INTERVIEW SCHEDULE

TITLE: - CONSTITUTIONAL AND STATUTORY SAFEGUARDS FOR WOMEN IN JAMMU AND KASHMIR

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1. Name:-

2. Sex :-

3. Age :-
   i. 21-30 yrs.
   ii. 31-40 yrs.
   iii. 41-50 yrs.
   iv. 51-60 yrs.
   v. above 60 yrs.

4. Religion:-
   i. Hinduism
   ii. Islam
   iii. Christianity
   iv. Any other, please specify

5. Area of residence:-
   i. Urban
   ii. Rural

6. Occupation of the respondent :-
   i. Education
   ii. Health
iii. Administration

iv. Law enforcement

v. Technical/ professional

vi. Any other, please specify

7. Area of your occupation:-
   i. Urban
   ii. Rural

8. Monthly income of respondent:-
   i. Rs5000-10,000
   ii. Rs10,001-15,000
   iii. Rs15,001-20,000
   iv. Rs20,001-25,000
   v. Rs25,001-30,000
   vi. More than Rs 30,000

9. Educational qualification of respondent:-
   i. Matriculate
   ii. Undergraduate
   iii. Graduate
   iv. Post graduate

10. Working sector of respondent:-
    i. Organized
    ii. Unorganized

11. Father’s main occupation, if alive or at the time of his death:-
    i. Agriculturist
    ii. Businessman
    iii. Working in private sector
    iv. Government officer
v. Government non-gazetted officer

12. Marital status of respondent:-
   i. Spinster
   ii. Married
   iii. Divorced
   iv. Widow/widower

13. According to you what type of status is given to women in our society?
   i. Good status
   ii. Very good status
   iii. Poor status
   iv. Very poor status

2. In which area of human activity women enjoys equal status with men?
   i. Education
   ii. Employment
   iii. Social
   iv. Economic
   v. Political
   vi. Cultural
   vii. Any other, please specify

2.1 Upto which limits women gets education in our state?
   i. Below matriculation
   ii. Matriculation
   iii. Graduation
   iv. Post graduation
   v. Above post graduation
2.2 Beside academic education, are vocational or other training courses available to women in Jammu and Kashmir?
   i. Yes
   ii. No

2.3 According to you who supports them for most of their education?
   i. Parents
   ii. Husband
   iii. In-law
   iv. Society
   v. Any other, please specify

2.4 Are you aware about any Government and Non-Government organization working for women education in our state?
   i. Aware
   ii. Unaware
   iii. Can’t say

2.5 Are household chores performed by girls/ women when they are undergoing education?
   i. Yes
   ii. No

3. According to you the importance of education in women’s life means:-
   i. Financial independence
   ii. For child education
   iii. For political awareness
   iv. For social awareness
   v. For women’s empowerment
   vi. For elimination of discrimination
   vii. Any other, please specify
3.1 Do you think that women’s economic independence is must for attaining equality with men:-
   i. Yes
   ii. No

3.1 (a) If the answer is in affirmative, what are the ways through which women can attain economic independence:-
   i. By employment
   ii. By education
   iii. Equal share in property
   iv. Any other, please specify

3.1 (b) Do you think that constitutional provision and women special legislation are beneficial for protecting woman’s rights:-
   i. Yes
   ii. No

3.1 (c) Which according to you is more effective in protecting women rights at workplace :-
   i. Constitutional provision
   ii. Maternity Benefit Act
   iii. Equal remuneration Act
   iv. Factories Act
   v. Employees State Insurance Act
   vi. All

3.1 (d) Do you think that job opportunity is available to educated women in our state?
   i. Yes
   ii. No

3.2 To what extent women get job in our state?
   i. Less than men
   ii. Equal to men
3.3 Kinds of job where women get employed in our state?
   i. Private sector
   ii. Government sector
   iii. Semi- Government
   iv. Any other, please specify

3.4 Nature of work performed by women in our state?
   i. Gazetted (Skilled)
   ii. Non- Gazetted (Skilled)
   iii. Professional (Doctors/Engineers)
   iv. Law Enforcement bodies
   v. Fourth class employee (Unskilled job)
   vi. Any other, please specify

3.5 What are the working conditions within the establishment where they work?
   i. Suitable for women
   ii. Not suitable for women
   iii. Can’t say

3.6 According to you, what type of working conditions are required for women at work place?
   i. Congenial environment
   ii. Social/ Economic security
   iii. Sanitary facilities
   iv. Separate rest room
   v. Work according to physical strength
   vi. All of the above

