APPENDIX - I

QUESTIONNAIRE

PERSONAL INFORMATION

1. Name / Caste :

2. Marital Status :
   a) Married          (b) Unmarried
   (c) Divorced        (d) Separated

3. Age Groups :
   a) 25 – 35          (b) 36 – 45          (c) 46 and above

4. Residence :
   a) Rural           (b) Urban           (c) Migratory

5. Income Group (monthly Rs./=) :
   Self
   a) Upto 15,000
   b) 15,001 – 30,000
   c) Above 30,000

   Family (Self & Husband & Other earning members)
   a) Upto 30,000
   b) 30,001 to 50,000
   c) above 50,000

6. Type of Family :
   a) Nuclear          (b) Joint
7. **Total number of family members**

<table>
<thead>
<tr>
<th>Total No. of Family Members</th>
<th>Males (M)</th>
<th>Females (F)</th>
<th>Total (M+F)</th>
<th>Major M</th>
<th>Female F</th>
<th>Minor M</th>
<th>Minor F</th>
<th>Total (M+F)</th>
<th>Earning Members M</th>
<th>Female F</th>
<th>Total (M+F)</th>
<th>Non Earning Member M</th>
<th>Female F</th>
<th>Total (M+F)</th>
</tr>
</thead>
</table>

8. **Occupation:**
   a) Parents
   b) Husband
   c) Children
   i) (ii) (iii) (iv)

9. **Educational Qualification and Specialization:**
   a) M.B.B.S
   b) M.D. / M.S. in ........
   c) D. M. / M.CH. in ........
   d) Diploma in ........
   e) Training / Fellowship outside the country.
   f) Any other.

10. **Nature of Service?**
    a) Permanent.
    b) Temporary.
    c) Tenure.
    d) Contractual.
    e) Adhoc.
    f) Any other.
11. Experience in Present Service (in years)
   a) Inside the State
   b) Outside the State
   c) Outside the Country

I. MEDICAL EDUCATION
   Undergraduate Level

1.1 What were the problems you faced during your under-graduation?
   a) Standard of the studies was too high to be coped up.
   b) Could not keep pace with the studies due to over burden.
   c) Difficult to read in hostel life.
   d) Unawareness of the scope of the reading at family level.
   e) Lack of acquaintance with teachers (faculty) and lower staff.
   f) Any Other

1.2 Were you preferred someway over other students of the college?
   a) Yes
   b) No
      If yes, the reasons were
      a) Daughter of a Politician.
      b) Daughter of a doctor.
      c) Being from city.
      d) Being from village.
      e) Any other.
If No, the reasons were?

a)  

b)  

c)  

d)  

**Postgraduate Level**

1.3 Who in the family supported you in choosing your specialization at P.G. Level?

a) Self.

b) Father.

c) Husband.

d) Teachers.

e) Stimulation by seniors.

f) Developed the zeal in that subject after attending a conference

1.4 What prompted you to undergo Post-graduation?

a) Type of medical school attended.

b) The location of P.G. education.

c) Less respect from seniors if only undergraduate.

d) Encouragement from faculty members.

e) Sense of feeling complete doctor after Post-graduation.

f) As a step forward getting better promotion prospects.

g) Chances of getting job in teaching hospital as a faculty member are increased after P.G.
1.5 Did you get subject of your choice at P.G. Level?
   a) Yes
   b) No
      If Yes,
         a) Due to merit obtained in P.G. Entrance Test.
         b) Due to less competition in that subject.
         c) Due to availability of maximum number of seats in that subject.
         d) Due to caste status (ST/SC).
         e) Any other.
      If No,
         a) Due to less merit, could not get the subject of choice.
         b) Due to more competition in the subject.
         c) Due to availability of less number of seats in the subject.
         d) Due to over representation of the students belonging to the low caste status.
         e) Any other.

