ANNEXES

ANNEXURE I

QUESTIONNAIRE TO BE FILLED BY THE WORKING WOMEN IN THE INDUSTRIAL ESTATES

Code no _______ Date: _______

1. Age:
   a. Below 20
   b. 20-24
   c. 25-29
   d. 30-34
   e. 35-39
   f. 40-44
   g. 45-49
   h. Above 50

2. Educational Qualifications:
   a. Below SSC
   b. SSC
   c. HSSC
   d. Graduation
   e. Post Graduation
   f. Technical
   g. ITI
   h. Others

3. Additional Qualifications:
   a. Typing
   b. Computers
c. Shorthand
  d. Any Other

4. Marital Status (Tick one):
   a. Married
   b. Single
   c. Divorced
   d. Widowed

5. Place of Residence:
   a. Urban
   b. Rural

6. Religion:
   a. Hindu
   b. Christian
   c. Muslim
   d. Others

7. Type of Family:
   a. Joint
   b. Nuclear

8. Members of the Family:

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<tr>
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<th>M/F</th>
<th>Age (yrs)</th>
<th>Relation to Respondent</th>
<th>Level of Education</th>
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9. Do you have any previous work experience? Yes / No
   If yes, give details. _____
No | Skilled / unskilled | Type of firm | Duration | Reason for Quitting | Difficulties faced there
--- | --- | --- | --- | --- | ---

10. How long have you been working (all jobs)?
   a. Below 5 years
   b. 5-10 years
   c. More than 10 years

11. At present in which department do you work? ________________

12. What type of work do you do?
   a. Clerical
   b. Administrative
   c. Manual
   d. Supervisory
   e. Managerial
   f. Others __________

13. Since how long have you been in your present job? ________________

14. Do you feel that the job you are doing is suited to your qualifications? Yes / No
   If yes, why? ________________
   If no, why? ________________

15. Do you feel that the males in your factory are more likely to get jobs as per their qualifications than females? Yes / No

16. How did you secure this job?
   a. Interview
   b. Employment Exchange
   c. Relatives
   d. Friends
e. Others

17. Did you receive any training before you were put on the job? Yes / No
   When ___________ Where ___________

18. Were you paid wages and salary during this period? Yes / No

19. Who paid for your training charges? ___________

20. Did you benefit from the training course? Yes / No

21. In which of the following capacities are you working?
   a. Permanent
   b. Part time
   c. Temporary
   d. Daily wage/ Casual
   e. Others

22. What is your monthly salary in your present job?
   a. Less than 1000
   b. 1001-3000
   c. 3001-5000
   d. 5001-10,000
   e. More than 10,000

23. Do you have to and over your salary to your parents/ husband/ brothers?

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<th>Always</th>
<th>Occasionally</th>
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<tr>
<td>a) Full salary</td>
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<td>b) Partial salary</td>
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24. Are you allowed to spend your income without restrictions?
   a. Always
   b. Occasionally
   c. Never

25. How did your family feel about you taking up this job?
   a. Happy
   b. Unhappy
   c. Tense
26. How far is your workplace from your home?
   a. About 1 Km
   b. 2-4 km
   c. 5-6 km
   d. More than 6 kms.

27. How much time do you spend on travelling back and forth from work?
   a. Less than 1 hour
   b. 1-2 hours
   c. 2-3 hours
   d. More than 3 hours.

