

# 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	191	19.3	
technology	1,1	17.5	
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	

<sup>\*</sup>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		

<sup>\*</sup>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	

<sup>\*</sup>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	

<sup>\*</sup>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 Research Administration Support Other					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

### 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

<sup>\*</sup>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

<sup>\*</sup>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

<sup>\*</sup>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

<sup>\*</sup>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-	68	
academic to academic profession)		

### 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 to less than 2 year to less than 5 years of than 5 years 5 years of than 5 years				
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	

### 3.2.3MARRIAGE, 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		67.2		
Other	3	0.3		
Total	916	99.9		

<sup>\*</sup>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					

<sup>\*</sup>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		10.2		
No Effect 413 44.9		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		

<sup>\*</sup>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		

<sup>\*</sup>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 Percentag				
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	
Frequ	
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	

<sup>\*</sup>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

<sup>\*</sup>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

<sup>\*</sup>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	

### 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	68.0
Observing Other Scientists	
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	

<sup>\*</sup>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	

<sup>\*</sup>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	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 Current	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			

### 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		

<sup>\*</sup>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			

<sup>\*</sup>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	ommon 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		

### 3.2.6 ACHIEVEMENT INDICATORS

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

Ta	Table 3.64: Achievement Indicators among Sampled Currently Working Women in Science					Science	
Groups	No. of Books Published	No. of Journal Publication	No. of Research Collaborators	No. of Ph.D students awarded and	No. of Funded Projects Completed	No. of Projects ongoing	No. of workshops, conferences attended in last two
				ongoing			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	72	114	20	0	1	1	4
above							
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	28.9	71.1		
two years)				

### 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	

<sup>\*</sup>Missing including NR: 10

### b: Social Group

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

<sup>\*</sup> 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

<sup>\*</sup> 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 Childrenof 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		

### 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

### 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		

<sup>\*</sup>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		

<sup>\*</sup>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		

<sup>\*</sup>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	o effect 253			
Somewhat positively	96	18.6		
Very positively 98 19		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	

### 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 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			

### 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	

### 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	

# Chapter 6:

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

<sup>\*</sup>Missing including NR: 9

Table 6.1b: Policy and infrastructure features favourable for career contin	nuity and
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 continuadvancement with scope for development	iity and
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 professions	al 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	38
guidance from scientists and professors	
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 talk support vehess of peer  Work environment related to work load, work type and multi-tasking	39
Work from home	8
Work from none  Work place non-academic infrastructure for comfort and convenience e.g. canteen, women's	4
lounge, recreation facilities	
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  24 hours library, on-line access to journals	Frequency 1
Academic independence and no barrier to choice of research topic	3
	7
Availability of research funds	
Bureaucratic management and work environment	1
Career advancement and promotion norms cover all parameters and recognise effort  City of job location matched personal preference and requirement	3
<u> </u>	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 actitude to married women  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 d	levelopment
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							

<sup>\*</sup>Missing including NR: 3

Table 6.4b: Regulatory and management practice features favourable for continuit studies and research in science	y of higher
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	100
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 studies and research with scope for development	y of higher
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 r 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				

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Features	Frequency					
Organisational and management support for international collaboration						
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						
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 productivity with scope for development	l research
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 dev	elopment
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 Agyog, RESEARCH DIVISION
2016-2017

SCHEDULE W: CU	JRRENTLY WORKIN	G					
INTERVIEW DETAILS							
Interviewed by:			City:				
Date:			State:				
Start Time :			Interview Code: W ( )				
End Time:							
RESPONDENT DETAILS: SE	<b>CTION A</b> (WILL BE KEPT ANON	IYMOUS & USED	ONLY FOR REC	CALL IN SPECIAL CASES)			
A.1. Name:			A.4. Name of	Institution where currently v	working:		
A.2. E-mail:			A.5. Departm	ent:			
A.3. Cell:			A.6. Full Desig	gnation:			
			A.7. Year of Jo	oining Organisation:			
RESPONDENT DETAILS:	SECTION B (ENCIRCLE THE	NUMBER FOR	THE APPROPE	RIATE OPTION WHERE APP	PLICABLE)		
	l <b>d:</b> 1. Ph.D / 2. M.Phil / 3. Ma				,		
	nip: 1. Yes, Completed / 2. Yes	•					
B.2. Stream of Education a (a) (b)	and Year of Award for last tw	o degrees (Speci	y starting with	n highest degree):			
<b>B.3. Social Group:</b> 1. Gene	ral / 2. Other		B.4. Age (Spec	cify):			
B.5. Marital Status:1. Neve 3. Widowed / 4. Divorced of	•		<b>B.6. Number of Children:</b> 1. None / 2. One / 3. Two / 4. More				
	opriate option for each of the s may be ticked if relevant and		ons except for (	questions where "tick all appl	licable" is mentioned. For		
SECTION 1: 0	OCCUPATIONS	& CAREE	RTRAC	K			
1.1 CURRENT EMPL	OYMENT						
1.1.1: Nature of Employme	ent at current designation:						
1. Full Time Permanent	2. Full Time Contractual	3. Part Time or	Temporary	XXX	XXX		
	sponsibilities at current desig ADDITIONAL responsibilities		oplicable: in ca	ase of multiple types of work	put <b>'P' forMAJOR</b>		
1. Research	2. Teaching	3. Academic		4. Providing Research Support Services	5. Other [Specify]		
1.1.3: Any Subsidiary Job o							
1. Yes	2. No	XXX	(	XXX	XXX		

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]				
		(0 (0 1 )						
1.1.5: Number of Years in Current Designation or Position:(Specify below)								
1.1.6: At what Designation	did you join this organisation	?(Snecify helow)						
	ana you your and or gameauc.	m (op cony were m)						
	nt at the time of joining this o	Ţ.						
1.Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	XXX	XXX				
1 1 9. Number of Promotic	ns in Current Employments							
1.1.8: Number of Promotio	ns in Current Employment:  2. One	3. Two	4. Three	5. More				
1.14011C	Z. Offic	3. TWO	4. Thice	J. WOIC				
1.2 PAST EMPLOYM	ENT							
		rked before current employm	ent (including organisations w	vhere part time or				
temporary positions were		med before current employm	ent (meraamg ergamsations ti	mere part time or				
1.None	2. One	3. Two	4. Three	5. More				
•			to sub-section 1.4; otherwise	continue				
		Time or Temporary positions						
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 te	mporary posts):(Specify below	")					
1.3.2: Nature of Employme	ent at First Job:							
1. Full Time Permanent	2. Full Time Contractual	3. Part Time or Temporary	XXX	XXX				
1.3.3: Type of Work (MAJO	R responsibility) at First Job:							
1. Research	2. Teaching	3. Academic Administration and Allied Activities	4. Providing Research Support Services	5. Other[Specify]				
1 2 A: Marital and Child Riv	rth Status when joining First J	oh:						
	2. Post-marriage and		4. After Second Child Birth					
1. Pre-marriage	Before First Child Birth	3. After First Child Birth		XXX				
		3.2, then proceed to sub-section						
			emporary/ Full-time contractu	ial in 1.3.2):(Specify below)				
a. Have not got full-	time permanent job yet	/ b. Got a full-time perma	anent job in the year –					
1 3 6: Designation at Eirst	Full Time Permanent Joh/In co	ise First Ioh was Dart time or T	emporary/ Full-time contractu	al in 1 3 2):/Specify helow				
1.3.0. Designation at First	ruii Tiine Permunent Job(iii Co	ise riist Job was rait tiille oi T	emporary, run-time contracta	ui iii 1.3.2j.(Specijy below)				
1.4 BREAKS IN EDU	CATION AND EMPLOYI	MENT(If highest degree held	is Ph.D. then proceed to questi	ion 1.4.7)				
	Education?(Part-time, distanc		, , , , , , , , , , , , , , , , , , , ,					
1. Yes	2. No	XXX	XXX	XXX				
1.4.2: If YES to question 1.4	1.1 then specify degree and s	ubject:						

