# STUDY OF URBAN, RESOURCE-POOR, YOUNG WOMEN'S LIVELIHOOD ASPIRATIONS AND OPPORTUNITIES

To counter the forces within and outside the family, neighbourhood and workplaces, which prove to be hindrances in pursuing livelihood aspirations, building on the already existing support networks of women could be the first way out. What they seemed to need was a place where they could come together and share the information, problems and possible solutions/ action plans - on a regular basis...

Azad Foundation, Delhi, India. 2015

## Best-2-Jobs and seven factors of a 'good job': Preference %

Top-2-Jobs

- Government - like Job 27%
- Own/ trainer 21%
- Art/ Hospitality 19%
- Others 15%
- Outdoor / Taxi 10%
- Computer related 8%

Preference %

- Time of day 20%
- Medical/ PF/ L.I.C/ Bonus 17%
- Nearby 16%
- Leave 16%
- Hours 12%
- Income 10%
- Pick & drop 9%
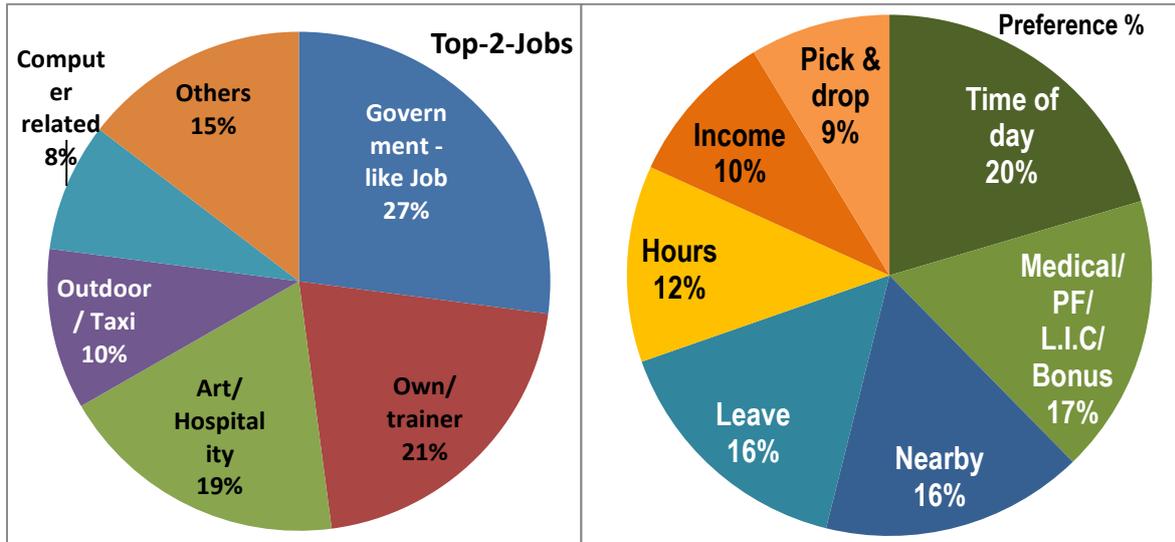
Desired income: Starting minimum, Average, Maximum

Minimum Desired Income	12652	Desired Income (Rupees / month)
Desired Income	7000 16582 35000	
Maximum Desired Income	24870	
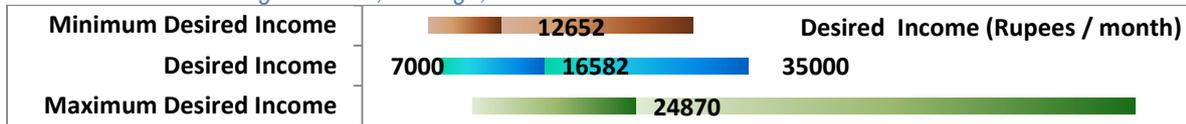
Minimum Wage (Delhi Govt.) and Living Wage

| Minimum Wage Category	Rates from 01.04.2015			Living wage (1.6*Min. Wage)	
	Per-Month	Per-Day		Per-Month	Per-Day
Un-skilled	9048	348		14477	557
Semi-skilled/ Non Matriculates	10010	385		16016	616
Skilled/ Matriculates but not graduates	10998	423		17597	677
Graduates and above	11986	461	INR	19178	738

Women's agency and preference for networking & guidance

What is needed? **H**uman and digital social *networks...*

Best & worst Jobs: 8 Factors

Radar chart factors: Safety/ no male harrassment; Gifts, perks, advance-interest-free; Learning opportunities new skills/work; Respect from boss/ colleagues/ no derision; Guidance during trouble/ networking with good…; Toilet/ drinking water/ ventilation/fan; Designation/ identity of job; Own work/ no boss

Legend: Best 2 Jobs; Worst 2 jobs

What makes best/worst jobs? 8 factors

Legend: Outdoors; Indoors; Home

	Outdoors	Indoors	Home
All women	26	61	
Married - all	18	64	
Unmarried	33	58	

Where would you prefer to work 1st Preference

Desired work location: All/ Unmarried/ Married

Radar chart factors: Income good; Hours total good; Timing/ Shift good; Leave good; Pick&Drop good; Closeby/ Commute time&Expenses less; Medical Card, PF, LIC, Bonus

Legend: Government-like Jobs; Own/ Entrepreneurial/ home jobs; Outdoor jobs

Factors in government-like jobs/ home jobs/ outdoor jobs: perception

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Executive Summary

Background:

Urban poverty and unemployment among young women is an urgent and challenging issue for both government and civil society. Even while the growing economy offers some new options, women, on an average, continue to opt mainly for traditional urban livelihoods. Livelihood choices of urban, young, resource-poor women are influenced by various economic, societal and personal factors and perspectives. Azad Foundation's own experience[1] amply indicates that many resource-poor women now do not want to opt for traditional livelihoods. They harbour new aspirations. As the young, resource-poor women in the urban slum clusters *(bastis)* of Delhi reach out to newer occupations, they face a number of challenges. These challenges include lack of access to skill development and educational avenues, adverse working conditions, inadequate information, gender discrimination and violence (in families and in society).

Yet, there is an overall absence of efforts, with only a few exceptions, for creating an enabling work environment where women could pursue their livelihood aspirations with dignity. The avenues for women to access new kinds of employment opportunities and acquire the relevant skills are also limited. The livelihood options encouraged by a large section of the civil society and government are inadequate. While tall claims of empowerment are not hard to come by, most of the interventions utterly lack any social change agenda in their attempts to provide livelihoods to women.

The Study

In this backdrop, a study was initiated by Azad Foundation, with the broad objective of exploring livelihood aspirations of the young, resource-poor, urban women living in slum clusters of the metropolitan capital city of India, Delhi. The objective was also to map the factors that affect those aspirations and apply the results for two purposes:

1. Inform the ongoing intervention of Azad Foundation to evolve appropriate communication and mobilisation as well as training and intervention strategies
2. Engage the government and the civil society on women's livelihood issues, at better depths.

Six slum clusters, situated mainly in South, North and East Delhi were chosen for the study, where the staff of Azad Foundation had not yet started very intensive activities. Women who were 18-35-year old (young), who had completed a minimum of primary schooling and were not studying in school at present (less educated), who were living in those slum clusters (resource-poor), who may be employed, unemployed or looking for an employment - were the focus of this study. Both, qualitative and quantitative methods were adopted in this exploratory study, in two stages comprising first, a round of twelve Focus Group Discussions (FGDs - two each in each slum cluster and 1 each of unmarried and married participants, covering almost 150 women) and the second, a round of twenty-four in-depth interviews, four in each slum cluster and two each of unmarried and married women, on an average. These data collection stages were completed during October 2014 to January 2015.

Respondent Profile and Livelihood Opportunities

While half of the respondents were unmarried by design, the profile of the married respondents of these slum clusters revealed that - about half of the married women - were not staying with their husbands at present. While majority of them also had children, they were, self-reportedly, staying with their parents, in their natal home.

The most common trainings that the women had taken included computer related courses ranging from basic course to diplomas, beauty parlour related formal or informal or on-job trainings, tailoring related courses and other trainings (viz. English speaking, health related trainings, Industrial Training Institute's -ITI- courses, nursing etc.) The participants

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[1] http://www.azadfoundation.com/, Azad Foundation strives to train women to acquire the skills needed for driving taxis/ cars in Delhi, the capital city of India, through its Women on Wheels Programme. Azad's comprehensive training and placement program trains them to confidently claim their space in the public domain. Azad's emphasis is also on its self-development training component, which is aimed at enabling women drivers to negotiate boldly with men and society in general.

mentioned that they could easily take these courses because they were free or less costly and did not involve much commute cost or time.

Most of the women were engaged in jobs that required them to work out of 'indoors other than their homes', followed by livelihoods that did not require them to move out of the house. Outdoor jobs were the least prevalent group. The livelihood opportunities widely practiced by the women ranged from - working as domestic helps/ maids (cleaning/ mopping/ cooking, governess for children or patients), working in local beauty parlors or higher end spa/ salons, putting *Mehandi* in parlors and other houses, teaching in private schools, teaching in coaching classes, selling things at a shop counter, being a waitress, operating computers, working in call centers, assembling parts in factories, being a receptionist, being a Nurse or a compounder – to tailoring/ taking tuition/ piece rate work at home - or the least prevalent - 'outdoor occupations' such as outreach work with Non-Government Organizations (NGOs) or the government, especially in health sector, being a security guard, door to door sales, survey (for Metro train work) etc.

The average current income of women respondents was around 6,500 rupees while the maximum was 18,000 rupees per month. Most of the respondent women were earning less than 10,000 rupees each month.

When the highest monthly income earned ever by the respondents (either currently or in the past) was calculated among the interview respondents– the average turned out to be more than rupees 10,000 per month, indicating that many of them had an experience of earning more than what they were currently getting.

While more than two thirds of the respondents had a bank account, about half of the married women did not hold any account with any authorized institution (bank, post office etc.).

Livelihood Aspirations: Jobs Perceived as 'Best' or 'Worst': and Why
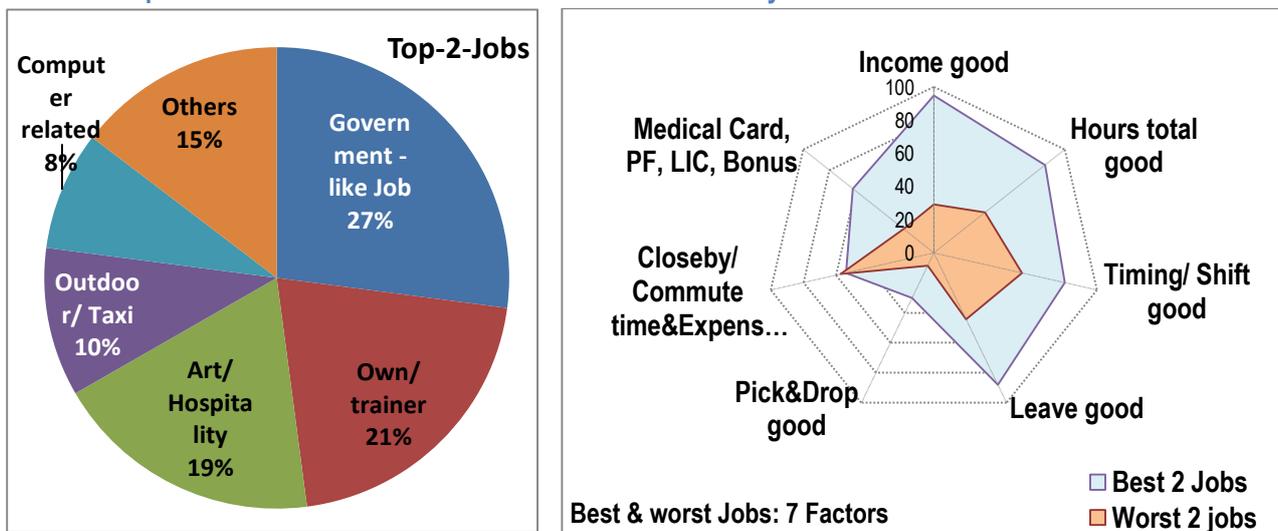
Figure 0-1 Best-2-Jobs and seven factors of a 'good job': Preference % What makes 'best/worst' jobs? 7 factors

Government jobs or jobs with similar job profile (job security, social security benefits, paid leave etc.) seemed to be the most preferred group of jobs (Figure 0-1), among the respondent women and comprised - 'any government job', teacher in a government school, police constable or inspector, bank clerk or officer etc. The next two most frequent groups of aspirations revolved around livelihoods that either put the women in an entrepreneurial or 'being my own boss' mode, or in an artistic or glamour/ hospitality mode. The 'entrepreneurial' group comprised opening up one's own beauty parlour, or becoming a 'trainer in the beauty industry', becoming a 'chef', taking tuitions or tailoring jobs at home, supplying pickle as an entrepreneur etc. Whereas, the 'art/ glamour/ hospitality' group comprised - being a singer or dancer or 'artist' or fashion designer or air hostess etc.

Outdoor livelihoods figured in around ten percent women's lists and comprised being a media assistant or in news reporting or a taxi driver etc. Computer-related works also constituted a big group by themselves – in the dream livelihood list. The computer related group would be any 'computer related work' such as data entry, 'computer operator', 'computer typing' etc.

Figure 0-2 Factors in government-like jobs/ home jobs/ outdoor jobs: perception

Although working as domestic servants/ maids/ cooks in other households and factory work were found to be the two most prevalent livelihood opportunities, they also featured as the two worst jobs as perceived by the women. Working as waitress or a sales girl doing door-to-door marketing field work – were perceived as the next two worse jobs, followed by piece rate work at home, tailoring at home, call center work- especially night shifts at call centers among other livelihoods.

What made the jobs 'the best/ worst'?

Seven factors emerged as the priority aspects making a job 'the best/ worst' for the women, which are listed below- in the descending order of preference as shown by women during this study (**Figure 0-4**):

1. Whether the timing of the job- the shifts or the time of the day- was the one they preferred
2. Whether the job incorporated social security measures such as 'Medical Card' (ESI Card), Provident Fund (PF), 'LIC' - Life Insurance, regular bonus etc.
3. Whether the location of the job was close-by enough to keep the commute time and expenditure on commute- under their preferred limit and
4. Whether the job gave them enough number of paid leave
5. Whether the total number of working hours was what they would like the number to be
6. Whether a job gave good monthly income
7. Whether the job had a pick and drop arrangement like a company bus or van

Eight more factors, which made a job likeable or otherwise – included (listedin the descending order of preference as shown by women during this study) -

1. Water, sanitation and ventilation amenities (Toilet, drinking water, fan etc.)
2. Safety/ No harassment from males
3. Networking with 'good people', guidance during times of trouble
4. Opportunities to learn the work on the job or learn new skills during work
5. Respect from boss and colleagues, no derision by the boss
6. Job profile has an identity, a (known) designation
7. Gifts/ perks and availability (possibility) of interest-free advance
8. No other boss. One is boss herself/ own work/ business

In case of the seven priority factors,

- The livelihoods that had found place in the women's top-2-jobs lists were also perceived to have 'good income', 'good (reasonable) number of working hours', good timing (shift or the time of the day for work), good (reasonable) number of paid leave and social security benefits along with less commute.
- The livelihoods that had found place in the women's worst-2-jobs lists, still showed almost equal time cost of commute as the 'best ones'. Whereas, the difference between the best and the worst job was most stark in matters of income, paid leave, working hours and social security benefits.

