APPENDIX I

Tools Used
Questionnaire No. I
Part 1

1. Your Name -
2. Name of your school and address -
3. Your home address - Vill/Town
   P. O.
   District
4. Religion -
5. Caste & Community -
6. Present age -
7. Present pay -
8. Qualifications - Academic
   Professional
9. Teaching experience - in this school --- from -- to
   in other school -- from -- to
   in other place -- from -- to
10. Co-curricular interests - Music
    Games
    Hand work
    Art / Craft
    Others
12. Are you in service without break/ with break
13. Your husband's name -
14. His religion
   Caste & Community
15. His present age -
16. His present address - Vill/Town
                P. 0.
                District
17. His occupation - Teaching/ Business/ Cultivation/
                Other services - name of the post held
18. Your husband's present income -
19. Date of marriage -
20. Your father's name -
21. His address - Vill/Town
                P. 0.
                District
22. His occupation - Teaching/ Business/ Cultivation /
                Other services - name of the post held
23. Number of brothers and sisters you have
                Brothers -  Sisters -  Total :
24. Your position in your father's family line -
25. Your father's monthly income -
Part 2

1. Were you in this job before your marriage? Yes/No

2. How long - 1 yr/ 2 yrs/ 3 yrs/ 4 yrs/ 5 yrs/ More

3. When did you join the post (please put √)
   (1) after your marriage
   (2) after the death of your husband
   (3) after being separated from your husband

4. Why did you decide to become a primary school teacher?
   (Please tick-off three causes in order of priority)
   (a) You like the profession
   (b) You want to earn for yourself
   (c) You want to supplement family income
   (d) You want to wh ileaway time before marriage
   (e) You like independent living
   (f) You want to get away from household work
   (g) You have no definite aim
   (h) Any other

5. Do you think that you are qualified to teach in a primary school? Yes/No

6. Did you want to resign your job after marriage? Yes/No

7. If yes, why (please tick-off three causes in order of priority)
   (a) You wanted to be a wife and mother only
   (b) You thought that it will be difficult for you to manage both home and the school together
(c) You are far away from the school
(d) You thought that no supplement of the family finance would be necessary
(e) You thought that school teaching earns no social status to a married woman
(f) Any other

8. If you did not, why, (please tick off three causes in order of priority)
   (a) You thought that you would be able to manage home and the school satisfactorily
   (b) You were not far away from the school
   (c) You wanted to supplement family finance
   (d) Your husband wanted you to continue
   (e) Your in-laws did not object to it
   (f) You thought that your social status will be raised
   (g) Any other

9. Were you in any other profession before you joined the school? Yes / No
   What was it?
   For how long? —— years

10. Why did you leave that job?

Part 3

1. Are you satisfied with your profession (please put ✓ against your response)
(a) Very much satisfied
    Satisfied
    Not satisfied
(b) You did not like teaching at the beginning
    but began to like it gradually

2. If you are satisfied, what are the causes? (please tick off three causes in order of priority)
   (a) You like teaching
   (b) You can earn for the family
   (c) You can utilise your time
   (d) You are away from the household problem for the day
   (e) You want a social status
   (f) Any other

3. If you are not satisfied, what are the causes? (please tick-off three causes in order of priority)
   (a) You do not like teaching
   (b) Your salary is not sufficient
   (c) Teaching hampers your domestic works
   (d) You find it difficult to teach young children
   (e) Any other

4. If you are not satisfied then why are you still in service? (please tick-off three causes in order of priority)
   (a) You want to earn for the family
   (b) Your husband wants you to continue
(c) Your in-laws want you to continue
(d) You want better living for your children
(e) Any other

5. In the same scale of pay and with the existing qualifications do you like to join any other job noted below:

Office Assistant, Nurse, Salesgirl, typist, Telephone Operator.

