

Appendix

Status of Women in Science among Select Institutions in India: Policy Implications

Appendix-I: Tables – Primary data

(For each table there is a corresponding identically numbered and titled chart in the main text.)

Chapter 2:

Table 2.1: Zonal Distribution of Sampled Women in Science		
Zones	Frequency	Percent
NORTHERN	272	18.02
CENTRAL	181	11.99
WESTERN	158	10.47
SOUTHERN	449	29.75
EASTERN	288	19.08
NORTH	161	10.67
TOTAL	1509	100

Table 2.2: Distribution of Sampled Women in Science across Institute Categories		
Institute Category	Frequency	Percent
DST	129	8.5
DBT	73	4.8
CSIR	253	16.8
Central University	101	6.7
State University	139	9.2
IIT	83	5.5
IISER	22	1.5
NIT	41	2.7
IIIT	40	2.7
NITTTR	10	0.7
Other Central	24	1.6
ICAR	153	10.1
DRDO	47	3.1
DAE	80	5.3
ISRO	29	1.9
ISI	39	2.6
ICMR	95	6.3
Schools	6	0.4
Deemed	145	9.6
Total	1509	100

Table 2.3: Seniority (Current Designation) among sampled Currently Working Women Science Professionals		
Employee Rank	Frequency	Percent
Entry	399	40.3
Middle	227	22.9
Senior	365	36.8
Total	991	100.0

Table 2.4: Work Type (Current Designation) among sampled Currently Working Women Science Professionals		
Work Type	Frequency	Percent
Faculty, Scientists, Engineers	728	73
Post-Doctoral Fellows	65	7
Administration	32	3
Research Support	166	17
Total	991	100

Table 2.5: Distribution of Student Respondents across Levels of Study		
Degree	Frequency	Percent
Bachelor's	10	2
Master's	145	28
Ph.D	363	70
Total	518	100

Chapter 3:

3.2.1 RESPONDENT PROFILE

a: Highest Degree held:

Table 3.1: Highest Degree Held by Sampled Working Women in Science		
Highest Degree	Frequency	Percent
Ph.D.	658	66.4
M.Phil	14	1.4
Master's degree	236	23.8
Bachelor's degree	64	6.5
Other	19	1.9
Total	991	100.0

b: Post-Doctoral Fellowship:

Table 3.2: Post-Doctoral Fellowship among Sampled Working Women in Science		
Status of fellowship	Frequency	Percent
Completed Post-Doc	226	34.35
Continuing Post-Doc	61	9.27
No Post-Doc	371	56.38
Total	658	100

c: Discipline:

Table 3.3: Distribution of Sampled Working Women in Science across Disciplines		
Stream	Frequency	Percent
Biology, health and allied sciences	328	33.1
Physical and allied sciences	99	10
Chemistry and allied sciences	118	11.9
Engineering, computer science and technology	191	19.3
Agriculture and allied sciences	74	7.5
Earth sciences	29	2.9
Mathematics and Statistics	35	3.5
Medicine	63	6.4
Others	53	5.4
Total	990	100

**Missing including NR: 1*

d: Social Group:

Table 3.4: Social Group among Sampled Currently Working Women in Science		
Social Group	Frequency	Percent
General	800	81.5
Other	182	18.5
Total	982	100

**Missing including NR: 9*

e: Age:

Table 3.5: Distribution of Sampled Working Women in Science across different Age Groups		
Age Groups	Frequency	Percent
21-26 years	18	1.8
26-31 years	103	10.5
31-36 years	182	18.5
36-41 years	209	21.2
41-46 years	132	13.4
46-51 years	111	11.3
51 years and above	230	23.4
Total	985	100

**Missing including NR: 6*

f. Marital Status

Table 3.6: Marital Status among Sampled Currently Working Women in Science		
	Frequency	Valid Percent
Never Married	157	15.9
Married	796	80.5
Others	36	3.6
Total	989	100

**Missing including NR: 2*

g: Number of children

Table 3.7: Number of Children among Sampled Currently Working Women in Science		
	Frequency	Valid Percent
None	307	31.1
One	364	36.8
Two	302	30.6
Three or More	15	1.5
Total	988	100

**Missing including NR: 3*

3.2.2 OCCUPATION AND CAREER TRACK

I. Current Employment

a: Nature of Employment in Current Designation

Table 3.8: Job Contract Type among Sampled Currently Working Women in Science		
Job Contract Type	Frequency	Percent
Full Time Permanent	816	82.3
Full Time Contractual	135	13.6
Part Time or Temporary	40	4.0
Total	991	100.0

b: Work Type: Primary and Additional Responsibilities

Table 3.9: Work Type among Sampled Currently Working Women in Science					
	Research	Teaching	Academic Administration	Research Support	Other
Primary Responsibility	58.0	21.8	6.6	12.0	1.2
Additional Responsibility	25.1	34.1	35.1	4.2	4.2
Not Involved	16.9	44.1	58.3	94.6	94.6
Total	100	100	100	100	100

c: Number of Years in Current Designation:

Table 3.10: Years in Current Designation for Sampled Currently Working Women in Science		
	Frequency	Percent
less than 3 yrs	678	68.6
Less than 6 yrs	270	27.3
less than 9 years	26	2.6
9 years or more	14	1.4
Total	988	100

**Missing including NR: 3*

d. Number of Promotions in Current Employment:

Table 3.11: Number of Promotions in Current Institution for Sampled Currently Working Women in Science		
	Frequency	Percent
None	394	39.9
One	164	16.6
Two	147	14.9
Three	130	13.2
Four or More	153	15.5
Total	988	100

**Missing including NR: 3*

II. Past Employment

a: Number of Past Organisations where Employed:

Table 3.12: Distribution of Sampled Currently Working Women in Science across Number of Past Institutions where Employed		
	Frequency	Percent
None	366	37.1
One	322	32.6
Two	169	17.1
Three	88	8.9
Four or More	42	4.3
Total	987	100

**Missing including NR: 4*

b: Number of Past Organisations where only Part-time or Temporary Positions were held:

Table 3.13: Distribution of Currently Working Women in Science across Number of Past Institutions where Employed in Temporary or Part Time Positions		
	Frequency	Percent
None	290	47
One	186	30.1
Two	91	14.7
Three	36	5.8
Four or More	14	2.3
Total	617	100

**Missing including NR: 2*

III. First Job

Nature of Employment at First Job:

Table 3.14: Job Contract Type when Joined First Job for Sampled Currently Working Women in Science with past work experience		
	Frequency	Percent
Full Time Permanent	208	33.6
Full Time Contractual	226	36.5
Part Time or Temporary	185	29.9
Total	619	100

IV. Breaks in Education and Employment

a: Continuing Education (Part-time or distance):

Table 3.15: Continuing Education for Sampled Currently Working Women in Science without Ph.D.		
	Frequency	Percent
Yes	80	24
No	253	76
Total	333	100

b: Dropout from Higher Studies or Research in Science among Currently Working Women in Science:

Table 3.16: Dropout among Sampled Currently Working Women in Science without Ph.D.		
	Frequency	Percent
Yes	22	6.9
No	299	93.1
Total	321	100

**Missing including NR: 12*

c: Resumed and Completed Full-time Course of Study after Break:

Table 3.17: Resumed and Completed Education after Break among Sampled Currently Working Women in Science		
	Frequency	Percent
Yes	243	24.5
No	747	75.5
Total	990	100

**Missing including NR: 1*

d: Reason for Break in Education:

Table 3.18: Reasons for Break in Education among Sampled Currently Working Women in Science	
Reasons	Frequency
Other	14
Marriage and Related Issues	37
Family Objection	20
Need to Earn or Financial Problems	64
Personal Health Concerns	9
Restrictive Regulations and Eligibility Criteria	11
Absence of Research or Higher Education Institutes	10
Family Care	50
Not Prepared for Entrance Examinations	43
Lack of Fellowships	6

e: Reason for Resuming Education after Break:

Table 3.19: Reasons for Resuming Education among Sampled Currently Working Women in Science	
Reasons	Frequency
Other	3
Supportive Family	6
Supportive Spouse	4
Marriage Related Adjustments Settled	3
Reasons for Break in Education Resolved	42
Flexible Regulatory Framework and Eligibility Criteria	11
Love for Science and Research	92
Need for Personal Identity	21
To Qualify for Academic Career (Switch from non-academic to academic profession)	68

f: Incidence of Breaks in Career or Employment:

Table 3.20: Number of Breaks in Employment across Sampled Currently Working Women in Science		
	Frequency	Percent
0	814	82.1
1	151	15.2
2	20	2
3	6	0.6
Total	991	100

g: Timing, Duration and Type of Break in Career

Table 3.21: Timing of Break in Career across Sampled Currently Working Women in Science				
	Pre-marriage	Post marriage before first child birth	Post marriage after first child birth	Post marriage after second child birth
Break 1	28	60	62	22
Break 2	1	1	13	9
Break 3	0	2	3	4
Break 4	1	0	0	0

Table 3.22: Duration of Break in Career across Sampled Currently Working Women in Science				
	Less than 1 year	1 year to less than 2 year	2 years to less than 5 years	5 years or more
Break 1	95	50	21	9
Break 2	10	12	2	2
Break 3	1	5	3	0
Break 4	1	0	0	0

Table 3.23: Type of Break in Employment among Sampled Currently Working Women in Science			
	Out of employment	Sabbatical	Others
Break 1	86	36	44
Break 2	14	6	5
Break 3	4	1	2
Break 4	0	0	1

h: Nature of Reasons for Pre-marriage Break in Career:

Table 3.24: Pre-marriage Employment Break among Sampled Currently Working Women in Science	
	Frequency
Family Care	3
Family Objection	1
Location Shift	5
Other Reasons	21

j: Nature of Reasons for Post-marriage Break in Career:

Table 3.25: Post-marriage Employment Break among Sampled Currently Working Women in Science	
	Frequency
Family Care	108
Location Shift	56
Family Objection	4
Other Reasons	32

3.2.3 MARRIAGE, FAMILY AND CAREER

I. Career and Marriage Decision

a. Marriage Decision:

Table 3.26: People involved in marriage decisions among Sampled Currently Working Women in Science		
	Frequency	Percent
Personal Only	161	17.6
Family Only	136	14.8
Both Family and Personal	616	67.2
Other	3	0.3
Total	916	99.9

**Missing including NR & NA: 75*

b: Interdependence of Marriage and Career Plans:

Table 3.27: Marriage Timing Influenced by Career Considerations among Sampled Currently Working Women in Science		
	Frequency	Percent
No	574	62.9
Not Sure	64	7
Yes	274	30
Total	912	100

**Missing including NR: 4*

c: Reasons for Early or Delayed Marriage:

Table 3.28: Factor influencing marriage timing among Sampled Currently Working Women in Science		
	% Yes	% No
Get Over with Child Care before focusing on career	8.0	92.0
Know about Career Opportunities with respect to Place of Residence after Marriage before focusing on career	15.7	84.3
Focus on Career before Marriage Related Commitments	63.4	36.6
Right Alliance may boost Career Prospect	19.5	80.5
Other Reasons	7.5	92.5

d: Social Attitude to Women in Science in the Context of Marriage:

Table 3.29: Social Attitude to Dual Role Women In Science related to Marriage and Career among Sampled Currently Working Women in Science		
	Frequency	Percent
Very Adversely	20	2.2
Somewhat Adversely	94	10.2
No Effect	413	44.9
Somewhat Positively	217	23.6
Very Positively	175	19
Total	919	100

II. Family Profile, Family Commitments and Career:

a: Highest Education among Own Parents and Siblings:

Table 3.30: Highest Education in Own Family (Parents and Siblings) Other than Self among Sampled Currently Working Women in Science		
	Frequency	Percent
Post Doctoral	55	5.6
Ph.D.	183	18.6
M.Phil / Master's Degree	485	49.3
Bachelor's Degree	228	23.2
Other	33	3.4
Total	984	100

**Missing including NR: 7*

b: Number of Members in Academic Occupation among Own Parents and Siblings:

Table 3.31: Number of Members in Own Family (Parents and Siblings) in Academic Occupation among Sampled Currently Working Women in Science		
	Frequency	Percent
None	445	45.3
One	254	25.8
Two	162	16.5
Three	63	6.4
Four or More	59	6
Total	983	100

**Missing including NR: 4*

c: Highest Education of Spouse:

Table 3.32: Highest Education of Spouse among Sampled Currently Working Women in Science		
	Frequency	Percent
Post Doctoral	82	10.1
Ph.D.	208	25.6
M.Phil / Master's Degree	343	42.2
Bachelor's Degree	150	18.5
Other	29	3.6
Total	812	100

d: Highest Education among Spouse's Parents and Siblings:

Table 3.33: Highest Education in Spouse's Family (Parents and Siblings) Other than Spouse among Sampled Currently Working Women in Science		
	Frequency	Percent
Post Doctoral	33	4
Ph.D.	116	14.1
M.Phil / Master's Degree	360	43.7
Bachelor's Degree	267	32.4
Other	47	5.7
Total	823	100

e: Number of Members in Academic Occupation among Spouse's Parents and Siblings:

