### Appendix - VII

#### INTERVIEW SCHEDULE

1.0 Preliminary Identification

1.1 Address of the respondent

1.2 Age (in years)
   1.2.1 Below 25
   1.2.2 25 - 35
   1.2.3 35 - 45
   1.2.4 Above 45

1.3 Marital Status
   1.3.1 Never Married
   1.3.2 Married
   1.3.3 Once Married

1.4 Caste

1.5 Religion
   1.5.1 Hindu
   1.5.2 Sikh
   1.5.3 Muslim
   1.5.4 Christian

1.6 Educational Qualification
   1.6.1 Illiterate
   1.6.2 High school
   1.6.4 Graduate
   1.6.5 Post Graduate & above

1.7 Present Family Composition
   1.7.1 Nuclear
   1.7.2 Joint / Extended
1.8 Household Composition:

<table>
<thead>
<tr>
<th>Relation to Self</th>
<th>No. of family members</th>
<th>Sex</th>
<th>Education</th>
<th>Occupation</th>
<th>Income</th>
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</thead>
<tbody>
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2.0 Job History & Details

2.1 Occupation

2.2 Nature of Job
  2.2.1 Part Time
  2.2.2 Permanent

2.3 What is your approximate monthly income (in Rs.)?
  2.3.1 Below 5000
  2.3.2 5000 – 20,000
  2.3.3 Above 20,000

2.4 At what age (in Yrs.) you started working?
  2.4.1 Below 20
  2.4.2 20 - 25
  2.4.3 25 – 35

2.5 How did you get this job?
  2.5.1 Formal
  2.5.2 Informal
2.6 Why are you working?
2.6.1 Necessity
2.6.2 Economic Independence
2.6.3 Personal Development
2.6.4 Miscellaneous

2.7 Which of the attributes attracted you to opt for this job?
2.7.1 Money
2.7.2 Good Working Atmosphere
2.7.3 Less Working Hours
2.7.4 Workplace in Close Proximity
2.7.5 Miscellaneous

2.8 Did you receive any formal training after joining this job?
   Yes / No
2.8.1 If yes, who trained you?
   Male / Female / Both
2.8.1.1 If trained by male, did you experience any difficulty while being trained by male instructor?
   Yes / No

2.9 What is your number of work hours?
2.9.1 Less than 8
2.9.2 8 - 12

2.10 Do you work in shift duties?
   Yes / No
2.10.1 If Yes, how often
   Rarely
2.10.2 Frequently

2.11 Do you travel for your work assignments?
   Yes / No
2.11.1 If Yes, how often
   Rarely
2.11.1.2 Frequently
2.11.1.3 Sometimes

3.0 Relationship with males at workplace
3.1 How many male members are there at your work place?

<table>
<thead>
<tr>
<th>Superordinates</th>
<th>Subordinates</th>
<th>Colleagues</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1.1 1 - 2</td>
<td>1 - 2</td>
<td>1 - 2</td>
</tr>
<tr>
<td>3.1.2 2 - 5</td>
<td>2 - 5</td>
<td>2 - 5</td>
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<tr>
<td>3.1.3 5+</td>
<td>5 +</td>
<td>5+</td>
</tr>
</tbody>
</table>

3.2 What type of relationship you have with your male colleagues at workplace?
3.2.1 Cordial
3.2.2 Normal
3.2.3 Uncordial

3.3 Treatment given by male colleagues at workplace?
3.3.1 They treat you as their equals.
   Yes / No / Undecided
3.3.2 They treat you as more intelligent to male colleagues?
   Yes / No / Undecided
3.3.3 They treat you inferior to male colleagues?
   Yes / No / Undecided
3.3.4 They feel that you get the same salary but don't perform the same type of tasks as male colleagues?
   Yes / No / Undecided
3.3.5 They feel that you can perform your different duties of your own?
   Yes / No / Undecided
3.3.6 They are of the opinion that you are only show piece in the work place?
   Yes / No / Undecided
3.3.7 They are of the opinion that you are of easy moral?
   Yes / No / Undecided
3.3.8 They feel that you get promotions just because you are females?

Yes / No / Undecided

3.4 What type of relationship you have with your male superordinates at work place?

3.4.1 Cordial

3.4.2 Normal

3.4.3 Uncordial

3.5 Treatment given by male superordinates at workplace?

3.5.1 They treat males & females equal in the work place?

Yes / No / Undecided

3.5.2 They treat male colleagues more intelligent to female colleagues?

Yes / No / Undecided

3.5.3 They treat females inferior to male colleagues?

Yes / No / Undecided

3.5.4 They treat females inferior to male colleagues?

Yes / No / Undecided

3.5.5 They feel that females can perform their different duties of their own?

Yes / No / Undecided

3.5.6 They feel that not males but females are only showpiece in the workplace?

Yes / No / Undecided

3.5.7 They are of the opinion that females workers are of easy moral?

Yes / No / Undecided

3.5.8 They give promotions to females according to their capabilities?

Yes / No / Undecided

3.6 What type of relationship you have with your male subordinates at workplace?

3.6.1 Cordial

3.6.2 Normal

3.6.3 Uncordial
3.7 Treatment given by male subordinates at workplace?
3.7.1 They treat you as their superordinates?
   Yes / No / Undecided
3.7.2 They treat themselves more intelligent to you?
   Yes / No / Undecided
3.7.3 They treat you inferior to themselves?
   Yes / No / Undecided
3.7.4 They feel that you get heavy salary but don’t perform the tasks as required?
   Yes / No / Undecided
3.7.5 They feel that you can perform your different duties of your own?
   Yes / No / Undecided
3.7.6 They feel that you are only showpiece in the work place?
   Yes / No / Undecided
3.7.7 They are of the opinion that you are of easy moral?
   Yes / No / Undecided
3.7.8 They feel that you get promotions just because you are females?
   Yes / No / Undecided