When perception of women about the other eight factors was analysed, the difference between the best and the worst jobs was most stark in matters of 'no derision from boss/ respect from colleagues', designation/ job identity, learning opportunities, safety and guidance/ networking with 'good people'.

Further, the factors of income, paid leave, respect from boss/ colleagues and designation/ identity of the job separated the jobs perceived as the best and worst – in case of unmarried women. Whereas, in case of married women they were number of working hours, social security benefits, income, paid leave, respect from boss/ colleagues, identity of the job and learning opportunities in that sequence.

The starkest difference (as perceived by the women) that separated the most preferred 'government-like jobs' from the 'outdoor jobs' was found amidst factors like social security benefits and timing or shift of the job.

What was 'really preferred' when faced with a choice? What did it mean specifically?

As was expected, the livelihood aspirations of the women, presented a complex picture, of combinations of factors that made the 'best jobs - best and the 'worst jobs - worst'. The study had hence preplanned another quantitative method- the 'Pair-wise Ranking' of factors[2], to delve deep into what really mattered to the women in their complex livelihood aspirations.

Location preference was the background feature overall. Indoor workplaces, other than home, like an office, mall, shop etc.) - were the first choice of all women when they were asked to rank the work-locations. 'Outdoors' (livelihoods involving outdoor work) was chosen more than the Home based work. This also showed a trend that woman's inclination for 'outdoor work,' which found to some extent among the unmarried women, increased even more - after marriage – but mainly among the ones who did not have children yet.

In the 'Pair-wise Preference Ranking', *the 'time of the day' or which shift of the day* - the job asked them to come to work at - turned out to be the most preferred feature of a livelihood, among all the women (**Figure 0-4**). When women were asked – which time of the day they would like to work? Their answers were categorized into shifts. Most of the women (more than 80%) described their desired timing as some time that was somewhere within morning to afternoon shifts. Most of the women did not want night shifts and informed that they would prefer a flexi-time system if the option was available. This also explained why so many of the women had 'becoming a teacher' in their Top-5-Jobs lists, as it was perceived to be asking them to work on their preferred time of a day- i.e. morning to afternoon.

Livelihoods that had *social security measures* inbuilt in them - were at the second position - even in the pair-wise preference ranking (**Figure 0-4**). - preferred more than the ones that had other features without the social security aspects. Subsidized medical facilities (medical 'card' or Employee State Insurance - E.S.I.), life insurance, provident fund or paid medical leave, bonus etc. were the features most women chose over other aspects (except for the time of the day). This

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[2] In pair-wise preference ranking – they had to 'choose between' options. The focus was to find out what would the women choose- if they were to face a situation where they would get only one of the factor- but not the other. It also provided time to think on each choice in terms of having to choose between such hypothetical 'jobs'. This made the thinking and preference pattern of the women very clear. Hence it turned out to be a more reliable method than the information that could have been received through simple ranking of fifteen factors. The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of such more than 450 pair-ranking responses gave interesting insights, which were a little deeper than their earlier answers.

also explains why 'government-like jobs', including a government teacher or a police constable/ officer - came on top of the 'Best-2-Jobs' list.

How many *leave* (on Sunday, may be Saturday, during sickness, annual holiday that a job implemented in actuality and whether the *commute* to workplace required less time- were the next factors that came high in preference ranking by the women (**Figure 0-4**). When women were asked about how many monthly leave they expect a 'good job' to have, at least six days a month (almost 1 weekly and 2 more in a month) was what they wanted on an average as the monthly leave. At least 24 (to 30) additional days a year was what they wanted on an average as leave in a year apart from the weekly/ monthly leave. This also explains why 'government-like jobs' came on top of the 'Best-2-Jobs' list. When the women were asked about the commute to a 'good job', four out of ten women were ready for only a maximum 45 minutes or an hour's commute per day (maximum of half an hour one way). Another four out of ten women desired only up to half an hour of commute per day (about 15 minutes one way). The average cost that the women showed readiness for spending on commute was around 770 rupees per month. Most of the women wanted to take up any of the mass transport systems like shared four-wheelers (Shared tempos/ Gramin Seva/ Phataphat Seva), bus or a metro train.

In the preference ranking (**Figure 0-4**), *number of working hours and income* were not that highly preferred over other factor, by the women. When they were specifically asked, what number of minimum hours, average hours and maximum hours do they expect in a 'good job', the desirable average range was revealed to be five to ten hours (mean 7.5 hours).

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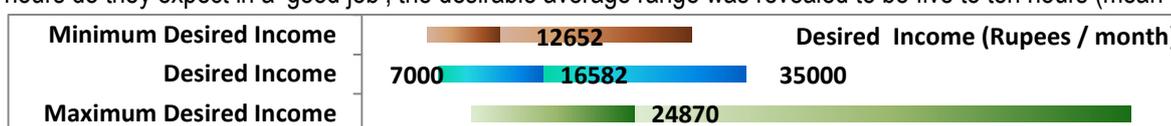
Figure 0-3 Desired income: Starting minimum, Average, Maximum

Table 0.1 Minimum Wage (Delhi Govt.) and Living Wage

Minimum Wage[3]	Rates from 01.04.2015			Living wage (1.6*Min. Wage)	
Category	**Per-Month**	**Per-Day**		**Per-Month**	**Per-Day**
Un-skilled	9048	348		**14477**	557
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The average income that the women desired from a 'good job' was more than 16,600 Rupees per month. The minimum or starting salary that the women expected was around 12,700 Rupees - on an average. The maximum salary that the women desired was around 24,900 on an average. Most of the women also said that they did not know about the 'minimum wage'[4]. The average starting salary, desired by the women, coincidently – falls around the minimum wage stipulated by the Delhi Government for graduates. And the average monthly salary desired by the women falls around the 'Living Wage'[5] (as shown in Table 0.1). This study showed that while the women desired an average salary of 16,600 rupees a month, other factors also played much bigger role in influencing their preference for a particular job. Jobs that would require them to work only during their preferred timings, jobs that would give them social security benefits and medical facilities, jobs that would take less time to commute or are nearby their homes, jobs that would implement proper weekly offs and would give more leave, jobs that would not have long working hours – all came higher in their preference ladder - in this sequence - than jobs that only paid their desired salary.

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[3] Source: http://delhi.gov.in/wps/wcm/connect/doit_labour/Labour/Home/Minimum+Wages/Current+Minimum+Wage+Rate

[4] http://indianexpress.com/article/india/india-others/minimum-monthly-wages-could-go-up-to-rs-15000/, http://www.indiatvnews.com/business/india/minimum-monthly-salary-could-go-up-to-rs-15-000--16394.html , http://www.ibcnews.in/2014/12/28/centre-plans-to-fix-minimum-rs-15000-as-monthly-wages/

[5] http://en.wikipedia.org/wiki/Living_wage

Among the other eight factors (listed earlier), this study also showed that even if the women did desire safety at workplace, there were many other features that also played almost equal or nearly equal role in influencing their preference for a job. Jobs that would have proper water and sanitation facilities came higher in their preference ladder than jobs that only had 'safety'. Similarly, jobs that would have good networking opportunities and guidance available during times of trouble and jobs that would have learning opportunities for the work or new skills also came almost at the equivalent place on their preference ladder as was the job having safety from male harassment. Jobs that had no derision from boss and had respect of colleagues, or jobs that had clear designation or an identity of the job profile - came higher in their preference ladder - in this sequence than jobs that would ensure or jobs that gave timely payment, gifts or interest free advance. Livelihoods that would make them more or less 'own the venture' or make them 'their own boss' – were important – but were placed the most 'dispensable' ranking in the preference ladder.

How do aspirations meet the reality? What decides which jobs are chosen? 7 main factors
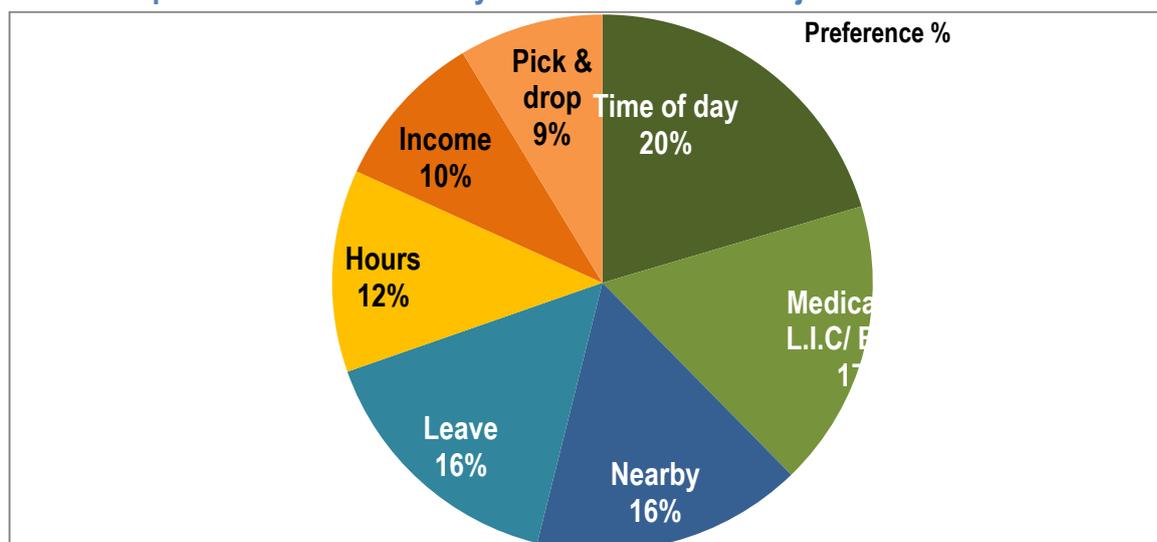
Figure 0-4 Preference: choice among 7 factors

The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of these more than 450 pair-ranking responses threw up interesting surprises, which were a little deeper than their earlier answers. For example, as shown in **Figure 0-5**

- The highest weight or preference was given to the 'time of the day' or which shift of the day the job asked them to come for. This remained true even when probing questions were asked - about 20% of the preference of the women depended on – what time of the day or in which shift the job required them to work.
- Next factors, to which the women gave higher preference (and almost equal- about 16-17% of the preference pie for each) while choosing one job over another, were
  - Whether the job had social security aspects like medical 'card'/ facilities, provident fund or life insurance or bonus etc.
  - How close any workplace was from their homes (less time and cost of commute)
  - How many leave did the job give- weekly offs implemented properly or not
- Next factor which got relatively high preference was- the number of hours for which the job asked them to work. Only about 12% of the preference pie depended on the number of work hours.
- Last two factors- which determined less than 10% each of the preference of women for a job were the monthly income and the pick and drop facility.

To explain this again, and to address the questions that may arise among people working with women, such as "So what is a 'good job' after all? How many of such jobs really exist? Are not the aspirations and reality at loggerheads?" - Let us consider what the women/ respondents have unambiguously said they would do, when making 'real choices' (**Figure 0-5**):
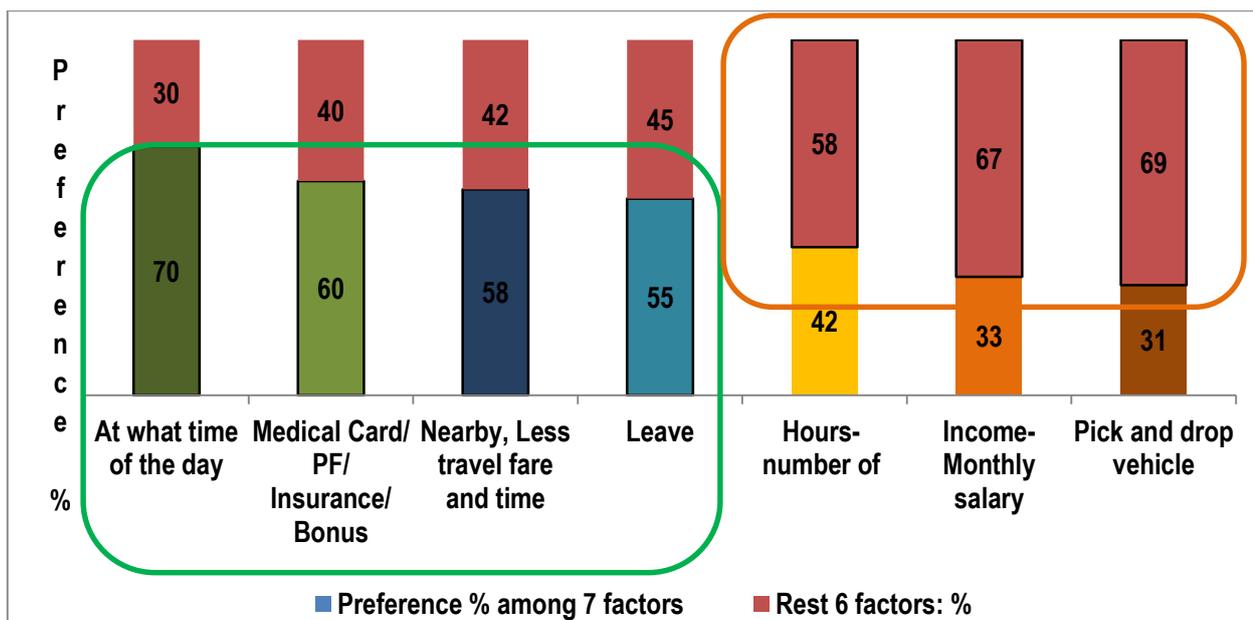
Figure 0-5 Preference comparison: What would the women choose if they cannot get all?

- **The women would choose a job that suits their preferred timings or shifts -** most of the time (for 7 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or social security benefits like medical/PF/Bonus etc.

- **The women would choose a job that provides social security benefits like medical/PF/Bonus etc.** - most of the time (for 6 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or preferred timings/ shifts.

- **The women would choose a job that involves less commute** (to and fro commute from home to workplace takes up less time and costs less) -mostly (for about 6 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or social security benefits like medical/PF/Bonus etc. or preferred timings/shifts.

