APPENDIX A

THE STUDY OF THE PROBLEMS OF EMPLOYED WOMEN IN RURAL AREAS.

INTERVIEW SCHEDULE.

1. Please answer the questions correctly to enable me to study your problems properly.

2. The information given by you will be used for the purpose of research only.

General Information.

1. Age.
2. Caste.
3. Education.
4. Employment.
5. Nature of employment: Temporary/Permanent.


7. Experience of service.

8. Marital status—Unmarried/Married/Widow/Separated.


10. Name and the population of the place where you are employed at present.

11. Are the following amenities available at the place of your job?

   1) Weekly Bazaar.
   2) Dispensary.
   3) Shops serving day-today needs.
   4) Primary school.
   5) High School.
   6) Electricity and tap-water.
   7) State transport buses/Railways.
   8) Women's Clubs.

12. What are the things for which you have to depend on neighbouring cities?

   1) 
   2) 
   3) 
   4)
About Employment.

13. When did you join the service?
   1) Before marriage.
   2) After marriage.
   3) After desertion.
   4) After the death of husband.

14. Why do you work?
   1) To help the family.
   2) To make use of education.
   3) To get economic freedom.
   4) To raise the standard of living of the family.
   5) To utilize leisure.
   6) To be free from domestic worries.
   7) To pass time.


16. Generally, why are transfers effected?
   1) For the departmental convenience.
   2) Due to the revengeful attitudes of the officers.
   3) Due to the complaints of the village people?
   4) Pressure from the leaders.
   5) To make room for more influential employee.
   6) Any other reason.
17. What are the means adopted by the employees for transfers?
   1) Personal request.
   2) Pressure through leaders.
   3) Presents and bribes.
   4) Any other method.

13. How were you transferred?
   1) By adopting the above means.
   2) By routine procedure.

19. Were you ever promoted?
   1) Yes.
   2) No.

20. What factors do you think matter for getting promotion in the service?
   1) Seniority.
   2) Efficiency.
   3) Chain pulling.
   4) Qualifications.

21. Do your superiors think that you are inferior to your male colleagues?
   1) Yes.
   2) No.
22. Do you get any special concessions as a woman, from the officers?
   1) Yes.
   2) No.

23. If Yes, what concessions do you get?
   1) Less work.
   2) Leave whenever required.
   3) Mistakes neglected.
   4) Rules slackened.
   5) No strict timings.
   6) Any other concessions.

24. How do your officers behave with you?
   1) Sympathetically.
   2) Casually.
   3) Scornfully.
   4) Take undue advantage of your weakness.

25. Has any of your officers ever misbehaved with you?
   1) Yes.
   2) No.

26. If yes, have you complained against it?
   1) Yes.
   2) No.
27. If not, why did not you complain against the misbehaviour of the officers? Please state the reasons.
1) 
2) 
3) 

28. Do you know any cases of harassment of women employees by the officers or leaders or goondas in the village?
1) Yes.
2) No.

29. From whom do you get harassment in the village?
1) Officers.
2) Co-workers.
3) Leaders.
4) Goondas.
5) Lower grade male employees.
6) From nobody.

30. Have you to go on tours?
1) Yes.
2) No.
31. What difficulties do you face while on tours?
   1) Lack of companion.
   2) Difficulty in getting accommodation for night halts.
   3) Lack of conveyance.
   4) 

32. Were you involved in any untoward incidents while on tours?
   1) Yes.
   2) No.

33. Do you feel like leaving this job?
   1) Yes.
   2) No.

34. If yes, reasons for feeling like leaving this service?
   1) Inadequate salary.
   2) Touring job.
   3) Neglect of home.
   4) Harassment by the officers/leaders.
   5) Inconveniences in the village.
   6) Non co-operative attitude of the people.
   7) Frequent transfers.
   8) Insecurity in the village.
35. Do you get leave easily in case you need it for family reasons?
   1) Yes.
   2) No.

36. How do people respond to your work?
   1) Co-operate.
   2) Oppose.
   3) Ridicule.
   4) Indifferent.

37. Are you satisfied with your present pay?
   1) Yes.
   2) No.

38. Why do you need a salary raise?
   1) Job is more hazardous.
   2) Job is in the village.
   3) No security.
   4) To gain social prestige.
   5) Existing salary is less.
   6) Any other reason.