3.8 Have you ever been witness / heard about harassment of female workers at your workplace?
   Yes / No
3.8.1 If yes, what did you do?
   3.8.1.1 Mute spectator
   3.8.1.2 Sympathize her
   3.8.1.3 Motivated for action

3.9 What action, according to you should be taken by the victim?
   3.9.1 Passive
   3.9.2 Active
3.10 What punishment according to you, should be given to the culprit?
3.10.1 Public humiliation
3.10.2 Physical punishment
3.10.3 Police action
3.10.4 Suspension

3.11 In your opinion, which women are sexually harassed?
3.11.1 Physical attributes
3.11.1.1 Young
3.11.1.2 Beautiful
3.11.2 Personality traits of women
3.11.2.1 Having more education
3.11.2.2 Women themselves consider responsible
3.11.2.3 Afraid of reprisals
3.11.3 Poor legislations
3.11.4 Weak family background
3.11.4.1 No family support
3.11.4.2 Member of minority
3.11.5 Workplace environment
3.11.5.1 Women supervised by someone of opposite sex
3.11.5.2 Working in highly sexualized fields
3.11.5.3 Working at odd hours

3.12 Reasons for existence of sexual harassment in the society?
3.12.1 It goes unreported
3.12.2 Social stigma
3.12.3 Legal system is very weak
3.12.4 Role of media
3.12.5 Stigma and poor legislation

3.13 What type of problems do you face at work place?
3.13.1 Economic.
3.13.2 Over time
3.13.3 Discrimination
3.13.4 Sexual harassment
3.13.5 Any other

3.14 Have you ever faced sexual harassment by a male colleague at your workplace? Yes / No

3.15 Have you ever faced sexual harassment by a male superordinate at your workplace? Yes / No

3.16 Have you ever faced sexual harassment by a male subordinate at your workplace? Yes / No

3.17 How did you rectify your problem of sexual harassment?
3.17.1 Ignore the problem
3.17.2 Share with family members
3.17.3 Share with friends and office staff
3.17.4 Complain to higher official

3.18 If a woman is sexually harassed by a male colleague at workplace, whom you consider responsible?
3.18.1 Female
3.18.2 Male
3.18.3 Both

3.19 If a woman is sexually harassed by a male superordinate at workplace, whom you consider responsible?
3.19.1 Female
3.19.2 Male
3.19.3 Both

3.20 If a woman is sexually harassed by a male subordinate at workplace, whom you consider responsible?
3.20.1 Female
3.20.2 Male
3.20.3 Both

xx
3.21 What measures you suggest to check this problem?

3.21.1 Law should be more stringent
3.21.2 Women to become more bold
3.21.3 Proper socialization of men
3.21.4 Support of family members and friends
3.21.5 Stringent law and bold role of women

4.0 Sexual harassment means

4.0.1 Unwelcome remarks
   4.0.1.1 When a man passes sexually explicit remarks or comments to a woman at work place.
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.1.2 When a man cracks jokes with sexual connotations to a woman at work place?
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.1.3 When a man passes sexist remarks on a woman at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.2 Verbal and non verbal conduct of sexual nature
   4.0.2.1 When a man at work place stares at a woman to make her uncomfortable
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.2.2 When a man makes offensive gestures in front of a woman at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.2.3 When a man makes kissing sounds to a woman at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.3 Sexually suggestive visual material
   4.0.3.1 When a man shows sexually explicit books / magazines / Printed matter to a woman at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.3.2 When a man shows sexually explicit cartoons / Posters / Calenders to a female worker at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
   4.0.3.3 When a man shows pornographic e-mails / sms / Screen savers to a female worker at work place
   Strongly agree/Agree / Undecided / Disagree / Strongly disagree
4.0.4 Unwelcome demands or requests

4.0.4.1 When a man demands or requests for sexual favours in return of payment of wages from a female employee at work place
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.4.2 When a man demands for sexual favours from a female employee at work place and makes it a condition for employment
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.4.3 When a man demands for sexual favours from a female employee at work place and makes it a condition for increment
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.4.4 When a man demands for sexual favours from a female employee at work place and makes it a condition for promotion
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.5 Physical contacts

4.0.5.1 When a man brushes against a female employee at work place
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.5.2 When a man pinches a female employee at work place
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.5.3 When a man touches a female employee at work place
Strongly agree/Agree / Undecided / Disagree / Strongly disagree

4.0.5.4 When a man grabs a female employee at work place
Strongly agree/Agree / Undecided / Disagree / Strongly disagree