(please indicate your response by putting ✓ or ✗)

6. Do you want to enhance your qualifications? Yes/No

(i) Do you want a University degree
(ii) Long-term teacher training at higher level
(iii) Short-term specialised training on school subjects

7. What were your favourite subjects when you were a school student:

(1)  (2)  (3)

8. What were your favourite subjects when you were in training:

(1)  (2)  (3)

9. What are the subjects do you generally teach in the school:

In grade I
In grade II
In grade III
In grade IV
In grade V
10. On average, how many periods you teach in a day? How many off-periods do you enjoy per day?
11. Don't you feel tired after going back from the school? Yes / No
12. Don't you feel lazy to get to work after you return home in the afternoon? Yes / No

Part 4

1. Do you stay in a joint family? Yes / No
2. That you are in a joint family, how it affects your working conditions. (put or against your responses)
   (a) Father-in-law encouraging/indifferent/interfering
   (b) Mother-in-law encouraging/indifferent/interfering
   (c) Husband encouraging/indifferent/interfering
   (d) Brother-in-law encouraging/indifferent/interfering
   (e) Sister-in-law encouraging/indifferent/interfering
   (f) Too many household works to do
   (g) No body to look after your children
   (h) Not keeping well sometimes/always/not at all
   (i) Find it difficult to manage household chores and the job
3. If you are in a nucleus family, how it affects your working conditions:
   (a) Husband stays with you. Yes/No
   (b) Husband helps you in household work. Yes/No
(c) No body to look after children • Yes/Ne
(d) Servant/relation look after children good health
(e) Do not keep good health • Yes/Ne
(f) Husband not co-operating • Yes/Ne
(g) Too many household works to do • Yes/Ne

4. How far is the school from home ?
   1 KM/ 2 KM/ 3 KM/ 4 KM/ 5 KM/ More

5. How do you come to the school ?
   on foot/ by bus/ by some other means

6. At what time does your school start ?

7. How many times did you avail maternity leave ?

8. How long was the maternity leave on each time ?
   1 month/ 2 months/ 3 months/ More

9. Did you avail medical leave ? Yes/ No

10. If yes, how many days altogether ? — — days .

10. when your children were young did you want to take longer leave ? Yes/ No

11. (a) When your children were young did you want to give up your job or a part-time job ? Yes/Ne
    (b) For timing of your school which one do you prefer ?
        Morning hours
        Afternoon hours

12. why did you not think of giving up your job or a part-time job on account of the problems arising out of child-care :
    (a) It would have affected your family finance
(b) There was no difficulty in your family
(c) You did not like to stay back indoors
(d) You did not know that there were such provisions
(please tick-off your responses in order of priority)

13. Were you used to household works at your parents' place?
(please put ✓ against your response)
   very much
   little
   not at all

14. Are you to do household works at your in-laws place?
(please put ✓ against your response)
   very much
   little
   not at all

15. Did you ever think of giving up your job due to household difficulties: Yes/ No

16. If yes, why did you not give it up? (please tick-off three causes in order of priority)
   (a) Husband did not allow you to give up the job
   (b) In-laws did not allow you to give up the job
   (c) You want money of your own
   (d) You want to supplement family finance
   (e) Any other

17. How do you spend your money:
   (a) Own hand
   (b) Give it to Husband/Mother-in-law/Father-in-law
   (c) Any other ways
18. Do you have to maintain a big family? Yes/ No

19. Is there any friction over your income in your family: Yes/ No

   With whom husband / father-in-law / mother-in-law

20. What do you generally do during holidays:

   (i) You like to visit people always/sometimes/ occasionally

   (ii) You like to stay with your children always/sometimes/ occasionally

   (iii) You like to do household works always/sometimes/ occasionally

   (iv) You like to engage yourself in knitting, sewing, weaving etc. always/sometimes/ occasionally

   (v) Any other

Or (vi) During holidays you have much more household chores to manage always/sometimes/ occasionally