1.6 What prompted you to choose the subject of Post-graduation?
   a) Non-competitive subject.
   b) Short term training in the subject.
   c) More sensitivity to the problems of the patients involved.
   d) Less / no night duties.
   e) Less hectic work schedule.
   f) Choice of seeing only female patients in concerned specialty.
   g) Female patients will prefer to get examined by female medics.
   h) Any other
1.7 What were / are the problems in the subject of your specialization?
   a) Less salary.
   b) Less chances of private practice in future.
   c) Rated lower in prestige.
   d) Hectic working schedules.
   e) Frequent night duties.
   f) Any other.

1.8 Do you think that during your training programmes the medical schools of the valley?
   a) Denied you or your colleague entry to some specialties as a result of your gender.
   b) Devaluation of your competition.
   c) Devaluation of your commitment.
   d) Any other.

1.9 Do you think that medical schools of the valley should :-
   a) Form support groups and systematic networks of female faculty and students.
   b) Should provide role models, mentoring, and help in facing up to overt and covert sexism.
   c) Involve women medics / faculty members / practitioners in conferences and workshops.
   d) Should offer at every career stage the opportunity to share experiences and coping skills.
   e) Any other.
1.10 Do you think that after attaining the graduation/postgraduation, female medics have:

a) Professional attainments significantly lower than male medics.
b) Career does not progress in a sustained way but only have stop and go pattern.
c) Get jobs relatively at less prestigious teaching hospitals.
d) Family responsibilities effect the professional attainment negatively.
e) Have lower scoring rates in the competitive exams and job securing interviews.

1.11 Which out of the following are the main barriers of women’s professional success?

a) Family commitments.
b) Less salary to female medics.
c) Lack of ambition.
d) Any other.

II CAREERS IN ACADEMIC MEDICINE

2.1 Do you think women medics cannot become the Head of the service/Medical school.

a) Yes
b) No

If yes, give reasons

a) Usually are not qualified highly for the post.
b) These positions are time consuming and further cannot pay much time to it due to their family obligations.
c) Political system has to do much about the selection procedures.
d) Any other.
   If No, give reasons
a) They do not have the desire.
b) Male dominated seniors do not want a female to be their head.
c) Promotion lag for women as compared to males.

2.2 Do you think that for female medics, there should be:-
a) Different Curricula.
b) Separate Medical school and Hospitals.
c) 
   ______________________
d) 
   ______________________

2.3 Do you think that female medics suffer than other females of the society in terms of:

a) Late Marriage.
b) Do not get suitable match.
c) 
   ______________________
d) 
   ______________________

2.4 What would have been your preference for your marriage? (married medico)
a) Not married to a medic.
b) To get married to a person other than medic.
c) To get married to a higher qualified medic.
d) To get married to same qualified medic.

2.5 Are you satisfied with your marriage?
a) Yes
b) No
   If Yes, give reasons
   a) Got married to doctor.
   b) Have no obstacles in performing the duties, private practice.
   c) Have no obstacles in going for higher studies.
   d) Any other.
   If No, give reasons
   a) Should have married to non-medic.
   b) _______________________
   c) _______________________
   d) _______________________
e) Any other.

2.6 What will you prefer for your marriage?
a) Marriage before getting P.G.
b) After getting P.G.
c) Getting married to non-medic.
d) Marriage with lower caste medic.
e) Marriage with higher caste medic.
f) Marriage with higher qualified medic.
g) Marriage with same qualified medic.
h) Lower qualified than you.
2.7 Would you like to get married to a medico who is son of a medico family?
   a) Yes
   b) No
      If Yes, give reasons
      a) Lot of sponsors.
      b) No problem in getting jobs.
      c) No problem in getting posting of choice.
      d) Better understood by the family because of the experiences.
      e) No geographical restrictions.
         If No, give reasons
         (a) More stresses in the family.
         (b) Have to follow the choices of the in-laws regarding the duties.
         (c) Problem of geographical restriction.
         (d) Any other

III. OCCUPATIONAL / PROFESSIONAL SATISFACTION

3.1 Are you satisfied with your profession?
   a) Yes
   b) No
   c) Can't say
      If Yes, give reasons
      a) Good social status.
      b) Economic soundness.
      c) Better planning for future of children
3.2 What were the factors influencing the idea of your being in Medical Profession?

a) Desire to render service to the sick.
b) Advice of family.
c) Desire to do something creative.
d) Desire to earn money and economic independence.
e) Any other.