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 continue, if NO then proceed to question 1.4.7  1.4.4 If YES to question 1.4.3then 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 VES (NO) to question 1.4. Ethan specify two fraters which are conducing to hindure = 12/5 = 2/6. he level												
1.4.6: If YES (NO) to question 1.4.5then 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,				,		,					<b>,</b>	
						•						
	you ever resu . Yes	ımea ana c	<b>отрієтеа</b> 2. No	a full-time d			arch in the po	st after a b xxx	reak?		xxx	
	. 163		2. 110		•	XXX		***			***	
1.4.8: If YES	to question :	1.4.7 then s	pecify rea	sons for (a)	break and (b	) continua	ition? (Specif	y below)				
(a) RI	EASON for BR	EAK				(b	) REASON fo	or CONTINU	ATION			
1.4.9(a): An	y break in Ca	reer or emp	loyment	,								
1	. Yes		2. No			xxx		XXX			xxx	
	YES to questic	on 1.4.9(a) t	hen what	was the DU	RATION, TYP	PE and TIIV	IING of break	in career?	(Tick in a <sub>l</sub>	opropriate c	ells below)	
Duration of break	1. Le	ess than 1 y	r	2. 1yr	to less than 2	2 yrs	3. 2 yrs t	o less than	5 yrs	4. 5	yrs or mo	re
Type of	Out of		0.1	Out of	611 11 1		Out of			Out of		0.1
break	employment	Sabbatical	Other	employment	Sabbatical	Other	employment	Sabbatical	Other	employment	Sabbatical	Other
Timing	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	xxx	XXX	XXX	XXX
A. PRE-	A1	A2	А3	A4	A5	A6	A7	A8	A9	A10	A11	A12
Marriage B.POST-												
Marriage	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX	XXX
(a) Before												
First Child	Ba1	Ba2	Ba3	Ba4	Ba5	Ba6	Ba7	Ba8	Ba9	Ba10	Ba11	Ba12
Birth												
(b) After First Child	Bb1	Bb2	Bb3	Bb4	Bb5	Bb6	Bb7	Bb8	Bb9	Bb10	Bb11	Bb12
Birth	242	5.2	2.00	22.			22.	223		2020		3322
(c) After												
Second	Bc1	Bc2	Bc3	Bc4	Bc5	Bc6	Bc7	Bc8	Bc9	Bc10	Bc11	Bc12
Child Birth												
Comments:												
				- 4. 1								
1.4.10: If, P	re-marriage l				hat were the	reasons?	tick all applic	cable)				
1. Fan	nily Care		ange of c	•	3. Family	Objection	4.	Other [Spec	ify]		xxx	
		resid	icrice or i	ulliny								
1.4.11: If, P	ost-marriage	break in ca	reer in 1.	4.9 (b) then 1	what were th	ne reasons	?(tick all app	licable)				
			ange of c									
1. Fan	nily Care		dence du		3. Family	Objection	4.	Other [Spec	ify]		xxx	
			e or chang tion of sp		·			-				

1.5 WORK EXPERIE	NCE(Specify number of years	below)		
1.5.1: Total Work Experien	nce			
1.5.2: Total Non-academic	c / Industry work experience			
1.5.3: Total Work Experien	nce in Academic Sector			
1 5 4: WORK TYPF (For Ac	ademic Sector Jobs): Specify n	number of years in		
1.3.4. WORK THE (101 AC	udenne sector sobsy. Specify n	umber of years in		
(a) Research (consider res	search experience after Ph.D.)			
(b) Teaching				
(c) Academic Administrati	ion & Allied Activities			
(0)				
(d) Research Support Serv	ices			
SECTION 2:	MARRIAGE, FA	MILY AND CA	REER	
2.1 CAREER AND M				
2.1.1: Who was (is likely t	o be) involved in your marriag		rried)?	
1. Personal only	2. Family only	<ol><li>Both family and personal</li></ol>	4. Other[Specify]	XXX
2.1.2. Did /Is) your parson	and careor consideration affect	t (likaly to affact) your docicie	on about the timing of your mo	urriago if marriad
(unmarried)?				
1. No	2. Not Sure	3. Yes	XXX	XXX
2.1.3: If Yes in question 2	.1.2, reasons for early marriag	<b>ne or delaved marriaae:</b> (tick	all applicable)	
, , , , , , , , , , , , , , , , , , , ,	2.Know about my career	,,,	,	
1.Get over with raising	possibilities with respect	3. Right marriage alliance	4. Focus on career before	
children before focusing	to place of residence after	will boost my career	going for any family	5.Other[Specify]
on job	marriage before focusing on job	prospect	commitment	
	,			
	a professional affect the mareceived by you (if unmarried)?		ou (if married)?/ How does yo	ur being a professional affect
1. Very adversely	2. Somewhat adversely	3. No effect	4. Somewhat positively	5. Very positively
			,, person,,	σ. τοι <b>γ</b> μοσιατοι <b>γ</b>
2.2 FAMILY PROFIL	E, FAMILY COMMITME	NTS AND CAREER		
2.2.1: Highest Education i	n own family other than self (		by parents or siblings):	
1. Post Doctoral	2. Ph.D	3. M.Phil / Master's degree	4. Bachelor's degree	5. Other
-	1		<i>In family</i> (consider parents and 4. Three	
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				
1. Post Doctoral	2. Ph.D	3. M.Phil / Master's	4. Bachelor's degree	5. Other
222 - 2300.00.		degree	3,1212, 2,400,00	
2 2 4: Highest Education i	n snouse's family other than S	innuse(consider highest dear	ee held by spouse's parents and	l sihlings)·
		3. M.Phil / Master's		
1. Post Doctoral	2. Ph.D	degree	4. Bachelor's degree	5. Other

	2. One	3. Two		4.	Three	5. Four or more
.2.6: Status of employmen	et of Snouse:					
		3. Self-Employ	ed or			
1.Service	2. Business or Employer	practising profe		4. Un	employed	XXX
2.7: Nature of Job of Spou	ıse:					
1. Academic	2. Non-academic	XXX			XXX	XXX
2.8: Who do you live with	most of the time?: (tick all	applicable)				
. Own Parents / Siblings	2. Spouse	3. Own Child	ren	•	se Parents / blings	5. Live singly
kip questions 2.2.9 (a) and	(b) if answer to 2.2.8 is "liv	e singly":				
.2.9(a): Do you commute d	laily to current place of wo	rk from your family r	esidence?(	Answer in vie	ew of your response to	2.2.8)
1. Yes	2. No	XXX			XXX	xxx
.2.9(b): If NO. what is the	frequency of your visit to y	our family residence?	(Answer in	view of vou	r response to 2.2.8)	
1. Weekly	2. Once a month	3. Not so of	•	oj your	XXX	xxx
•		<u> </u>				
.2.10: Nature of your fami	ly commitments and house	hold responsibilities:	(tick all ap			
1. Care for the elderly	2.Care for children	3. Household o	chores	mainten handlir	r household ance such as ng utility bill nents, etc.	5. Other [Specify]
2. <b>2.11: Whether anyone sh</b> 2.2.10)	ares family and household	responsibility with yo	ou?:(tick all	l applicable)(	Answer in view of you	
1. Manage on my own	2. Spouse	3. Parents		4. Hired Services		5. Other [Specify]
			•	4.11116	eu Services	5. Other [Specify]
2.2.12: Have your career an esponse to question 2.2.10,	nd work affected your famil		ments and	household r	esponsibilities)? (Ansv	
2.2.12: Have your career an esponse to question 2.2.10, 1. Very adversely	ad work affected your famil ) 2. Somewhat adversely	ly life (family commit	ments and	4.Somew	esponsibilities)? (Answ	ver in view of you 5.Very positively
.2.12: Have your career an esponse to question 2.2.10,	nd work affected your famil	ly life (family commit 3.No effec	ments and t enhanced o	4.Somew	hat positively  on, prestige and respon	sver in view of you  5. Very positively  asibilities?
2.2.12: Have your career an esponse to question 2.2.10, 1. Very adversely	ad work affected your famil ) 2. Somewhat adversely	ly life (family commit	ments and  t  enhanced or  iage&	4.Somew compensation 4. Yes, Aft	hat positively  on, prestige and respon	ver in view of you 5.Very positively
2.2.12: Have your career an esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No	ad work affected your family  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage	3. No effection or promotion with 3. Yes, Post-marr Before First Child	ments and  et  enhanced of iage& Birth	4.Somew compensatio 4. Yes, Aft	hat positively  on, prestige and responer First Child  irth	ser in view of you  5. Very positively  sibilities?  Yes, After Second Chi  Birth
2.2.12: Have your career an esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No	ad work affected your family  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage	3. No effection or promotion with 3. Yes, Post-marr Before First Child	ments and  enhanced of the control o	4. Yes, Aft	hat positively  on, prestige and responer First Child  irth	ser in view of you  5.Very positively  sibilities?  Yes, After Second Chi  Birth
2.2.12: Have your career and esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, metesponsibilities:(tick all applications) 1. Family Care	ad work affected your family  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  intion reasons for refusing of licable)  2. Too much time	3. No effect on or promotion with a 3. Yes, Post-marr Before First Child challenging deputation 3. Change in cit location of joint and services of the service	ments and et enhanced of riage& d Birth on or promoty ty of ob	4. Yes, Aft  otion with each	hat positively  nn, prestige and responer First Child sirth  nhanced compensation  y Objection	5. Very positively  5. Very positively  5. Very positively  6. After Second Chi  Birth  6. Prestige and  6. Other[Specify]
2.2.12: Have your career and esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, metesponsibilities:(tick all appliance) 1. Family Care	ad work affected your familia 2. Somewhat adversely ed a challenging deputation 2. Yes, Pre-marriage Intion reasons for refusing of licable) 2. Too much time commitment and travel	3. No effect on or promotion with a 3. Yes, Post-mark Before First Child and Change in cit location of journal of the challenging deputation of journal of the challenging of the challenging deputation of journal of the challenging deputation of the challenging deputa	ments and et enhanced of itage& d Birth on or promot ty of ob	4. Yes, Aft  4. Family	hat positively  hat positively  on, prestige and responder First Child birth  onhanced compensation  y Objection	5. Very positively sibilities? Yes, After Second Chi Birth n, prestige and 5. Other[Specify]
2.2.12: Have your career and esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, metesponsibilities:(tick all appliance) 1. Family Care	ad work affected your familians  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  intion reasons for refusing of licable)  2. Too much time commitment and travel  CAREER ASPIL	3. No effect on or promotion with a 3. Yes, Post-mark Before First Child and Change in cit location of journal of the challenging deputation of journal of the challenging of the challenging deputation of journal of the challenging deputation of the challenging deputa	ments and et enhanced of riage& d Birth on or promot by of ob  CHIE	4. Somew  compensation 4. Yes, Aft B  otion with en 4. Family  VEME  an and type of  exxx	hat positively  hat positively  on, prestige and responder First Child birth  onhanced compensation  y Objection	5. Very positively sibilities? Yes, After Second Chi Birth n, prestige and 5. Other[Specify]
2.2.12: Have your career and esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, metesponsibilities:(tick all appliance) 1. Family Care  SECTION 3: C	ad work affected your familians  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  Intion reasons for refusing of licable)  2. Too much time commitment and travel  EAREER ASPIL  Tr highest career aspiration	3. No effect on or promotion with a 3. Yes, Post-marr Before First Child and Change in cit location of journal of the challenging deputation of journal of the c	ments and  ct  enhanced of  riage&  d Birth  on or promote  ty of  ob  CHIE  coccupation  3. Acc  Administ	4. Yes, Aft botton with each of the second s	hat positively hat positively on, prestige and responer First Child sirth hanced compensation of Objection  NTS AND P  f work for your highest	5. Very positively sibilities? Yes, After Second Chi Birth birth 5. Other[Specify] RIORITIES t career aspiration) xxx
2.2.12: Have your career and response to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refuse 1. No 2.2.14: If Yes to 2.2.13, mean responsibilities: (tick all appointment) 1. Family Care  SECTION 3: C 3.1: What is / has been you A. Nature of Occupation B. Type of Work (if academic)	ad work affected your familians  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  Intion reasons for refusing of licable)  2. Too much time commitment and travel  CAREER ASPINATION 1. Academic	3. No effect on or promotion with 3. Yes, Post-marr Before First Child challenging deputation 3. Change in cit location of journ RATION, A Critick the appropriate 2. Non-academic 2. Research	ments and  ct  enhanced of  riage&  d Birth  on or promote  ty of  ob  CHIE  coccupation  3. Acc  Administ	4. Somew  compensation 4. Yes, Aft  botion with en 4. Family  VEME  an and type of  exxx  ademic tration and	hat positively  hat positively  nn, prestige and responder First Child 5. Your hanced compensation  Objection  NTS AND P  f work for your highest xxx  4. Research Support	5. Very positively sibilities? Yes, After Second Chi Birth specify 5. Other[Specify]
2.2.12: Have your career and response to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, meresponsibilities:(tick all appleanable) 1. Family Care  SECTION 3: C 3.1: What is / has been you are and a company of the c	ad work affected your familians  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  Intion reasons for refusing of licable)  2. Too much time commitment and travel  CAREER ASPII  Thighest career aspiration  1. Academic  1. Teaching	3. No effect on or promotion with a seffore First Child shallenging deputation as Change in cit location of journal and a seffore First Child shallenging deputation as Change in cit location of journal and a seffort for the appropriate seffort for the appropriate seffort for the seffor	ments and et enhanced of itage& d Birth on or promot ty of ob  CHIE  coccupatio 3. Acc Administ Allied	4. Somew  compensation 4. Yes, Aft B  otion with each 4. Family  VENE  an and type of  exxx  ademic tration and Activities	hat positively  hat positively  hat positively  hat positively  hat positively  hat positively  for, prestige and responder First Child  irith  hanced compensation  y Objection  NTS AND P  f work for your highest  xxx  4. Research Support  Service	5. Very positively sibilities? Yes, After Second Chi Birth specify  5. Other[Specify]  RIORITIES  t career aspiration) xxx  5. Other[Specify
2.2.12: Have your career and esponse to question 2.2.10, 1. Very adversely 2.2.13: Have you ever refus 1. No 2.2.14: If Yes to 2.2.13, metesponsibilities:(tick all appleation 1.Family Care  SECTION 3: Company of the second of	ad work affected your familians  2. Somewhat adversely  ed a challenging deputation  2. Yes, Pre-marriage  Intion reasons for refusing of licable)  2. Too much time commitment and travel  CAREER ASPINATION  1. Academic  1. Teaching	3. No effect on or promotion with a seffore First Child shallenging deputation as Change in cit location of journal and a seffore First Child shallenging deputation as Change in cit location of journal and a seffort for the appropriate seffort for the appropriate seffort for the seffor	ments and et enhanced of itage& d Birth on or promot ty of ob  CHIE  coccupatio 3. Acc Administ Allied	4. Somew  compensation 4. Yes, Aft B  otion with each 4. Family  VENE  an and type of  exxx  ademic tration and Activities	hat positively  hat positively  hat positively  hat positively  hat positively  hat positively  for, prestige and responder First Child  irith  hanced compensation  y Objection  NTS AND P  f work for your highest  xxx  4. Research Support  Service	5. Very positively sibilities? Yes, After Second Chi Birth specify  5. Other[Specify]  RIORITIES  t career aspiration) xxx  5. Other[Specify