21. Besides maternity leave what other leave have you availed of so far:

   Casual leave

   Medical leave

   Any other

22. Why do you generally avail casual leave?

   (a) Your own illness

   (b) Illness of your children

   (c) Illness of your husband
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(d) Illness of your in-laws
(e) On account of festivals/ceremonies in the family
(f) Visit of guest/relations/ at odd time
(g) On account of heavy rains/excessive hot-days/
cold-days
(h) Any other

23. How many children do you have: Boys — Girls —

1st boy / girl age —
2nd boy / girl age —
3rd boy / girl age —
4th boy / girl age —
5th boy / girl age —
6th boy / girl age —

24. Do you feel that your children are not well looked after because you are away during the whole day? Yes/No

25. Are your in-laws affectionate to you? Yes/No

26. Do you like them? Yes/No

27. Do your in-laws encourage you to go for a paid job?
   Father-in-law: Yes/No   Mother-in-law: Yes/No

28. Why do they encourage you to go for a paid job?
   (please tick-off three causes in order of priority)
   (a) To earn money
   (b) To utilise your education
   (c) To earn a social status
   (d) Any other
29. Do your parents-in-law take care of your children?
   Father-in-law: Yes/No  Mother-in-law: Yes/No

30. Is your headteacher considerate to you? Yes/No

31. Does he consider you if you are late to the school?
   Yes / No / Not always

32. Do you have to teach in the first period of the timetable of your school? Yes / No

33. Do you take part in the cocurricular activities of your school? Yes / No
   What are the activities?

34. Do you like your school? (please put ✓ against your responses)
   (a) Love very much
   (b) Love
   (c) Do not love
   (d) Do not love at all
   (e) Indifferent

35. What are the things that you do not like in your school?
   (please put ✓ or ✗ against your responses.)
   School building
   Pupils of your school
   Syllabus you teach
   Your colleagues
   Your head teacher
   Any other
36. What are your wants in your school?
   (please tick-off three items in order of importance)
   (a) No separate room for the teacher
   (b) No furniture for the teacher
   (c) No urinal
   (d) No teaching aids
   (e) No text-books for the teacher
   (f) No provision for drinking water
   (g) All teachers are not properly qualified
   (h) No materials for games and music
Questionnaire No II

1. Your name -
2. Name of your school and address -
3. Your home address -
4. Your qualifications - academic -
   professional -
5. Your present age -
6. Religion -
7. Community -
8. Length of service - as Asstt. teacher
   as Hd. teacher in this school
   as Hd. teacher in other schools
9. Your father's name and address -
10. Your father's occupations - teaching/business/cultivation/
    other services - name of the post held
11. When did you have your training - before joining service
    after joining service
12. Total number of classes in your school -
13. Total number of pupils: Boys — Girls —
14. Total number of teachers in your school:

<table>
<thead>
<tr>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>married</td>
<td>unmarried</td>
</tr>
<tr>
<td>married</td>
<td>married</td>
</tr>
<tr>
<td>unmarried</td>
<td>unmarried</td>
</tr>
</tbody>
</table>

Total:
14. Who are the most regular teachers in your school?

Name  Address  Married / Unmarried
1.
2.
3.

16. Who are the teachers whom you can rely on in classroom teaching?

Name  Address  Married / Unmarried
1.
2.
3.

18. Of your teachers whom do you confide in all matters relating to school management?

Name  Address  Married / Unmarried
1.
2.
3.

17. Whom do you think to be the most popular teacher in your school and why?

Name  Address  Married / Unmarried

18. Do you prefer a man teacher to a woman one?
19. As regards teachers what are your main problems?
   Please give details.
Opinionnaire.

1. For how many years have you been a supervisor?
2. Are you a trained graduate?
3. How many centres are there in the circle under you?
   
   On average how many schools are there in one centre?
   
   How many schools are there under your supervision?
   
   How many teachers are under you?
   