3.3 Do you think that women medics are respected in the society as compared to non-medic females.

a) Yes
b) No

If Yes, give reasons

a) 

b) 

c) 

d) 

If No, give reasons

a) 

b) 

d)
IV. RELATION WITH COLLEAGUE COMMUNITY

4.1 Do you think that women medics in hospital are dependent on the assistance of para-Medical Staff?
   a) Yes
   b) No
      If Yes, give reasons
      a) __________________________
      b) __________________________
      c) __________________________
      d) __________________________
      If No, give reasons
      a) __________________________
      b) __________________________
      c) __________________________
      d) __________________________

4.2 Do you think that affiliation with Co-professional is important?
   a) Yes
   b) No
      If Yes, give reasons
      a) __________________________
      b) __________________________
4.3 Do you think that the Teaching of Undergraduate and Postgraduate students is beneficial for a women medic?

a) Yes
b) No

If Yes, give reasons

a) 

b) 

c) 

d) 

If No, give reasons

a) 

b) 

c) 

d) 

4.4 Do you feel difficulty in attending the patients without senior colleague / specialist during duties at night?

a) Yes
b) No
If Yes, give reasons

a)  

b)  

c)  

d)  

If No, give reasons

a)  

b)  

c)  

d)  

V.  REFERRALS AND RECIPROCITY

5.1 Who refers the patients for your private practice?

a) Patients whom you treated previously recommended your name to other patients.

b) Patients being referred by your office or hospital.

c) Former classmates in other specialties who are practicing in same geographical area.

d) Retiring doctors.

e) Husbands.

f) Any other.

5.2 Do you like to see?

a) Female patients only.

b) Male patients only.
c) Both
   Why?

a) Because of the specialization in Gynecology therefore have nothing to do with male patients.
b) Female patients like to be seen by female doctors.
c) Male patients also like to be seen by male doctors.
d) Any other

5.3 What out of the following are the drawbacks for female medics in their practice?

a) Women do not frequently see the worth of professional socialization which include professional social activities, meetings, and conferences.
b) Women medics have to give their family duties a higher priority.
c) Cannot build up a female colleague referral network.
d) Can not get integrated with male dominated inner circles.
e) Any other.

VI WOMEN MEDICS AND GENDER DIFFERENTIATION

6.1 Did your parents discriminated you against your brother in any way?

a) Yes
b) No
   If Yes, in what sense:
   a) Regarding love and affection.
b) Regarding educational facilities.
c) Regarding day to day program.

d) Regarding choice of profession.

e) Regarding friendship.

f) Any other

6.2 Was there any opposition from any male member of the family regarding your being in Medical Profession?

a) Yes

b) No

   If Yes, what were the reasons?

   a) Women are always dependent, therefore need not go and practice medicine.

   b) Women’s place is in the house, therefore has to play a dominant role in the family.

   c) If women becomes economically sound, she then pays less attention to male authority, attitude, and control.

   d) Women are less intelligent, thus are unsuitable for Medical Profession.

   If No, what were the reasons?

   a) Exposure to outside world makes them intelligent.

   b) Knowledge about specific subjects makes them expert.

   c) Element of prejudice has vanished from the family against women.

   d) Any other.
6.3 What is the pattern of decision making existing in your family regarding size of family?
   a) Decision making involves elders.
   b) Decision making involves only elder males.
   c) Decision making involves only elder females.
   d) Decision making involves in-laws.