	<ol><li>Somewhat adversely</li></ol>	3.No effect	4. Somewhat positively	<ol><li>Very positively</li></ol>
5: Which of the following 1.Observing successful		ur choice of occupation? (tick a		5.011 (0.16.1
rofessionals and desire to contribute professionally	2.Influenced by Parents	3. Marriage related Commitments	4.Family care and commitments	5.Other[Specify]
6: Which of the following	a factors have influenced voi	u in taking up your current Job	? (tick all annlicable)	
1.Prestige associated	2.Workplace academic	3. Workplace non-academic	4. Time commitment	5.Outstation travel invol
ith current job position	infrastructure and support services	infrastructure with respect to convenience and family care support services	involved in job including travel time to place of work	
6. Other [Specify]	XXX	XXX	XXX	xxx
SECTION 4:	BEST PRACTI	CES		
.1: REGULATORY A	ND MANAGEMENT PI	RACTICES		
.1.1: Overall have the reg dvancement?:	ulatory and management p	ractices been conducive (suppo	ortive or helpful) for your care	er continuity and
1. Yes	2. No	XXX	xxx	xxx
1.2: State reasons: (Spec				
2.1: Features (infrastruct	<del></del>	ocesses) of your place of work	that have helped in enhancin	g your academic producti
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career all bection 5: V	ture, facilities, systems & proture, facilities, systems & proture, facilities, systems & protuction family commitments: (Spotule of the commitments)	ocesses) of place of work that i	have been conducive (support	tive or helpful) for
2.1: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  SECTION 5: Vecurrent empl	ture, facilities, systems & proture, facilities, systems & proture, facilities, systems & protuction family commitments: (Spotule of the commitments)	ocesses) of place of work that lecify two)	have been conducive (support	tive or helpful) for
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career and  SECTION 5: V	ture, facilities, systems & proture, facilities, systems & proture, facilities, systems & protuction family commitments: (Spotule of the commitments)	ocesses) of place of work that lecify two)	have been conducive (support	tive or helpful) for
2.1: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  ECTION 5: Vecurrent employees  1: Work timings:  1. 5 to 8 hours	ture, facilities, systems & protection of the pr	ocesses) of place of work that becify two)  NMENT: FEAT	have been conducive (support	ERIENCE (in
2.1: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  3: ECTION 5: Vecurrent employees  4: Work timings:  1. 5 to 8 hours  2: Do you often work from	ture, facilities, systems & protective, facilities, facilities, facilities, systems & protective, facilities, faciliti	ocesses) of place of work that a ecify two)  ONMENT: FEAT  3. Above 10 hours	have been conducive (support URES and EXP  4. Flexi hours	ERIENCE (in
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career and seature)  ECTION 5: Vector timings:  1. 5 to 8 hours	ture, facilities, systems & protection of the pr	ocesses) of place of work that a ecify two)  NMENT: FEAT	have been conducive (support	ERIENCE (in
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career and aintaini	ture, facilities, systems & protective, systems & protective, facilities, faciliti	3. Above 10 hours  3. Not permissible but would like to	have been conducive (support  URES and EXP  4. Flexi hours  4. Not permissible and not	ERIENCE (in
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career and become and becom	ture, facilities, systems & protective, facilities, facilities, facilities, systems & protective, facilities, faciliti	3. Above 10 hours  3. Not permissible but would like to	4. Flexi hours  4. Not permissible and not necessary	ERIENCE (in
2.1: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  5 ECTION 5: Vector of the search of the s	ture, facilities, systems & produce, facilities, systems & produced family commitments: (Spot NORK-ENVIRO oyment)  2. Up to 10 hours  m home?  2. Permitted but No  tional housing facilities at your control of the state of the system of the	3. Above 10 hours  3. Not permissible but would like to  our current place of work?  3. Does not exist but Would like to	4. Flexi hours  4. Not permissible and not necessary  4. Does not exist and not necessary	ERIENCE (in
2.1: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  2.2: Features (infrastruction pecify two)  5 ECTION 5: Vecurrent employees  1: Work timings: 1. 5 to 8 hours  2: Do you often work from 1. Permitted and Yes  3: Do you avail of institution 1. Exists and Yes	ture, facilities, systems & produce, facilities, systems & produced family commitments: (Spot NORK-ENVIRO oyment)  2. Up to 10 hours  m home?  2. Permitted but No  tional housing facilities at your control of the state of the system of the	3. Above 10 hours  3. Not permissible but would like to  our current place of work?  3. Does not exist but Would like to  at your current place of work?	4. Not permissible and not necessary  4. Does not exist and not necessary	ERIENCE (in
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career at ain	ture, facilities, systems & produce, facilities, systems & produced family commitments: (Spot NORK-ENVIRO oyment)  2. Up to 10 hours  m home?  2. Permitted but No  tional housing facilities at your control of the state of the system of the	3. Above 10 hours  3. Not permissible but would like to  our current place of work?  3. Does not exist but Would like to	4. Flexi hours  4. Not permissible and not necessary  4. Does not exist and not necessary	ERIENCE (in
2.1: Features (infrastruct pecify two)  2.2: Features (infrastruct aintaining both career and become and becom	ture, facilities, systems & produce, facilities, systems & produced family commitments: (Special NORK-ENVIRO Oyment)  2. Up to 10 hours  m home? 2. Permitted but No  tional housing facilities at your continuous facil	3. Above 10 hours  3. Not permissible but would like to  our current place of work?  3. Does not exist but Would like to  at your current place of work?  3. Does not exist but Would like to  would like to	4. Not permissible and not necessary  4. Does not exist and not necessary  4. Does not exist and not necessary	ERIENCE (in
Specify two)  2.2: Features (infrastruct naintaining both career and SECTION 5: Note that the second	ture, facilities, systems & produce, facilities, systems & produced family commitments: (Special NORK-ENVIRO Oyment)  2. Up to 10 hours  m home? 2. Permitted but No  tional housing facilities at your continuous facil	3. Above 10 hours  3. Not permissible but would like to  our current place of work?  3. Does not exist but Would like to  at your current place of work?  3. Does not exist but Sould like to	4. Not permissible and not necessary  4. Does not exist and not necessary  4. Does not exist and not necessary	ERIENCE (in