3.7 Working room or place of work for men and women worker, according to you, should be:-
   i. Same
ii. Separate

iii. Any other, please specify

3.8 Do you think that by same/ different work place women feel security at work place?
   i. Same
   ii. Different

3.9 If the answer is different, give reasons?
   i. Safe from harassment
   ii. Safe from humiliation
   iii. Safe from eve-teasing
   iv. Any other, please specify

4. Did you think that working women who are in family way need some special protection?
   i. Yes
   ii. No

4.1 According to you, what special protection is given to the working women who are in family way in our State?
   i. Maternity leave
   ii. Job security during the maternity leave
   iii. Economic security
   iv. Reduced working hour
   v. No transfer to far flung area
   vi. Physical security
   vii. Any other, please specify

4.2 What according to you, duration up to which maternity leave is given?
   i. Two months
   ii. Three months
   iii. Four months
iv. Five months
v. Six months
vi. More than six months

4.3 When is the maternity leave given to working women?
   i. Before child birth
   ii. After child birth
   iii. Before and after child birth
   iv. Any other, please specify

4.4 What are the reasons for which maternity leave is given?
   i. Pregnancy
   ii. Miscarriage
   iii. Abortion
   iv. Child care
   v. Tubecotomy
   vi. Illness arising out of pregnancy
   vii. Any other, please specify

4.4 (a) Did you claim the maternity leave in your tenure?
   i. Yes
   ii. No

4.4 (b) Please specify the time for which maternity leave was granted to her:-
   i. Three months before and three months after the delivery
   ii. Three months after the delivery
   iii. Six months after claim
   iv. More than six months

4.4 (c) Were you granted maternity leave or something more:-
   i. Maternity leave with other allowance and other benefits
   ii. Maternity leave without allowance and other benefits
4.5 Are the wages of working woman deducted during this leave?
   i. Yes
   ii. No

4.6 If the answer is in affirmative, please specify the sector where wages of such women are deducted during maternity leave?
   i. Private
   ii. Government
   iii. Semi-Government
   iv. Any other please specify

4.7 According to you maternity leave mean only leave or something else?
   i. Leave and medical allowance
   ii. Leave, wages and medical allowance
   iii. Leave with job security, medical allowance, and nursing break
   iv. Any other, please specify

4.8 Do working women perform their household chores, child care and public duties easily?
   i. Yes
   ii. No

4.9 If the answer is in negative, please specify reasons?
   i. Less time to complete all function, in morning
   ii. Unsupportive nature of family
   iii. Total dependence of family upon women in performing household chores
   iv. Faithful mates are not available in the society
   v. Any other, please specify

5. How many times working woman is entitled to claim maternity leave in the course of her employment?
   i. Once
   ii. Twice
iii. More than two times

5.1 Are crèches and school compulsory at the place where women work?
   i. Yes
   ii. No

5.2 What protective measures should be adopted by the employer while appointing women?
   i. Social security
   ii. Crèches facility
   iii. Separate rest and washing facilities
   iv. Nursing break, for women’s worker with child
   v. Not employed to work near running machines
   vi. Special protection during pregnancy for the well being of mother and child

5.3 Are women workers provided equal salary to male workers?
   i. Yes
   ii. No

5.4 What according to you is the meaning of equal salary for men and women workers?
   i. Same salary for similar work
   ii. Same salary for different work
   iii. Same salary for same work performed at same time
   iv. Same salary for same work performed at different time

5.4(a) Do you feel that women remuneration is less than their male counterparts.
   i. Yes
   ii. No

5.4(b) If the answer is in affirmative please specifies the causes behind less remuneration/salary?
   i. Less wages for the work
   ii. They are treated as less efficient as compare to their male counterpart
iii. They are discriminated on the basis of sex

iv. Any other, please specify

5.6. In case of non availability of these benefits, which agency women worker can file complaints?

i. Police

ii. Judiciary

iii. Public officer

iv. (NGO,S)

v. Head of department

vi. Any other, please specify

5.7. What role do the implementation bodies play in protecting women’s rights at work place?

i. Active

ii. Inactive

iii. Can’t say

5.8. What according to you, are the importance/ need for all such protective measures?

i. To protect womanhood

ii. To attain economic security

iii. To easily manage the household chores and public duties

iv. To nurse the child

v. Any other, please specify

5.9 What are the measures adopted by Government and Non government bodies?

i. Rehabilitation of woman worker

ii. Setting up department inquiry committees

iii. Strict enforcement of laws

iv. Any other, please specify
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