6.4 Are/Were you considered in the decision making regarding marriage of your children?
   a) Yes
   b) No
      If Yes, give reasons:
      a) 
      b) 
      c) 
      d) 
      If No, give reasons:
      a) 
      b) 
      c) 
      d) 

6.5 Did Medical School authorities denied you, during studies, any part of training?
   a) Yes
   b) No
If Yes, reasons:

a) 

b) 

c) 

d) 

If No, reasons:

a) 

b) 

c) 

d) 

VII. **WOMEN MEDICS AND AREA OF CONCERN**

7.1 What is your major area of interest?

a) Serving patients.
b) Teaching.
c) Research.
d) Administration
e) Earning

7.2 Are you in favour of private practice?

a) Yes

b) No

If Yes, give reasons

a) 

b) 
c) __________________________

d) __________________________

If No, give reasons

a) __________________________

b) __________________________

c) __________________________

d) __________________________

7.3 Do you feel satisfied / comfortable while treating the patients in hospital?

a) Yes

b) No

If Yes, give reasons

a) __________________________

b) __________________________

c) __________________________

d) __________________________

If No, reasons

a) __________________________

b) __________________________

c) __________________________

d) __________________________

7.4 In which type of treatment your patients are generally interested?

a) Immediate Treatment.

b) Preventive Care.

c) Any other.
7.5 Do you think that private practice affected your attitude towards other patients?
   a) Yes
   b) No
      If Yes, give reasons
      a) __________________________
      b) __________________________
      c) __________________________
      d) __________________________
      If No, give reasons
      a) __________________________
      b) __________________________
      c) __________________________
      d) __________________________

7.6 Where do you think women medics generally desire to work in?
   a) Primary Health Care.
   b) Secondary Health Care.
   c) Private Nursing Home.
   d) Teaching Hospitals.
   e) Non-teaching Hospitals.
   f) Tertiary Care Hospitals.
   g) Any other.

7.7 What is your attitude regarding the treatment given to the patients on the basis of their rural / urban backgrounds?
   a) Rural patients are given lesser care.
   b) Urban patients are given better care.
c) Rural / Urban people are given equal treatment.

d) Any other.

VIII. WOMEN MEDICS’ OCCUPATIONAL MOBILITY & IMPACT

8.1 Do you think that working abroad changes your status?

a) Yes

b) No

If yes, give reasons

a) Better salary.

b) Exposure to advanced health care system.

c) Better facility to the family.

d) Any other.

If No, give reasons

a) Loss of job after coming back from outside.

b) Loss of patient pool after coming back.

c) Male-adjustment in the profession.

d) Any other.

8.2 Do you think that working abroad, stops the chances of promotions and acquiring of higher professional education?

a) Yes

b) No

If Yes, give reasons

a) Wants to earn money only.

b) Cannot appear in the competitive examinations at proper time as vacations outside do not coincide with the examination dates.
c) Cannot remain updated as majority are working in non-teaching institutes.
d) Any other.
   If No, give reasons
   a) Can appear for higher studies in donation based institutions.
   b) Have an easy excess to information regarding foreign degrees.
c) Any other.

8.3 Do you think that your being in medical profession created a beneficial impact on your family?
   a) Yes
   b) No
      If Yes, who in the family were benefited?
      a) Siblings.
      b) Brothers.
      c) Sisters.
      d) Others.
      If No, give reasons
      a) __________________________
      b) __________________________
      c) __________________________
      d) __________________________

8.4 What is the impact of your being in medical profession on society?
   a) Favourable
   b) Unfavourable
If Favourable, reasons

(a) The female patients does not feel embarrassed when she is examined by a female medic.
b) The conservative society like their female patients to be examined by the female medics.
c) Education of the female patient with regard to certain diseases can be favourably done by women Medical professionals only.
d) Any other.

If Unfavourable, reasons

a) Women medics considered less efficient.
b) Women medics are meant for only conducting deliveries.
c) Women medics are considered less educated.
d) Any other.

8.5 Do you think that society discourages the women Medics for going into certain careers like, Armies, Battle fields, and places of natural calamities?

a) Yes
b) No

If Yes, give reasons

a) Women medics are considered unfit, having less stamina etc.
b) Women medics cannot work-done especially during evening and night shifts.
c) Women cannot handle the equipments like heavy machines and machines associated with radiation.
d) Women have to look after household work and children etc.

e) Any other.