About Family.

39. Number of children.  Their ages.
40. Members in the family at the place of job and their relation with you.
1) 
2) 
3) 
4) 

41. Are there adequate educational facilities for children in the same village?
1) Yes.
2) No.

42. If not, what arrangements have you made for the education of your children?
1) Kept with relatives.
2) Kept in the hostel.
3) Made some other arrangement.
4) Could not do any arrangement.

43. Who minds the children when you go out for work?
1) Servants.
2) Relatives.
3) Neighbours.
4) No-body.
5) Take them at the work-place.
44. Do you feel that due to your employment, your husband and children are neglected?
   1) Yes.
   2) No.

45. As an employed woman, what are your expectations from your husband?
   1) He should look after the children.
   2) He should help in household work.
   3) He should show interest in your work.
   4) He should treat you as equal.
   5)

46. How does your husband help you?
   1) Doing household work.
   2) In looking after children.
   3) Guidance in work.
   4)
   5)

47. Enumerate the religious rituals you have to do throughout the year.
   1)
   2)
   3)
48. Are you able to do these religious rituals?
   1) Yes.
   2) No.

49. Who encouraged you to take this job?
   1) Self.
   2) Husband.
   3) Father.
   4) Friend.
   5) In-laws.
   6) Others.

50. Who helps you in case of difficulties?
   1) Relatives.
   2) Neighbours.
   3) No-body.

51. Have you employed any servant to help you in the following domestic chores?
   1) Cleaning the vessels.
   2) Washing clothes.
   3) Cleaning and washing.
   4) Cooking.
   5) For all household chores.
   6) Looking after the children.
   7) No servants.
52. What labour saving devices you have in your kitchen?
   1) Gas oven.
   2) Pressure Cooker.
   3) Stove.
   4) Electric Heater.
   5) Other.

53. For what purpose do you spend your salary?
   1) Family expenditure.
   2) To raise the standard of living.
   3) For saving.
   4) For your personal use.
   5) Any other.

54. Who manages the household budget?
   1) Self.
   2) Husband.
   3) Both.
   4) Father.
   5) Any body else.

55. Which do you prefer?
   1) Job.
   2) Household work.
   3) Like both.
56. Which work do you do in the house?
   1) Cooking.
   2) Washing.
   3) Cleaning the vessels.
   4) General supervision.
   5) Manage the entire household work.

57. How many hours you have to work outside?

About Rural Environment.

58. How do leaders and the people in the village behave with you?
   1) Co-operate.
   2) Oppose.
   3) Neutral.
   4) Arrogant.

59. Do the people in the village interfere in your working?
   1) Yes.
   2) No.

60. Are there factions in your village?
   1) Yes.
   2) No.
61. Are you harassed due to these factions in the village?
   1) Yes.
   2) No.

62. If you get a job in the city, will you leave the present job?
   1) Yes.
   2) No.

63. If yes, why do you prefer service in the city?
   1) Security.
   2) Education of children.
   3) Other facilities.
   4)

64. Do you take part in the social activities of the village.
   1) Yes.
   2) No.

65. Have you started any association or organization for the welfare of the village people?
   1) Yes.
   2) No.
66. What are the difficulties which you face in the village?
   1) Lack of entertainment.
   2) Lack of understanding on people's part.
   3) Not getting proper accommodation.

67. Do you know anything about:–
   1) Community Development Programme.
   2) Rules regarding your service.
   3) Philosophy of Panchayati Raj.

68. Are you a member of any trade union organisation protecting your rights as an employee?
   1) Yes.
   2) No.
   3) Not aware of.
CASES OF MOLESTATION OF WOMEN EMPLOYEES AS REPORTED IN THE NEWS PAPERS.

1) Miss. Suman Kulkarni was working as a gramsevika at Bhivapur in Vidarbha region of Maharashtra. She was 28 and came from a middle class family. One day she was found burnt to death in her official quarter at Bhivapur in broad day-light. It was told that the woman was harassed by her officer. So she feared that there was a threat to her modesty.