- **The women would choose a job that allows more leave -** majority of the time (about 55%) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or social security benefits like medical/PF/Bonus etc. or preferred timings/shifts.

- **Offers of 'less number of work hours' would NOT be chosen by women over other offers** having any one of the other factors - in almost 6 out of 10 such offers

- **Offers of more income would NOT be chosen by women** over other offers having any one of the other factors, in 2 out of 3 such offers.

- **Offers of pick and drop arrangement would NOT be chosen by women** over other offers having any one of the other factors - in almost 7 out of 10 such offers

In nutshell, for a job that offers any of these factors - either timings preferred by women (morning and afternoon shifts), or social security benefits (medical/PF/bonus etc.) or less commute (up to 45 minutes two-way total) or more leave (~6 days of leave per month and - annually about 24 other leave for medical, festivals, emergency or village visits), women would, mostly, give up their other aspirations like pick and drop facility or preferred income (~Rs 16600/month) or less number of working hours (~7.5 hours/day).

When individual factors were analysed in comparison of each of the other six factors that were mentioned in the group discussions and explored further through interviews.

If it is interesting to see, which factor outweighs which other factor and by how much, look at the 'Leave' column and 'Leave' row (in blue) in the **Figure 0-7**

It shows that if made to choose, women would mostly chose their preferred time or social security benefits over a job that has more leave. And at the same time, they would chose a job with more leave than jobs that have either a pick and drop facility or gives them their desired income or has less working hours. Between income, hours and leave- they would rather chose desired leave.

Or in other words, in real-time choice making, women's preference for more leave dominates their preference for more income or less number of work-hours or for a pick and drop arrangement. Whereas, women's preference for leave gets subdued when the choice facing has their preferred work timing or social security measures. The number of leave and the nearness of the workplace from their home (less commute time and cost) are almost on the equal footing- indicating that it is the value for the 'time of their life' which gets reflected in almost equal preference for a job with more leave or less commute time.

Similar observations can be made for each of the factors in the grid in **Figure 0-7**.

Regarding the eoght other factors, the picture became clearer only when they were asked - what feature would they choose over another feature. The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of these more than 600 pair-ranking responses threw up interesting surprises, which were a little deeper than their earlier answers. For example, as shown in **Figure 0-6**

Figure 0-6 Eight factors of a good job: Preference %

- The highest weight or preference was given to drinking water and sanitation facilities at any workplace. About 19% of the preference of the women depended on – whether the workplace would have adequate drinking water and sanitation facilities at any workplace or not. Next factor, to which the women gave higher preference – (about 16% of the preference pie) while choosing one job over another- was safety at workplace, from harassment by males.
- Next factors which got relatively high preference were (about 13-14% of the preference pie respectively) –
  - o   Networking with good people and guidance in times of trouble, and
  - o   Opportunities to learn work or acquire new skills

Last four factors- which determined about 10% each of the preference of women for a job - were derision from boss and respect from colleagues, designation and identity of the job profile and timely payment and provision of gifts and monetary advance free of interest. The last factor – owning the venture or being one's own boss got 8% share in the preference pie.

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Figure 0-7 Preference comparison: Pair-wise choice matrix among 7 main factors

Which one would be more necessary/ preferable for you? Aspirations: which is preferred		At what time	Medical Card/ PF/ Insurance/ Bonus (M)		Nearby, Less travel fare & time (N)		Leave (L)		Hours- number of (H)		Monthly Income- salary (I)		Pick and drop vehicle (V)	
70%	At what time of the day	S / TIME	S 68	M 32	S 62	N 38	S 77	L 23	S 64	H 36	S 77	I 23	S 76	V 24
60%	Medical Card/ PF/ Insurance/ Bonus	M	SOCIAL SECURITY		M 52	N 48	M 55	L 45	M 73	H 27	M 86	I 14	M 62	V 38
58%	Nearby, Less travel fare & time	N			NEARBY		N 48	L 52	N 62	H 38	N 71	I 29	N 81	V 19
55%	Leave	L					LEAVE		L 59	H 41	L 64	I 36	L 86	V 14
42%	Hours- number of	H							HOURS- NUMBER		H 50	I 50	H 62	V 38
33%	Monthly Income- salary	I									INCOME		I 48	V 52

Figure 0-8 Preference comparison: Pair-wise choice matrix among 8 other factors

Which one would be more necessary/ preferable for you? Aspirations: which is preferred		Safety (S)		Guidance in Trouble, network with good people (N)		Learn work, new skills learning opportunity (L)		No derision by boss/ respect from colleagues (R)		Designation, identity of job profile (D)		Timely payment, gifts, advance (A)		Own the work, no boss (O)	
19%	Toilet, Water, Fan	T / Toilet	T 55	S 45	T 77	N 23	T 86	L 14	T 77	R 23	T 90	D 10	T 82	A 18	T 73	O 27
16%	Safety	S	Safety		S 68	N 32	S 82	L 18	S 73	R 27	S 52	D 48	S 77	A 23	S 59	O 41
14%	Guidance in Trouble, network with good people	N			Guidance, Networking		N 55	L 45	N 82	R 18	N 67	D 33	N 64	A 36	N 77	O 23
12%	Learn work, new skills learning opportunity	L					Learning		L 55	R 45	L 76	D 24	L 64	A 36	L 77	O 23
10%	No derision by boss/ respect from colleagues	R							Respect		R 62	D 38	R 59	A 41	R 55	O 45
10%	Designation, identity of job profile	D									Designation		D 57	A 43	D 71	O 29
10%	Timely payment, gifts, advance	A											Own		A 68	O 32

Factors of a 'Good Job': Preference: % among 8 factors

P
r
e
f
e
r
e
n
c
e

%

Factor	Preference % among 8 factors	Rest 7 factors: %
Toilet, Water, Fan	77	23
Safety	65	35
Guidance in Trouble, network with good people	57	43
Learn work, new skills learning opportunity	50	50
No derision by boss/ respect from colleagues	41	59
Designation, identity of job profile	40	60
Timely payment, gifts, advance	38	62
Own the work, no boss	31	69

■ Preference % among 8 factors   ■ Rest 7 factors: %

Figure 0-9 Preference comparison: one and eight factors

How 'Society' Influenced the 'Livelihood Aspirations?

While the preferences confirmed what exactly the women aspired for in a livelihood, the overall '*purpose of earning a livelihood'* was also described in detail by the women. Financial security for oneself and one's family, increase in self-worth/ respect/dignity/ confidence, buying a house, vehicle, saving for future; socializing- coming 'out of the house', changes in the relations within family etc. were the main reasons for doing a job. Most of these features identified by respondents and the interpretations viewed by them seemed to indicate that the felt purpose of earning a livelihood related to enabling themselves to gain and maintain empowerment.

Interestingly, some of the women, who either thought that women, in general, *should not do jobs* – or thought that women should not do 'a particular kind of job' - also gave reasons. They included 'not being able to take care of the house or children', too much workload that affects health, safety issues, family members having doubts about 'the woman getting spoilt', and other issues like not getting remuneration on time, not getting enough leave and too much commute-time or cost etc.

When women were asked, 'What do you mean when one says, a woman is spoilt? What are the 'symptoms of being spoilt?' their answers revealed the *stereotype of a 'spoilt woman'*. It centred around the theme of girls falling in love 'against the wishes of parents'/' hiding from parents', and every 'non-conservative' behaviour was indicated as a 'sign' of the 'elope and marry/ extra-marital affair tendency'. Even the use of make-up, short dress/ jeans/ bag and mobile or visits to cyber café were branded as a sign of a girl already 'spoilt' or on the way to be 'spoilt' due to 'bad company'. Women's responses revealed that, when it came to themselves/ their own self-image or their daughter, more than half the women were either 'undecided' or clearly against *'love marriage',* which by default meant 'elope and marry against the wishes of parents'. This stereotype of a 'woman getting spoilt' was one of the major hurdles that each women seemed to have faced or was expecting to face at some or the other of her life-stages - either during the search of a job (while using mobile or internet to connect to contacts/ friends from a workplace), or choosing to do a job/ a particular type of job, or continuing a job - once started. These hurdles could come from family members/ their friends/ relatives/ neighbours or just the general ambiguous society, even as the conditioning imbibed by the women themselves.

Not just this stereotype of 'spoilt woman and 'love marriage'', but the prospect of *marriage itself* – or for that matter – patriarchy , the concept of woman moving to bridegroom's family' seemed to breed such uncertainty in the minds of the women and their families that 'deciding on a livelihood' and 'investing in it in terms of education or skill development or even

discussion and thought' seemed to be a 'waste of time', something not to be done or relegated to side-lines of future (marital) family's wishes. The woman's life seemed so 'uncertain' – until she 'finally reached the family and the place she should be staying with/ at' – i.e. until she 'gets married', that - that uncertainty plagued all the facets of their livelihood aspirations or even the vision of it (or rather 'blurring of it')! On the other side, women's decisiveness and agency seemed to finally reveal itself in definite (and statistically significant) ways, especially so after she became a parent.

Among *the role models* that inspired women, most were working either as teachers, or social workers in government or NGO setups or in government jobs like IAS/ IPS/ Bank officer etc. Almost women also gave positive feedback about how they felt (feeling inspired or proud or heartening) when they saw women engaged in unconventional/ outdoor livelihoods such as driving, security guards, petrol pump etc.

Who controls and who supports… women's agency? Family...

In response to - the set of questions regarding '*who controlled*' matters of women's livelihoods - who decides about jobs, who creates hurdles, who keeps money, who decides how to spend - less than a third of the women said - that they could take these decisions and have the final say it those matters. Rest of the women informed that some or the other family member (mother/ father/ brother/ husband or many members together) played 'a role' with them, which on further probing meant- that the others played a larger role than the woman herself. Some women (almost about a third) clearly mentioned that the decisions were taken mainly by 'others' and generally the 'other male members' of the household. In those cases, the women, of their own admission, did not play any role what-so-ever in deciding how their earning would be spent, will not keep their money, whether and which job to take. Even neighbours and relatives were known to be generating hurdles for women in pursuing the livelihood that they aspired for.

When it came to '*who supported'* the women by 'replacing them in the household work' or 'sharing the household work/ care work', it was mainly the mother who took care of all the routine substitution or contingencies/ exigencies and externalities. Sometimes sister was also mentioned, mainly by unmarried women, and sometimes daughter/ sister were mentioned e by married women as being supportive. It was obvious, that unless there was somebody to replace them in the background- unseen and may be unacknowledged – to substantially replace/ support them in household work/ and childcare, the women was perceived it increasingly difficult for women to go out for remunerative work.

Who Controls/ Supports: Unmarried

% of unmarried women

Legend:
- me only
- me, mother & father/ brother
- mother only
- only males father &/or brother
- me & mother
- me & father/ brother
- mother & father/ brother
- mother and sister

Women's agency +
Women's agency -

Who decides whether and which job you do/ will do?
- me only, 25
- 17
- only males father &/or brother, 17

Hurdles due to whom?
- me only, 33
- 17
- only males father &/or brother, 25

Who keeps/ will keep your income
- me, mother & father/ brother 33
- 8
- only males father &/or brother, 25

Who decides how to spend your income?
- me only, 17
- 17
- only males father &/or brother, 25

Who does Household work when you go for job?
- me only, 18
- me & mother, 27
- mother only, 36

Who replaces you/ does your share of household work when you go for job?
- mother only, 58
- only males father &/or brother, 8
- mother and sister, 25
- 8

Who Controls/ Supports: Married

% of married women

Legend:
- me only
- me, mother & father/ brother/ husband
- mother only
- only males father &/or brother &/or husband
- sister only
- me & mother
- me & father/ brother/ husband
- mother & father/ brother/ husband
- mother and sister
- daughter &/or mother-in-law &/or sister-in-law

Women's Agency+
Women's Agency -

Who decides whether and which job you do/ will do?
- me only, 33
- 8
- only males father &/or brother &/or husband, 42

Hurdles due to whom?
- me only, 67
- only males father &/or brother &/or husband, 33

Who keeps/ will keep your income
- me only, 58
- only males father &/or brother &/or husband, 8

Who decides how to spend your income?
- me only, 67
- only males father &/or brother &/or husband, 8

Who does Household work when you go for job?
- me only, 80
- mother only, 10

Who replaces you/ does your share of household work when you go for job?
- I, Nobody, 42
- 8
- mother and sister
- daughter &/or mother-in-law &/or sister-in-law, 17

Figure 0-10 Role of family vs. livelihood of unmarried/ married women & Women's Agency

Most Important Take-Away

If three major take-away of this study were to be identified, they could be identified as follows:

A look at the reality of…

Unmarried - urban, resource-poor, young women…
- ✓ when educated and trained, do prefer jobs that teach new/ more skills,
- ➢ do not have much say (termed as 'Women's Agency' in this research) in deciding
  - ▪ whether and what job they can do, do not have much say in
  - ▪ who would keep the earning and
  - ▪ Have hardly any say in how their earning would be spent.
  - ➢ Mostly because, their parents, relatives, society and they themselves seem to be
    - o 'waiting for marriage to happen', 'husband and in-laws will decide'
    - o Do not know 'where they would stay after marriage'
  - ➢ Also because, their efforts to be independent, work or even develop networks independent of parents and family- through friends and mobile phone/ internet- are
    - o Quickly branded as 'signs of a spoilt women'
    - ▪ As 'marriage against wishes of family' is a taboo and
    - ▪ And as job, education, mobile phone - all 'are things that can lead in that direction (of 'love marriage')'
- ✓ Do prefer outdoor jobs over home-based jobs.
  But indoor jobs (other than home-based) are still their first choice.
- ✓ Are supported, mainly by their mother (and sometimes sister), who replace them in household-work, while they earn their livelihood. Even the father or the brother pitch-in once in a while.