If No, give reasons

a) Women medics can work in groups and can produce some results as their counter parts.

b) Women can be still useful for treating the female patients during war times and natural calamities.

c) Women can be provided an efficient security system so that they can work during night shifts etc.

d) Any other.

8.6 Do you regret for being in Medical Profession?

a) Yes

b) No

If Yes, give reasons

a) ________________________________

b) ________________________________

c) ________________________________

d) ________________________________

If No, give reasons

a) ________________________________

b) ________________________________

c) ________________________________

d) ________________________________
8.7 Do you recommend for other women to choose the Medical Profession?
If Yes, why?
   a) ........................................
   b) ........................................
   c) ........................................
   d) ........................................
      If No, give reasons
   a) ........................................
   b) ........................................
   c) ........................................
   d) ........................................

8.8 Would you like your daughter / sister to choose Medical Profession?
   a) Yes
   b) No
      If Yes, give reasons
   a) ........................................
   b) ........................................
   c) ........................................
   d) ........................................
      If No, give reasons
   a) ........................................
   b) ........................................
   c) ........................................
   d) ........................................
IX WOMEN MEDICS AND PROBLEMS EXPERIENCED

Problems at Social Level

9.1 What are the problems faced by women medics when both husband and wife are doctors?
   a) Less time to spend with husband.
   b) Less time to attend the children.
   c) Less time to attend for household duties.
   d) Less time for social obligations.
   e) Any other.

9.2 What are the problems of women medics if husband is not a Medico?
   a) Problem in understanding the duty pattern and responsibility.
   b) Difficulty in attending the social get-togethers.
   c) Any other.

9.3 Do you feel that women medics face other social problems also?
   a) Yes
   b) No
      If Yes, what are the problems
      a) Delayed Marriage.
      b) Tension in the family life.
      c) Un-employment.
      d) Suicide attempt.
      e) Divorce.
      f) Any other.
If No, give reasons

a) ______________________________

b) ______________________________

c) ______________________________

d) ______________________________

**Problems at Family Levels**

*(Child Care Issues)*

9.4 Do you feel that women medic have to face problems of?

<table>
<thead>
<tr>
<th>Problems</th>
<th>Every Time</th>
<th>Often</th>
<th>Some Time</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Strained relation with elders</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Strained relation with husband</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Strained relation with in-laws</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Any other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9.5 Who takes care of your children, when you are at work?

a) Their grand parents / grand mother.

b) Elder and grown up sibling.

c) The maid or servant at home.

d) Drop the child in the Crèche.

e) Any other.
9.6  Do you think that your duty pathways has created behavioural disorders in your children?
   a) Yes
   b) No
      
      If Yes, Do disorders relate to:

<table>
<thead>
<tr>
<th>Behaviour &amp; Attitude</th>
<th>Yes</th>
<th>No</th>
<th>Often</th>
<th>Rarely</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Shout back at you</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) No attention to your advice</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Sleep at odd hours</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Do not listen to your call</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Any other</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Problem at Work-Place

9.7  Do you think that women medics face problems while pursuing higher studies?
   a) Yes
   b) No
      
      If Yes, what are the problems

   a) Difficulties in making seminars, review articles during odd hours.
   b) Cannot go to conferences alone at odd hours.
   c) Pulled up for not completing the work.
   d) Teasing.
e) Harassment.
f) Any other.
   If No, give reasons
   a) _____________________________
   b) _____________________________
   c) _____________________________
   d) _____________________________

9.8 Do you think that women medics face considerable hostility in Male dominated specialities?
   a) Yes
   b) No
   If Yes, what are the specialities and what is the extent of hostility.