Table 3.34: Number of Members in Spouse's Family (Parents and Siblings) Other than Spouse in Academic Occupation among Sampled Currently Working Women in Science		
	Frequency	Percent
None	427	51.8
One	204	24.8
Two	107	13
Three	44	5.3
Four or More	42	5.1
Total	824	100

f: Status of Employment of Spouse

Table 3.35: Occupational Status of Spouse among Sampled Currently Working Women in Science		
	Frequency	Percent
Service	638	77.4
Business or Employer	95	11.5
Self-employed or Practising professional	80	9.7
Unemployed	11	1.3
Total	824	100

g: Nature of Job of Spouse:

Table 3.36: Spouse Occupation is Academic of Sampled Currently Working Women in Science		
	Frequency	Percentage
Academic	358	43.6
Non-academic	463	56.4
Total	821	100

h: Who Do you Live With (Direct Family)

Table 3.37: Direct Family among Sampled Currently Working Women in Science	
	Frequency
Parents and Sibling	253
Spouse	683
Children	563
Spouse Parents and Siblings	251
No Direct Family	65

i: Commute to Place of Work from Family Residence:

Table 3.38: Commute from Family Residence among Sampled Currently Working Woman in Science		
	Frequency	Percent
Yes	812	86.1
No	131	13.9
Total	943	100

j: Frequency of Visit to Family Residence:

Table 3.39: Frequency of Visit to Family Residence among Sampled Currently Working Women in Science		
	Frequency	Percent
Weekly	29	21.2
Once a month	34	24.8
Not so often	74	54
Total	137	100

k: Nature of Family Commitments and Household Responsibilities:

Table 3.40: Nature of Family Commitments and Household Responsibilities among Sampled Currently Working Women in Science	
	Frequency
Family Care	582
Child Care	677
Household Chores	797
Maintenance and Other	595
Other	66

l: Support and Sharing of Responsibility with respect to Family Commitments and Household Responsibilities:

Table 3.41: Family Commitments and Household Responsibilities Shared by among Sampled Currently Working Women in Science	
	Frequency
Managed by Self	229
Spouse	645
Parents (own or in-laws)	259
Hired Service	428
Other than Family	76

m:Effect of Career and work on Family Commitments and Household Responsibilities:

Table 3.42: Perception Regarding Effect of Career on Family Commitments and Household Responsibilities among Sampled Currently Working Women in Science		
	Frequency	Percentage
Very adversely	33	3.4
Somewhat adversely	290	29.6
No effect	403	41.1
Somewhat positively	194	19.8
Very positively	60	6.1
Total	980	100

**Missing including NR: 11*

n: Refused Challenging Opportunity in Career with Enhanced Compensation, Prestige and Responsibilities:

Table 3.43: Refused Challenging Career Opportunity with Higher Pay and Prestige among Sampled Currently Working Women in Science	
	Frequency
Never Refused	782
Refused Pre-marriage	35
Post-marriage and Before First Child Birth	53
Refused Post-marriage and After First Child Birth	101
Refused Post-marriage and After Second Child Birth	28

o: Reasons for Refusing Challenging Opportunity in Career:

Table 3.44: Reasons for Refusing Challenging Career Opportunity Sampled Currently Working Women in Science	
	Frequency
Family Care	134
Time Commitment Involved	46
Change in Job Location	67
Family Objection	24
Other Reasons	13

3.2.4 CAREER ASPIRATION, ACHIEVEMENTS AND PRIORITIES

a: Highest Career Aspiration

Table 3.45 : Career Aspiration among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Academic	906	91.8
Non-academic	80	8.1
Total	987	100

**Missing including NR: 4*

Table 3.46: Career Aspiration: Desired Work Type among Sampled Currently Working Women in Science		
Types	Frequency	Percent
Teaching	204	22
Research	611	65.8
Academic Administration	62	6.7
Research Support Services	36	3.9
Other Responsibilities	14	1.5
Total	928	100

**Missing including NR: 63*

b: Designation and Organisation Type for Your Dream Job:

Table 3.47: Dream Job Designation among Sampled Currently Working Woman in Science		
Types	Frequency	Percent
Scientist	408	44.7
Faculty	256	28.1
Administrative Staff	153	16.8
Technical Support	31	3.4
Scientist or Faculty	30	3.3
Practising Professional	34	3.7
Total	912	100

**Missing including NR: 79*

Table 3.48: Dream Job in Public or Private Sector among Sampled Currently Working Women in Science		
Types	Frequency	Percent
Central Government	463	50.9
State Government	29	3.2
Private	29	3.2
Either State or Central Government	102	11.2
Either Government or Private	246	27.1
Abroad	39	4.3
Total	909	100

**Missing including NR: 82*

Table 3.49: Dream Job Type of Institution among Sample Currently Working Women in Science		
Types	Frequency	Percent
University	229	25.2
College	14	1.5
School	5	0.6
Research Institute	471	51.8
University or Research Institute	124	13.6
Industry (R&D)	21	2.3
Self-employed	13	1.4
Non-academic	32	3.5
Total	909	100

*Missing including NR: 82

c: Perception Regarding Career Achievement with respect to Aspiration:

Table 3.50: Perception Regarding Career Attainment with Respect to Career Aspiration among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Fully achieved	227	23.1
Partially achieved	423	43.1
Somewhat achieved	235	24
Far from the goal	89	9.1
Will never	7	0.7
Total	981	100

*Missing including NR: 9

d: Effect of Family Commitments and Household Responsibilities on Performance and Achievement in Career:

Table 3.51: Perception Regarding Effect of Family Commitments and Household Responsibilities on Career Attainment among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Very adversely	28	2.8
Somewhat adversely	316	32.1
No effect	418	42.5
Somewhat positively	164	16.7
Very positively	57	5.8
Total	983	100

*Missing including NR: 8

e: Factors that have influenced Choice of Occupation:

Table 3.52: Factors Affecting Career Choice as Science Professional among Sampled Currently Working Women in Science	
Response	Frequency
Desire to Contribute Professionally and Motivated by Observing Other Scientists	68.0
Influenced by Parents	34.9
Dual Role related to Marriage Commitments	10.9
Dual Role related to Family Care	19.8
Other Factors	13.0

f: Reasons for Taking Up Current Job:

Table 3.53: Factors Influencing Choice of Current Employment among Sampled Currently Working Women in Science	
Response	Frequency
Prestige Associated with Current Position and Institution	57.6
Good Academic Infrastructure	62.2
Good Non-Academic Infrastructure and Support Services	17.3
Time Commitment Involved is Comfortable	22.5
Outstation Travel Involved is Comfortable	4.7
Other Reasons	12.2

3.2.5 WORK ENVIRONMENT: FEATURES AND EXPERIENCE (Current Employment)

a: Work Timings:

Table 3.54: Working Hours among Sampled Currently Working Women in Science		
Hours	Frequency	Percent
5 to 8 hours	535	54.3
Upto 10 hours	345	35
Above 10 hours	50	5.1
Flexi-hours	55	5.6
Total	985	100

**Missing including NR: 6*

b: Work from Home:

Table 3.55: Work from Home among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Permitted and yes	216	21.9
Permitted but no	69	7
Not permissible but would like to	257	26.1
Not permissible and not necessary	444	45
Total	986	100

**Missing including NR: 5*

c: Use of Institutional Housing Facility:

Table 3.56: Avail Institutional Non-Academic Infrastructure – Accommodation among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Exists and yes	314	32
Exists but no	472	48.2
Does not exist but would like to	88	9
Does not exist and not necessary	106	10.8
Total	980	100

**Missing including NR: 11*

d: Use of Institutional Transport Services:

Table 3.57: Avail Institutional Non-Academic Infrastructure - Transport among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Exists and yes	122	12.5
Exists but no	271	27.8
Does not exist but would like to	239	24.5
Does not exist and not necessary	344	35.2
Total	976	100

**Missing including NR: 15*

e: Use of Institutional Family Care Related Support Services:

Table 3.58: Avail Institutional Non-Academic Infrastructure - Family Care among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Exists and yes	381	38.8
Exists but no	229	23.3
Does not exist but would like to	241	24.5
Does not exist and not necessary	131	13.3
Total	982	100

**Missing including NR: 9*

f: Attitude of Male Colleagues as Professional Peers:

Table 3.59: Perception Regarding Interaction with Male Peer among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Very comfortable	281	28.5
Comfortable	579	58.7
Not sure	76	7.7
Uncomfortable	40	4.1
Very uncomfortable	10	1
Total	986	100

**Missing including NR: 5*

g: Attitude of Female Colleagues as Professional Peers:

Table 3.60: Perception Regarding Interaction with Female Peer among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Very comfortable	327	33.2
Comfortable	594	60.2
Not sure	45	4.6
Uncomfortable	15	1.5
Very uncomfortable	5	0.5
Total	986	100

**Missing including NR: 5*

h: Perception Regarding Equality of Opportunity (for Career Advancement for Male and Female Scientists with Similar Qualifications and Experience):

Table 3.61: Perception Regarding Gender Equality at Workplace among Sample Currently Working Women in Science		
Response	Frequency	Percent
Very fair	220	22.3
Fair	518	52.6
Not sure	118	12
Unfair	105	10.7
Very unfair	24	2.4
Total	985	100

**Missing including NR: 6*

i: Perception Regarding Incidence of Sexual Harassment in Work Place:

Table 3.62: Perception Regarding Incidence of Sexual Harassment at Workplace among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Very common	11	1.1
Common	61	6.2
Not sure	135	13.8
Uncommon	423	43.2
Very uncommon	349	35.6
Total	979	100

**Missing including NR: 12*

j: Social Restrictions on Female Mobility Other than Family:

Table 3.63: Experience Regarding Restriction on Female Mobility (other than Family) among Sampled Currently Working Women in Science		
Response	Frequency	Percent
Yes	138	14.1
No	839	85.9
Total	977	100

**Missing including NR: 14*

3.2.6 ACHIEVEMENT INDICATORS

a: Research Publications, Collaborations, Projects, Dissemination and Workshops:

Table 3.64: Achievement Indicators among Sampled Currently Working Women in Science

Groups	No. of Books Published	No. of Journal Publication	No. of Research Collaborators	No. of Ph.D students awarded and ongoing	No. of Funded Projects Completed	No. of Projects ongoing	No. of workshops, conferences attended in last two years
1 to 10	281	199	385	333	427	562	592
11 to 20	86	171	168	52	52	9	63
21 to 30	44	111	62	6	30	1	18
31 to 40	39	89	22	1	5	0	4
41 to 50	17	48	9	0	0	0	0
51 and above	72	114	20	0	1	1	4
Total	479	732	666	392	515	573	681

b: Recognition and Professional Influence:

Table 3.65: Recognition and Professional Influence among Sampled Currently Working Women in Science

Achievement Indicators	% Yes	% No
Received Professional award	72.1	27.9
Membership of Professional Bodies	72.4	27.6
Held position in Academic Administration	35.4	64.6
Professional visit Abroad for Long Duration	35.2	64.8
Professional visit Abroad for Short Duration (in last two years)	28.9	71.1

Chapter 4:

Respondent Profile: Students of Science (Section: 4.2)

a:Discipline

Table 4.1: Highest degree: Stream among Sampled Student Respondents		
Discipline	Frequency	Percent
Bio, health and allied sciences	183	36
Physical sciences and allied sciences	72	14.2
Chemistry and allied sciences	74	14.6
Engineering, computer science and technology	66	13
Agriculture and allied sciences	24	4.7
Earth sciences	22	4.3
Mathematics and Statistics	22	4.3
Medicine	9	1.8
Others	36	7.1
Total	508	100

**Missing including NR: 10*

b: Social Group

Table 4.2: Social Group of Sampled Student Respondents		
Social Group	Frequency	Percent
General	398	77
Other	119	23
Total	517	100

** Missing including NR: 1*

c: Age

Table 4.3: Age across Sampled Student Respondents		
Age	Frequency	Percent
21-26 years	236	45.6
26-31 years	244	47.2
31-36 years	33	6.4
36 years and above	4	0.8
Total	517	100

** Missing including NR: 1*

d: Marital Status

Table 4.4: Marital Status of Sampled Student Respondents		
Marital Status	Frequency	Percent
Never Married	403	77.8
Currently Married	111	21.4
Other	4	0.8
Total	518	100

e: Number of Children

Table 4.5: Number of Children of Sampled Student Respondents		
Number of Children	Frequency	Percent
None	476	92.8
One	33	6.4
Two	4	0.8
Total	513	100

**Missing including NR: 5*

Family Profile and Family Commitments (Section: 4.3)

a. Highest Education among Own Parents and Siblings

Table 4.6: Highest Education among Own Parents and Siblings of Sampled Student Respondents		
Highest Education	Frequency	Percent
M.Phil. / Master's Degree	268	51.7
Bachelor's Degree	185	35.7
Other	26	5
Total	518	100

b: Number of Members in Academic Occupation among Own Parents and Siblings

Table 4.7: Number of Members in Academic Occupation among Own Parents and Siblings of Sampled Student Respondents		
Number of Members in Academic Occupation	Frequency	Percent
None	300	58.3
One	127	24.7
Two	52	10.1
Three	23	4.5
Four or More	13	2.5
Total	515	100