Married - urban, resource-poor, young women…
- ✓ When belong to lesser total household-income group, do prefer jobs that teach new/ more skills (),
- ➢ Have much more say (Women's Agency), as compared to unmarried women, in deciding
  - ▪ whether and what job they can do, do not have much say in
  - ▪ who would keep the earning and
  - ▪ Hardly any say in how their earning would be spent
  - ➢ Mostly because, their in-laws, parents, relatives, society and they themselves seem to
    - o Consider them 'as settled as they can be' and
    - o Do know 'where they would stay in any case – with in-laws or separately or with own parents'
  - ➢ Also because, their efforts to be independent, work or even develop networks independent of parents and family- through friends and mobile phone/ internet- are
    - o Less quickly branded as signs of a 'spoilt women'
    - ▪ As marriage has already happened- at least once
    - ▪ And as job, training and mobile phone - all are 'still things that can lead becoming a spoilt woman, but to a lesser degree'
- ✓ Also because, almost half of married women are not staying with their husbands or in-laws, by choice or due to separation or husband's migration for work etc. Most of them do have children as well. The family, society and they themselves seem to take their own agency more seriously.
- ✓ **When they are separated** from husbands (almost half of married women are), then,
  - o If they do not have children,
    - ▪ **They do prefer outdoor jobs – even, in fact, much more than the unmarried women.**
    - ▪ Both outdoor and indoor jobs (other than home-based) are equally placed in their preference ranking.
- ✓ When they have children

- They prefer, like the unmarried ones (but to a larger extent), indoor work (other than home-based work) the most, and outdoor work preference takes a back-seat with some increase in preference for home-based work.
  - Mainly because they…
- ✓ (Overall married women) are NOT supported for their household work, especially not as much as their unmarried counterparts/ past (where the mother/ sister used to replace them in household work).
  - Hardly anybody replaces them (married women) in household work when they earn their livelihood.
  - Only sometimes do their mother or daughter or sister replace them,
  - While the husband/ father/ brother hardly ever replace them in household work.
- ✓ So even though the married women do exercise their agency more, they also face more 'lack of support in household work'
- ✓ The more they prefer jobs that provide opportunities to develop network with 'good people', get guidance in times of trouble, the more is their agency (in deciding whether and which job to take, keeping and spending their earnings and facing less hurdle form the menfolk), and vice-a-versa.

A look at the aspirations before 'realistic choices' of…

The urban, resource-poor, young women, before making the 'realistic choices', do aspire for a job that …

1. suits their preferred timings (morning or afternoon shifts),
2. Provides social security (medical card- entitling them for subsidised medical facilities, insurance, Provident Fund, Bonus, Life insurance etc.),
3. involves less commute to workplace (taking 45 minutes or maximum of 1 hour - two-way-total and costing less than 750 per month),
4. provides for adequate leave (5.8 per month and about 24 more per annum- for medical/ casual/ native-place visit/ festival purposes)
5. limits number of work-hours to around 7-1/2 hours per day (interestingly, the married and having no children group- that favored 'outdoor jobs' –even more than the unmarried ones, would also like to work for the least number of hours)
6. gives an earnings of around Rs. 16600 per month, - ranging from average minimum of 12700 to average maximum of 24900. These numbers, incidentally also hovers around the Delhi government's latest minimum wage of just about Rs. 12,000 per month for graduates (that would cover only the basic survival needs of food) to the 'Living Wage' for skilled/ matriculates or semi-skilled/ non-matriculates (that would also cover the other basic needs such as shelter, clothes etc.- but just for an individual – single person) to the concept of 'Family Wage' (that would - at the least – partly support a dependent within the family).

   This supports the finding that the monetary expectations of the women (12700 – 16600 – 24900) are in line with the cost of living in Delhi city and
   - minimum survival needs,
   - to the aspiration of supporting at least one's own self completely/ being independent w.r.t. basic needs other than just food
   - to the wish of supporting at least part of one's family expenses
7. Could provide pick up and drop facility, if possible.

And a job that also involves…

8. drinking water and sanitation facilities at workplace (taken for granted),
9. safety at workplace (an important issue)
10. networking with good people and guidance in times of trouble (very important –especially for married women)
11. opportunities to learn work or acquire new skills, (important – in case of unmarried women)
12. no derision from boss and get respect from colleagues,
13. designation and identity of the job profile,
14. timely payment and provision of gifts and monetary advance free of interest, and the last factor –
15. Owning the venture or being one's own boss.

A look at the 'realistic choices' of...

The urban, resource-poor, young women, when faced with the 'realistic choices', of choosing a job- from two jobs that offered only one of the seven factors mentioned above, made choices- that revealed – one of the findings of this study- what it 'ultimately boils down to': **Women would take up jobs that**

1. suit their preferred timings **or**
2. provide social security **or**
3. involve less commute to workplace **or**
4. provide for adequate leave **or**

-**even when** it meant that they would have to work for more than their desired number of hours or earn less than their desired monthly income, and of course – pick & drop facility was not there at all.

Also, while drinking water and sanitation facilities at workplace were taken for granted, and safety at workplace remained an important issue for choosing jobs,

- Married women chose the jobs that provided networking with good people and guidance in times of trouble. In fact it was found to correlate well with the agency of married women as well – i.e. more the married women preferred this networking and guidance, the more say they had in whether and which job to do, keep and spend their earnings and face less hurdles from menfolk of the household w.r.t. earning their livelihood.
- Unmarried women, who had more education and training, had higher tendency to choose jobs that gave opportunities to learn work or acquire new skills.

A look at what lies behind...

The 'invisible' deterrent structure and 'unacknowledged' support structure that affects women's aspirations, choices and prospects came out as well.

- The uncertainty associated with marriage in patriarchy– from basic question of what would be the location of the new home, to who the marital family would be, what would they want/ support/ oppose
- The patriarchal menfolk of the house becoming the biggest hurdles (in deciding whether and which job the women should do, keeping and spending their earning, perpetuating 'spoilt women stereotype') and providing the least, if any, support (not sharing/ replacing women in household work, while the women earn)
- Lack of formal spaces where channels of information can be accessed, information can be exchanged and mutual support might be provided, with the 'spoilt women' image marring the other venues available to men.
- Lack of support structure, and the double workload, as it boils down to – unless the unpaid, unacknowledged housework replacement happened (by a mother or sister or daughter in most cases), women's choices (and aspirations) tended to veer away from 'outdoor jobs'.

Agency of Women

An indicator was created in this study to represent the '*agency of the women*'[6]. Some indications were found that married women exercised their agency more than the unmarried women (who depended/ got influenced more by the family members)[7]; further reinforcing the insights about the role 'marriage' seemed to play.

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[6] Which meant – how much of a 'say' that they had in the matters related to their livelihoods. From various associations and correlations, this indicator, in this study was based on responses to three questions - who decided how the earnings would be used, who would keep the earnings and who reported facing 'less hurdles from the men-folk of the household'. The responses were graded according to whether it had mainly me (max score) to progressively sharing the decision making powers with others (lesser scores)

[7] In fact – there were some indications that women having children seemed to exercise their agency even more than the married women who did not have children. These glimpses could be probed further in future study.
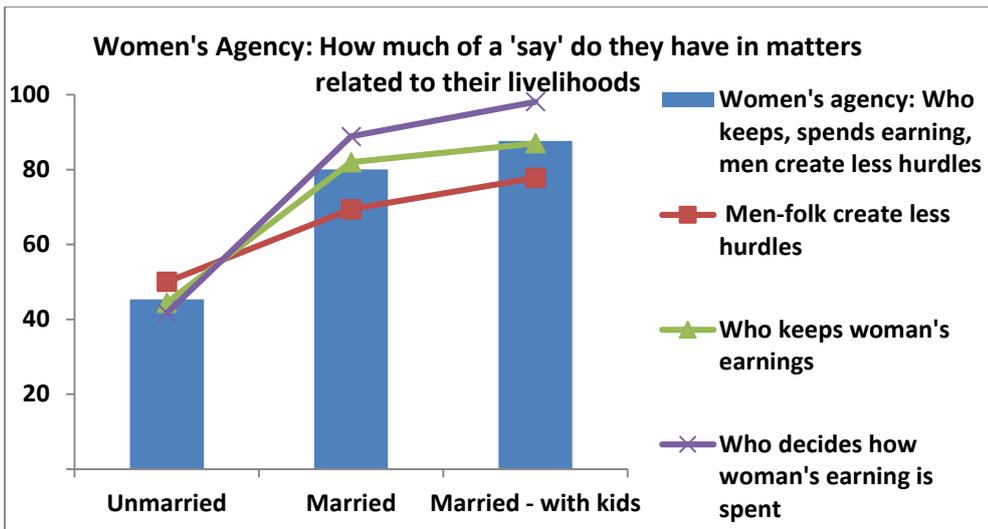
Figure 0-11 Women's agency: Unmarried, married and significant correlations: example
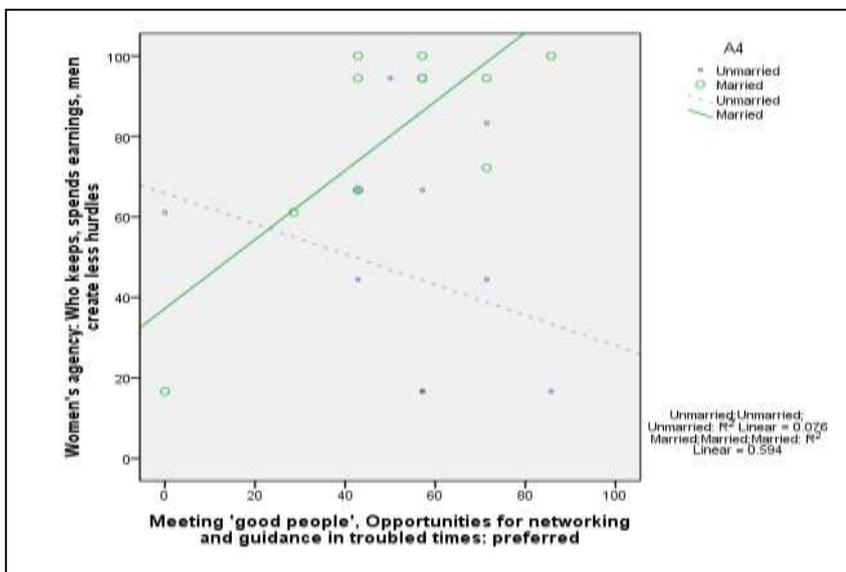
Figure 0-12 Women's agency and preference for networking & guidance
Various factors were analysed, with respect to the agency of women. For example, agency of married women seemed to be associated with the opportunities for 'meeting good people', developing networks and finding guidance in times of trouble .

What is needed? Human and digital social networks...

When the women decide to earn a livelihood, where would they find the relevant information from? It was found that the main sources of information about availability of jobs included the *human network,* mainly friends or people working in those places. Acquaintances, neighbours and other media of mass communications- mainly newspapers, television etc. also played a supplementary role. Pamphlets, internet, mobile phones, radio and camps by the employer organizations were the next prevalent source of information. Some agents and family members were the last group of sources of information about jobs. While, the stereotype of 'spoilt woman' reported 'talking on mobile' or using internet (social networking or cyber café visit etc.) to be a 'no-no', most of the women did have mobile phones, and a third also had internet on their mobile. And contrary to popular belief, use of mobile and internet, i.e. the *digital/ telephonic social network*, did, reportedly, include many functional uses for the purposes of livelihood search, preparation for and advancement in.

Felt needs: what support is required?

Finally, when we look at 'what did the women think they needed for going after the livelihoods they aspired for and think about 'what factors supported them and which were the hindrances and how could they be overcome, following list of 'felt needs' emerges.

- Financial support is required

- Support in acquiring relevant educational qualifications and skills based training
- Guidance on livelihoods choices/ formal system of information on available opportunities and awareness on sources of information for the same
- Current work-situation/study situation/ family structure (and patriarchal practices) it difficult for the women to
  - Find time
  - Find system to share the current workload
  - Find child/ sibling care system
  - So that they can pursue their livelihood aspirations
- Advice/ support system for countering family pressure for getting married (in case of unmarried women) or for remaining a 'homemaker' (in case of married women)
- Support system for countering outside factors such as from safety, to corruption, to rights violation/ withholding of pay etc.
- Grievance-redress system against financial exploitation. These innumerable problems seemed insurmountable without a network of support.
- Finding right matches for their aspiration – in terms of information, trainings or courses available etc. - was another clear need articulated by many women.

Recommendations

I. To counter the forces within and outside the family, neighbourhood and workplaces, which prove to be hindrances in pursuing livelihood aspirations, building on the already existing support networks of women could be the first way out. What they seemed to need was a place where they could come together and share the information, problems and possible solutions/ action plans- on a regular basis, with or without anybody facilitating it. In-fact, the process of FGDs during this study itself- seemed to clarify the situation and the way ahead for many of the women participants- without any input from the moderators. So Azad Foundation or any other organization (government or NGO) could start with such a 'discussion space- physical room and facilities first.

II. The second aspect that did seem pretty straight-forward as a recommendation to be made was- creating the internet support network - facilities, access and freedom to use the IT structures (may be laptops/ smart phones or other systems) placed at the discussion room or nearby – exclusively for women and their support system. This would also demystify the 'mobile', 'social networking' and 'internet' among the community at large and pave the way to counter the 'spoilt woman' stereotype that creates hindrances at social and household levels. It would also go a long way in fostering the agency of women- to find solutions and nuanced action plans for many of their problems.

III. How to support and enable the women on implementing the action plans that they think about – based on the information they gather – would be the next big challenge!

Until that happens, the following would be the logical take-away/ recommendations from this study.

1. Women aspiring for doing/ continuing an economic activity critically need space where they could get together and share their issues, information and probable solutions on a regular basis. This space may or may not need a facilitator depending on the issues that the women are dealing with/ discussing. The need for such a space was obvious as the FGDs themselves seemed to benefit many women participants. The FGDs conducted by the research team provided an opportunity to the women to share information, discuss their issues among themselves and clarify the situation, issues and options available to them. Therefore it is suggested that such a physical space may be made available to women where they can get together periodically and discuss various issues.

2. As most of the women have access to mobile phones and a significant proportion have access to and /or experience in accessing the internet, it is suggested that an internet support network may also be initiated. This could also involve facilitation for training and support among themselves – on how to use mobiles, smart phones, internet to find solutions as per one's individual needs and keep oneself updated.

3. The discussion space and access to internet can be combined. The point to be noted is that these need be made available at a convenient location for both kinds of tech-savvy or non-tech-savvy user groups of women. For example the meeting space for women who do not have individual access to phone/ internet, could also serve as a venue where the digital divide is also attempted to be breached, if they so choose.

4. On one hand, this will provide necessary information to the aspiring women; while on the other hand, it will also dent the 'spoilt women' stereotype that creates hindrances, at social and household levels, for realisation of livelihood aspirations. A conscious and planned approach at breaching this stereotype needs to become an integral part of the intervention.

5. A cooperative/ collaborative group and cohesive support system also needs to be envisaged- through this meeting-discussion cum digital-women-friendly-and-for-all-women inclusive space. This support system can follow up and support the women to implement the action plans, which might develop during their discussions.

6. A civil society organisation, such as Azad Foundation could, in a focussed way, try to highlight the role models/ support the resource persons available among the women of the slum cluster itself, by using various methods, such as interviews/ talks with and case studies of struggling and successful women belonging to the slum clusters and engaged in various livelihoods.

7. A civil society organisation, such as Azad Foundation could institutionalise a mechanism to update itself and the women it interacts with in the slum clusters – with latest information about the policies/ laws/ rules/ guidelines/ cases/ judgements/ programmes/ news and research about labour, time and cost/ wages of women in the labour market/ service sector, livelihood opportunities available to women, working conditions and other details about those opportunities. This role, like that of a resource agency, could help Azad further connect with women in the slum cluster and enable them to empower themselves.