F.C. Harrisand reasons to			:	
		agues towards you as professi		5.4
1.Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
-		eagues towards you as profes		
1.Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
5.8: What is your perception and experience?	n about equality of opportuni	ity for career advancement fo	or male and female scientists t	with similar qualifications
1.Very fair	2. Fair	3. Not sure	4. Unfair	5. Very unfair
5.9: What is your perception	n about incidence of sexual h	arassment in your work place	?	
1.Very common	2. Common	3. Not sure	4. Uncommon	5. Very Uncommon
,				,
5.10: Have you personally fo	aced any SOCIAL restrictions	on female mobility other thar	n family?	
1.Yes	2. No	xxx	xxx	xxx
2.7.60	0	7.00.0	7001	7001
*For Ph.D. Awarded or En	CHIEVEMENT   nrolled Respondents	INDICATORS *		
6.1: Total Number of public	ations (Books, Research Mon	<b>ographs, Edited Volumes)։</b> (Տ <mark>բ</mark>	pecify below)	
6.2: Total number of publication	ations in Research Journals: (3	Specify below)		
-		· · ·		
6 3: Total number of resear	ch collaborators including co.	-authors, co-investigators etc.	· (Specify helow)	
6.3. Total number of research	th conaborators including co-	-uutiiois, co-iiivestigutois etc.	(Specify below)	
6.4: Number of Ph.D. Stude	nts (Awarded & /Ongoing) du	uring entire professional care	er: (Specify below)	
6.5: Number of funded Proje	ects and Consultancies compl	leted during entire profession	al career: (Specify below)	
6.6: Number of ongoing Pro	ojects and Consultancies: (Spe	ecify below)		
	,	-3, ,		
6.7: Number of Conferences	s. Workshops. Seminars(natio	nal or international) Participo	ated durina last two vears:(Sa	pecify below)
	,	,,,,,,,,,,		,
6.8: Number of visits abroad	d of less than a month's dura	tion for attending conference	s or workshops etc. during las	st two years? (Specify below)
C.O. Neurobau of visita abusa	d of low you downstion of a work			and any and (Caralty haland)
6.9: Number of visits abroad	a of longer auration of a mon	nth or more for professional re	easons auring entire professio	onal career? (Specify below)
6.10: Whether Positions of I professional career:	Responsibility related to Acad	demic Administration held (He	ead of Dept. Dean, VC, Directo	or etc.) during entire
1. Yes	2. No	XXX	XXX	xxx
6.11: Memberships of Profesentire professional career:	ssional Bodies, Editorial Boar	ds of Journals and Advisory B	oards of National and Interno	ntional Importanceduring
1. Yes	2. No	XXX	XXX	XXX
6.12:Received Professional A	Awards, Fellowships, Honours	s and Distinctions of National	and International Importance	eduring entire professional
1. Yes	2. No	XXX	XXX	XXX
2	20	7001	7001	7001

#### 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: STU	DENTS OF SCIENCE	E			
INTERVIEW DETAILS					
Interviewed by:			City:		
Date:			State:		
Start Time :			Interview Co	ode: S ( )	
End Time:					
RESPONDENT DETAILS: SECT	<b>TION A</b> (WILL BE KEPT ANON	IYMOUS & USEL	ONLY FOR RE	CALL IN SPECIAL CASES)	
A.1. Name:			A.2. Name of	f Institution where currently pu	ursuing study:
A.3. E-mail:			A.4. Departn	nent:	
A.J. L-IIIdili.			A.4. Departi	nene.	
A.5. Cell:			A 6 Stream	of Education, Year of Study & D	Designation (if annlicable):
A.J. Cell.			A.o. Stream	or Education, Tear or Study & E	resignation (ii applicable).
RESPONDENT DETAILS: SECT	TION B (ENCIRCLE THE NUM	BER FOR THE AI	PPROPRIATE OF	PTION WHERE APPLICABLE)	
B.1. Highest Degree held: 1.	•			,	
B.2. Stream of Education an	d Year of Award for last tw	o degrees (Spec	cify starting wit	h highest degree):	
(a)					
(b)					
<b>B.3. Social Group:</b> 1. Genera	ıl / 2. Other		<b>B.4. Age</b> (Spe	cify):	
B.5. Marital Status: 1. Neve	r married / 2 Married /				
3. Widowed / 4. Divorced or			B.6. Number	of Children: 1. None / 2. One /	3. Two / 4. More
3. Widowed / 4. Divorced of	Jeparateu				
Tick the right ention for each	of the following questions	aveant for augst	tions where "tis	k all applicable" is mentioned. F	For latter case multiple
options may be ticked if rele		except joi quest	ions where tic	k un applicable is membried. F	or lutter case maniple
SECTION 1: F	AMILY PROFI	LE AND	FAMIL	Y COMMITMEN	TS
1.1: Highest Education in O	<b>vn family other than self</b> (c	onsider highest	degree held by	parents and siblings):	
1. Post Doctoral	2. Ph.D.	3. M.Phi	l. / Master's	4. Bachelor's degree	5. Other
1. 1 030 Doctorui	2.115.	de	egree	ii bacileioi s'aegi ee	3. 0
	•			mily (consider parents and sibling	- ,.
1. None	2. One	3.	Two	4. Three	5. Four or more
Skin questions 1 2 to 1 7 if "	aguar marriad"				
Skip questions 1.3 to 1.7 if "i	iever marrieu .				
1.3: Highest Education of Sp	oonee.				
		3 M Phi	l. / Master's		
1. Post Doctoral	2. Ph.D.		egree	4. Bachelor's degree	5. Other
1.4: Highest Education in Sp	ouse's family other than Sp			held by spouse's parents and sil	blings):
			l. / Master's		
1. Post Doctoral	2. Ph.D.		egree	4. Bachelor's degree	5. Other
1.5: Number of Members fro	om academic occupation (re	esearch & teach	ing) in spouse'	<b>'s family</b> (consider spouse's pare	ents and siblings only):
1. None	2. One	3.	Two	4. Three	5. Four or more