**Missing including NR: 3*

c: Highest Education of Spouse

Table 4.8: Highest Education of Spouse of Sampled Student Respondents		
Highest Education	Frequency	Percent
Post Doctoral	7	6.5
Ph.D.	15	14
M.Phil / Master's Degree	60	56.1
Bachelor's Degree	25	23.4
Total	107	100

**Missing including NR: 4*

d: Highest Education among Spouse's Parents and Siblings

Table 4.9: Highest Education among Spouse's Parents and Siblings of Sampled Student Respondents		
Highest Education	Frequency	Percent
Post Doctoral	2	1.9
Ph.D.	7	6.5
M.Phil / Master's Degree	55	50.9
Bachelor's Degree	36	33.3
Other	8	7.4
Total	108	100

**Missing including NR: 3*

e: Number of Members in Academic Occupation among Spouse's Parents and Siblings

Table 4.10: Number of Members in Academic Occupation among Spouse's Parents and Siblings of Sampled Student Respondents		
Number of Members	Frequency	Percent
None	62	56.9
One	27	24.8
Two	10	9.2
Three	6	5.5
Four or More	4	3.7
Total	109	100

**Missing including NR: 2*

f: Status of Employment of Spouse

Table 4.11: Status of Employment of Spouse of Sampled Student Respondents		
Status of Employment	Frequency	Percent
Service	88	81.5
Business or Employer	8	7.4
Self-employed or Practising professional	7	6.5
Unemployed	5	4.6
Total	108	100

**Missing including NR: 3*

g: Nature of Occupation of Spouse

Table 4.12: Nature of Occupation of Spouse of Sampled Student Respondents		
Nature of Occupation	Frequency	Percent
Academic	35	32.7
Non-academic	72	67.8
Total	107	100

**Missing including NR: 4*

h: Who Do you Live With

Table 4.13: Who Do you Live With among Sampled Student Respondents	
Direct Family	Frequency
Own Parents and/or Siblings	333
Spouse	82
Own Children	28
Spouse's Parents and/or Siblings	37
Live Singly	125

i: Nature of Family Commitments and Household Responsibilities

Table 4.14: Nature of Family Commitments and Household Responsibilities of Sampled Student Respondents	
Nature of Family Commitments and Household Responsibilities	Frequency
Care for elderly	258
Care for Children	70
Household Chores	212
Other household maintenance such as handling utility bill, payments, etc.	181
Other	56

j: Support and Sharing of Responsibility for Family Commitments and Household Duties

Table 4.15: Support and Sharing of Responsibility for Family Commitments and Household Duties of Sampled Student Respondents	
Support and Sharing of Responsibility	Frequency
Manage on my own	117
Spouse	71
Parents	329
Hired Services	57
Other	46

k: Effect of Career and Study on Family Commitments and Household Responsibilities

Table 4.16: Effect of Career and Study on Family Commitments and Household Responsibilities of Sampled Student Respondents		
Effect	Frequency	Percent
Very adversely	5	1.0
Somewhat adversely	70	13.6
No effect	256	49.6
Somewhat positively	115	22.3
Very positively	70	13.6
Total	516	100

**Missing including NR: 2*

Career Aspiration, Achievements and Breaks in Education (Section: 4.4)

a: Highest Career Aspiration

Table 4.17: Highest Career Aspiration of Sampled Student Respondents		
Highest Career Aspiration	Frequency	Percent
Academic	474	91.9
Non-academic	42	8.1
Total	516	100

**Missing including NR: 2*

Table 4.18: Career Aspiration Desired Work Type of Sampled Student Respondents		
Desired Work Type	Frequency	Percent
Teaching	151	31.0
Research	294	60.4
Academic Administration	30	6.2
Research Support Services	4	0.8
Other Responsibilities	8	1.6
Total	487	100

**Missing including NR: 31*

b: Designation and Organisation Type for Your Dream Job

Table 4.19: Designation and Organisation Type for Dream Job of Sampled Student Respondents		
(a) Designation Type for Dream Job	Frequency	Percent
Scientist	233	47.7
Faculty	176	36.1
Administrative Staff	43	8.8
Technical Support	4	0.8
Scientist or Faculty	15	3.1
Practising Professional	17	3.5
Total	488	100
(b) Sectoral Type for Dream Job	Frequency	Percent
Central Government	174	35.7
State Government	7	1.4
Private	10	2.1
Either State or Central Government	102	20.9
Either Government or Private	176	36.1
Abroad	18	3.7
Total	487	100
(c) Organisation Type for Dream Job	Frequency	Percent
University	143	29.3
College	18	3.7
School	7	1.4
Research Institute	194	39.8
University or Research Institute	75	15.4
Industry (R&D)	20	4.1
Self-employed	6	1.2
Non-academic	25	5.1
Total	488	100

c: Perception Regarding Effect of Family Commitments and Household Responsibilities on Performance and Achievement in Studies

Table 4.20: Perception Regarding Effect of Family Commitments and Household Responsibilities on Performance and Achievement in Studies of Sampled Student Respondents		
Effect of Family Commitments and Household Responsibilities	Frequency	Percent
Very adversely	3	0.6
Somewhat adversely	66	12.8
No effect	253	49
Somewhat positively	96	18.6
Very positively	98	19
Total	516	100

**Missing including NR: 2*

d: Factors that Have Influenced Choice of Science as a Stream of Education

Table 4.21: Perception Regarding Effect of Family Commitments and Household Responsibilities on Performance and Achievement in Studies of Sampled Student Respondents	
Factors influencing Choice of Science as a Stream of Education of Sampled Student Respondents	Frequency
Observing successful professionals and desire to contribute professionally	316
Influenced by parents	192
Other	143

e: Perception Regarding Factors that are Important in Taking Up a Job

Table 4.22: Perception Regarding Factors that are Important in Taking Up a Job among Sampled Student Respondents	
	Frequency
Prestige associated with Position and Institution	241
Workplace Academic Infrastructure and Support Services	324
Workplace Non-Academic Infrastructure and Support Services	162
Time Commitment involved in job and Travel Time	189
Outstation Travel Possibility	71
Others	30

f: Resumed and Completed a Full-time Course of Study or Research in the Past After a Break

Table 4.23: Resumed and Completed a Full-time Course of Study or Research in the Past After a Break of Sampled Student Respondents		
Resumed and Completed	Frequency	Percent
Yes	76	14.7
No	441	85.3
Total	517	100

**Missing including NR: 1*

g: Reasons for Break in Education

Table 4.24: Reasons for Break in Education among Sampled Student Respondents	
Reasons for Break	Frequency
Other	3
Marriage and Related Issues	8
Family Objection	3
Need to Earn or Financial Problems	22
Personal Health Concerns	10
Restrictive Regulations and Eligibility Criteria	1
Absence of Research or Higher Education Institutes	4
Family Care	6
Not Prepared for Entrance Examinations	28
Lack of Fellowships	3

h: Reasons for Resuming Education

Table 4.25: Reasons for Resuming Education among Sampled Student Respondents	
Reasons for Resuming	Total
Other	3
Marriage Related Adjustments Settled	1
Reasons for Break in Education Resolved	15
Love for Science and Research	28
Need for Personal Identity	2
Favourable Government Schemes for Women	2
To Qualify for Academic Career (Switch from non-academic to academic profession)	25
Supportive Family	1

Study Environment: Infrastructure and Experience (in current place of study) (Section: 4.5)

a: Avail Institutional Housing or Hostel Facility at Current Place of Study

Table 4.26: Avail Institutional Housing or Hostel Facility at Current Place of Study of Sampled Student Respondents		
Avail Institutional Housing or Hostel Facility	Frequency	Percent
Exists and yes	312	60.3
Exists but no	150	29.0
Does not exist but would like to	35	6.8
Does not exist and not necessary	20	3.9
Total	517	100

**Missing including NR: 1*

b: Avail Institutional Transportation Facility at Current Place of Study

Table 4.27: Avail Institutional Transportation Facility at Current Place of Study of Sampled Student Respondents		
Avail Institutional Transportation Facility	Frequency	Percent
Exists and yes	169	32.7
Exists but no	143	27.7
Does not exist but would like to	90	17.4
Does not exist and not necessary	115	22.2
Total	517	100

**Missing including NR: 1*

c: Perception Regarding Attitude of Male Students as Academic Peers

Table 4.28: Perception Regarding Attitude of Male Students as Academic Peers of Sampled Student Respondents		
Perception	Frequency	Percent
Very comfortable	170	33.2
Comfortable	321	62.7
Not sure	15	2.9
Uncomfortable	5	1.0
Very uncomfortable	1	0.2
Total	512	100

**Missing including NR: 6*

d: Perception Regarding Attitude of Female Students as Academic Peers

Table 4.29: Perception Regarding Attitude of Female Students as Academic Peers of Sampled Student Respondents		
Perception	Frequency	Percent
Very comfortable	197	38.1
Comfortable	307	59.4
Not sure	9	1.7
Uncomfortable	4	0.8
Very uncomfortable	0	0.0
Total	517	100

**Missing including NR: 1*

e: Perception About Equality of Opportunity for Career Advancement for Male and Female Scientists with Similar Qualifications and Experience

Table 4.30: Perception About Equality of Opportunity for Career Advancement for Male and Female Scientists with Similar Qualifications and Experience of Sampled Student Respondents		
Perception	Frequency	Percent
Very fair	114	22.1
Fair	280	54.2
Not sure	64	12.4
Unfair	54	10.4
Very unfair	5	1
Total	517	100

**Missing including NR: 1*

f. Perception Regarding Incidence of Sexual Harassment in Place of Study

Table 4.31: Perception Regarding Incidence of Sexual Harassment in Place of Study of Sampled Student Respondents		
Perception	Frequency	Percent
Very common	5	1
Common	36	7
Not sure	56	10.8
Uncommon	219	42.4
Very uncommon	201	38.9
Total	517	100

**Missing including NR: 1*

g: Social Restrictions on Female Mobility

Table 4.32: Social Restrictions on Female Mobility of Sampled Student Respondents		
Social Restrictions	Frequency	Percent
Yes	118	22.8
No	399	77.2
Total	517	100

**Missing including NR: 1*

Chapter 6:

Table 6.1a: Regulatory and Management Practices Helpful for Career Continuity and Advancement		
Regulatory and management practices helpful	Frequency	Percent
Yes	830	84.5
No	152	15.5
Total	982	100

**Missing including NR: 9*

Table 6.1b: Policy and infrastructure features favourable for career continuity and advancement	
Features	Frequency
Academic independence and no barrier to choice of research topic	101
Availability of academic resources such as books, journals	5
Availability of research funds	32
Bureaucratic management and work environment	4
Career advancement and promotion norms cover all parameters and recognise effort	122
City of job location matched personal preference and requirement	3
Degree of transparency in administrative procedures	25
Efficient technical support personnel	12
Equality of opportunity across gender	26
Family care and health care support service for children	12
Family care and health care support service for elderly	2
Fellowship tenure and grants	20
Five working days per week	3
Fixed working hours and no overtime	9
Flexibility of job contracts	4
Flexi-hours and possibility of working in late night hours	56
Housing and transportation facility	10
IT support, availability of specialised software and 24 hours access to computer centre	2
Job security	22
Laboratory, equipment and generator	20
Maternity and childcare leave rules	24
Medical benefit and health care related support service for self	6
Openness to academic collaboration with other institutes for better infrastructure	2
Opportunity for professional grooming and training on job through exposure, interaction and guidance from scientists and professors	126
Opportunity to treat patients is good for gaining experience and serving society	2
Organisational and management support for international collaboration	8
Organisational and management support for women scientists	4
Others	4

Features	Frequency
Overall quality of academic infrastructure	67
Overall quality of non-academic infrastructure	2
Presence of science departments with different specialisations makes internal collaborations easy	10
Professional profile of peer	6
Provision for sabbatical	2
Quality of students	1
Regulatory framework related to higher education and research in science	61
Separate laboratory and work space for project, conference rooms	4
Service continuity norms, leave rules and other terms of service	78
Support services and infrastructure for field work	1
Supportiveness and efficiency of management and procedures	248
Time commitment involved in job	23
Travel time to place of work	2
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	11
Work environment and attitude to 'married" women	4
Work environment, supportiveness of peer	121
Work environment, work load, work type and multi-tasking	81
Work from home	9
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	6
Work place non-academic infrastructure with respect to safety and personal security including women's complaint cell	9

Table 6.1c: Policy and infrastructure features favourable for career continuity and advancement with scope for development

Features	Frequency
Academic independence and no barrier to choice of research topic	3
Availability of research funds	6
Bureaucratic management and work environment	8
Career advancement and promotion norms cover all parameters and recognise effort	5
Contingency component of fellowships and grants	3
Degree of transparency in administrative procedures	4
Efficient technical support personnel	5
Equality of opportunity across gender	1
Family care and health care support service for children	2
Family care and health care support service for elderly	1
Fellowship tenure and grants	4
Fixed working hours	1
Flexibility of job contracts	2
Flexi-hours and possibility of working in late night hours	5
Housing and transportation facility	3
Internet and Wi-Fi campus	2