Way Forward

✓ A real and virtual social network through physical 'meeting-discussion-information space' (in slum clusters) and access to internet could play a major role in empowering the women if it fosters their agency in finding solutions and enables them to collaborate and cooperate among themselves for implementing the action plans that they might chalk out for many of their problems.

✓ Azad Foundation could also strengthen its outreach programme, first by making Information, Education and Communication (IEC) material around the key messages of the issues emerging from this study, so as to increase the understanding and capacity of team members on these subject, as they had also shared during the study, that many of the mobilisation team members were discussing and grappling with these issues upfront, for the first time, during data collection/ discussions related to this study itself.

✓ Civil society organisations could look into the findings and figure out, which factors support and which factors deter the agency of women with regards to their livelihoods. They could also look into how do the various programmes, policies and intervention strategies, including trainings, measure up against the parameters of agency of women. What truly worked and what does not as far as 'empowerment' of women and their agency!

✓ The unpaid, unacknowledged, background support work of women in managing the household work and that of their fellow- household-work-sharers, needs to become formalised, so that it becomes part of policy making and intervention planning.

✓ Creating and fostering institutions, structures- economic and social – such that all kinds of works – personal household work, childcare work and livelihood earning work become 'at par', and all- men and women both are encourages/ facilitated to share equitable work in each sphere, and put in equal/ equitable time in all kinds of responsibilities (such that doing care-economy work does not prejudice one's 'career', be it a man or a woman, and all remain on equitable footing with the so called 'mainstream' work.)

✓ Creating structures and policies that not only
   o support women if they wish to take up 'livelihoods from the traditional male bastion'., but also,
   o And more importantly, instil the similar, equitable value (in terms of recognition, remuneration and professionalism) to those works (be it within the household or outside it) that have been done by women so far…

- ✓ i.e. not just bring women into 'men's work domain', but also men back into 'women's work domain' supplementing the dignity to the 'traditional work' of women as well.
- ✓ Gearing the direction of economic policies and women's empowerment programmes in the directions of women's aspirations which include provision of social security measures, leave and medical support, efficiently enforcing living or family wage in place of minimum wage, safe workplaces among other economical and professional ethics.
- ✓ Creating and fostering discussion and support forums for women and their families, such that they can implement their shared action plans that come up after information exchange and access to wider information, creating a web of not only digital/virtual but also actual human support network.
- ✓ Learning from Azad's and other such organisations' experience in empowering women, especially the gender components of their trainings (apart from livelihood related specific skills) and handholding support and follow up structures – would be need to be looked into by the government, while designing programmes and policies around women empowerment.

1   Background, Rationale and Methodology of the Study

Livelihood choices of urban, young, resource-poor women are influenced by various economic, societal and personal factors and perspectives. The broad objective of this study was to explore livelihood aspirations of the women, map these factors that affect those aspirations and explore the livelihood opportunities available to these women. Results of this study would have two main applications:

1. It would inform the ongoing intervention of Azad Foundation[8], to evolve appropriate communication and mobilisation as well as training and intervention strategies towards blending the aspirations of young, urban, resource-poor women with livelihood opportunities.
2. It would be used as a tool to engage with the government and the civil society on women's livelihood issues

1.1   Background

Urban poverty and unemployment among young women is an urgent and challenging issue for both government and civil society. The capitalist employment market promises much, but in fact, in many ways, it reinforces patriarchy and class oppression. Globalised capitalism and feudal patriarchy pervades all spheres of lives of the young, women living in urban slum clusters. Poverty renders their situation all the more stark. Even while the growing economy offers some new options, women, on an average, continue to opt mainly for traditional urban livelihoods. The avenues for women to access new kinds of employment opportunities and acquire the relevant skills are also limited. Azad Foundation's own experience amply indicates that many resource-poor women now do not want to opt for traditional livelihoods. They harbour new aspirations.

As the young, resource-poor women in the urban slum clusters *(bastis)* of Delhi reach out to newer occupations, they face a number of challenges. These challenges include lack of access to skill development and educational avenues, adverse working conditions, inadequate information, gender discrimination and violence (in families and in society).

Azad Foundation strives to train women to acquire the skills needed for driving taxis/ cars in Delhi, the capital city of India, through its Women on Wheels Programme. It also helps them find employment as drivers in taxis and chauffeurs in privately-owned vehicles. Azad's comprehensive training and placement program trains them to confidently claim their space in the public domain. Azad's emphasis is also on its self-development training component, which is aimed at enabling women drivers to negotiate boldly with men and society in general.

Yet, there is an overall absence of efforts, with only a few exceptions, for creating an enabling work environment where women could be employed with dignity. The livelihood options encouraged by a large section of the civil society and government are inadequate. They utterly lack any social change agenda in their attempts to provide livelihoods to women, while tall claims of empowerment are not hard to come by.

1.2   Rationale of the Study

Against this backdrop, it became important, for any civil society group or organisation working towards empowerment of women to develop a better understanding about and documentation of young resource-poor women's aspirations with regard to their livelihoods, their perception of available opportunities, in order to further explore how choices were influenced by societal, educational, market and familial factors.

A study could be a window to understand and document what their preferences and reasons were behind their choices and decisions. This study could help Azad Foundation in its communication and mobilization strategies. Results could also help

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[8] http://www.azadfoundation.com/, a six year old Delhi based Trust working on addressing the persistent gender inequities in India by demonstrating engendered and high-return livelihood options for poor urban women. By developing new and bold "livelihoods with dignity" options that enhance urban disadvantaged women' economic status, dignity, and decision-making within their families; AF works towards developing a cadre of women become agents of change - carrying values of inclusion, mutual respect and democratising the spaces that they occupy - their family, community and more. Towards this, Azad Foundation already trains and prepares women with nominal economic and social capital to become professional and commercial drivers. Qualified women drivers are then provided employment opportunities in partnership with Sakha Consulting Wings Private Limited, the for-profit sister organization of Azad Foundation.

get some indications regarding the kind of enabling environment needed to facilitate women's aspirations for a livelihood with dignity. The insights would be important for the organisations and governments/ authorities that allocate their energies and funds for such livelihood opportunities.

Hence, a study was suggested by Azad Foundation with the following **objectives** –

- Explore the livelihood aspirations, preferences, choices and decisions of young, resource-poor women in the urban slum clusters
- Explore the perceptions of women with regard to available opportunities
- Explore the effect of economic, societal, market and familial factors on their livelihood aspirations.

1.3   Methodology of the Study

Azad Foundation constituted a study team that comprised of a lead study consultant, an anchor study lead from Azad Foundation supported by other study and mobilisation team staff/ ad-hoc consultants and academicians in advisor capacity at various stages.

The study questions that the team arrived at were as follows:

i.   What are the livelihood aspirations of the respondents? What are their perceptions about different livelihood options in relation to income and working conditions?
ii.   What are their preferences, when faced with a choice?
iii. What are their sources of information, sources of inspiration[9]?
iv.   What are their perceptions about opinion of family members and the role of family?
v.   What are their perceptions about 'women and paid work' in general and with regard to life stages in particular?

Table 1.1 Study sites, sample and tools

Zone	Basti No.	Slum Clusters	Focus Group Discussions		In-depth Interviews	
			Unmarried	Married	Unmarried	Married
South	1	Govindpuri- Indira Kalyan Vihar Okhla/ Tekhand Village	1	1	2	2
	2	Badarpur- Mohanbaba Nagar	1	1	2	2
East	3	Aaradhak Nagar	1	1	2	2
	4	New Sanjay Amar colony	1	1	1	3
North	5	Holambi Kalan	1	1	3	1
	6	Wazirpur/ J.J. Colony	1	1	2	2
Total	**6**	**October to December 2014**	**6**	**6**	**12**	**12**
FGDs	**12**	**(Around 150 participants) October - November 2014**				
Interviews	**24**	**(24 In-depth Interviews) November – January 2015**				

Six slum clusters (*Bastis*), were chosen for the study, which were lower middle class habitations, situated mainly in South, North and East Delhi (See Table 1.1). Staff of Azad Foundation had not yet started very intensive activities in those clusters. Women who were 18-35-year old (young), who had completed a minimum of primary schooling and were not studying in school at present (less educated), who were living in slum clusters of Delhi, who may be employed, unemployed or looking for an employmen - were the focus of the sample of this study.

Qualitative and quantitative methods, both were adopted in the study. A Focus Group Discussion Checklist and an In-depth Interview Tool were drafted and the study was carried out in two stages.

1.1.1   Qualitative Exploratory Stage

A qualitative exploratory study was undertaken first during October – November 2014. This stage involved twelve Focused Group Discussions (FGDs) with small groups of young women -- Two FGDs per slum-cluster, with 6-15 women per group

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[9] Source of inspiration refers to the guidance/ push/ pressures etc from a member of the family or community

and the two groups defined by their marital status (One FGD of unmarried and one of married women), covering interactions with around 140-50 women in total.

1.1.2   Quantitative Exploratory Stage

A quantitative exploratory study was undertaken next, during November – January 2015. Insights from the first stage/ qualitative study further improved the In-depth Interview tool that had been developed. The tool was pre-dominantly close-ended. Twenty-four interviews– four per slum-cluster (two of unmarried and two of married women) were conducted with the help of Azad's mobilisation team and researchers. The interviews also collected socio-economic data of the young women and their families. The data was statistically analyzed and associations among various factors were explored.

Tthrough both the stages, perceptions of the young women about the various livelihood options were explored. The study also explored associations between aspects of livelihood aspiration and factors such as income, education data, marital and parenting status etc.

This report presents the key findings based on qualitative insights and quantitative data/ indicative associations between various factors. The insights and recommendations presented in the last chapter can be further refined through a larger study.

2 Respondent Profile & Current Livelihoods

This chapter, in its first section, describes the characteristics of the households, followed by respondent profile. The second section describes the work experience and kind of livelihoods opportunities that had been availed by the respondent women who participated in the study. Last section explores perception of the women about the livelihood opportunities in terms of which jobs they consider as the 'worst ones' and why.

2.1   Household Profile

As mentioned earlier, this study revolves around urban, resource-poor, young women. The variety of urban context that the six slum-clusters depict range from resettlement colonies to unauthorized slum clusters. In terms of resource poverty, the respondent women belonged to households that had following profile (The findings stand more or less valid for both quantitative and qualitative explorations, unless specifically differentiated).The respondents' households on an average had five members, with the minimum number being two and maximum seven. FGD participants also belonged to similar size households, with one exception where the maximum number of household members was ten.

The mean household income of both kinds of participants (in qualitative and quantitative explorations) ranged around the average of 13,000-14,500 rupees per month, with the minimum amount ranging from rupees 2,400 to less than 5,000. Up to sixty percent of the households earned less than 15,500 rupees a month, while up to eighty percent had less than 21,000 as their monthly income. The current income of the respondent women was much lesser and is described later in this chapter (2.3.1)[10].

2.2   Respondent Profile

Among the 150 odd participants, almost half were found to be 21-25 year old. Around 42% had studied till 10th or 12th, one fourth of them had completed first or second year of graduation, while 4% had passed graduation. More than one third of the women were still continuing their education.

The most common trainings that the women had taken included computer related courses ranging from basic course to diplomas, beauty parlour related formal or informal or on-job trainings, tailoring related courses and other trainings (viz. English speaking, health related trainings, Industrial Training Institute's -ITI- courses, nursing etc.) The participants mentioned that they could easily take these courses because they were free or less costly and did not involve much commute cost or time.

2.2.1   Family, Marital and Parental Status

While half of the respondents were unmarried by design, the married women's parental and family profile (joint/ nuclear/ single, with or without children, with natal family or in-laws...) showed an interesting picture of life of young women in slum clusters of Delhi.
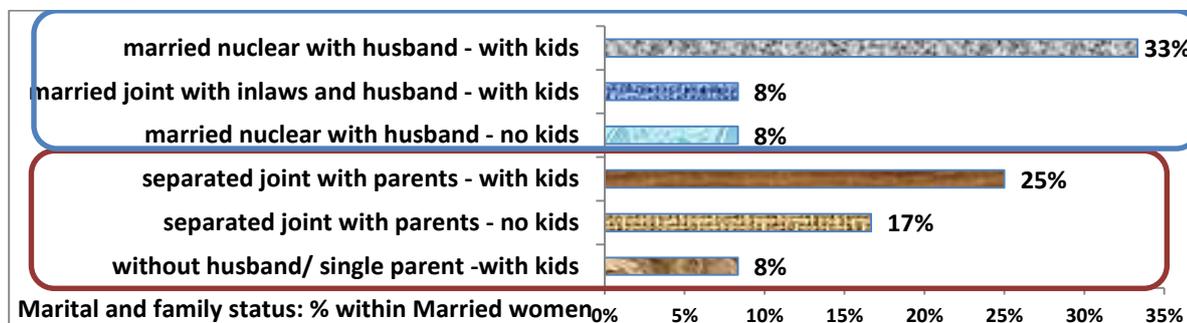
Figure 2-1 Marital and family status

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[10] This includes around 150 households covered through FGDs and Interviews across 6 slum clusters. A larger study could bring out further nuances of household income profiles of women who opt for indoor/ outdoor jobs.

Three out of four of all married respondents had children. About half of the married respondents were not staying with their husbands at present. Majority of them had children. The point to be noted in this study was that many (almost 3-4 out of ten) married women of these six slum clusters of Delhi, were reported to be staying with their parents, in their natal home, after marriage. Many of them had children who were now staying with their maternal grandparents and mother (25% of all married women) (See Figure 2-1).

More than half the respondents were engaged in earning a livelihood at the time of the study (less among the FGD participants). While most of them had some experience of remunerative occupations, higher proportions of married women (as compared to unmarried ones) had past work experience or were currently engaged in earning a livelihood.

2.3   Livelihood Opportunities: which all livelihoods have been practiced?

Among the women who participated in the study and had ever engaged in earning a livelihood, most were engaged in jobs that required them to work out of 'indoors other than their homes'.