28. What is your mode of transport?
   a. Walking
   b. Own vehicle
   c. Local bus
   d. Office bus
   e. Others

29. Do you have to work in shifts? Yes / No

30. Have you ever been promoted? Yes / No

31. Are you satisfied with the promotion procedure? Yes / No

32. Did you face any difficulty in getting the promotion? Yes / No

33. Do you get increments? Yes / No
   If yes, after how long and how much __________

34. Do you work overtime occasionally? Yes/ No
   If yes, overtime with payment / Overtime without payment

35. Why do you work overtime?
   a. Compulsory
   b. To earn extra money
   c. Others

36. How many times are you required to work overtime in a month? ________
37. Have you ever been transferred? Yes / No
38. Do you feel transfer a punishment? Yes / No
39. Are you satisfied with the transfer procedure in the factory? (If any) Yes / No
40. What are the types of holidays enjoyed by you in the year?
   a. National
   b. Festival
   c. Sundays
41. What are the leave facilities provided to you? (Tick all relevant)
   a. Casual Earned
   b. Sick leave
   c. Leave without pay
   d. Accidental leave
   e. Privileged leave
   f. Maternity / Paternity leave
42. Which of the following reasons are responsible for your remaining absent from work? (Tick which are relevant)
   a. Nature of the job (heavy, monotonous, dirty, etc.)
   b. Own sickness
   c. Family sickness
   d. Distant place of residence and lack of transport
   e. Family troubles
   f. Engaged in part-time or side business
   g. Social or religious reasons
   h. Any other reason
43. What incentives do you get from the company? (Tick all relevant)
   a. Bonus
   b. Provident fund
   c. Medical facilities
   d. Any other
44. What is your attitude regarding the provision of the following in your factory?
   (Tick which are relevant)

   a. Lighting  Satisfactory/ unsatisfactory
   b. Ventilation  Satisfactory/ unsatisfactory
   c. Temperature  Satisfactory/ unsatisfactory
   d. Dust  Satisfactory/ unsatisfactory
   e. Smoke and fumes  Satisfactory/ unsatisfactory
   f. Noise  Satisfactory/ unsatisfactory
   g. Cleanliness  Satisfactory/ unsatisfactory
   h. Over crowding  Satisfactory/ unsatisfactory
   i. Working place  Satisfactory/ unsatisfactory
   j. Office accommodation  Satisfactory/ unsatisfactory
   k. Safety measures  Satisfactory/ unsatisfactory
   l. Drinking water facilities  Satisfactory/ unsatisfactory
   m. Restroom  Satisfactory/ unsatisfactory
   n. Subsidised refreshments  Satisfactory/ unsatisfactory
   o. Crèches  Satisfactory/ unsatisfactory
   p. Others

45. Are you satisfied with the welfare measures in the factory? Yes / No

46. Are you paid compensation for accidents? Yes / No

47. Why did you take up this job? (Tick all relevant reasons)
   a. For economic reasons
   b. To develop a career
   c. To obtain knowledge
   d. To be independent
   e. To provide for the future
   f. Because your family wishes it
   g. To be free from household work
   h. To make use of education
i. Any other
j. No particular reason

48. Do you find your job exhausting? Yes / No

49. Are you satisfied with the present job? Yes / No

If yes, why?

a. Good salary
b. Good administration
c. Pleasant atmosphere
d. Convenient hours
e. Suited to qualifications and interest
f. Others

If no, why?

a. Insufficient salary
b. Poor administration
c. Unfriendly atmosphere
d. Inconvenient hours
e. Unsuitd to qualifications and interest
f. Others

50. Do you feel that working here has adversely affected your health? Yes / No

If yes, in what way? (Tick all relevant reasons)

a. Developing specific deformities
b. Weaknesses
c. Allergies
d. Developing diseases (if yes, specify)
e. Others

51. What difficulties do you face in attending office on time?

a. Distance from home
b. Lack of domestic help
c. Inadequate transport
d. Others
52. What is the type of work allotted to you? Skilled/ Unskilled
53. Are you given additional workload? Frequently/ Occasionally/ Never
54. Are you paid for the extra work allotted to you? Yes/ No
55. Have you been praised by the in charge for having performed your duties well? Yes/ No
56. Do the male employers expect you to do their share of the work? Yes/ No
57. If the work could not be completed on time, has there been an adverse remark against you? Yes/ No
58. Do you find that the work allotted to the males and females is similar in your department? Yes/ No
   If no, how is it different? _______________________
59. If you intend to take leave, has any advance notice to be given? Yes / No
60. Do you find it difficult to avail of the leave facilities? Yes / No
61. Do you feel that the male workers find it easier to get leave sanctioned than the female workers? Yes / No
62. What problems do you face with your colleagues? (Tick all relevant)