The letter written by Miss. Kulkarni prior to her death, to the Executive Officer of Zilla Parishad
throws some light on the incident. She wrote in her letter "Yesterday evening at 7 p.m., a small cycle rikshaw was brought to my residence by the officer. Already there were four persons sitting in it. The officer told me to accompany them on tour. Often these things are repeated. I fear my modesty and life are not safe here because of this officer. So I entreat you to transfer me immediately and relieve me from the clutches of this officer."

The case was tried in the Court.

2) Miss. Kanta Pakhare was working as an auxiliary nurse-midwife at Aurad Shahajani in Osmanabad District of Maharashtra. She died because of unsuccessful abortion. It was said that her officer was responsible for her pregnancy. He disowned it and the tragedy took place.

3) Miss. Kamal Vaidya was working as a Gramsevika in one of the villages of Thana District of Maharashtra. One day, she was found murdered on road. One Adivasi was alleged of her murder. It was rumoured that some influential leaders were involved in this incident.
The case was tried in the Court and was discussed on the floor of the Maharashtra Assembly.

4) Mrs. Gadhave, an auxiliary nurse-midwife, was posted in a village of Nasik district of Maharashtra. One day, she was found dead in hanged condition in her very small room. That whether it was a case of suicide or of a murder could not be ascertained. Mystery surrounds the whole incident. It was reported that Mrs. Gadhave, some time back, tried for her transfer, because she was harassed by the villagers and was tired of the uncultured ways of the villagers. She was transferred and so she was about to leave the place. It was rumoured that some persons in the village borrowed money from her and as she was transferred she asked for repayment and it resulted into her death.

5) Miss. M.G. was working as a family-planning-field-worker in a village. The Sirpanch of the Village (Head of the Village Council) belonging to the ruling party, tried to molest her.

The case is that one day she was sleeping in the courtyard of her house. The Sirpanch came to her
and tried to rape her. He threatened her that nobody in the village would dare to come to her rescue. So better she submit to his desire.

6) Miss. I.S. was working as a family-planning-worker at Patoda centre of Osmanabad district of Maharashtra.

One day, at night at about 11:30 p.m. a jeep belonging to the Panchayat Samiti was sent to her, on the pretext that she was called by the officer. She was taken to the lonely place in the jeep. There, the driver and four other persons tried to rape her. But the woman, anyhow managed to rescue herself. This incident was discussed publicly and also on the floor of Maharashtra Assembly.

7) Mrs. Sundarabai Shinde was working as teacher in a village in Bhir district. She complained to the police on 29th Dec. 1971, that she was molested on a road in the broad daylight by the younger brother of village Sirpanch. She added that, prior to the incident, the village Sirpanch paid a visit to her school and told her that like the lady teacher who satisfied the desire of Sirpanch in the Marathi film "Ek Gaon Bara Bhangadi" she should also fulfill his wish. The
molestation followed her denial.

8) "The recent frightful and shocking incident at Koregaon, a village in the Walwa Taluka of Sangli district of Maharashtra reveals how dangerous it is for young girls and women to stay all alone in villages to carry out their duties."

The story goes, Miss N.R.N. was appointed nurse at the Family Planning Centre, Koregaon. She went for shopping to Bagni, a nearby village, in a touring car belonging to a person in the village. She was accompanied by her female attendant. On their way back home in the touring car, a group of persons with axes and lathis in their hands, stopped the car. It was 9:30 p.m. and there was complete darkness around. The miscreants threatened the driver and asked him to put off the lights. Then with the help of a torch, they found out where the young nurse was sitting, and dragged her out of the car and led her to a nearby jowar farm.

The woman employee struggled hard to free herself from their clutches. By this time, she was crying out loudly for help but none of onlookers dared to come to
her rescue because of the fear of the goondas. To stop her loud cries, one of the miscreants took off his cap and stuffed it into her mouth. All the while she entreated them to have mercy on her, treat her as their daughter, sister and save her honour, but none paid any heed to her cries. The goondas are believed to have torn her clothes completely in a bid to molest her. They threatened the woman and other persons in the car with the words "Keep quiet; otherwise be prepared for the consequences."