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<thead>
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<th><strong>Title</strong></th>
<th>Unesco study on women and broadcast media.</th>
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<tr>
<td><strong>Author(s)</strong></td>
<td>Joshi, S. R.</td>
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Unesco Study On Women And Broadcast Media

By

S R Joshi
UNESCO STUDY ON WOMEN AND BROADCAST MEDIA

AFTER FILLING IT OUT, MAIL IT TO:

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AHMEDABAD - 380 053
PLEASE NOTE

When any question or statement refers to women or men employees, it is with reference to employees in the creative or professional, or decision making category and not in the category of clerk, or steno typist, etc. Therefore kindly respond to all statements or questions with this framework in mind.
Part-I

N.B.

1. This part is divided into two sections. Section I and Section II. Both Sections contain a series of statements. Kindly respond to them by putting a tick mark (✓) on the applicable response as shown below:

(A) If you agree with a statement
I ...like to...work with ✓ Agree Disagree

(B) If you do not agree with a statement
I ...like to...work with -- Agree ✓ Disagree

2. Occasionally there may be a statement which does not reflect your view fully. At such times do not leave the question unattempted. Put a tick mark on agree or disagree which is closest to the opinion you hold regarding the statement.

3. There may be an occasional question which does not apply to you at all. Only rarely is this likely to happen but if it happens write N.A. but only where it is totally unavoidable. Please do not leave any question blank or unanswered.
Designation:  
Name: (Optional)

Centre:

Part-I

Section-I

1. How many times in a week you have to work beyond office hours? : More than 5 days less than 3 days Never

2. Do you take office work to do at home? : Yes/No

   If yes, how many days in a week? : ________ days in a week

3. My domestic responsibilities make any extra office work very difficult : --Agree --Disagree

4. My domestic responsibilities prevent me from taking certain jobs e.g. shift duties in the evening : --Agree --Disagree

5. I am willing to go on transfer : --Agree --Disagree

6. I am willing to go on transfer only if it is on promotion : --Agree --Disagree

7. My spouse(wife/husband) will take strong objection if I am transferred : --Agree --Disagree

8. I will not accept promotion with transfer if my spouse objects : --Agree --Disagree

9. My family members will take strong objection if I am transferred : --Agree --Disagree

10. I do not like to be transferred mainly because of economic considerations : --Agree --Disagree

11. I like to work in a situation where I do my own work rather than supervise others : --Agree --Disagree
12. I like to work in a situation where I can get work done through others like an executive: --Agree --Disagree

13. My views are quite easily accepted by my subordinates of Group B staff: --Agree --Disagree

14. My views are quite easily accepted by my superiors: --Agree --Disagree

15. My views are quite easily accepted by my colleagues: --Agree --Disagree

16. I would like my work to be assessed by some other method than annual confidential reports: --Agree --Disagree

17. I will get faster promotions if merit is taken into account rather than seniority: --Agree --Disagree

18. I get adequate opportunities to express my views, suggestions etc.: --Agree --Disagree

19. I find it difficult to take up duties which require staying out, going outstation etc.: --Agree --Disagree

20. My views, suggestions etc. are generally accepted within the organisation: --Agree --Disagree

21. I normally refrain from expressing my views because I feel they will not be accepted: --Agree --Disagree

22. I have found it easier to work under women Officers: --Agree --Disagree

23. I have found women officers less considerate than men officers: --Agree --Disagree

24. There should be reservation of jobs for women: --Agree --Disagree

25. Present method of assigning jobs takes into account my likes and dislikes: --Agree --Disagree
my work does proper justice to my abilities
27. Special efforts should be made to employ more women in Doordarshan : --Agree --Disagree
28. The proportion of women employees at decision-making level has increased significantly : --Agree --Disagree
29. There are less women employees in TV because of discrimination against them : --Agree --Disagree
30. There are less women employees in TV because very few qualified women are available : --Agree --Disagree
Section-I

