

## **EMERGE Gender Questions Women's Employment, Leadership and Agency**

**We will start this section of the survey asking you about whether or not you work for pay, and your experiences with working.**

1. Do you currently work for pay/money?
  - a. Yes
  - b. No (If no, skip to question 5)
2. Of your total household expenses, what proportion is met through your own earnings?
  - a. Everything
  - b. 75-99%
  - c. 50-74%
  - d. 25-49%
  - e. 1-24%
  - f. Nothing
3. How much input did you have in decisions on the use of income generated from your own (singular) wage or salary employment?
  - a. No input
  - b. Input into very few decisions
  - c. Input into some decisions
  - d. Input into most decisions
  - e. Input into all decisions
  - f. No decisions have been made about how to use my wages/salary
4. To what extent do you feel you can make your own personal decisions regarding the use of income generated from your own (singular) wage or salary employment if you want(ed) to?
  - a. Not at all
  - b. Small extent
  - c. Medium extent
  - d. To a high extent
5. Have you ever worked outside of the home for money?
  - a. Yes, I currently work outside the home for money
  - b. Yes, I do not currently work outside the home for money but have in the past
  - c. No, I have never worked outside the home for money (If no, skip to Question 15)

**Now I would like to ask you about experiences of mistreatment or discrimination in your current workplace, or at the workplace you most recently worked.**

6. Have you ever experienced unwanted sexual attention in the workplace? Unwanted sexual attention can include staring/leering, repeated requests for romantic or sexual interactions despite refusal, touching in a way that makes the woman feel uncomfortable
  - a. Yes, including in the past year
  - b. Yes, but not in the past year
  - c. No, never
7. How often do you think women receive unwanted sexual attention at your workplace?
  - a. Never
  - b. Rarely
  - c. Sometimes
  - d. Frequently
  - e. Daily
8. Do you feel that women are treated equally within your workplace by your employer compared with male colleagues?
  - a. Yes
  - b. No

9. Do you feel as though male colleagues at your workplace progress their career quicker than females?

- a. Yes
- b. No

10. Do you believe pay inequality exists between males and females with the same credentials in your workplace, with women paid less than men for the same work?

- a. Yes
- b. No

11. Have you ever been a victim of gender discrimination in the workplace? By gender discrimination we mean that you were treated differently or unfairly because of your gender, in other words because you were ie.

- a. Yes
- b. No

12. In what way (if any) would you say your gender affected your chances of receiving (or not receiving) a promotion at your workplace?

- a. Very Negatively
- b. Negatively
- c. No Impact
- d. Positively
- e. Very Positively

13. Do you feel anything is being done to improve gender equality in your workplace?

- a. Yes
- b. No

14. Did you ever struggle to find a leadership role at your workplace for any reason?

- a. Yes
- b. No
- c. I am currently (or was previously) in a leadership role

**We will now ask you about your financial situation in terms of resources and your control over these resources.**

15. Do you, in your own name, own any land, your homestead land, or your house?

- a. Yes
- b. No

16. Do you yourself own any productive assets (for example, cattle or sewing machine)?

- a. Yes
- b. No

17. Do you have any cash savings?

- a. Yes
- b. No

18. Have you ever used your savings for business or money lending?

- a. Yes
- b. No

19. How much input do you have in decisions on household expenditures (such as food for daily consumption or other household needs)?

- a. No input
- b. Input into very few decisions
- c. Input into some decisions
- d. Input into most decisions
- e. Input into all decisions
- f. No decision made

20. To what extent do you feel you can make your own personal decisions regarding minor household expenditures (such as food for daily consumption or other household needs) if you want(ed) to?

- a. Not at all
- b. Small extent
- c. Medium extent
- d. To a high extent

21. If you and your spouse did not agree on a decision related to household expenditures (such as food for daily consumption or other household needs), whose decision is more likely to be taken?

- a. Most often, the husband
- b. Sometimes the husband and sometimes the wife
- c. Most often, the wife
- d. No decision will be made

**Source:** Items taken from World Values Survey Version 8 India as well as ILO and LSMS surveys. Item 24 created by EMERGE team based on literature and expert input. Please test before broad use in the field.