Features	Frequency
Job security	1
Laboratory, equipment and generator	1
Maternity and childcare leave rules	3
Opportunity for professional grooming and training on job through exposure, interaction and guidance from scientists and professors	2
Organisational and management support for women scientists	2
Others	1
Overall quality of academic infrastructure	2
Presence of science departments with different specialisations makes internal collaborations easy	1
Provision for sabbatical	2
Quality of students	1
Regulatory framework related to higher education and research in science	1
Separate laboratory and work space for project, conference rooms	1
Service continuity norms, leave rules and other terms of service	19
Sexual harassment	1
Support services and infrastructure for field work	1
Supportiveness and efficiency of management and procedures	4
Time commitment involved in job	11
Travel time to place of work	2
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	3
Work environment and attitude to 'married" women	14
Work environment and supportiveness of peer	5
Work environment related to work load, work type and multi-tasking	2
Work from home	10
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	2
Work place non-academic infrastructure with respect to safety and personal security including women's complaint cell	2

ENABLING FEATURES OF PLACE OF WORK, ACADEMIC PRODUCTIVITY AND DUAL ROLE OF WORKING WOMEN IN SCIENCE (Section 6.3)

Table 6.2a: Workplace features favourable for research productivity and professional excellence	
Features	Frequency
24 hours library, on-line access to journals	59
Academic independence and no barrier to choice of research topic	38
Availability of academic resources such as books, journals	40
Availability of research funds	29
Bureaucratic management and work environment	1
Career advancement and promotion norms cover all parameters and recognise effort	24
City of job location matched personal preference and requirement	1
Degree of transparency in administrative procedures	7
Efficient technical support personnel	14
Equality of opportunity across gender	3
Family care and health care support service for children	3
Fellowship tenure and grants	7
Five working days per week	1
Flexibility of job contracts	2
Flexi-hours and possible to work in late night hours	41
Housing and transportation facility	26
Internet and Wi-Fi campus	156
IT support, availability of specialised software and 24 hours access to computer centre	41
Job security	4
Laboratory, equipment and generator	391
Library resources, books and journals	145
Maternity and childcare leave rules	1
Medical benefit or health care related support service for self	10
Multi-disciplinary base and departments and presence of think tank	3
Openness to academic collaboration with other institutes for better infrastructure	4
Opportunity for professional grooming and training on job through exposure, interaction and guidance from scientists and professors	38
Opportunity to treat patients is good for gaining experience and serving society	41
Organisational and management support for international collaboration	4
Others	2
Overall quality of academic infrastructure	347
Overall quality of non-academic infrastructure	44
Presence of science departments with different specialisations makes internal collaborations easy	18
Professional profile of peer	17
Quality of students	19
Regulatory framework related to higher education and research in science	7
Separate laboratory and work space for project, conference rooms	31
Service continuity norms, leave rules and other terms of service	17
Support services and infrastructure for field work	7
Supportiveness and efficiency of management and procedures	26
Time commitment involved in job	7
Travel time to place of work	2
Work environment and supportiveness of peer	106
Work environment related to work load, work type and multi-tasking	39
Work from home	8
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	4
Work place non-academic infrastructure with respect to safety and personal security including women's complaint cell	4

Table 6.2b: Workplace features favourable for research productivity and professional excellence with scope for development	
Features	Frequency
24 hours library, on-line access to journals	1
Academic independence and no barrier to choice of research topic	3
Availability of research funds	7
Bureaucratic management and work environment	1
Career advancement and promotion norms cover all parameters and recognise effort	3
City of job location matched personal preference and requirement	1
Contingency component of fellowships and grants	1
Degree of transparency in administrative procedures	1
Efficient technical support personnel	1
Equality of opportunity across gender	5
Family care and health care support service for children	3
Fellowship tenure and grants	2
Fixed working hours	1
Flexi-hours and possible to work in late night hours	5
Housing and transportation facility	6
Internet and Wi-Fi campus	4
IT support, availability of specialised software and 24 hours access to computer centre	1
Laboratory, equipment and generator	24
Library resources, books and journals	7
Medical benefit and health care related support service for self	2
Openness to academic collaboration with other institutes for better infrastructure	2
Opportunity for grooming and training on job through exposure, interaction and guidance from scientists and professors	1
Overall quality of academic infrastructure	23
Overall quality of non-academic infrastructure	2
Professional profile of peer	1
Quality of students	3
Regulatory framework related to higher education and research in science	1
Separate laboratory and work space for project, conference rooms	4
Service continuity norms, leave rules and other terms of service	1
Supportiveness and efficiency of management and procedures	2
Time commitment involved in job	1
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	1
Work environment and supportiveness of peer	3
Work environment related to work load, work type and multi-tasking	2
Work from home	2
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	1
Work place non-academic infrastructure with respect to safety and personal security including women's complaint cell	1

Table 6.3a: Workplace features favourable for dual role	
Features	Frequency
24 hours library, on-line access to journals	5
Academic independence and no barrier to choice of research topic	9
Availability of academic and library resources such as books, journals	5
Availability of research funds	1
Career advancement and promotion norms cover all parameters and recognise effort	13
City of job location matched personal preference and requirement	5
Degree of transparency in administrative procedures	4
Efficient technical support personnel	7
Equality of opportunity across gender	2
Family care and health care support service for children	104
Family care and health care support service for elderly	12
Fellowship tenure and grants	4
Five working days per week	11
Fixed working hours	21
Flexibility of job contracts	2
Flexi-hours and possible to work in late night hours	176
Housing and transportation facility	194
Internet and Wi-Fi campus	18
IT support, availability of specialised software and 24 hours access to computer centre	3
Job security	7
Laboratory, equipment and generator	24
Maternity and childcare leave rules	28
Medical benefit and health care related support service for self	140
Multi-disciplinary base and departments and presence of think tank	1
Opportunity for professional grooming and training on job through exposure, interaction and	25
Organisational and management support for women scientists	3
Overall quality of academic infrastructure	48
Overall quality of non-academic infrastructure	14
Presence of science departments with different specialisations makes internal collaborations easy	3
Provision for sabbatical	11
Quality of students	2
Regulatory framework related to higher education and research in science	13
Separate laboratory and work space for project, conference rooms	10
Service continuity norms, leave rules and other terms of service	111
Support services and infrastructure for field work	2
Supportiveness and efficiency of management and procedures	24
Time commitment involved in job	71
Travel time to place of work	39
Work environment and attitude to 'married' women	3
Work environment and supportiveness of peer	64
Work environment related to work load, work type and multi-tasking	17
Work from home	40
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	13
Work place non-academic infrastructure with respect to safety and personal security including women's' complaint cell	8

Table 6.3b: Workplace features favourable for dual role with scope for development	
Features	Frequency
Academic independence and no barrier to choice of research topic	2
Career advancement and promotion norms cover all parameters and recognise effort	2
City of job location matched personal preference and requirement	2
Degree of transparency in administrative procedures	2
Equality of opportunity across gender	2
Family care and health care support service for children	41
Family care and health care support service for elderly	2
Five working days per week	1
Fixed working hours	2
Flexi-hours and possible to work in late night hours	40
Housing and transportation facility	37
IT support, availability of specialised software and 24 hours access to computer centre	1
Job security	1
Laboratory, equipment and generator	2
Maternity and childcare leave rules	6
Medical benefit and health care related support service for self	15
Opportunity for professional grooming and training on job through exposure, interaction and guidance from scientists and professors	2
Organisational and management support for women scientists	4
Overall quality of academic infrastructure	1
Provision for sabbatical	2
Service continuity norms, leave rules and other terms of service	5
Supportiveness and efficiency of management and procedures	1
Time commitment involved in job	5
Travel time to place of work	3
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	6
Work environment and attitude to 'married' women	2
Work environment and supportiveness of peer	2
Work environment related to work load, work type and multi-tasking	1
Work from home	18
Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	6
Work place non-academic infrastructure with respect to safety and personal security including women's complaint cell	2

REGULATORY AND MANAGEMENT PRACTICES AND CONTINUITY OF HIGHER STUDIES AND RESEARCH IN SCIENCE (Section-6.4)

Table 6.4a: Regulatory and management practices helpful for continuing studies		
Helpful	Frequency	Percent
Yes	477	92.6
No	38	7.4
Total	515	100

**Missing including NR: 3*

Table 6.4b: Regulatory and management practice features favourable for continuity of higher studies and research in science	
Features	Frequency
24 hours library, on-line access to journals	1
Academic independence and no barrier to choice of research topic	12
Availability of academic and library resources such as books, journals	6
Availability of research funds	12
Career advancement and promotion norms cover all parameters and recognise effort	26
Continuity of higher study and research; norms regarding registration and enrolment, attendance,	18
Degree of transparency in administrative procedures	7
Efficient technical support personnel	2
Equality of opportunity across gender	3
Fellowship tenure and grants	27
Flexi-hours and possible to work in late night hours	10
Housing and transportation facility	2
Internet and Wi-Fi campus	1
Laboratory, equipment and generator	17
Maternity and childcare leave rules	1
Medical benefit and health care related support service for self	1
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	108
Opportunity to treat patients is good for gaining experience and serving society	1
Organisational and management support for international collaboration	1
Organisational and management support for women scientists	1
Overall quality of academic infrastructure	32
Overall quality of non-academic infrastructure	1
Presence of science departments with different specialisations makes internal collaborations easy	1
Regulatory framework related to higher education and research in science	6
Separate laboratory and work space for project, conference rooms	1
Study environment and supportiveness of peer	19
Study environment related to work load, work type and multi-tasking	15
Study place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	1
Study place non-academic infrastructure with respect to safety and personal security including women's complaint cell	3
Support services and infrastructure for field work	1
Supportiveness and efficiency of management and procedures	115
Time commitment involved in higher studies and research	15
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	11
Work from home	1

Table 6.4c: Regulatory and management practice features favourable for continuity of higher studies and research with scope for development	
Features	Frequency
Academic independence and no barrier to choice of research topic	1
Availability of academic resources such as books, journals	1
Availability of research funds	2
Bureaucratic management and study environment	3
Career advancement and promotion norms cover all parameters and recognise effort	1
Continuity of higher study and research; norms regarding registration and enrolment, attendance, leave, break in registration, re-admission	5
Degree of transparency in administrative procedures	7
Efficient technical support personnel	1
Family care and health care support service for children	1
Fellowship tenure and grants	3
Flexi-hours and possible to work in late night hours	2
Internet and Wi-Fi campus	1
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	1
Overall quality of academic infrastructure	3
Regulatory framework related to higher education and research in science	5
Study environment and supportiveness of peer	2
Study environment related work load, work type and multi-tasking	1
Supportiveness and efficiency of management and procedures	6
Time commitment involved in higher studies and research	1
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	3

ENABLING FEATURES OF PLACE OF STUDY FOR ACADEMIC PRODUCTIVITY AND FOR DUAL ROLE (Section-6.5)

Table 6.5a: Features of place of study favourable for academic attainment and research productivity	
Features	Frequency
24 hours library, on-line access to journals	3
Academic independence and no barrier to choice of research topic	6
Academic profile of peer	1
Availability of academic resources such as books, journals	48
Availability of research funds	2
Career advancement and promotion norms cover all parameters and recognise effort	2
Continuity of higher study and research; norms regarding registration and enrolment, attendance, leave, break in registration, re-admission	3
Degree of transparency in administrative procedures	2
Efficient technical support personnel	3
Equality of opportunity across gender	1
Fellowship tenure and grants	2
Flexi-hours and possible to work in late night hours	6
Housing and transportation facility	9
Internet and Wi-Fi campus	56
IT support, availability of specialised software and 24 hours access to computer centre	1
Laboratory, equipment and generator	149
Medical benefit and health care related support service for self	3
Openness to academic collaboration with other institutes for better infrastructure	1
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	67

Features	Frequency
Organisational and management support for international collaboration	1
Overall quality of academic infrastructure	104
Presence of science departments with different specialisations makes internal collaborations easy	1
Regulatory framework related to higher education and research in science	1
Separate laboratory and work space for project, conference rooms	2
Study environment and supportiveness of peer	8
Study environment related to work load, work type and multi-tasking	10
Study place non-academic infrastructure with respect to safety and personal security including women's' complaint cell	1
Support services and infrastructure for field work	1
Supportiveness and efficiency of management and procedures	3
Time commitment involved in higher studies and research	1
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	2
Work from home	1

Table 6.5b: Features of place of study favourable for academic attainment and research productivity with scope for development

