા સંદર્ભ અનુસંધાને જણાવવાનું કે,

આપના તરફથી આવેલ પત્રમાં એમ.એસ.યુનિવર્સિટીના ડીપાર્ટમેન્ટ ઓફ હ્યુમન ડેવલપમેન્ટ એન્ડ ફેમિલી સ્ટડીઝના વિદ્યાર્થીઓ શી-ટીમની કામગીરીનું વ્યવસ્થિત ફોક્યુમેન્ટેશન થાય તેમજ તેનાથી લોકોમાં શી-ટીમ વિશે વધુમા વધુ અવેરનેસ આવે તે હેતુથી શી-ટીમની કામગીરી અને સિસ્ટમ વિશે રીસર્ચ સ્ટડી કરવા માંગતા હોય જે અંગેનું પ્રપોઝલ અત્રેની કચેરી ખાતે આપેલ. જે રીસર્ચ સ્ટડી કરવાની પરવાનગી અત્રેની કચેરી તરફથી આપવામાં આવે છે. જે આપને વિદિત થાય.

“પોલીસ કમિશ્નરશ્રીના હુકમથી”


(રાધિકા ભાર્ગવ)

નોડલ અધિકારી શી-ટીમ અને
મદદની પોલીસ કમિશ્નર, મહિલા સેલ,
વડોદરા શહેર

સવિનય નકલ રવાના:-
પોલીસ કમિશ્નરશ્રી, વડોદરા શહેર.