'Working from home' was the second most prevalent location followed by 'outdoor work' (See Figure 2-2).
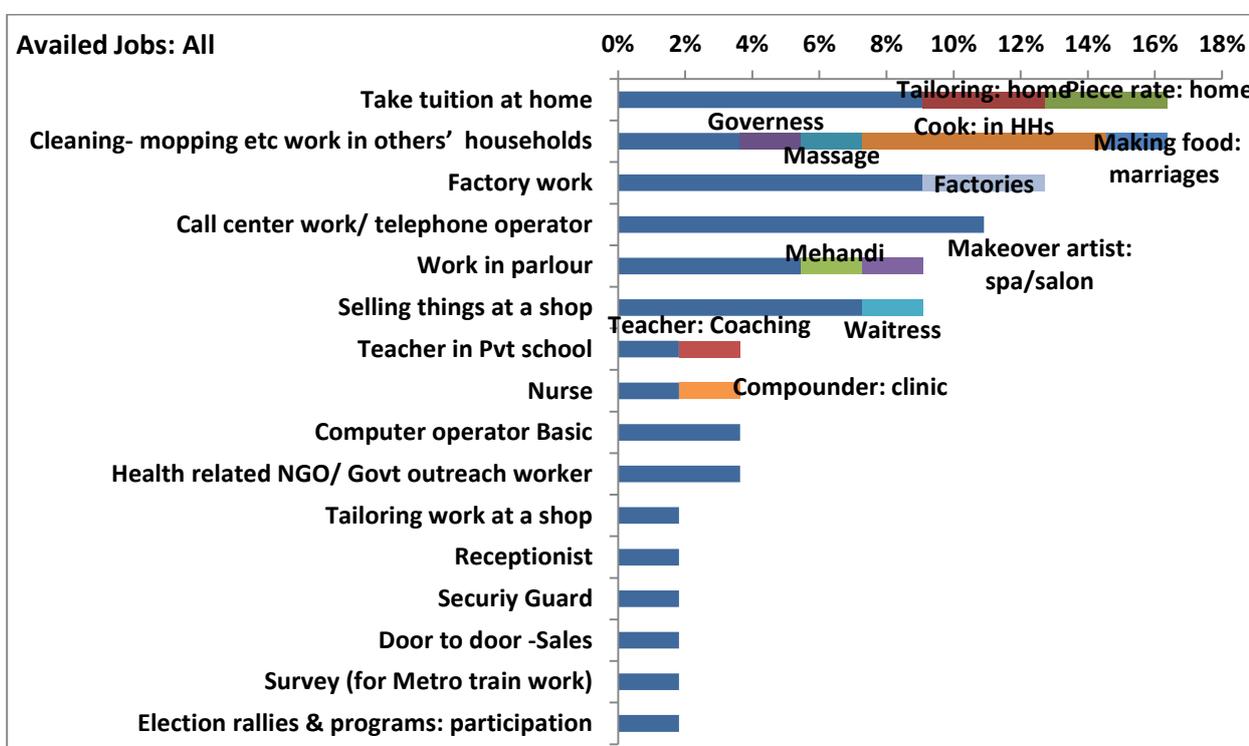
Figure 2-2 Livelihoods: Practiced Ever

The jobs 'at home' included tailoring at home, taking tuition at home and piece rate work at home.

Jobs in other 'indoor' places included cooking in other households, cleaning – mopping in other households, being a governess for children or patients in other households, providing massage to the new-born, elderly etc., teaching tailoring at a shop, working in local beauty parlors or higher end spa/ salons, putting *Mehandi* in parlors and other houses, teaching in private schools, teaching in coaching classes, selling things at a shop counter, being a waitress, operating computers, working in call centers, assembling parts in factories, being a receptionist, being a Nurse or a compounder and other such occupations.

'Outdoor works' included outreach work with Non-Government Organizations (NGOs) or the government, especially in health sector, being a security guard, door to door sales, survey (for Metro train work) etc.

2.3.1   Incomes of respondents

Most of the respondent women were earning less than 10,000 rupees each month. The average current income of women respondents was around 6,500 rupees while the maximum was 18,000 rupees per month.

When the highest monthly income earned ever by the respondents (either currently or in the past) was calculated among the interview respondents– the average turned out to be more than rupees 10,000 per month, indicating that many of them had an experience of earning more than what they were currently getting.

For up-to-sixty- percent of the women respondents (60th percentile), the highest income they had ever earned, remained less than 9400 rupees a month. Whereas for up-to-eighty-percent women (80th percentile), the highest income they had ever earned, was less than 18,000 rupees per month (See Figure 2-3).
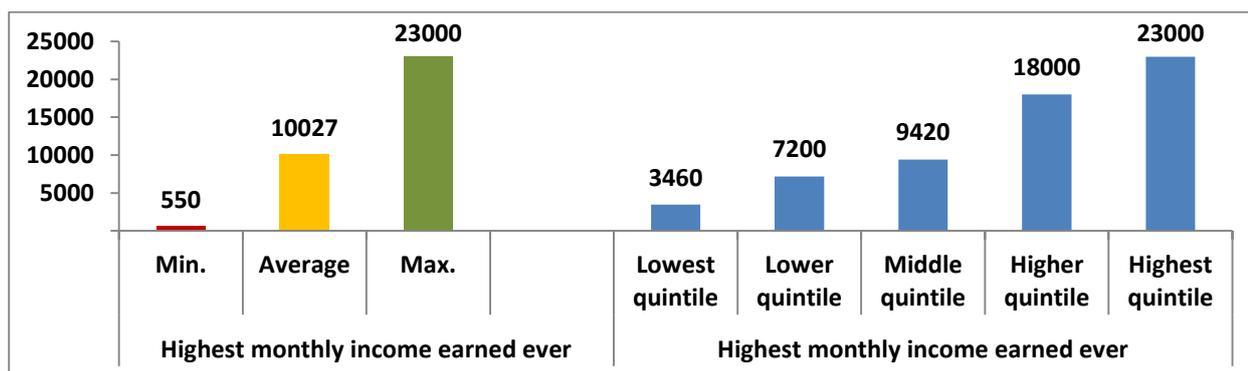
Figure 2-3 Highest monthly incomes ever earned (current or past) of the women

2.3.2   Financial Inclusion

More than two thirds of the participant women had a bank account. This proportion was much higher among unmarried respondents – around nine in ten, whereas in the case of married women, almost half the participants did not hold any account with any authorized institution (bank, post office etc.).

3   Livelihood Aspirations: which occupations are liked & why?

This chapter, in its first section, would describe the occupations that reflected the livelihood aspirations of the women who participated in this study, to be specific, the top-two-jobs listed by women as their 'dream jobs'. This would then be contrasted by brief mention of two-worst-jobs listed by the same participants. Next section would explore what made these jobs top-jobs[11] or worst-jobs in the women's perception. The factors that were mentioned by women would be listed and the factor-profile of these job-groups would end this chapter.

3.1   Top-2-Jobs and Worst-2-Jobs

When the livelihoods mentioned by various respondents as their top-two jobs - were compiled and categorized, overall, six groups seemed to emerge (See Figure 3-1)
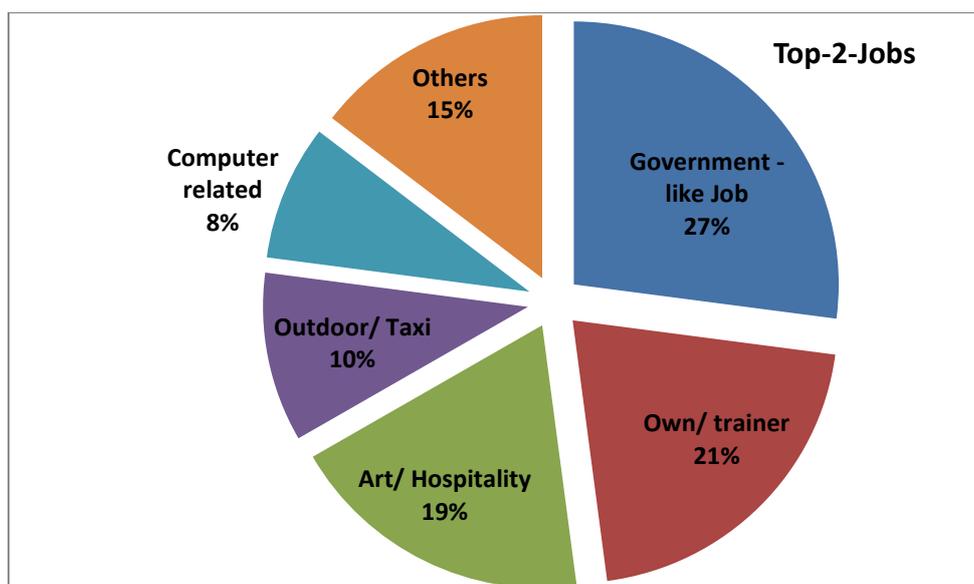
Figure 3-1 Top-2-Jobs

Government jobs or jobs with similar job profile (job security, social security benefits, paid leave etc.) seemed to be the most preferred group of jobs among the respondent women and comprised - 'any government job', teacher in a government school, police constable or inspector, bank clerk or officer etc.[12].

The next two most frequent groups of aspirations revolved around livelihoods that either put the women in an entrepreneurial or 'being my own boss' mode, or in an artistic or glamour/ hospitality mode. The 'entrepreneurial' group comprised opening up one's own beauty parlour, or becoming a 'trainer in the beauty industry', becoming a 'chef', taking tuitions or tailoring jobs at home, supplying pickle as an entrepreneur etc. Whereas, the 'art/ glamour/ hospitality' group comprised - being a singer or dancer or 'artist' or fashion designer or air hostess etc.

Outdoor livelihoods figured in around ten percent women's lists and comprised being a media assistant or in news reporting or a taxi driver etc.

Computer-related works also constituted a big group by themselves – in the dream livelihood list. The computer related group would be any 'computer related work' such as data entry, 'computer operator', 'computer typing' etc. Very few women also mentioned other livelihoods such as being a lawyer or nurse or working in a clinic or even a factory.

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[11] chapters in this report would depict - what the quantitative findings meant – mainly through charts - and what the qualitative insights were - through short anecdotes from individual women's information (in bluish boxes, with names changed to maintain anonymity).
[12] Annexes have the detailed lists and charts of the jobs. marked as best by the women

> - *Renuka:* 28 years. Passed class 8th. **Married. Two children**. Has done stitching/tailoring and beauty parlour courses. She feels that this can help her reduce household expenses. **She wants to learn driving, says,** *'My dream is to drive a vehicle.'*
> - *Sujata*: Completed class 8th through private. **Focused on educating her children**. **Has worked as a teacher for a few years and then in a mall as a security professional for 7-8 years**. Says, *'I loved studying but parents did not send me to school. I like cooking, tailoring and embroidery'*.
> - *Maitri:* B.A second year. **Wants to be a teacher.**

When women were asked about which jobs they disliked the most, following (See Figure 3-2) livelihoods emerged as the jobs that were ranked as worst two jobs by the respondents.
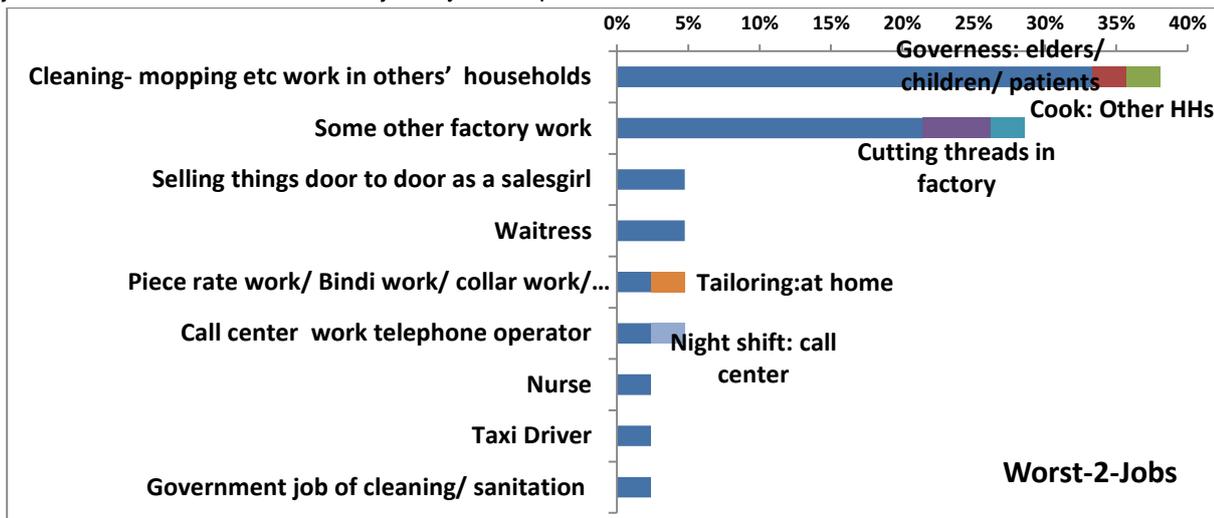
Figure 3-2 Worst-2-jobs

Although working as domestic servants/ maids/ cooks in other households and factory work were found to be the two most prevalent livelihood opportunities, they also featured as the two worst jobs as perceived by the women respondents. Working as waitress or a sales girl doing door-to-door marketing field work – were perceived as the next two worse jobs, followed by piece rate work at home, tailoring at home, call center work- especially night shifts at call centers among other livelihoods.

3.2 Why do women see these as best/ worst jobs? Perceived factors

When questions were asked about different factors/ aspects of a livelihood which made a job so dislikeable – or likeable for the women, mainly fifteen factors emerged (Ranking or Preference shown by the women among these factors – is discussed later)

Seven factors were given priority by women during the focus group discussions for describing a job as the best or the worst. These priority factors were as follows (listed - in the descending order of preference as shown by women during this study):

8. Whether the timing of the job- the shifts or the time of the day- was the one they preferred
9. Whether the job incorporated social security measures such as 'Medical Card' (ESI Card), Provident Fund (PF), 'LIC' - Life Insurance, regular bonus etc.
10. Whether the location of the job was close-by enough to keep the commute time and expenditure on commute- under their preferred limit and
11. Whether the job gave them enough number of paid leave
12. Whether the total number of working hours was what they would like the number to be
13. Whether a job gave good monthly income
14. Whether the job had a pick and drop arrangement like a company bus or van

The other eight factors, which made a job likeable or otherwise - included -
9. Water, sanitation and ventilation amenities (Toilet, drinking water, fan etc.)