1. My work is facilitated when I work with subordinates of my own sex-group than working with opposite sex-group : Agree

2. My work style is same with male and female subordinates : Agree

3. My work is hampered while working with female superiors : Agree

4. My job would have been easier if I had belonged to the opposite sex : Agree

5. I find it difficult to admonish or scold a subordinate belonging to the opposite sex : Agree

6. It becomes much more difficult for me to say 'no' to the boss if the boss belonged to the opposite sex : Agree

7. Subordinates not belonging to my own sex-group understand me better : Agree

8. When the boss does not belong to the same sex-group as me, I am not properly understood : Agree

9. Work is better coordinated when I work with colleagues of my own sex-group : Agree

10. My work is increased when the colleagues of opposite sex-group work with me : Agree

11. Other things being equal I would employ a man rather than a woman : Agree

12. Women officers are more autocratic, dictatorial than men officers : Agree

13. Women officers' decisions are usually not their own : Agree

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14. Women officers' decisions are less likely to be implemented : --Agree --Disagree

15. Women officers are slow at decision making : --Agree --Disagree

16. Efficiency of the organisation will suffer if there are more women officers : --Agree --Disagree

17. Programme quality will improve if more women producers are employed : --Agree --Disagree

18. There will be more democratic functioning if more women are employed : --Agree Disagree

19. Image of Doordarshan will improve if more women are employed : --Agree --Disagree

20. Unless special efforts are made the proportion of women employees at higher level will not improve : --Agree --Disagree

21. Male officers are better informed about rules, regulations, procedures etc. than female officers : --Agree --Disagree

22. Women often take advantage of man's soft corner, chivalry etc. : --Agree --Disagree

23. Women are generally exploited by men : --Agree --Disagree

24. Men are generally exploited by women : --Agree --Disagree

25. With higher proposition of women in creative and decision making positions, programmes will show a more balanced perspective than at present : --Agree --Disagree
1. The questions in this section require either a tick mark on the appropriate category or brief answers.

2. No long answers are expected. Please be brief and precise. However, if you wish to give a more detailed response to any question, you are most welcome to do so.

3. If you wish, you may write the answers in Hindi.
1. Are you looking for a change in job?
   If yes, indicate what kind of job will you prefer?

2. What is your major strength that helps your work?
   (Explain in 2-3 lines)

3. What is your major weakness that affects your work?
   (Explain in 2-3 lines)

4. Please list three important difficulties that women employees face:
   1.
   2.
   3.

5. Please list three important advantages that women employees enjoy:
   1.
   2.
   3.
6. Please tick mark (✓) any four which you think are most important of the following bottlenecks in employing women at managerial positions.

( ) Lack of trained women
( ) Social and domestic reasons
( ) Selection Committees consist mainly of men
( ) Women expect too many concessions, special treatment after they are employed
( ) Men employees don't take very kindly to it
( ) Not many women enter this profession in the first place
( ) Women are not willing to take up jobs of this type
( ) It is a man’s world
( ) Women take leave too often

7. Please put cross marks (X) against those jobs which in your opinion are least suitable for women.

( ) Camera person
( ) Shift Engineer
( ) Station Director
( ) Programme Executive
( ) Producer (News)
( ) Producer (Plays)
( ) Women’s Programme Producer
( ) Director General, Doordarshan
( ) Agriculture Programme Producer
( ) Secretary, I & B
( ) Programme Announcers
( ) Controller of Programmes
( ) In-charge of Commercials
( ) News Reader
( ) Production Assistant
8. Taking into account your present work please list
   a) any three factors that facilitate your work most:
      Factors Facilitating Work
      1.
      2.
      3.

   b) any three factors that hamper your work most:
      Factors Hampering Work
      1.
      2.
      3.

9. Please list any three advantages or benefits of employing women in TV.
   1.
   2.
   3.

10. Please list any three disadvantages or difficulties of employing women in TV.
    1.
    2.
    3.
11. Are you at present a member of any committee to recruit the staff

If yes, please give details:

Recruitment at what scale?  Capacity (Member, Chairman) from to (Year) etc.

1.  

2.  

3.
12. Please describe briefly your ideas to increase the proportion of women employees so that there is a more equal distribution of jobs between men and women.