	2 0	<ol><li>Self-Employed</li></ol>	or		
1.Service	2. Business or Employer	practising profession		employed	XXX
7: Nature of Occupation o	of Spouse:				
1. Academic	2. Non-academic	XXX		XXX	XXX
0.144 1 1: :4		<i></i>			
·	most of the time? (tick all appl	3. Own Childrer	1 500	uso Daronts /	E Livo singly
. Own Parents / Siblings	2. Spouse	3. Own Children		ise Parents / iblings	5. Live singly
ip question 1.9 if answer	to 1.8 is "Live singly":				
9: Is your current place of	f study in the same city as fan	nilv residence? (Answer	in view of vour resr	onse to auestion 1	8)
on sour current place of		3. No, Visit residence	re at		<i>-</i>
1. Yes	2. No, Visit residence once a week	least once a month not weekly	hut 4. No, VISI	t residence less quently	XXX
10: Nature of your family	commitments and household	<b>d responsibilities:</b> (tick d	all applicable)		
			4.Othe	er household	
1.Care for the elderly	2.Care for children	3. Household cho		e such as handling payments, etc.	5. Other [Specify]
11: Whether anyone sha	res family and household resp	onsihility with you? /+	ick all annlicable) (A	nswer in view of vo	ur resnance to 1 10)
1. Manage on my own	2. Spouse	3. Parents		ed Services	5. Other [Specify]
12. Have your career and	l study affected your family lij	fe (family commitments	and household res	ponsibilities)?: (Ans	swer in view of your
swer to question 1.10)					
1.Very adversely	2. Somewhat adversely	3.No effect	1	nat positively	5.Very positively
1.Very adversely  SECTION 2: CEDUCATION  1: What is your highest co	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick approp	ATION, ACI	HIEVEMEI	NTS AND	BREAKS IN
1. Very adversely  DECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation	2. Somewhat adversely	ATION, ACI	HIEVEMEN	NTS AND	BREAKS IN
1. Very adversely  ECTION 2: CEDUCATION	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick approp	ATION, ACI	HIEVEMEI	NTS AND	BREAKS IN
DECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the content of the c	ATION, ACI  oriate occupation and ty 2. Non-academic 2. Research	The of work for your  3. Academic, Administration and	highest career aspin	BREAKS IN ration in Rows A and B) ort
SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick approp	ATION, ACI  oriate occupation and ty 2. Non-academic 2. Research	The of work for your  3. Academic, Administration and	highest career aspin	BREAKS IN ration in Rows A and B) ort
SECTION 2: CEDUCATION  1: What is your highest co. Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the commitments and household)	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  A  iob: (Specify below)	The of work for your  3. Academic, Administration and allied activities	highest career aspin  4. Research Supp Service	BREAKS IN  ration in Rows A and B)  oort  5. Other
SECTION 2: CEDUCATION  1: What is your highest co. Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the commitments and household)	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  A  iob: (Specify below)	The very surface of work for your  3. Academic, administration and allied activities  If the very surface of the very surface of work for your performance of the very surface of the very	highest career aspin  4. Research Supp Service	BREAKS IN  ration in Rows A and B)  oort  5. Other
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work  (if academic)  2: Designation and Organ  3: To what extent family view of your response to 1. Very adversely	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the composition of the compositi	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3.No effect	The very surface of work for your  3. Academic, administration and allied activities   ffected your perform  4. Somewhat	highest career aspin  4. Research Supp Service  mance and achieved nat positively	BREAKS IN  ration in Rows A and B)  rort  5. Other  ment in studies? (Answ  5. Very positively
SECTION 2: CEDUCATION  1: What is your highest ca. Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to  1. Very adversely  4: Which of the following	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the composition of the compositi	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3.No effect	The very surface of work for your  3. Academic, administration and allied activities   ffected your perform  4. Somewhat	highest career aspin  4. Research Supp Service  mance and achieved nat positively	BREAKS IN  ration in Rows A and B)  rort  5. Other  ment in studies? (Answ  5. Very positively
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to 1. Very adversely  4: Which of the following 1. Observing successful	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the composition of the compositi	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3.No effect	The very survival of the stream of education.	highest career aspin  4. Research Supp Service  mance and achieved nat positively	BREAKS IN  ration in Rows A and B)  rort  5. Other  ment in studies? (Answ  5. Very positively
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to 1. Very adversely  4: Which of the following 1. Observing successful rofessionals and desire to	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate in the commitments and household 1.10)  2. Somewhat adversely  a factors have influenced your	ATION, ACI  oriate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3. No effect	The very survival of the stream of education.	highest career aspin  4. Research Supp Service  mance and achieved hat positively  1? (tick all applicable)	BREAKS IN  ration in Rows A and B)  oort  5. Other  ment in studies? (Answ  5. Very positively
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest ca.  Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to  1. Very adversely  4: Which of the following  1. Observing successful rofessionals and desire to contribute professionally	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate in the commitments and household 1.10)  2. Somewhat adversely  a factors have influenced your	ATION, ACIONIACION	Type of work for your  3. Academic, administration and allied activities  4. Somewhat tream of education and allied activities	highest career aspin  4. Research Supp Service  mance and achiever hat positively  1? (tick all applicable acknowledge)	BREAKS IN  ration in Rows A and B)  oort  5. Other  ment in studies? (Answ  5. Very positively
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work  (if academic)  2: Designation and Organ  3: To what extent family view of your response to  1. Very adversely  4: Which of the following  1. Observing successful rofessionals and desire to contribute professionally  5: Which of the following	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate in the commitment of the comm	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  A  iob: (Specify below)  responsibilities have a  3. No effect  choice of Science as a s  3. Other [Specify]  inportant in taking up a  3. Workplace non-acade	Type of work for your  3. Academic, Administration and allied activities  4. Somewhat the stream of education and allied activities  4. Type of work for your performance and allied activities	highest career aspin  4. Research Supp Service  mance and achiever hat positively  1? (tick all applicable acknowledge)	BREAKS IN  ration in Rows A and B)  oort  5. Other  ment in studies? (Answer  5. Very positively  e)
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to  1. Very adversely  4: Which of the following  1. Observing successful rofessionals and desire to contribute professionally	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate of the composition of the compositi	ATION, ACI  oriate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3. No effect  choice of Science as a s  3. Other [Specify]	Type of work for your  3. Academic, Administration and allied activities  A. Somewhat the stream of education and	highest career aspin  4. Research Supp Service  mance and achieved at positively  1. (tick all applicable achieved achie	BREAKS IN  ration in Rows A and B)  oort  5. Other  ment in studies? (Answer  5. Very positively  e)
SECTION 2: CEDUCATION  1. Very adversely  SECTION 2: CEDUCATION  1: What is your highest co.  Nature of occupation  B. Type of work (if academic)  2: Designation and Organ  3: To what extent family view of your response to 1. Very adversely  4: Which of the following 1. Observing successful refessionals and desire to contribute professionally  5: Which of the following  Prestige associated with	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate infrastructure and support  2. Somewhat adversely  afactors do you consider as in 2. Workplace academic infrastructure and support	ATION, ACI  priate occupation and ty 2. Non-academic 2. Research  iob: (Specify below)  responsibilities have a  3. No effect  choice of Science as a s  3. Other [Specify]  nportant in taking up a  3. Workplace non-acade infrastructure with respe convenience and family	Tob? (tick all application in job includir place	highest career aspin  4. Research Supp Service  mance and achiever at positively  12 (tick all applicable axxx  able)  mitment involved ag travel time to	BREAKS IN  ration in Rows A and B)  ort  5. Other  ment in studies? (Answ  5. Very positively  e)  Xxx
Swer to question 1.10)  1. Very adversely  ECTION 2: Control of the following successful on the following successful contribute professionally  Prestige associated with current job position  1. Very adversely  2. Which of the following successful contribute professionally  3. Which of the following successful contribute professionally  3. Which of the following successful contribute professionally  5. Which of the following  6. Other [Specify]	2. Somewhat adversely  CAREER ASPIR  areer aspiration? (Tick appropriate infrastructure and support services)	ATION, ACIONITATE OF INTERPORT	Type of work for your  3. Academic, Administration and allied activities  Iffected your perform  4. Somewhat stream of education in job includir place	highest career aspin  4. Research Supp Service  mance and achiever hat positively  1? (tick all applicable)  wxx  able)  international involved ag travel time to of work  wxx	BREAKS IN  ration in Rows A and B)  oort  5. Other  S. Very positively  e)  Xxx

2.7: If YES to question 2.6 a	bove then specify reason for	both (a) break and for (b) con	tinuation? (Specify below)	
(a)	REASON for BREAK		(b) REASON for CONTIN	NUAION
SECTION 3: B	EST PRACTIC	ES		
0.4. 0.000				
	Y AND MANAGEN			
			continuity of higher studies an	
1. Yes	2. No	XXX	XXX	XXX
2 1 2: State reasons (Specifi	u two			
3.1.2: State reasons (Specify	y two)			
3.2: PLACE OF ST	ΓUDY			
		ocesses) of your place of study	that have helped in enhancing	vour academic
productivity: (Specify two)	are, juenicies, systems a pro	seesses, of you. place of study	that have helped in chinaneling	, your addacrine
, , , , , , , , , , , , , , , , , , , ,				
1 -			have been conducive (supporti	ve or helpful) for
maintaining both career (i.e	e. higher studies and researd	ch) and family commitments: (	(Specify two)	
CECTION 4- CTI	IDV FAIVIDONIA			IENOE /:
<b>SECTION 4: 510</b>	JUT-ENVIRONIVI	ENI: INFKASIKU	CURE and EXPER	IENCE (IN
current place of	f study)			
4.1: Do you avail of institut	ional housing or hostel facili	ties at your current place of st	udy?	
1. Exists and Yes	2. Exists but No	3. Does not exist but	4. Does not exist and not	xxx
I. Exists and Tes	2. Exists but ivo	would like to	necessary	, , , , , , , , , , , , , , , , , , ,
4.2: Do you avail of the inst	titutional transport services	at your current place of study?		
1. Exists and Yes	2. Exists but No	3. Does not exist but	4. Does not exist and not	XXX
		would like to	necessary	
1 3: How would you rate th	e attitude of male student t	owards you as academic peers		
1.Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
1. Very connortable	2. comortable	3. 1400 3010	4. Oncomortubic	3. Very uncommortable
4.4: How would you rate th	e attitude of female student	towards you as academic pee	ers?	
1.Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
•		<u>'</u>		•
4.5: What is your perception and experience?	n about equality of opportu	nity for career advancement of	f male and female scientists wi	ith similar qualifications
1.Very fair	2. Fair	3. Not sure	4. Unfair	5. Very unfair
		, , , , , , , , , , , , , , , , , , , ,		,
4.6: What is your perception	n about incidence of sexual	harassment in your place of stu	udy?	
1.Very common	2. Common	3. Not sure	4. Uncommon	5. Very Uncommon
4.7: Have you personally fa	ced 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 Agyog, RESEARCH DIVISION