Features	Frequency
Academic independence and no barrier to choice of research topic	1
Academic profile of peer	1
Availability of academic resources such as books, journals	1
Availability of research funds	1
Continuity of higher study and research; norms regarding registration and enrolment, attendance, leave, break in registration, re-admission	1
Degree of transparency in administrative procedures	2
Efficient technical support personnel	1
Fellowship tenure and grants	1
Housing and transportation facility	5
Internet and Wi-Fi campus	2
Laboratory, equipment and generator	5
Library resources, books and journals	3
Openness to academic collaboration with other institutes for better infrastructure	2
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	1
Overall quality of academic infrastructure	4
Overall quality of non-academic infrastructure	2
Separate laboratory and work space for project, conference rooms	1
Study environment, work load, work type and multi-tasking	1
Study place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	1
Support services and infrastructure for field work	1
Supportiveness and efficiency of management and procedures	2
Work from home	2

Table 6.6a: Features of place of study favourable for dual role	
Features	Frequency
24 hours library, on-line access to journals	5
Academic independence and no barrier to choice of research topic	3
Availability of academic resources such as books, journals	2
Availability of research funds	4
Career advancement and promotion norms cover all parameters and recognise effort	2
City of job location matched personal preference and requirement	5
Contingency component of fellowships and grants	1
Continuity of higher study and research; norms regarding registration and enrolment, attendance, leave, break in registration, re-admission	43
Equality of opportunity across gender	1
Family care and health care support service for children	5
Family care and health care support service for elderly	2
Fellowship tenure and grants	9
Five working days per week	2
Fixed working hours and no overtime	1
Flexi-hours and possible to work in late night hours	41
Housing and transportation facility	85
Internet and Wi-Fi campus	9
IT support, availability of specialised software and 24 hours access to computer centre	1
Laboratory, equipment and generator	13
Maternity and childcare leave rules	1
Medical benefit and health care related support service for self	13
Openness to academic collaboration with other institutes for better infrastructure	1
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	34
Organisational and management support for women scientists	1
Overall quality of academic infrastructure	15
Overall quality of non-academic infrastructure	3
Presence of science departments with different specialisations makes internal collaborations easy	1
Provision for sabbatical	2
Regulatory framework related to higher education and research in science	5
Separate laboratory and work space for project, conference rooms	2
Study environment and supportiveness of peer	10
Study environment and attitude to 'married' women	5
Study environment related work load, work type and multi-tasking	7
Study place non-academic infrastructure for comfort and convenience e.g. canteen, women's lounge, recreation facilities	1
Study place non-academic infrastructure with respect to safety and personal security including women's complaint cell	2
Supportiveness and efficiency of management and procedures	10
Time commitment involved in higher studies and research	16
Travel time to place of study	5
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	1
Work from home	10

Table 6.6b: Features of place of study favourable for dual role with scope for development	
Features	Frequency
Availability of academic resources such as books, journals	2
Availability of research funds	1
Career advancement and promotion norms cover all parameters and recognise effort	1
Continuity of higher study and research; norms regarding registration and enrolment, attendance, leave, break in registration, re-admission	8
Efficient technical support personnel	1
Family care and health care support service for children	1
Family care and health care support service for elderly	1
Flexi-hours and possible to work in late night hours	2
Housing and transportation facility	12
Laboratory, equipment and generator	3
Medical benefit and health care related support service for self	4
Opportunity for academic grooming and training through exposure, interaction and guidance from scientists and professors	1
Organisational and management support for women scientists	1
Overall quality of academic infrastructure	1
Presence of science departments with different specialisations makes internal collaborations easy	2
Regulatory framework related to higher education and research in science	1
Study environment and attitude to 'married' women	1
Study environment related to work load, work type and multi-tasking	2
Time commitment involved in higher studies and research	4
Women specific academic schemes, fellowships and eligibility criteria in terms of age limit	1
Work from home	2

Appendix-II: Questionnaires

SURVEY FOR RESEARCH STUDY ON
STATUS OF WOMEN IN SCIENCE AMONG SELECT INSTITUTIONS IN INDIA: POLICY IMPLICATIONS
 CONDUCTED BY **SOCIETY FOR SOCIO ECONOMIC STUDIES AND SERVICES**
 FOR **GOVERNMENT OF INDIA, NITI Aayog, RESEARCH DIVISION**
 2016-2017

SCHEDULE W: CURRENTLY WORKING

INTERVIEW DETAILS

Interviewed by:	City:
Date:	State:
Start Time :	Interview Code: W _ _ _ _ ()
End Time:	

RESPONDENT DETAILS: SECTION A (WILL BE KEPT ANONYMOUS & USED ONLY FOR RECALL IN SPECIAL CASES)

A.1. Name:	A.4. Name of Institution where currently working:
A.2. E-mail:	A.5. Department:
A.3. Cell:	A.6. Full Designation:
	A.7. Year of Joining Organisation:

RESPONDENT DETAILS: SECTION B (ENCIRCLE THE NUMBER FOR THE APPROPRIATE OPTION WHERE APPLICABLE)

B.1.(a) Highest Degree held: 1. Ph.D / 2. M.Phil / 3. Master's degree / 4. Bachelor's Degree	
(b) Post Doctoral Fellowship: 1. Yes, Completed / 2. Yes, Continuing / 3. No	
B.2. Stream of Education and Year of Award for last two degrees (Specify starting with highest degree): (a) (b)	
B.3. Social Group: 1. General / 2. Other	B.4. Age (Specify):
B.5. Marital Status: 1. Never married / 2. Married / 3. Widowed / 4. Divorced or Separated	B.6. Number of Children: 1. None / 2. One / 3. Two / 4. More

Tick the right or most appropriate option for each of the following questions except for questions where "tick all applicable" is mentioned. For latter case multiple options may be ticked if relevant and appropriate.

SECTION 1: OCCUPATION & CAREER TRACK

1.1 CURRENT EMPLOYMENT

1.1.1: Nature of Employment at current designation:

1. Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	xxx	xxx
------------------------	--------------------------	---------------------------	-----	-----

1.1.2: Type of Work or Responsibilities at current designation: (Tick all applicable: in case of multiple types of work put 'P' for MAJOR responsibilities and 'S' for ADDITIONAL responsibilities)

1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other [Specify]
-------------	-------------	--------------------------------------------------	----------------------------------------	--------------------

1.1.3: Any Subsidiary Job or Occupation:

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

1.1.4: If Yes, to 1.1.3 above, Type of the Work (MAJOR responsibility) in subsidiary job or occupation:				
1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other [Specify]
1.1.5: Number of Years in Current Designation or Position:(Specify below)				
1.1.6: At what Designation did you join this organisation?(Specify below)				
1.1.7: Nature of Employment at the time of joining this organisation:				
1.Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	xxx	xxx
1.1.8: Number of Promotions in Current Employment:				
1.None	2. One	3. Two	4. Three	5. More
1.2 PAST EMPLOYMENT				
1.2.1: Number of past organisations where you have worked before current employment (including organisations where part time or temporary positions were held):				
1. None	2. One	3. Two	4. Three	5. More
<i>If answered "None" to 1.2.1 then go to next sub-section. Answer only 1.3.4 and proceed to sub-section 1.4; otherwise continue</i>				
1.2.2: Number of past organisations in which ONLY Part Time or Temporary positions were held:				
1. None	2. One	3. Two	4. Three	5. More
1.3 FIRST JOB				
1.3.1: Year of getting First Job (including part-time or temporary posts):(Specify below)				
1.3.2: Nature of Employment at First Job:				
1. Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	xxx	xxx
1.3.3: Type of Work (MAJOR responsibility) at First Job:				
1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other[Specify]
1.3.4: Marital and Child Birth Status when joining First Job:				
1. Pre-marriage	2. Post-marriage and Before First Child Birth	3. After First Child Birth	4. After Second Child Birth	xxx
<i>If chosen nature of first job as "Full-time Permanent" in 1.3.2, then proceed to sub-section 1.4; otherwise continue.</i>				
1.3.5: Year of getting First Full Time Permanent Job(In case First Job was Part time or Temporary/ Full-time contractual in 1.3.2):(Specify below)				
a. Have not got full-time permanent job yet / b. Got a full-time permanent job in the year – _____				
1.3.6: Designation at First Full Time Permanent Job(In case First Job was Part time or Temporary/ Full-time contractual in 1.3.2):(Specify below)				
1.4 BREAKS IN EDUCATION AND EMPLOYMENT (If highest degree held is Ph.D. then proceed to question 1.4.7)				
1.4.1: Whether continuing Education?(Part-time, distance etc.)				
1. Yes	2. No	xxx	xxx	xxx
1.4.2: If YES to question 1.4.1 then specify degree and subject:				

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

1.4.3: Have you ever enrolled in a full-time higher degree programme and then dropped out?														
1. Yes			2. No			xxx			xxx			xxx		
If YES to question 1.4.3 continue; If NO then proceed to question 1.4.7														
1.4.4 If YES to question 1.4.3 then specify reason for discontinuation or dropout?(Tick all applicable)														
1. Family Care			2. Marriage			3. Family Objection			4. Other			xxx		
1.4.5 If YES to question 1.4.3 then do you plan to resume full-time higher studies and research in science?														
1. Yes			2. No			xxx			xxx			xxx		
1.4.6: If YES (NO) to question 1.4.5 then specify two factors which are conducive (a hindrance)?(Specify below)														
(a) Conducive or FAVOURABLE factors (if YES)						(b) Hindrance or UNFAVOURABLE factors (if NO)								
1.4.7: Have you ever resumed and completed a full-time course of study or research in the past after a break?														
1. Yes			2. No			xxx			xxx			xxx		
1.4.8: If YES to question 1.4.7 then specify reasons for (a) break and (b) continuation? (Specify below)														
(a) REASON for BREAK						(b) REASON for CONTINUATION								
1.4.9(a): Any break in Career or employment?														
1. Yes			2. No			xxx			xxx			xxx		
1.4.9(b): If YES to question 1.4.9(a) then what was the DURATION, TYPE and TIMING of break in career? (Tick in appropriate cells below)														
Duration of break	1. Less than 1 yr			2. 1yr to less than 2 yrs			3. 2 yrs to less than 5 yrs			4. 5 yrs or more				
Type of break	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other		
Timing	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx		
A. PRE-Marriage	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12		
B. POST-Marriage	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx		
(a) Before First Child Birth	Ba1	Ba2	Ba3	Ba4	Ba5	Ba6	Ba7	Ba8	Ba9	Ba10	Ba11	Ba12		
(b) After First Child Birth	Bb1	Bb2	Bb3	Bb4	Bb5	Bb6	Bb7	Bb8	Bb9	Bb10	Bb11	Bb12		
(c) After Second Child Birth	Bc1	Bc2	Bc3	Bc4	Bc5	Bc6	Bc7	Bc8	Bc9	Bc10	Bc11	Bc12		
Comments:														
1.4.10: If, Pre-marriage break in career in 1.4.9(b) then what were the reasons?(tick all applicable)														
1. Family Care			2. Change of city of Residence of Family			3. Family Objection			4. Other [Specify]			xxx		
1.4.11: If, Post-marriage break in career in 1.4.9 (b) then what were the reasons?(tick all applicable)														
1. Family Care			2. Change of city of Residence due to marriage or change of job location of spouse			3. Family Objection			4. Other [Specify]			xxx		

1.5 WORK EXPERIENCE (Specify number of years below)	
1.5.1: Total Work Experience	
1.5.2: Total Non-academic / Industry work experience	
1.5.3: Total Work Experience in Academic Sector	
1.5.4: WORK TYPE (For Academic Sector Jobs): Specify number of years in	
(a) Research (consider research experience after Ph.D.)	
(b) Teaching	
(c) Academic Administration & Allied Activities	
(d) Research Support Services	

SECTION 2: MARRIAGE, FAMILY AND CAREER

2.1 CAREER AND MARRIAGE DECISION

2.1.1: Who was (is likely to be) involved in your marriage decision, if married (unmarried)?

1. Personal only	2. Family only	3. Both family and personal	4. Other[Specify]	xxx
------------------	----------------	-----------------------------	-------------------	-----

2.1.2: Did (Is) your personal career consideration affect (likely to affect) your decision about the timing of your marriage, if married (unmarried)?

1. No	2. Not Sure	3. Yes	xxx	xxx
-------	-------------	--------	-----	-----

2.1.3: If Yes in question 2.1.2, reasons for early marriage or delayed marriage: (tick all applicable)

1. Get over with raising children before focusing on job	2. Know about my career possibilities with respect to place of residence after marriage before focusing on job	3. Right marriage alliance will boost my career prospect	4. Focus on career before going for any family commitment	5. Other[Specify]
----------------------------------------------------------	----------------------------------------------------------------------------------------------------------------	----------------------------------------------------------	-----------------------------------------------------------	-------------------

2.1.4: How did your being a professional affect the marriage proposals received by you (if married)?/ How does your being a professional affect the marriage proposals received by you (if unmarried)?

1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
-------------------	-----------------------	--------------	------------------------	--------------------

2.2 FAMILY PROFILE, FAMILY COMMITMENTS AND CAREER

2.2.1: Highest Education in own family other than self (consider highest degree held by parents or siblings):

1. Post Doctoral	2. Ph.D	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	---------	-----------------------------	----------------------	----------

2.2.2: Number of members from academic occupation (research and teaching) in own family (consider parents and siblings only):

1. None	2. One	3. Two	4. Three	5. Four or more
---------	--------	--------	----------	-----------------

Ans questions 2.2.3 to 2.2.7 if "married" in B.5.