10. Safety/ No harassment from males
11. Networking with 'good people', guidance during times of trouble
12. Opportunities to learn the work on the job or learn new skills during work
13. Respect from boss and colleagues, no derision by the boss
14. Job profile has an identity, a (known) designation
15. Gifts/ perks and availability (possibility) of interest-free advance
16. No other boss. One is boss herself/ own work/ business

When performance of these Top-2-Jobs was analysed on the seven priority factors, the following picture emerged (Figure 3-3)
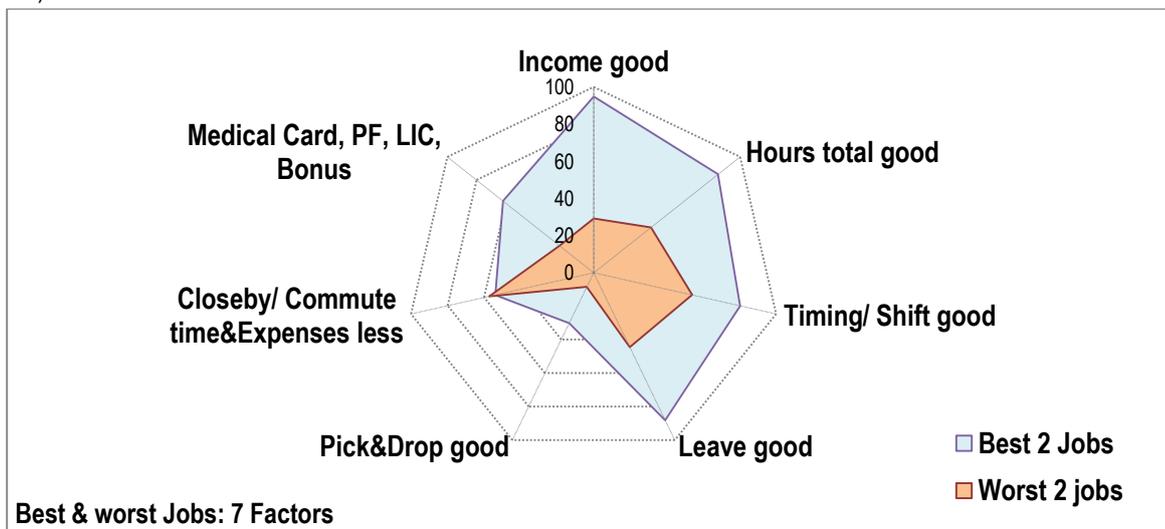
Figure 3-3 What makes 'best/worst' jobs? 7 factors

The livelihoods that had found place in the women's top-2-jobs lists were perceived by the women to have following pattern of 'good factors':

- Good income (more than 90% 'best-jobs had this factor),
- Good (reasonable) number of working hours, good timing (shift or the time of the day when work was to be done), good (reasonable) number of paid leave (all three were found in more than 80% of the 'best-jobs').
- Social security benefits and less commute were perceived to be part of around 60% of the 'best-2-jobs'.

The livelihoods that had found place in the women's worst-2-jobs lists, still showed almost equal time cost of commute as the 'best ones'. Whereas, the difference between the best and the worst job was most stark in matters of income, paid leave, working hours and social security benefits.
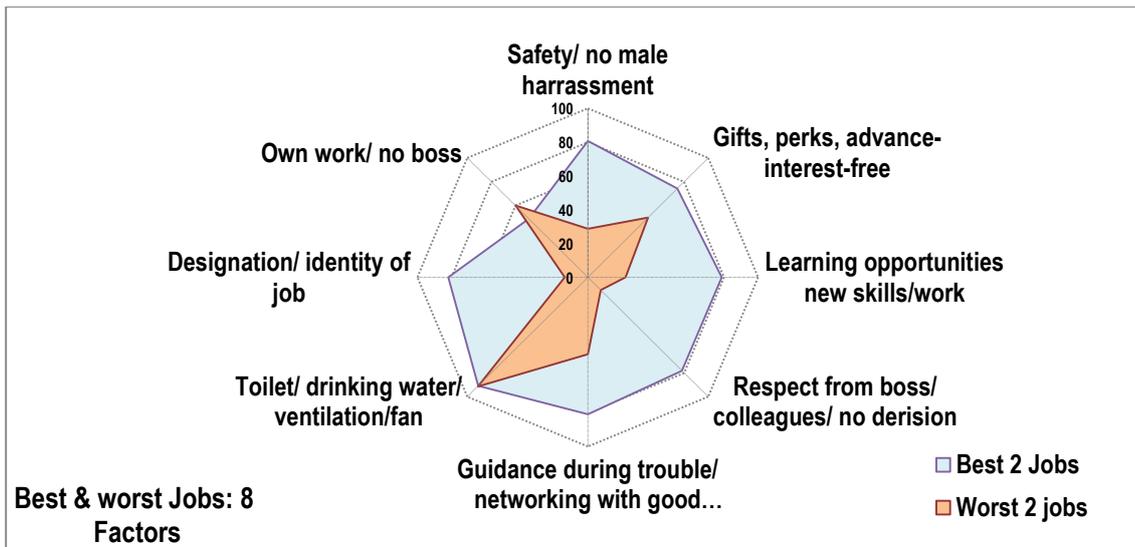
Figure 3-4 What makes best/worst jobs? 8 factors

When perception of women about the other eight factors was analysed, with regard to the best and the worst jobs they had listed, the pattern as seen in Figure 3-4 emerged. The difference between the best and the worst jobs was most stark in matters of 'no derision from boss/ respect from colleagues', designation/ job identity, learning opportunities, safety and guidance/ networking with 'good people' (in that descending sequence). In simpler terms, it meant that what made the best jobs 'best' in terms of these eight factors, was that they had more dignity (as compared to the worst jobs), safety and learning and guidance/ networking opportunities.
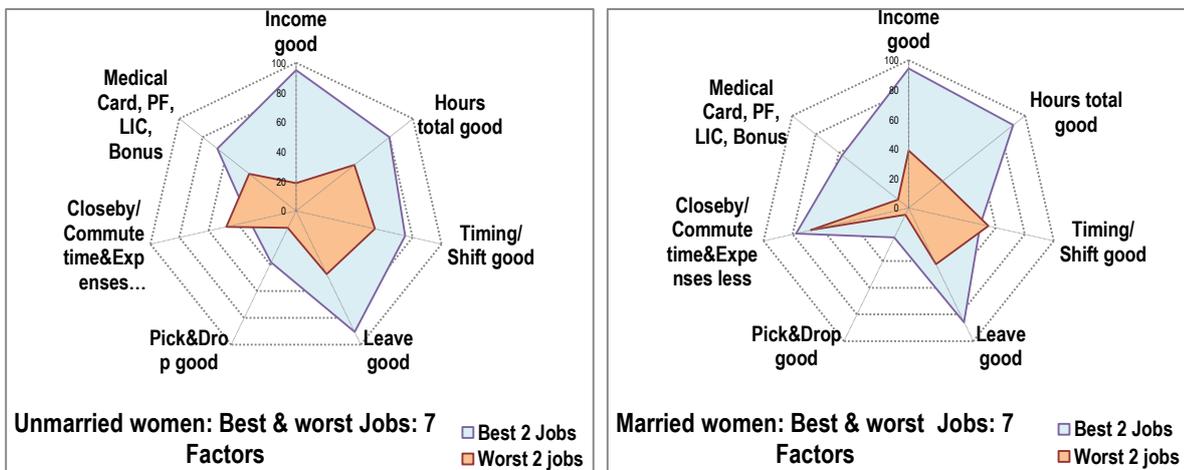
Figure 3-5 Unmarried & Married women: 7 factors of best/worst jobs

When the perceptions of unmarried and married women were analysed separately, with regard to what were the differences in the fifteen that made their best jobs so likeable and worst jobs so disliked, the following picture emerged (See Figure 3-5 & Figure 3-6)

The difference between the best jobs and the worst jobs, in case of unmarried women – was found to be the starkest in income, paid leave, respect from boss/colleagues and designation/ identity of the job.

Whereas, the difference between the best jobs and the worst jobs that was most stark in case of married women – was found in number of working hours, social security benefits, income, paid leave, respect from boss/ colleagues, identity of the job and learning opportunities that the job offered. In simpler terms the best jobs had these factors much better than the worst jobs.
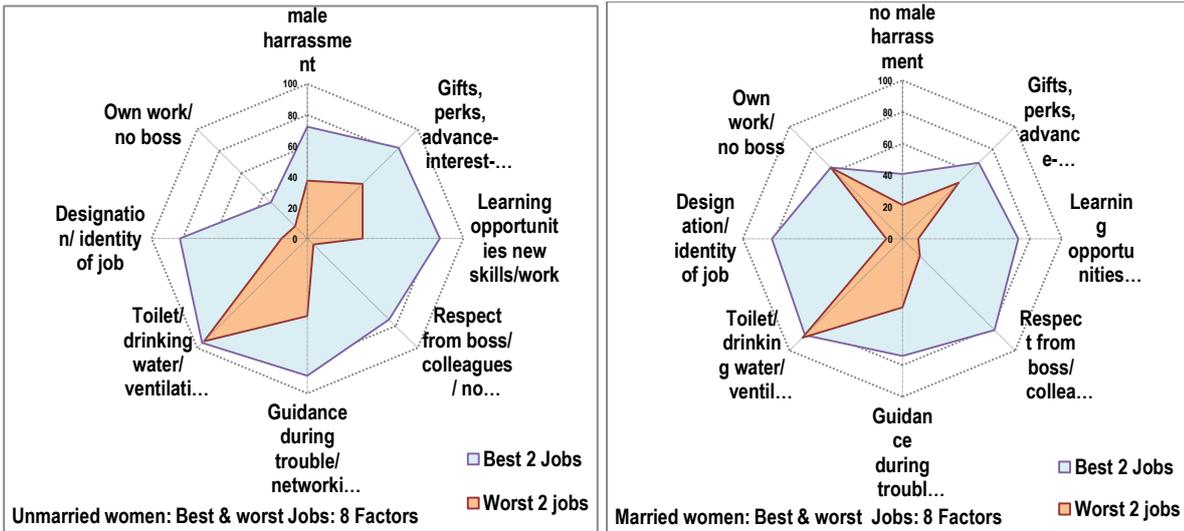
Figure 3-6 Unmarried & Married women: 8 factors of best/worst jobs

2.1.1 Factor-profile of groups of jobs

When the groups of jobs that comprised the best-2-Jobs lists of women were analysed (see Figure 3-7), the biggest difference between the most preferred 'government-like jobs' and 'outdoor jobs' was found amidst factors like social security benefits and timing or shift of the job.
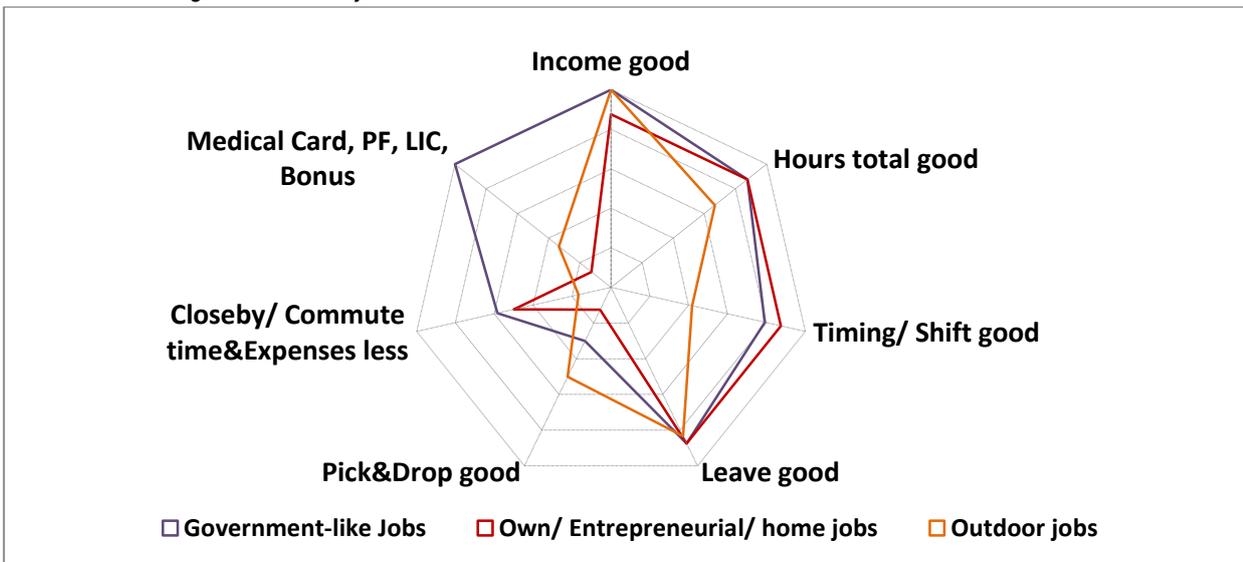
Figure 3-7 Factors in government-like jobs/ home jobs/ outdoor jobs: perception

4   What comprises a 'good job'? Features and Preferences

As was expected, the livelihood aspirations of the women, presented a complex picture, of combinations of factors that made the 'best jobs – best' and the 'worst jobs - worst'. The study had hence preplanned another quantitative method- the 'Pair-wise Ranking' of factors[13], to arrive at what really mattered to the women in their complex livelihood aspirations. This chapter delves deep into what are the real preferences of women, when they had to 'choose between' options among the seven factor s and eight factors described earlier. It also describes the specific features that the women desire in a 'good livelihood' in terms of where do they want to work- the location, range of income (minimum-average-maximum), number of working hours, timing of the work or shifts, number of leave (monthly and yearly), time – cost and vehicle of commute, followed by other expectations from 'good jobs'.

4.1   Desired Location: Where would you prefer to work?

prefer to work: 1st Preference	Outdoors	Indoors	Home
All women	26	61	
No kids- married	50	50	
Unmarried	33	58	
Married - all	18	64	
Have kids	11	67	
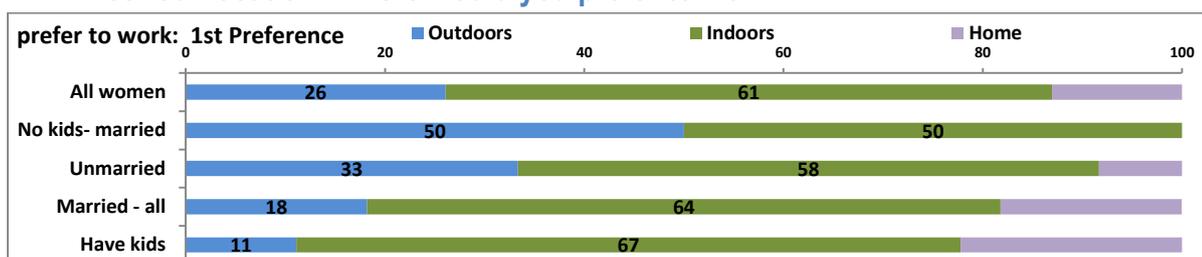
Figure 4-1 Desired work location: All/ Unmarried/ Married/ Have-not-Have children

When women were asked what do they look for in a 'good job' in terms of location preference, which of the three locations (at home, other indoors like office/ mall/ factory etc. or outdoors like that in driving/ health outreach or door to door marketing jobs) would be their first or second or third choice, then the following picture emerged (see Figure 4-1)

Other indoors (indoor places other than home, like an office, mall, shop etc.) were the first choice of all women when they were asked to rank the work-locations. 'Outdoors' (livelihoods involving outdoor work) was chosen more than the Home based work. This also showed a trend that woman's inclination for 'outdoor work, which found to some extent among the unmarried women, increased even more - after marriage – but mainly among the ones who did not have children yet.