2016-2017

### SCHEDULE D: DROPOUTS FROM HIGHER STUDIES AND RESEARCH IN SCIENCE

(who are currently unemploy	ed and have no work exڑ	perience)			
INTERVIEW DETAILS					
Interviewed by:			Place: Resid	dence / Other	
Date:	Date:				
Start Time :			State:		
End Time:			Interview C	ode: D ( )	
RESPONDENT DETAILS: SECT	ION A (WILL BE KEPT AND	ONYMOUS & L	ISED ONLY FO	OR RECALL IN SPECIAL CASES	5)
A.1 Name:					
A.2 E-mail:			A.3 Cell:		
RESPONDENT DETAILS: SECTION	ON B (ENCIRCLE THE NUM	MBER FOR THE	<b>APPROPRIAT</b>	TE OPTIONS WHERE APPLICA	ABLE)
<ul><li>B.1. Stream of Education and</li><li>(a)</li><li>(b)</li></ul>	Year of Award for last tw	<b>wo degrees</b> (Sp	ecify starting	g with highest degree):	
B.2. Social Group: 1. General	/ 2. Other		<b>B.3. Age</b> (Sp	pecify):	
<b>B.4. Marital Status</b> : 1. Never	married / 2. Married / 3. V	Widowed /	B.5. Numbe	er of Children: 1. None / 2. (	One / 3. Two / 4. More
4. Divorced or Separated					
SECTION 4. BBI	EAVE IN EDII	CATION			
SECTION 1: BRI	EANS IN EDUC	AIIUN			
			_		
1.1: Have you ever enrolled in					
1. Yes	2. No	XX	ΚX	XXX	XXX
If YES to question 1.1 above - 1.2: Specify programme nam		hich you have	discontinuea	l: (Specify below)	
1.3 Specify reason for discom	tinuation or dropout? (Ti	ck all applicabl	ما		
1. Family Care	2. Marriage	3. Family	•	4. Other (Specify)	XXX
1. Failing Care	Z. Marriage	3. Fairing	Objection	4. Other (Specify)	۸۸۸
1.4 Do you plan to resume fu	ıll-time higher studies anı	d research in s	rience?		
1. Yes	2. No	X)		XXX	XXX
1. 103	2. 110	, , ,	· ·	AAA	AAA
1.5: If YES (NO) to question 1	4 ahove then specify two	n factors which	are conduci	ve (a hindrance)? (Specify h	nelow)
(a) Conducive or FAVOL		Juctors Willer		drance or UNFAVOURABLE	•
(a) conductive of PAVOC	TRADEL Idetois		(2)	didince of ottliate outable	1461013
1.6: Have you ever resumed o	and completed a full-time	course of stu	dy or researc	h in the past after a break?	
1. Yes	2. No	XX	-	XXX	XXX
1.7: If YES to question 1.6 abo	ove then specify reason f	or both (a) bre	ak and for (b	) continuation?(Specify belo	ow)
(a) REASON for BREAK	, ,,	, ,		ASON for CONTINUATION	,
. ,					

	MARRIAGE DECISION			
2.1.1: Who was (is like	ly to be) involved in your	marriage decision, if marri	ed (unmarried)?:	
1. Personal only	2. Family only	<ol><li>Both family and personal</li></ol>	4. Other [Specify]	xxx
2.1.2: Did (Is) your per	sonal career consideration	n affect (likely to affect) yo	ur decision about the timing	of your marriage, if marrie
(unmarried)?			_	
1. No	2. Not Sure	3. Yes	XXX	XXX
2.1.3: If Yes to question	on 2.1.2, reasons for early	marriage or delayed marri	age: (Tick all applicable)	
,	, ,	,	,,,,,	
	2.Know about my			
1.Get over with	career possibilities	2 Dialet es au-:	4. Foous are as	
raising children	with respect to place	3.Right marriage	4. Focus on career	5 0.1 50 .63
before focusing on	of residence after-	alliance will boost my	before going for any	5. Other [Specify]
job	marriage before	career prospect	family commitment	
JOD	focusing on job			
	Tocusing on Job			
2.2 FAMILY PROF	FILE AND FAMILY C	OMMITMENTS		
2.2.1: Highest Education	on in Own family other the	<b>an self:</b> (Consider highest d	egree held by parents or sibli	ngs)
1. Post Doctoral	2. Ph.D awarded	3. M.Phil / Master's	4. Bachelor's degree	5. Other
1. POST DOCTORAL	Z. FII.D awarueu	degree	4. Bacileioi 3 degree	J. Other
		/	\	
			<b>g) in own family:</b> (Consider p	
1. None	2. One	3. Two	4. Three	5. Four or more
Skin augstions 2.2.3 to	2.2.7 if "never married".			
2.2.3: Highest Education	•			
		3. M.Phil / Master's		
1. Post Doctoral	2. Ph.D awarded	degree	4. Bachelor's degree	5. Other
2.2.4: Highest Education	on in Spouse's family othe		ghest degree held by spouse'	s parents and siblings)
1. Post Doctoral	2. Ph.D awarded	3. M.Phil / Master's	4. Bachelor's degree	5. Other
		degree		
2.2.5: Number of mem	bers from academic occur	pation (research & teaching	g) in Spouse's family (conside	er spouse's parents and sibli
only):	, , , , , , , , , , , , , , , , , , , ,		,, .,, , (,	
1. None	2. One	3. Two	4. Three	5. Four or more
2.2.6. Sharkers of amountary	umout of the Carrier			
2.2.6: Status of employ		2 Calf Farmler		
1. Service	2. Business or	3. Self-Employed or	4. Unemployed	xxx
	Employer	practising professional	1 7	
2.2.7: Nature of Occup	pation of the Spouse:			
1. Academic	2. Non-academic	XXX	XXX	XXX
-	with most of the time?: (	Tick all applicable)		
1. Own	2. Spouse	3. Own children	4. Spouse	5. Live singly
Parents/Siblings			Parents/Siblings	

2.2.9: Nature of fam	ily commitments of	and house	hold responsi	<b>bilities:</b> (Tick		•		
1.Care for the elder	y 2.Care for c	hildren	3. Househ	old Chores	4. Other household maintenance such as handling utility bill payments, etc.		5. Other	[Specify]
2.2.10: Whether any	one shares family	and house	ehold respons	ibility with y	<b>ou:</b> (Tick d	all applicable) (An	swer in view of your	response to 2.2.
1. Manage on my ov				arents		ired Services		ther
SECTION 3 3.1: What was your A and B)				•				
A. Occupation	1. Academic	2. No	n-Academic	XXX	(	XXX		XXX
B. Work Type (if academic)	1. Teaching	2.	Research	3. Acad Administra Allied Ac	ademic cration and Support Serv		5 Othe	er [Specify]
3.2: Designation an	d Organisation typ	e for your	dream job: (	Specify belov	/)			
3.3: To what extent studies? (Answer in	•		-	onsibilities h	ave affecto	ed your perform	ance and achievem	nent in higher
1.Very adversely	2. Somewhat a	idversely	3. No	effect	4. Somewhat positively		5. Very p	ositively
3.4: Which of the fo	llowing factors infl	luenced yo	our choice of s	cience as a s	tream of s	study? (Tick all re	elevant)	
1. Observing successful professionals and desire to contribute professionally	2. Influenc	ced by	_	[Specify]		xxx	x	¢χ

#### 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 Agyog, RESEARCH DIVISION 2016-2017

SCHEDULE U: CURR	ENTLY UNEMPLOY	ED (with previous work exp	erience)			
INTERVIEW DETAILS						
Interviewed by:		Place: Reside	ence / Other			
Date:		City:				
Start Time :		State:	State:			
End Time:		Interview Co	de: U ( )			
RESPONDENT DETAILS: SECTIO	<b>IN A</b> (WILL BE KEPT ANONYMO	OUS & USED ONLY FOR RECALL	IN SPECIAL CASES)			
A.1. Name:						
A.2. E-mail:		A.3. Cell:				
RESPONDENT DETAILS: SECTIO	<b>IN B</b> (ENCIRCLE THE NUMBER I	FOR THE APPROPRIATE OPTION	NS WHERE APPLICABLE)			
B.1.(a) Highest Degree held: 1. B.2.(b) Post Doctoral Fellowshi		degree / 4. Bachelor's Degree	2			
B.2. Stream of Education and Y (a) (b)	ear of Award for last two de	grees (Specify starting with hi	ghest degree):			
B.3. Social Group: 1. General /	2. Other	<b>B.4. Age</b> (Spe	ecify):			
<b>B.5. Marital Status</b> : 1. Never m 3. Widowed / 4. Divorced or Se		B.6. Number	of Children: 1. None / 2. One /	7 3. Two / 4. More		
Tick the right option for each of may be ticked if relevant and a		ot for questions where "tick al	l applicable" is mentioned. For	latter case multiple options		
SECTION 1: CA	REER HISTOR	Y WHEN EMPL	.OYED			
1.1 LAST EMPLOY						
1.1.1: Designation in Last Emp	loyment before current caree	r 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 a	nnlicable: in case of multiple	types of work but 'D' for MAK	OP responsibilities and 'S' for Al	DDITIONAL responsibilities		
1.1.3 Type of Work (Tick all ap	opiicable. Ili case of Thataple					
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 Employm	ent: (Specify below)				
1.1.5: At what Designation did	you join the Organisation w	<b>here Last employed?</b> (Specify b	pelow)			
1.2 PAST EMPLOYN	MENT					
1.2.1: Total number of organis	ations where you have work	ed (include last organisation a	and also those where part time	and temporary positions were		
1. One	2. Two	3. Three	4. More			
				xxx		
1.2.2: Number of organisations	s in which ONLY Part Time or 2. Two	Temporary positions were he	eld (including last organisation 4. More			

