

ANNEXURE

## ANNEXURE - I

### INTERVIEW SCHEDULE TO EVALUATE GENDER DISCRIMINATION AMONG WORKERS IN SERVICE SECTOR: A STUDY OF ITES EMPLOYEES IN COIMBATORE CITY

Name of the Organization : .....

Designation : .....

#### I BACKGROUND INFORMATION

1. Name : .....

2. Age : .....

3. Religion : Hindu  Christian  Muslim  Others

4. Marital Status : Single  Married  Separated\Divorce  Widow

5. Community : Gen  BC  MBC  SC  ST

6. Type of Family : Nuclear  Joint  Extended family

7. Family Background (Including respondent) :

S.No	Name	Age	Sex	Relation	Education Status		Occupation	Income
					Studied	studying		

8. Other sources of Income : Yes / no

If yes, specify the source with amount (annually) .....

9. Expenditure Details

S.No	Particulars	Amount( ₹ ) / mon
1.	Food	
2.	Rent	
3.	Education	
4.	Clothing	
5	Transport	
6	Medicine	

7.	Recreation	
8.	Others,	
	specify Total	

10. Do you save? : Yes / No

11. Do you have debt? : Yes / No

## II EMPLOYMENT DETAILS

12. Job Title at the time of entry : .....

(i) Age of entry in the first job : .....

(ii) Experience in this organization : .....

(iii) Average experience of the team members: .....

13. Has the nature of work changed overtime? : Yes / No

If yes, Specify : .....

14. Are you working in the job you wanted / preferred : Yes / No

If no, (i) what job you wanted to work as : .....

15. Are you comfortable when reporting to your boss of other gender: Yes / No

16. Does team work put greater pressure on you? : Yes / No

17. State the level of satisfaction with reference to your team work

S.No	Factors Responsible	SD	D	N	A	SA
1.	Equal distribution of work among team members					
2.	Long working hours					
3.	Equal responsibility entrusted					
4.	Foster co-operation					
5.	Leads to greater competition					
6.	Quick completion of work					
7.	Better working relationship					
8.	Extra workload due to slow workers					

18. In the last three years, has the number of employees turnover at your establishment:

a)      Increased clearly b)      Remained unchanged c)      decreased clearly

19. How many times you have shifted the organization? .....

(i) Reasons for shifting (Rank the item)

S.No	Reasons	Rank
1.	Better emoluments	
2.	Better opportunities for vertical growth	
3.	More Work load	
4.	Long travelling hours	
5.	Less coordination with colleagues	
6.	Less coordination with superiors	
7.	Personal reasons like marriage etc.,	
8.	Harassment at work	

20. Have you received any training at work? : Yes / No

21. Is equal opportunity given for employees in giving training in your organization?  
: Yes / No

If No, Who is given more opportunity : Men / Women

22. Is onsite job given for both men and women equally in the organization: Yes / No

If No, Who is given more preference : Men / Women

### III. WORKING CONDITIONS

23. State the hours you put in per day : .....

24. Do men and women have equal working hours? : Sometimes / Always / Never

25. The break received during the work time : less than 1 hr  1 hr   
more than 1 hr

26. Is men and women are given equal break time : Sometimes / Always / Never

27. Do you work extra hours/over time? : Yes/ No

- (i) Reasons for working extra hours
- a) To complete the project
  - b) Due to peer pressure
  - c) To remain visible
  - d) To impress your boss

28. Do you receive any compensation for working overtime? : Yes / No

29. Do you like doing over time / extra hours of work? : Yes / No

30. Whether equal overtime work is given for both men and women? : Yes / No

- If no, who is given more overtime : Men / Women
31. Does your organization permit you flexi hours? : Yes / No  
 If yes, (i) how often in a month : Daily  Less than 2 days   
 3 -5 days  >5 days
32. Whether equal workload is given for both men and women? : Yes / No
33. Beside your workload, are you assigned the extra work of your Colleague / Superior? : Yes / No
34. Do men/women doing the same job get paid equally in your organization?: Yes / No
- If No, (i) who is paid more : Men / Women

35. Does your work carry any of the following insecurity factors : Yes / No  
 If yes,

S.No	Insecurity Factors	SD	D	N	A	SA
1.	Transfer to other duties					
2.	Threat of a temporary dismissal					
3.	Threat of dismissal					
4.	Threat of unemployment					
5.	Threat of becoming incapable of work					
6.	Unforeseen changes in top level mgt					
7.	Intolerable increase of workload					