2.2.3: Highest Education of Spouse:

1. Post Doctoral	2. Ph.D	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	---------	-----------------------------	----------------------	----------

2.2.4: Highest Education in spouse's family other than Spouse (consider highest degree held by spouse's parents and siblings):

1. Post Doctoral	2. Ph.D	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	---------	-----------------------------	----------------------	----------

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

2.2.5: Number of members from academic occupation (research and teaching) in spouse's family(consider spouse's parents and siblings only):				
1. None	2. One	3. Two	4. Three	5. Four or more
2.2.6: Status of employment of Spouse:				
1. Service	2. Business or Employer	3. Self-Employed or practising professional	4. Unemployed	xxx
2.2.7: Nature of Job of Spouse:				
1. Academic	2. Non-academic	xxx	xxx	xxx
2.2.8: Who do you live with most of the time?: (tick all applicable)				
1. Own Parents / Siblings	2. Spouse	3. Own Children	4. Spouse Parents / Siblings	5. Live singly
Skip questions 2.2.9 (a) and (b) if answer to 2.2.8 is "live singly":				
2.2.9(a): Do you commute daily to current place of work from your family residence?(Answer in view of your response to 2.2.8)				
1. Yes	2. No	xxx	xxx	xxx
2.2.9(b): If NO, what is the frequency of your visit to your family residence?(Answer in view of your response to 2.2.8)				
1. Weekly	2. Once a month	3. Not so often	xxx	xxx
2.2.10: Nature of your family commitments and household responsibilities: (tick all applicable)				
1. Care for the elderly	2. Care for children	3. Household chores	4. Other household maintenance such as handling utility bill payments, etc.	5. Other [Specify]
2.2.11: Whether anyone shares family and household responsibility with you?:(tick all applicable)(Answer in view of you response to question 2.2.10)				
1. Manage on my own	2. Spouse	3. Parents	4. Hired Services	5. Other [Specify]
2.2.12: Have your career and work affected your family life (family commitments and household responsibilities)? (Answer in view of you response to question 2.2.10)				
1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
2.2.13: Have you ever refused a challenging deputation or promotion with enhanced compensation, prestige and responsibilities?				
1. No	2. Yes, Pre-marriage	3. Yes, Post-marriage& Before First Child Birth	4. Yes, After First Child Birth	5. Yes, After Second Child Birth
2.2.14: If Yes to 2.2.13, mention reasons for refusing challenging deputation or promotion with enhanced compensation, prestige and responsibilities:(tick all applicable)				
1. Family Care	2. Too much time commitment and travel	3. Change in city of location of job	4. Family Objection	5. Other[Specify]
SECTION 3: CAREER ASPIRATION, ACHIEVEMENTS AND PRIORITIES				
3.1: What is / has been your highest career aspiration?(Tick the appropriate occupation and type of work for your highest career aspiration)				
A. Nature of Occupation	1. Academic	2. Non-academic	xxx	xxx
B. Type of Work (if academic)	1. Teaching	2. Research	3. Academic Administration and Allied Activities	4. Research Support Service
5. Other[Specify]				
3.2: Designation and Organisation type for your dream job:(Specify below)				
3.3: How far have you been able to achieve your highest career aspiration commensurate with your age?(Answer in view of your response to question 3.2)				
1. Fully achieved	2. Partially achieved	3. Somewhat achieved	4. Far from the goal	5. Will never

3.4: To what extent family commitments and household responsibilities have affected your performance and achievement in career?:(Answer in view of you response to question 2.2.10)

1.Very adversely	2. Somewhat adversely	3.No effect	4.Somewhat positively	5.Very positively
------------------	-----------------------	-------------	-----------------------	-------------------

3.5: Which of the following factors have influenced your choice of occupation? (tick all applicable)

1.Observing successful professionals and desire to contribute professionally	2.Influenced by Parents	3.Marriage related Commitments	4.Family care and commitments	5.Other[Specify]
------------------------------------------------------------------------------	-------------------------	--------------------------------	-------------------------------	------------------

3.6: Which of the following factors have influenced you in taking up your current Job? (tick all applicable)

1.Prestige associated with current job position	2.Workplace academic infrastructure and support services	3. Workplace non-academic infrastructure with respect to convenience and family care support services	4. Time commitment involved in job including travel time to place of work	5.Outstation travel involved
6. Other [Specify]	xxx	xxx	xxx	xxx

SECTION 4: BEST PRACTICES

4.1: REGULATORY AND MANAGEMENT PRACTICES

4.1.1: Overall have the regulatory and management practices been conducive (supportive or helpful) for your career continuity and advancement?:

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

4.1.2: State reasons: (Specify two)

4.2: PLACE OF WORK

4.2.1: Features (infrastructure, facilities, systems & processes) of your place of work that have helped in enhancing your academic productivity: (Specify two)

4.2.2: Features (infrastructure, facilities, systems & processes) of place of work that have been conducive (supportive or helpful) for maintaining both career and family commitments: (Specify two)

SECTION 5: WORK-ENVIRONMENT: FEATURES and EXPERIENCE (in current employment)

5.1: Work timings:

1. 5 to 8 hours	2. Up to10 hours	3. Above 10 hours	4. Flexi hours	xxx
-----------------	------------------	-------------------	----------------	-----

5.2: Do you often work from home?

1. Permitted and Yes	2. Permitted but No	3. Not permissible but would like to	4. Not permissible and not necessary	xxx
----------------------	---------------------	--------------------------------------	--------------------------------------	-----

5.3: Do you avail of institutional housing facilities at your current place of work?

1. Exists and Yes	2. Exists but No	3. Does not exist but Would like to	4. Does not exist and not necessary	xxx
-------------------	------------------	-------------------------------------	-------------------------------------	-----

5.4: Do you avail of the institutional transport services at your current place of work?

1. Exists and Yes	2. Exists but No	3. Does not exist but Would like to	4. Does not exist and not necessary	xxx
-------------------	------------------	-------------------------------------	-------------------------------------	-----

5.5: Do you avail of the institutional family care related support services at your current place of work?

1. Exists and Yes	2. Exists but No	3. Does not exist but Would like to	4. Does not exist and not necessary	xxx
-------------------	------------------	-------------------------------------	-------------------------------------	-----

5.6: How would you rate the attitude of your male colleagues towards you as professional peers?				
1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
5.7: How would you rate the attitude of your female colleagues towards you as professional peers?				
1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
5.8: What is your perception about equality of opportunity for career advancement for male and female scientists with similar qualifications and experience?				
1. Very fair	2. Fair	3. Not sure	4. Unfair	5. Very unfair
5.9: What is your perception about incidence of sexual harassment in your work place?				
1. Very common	2. Common	3. Not sure	4. Uncommon	5. Very Uncommon
5.10: Have you personally faced any SOCIAL restrictions on female mobility other than family?				
1. Yes	2. No	xxx	xxx	xxx
SECTION 6: ACHIEVEMENT INDICATORS *				
<i>*For Ph.D. Awarded or Enrolled Respondents</i>				
6.1: Total Number of publications (Books, Research Monographs, Edited Volumes): (Specify below)				
6.2: Total number of publications in Research Journals: (Specify below)				
6.3: Total number of research collaborators including co-authors, co-investigators etc.: (Specify below)				
6.4: Number of Ph.D. Students (Awarded & /Ongoing) during entire professional career: (Specify below)				
6.5: Number of funded Projects and Consultancies completed during entire professional career: (Specify below)				
6.6: Number of ongoing Projects and Consultancies: (Specify below)				
6.7: Number of Conferences, Workshops, Seminars(national or international) Participated during last two years:(Specify below)				
6.8: Number of visits abroad of less than a month's duration for attending conferences or workshops etc. during last two years? (Specify below)				
6.9: Number of visits abroad of longer duration of a month or more for professional reasons during entire professional career? (Specify below)				
6.10: Whether Positions of Responsibility related to Academic Administration held (Head of Dept. Dean, VC, Director etc.) during entire professional career:				
1. Yes	2. No	xxx	xxx	xxx
6.11: Memberships of Professional Bodies, Editorial Boards of Journals and Advisory Boards of National and International Importance during entire professional career:				
1. Yes	2. No	xxx	xxx	xxx
6.12: Received Professional Awards, Fellowships, Honours and Distinctions of National and International Importance during entire professional career?				
1. Yes	2. No	xxx	xxx	xxx

SURVEY FOR RESEARCH STUDY ON

STATUS OF WOMEN IN SCIENCE AMONG SELECT INSTITUTIONS IN INDIA: POLICY IMPLICATIONS

CONDUCTED BY **SOCIETY FOR SOCIO ECONOMIC STUDIES AND SERVICES** FOR

GOVERNMENT OF INDIA, NITI Aayog, RESEARCH DIVISION

2016-2017

SCHEDULE S: STUDENTS OF SCIENCE

INTERVIEW DETAILS

Interviewed by:	City:
Date:	State:
Start Time :	Interview Code: S _ _ _ ()
End Time:	

RESPONDENT DETAILS: SECTION A (WILL BE KEPT ANONYMOUS & USED ONLY FOR RECALL IN SPECIAL CASES)

A.1. Name:	A.2. Name of Institution where currently pursuing study:
A.3. E-mail:	A.4. Department:
A.5. Cell:	A.6. Stream of Education, Year of Study & Designation (if applicable):

RESPONDENT DETAILS: SECTION B (ENCIRCLE THE NUMBER FOR THE APPROPRIATE OPTION WHERE APPLICABLE)

B.1. Highest Degree held: 1. M.Phil / 2. Master's degree / 3. Bachelor's Degree	
B.2. Stream of Education and Year of Award for last two degrees (Specify starting with highest degree): (a) (b)	
B.3. Social Group: 1. General / 2. Other	B.4. Age (Specify):
B.5. Marital Status: 1. Never married / 2. Married / 3. Widowed / 4. Divorced or Separated	B.6. Number of Children: 1. None / 2. One / 3. Two / 4. More

Tick the right option for each of the following questions except for questions where "tick all applicable" is mentioned. For latter case multiple options may be ticked if relevant and appropriate.

SECTION 1: FAMILY PROFILE AND FAMILY COMMITMENTS

1.1: Highest Education in Own family other than self (consider highest degree held by parents and siblings):

1. Post Doctoral	2. Ph.D.	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
------------------	----------	------------------------------	----------------------	----------

1.2: Number of Members from academic occupation (research & teaching) in Own family (consider parents and siblings only):

1. None	2. One	3. Two	4. Three	5. Four or more
---------	--------	--------	----------	-----------------

Skip questions 1.3 to 1.7 if "never married".

1.3: Highest Education of Spouse:

1. Post Doctoral	2. Ph.D.	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
------------------	----------	------------------------------	----------------------	----------

1.4: Highest Education in Spouse's family other than Spouse (consider highest degree held by spouse's parents and siblings):

1. Post Doctoral	2. Ph.D.	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
------------------	----------	------------------------------	----------------------	----------

1.5: Number of Members from academic occupation (research & teaching) in spouse's family (consider spouse's parents and siblings only):

1. None	2. One	3. Two	4. Three	5. Four or more
---------	--------	--------	----------	-----------------

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

1.6: Status of Employment of spouse:				
1. Service	2. Business or Employer	3. Self-Employed or practising professional	4. Unemployed	xxx
1.7: Nature of Occupation of Spouse:				
1. Academic	2. Non-academic	xxx	xxx	xxx
1.8: Who do you live with most of the time? (tick all applicable)				
1. Own Parents / Siblings	2. Spouse	3. Own Children	4. Spouse Parents / Siblings	5. Live singly
Skip question 1.9 if answer to 1.8 is "Live singly":				
1.9: Is your current place of study in the same city as family residence? (Answer in view of your response to question 1.8)				
1. Yes	2. No, Visit residence once a week	3. No, Visit residence at least once a month but not weekly	4. No, Visit residence less frequently	xxx
1.10: Nature of your family commitments and household responsibilities: (tick all applicable)				
1. Care for the elderly	2. Care for children	3. Household chores	4. Other household maintenance such as handling utility bill payments, etc.	5. Other [Specify]
1.11: Whether anyone shares family and household responsibility with you?: (tick all applicable) (Answer in view of your response to 1.10)				
1. Manage on my own	2. Spouse	3. Parents	4. Hired Services	5. Other [Specify]
1.12: Have your career and study affected your family life (family commitments and household responsibilities)?: (Answer in view of your answer to question 1.10)				
1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
SECTION 2: CAREER ASPIRATION, ACHIEVEMENTS AND BREAKS IN EDUCATION				
2.1: What is your highest career aspiration? (Tick appropriate occupation and type of work for your highest career aspiration in Rows A and B)				
A. Nature of occupation	1. Academic	2. Non-academic		
B. Type of work (if academic)	1. Teaching	2. Research	3. Academic, Administration and allied activities	4. Research Support Service
				5. Other
2.2: Designation and Organisation type for your dream job: (Specify below)				
2.3: To what extent family commitments and household responsibilities have affected your performance and achievement in studies? (Answer in view of your response to 1.10)				
1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
2.4: Which of the following factors have influenced your choice of Science as a stream of education? (tick all applicable)				
1. Observing successful professionals and desire to contribute professionally	2. Influenced by Parents	3. Other [Specify]	xxx	Xxx
2.5: Which of the following factors do you consider as important in taking up a Job? (tick all applicable)				
1. Prestige associated with current job position	2. Workplace academic infrastructure and support services	3. Workplace non-academic infrastructure with respect to convenience and family care support services	4. Time commitment involved in job including travel time to place of work	5. Outstation travel involved
6. Other [Specify]	xxx	xxx	xxx	xxx
2.6: Have you ever resumed and completed a full-time course of study or research in the past after a break?				
1. Yes	2. No	xxx	xxx	xxx

2.7: If YES to question 2.6 above then specify reason for both (a) break and for (b) continuation? (Specify below)				
(a) REASON for BREAK			(b) REASON for CONTINUAION	

SECTION 3: BEST PRACTICES

3.1: REGULATORY AND MANAGEMENT PRACTICES

3.1.1: Overall have the regulatory and management practices been helpful to you for continuity of higher studies and research in science?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

3.1.2: State reasons (Specify two)

3.2: PLACE OF STUDY

3.2.1: Features (infrastructure, facilities, systems & processes) of your place of study that have helped in enhancing your academic productivity: (Specify two)

3.2.3: Features (infrastructure, facilities, systems & processes) of place of study that have been conducive (supportive or helpful) for maintaining both career (i.e. higher studies and research) and family commitments: (Specify two)

SECTION 4: STUDY-ENVIRONMENT: INFRASTRUCURE and EXPERIENCE (in current place of study)

4.1: Do you avail of institutional housing or hostel facilities at your current place of study?