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<th>Male</th>
<th>Females</th>
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<td>f. Harassment from co - workers</td>
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<td>g. Any other</td>
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63. Do you face any of these problems in the workplace? (Tick all relevant)
   a. Denial of promotions
   b. Denial of training facilities
c. Discrimination in wages
d. Denial of leave facilities
e. Overwork
f. Any other

64. Are there any other problems related to your job not covered above? Yes / No
   If yes, what?
a. With management ________________________________
b. With colleagues ________________________________
c. With subordinates ________________________________

65. Whom do you have to approach with your problems? ______

66. Is the management prompt in solving your problems? Yes / No

67. Do you think that joining an occupation is the right decision for a woman? Yes / No
   Please state your reasons: __________________________

68. Of you find it difficult to manage the duties of both household and job simultaneously. Yes / No

69. Due to the above difficulties, do you suffer from any tensions at home or job?
   Yes / No
   If yes, please specify. ____________________________

70. Do you feel that special facilities should be given to married women? Yes / No
   If yes, please specify the nature of the facilities. __________

71. How much time per day do you devote in looking after your children?

72. Besides you, who looks after the children?
   a. Nobody
   b. Servant
   c. Members of the family
   d. Members of the parents family
   e. Any other person

73. What chores of you perform in the home?
a. Cooking  
b. Washing clothes  
c. Washing utensils  
d. Shopping  
e. Cleaning the house  
f. Any other

74. Besides you, who looks after the household chores?
   a. No one else  
b. Members of the family  
c. Full time servant  
d. Part time servant  
e. Any other

75. Do you have the following labour saving gadgets in your house?
   a. Refrigerator  
b. Electric stove  
c. Gas  
d. Cooking range  
e. Mixer  
f. Pressure cooker  
g. Washing machine  
h. Geyser  
i. Electric iron  
j. Others

76. Do you find sufficient time to pay attention to all your household duties?  
   Always/ Occasionally/ Never

77. Are you satisfied with the amount of time you devote to housework? Yes / No

78. Do you take part in recreational activities? Yes / No
ANNEXURE II

QUESTIONNAIRE TO BE FILLED BY THE WORKING MALES IN THE INDUSTRIAL ESTATES

Code no _______ Date: _______

1. Age:
   a. Below 20
   b. 20-24
   c. 25-29
   d. 30-34
   e. 35-39
   f. 40-44
   g. 45-49
   h. Above 50

2. Educational Qualifications:
   a. Below SSC
   b. SSC
   c. HSSC
   d. Graduation
   e. Post Graduation
   f. Technical
   g. ITI
   h. Others

3. Additional Qualifications:
   a. Typing
   b. Computers
   c. Shorthand
   d. Any Other

4. Marital Status (Tick one):
a. Married  
b. Single  
c. Divorced  
d. Widowed  

5. Place of Residence:  
a. Urban  
b. Rural  

6. Religion:  
a. Hindu  
b. Christian  
c. Muslim  
d. Others  

7. Type of Family:  
a. Joint  
b. Nuclear  

8. Members of the Family:  

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9. Do you have any previous work experience? Yes / No  
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10. How long have you been working (all jobs)?
   a. Below 5 years
   b. 5-10 years
   c. More than 10 years

11. At present in which department do you work? 

12. What type of work do you do?
   a. Clerical
   b. Administrative
   c. Manual
   d. Supervisory
   e. Managerial
   f. Others 

13. Since how long have you been in your present job? 

14. How did you secure this job?
   a. Interview
   b. Employment Exchange
   c. Relatives
   d. Friends
   e. Others

15. Did you receive any training before you were put on the job? Yes / No
   When 

16. Were you paid wages and salary during this period? Yes / No

17. Who paid for your training charges?

18. Did you benefit from the training course? Yes / No
19. In which of the following capacities are you working?
   a. Permanent
   b. Part time
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20. What is your monthly salary in your present job?
   a. Less than 1000
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   c. 3001-5000
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21. How far is your workplace from your home?
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22. How much time do you spend on travelling back and forth from work?
   a. Less than 1 hour
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23. What is your mode of transport?
   a. Walking
   b. Own vehicle
   c. Local bus
   d. Office bus
   e. Others