1.3 FIRST JOB(ANSW	ER ONLY auestion 1.3.4 in this	section. if answer	to auestion	1.2.1 is "One": otherwise ans	wer ALL auestions)
1.3.1: Year of getting First Job					
	-				
1.3.2: Nature of Employment of					
1. Service: Full Time Permanent	2. Service: Full Time Contractual	3. Servic Part Time or Te	_	xxx	XXX
1.3.3: Type of work (MAJOR re	sponsibility) at First Job:				
	openoiomity) ut i metode.	3. Acade	mic	4.5 11 5 1	5 011 (6 15)
1. Research	2. Teaching	Administration Activitie		4. Providing Research Support Services	5. Other (Specify)
1.3.4: Marital & Child Birth Sta	atus when ioining First Ioh:				
	2. Post-marriage & Before				
1. Pre-marriage	First Child Birth	3. After First Ch	nild Birth	4. After Second Child Birth	XXX
1.3.5: Year of getting First Full	Time Permanent Job (In case	First Job, was Par	t time or Tei	mporary/ Full-time contractua	l in 1.3.2): (Specify below)
, , ,	·				, (
a. Had not got full-time	permanent job yet /	b. Got a full-til	me permane	ent job in the year	
1.3.6: Designation when joinin below)	g First Full Time Permanent J	<b>ob</b> (In Case First Jo	b was Part	time or Temporary/ Full-time	contractual in 1.3.2): (Specify
4 4 0004460 101 000					
1.4 BREAKS IN EDI			(If highest a	legree held is Ph.D. then proce	ed to question 1.4.7)
1.4.1: Whether continuing Edu					
1. Yes	2. No	XX	(X	XXX	XXX
1.4.2: If YES to question 1.4.1 t	then specify dearee and subje	ct: (Specify below)			
		(			
1.4.3: If NO to question 1.4.1 a	bove then have you ever enro	olled in a full-time	higher deg	ree programme and then dro	pped out?
1. Yes	2. No	XX	(X	XXX	xxx
1 A A If VEC to avantion 1 A 2 a	have they exacify reason for	dissautiuvetiau a	duanaut? /	tick all applicable)	
1.4.4 If YES to question 1.4.3 a	bove then specify reason for (	discontinuation of	aropout? (	іск ан аррисавіе)	
1. Family Care	2. Marriage	3. Family	Objection	4. Other (Specify)	ххх
1.4.5 If YES to question 1.4.3 a					, and
1. Yes	2. No	XX	XX	XXX	XXX
1.4.6: If YES (NO) to question 1	.4.5 above then specify two f	actors which are o	onducive (c	hindrance)? (Specify below)	
(a) Conducive or FAVOU				Hindrance or UNFAVOURABLE	E factors
1.4.7: Have you ever resumed					
1. Yes	2. No	XX	IX.	XXX	XXX
1.4.8: If YES to question 1.4.7 of	above then specify reason for	(a) break and (h)	continuatio	n? (Specify below)	
(a		(, ()			CONTINUATION
				,	
		-			
1.4.9(a): Any previous breaks i					
1. Yes	2. No	XXX	(	XXX	XXX

1.4.9(b): If Y cells below):	-	n 1.4.9(a) d	bove thei	n what was th	e DURATIO	N, TYPE a	nd TIMING	of break(s) in	cluding cu	rrent break?	(Tick in app	ropriate
Duration of break	n 1 Less than 1 yr			2. 1 to less than 2 yrs			3. 2 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	Ва7	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
1. 1-	– 2 yrs	break in car	2. 3 – 5	.9 (b) then wh	3.	6 – 10 yr reasons:			ve 10 yrs		XXX	
	re-marriage l	2	2. Change	of city of		reasons:		olicable) 4. Other [9	Specifyl		XXX	
1 A 12· If D	ost-marriage		Residence	4.9(b) then wi	hat were the	e reasons	· /Tick all an	nlicable)				
	imily Care	Resi	2. Change dence due	of city of to marriage location job		nily Objec		4. Other [S	Specify]		xxx	
1.4.13: Do y	ou plan to ge	t back into	full-time (	employment?	,							
	1. Yes		2	2. No		XXX			XXX		XXX	
				nich have bee	n or may be	conduciv	-	nce)? (Specify				
(a) Co	onducive or F	AVOURABL	E factors				(b) Hindra	ance or UNFA	VOURABL	E factors		
CECT	ION 2:	MARF	RIAGI	E, FAM	ILY A	ND C	AREE	R				
3EC 11					ON							
2.1 CAR	RRER AN						-					
2.1 CAR				r marriage de		arried (ur	nmarried)?:					
2.1 CAR 2.1.1: Who				ır marriage de	acision, if m	arried (ur th family a personal		4. Other(S	specify)		ххх	
2.1 CAR 2.1.1: Who to	rsonal only	to be) invol	<b>ved in you</b> 2. Famil	<i>ir marriage de</i> y only	3. Bot	th family a personal	and	4. Other(S		rriage, if man		ried)?