1. Exists and Yes	2. Exists but No	3. Does not exist but would like to	4. Does not exist and not necessary	xxx
-------------------	------------------	-------------------------------------	-------------------------------------	-----

4.2: Do you avail of the institutional transport services at your current place of study?

1. Exists and Yes	2. Exists but No	3. Does not exist but would like to	4. Does not exist and not necessary	xxx
-------------------	------------------	-------------------------------------	-------------------------------------	-----

4.3: How would you rate the attitude of male student towards you as academic peers?

1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
---------------------	----------------	-------------	------------------	-----------------------

4.4: How would you rate the attitude of female student towards you as academic peers?

1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
---------------------	----------------	-------------	------------------	-----------------------

4.5: What is your perception about equality of opportunity for career advancement of male and female scientists with similar qualifications and experience?

1. Very fair	2. Fair	3. Not sure	4. Unfair	5. Very unfair
--------------	---------	-------------	-----------	----------------

4.6: What is your perception about incidence of sexual harassment in your place of study?

1. Very common	2. Common	3. Not sure	4. Uncommon	5. Very Uncommon
----------------	-----------	-------------	-------------	------------------

4.7: Have you personally faced any SOCIAL restrictions on female mobility other than family?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

SURVEY FOR RESEARCH STUDY ON
STATUS OF WOMEN IN SCIENCE AMONG SELECT INSTITUTIONS IN INDIA: POLICY IMPLICATIONS
 CONDUCTED BY **SOCIETY FOR SOCIO ECONOMIC STUDIES AND SERVICES**
 FOR: **GOVERNMENT OF INDIA, NITI Aayog, RESEARCH DIVISION**
 2016-2017

SCHEDULE D: DROPOUTS FROM HIGHER STUDIES AND RESEARCH IN SCIENCE

(who are currently unemployed and have no work experience)

INTERVIEW DETAILS

Interviewed by:	Place: Residence / Other
Date:	City:
Start Time :	State:
End Time:	Interview Code: D _ _ ()

RESPONDENT DETAILS: SECTION A (WILL BE KEPT ANONYMOUS & USED ONLY FOR RECALL IN SPECIAL CASES)

A.1 Name:	A.3 Cell:
A.2 E-mail:	

RESPONDENT DETAILS: SECTION B (ENCIRCLE THE NUMBER FOR THE APPROPRIATE OPTIONS WHERE APPLICABLE)

B.1. Stream of Education and Year of Award for last two degrees (Specify starting with highest degree): (a) (b)	
B.2. Social Group: 1. General / 2. Other	B.3. Age (Specify):
B.4. Marital Status: 1. Never married / 2. Married / 3. Widowed / 4. Divorced or Separated	B.5. Number of Children: 1. None / 2. One / 3. Two / 4. More

SECTION 1: BREAKS IN EDUCATION

1.1: Have you ever enrolled in a full-time programme of higher study or research in science and then discontinued?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

If YES to question 1.1 above -

1.2: Specify programme name (degree and subject) which you have discontinued: (Specify below)

1.3 Specify reason for discontinuation or dropout? (Tick all applicable)

1. Family Care	2. Marriage	3. Family Objection	4. Other (Specify)	xxx
----------------	-------------	---------------------	--------------------	-----

1.4 Do you plan to resume full-time higher studies and research in science?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

1.5: If YES (NO) to question 1.4 above then specify two factors which are conducive (a hindrance)? (Specify below)

(a) Conducive or FAVOURABLE factors	(b) Hindrance or UNFAVOURABLE factors

1.6: Have you ever resumed and completed a full-time course of study or research in the past after a break?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

1.7: If YES to question 1.6 above then specify reason for both (a) break and for (b) continuation?(Specify below)

(a) REASON for BREAK	(b) REASON for CONTINUATION

SECTION 2: MARRIAGE, FAMILY AND CAREER**2.1 CAREER AND MARRIAGE DECISION****2.1.1: Who was (is likely to be) involved in your marriage decision, if married (unmarried)?:**

1. Personal only	2. Family only	3. Both family and personal	4. Other [Specify]	xxx
------------------	----------------	-----------------------------	--------------------	-----

2.1.2: Did (Is) your personal career consideration affect (likely to affect) your decision about the timing of your marriage, if married (unmarried)?

1. No	2. Not Sure	3. Yes	xxx	xxx
-------	-------------	--------	-----	-----

2.1.3: If Yes to question 2.1.2, reasons for early marriage or delayed marriage: (Tick all applicable)

1. Get over with raising children before focusing on job	2. Know about my career possibilities with respect to place of residence after-marriage before focusing on job	3. Right marriage alliance will boost my career prospect	4. Focus on career before going for any family commitment	5. Other [Specify]
----------------------------------------------------------	----------------------------------------------------------------------------------------------------------------	----------------------------------------------------------	-----------------------------------------------------------	--------------------

2.2 FAMILY PROFILE AND FAMILY COMMITMENTS**2.2.1: Highest Education in Own family other than self: (Consider highest degree held by parents or siblings)**

1. Post Doctoral	2. Ph.D awarded	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	-----------------	-----------------------------	----------------------	----------

2.2.2: Number of members from academic occupation (research & teaching) in own family: (Consider parents and siblings only)

1. None	2. One	3. Two	4. Three	5. Four or more
---------	--------	--------	----------	-----------------

Skip questions 2.2.3 to 2.2.7 if "never married".

2.2.3: Highest Education of Spouse:

1. Post Doctoral	2. Ph.D awarded	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	-----------------	-----------------------------	----------------------	----------

2.2.4: Highest Education in Spouse's family other than Spouse: (consider highest degree held by spouse's parents and siblings)

1. Post Doctoral	2. Ph.D awarded	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
------------------	-----------------	-----------------------------	----------------------	----------

2.2.5: Number of members from academic occupation (research & teaching) in Spouse's family (consider spouse's parents and siblings only):

1. None	2. One	3. Two	4. Three	5. Four or more
---------	--------	--------	----------	-----------------

2.2.6: Status of employment of the Spouse:

1. Service	2. Business or Employer	3. Self-Employed or practising professional	4. Unemployed	xxx
------------	-------------------------	---------------------------------------------	---------------	-----

2.2.7: Nature of Occupation of the Spouse:

1. Academic	2. Non-academic	xxx	xxx	xxx
-------------	-----------------	-----	-----	-----

2.2.8: Who do you live with most of the time?: (Tick all applicable)

1. Own Parents/Siblings	2. Spouse	3. Own children	4. Spouse Parents/Siblings	5. Live singly
-------------------------	-----------	-----------------	----------------------------	----------------

2.2.9: Nature of family commitments and household responsibilities: (Tick all applicable)

1. Care for the elderly	2. Care for children	3. Household Chores	4. Other household maintenance such as handling utility bill payments, etc.	5. Other [Specify]
-------------------------	----------------------	---------------------	-----------------------------------------------------------------------------	--------------------

2.2.10: Whether anyone shares family and household responsibility with you: (Tick all applicable) (Answer in view of your response to 2.2.9)

1. Manage on my own	2. Spouse	3. Parents	4. Hired Services	5. Other
---------------------	-----------	------------	-------------------	----------

SECTION 3: CAREER ASPIRATION, ACHIEVEMENTS AND PRIORITIES

3.1: What was your highest career aspiration? (Tick appropriate occupation and type of work for your highest career aspiration in Rows A and B)

A. Occupation	1. Academic	2. Non-Academic	xxx	xxx	xxx
B. Work Type (if academic)	1. Teaching	2. Research	3. Academic Administration and Allied Activities	4. Research Support Services	5. Other [Specify]

3.2: Designation and Organisation type for your dream job: (Specify below)

3.3: To what extent family commitments and household responsibilities have affected your performance and achievement in higher studies? (Answer in view of your response to question 2.2.9)

1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
-------------------	-----------------------	--------------	------------------------	--------------------

3.4: Which of the following factors influenced your choice of science as a stream of study? (Tick all relevant)

1. Observing successful professionals and desire to contribute professionally	2. Influenced by Parents	3. Other [Specify]	xxx	xxx
-------------------------------------------------------------------------------	--------------------------	--------------------	-----	-----

SURVEY FOR RESEARCH STUDY ON
STATUS OF WOMEN IN SCIENCE AMONG SELECT INSTITUTIONS IN INDIA: POLICY IMPLICATIONS
 CONDUCTED BY **SOCIETY FOR SOCIO ECONOMIC STUDIES AND SERVICES**
 FOR **GOVERNMENT OF INDIA, NITI Aayog, RESEARCH DIVISION**
2016-2017

SCHEDULE U: CURRENTLY UNEMPLOYED (with previous work experience)

INTERVIEW DETAILS

Interviewed by:	Place: Residence / Other
Date:	City:
Start Time :	State:
End Time:	Interview Code: U _ _ ()

RESPONDENT DETAILS: SECTION A(WILL BE KEPT ANONYMOUS & USED ONLY FOR RECALL IN SPECIAL CASES)

A.1. Name:

A.2. E-mail:

A.3. Cell:

RESPONDENT DETAILS: SECTION B(ENCIRCLE THE NUMBER FOR THE APPROPRIATE OPTIONS WHERE APPLICABLE)

B.1.(a) Highest Degree held: 1. Ph.D / 2. M.Phil / 3. Master's degree / 4. Bachelor's Degree

B.2.(b) Post Doctoral Fellowship: 1. Yes / 2. No

B.2. Stream of Education and Year of Award for last two degrees (Specify starting with highest degree):

(a)

(b)

B.3. Social Group: 1. General / 2. Other

B.4. Age (Specify):

B.5. Marital Status: 1. Never married / 2. Married /
3. Widowed / 4. Divorced or Separated

B.6. Number of Children: 1. None / 2. One / 3. Two / 4. More

Tick the right option for each of the following questions except for questions where "tick all applicable" is mentioned. For latter case multiple options may be ticked if relevant and appropriate.