24. Do you have to work in shifts? Yes / No

25. Have you ever been promoted? Yes / No
26. Are you satisfied with the promotion procedure? Yes / No
27. Did you face any difficulty in getting the promotion? Yes / No
28. Do you get increments? Yes / No
   If yes, after how long and how much.__________________________
29. Do you work overtime occasionally? Yes / No
   If yes, overtime with payment / Overtime without payment
30. Why do you work overtime?
   a. Compulsory
   b. To earn extra money
   c. Others
31. How many times are you required to work overtime in a month?________
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b. Own sickness

c. Family sickness

d. Distant place of residence and lack of transport

e. Family troubles

f. Engaged in part-time or side business

g. Social or religious reasons

h. Any other reason

38. What incentives do you get from the company? (Tick all relevant)

a. Bonus

b. Provident fund

c. Medical facilities

d. Any other

39. What is your attitude regarding the provision of the following in your factory? (Tick which are relevant)

a. Lighting  Satisfactory/ unsatisfactory

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f. Noise  Satisfactory/ unsatisfactory

g. Cleanliness  Satisfactory/ unsatisfactory

h. Over crowding  Satisfactory/ unsatisfactory

i. Working place  Satisfactory/ unsatisfactory

j. Office accommodation  Satisfactory/ unsatisfactory

k. Safety measures  Satisfactory/ unsatisfactory

l. Drinking water facilities  Satisfactory/ unsatisfactory

m. Restroom  Satisfactory/ unsatisfactory

n. Subsidised refreshments  Satisfactory/ unsatisfactory

o. Crèches  Satisfactory/ unsatisfactory
p. Others _______________________

40. Are you satisfied with the welfare measures in the factory? Yes / No

41. Are you paid compensation for accidents? Yes / No

42. Why did you take up this job? (Tick all relevant reasons)
   a. For economic reasons
   b. To develop a career
   c. To obtain knowledge
   d. To be independent
   e. To provide for the future
   f. Because your family wishes it
   g. To be free from household work
   h. To make use of education
   i. Any other
   j. No particular reason

43. Do you find your job exhausting? Yes / No

44. Are you satisfied with the present job? Yes / No
   If yes, why?
   a. Good salary
   b. Good administration
   c. Pleasant atmosphere
   d. Convenient hours
   e. Suited to qualifications and interest
   f. Others
   If no, why?
   a. Insufficient salary
   b. Poor administration
   c. Unfriendly atmosphere
   d. Inconvenient hours
   e. Uns suited to qualifications and interest
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45. Do you feel that working here has adversely affected your health? Yes / No
   If yes, in what way? (Tick all relevant reasons)
   a. Developing specific deformities
   b. Weaknesses
   c. Allergies
   d. Developing diseases (if yes, specify)
   e. Others

46. What is the type of work allotted to you? Skilled/ Unskilled

47. Are you given additional workload? Frequently/ Occasionally/ Never

48. Are you paid for the extra work allotted to you? Yes / No

49. Have you been praised by the in charge for having performed your duties well? Yes / No

50. Do you find that the work allotted to the males and females is similar in your department? Yes / No
   If no, how is it different?

51. If you intend to take leave, has any advance notice to be given? Yes / No

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55. Do you face any of these problems in the workplace? (Tick all relevant)
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   c. Discrimination in wages
   d. Denial of leave facilities
   e. Overwork
   f. Any other

56. Are there any other problems related to your job not covered above? Yes / No
   If yes, what?
   a. With management _____________________________
   b. With colleagues _____________________________
   c. With subordinates ___________________________

57. Whom do you have to approach with your problems? _______

58. Is the management prompt in solving your problems? Yes / No

59. Do you think that joining an occupation is the right decision for a woman? Yes / No
   Please state your reasons: _______________________

60. Do you have the following labour saving gadgets in your house?
   a. Refrigerator
   b. Electric stove
   c. Gas
   d. Cooking range
   e. Mixer
   f. Pressure cooker
   g. Washing machine
   h. Geyser
   i. Electric iron
   j. Others

61. Do you take part in recreational activities? Yes / No