13. Any other comment:
## Part-III

### Personal Bio-Data Sheet

1. **Name of the Centre**
   Presently working

2. **Your name (Optional)**
   (Surname first)

3. **Designation**

4. **Nature and responsibilities of present job:**

5. **(a) Scale of pay**

   **(b) Present Basic**

6. **Your Age**
   : ____________ years

7. **Your sex**
   (Tick the appropriate)

   - Male
   - Female

8. **Marital Status**
   (Tick the appropriate)

   - Married
   - Unmarried
   - Divorced
   - Widow
   - Widower
   - Other (specify)

9. **If married**

   **Age of spouse**
   
   **Education of spouse**
   
   **Is the spouse (wife/husband) presently employed?**
   - Yes
   - No
If yes,
Employing Organisation

Designation

Employed since (year)

If spouse not employed does she/he have an occupation:
Housewife, Business, Free Lance, Other (specify)

No. of Children: ___________

Male Children: ________  Female Children: ________

<table>
<thead>
<tr>
<th>Age</th>
<th>Age</th>
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<tbody>
<tr>
<td>1.</td>
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</tr>
<tr>
<td>2.</td>
<td>2.</td>
</tr>
<tr>
<td>3.</td>
<td>3.</td>
</tr>
<tr>
<td>4.</td>
<td>4.</td>
</tr>
</tbody>
</table>

10. Are you a member of any professional bodies? (Association, group etc.)

If yes, please name the bodies:

1. __________________________

2. __________________________

3. __________________________
11. Were you a regular participant in cultural activities during your years of education?  
   - Yes - No

12. Your Academic Qualifications:

<table>
<thead>
<tr>
<th>Degree</th>
<th>Specialisation</th>
<th>University/Institute</th>
<th>Year obtained</th>
</tr>
</thead>
<tbody>
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<td></td>
<td></td>
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</tbody>
</table>

1.

2.

3.

4.

5.

13. Where did most of your school education take place? (Tick the appropriate)
   - Village/Town/City/Metropolis

14. Where did most of your higher education take place, (Tick the appropriate)
   - Village/Town/City/Metropolis

15. Have you been sent abroad by your organisation, --Yes --No

   If yes, (a)How many times? : ________________________
(b) For what purpose?

<table>
<thead>
<tr>
<th>Country</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training</td>
</tr>
<tr>
<td>Seminar or Workshop</td>
</tr>
<tr>
<td>Production</td>
</tr>
<tr>
<td>Other (specify)</td>
</tr>
</tbody>
</table>

16. Training courses attended by you

(a) As participant (trainee)

<table>
<thead>
<tr>
<th>In What</th>
<th>Where</th>
<th>When</th>
<th>Duration</th>
<th>Organised by</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Place)</td>
<td>(Year)</td>
<td>(In days)</td>
<td>whom</td>
<td></td>
</tr>
</tbody>
</table>

1.

2.

3.

(b) As resource person, trainer etc.

1.

2.

3.
17. Were you ever selected for a training programme but you could not go?  

- Yes  - No  

If yes, what was the reason for not being able to go? 

18. Promotion History

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Designation</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dept. AIR/DDN</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Joined I&I on ___ as ___ in ____

1st Promotion on ___ as ___ in ____

2nd Promotion on ___ as ___ in ____

3rd Promotion on ___ as ___ in ____

4th Promotion on ___ as ___ in ____

5th Promotion on ___ as ___ in ____

19. Your Transfer History

<table>
<thead>
<tr>
<th>Name</th>
<th>Year</th>
<th>Designation</th>
<th>Grade</th>
</tr>
</thead>
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</tbody>
</table>

1st transfer on ___ as ___ in ____

2nd transfer on ___ as ___ in ____

3rd transfer on ___ as ___ in ____

4th transfer on ___ as ___ in ____

5th transfer on ___ as ___ in ____

THANK YOU VERY MUCH FOR YOUR COOPERATION!

PLEASE MAIL IT IMMEDIATELY IN THE ENVELOPE PROVIDED!