SECTION 1: CAREER HISTORY WHEN EMPLOYED

1.1 LAST EMPLOYMENT

1.1.1: Designation in Last Employment before current career break: (Specify below)

1.1.2: Nature of Employment:

1.Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	xxx	xxx
-----------------------	--------------------------	---------------------------	-----	-----

1.1.3.: Type of Work (Tick all applicable: in case of multiple types of work put 'P' for MAJOR responsibilities and 'S' for ADDITIONAL responsibilities)

1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other [Specify]
-------------	-------------	--------------------------------------------------	----------------------------------------	--------------------

1.1.4: Number of Years in Last Designation in Last Employment: (Specify below)

1.1.5: At what Designation did you join the Organisation where Last employed?(Specify below)

1.2 PAST EMPLOYMENT

1.2.1: Total number of organisations where you have worked (include last organisation and also those where part time and temporary positions were held)

1. One	2. Two	3. Three	4. More	xxx
--------	--------	----------	---------	-----

1.2.2: Number of organisations in which ONLY Part Time or Temporary positions were held (including last organisation before current break):

1. One	2. Two	3. Three	4. More	xxx
--------	--------	----------	---------	-----

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

1.3 FIRST JOB (ANSWER ONLY question 1.3.4 in this section, if answer to question 1.2.1 is "One"; otherwise answer ALL questions)				
1.3.1: Year of getting First Job (first organisation where worked even if position was part time or temporary): (Specify below)				
1.3.2: Nature of Employment at First Job:				
1. Service: Full Time Permanent	2. Service: Full Time Contractual	3. Service: Part Time or Temporary	xxx	xxx
1.3.3: Type of work (MAJOR responsibility) at First Job:				
1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other (Specify)
1.3.4: Marital & Child Birth Status when joining First Job:				
1. Pre-marriage	2. Post-marriage & Before First Child Birth	3. After First Child Birth	4. After Second Child Birth	xxx
1.3.5: Year of getting First Full Time Permanent Job (In case First Job, was Part time or Temporary/ Full-time contractual in 1.3.2): (Specify below)				
a. Had not got full-time permanent job yet / b. Got a full-time permanent job in the year - _____				
1.3.6: Designation when joining First Full Time Permanent Job (In Case First Job was Part time or Temporary/ Full-time contractual in 1.3.2): (Specify below)				
1.4 BREAKS IN EDUCATION AND EMPLOYMENT (If highest degree held is Ph.D. then proceed to question 1.4.7)				
1.4.1: Whether continuing Education? (Part-time, distance etc.)				
1. Yes	2. No	xxx	xxx	xxx
1.4.2: If YES to question 1.4.1 then specify degree and subject: (Specify below)				
1.4.3: If NO to question 1.4.1 above then have you ever enrolled in a full-time higher degree programme and then dropped out?				
1. Yes	2. No	xxx	xxx	xxx
1.4.4 If YES to question 1.4.3 above then specify reason for discontinuation or dropout? (tick all applicable)				
1. Family Care	2. Marriage	3. Family Objection	4. Other (Specify)	xxx
1.4.5 If YES to question 1.4.3 above then do you plan to resume full-time higher studies and research in science?				
1. Yes	2. No	xxx	xxx	xxx
1.4.6: If YES (NO) to question 1.4.5 above then specify two factors which are conducive (a hindrance)? (Specify below)				
(a) Conducive or FAVOURABLE factors		(b) Hindrance or UNFAVOURABLE factors		
1.4.7: Have you ever resumed and completed a full-time course of study or research in the past after a break?				
1. Yes	2. No	xxx	xxx	xxx
1.4.8: If YES to question 1.4.7 above then specify reason for (a) break and (b) continuation? (Specify below)				
(a) REASON for BREAK		(b) REASON for CONTINUATION		
1.4.9(a): Any previous breaks in Employment when working?				
1. Yes	2. No	xxx	xxx	xxx

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

1.4.9(b): If YES to question 1.4.9(a) above then what was the DURATION, TYPE and TIMING of break(s) including current break? (Tick in appropriate cells below):

Duration of break	1. Less than 1 yr			2. 1 to less than 2 yrs			3. 2 to less than 5 yrs			4. 5 yrs or more		
	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other	Out of employment	Sabbatical	Other
Timing	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx
A. PRE-Marriage	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12
B.POST-Marriage	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx	xxx
(a) Before First Child Birth	Ba1	Ba2	Ba3	Ba4	Ba5	Ba6	Ba7	Ba8	Ba9	Ba10	Ba11	Ba12
(b) After First Child Birth	Bb1	Bb2	Bb3	Bb4	Bb5	Bb6	Bb7	Bb8	Bb9	Bb10	Bb11	Bb12
(c) After Second Child Birth	Bc1	Bc2	Bc3	Bc4	Bc5	Bc6	Bc7	Bc8	Bc9	Bc10	Bc11	Bc12

Comments:

1.4.10: Number of years since last employment: (Specify Below)

1. 1 – 2 yrs	2. 3 – 5 yrs	3. 6 – 10 yrs	4. Above 10 yrs	xxx
--------------	--------------	---------------	-----------------	-----

1.4.11: If, Pre-marriage break in career in 1.4.9 (b) then what were the reasons: (Tick all applicable)

1. Family Care	2. Change of city of Residence of Family	3. Family Objection	4. Other [Specify]	xxx
----------------	------------------------------------------	---------------------	--------------------	-----

1.4.12: If, Post-marriage break in career in 1.4.9(b) then what were the reasons: (Tick all applicable)

1. Family Care	2. Change of city of Residence due to marriage or change of location job of spouse	3. Family Objection	4. Other [Specify]	xxx
----------------	------------------------------------------------------------------------------------	---------------------	--------------------	-----

1.4.13: Do you plan to get back into full-time employment?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

1.4.14: If YES (NO) then specify two factors which have been or may be conducive (a hindrance)? (Specify below)

(a) Conducive or FAVOURABLE factors	(b) Hindrance or UNFAVOURABLE factors

SECTION 2: MARRIAGE, FAMILY AND CAREER

2.1 CARRER AND MARRIAGE DECISION

2.1.1: Who was (is likely to be) involved in your marriage decision, if married (unmarried)?:

1. Personal only	2. Family only	3. Both family and personal	4. Other(Specify)	xxx
------------------	----------------	-----------------------------	-------------------	-----

2.1.2: Did (Is) your personal career consideration affect (likely to affect) your decision about the timing of your marriage, if married (unmarried)?

1. No	2. Not Sure	3. Yes	xxx	xxx
-------	-------------	--------	-----	-----

Final Report - Status of Women in Science among Select Institutions in India: Policy Implications

2.1.3: If Yes in question 2.1.2, reasons for early marriage or delayed marriage:				
1. Get over with raising children before focusing on job	2. Know about my career possibilities with respect to place of residence after marriage before focusing on job	3. Right marriage alliance will boost my career prospect	4. Focus on career before going for any family commitment	5. Other (Specify)
2.2 FAMILY PROFILE, FAMILY COMMITMENTS AND CAREER				
2.2.1: Highest Education in Own family other than self: (consider highest degree held by parents and siblings)				
1. Post Doctoral	2. Ph.D. awarded	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
2.2.2: Number of members from academic occupation (research & teaching) in Own family: (consider parents and siblings only)				
1. None	2. One	3. Three	4. Four	5. Four or more
Skip questions 2.2.3. to 2.2.7 if "never married".				
2.2.3: Highest Education of Spouse:				
1. Post Doctoral	2. Ph.D. awarded	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
2.2.4: Highest Education in Spouse's family other than Spouse (consider the highest degree held by spouse's parents and siblings):				
1. Post Doctoral	2. Ph.D. awarded	3. M.Phil. / Master's degree	4. Bachelor's degree	5. Other
2.2.5: Number of members from academic occupation (research & teaching) in spouse's family (consider spouse's parents and siblings):				
1. None	2. One	3. Two	4. Three	5. Four or more
2.2.6: Status of employment of the Spouse:				
1. Service	2. Business or Employer	3. Self-Employed or practising professional	4. Unemployed	xxx
2.2.7: Nature of Occupation of the Spouse:				
1. Academic	2. Non-academic	xxx	xxx	xxx
2.2.8: Who do you live with most of the time? (tick all applicable)				
1. Own Parents / Siblings	2. Spouse	3. Own children	4. Spouse Parents / Siblings	5. Live singly
2.2.9: Nature of family commitments and household responsibilities: (tick all applicable)				
1. Care for the elderly	2. Care for children	3. Household Chores	4. Other household maintenance like handling utility bill payments etc.	5. Other (Specify)
2.2.10: Whether anyone shares family and household responsibility with you: (tick all applicable)				
1. Manage on my own	2. Spouse	3. Parents	4. Hired Services	5. Other
2.2.11: Have your career and work affected your family life (family commitments and household responsibilities; Answer in view of your response to 2.2.9)				
1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
2.2.12: Have you ever refused a challenging deputation or promotion with enhanced compensation, prestige & responsibilities:				
1. No	2. Yes, Pre-marriage	3. Yes, Post-marriage & Before First Child Birth	4. Yes, After First Child Birth	5. Yes, After Second Child Birth
2.2.13: If Yes to 2.2.12 reasons for refusing challenging deputation or promotion with enhanced compensation, prestige & responsibilities: (tick all applicable)				
1. Family Care	2. Too much time commitment and travel	3. Change in city of location of job	4. Family Objection	5. Other (Specify)

SECTION 3: CAREER ASPIRATION, ACHIEVEMENTS AND PRIORITIES

3.1: What is / has been your highest career aspiration? (Tick appropriate occupation and type of work for your highest career aspiration in Rows A and B)

A. Occupation	1. Academic	2. Non-Academic			
B. Work Type (if academic)	1. Teaching	2. Research	3. Academic administration	4. Research Support Services	5. Other (Specify)

3.2: Designation and Organisation type for your dream job: (Specify below)

3.3: How far have you been able to achieve your highest career aspiration commensurate with you age? (Answer in view of your response to question 3.2)

1. Fully achieved	2. Partially achieved	3. Somewhat achieved	4. Far from the goal	5. Will never
-------------------	-----------------------	----------------------	----------------------	---------------

3.4: To what extent family commitments and household responsibilities have affected your performance and achievement in career: (Answer in view of your response to 2.2.9)

1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
-------------------	-----------------------	--------------	------------------------	--------------------

3.5: Which of the following factors influenced your choice of Occupation? (Tick all relevant)

1. Observing successful professionals and desire to contribute professionally	2. Influenced by Parents	3. Marriage Commitments	4. Family care and commitments	5. Other (Specify)
-------------------------------------------------------------------------------	--------------------------	-------------------------	--------------------------------	--------------------

3.6: Which of the following factors have influenced you in taking up a Job in the past? (Tick all relevant)

1. Prestige associated with current job position	2. Workplace academic infrastructure and support services	3. Workplace non-academic infrastructure with respect to convenience and family care support services	4. Time commitment involved in job including travel time to place of work	5. Outstation travel involved
6. Other (Specify)	xxx	xxx	xxx	xxx

SECTION 4: BEST PRACTICES

4.1: REGULATORY AND MANAGEMENT PRACTICES

4.1.1: Overall had the regulatory and management practices been conducive (supportive or helpful) for your career continuity and advancement: (Specify two)

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

4.1.2: State reasons: (Specify two)

4.2: PLACE OF WORK

4.2.1: Features (infrastructure, facilities, systems & processes) of your place of work that helped you in enhancing your academic productivity when working : (Specify two)

4.2.2: Features (infrastructure, facilities, systems & processes) of place of work that have been conducive for maintaining both career and family commitments when working: (Specify two)

SECTION 5: WORK-ENVIRONMENT: EXPERIENCE (in LAST employment)

5.1: Work timings:

1. 5 to 8 hours	2. Up to 10 hours	3. Above 10 hours	4. Flexi hours	xxx
-----------------	-------------------	-------------------	----------------	-----

5.2: Did you often work from home?

1. Permitted and Yes	2. Permitted but No	3. Not permitted but would have liked to	4. Not permitted and was not necessary	xxx
----------------------	---------------------	------------------------------------------	----------------------------------------	-----

5.3: Did you avail of institutional housing facilities at your last place of work?

1. Existed and Yes	2. Existed but No	3. Did not exist but would have liked to	4. Did not exist and did not consider necessary	xxx
--------------------	-------------------	------------------------------------------	-------------------------------------------------	-----

5.4: Did you avail of the institutional transport services at your last place of work?

1. Existed and Yes	2. Existed but No	3. Did not exist but Would have liked to	4. Did not exist and did not consider necessary	xxx
--------------------	-------------------	------------------------------------------	-------------------------------------------------	-----

5.5: Did you avail of the institutional family care related support services at your last place of work?

1. Existed and Yes	2. Existed but No	3. Did not exist but Would have liked to	4. Did not exist and did not consider necessary	xxx
--------------------	-------------------	------------------------------------------	-------------------------------------------------	-----

In your last place of work -

5.6: How would you rate the attitude of your male colleagues towards you as professional peer?

1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
---------------------	----------------	-------------	------------------	-----------------------

5.7: How would you rate the attitude of your female colleagues towards you as professional peer?

1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
---------------------	----------------	-------------	------------------	-----------------------

5.8: What is your perception about equality of opportunity for career advancement for male and female scientists with similar qualifications and experience in your last place of work?

1. Very fair	2. Fair	3. Not sure	4. Unfair	5. Very unfair
--------------	---------	-------------	-----------	----------------

5.9: What is your perception about incidence of sexual harassment in your last work place?

1. Very common	2. Common	3. Not sure	4. Uncommon	5. Very Uncommon
----------------	-----------	-------------	-------------	------------------

5.10: Have you personally faced any SOCIAL restrictions on female mobility other than family?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

SECTION 6: ACHIEVEMENT INDICATORS (totals)*

*For Ph.D. Awarded Respondents

6.1: Total number of publications (Books, Research Monographs, Edited Volumes): (Specify below)

--

6.2: Total number of publications in Research Journals: (Specify below)

--

6.3: Number of funded Projects and Consultancies completed: (Specify below)

--

6.4: Number of visits abroad of less than a month's duration for attending conferences or workshops etc.?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----

6.5: Number of visits abroad of longer duration of a month or more for professional reasons?

1. Yes	2. No	xxx	xxx	xxx
--------	-------	-----	-----	-----