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 PROFIL	E, FAMILY COMMI	TMENTS AND CAR	REER	
2.2.1: Highest Education in Ow	n family other than self: (cons	sider highest degree held by po	arents and siblings)	
	2. Ph.D. awarded	3. M.Phil. / Master's		5. Other
1. Post Doctoral	Z. Ph.D. awarded	degree	4. Bachelor's degree	
2.2.2: Number of members from	m academic occupation (resec		y: (consider parents and siblin	gs only)
1. None	2. One	3. Three	4. Four	5. Four or more
Skip questions 2.2.3. to 2.2.7 if				
2.2.3: Highest Education of Spo	ouse:	2 84 Dbit / 844/-		I
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 Spo	T i		T T T T T T T T T T T T T T T T T T T	
1. Post Doctoral	2. Ph.D. awarded	3.M.Phil / Master's degree	4. Bachelor's degree	5. Other
2.2 F. Neumbou of mombous fue	m verdemie eestratien (vees	week 8 togething in anougo's fo	mmile (sonsider snouse's naren	ts and siblings).
2.2.5: Number of members from 1. None	2. One	3. Two	4. Three	5. Four or more
1. None	z. one	3. TWO	4. Tillee	5. Foul of filore
2.2.6: Status of employment of	f the Snouse:			
		3. Self-Employed or		
1.Service	2. Business or Employer	practising professional	4. Unemployed	XXX
2.2.7. Nature of Occupation of	f the Snouse:			
2.2.7: Nature of Occupation of		XXX	xxx	XXX
1. Academic	f the Spouse:  2. Non-academic	XXX	XXX	XXX
1. Academic	2. Non-academic		XXX	XXX
	2. Non-academic		4. Spouse Parents / Siblings	5. Live singly
1. Academic  2.2.8: Who do you live with mo	2. Non-academic	able)	4. Spouse Parents /	
1. Academic  2.2.8: Who do you live with mo	2. Non-academic  ost of the time? (tick all application)  2. Spouse	able) 3. Own children	4. Spouse Parents /	
Academic  2.2.8: Who do you live with mo  1. Own Parents / Siblings	2. Non-academic  ost of the time? (tick all application)  2. Spouse	able) 3. Own children	4. Spouse Parents /	
1. Academic  2.2.8: Who do you live with mo  1. Own Parents / Siblings  2.2.9: Nature of family commit  1. Care for the elderly	2. Non-academic  ost of the time? (tick all applications)  2. Spouse  ments and household response  2. Care for children	3. Own children  sibilities: (tick all applicable)  3. Household Chores	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.	5. Live singly
1. Academic  2.2.8: Who do you live with mo 1. Own Parents / Siblings  2.2.9: Nature of family commit 1.Care for the elderly  2.2.10: Whether anyone share.	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse	3. Own children  sibilities: (tick all applicable)  3. Household Chores	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.	5. Live singly 5. Other(Specify)
1. Academic  2.2.8: Who do you live with mo  1. Own Parents / Siblings  2.2.9: Nature of family commit  1. Care for the elderly	2. Non-academic  ost of the time? (tick all applications)  2. Spouse  ments and household response  2. Care for children	3. Own children  sibilities: (tick all applicable)  3. Household Chores	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.	5. Live singly
1. Academic  2.2.8: Who do you live with mo 1. Own Parents / Siblings  2.2.9: Nature of family commit 1. Care for the elderly  2.2.10: Whether anyone share 1. Manage on my own	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse  2. Care for children  2. Spouse	3. Own children  sibilities: (tick all applicable)  3. Household Chores  asibility with you: (tick all app  3. Parents	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services	5. Live singly 5. Other(Specify) 5. Other
1. Academic  2.2.8: Who do you live with mo 1. Own Parents / Siblings  2.2.9: Nature of family commit 1. Care for the elderly  2.2.10: Whether anyone share 1. Manage on my own	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse  2. Care for children  2. Spouse	3. Own children  sibilities: (tick all applicable)  3. Household Chores  asibility with you: (tick all app  3. Parents	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services	5. Live singly  5. Other(Specify)  5. Other  in view of your response to
1. Academic  2.2.8: Who do you live with mo 1. Own Parents / Siblings  2.2.9: Nature of family commit 1. Care for the elderly  2.2.10: Whether anyone share 1. Manage on my own	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse  2. Care for children  2. Spouse	3. Own children  sibilities: (tick all applicable)  3. Household Chores  asibility with you: (tick all app  3. Parents	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services	5. Live singly 5. Other(Specify) 5. Other
1. Academic  2.2.8: Who do you live with mode 1. Own Parents / Siblings  2.2.9: Nature of family commits 1. Care for the elderly  2.2.10: Whether anyone shares 1. Manage on my own  2.2.11: Have your career and was 2.2.9)  1. Very adversely	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse	3. Own children  3. Own children  3. Household Chores  asibility with you: (tick all app 3. Parents  (family commitments and house	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services  sehold responsibilities; Answer  4. Somewhat positively	5. Live singly  5. Other(Specify)  5. Other  in view of your response to  5. Very positively
1. Academic  2.2.8: Who do you live with mode of the second of the secon	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse	3. Own children  3. Own children  3. Household Chores  3. Household Chores  3. Parents  (family commitments and house  3. No effect	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services  sehold responsibilities; Answer  4. Somewhat positively	5. Live singly  5. Other(Specify)  5. Other  in view of your response to  5. Very positively
1. Academic  2.2.8: Who do you live with mode 1. Own Parents / Siblings  2.2.9: Nature of family commits 1. Care for the elderly  2.2.10: Whether anyone shares 1. Manage on my own  2.2.11: Have your career and was 2.2.9)  1. Very adversely	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse	3. Own children  3. Own children  3. Household Chores  asibility with you: (tick all app 3. Parents  (family commitments and house	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services  sehold responsibilities; Answer  4. Somewhat positively	5. Live singly  5. Other(Specify)  5. Other  in view of your response to  5. Very positively
1. Academic  2.2.8: Who do you live with mode 1. Own Parents / Siblings  2.2.9: Nature of family commits 1. Care for the elderly  2.2.10: Whether anyone shares 1. Manage on my own  2.2.11: Have your career and was 2.2.9)  1. Very adversely  2.2.12: Have you ever refused 1.	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse  2. Somewhat adversely  2. Yes, Pre-marriage	3. Own children  sibilities: (tick all applicable)  3. Household Chores  asibility with you: (tick all applicable)  3. Parents  (family commitments and house  3. No effect  romotion with enhanced com  3. Yes, Post-marriage & Before First Child Birth	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services  sehold responsibilities; Answer  4. Somewhat positively  pensation, prestige & response 4. Yes, After First Child Birth	5. Live singly  5. Other(Specify)  5. Other  5. Other  in view of your response to  5. Very positively  sibilities:  5. Yes, After Second Child  Birth
1. Academic  2.2.8: Who do you live with mode of the second of the elderly  2.2.9: Nature of family commits of the elderly  2.2.10: Whether anyone shares of the elderly  2.2.11: Have your career and was according to the elderly  2.2.12: Have your career and was according to the elderly  2.2.13: If Yes to 2.2.12 reasons	2. Non-academic  2. Spouse  2. Spouse  2. Care for children  2. Spouse  2. Somewhat adversely  2. Yes, Pre-marriage	3. Own children  sibilities: (tick all applicable)  3. Household Chores  asibility with you: (tick all applicable)  3. Parents  (family commitments and house  3. No effect  romotion with enhanced com  3. Yes, Post-marriage & Before First Child Birth	4. Spouse Parents / Siblings  4. Other household maintenance like handling utility bill payments etc.  licable)  4. Hired Services  sehold responsibilities; Answer  4. Somewhat positively  pensation, prestige & response 4. Yes, After First Child Birth	5. Live singly  5. Other(Specify)  5. Other  5. Other  in view of your response to  5. Very positively  sibilities:  5. Yes, After Second Child  Birth

SECTION 3: C	AREER ASI	PIRAT	ION, A	CHIEVE	EMEN	ITS AND	PRIORITIES	
3.1: What is / has been your	highest career aspira	t <b>ion?</b> (Tick (	appropriate o	ccupation and	type of wo	ork for your highest	career aspiration in Rows A and	
A. Occupation	1. Academic	2. Non-Academic						
B. Work Type	1. Teaching	2 Re	esearch	3. Acade		4. Research Supp	port 5. Other (Specify)	
(if academic)	1. reaching	2.110	.scarcii	administr	ation	Services		
			0 16 1 1					
3.2: Designation and Organ	isation type for your d	ream job: (	Specify below,					
3.3: How far have you been (3.2)	able to achieve your h	ighest cared	er aspiration (	commensurate	with you	age? (Answer in vi	ew of your response to question	
1.Fully achieved	2.Partially achie	eved	3.Somewhat	achieved	4.Far	from the goal	5.Will never	
,								
3.4: To what extent family configuration of your response to 2.2.9)	ommitments and hous	ehold respo	onsibilities ha	ve affected yo	ur perfori	nance and achieve	ment in career: (Answer in view	
1.Very adversely	2. Somewhat adv	ersely	3.No effect		4.Some	ewhat positively	5.Very positively	
3.5: Which of the following f	factors influenced you	r choice of C	Occupation? (	Tick all relevan	<i>t)</i>		1	
<ol> <li>Observing successful professionals and desire to contribute professionally</li> </ol>	onals and desire to 2.Influenced by Parents		3.Marriage Commitments		4.Family care and commitments		5. Other (Specify)	
3.6: Which of the following f	factors have influenced	d you in tak		-	ck all relev	vant)	T	
Prestige associated with current job position	2. Workplace accinfrastructure and 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		XX	¢Χ		XXX	xxx	
<b>SECTION 4: B</b>	EST PRACT	<b>FICES</b>						
4.1: REGULATOR	Y AND MANAG	EMENT	Γ PRACT	ICES				
<b>4.1.1: Overall had the regul</b> (Specify two)					or helpfu	l) for your career co	ontinuity and advancement:	
1. Yes	2. No	1	XXX		XXX		xxx	
	•						·	
<b>4.1.2: State reasons:</b> (Specif	y two)							
40 51 405 65 11								
4.2: PLACE OF W								
working : (Specify two)	re, facilities, systems (	& processe:	s) of your plac	e of work that	t helped yo	ou in enhancing yo	ur academic productivity when	
4.2.2: Features (infrastructures)		& processes	) of place of v	vork that have	been con	ducive for maintaiı	ning both career and family	
	. LONCOLLY LAND!							
	, , , ,							

SECTION 5: W	ORK-ENVIRONI	MENT: EXPERIE	ENCE (in LAST emp	loyment)
5.1: Work timings:				
1. 5 to 8 hours	2. Up to10 hours	3. Above 10 hours	4. Flexi hours	XXX
5.2: Did you often work from	homa?			
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 institutio	onal housing facilities at your lo			
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 vou avail of the instit	tutional transport services at ye	our last place of work?		
1. Existed and Yes	2. Existed but No	3. Did not exist but Would have liked to	Did not exist and did     not consider necessary	xxx
5 5: Did you avail of the instit	rutional family care related sur	oport services at your last place	of work?	
1. Existed and Yes	2. Existed but No	3. Did not exist but Would have liked to	Did not exist and did not consider necessary	XXX
In your last place of work -	attitudo of vous medo collogaru	es towards you as professional	man#3	
1.Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
1.very commentable	2. comortante	3.1100 3010	ii dilaamaraasa	3. Very uncommortable
	attitude of your female colleag	ques towards you as profession	al peer?	
1. Very Comfortable	2. Comfortable	3. Not sure	4. Uncomfortable	5. Very uncomfortable
experience in your last place o	of work?	for career advancement for ma		
1.Very fair	2.Fair	3.Not sure	4.Unfair	5.Very unfair
5.9: What is your perception (	about incidence of sexual hara	ssment in your last work place?	?	
1.Very common	2.Common	3.Not sure	4.Uncommon	5.Very Uncommon
C 10. Umia var naranalli faa	and amy COCIAL restrictions on	formalo mobility othor than fam	.:	
1.Yes	2.No	female mobility other than fam	xxx	XXX
		7000	7000	700
SECTION 6: AC *For Ph.D. Awarded Responde		NDICATORS (to	tals)*	
6.1: Total number of publicat	ions (Books, Research Monogr	aphs, Edited Volumes): (Specify	below)	
6.2: Total number of publicat	ions in Research Journals: (Spe	cify below)		
6.3: Number of funded Projec	ts and Consultancies complete	<b>d:</b> (Specify below)		
C. A. Namah an afairin	of loss than a are said to the	. for attanding a seed		
		n for attending conferences or v		vvv
6.4: Number of visits abroad of 1. Yes	of less than a month's duration 2. No	n for attending conferences or w	vorkshops etc.?	XXX
1. Yes	2. No		XXX	XXX