SD – Strongly Disagree; D – Disagree; N-Neutral; A – Agree; SA – Strongly Agree

#### IV. PROMOTIONS

36. How many promotions have you got since joining this organization?: .....
37. Is promotion based on the evaluation : Yes / No  
 If Yes, Performance appraisal / Seniority / Influence / Others, Specify
38. Whether promotion is given for both men and women equally in your organization? : Yes / No  
 If no, who is given more preference : Men / Women
39. Do men and women have equal opportunities at work? Sometimes / Always / Never
40. Do men and women are given equal leadership roles in your organization?  
 : Sometimes / Always / Never
41. Does the decision/ suggestions given by both men and women are considered equally?  
 : Yes / No

42. Are women given higher level jobs? : Yes / No
43. In your organization how many female employees are in the higher authority?  
 a) < 10percent  b) 10 -25 percent  c) 25 -50 percent  d) 50 & above
44. How satisfied are you with your superior's leadership?  
 Very satisfied  Quite satisfied  Difficult to say  Rather dissatisfied   
 Very dissatisfied
45. Have you fallen or subject to discrimination at your workplace

S.no	Statements	Always	Sometimes	Never
1.	Based on Age			
2.	Based on Sex			
3.	Based on Religion			
4.	Based on Community			
5.	Favouritism			
6.	Disability or invalidity			
7.	At the time of hiring or appointment?			
8.	In remuneration			
9.	In gaining appreciation			
10.	In career advancement opportunities			
11.	In distribution of work or shifts			
12.	In access to training arranged by the employer			
13.	In receiving information			
14.	In gaining employment fringe benefits			
15.	In the attitudes of co-workers or superiors			

## V. FACILITIES/BENEFITS/FACTORS MORE ENJOYABLE AT WORKPLACE

46. State your opinions on the facilities enjoyed by you

S.No	Facilities at work	SD	D	N	A	SA
1.	Availability of clean drinking water					
2.	Canteen					
3.	Separate toilet for men and women					

4.	Rest room for women workers					
5.	Relaxation Centre					
6.	child care / crèches facilities					
7.	Separate lunch room facilities					
8.	Cab facility to drop in your home					

**SD – Strongly Disagree; D – Disagree ; N-Neutral ; A – Agree ; SA – Strongly Agree**

47. State your opinions on the benefits enjoyed by you

S.No	Benefits	SD	D	N	A	SA
1.	Pay package					
2.	Medical allowance					
3.	Insurance					
4.	Food allowance					
5.	Bonus / Incentives					
6.	Housing loans					
7.	Loans for consumer Durables					
8.	Leave facilities (CL, EL,ML)					
9.	Maternity / Paternity leave					

**SD – Strongly Disagree D – Disagree ; N-Neutral ; A – Agree ; SA – Strongly Agree**

48. Factors more enjoyable at work place

S.No	Benefits	SD	D	N	A	SA
1.	Interesting work					
2.	Unhurried pace of work					
3.	Independence of work					
4.	Appreciation of work					
5.	Good Working hours					
6.	Safe Journey to and from work					
7.	Good Relations with superiors					
8.	Good Relations with co-workers					
9.	Learning of new things					

10.	Career advancement / promotion opportunities					
11.	Good Working conditions					
12.	Opportunities for influencing the work					
13.	Challenging nature of work					

SD – Strongly Disagree; D – Disagree ; N-Neutral ; A – Agree ; SA – Strongly Agree

## VI. PROBLEMS AT WORK PLACE

49. State the problems faced at your workplace

S.No	Problems	SD	D	N	A	SA
1.	Monotony of work					
2.	Lack of appreciation					
3.	Supervisor / Team Leader shout at workers					
4.	Transport to and from work					
5.	Harassment by Colleagues / Supervisors					
6.	Sexual harassment at work					
7.	Delay in payment					
8.	Long working hours					
9.	Over stress / Tension					
10.	Leads to health problem					
11.	Poor Working conditions					
12.	Low payment					
13.	Uncertainty about continuity of the work					
14.	Lack of Vertical Growth					
15.	Lack of Skill development					

SD – Strongly Disagree; D – Disagree; N-Neutral; A – Agree; SA – Strongly Agree

## VII. BEST PRACTICES & RECOMMENDATIONS

50. Are you happy in your job? : Satisfied  Quite satisfied  Dissatisfied

51. What suggestions would you like to give for promoting equal opportunities for men and women? .....

52. What are the good management practices in your company that help you?

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