   Man:
   
   Woman:

4. Generally what is the distance from home to the school in which teachers are posted?

   No. of man . . . . No. of woman
   
   within Less than 1 KM:
   
   1 KM:
   
   2 KM:
   
   3 KM:
   
   4 KM:
   
   5 KM:

   6 KM and beyond:

5. While appointing a teacher you try to post him/her in his/her own village/town. Is it so?

   Man teacher . . . . Woman teacher

   Sometimes:
   
   Always:
   
   As far as possible:
6. Do you try to post teachers from urban areas in backward, interior areas?

<table>
<thead>
<tr>
<th>Man teacher</th>
<th>Woman teacher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sometimes</td>
<td></td>
</tr>
<tr>
<td>Always</td>
<td></td>
</tr>
<tr>
<td>As far as possible:</td>
<td></td>
</tr>
</tbody>
</table>

7. According to you who enjoys a better social and economic status, the man teacher or the woman teacher:

<table>
<thead>
<tr>
<th>Both equal:</th>
<th>Man teacher enjoys a better status:</th>
<th>Woman teacher enjoys a better status:</th>
</tr>
</thead>
</table>

8. What is your opinion regarding a married woman teacher?

(a) Most of them are from economically backward families: Yes/No
(b) Most of them are from socially disadvantaged sections of society: Yes/No
(c) Most of them have aptitude for teaching: Yes/No
(d) Most of them have willingness to learn: Yes/No
(e) A woman teacher receives better social recognition than a man teacher: Yes/No

9. Given below are few probable causes of joining the profession by a married woman teacher in the primary school. Please tick-off three out of these, in order of preference:

<table>
<thead>
<tr>
<th>Love for the profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>To utilise leisure hours</td>
</tr>
<tr>
<td>To earn a social status</td>
</tr>
</tbody>
</table>
To earn for the family finance
To earn before getting married
To earn independently

10. What facilities must a woman teacher be given in the school for better discharge of her duties? Please tick-off three in order of importance out of the following items:

- A good school building
- A separate room for the teacher
- Text-books for the teacher
- Provision for drinking water
- Provision for lavatory / urinal
- Teaching aids
- A good educational atmosphere
- Any other

11. Out of the items indicated above under question No. 10, which of these are in short supply in your schools at present? Please arrange the items in order of importance.

(1)
(2)
(3)
(4)

12. For better teaching whom do you prefer to appoint in a primary school?

- a man teacher
- a woman teacher
- or both
13. Given below are some of the probable benefits which may improve professional competence of a teacher. Please tick-off three in order of priority out of the items.

Higher salary scale
Higher academic qualifications
More social recognition
More encouragement from the departmental authorities
Any other

14. Given below are some probable aspects which may improve the present teacher training programmes in the state. Please tick-off three in order of priority out of the items:

Higher qualifications for entrance
More emphasis on subject-knowledge
To enthuse love for teaching
To lengthen the period of training
More short-term in-service training
Any other

15. Because the wife is coming out of home to serve in a primary school, there might be some frictions in her family of any sort. Have you come across such a working wife who suffers from frictions in her family? Yes / No
Interview Schedule I

Case No: Category:

1. Home address: Rural / Urban
2. School address: Rural / Urban
3. Husband: Alive / Dead
4. Parents: Father alive/dead Mother alive/dead
5. Parents-in-law: Father alive/dead Mother alive/dead
6. Present status: Head Mistress / Assistant Mistress
7. Why do you stay in a joint/nucleus family
8. How many children do you have?
   Boy Girl (with age)

9. For how many years you are in school?

10. Why did you join teaching
    (a) financial status of your father:
        affluent/middle-class/ lower middle-class
        Occupation: Cultivation/teaching/other service/business
    (b) financial status of your husband:
        affluent/middle-class/ lower middle-class
        Occupation: Cultivation/teaching/other service/business
    (c) financial status of your brothers:
        affluent/middle-class/ lower middle-class
    (d) financial status of your in-laws:
        affluent/middle-class/ lower middle-class
(e) Why did you join teaching

11. After marriage did you want to give up teaching? Yes/No
   Why

12. Are your in-laws in favour of your working out-of-home? Yes/No
   Why

13. Does your husband encourage you to go for a paid job? Yes/No
   Why

14. Are you satisfied with your job? Yes/No
   Why

15. (a) How many periods a day you teach in your school?