<table>
<thead>
<tr>
<th>Specialities</th>
<th>Extent of Hostility</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Higher</td>
</tr>
<tr>
<td>Surgery</td>
<td></td>
</tr>
<tr>
<td>Cardiology</td>
<td></td>
</tr>
<tr>
<td>Nephrology</td>
<td></td>
</tr>
<tr>
<td>E.N.T.</td>
<td></td>
</tr>
<tr>
<td>Ophthalmology</td>
<td></td>
</tr>
<tr>
<td>Any Other</td>
<td></td>
</tr>
</tbody>
</table>

9.9 Do you think that women medics face problems in their fields of specialization and in the leading positions in Medical Organisation?
   a) Yes
   b) No
If Yes, Do the problems related to

a) Chances of promotion
b) Less prestige
c) Lower-income
d) Under representation

If No, give reasons

a) 

b) 

c) 

d) 

9.10 Do you think that women medics are placed under psychological stress in their professional lives?

a) Yes
b) No

If Yes, give reasons

a) Lack of power and authority in Medical establishment.
b) Tend to spend more time with each patient and more sensitive to personal issues of the patients.
c) Death and dying effect of the patient and its after-math on family.
d) The conflict caused by having to choose among demand made by different roles.

If No, reasons

a) Lack of power and authority in Medical establishment does not affect the professional life.
b)  The conflict caused due to duel roles does not exist as a result of modern technologies and availability of the communicative systems at work place.

c)  Child care and household work taken by servants etc.

d)  Any Other.
## APPENDIX – II

### Population Distribution, Percentage Decadal Growth Rate, Sex-ratio and Population Density

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>State/District</th>
<th>Population 2001</th>
<th>Sex ratio (No. of females per 1000 males)</th>
<th>Population density Per sq. km</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>J &amp; K</td>
<td>10,069,517</td>
<td>4,300,574</td>
<td>4,769,943</td>
</tr>
<tr>
<td>1.</td>
<td>Kupwara</td>
<td>840,613</td>
<td>331,783</td>
<td>508,230</td>
</tr>
<tr>
<td>2.</td>
<td>Baramula</td>
<td>1,166,722</td>
<td>611,311</td>
<td>555,411</td>
</tr>
<tr>
<td>3.</td>
<td>Srinagar</td>
<td>1,238,850</td>
<td>661,923</td>
<td>576,927</td>
</tr>
<tr>
<td>4.</td>
<td>Badgam</td>
<td>583,768</td>
<td>308,574</td>
<td>275,194</td>
</tr>
<tr>
<td>5.</td>
<td>Pulwama</td>
<td>652,295</td>
<td>364,166</td>
<td>288,129</td>
</tr>
<tr>
<td>6.</td>
<td>Anantnag</td>
<td>1,170,013</td>
<td>606,720</td>
<td>561,293</td>
</tr>
<tr>
<td>7.</td>
<td>Leh (Ladakh)</td>
<td>117,827</td>
<td>55,166</td>
<td>52,461</td>
</tr>
<tr>
<td>8.</td>
<td>Kargil</td>
<td>115,227</td>
<td>50,829</td>
<td>54,598</td>
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**Note:** 1991 population figures are interpolated as no Census was conducted in the state in 1991.

**Source:** Director of Census operation, Jammu & Kashmir.
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**Sex Ratio (No. of Females per 1000 males)**

**APPENDIX - III**
## APPENDIX – IV

### Literacy Rate by Sex for State and Districts 2001

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*Note*: Literacy rates in the percentage of literates to population aged 7 years and above.

*Source*: Director of Census Operation Jammu and Kashmir
### APPENDIX - V

**In - take and Out-turn of Medical Colleges (M.B.B.S)/Dental College**

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**Source:** Directorate of Economics and Statistics, J&K Government
### APPENDIX – VI

**NUMBER OF MEDICAL INSTITUTIONS (Public and Private)**

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<th>Mobile Units</th>
<th>Medical Aid Centres &amp; Sub-Centers</th>
<th>T.B. Clinics &amp; sub-centres</th>
<th>S.T.D./ V.D. Planning centres &amp; sub-centres</th>
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**Provisional**

**Source**: Directorate of Economics and Statistics, J&K Government
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Medical Personnel in Health Department

Appendix - VII