(b) What are the co-curricular activities followed in your school?

(c) How many children are there in your class?
   Boys — Girls — Total:

(d) How many children are brilliant —
   How many backward —

(e) What is the family/home background of these brilliant or backward children?

(f) What special care do you take in respect of the brilliant as well as the backward ones?

(g) Are you trained? Yes/No
   Have you attended any short-term courses? Yes/No

(h) Do you adopt any new method in teaching mother-tongue or Arithmetic? Yes/No
(i) How many days of casual leave have you taken during the present year?

(j) Do you have a scheme-book for the year?
   a log-book
   a scheme for home assignment

(k) Have you seen the new syllabus for the primary school?

(l) Do you generally take extra periods?

16. What are your wants in the school?

17. What are your problems in the school?

18. What is your reaction to the total environment of your school?

   teachers
   head teachers
   guardians/school authorities
   children

19. Because you are a working woman do you feel that you enjoy a better social status than the non-working wife? Yes/No
    Why

20. How are your neighbours? Do they accept your working status with ambivalence or with due regards?

21. Do you take part in social activities? Yes/No
    What are the activities?
22. Ways of spending your own income:
   yourself alone:
   both husband and wife:
   husband alone:
   give it to in-laws:
   any other ways:

23. (a) Does your husband allow you to spend your own income on your dress/cosmetics/cinema/festivals/your children/your friends/your parents
   (b) Do you give presents to your husband on bihu/puja/birth day/marriage anniversary/any other occasion
   (c) Does he give you presents?
   (d) Do you keep an account of your family budget?

24. Do you face any difference of opinion regarding money-matters?
What is the nature of the friction?
Interview Schedule No II

Case No : Category :

1. Your name :

2. Your father's name and address :

3. What was the occupation of your father :
   cultivation/ teaching / other jobs / business

4. What was the financial status of your father :
   affluent/middle-class/lower middle-class

5. How many brothers and sisters are you ?
   brothers —— sisters —— total :

6. What is the financial status of your brothers and sisters :
   affluent/ middle-class/ lower middle-class
   Educational level of your brothers and sisters :
   high / average / low

7. What are your qualifications :
   academic :
   professional :

8. When did you enter the school : date :
   How many years before marriage / after marriage /
   after the death of husband : —— years

9. How many children do you have : Boys —— Girls ——
   Were they born before you join teaching ?
10. How many schools did you serve:
   in town:
   in village:

11. For how many years were you a headmistress?

12. How many women teachers were there in the schools you worked?
    What were their religions: Hindu/Muslim/Christian/others
    Were there more unmarried/married/widow teachers

13. If you were in teaching before marriage what were your causes of joining teaching?

14. If you joined teaching after marriage what were your causes of joining teaching?

15. How did you like your working status:
    (a) at the beginning
    (b) towards the end of your career

16. (a) What was the social attitude towards your working status:
    (1) at the beginning
    (ii) towards the end of your career
    (b) What was the attitude of your family members:
        (1) at the beginning
        (ii) towards the end of your career

17. During your days teaching was the only vocation opened to a woman. Was not it?
    Why
18. You must be aware that a working woman specially a working wife was looked down upon by society some years back. Did you experience such an atmostphere?

19. Gradually social outlook has been changing and more and more married women have been coming out of home for gainful jobs. What, according to you, may be the possible reasons for this?

20. What was the status of a working woman during your days:
   - in society:
   - in the family:
   - in the department:

21. Do you think that because of woman coming out of home for paid jobs has affected the family adversely:
   - in matters of child-care
   - in matters of family management
   - in matters of discharge of duties

22. What facilities may be given to a married working woman so that she is able to discharge her duties more efficiently?

23. What are your special aptitude:
   - literary
   - music
   - social service
   - games and sports
   - any other

24. Do you have anything else to say on the working wife?