4.2   Desired Timing/ Shift of Number of Working Hours: What time of the day?

When women were asked – which time of the day they would like to work? Their answers were categorized into shifts. Most of the women (more than 80%) described their desired timing as some time that was somewhere within morning to afternoon shifts. Most of the women did not want night shifts and informed that they would prefer a flexi-time system if the option was available.

> ➢ Many women say, *'Timing should be appropriate.'; '**Timing should be 8 to 2',** 'work from 11 am to 8-9 pm'. 'Job should be of half the time. Whole day should not get wasted, "Such work - which I can do properly- in a better way, in which I can come back home before children come back from school, in which I can also do household work and take care of children. For example- **go in the morning and come back in the afternoon**. Time should set, 10 to 5'*

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[13] In pair-wise preference ranking – they had to 'choose between' options. The focus was to find out what would the women choose- if they were to face a situation where they would get only one of the factor- but not the other. It also provided time to think on each choice in terms of having to choose between such hypothetical 'jobs'. This made the thinking and preference pattern of the women very clear. Hence it turned out to be a more reliable method than the information that could have been received through simple ranking of fifteen factors. The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of such more than 450 pair-ranking responses gave interesting insights, which were a little deeper than their earlier answers.

Figure 4-2 Seven factors of a good job: Preference %

In the 'Pair-wise Preference Ranking', the **'time of the day' or which shift of the day -** the job asked them to come to work at - turned out to be the most preferred feature of a livelihood, among all the women. When women were faced with the 'job-choices' having one and not the other feature, they consistently chose jobs that had their preferred timings (Figure 4-2).

This also explained why so many of the women had 'becoming a teacher' in their Top-5-Jobs lists, as it was perceived to be asking them to work on their preferred time of a day- i.e. morning to afternoon.

4.3   Social security expectations from a 'Good Job'
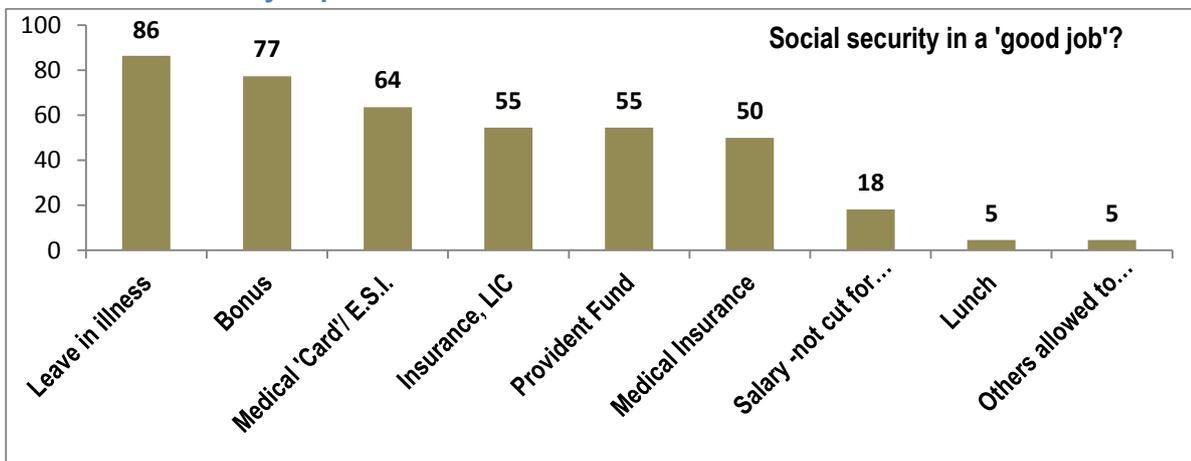
Figure 4-3 Social security expectations from a 'good job'

When the women were asked about expectations they had from a 'good job', their answers mentioned many of the social security measures (See Figure 4-3).

> *Jainya*: 18 years. B.A first year. Lives with parents. Single child. Father runs his own ration shop. Also have property for rent. **She wanted to be an Indian Police Service (IPS) officer**, but is not sure if she will be able to clear the entrance. Then she wanted to be **a lawyer** which she still feels she can study. But she also wanted to be **a doctor** and felt that she would not be able to fulfill that so she thought of becoming a nurse. Family friend suggested **Lab Technician**'s work at a private lab in Safdarjung. So she goes there for training and work. She has learnt how to use an ultrasound machine; what to do when you do home visit for collecting samples and how to take blood samples. She also takes tuitions at home.

> *Prerna:* B.A first year. Lives with parents and three siblings. One sister is married. **Wants to be a teacher.** Currently takes tuition at home. She says, '*Parents say and we also think - that when eventually we cannot work - then why spend time and resources on education?*'
> Many women say, '*Lifelong pension, support in sickness,* good salary, *bonus, medical insurance*', '*Should give leave, insurance, A government job is without any tension. It is less risky than a private job, Should be permanent, Continuous- long term work,* permanent job…'

Livelihoods that had social security measures inbuilt in them - were at the second position - even in the pair-wise preference ranking (see Figure 4-2). - preferred more than the ones that had other features without the social security aspects. Subsidized medical facilities (medical 'card' or Employee State Insurance - E.S.I.), life insurance, provident fund or paid medical leave, bonus etc. were the features most women chose over other aspects (except for the time of the day).

This also explains why 'government-like jobs', including a government teacher or a police constable/ officer - came on top of the 'Best-2-Jobs' list (Figure 3-1)

4.4 Desired Leave and Commute to work: Number, time, cost and vehicles
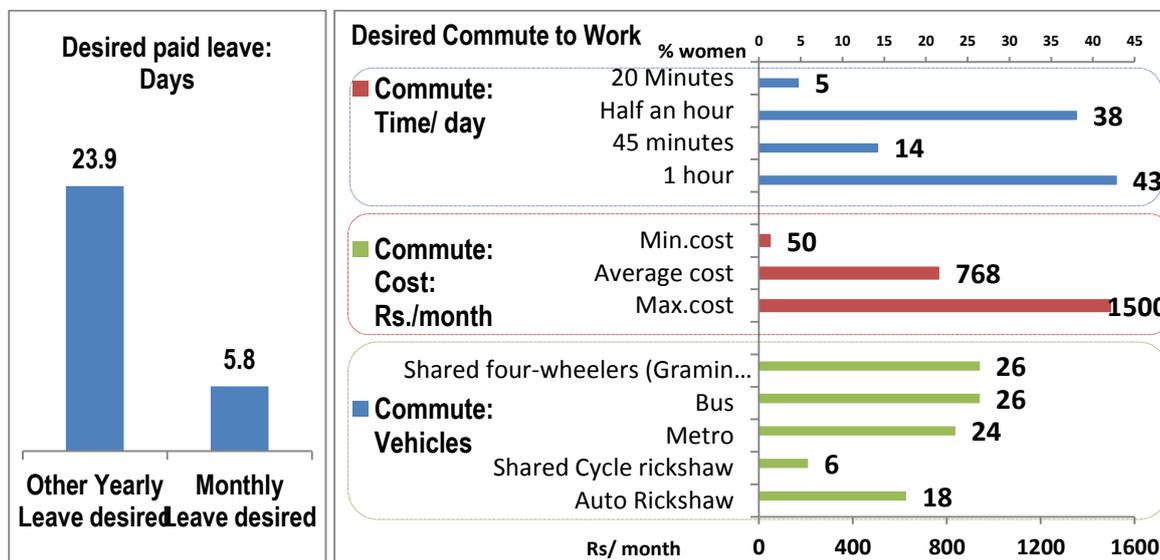
Figure 4-4 Desired leave and commute

> *Kirti*: 26 years. Passed class 12th. **Married.** Husband earns 9,000 per month. Says, '*I want to work. I have the permission to and the experience also.*' Has worked at *Mystique,* where she was recommended to the company by a friend. Her salary was 6,500 but including sale/target related incentives, it would come to 8,000 per month. She **enjoyed that work, environment was good, boss was good and incentives were very rewarding. She left her job to go to the village and after returning she could not join back.**
> Many women say, '***More holidays should be given***. *Sunday should be holiday. We should get leave when we fall sick. Leave during menstruation, person granting leave should be a woman (female supervising officer)*'.
> Many also say, '*Workplace should be near, running around should be less, Less time should be spent on commuting to workplace. It should be near the home, travel- coming and going should not be problematic.*

How many leave (on Sunday, may be Saturday, during sickness, annual holiday that a job implemented in actuality and whether the commute to workplace required less time- were the next factors that came high in preference ranking by the women (see Figure 4-2). That is (after the jobs 'at the right time of the day' and jobs that offered 'social security measures'), women chose jobs that had 'enough paid leaves' and 'required less time to commute'.

When women were asked about how many monthly leave they expect a 'good job' to have, at least six days a month (almost 1 weekly and 2 more in a month) was what they wanted on an average as the monthly leave. At least 24 (to 30) additional days a year was what they wanted on an average as leave in a year apart from the weekly/ monthly leave (Figure 4-4).

When women were asked what features would they like in their commute to a 'good job' (Figure 4-4), none of them desired a to-and-fro commute (from home to work and back) that would be more than an hour or that would cost more than 1,500 per month. Four out of ten women were ready for 45 minutes or an hour's commute per day (maximum of half an hour one way) and another four out of ten women desired up to half an hour of commute per day (about 15 minutes one way). The average cost that the women showed readiness for spending on commute was around 770 rupees per month. Most of the women wanted to take up any of the mass transport systems like shared four-wheelers (Shared tempos/ Gramin Seva/ Phataphat Seva), bus or a metro train.

> *Purnima*: 28 years.3 children. She has been **working for last four years in Export Job**. Has already worked in 4-5 Export factories. Her working hours are **9 to 9 (12 hour shift), Sunday off.** Toilet, water facilities, seating space and timely salary. He **mother in law looks after the home and children.** She started with a salary of 7,000 (thread cutting) and now upgraded to stitching (stitching sides of the shirt). Says, *'Only if we go out of the house, we will learn good things'.*
> *Kamana:* 32 years. Passed class 10th. **3 children**. From West Bengal. Member of SHG group. **Wants to work. Had worked 8 years ago in Export House,** where designs were replicated in different sizes. 'If it got passed' then it would go into production. **Earned 20,000**. Says, *'Now (after marriage) I don't earn anything and feel bad. My husband earns 30,000. Now I have opened a shop for beauty. I want to learn candle making, napkin (sanitary) so I can make and sell. I have interacted with Parivar Kalyan Pratishta who might be able to help.'*
> Pooja: 22 years. Class 9th. Lives with **parents and six siblings**. Her parents didn't want her to work so **didn't invest in her education** either. **She wanted to work, be independent before she got married.** *Says, 'After marriage, nothing can happen. Whatever you want to do, just do it before marriage.'* **She decided to learn tailoring and working in an export job as that was the most easily available and lucrative option. Though her desire was to become a teacher but she knew that he was not qualified for it. She earns 8,000 to 10,000 per month for last six months.** Says, *'I can use up to 6-8 machines like over lock. I can stitch a full product, but in some places, it is piece-rate work.'*
> Many women say, *'Salary should be good. Good salary should be there. Proper income should be there. Pay according to work good salary, timing is good so that we can take care of children as well. Salary package should be good.'*

4.5   Desired Number of Working Hours and Income

In the preference ranking (see Figure 4-2), number of working hours and income were not preferred over other factors much frequently by the women.

When they were specifically asked, what number of minimum hours, average hours and maximum hours do they expect in a 'good job', the desirable average range was revealed to be five to ten hours (mean 7.5 hours: Figure 4-5).
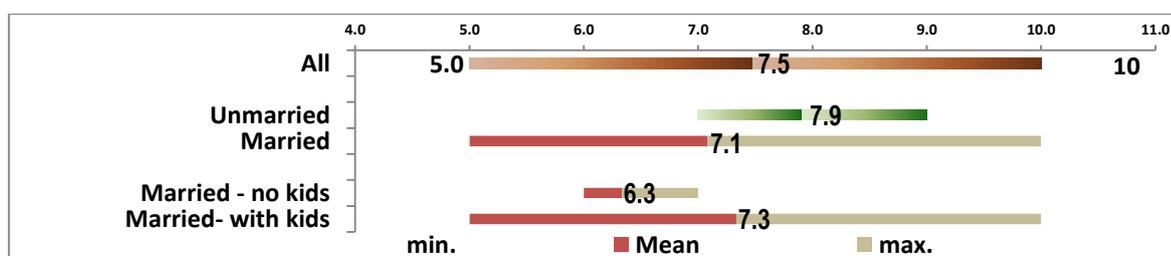
Figure 4-5 Desired numbers of working hours

Minimum Desired Income	12652	Desired Income (Rupees / month)
Desired Income	7000 16582 35000	
Maximum Desired Income	24870	
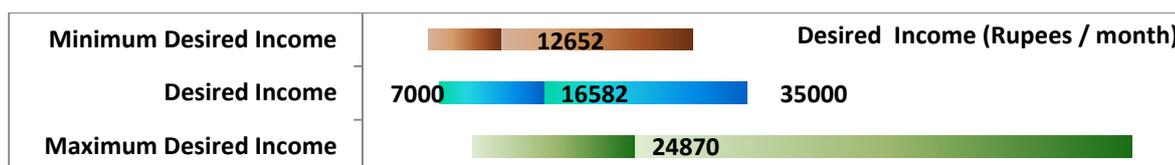
Figure 4-6 Desired income: Starting minimum, Average, Maximum

Table 4.1 Minimum Wage (Delhi Govt.) and Living Wage

Minimum Wage[14]	Rates from 01.04.2015			Living wage (1.6*Min. Wage)	
Category	Per-Month	Per-Day		Per-Month	Per-Day
Un-skilled	9048	348		14477	557
Semi-skilled/ Non Matriculates	10010	385		16016	616
Skilled/ Matriculates but not graduates	10998	423		17597	677
Graduates and above	11986	461	INR	19178	738

Women were asked about the salary that they expected from a 'good job', what would be the minimum and what would be the maximum that they expected as a monthly income (Figure 4-6). The average income that the women desired from a 'good job' was more than 16,600 Rupees per month. The minimum or starting salary that the women expected was around 12,700 Rupees - on an average. The maximum salary that the women desired was around 24,900 on an average. Most of the women also said that they did not know about the 'minimum wage'.

Although there were news[15,] around December 2014, about the government planning to increase the minimum wage to Rs.15,000 per month, the Delhi government's latest change, as of April 2015, makes the minimum wage reach just about Rs. 12,000 per month. The concept of 'Living Wage'[16] mandates about 1.6 multiple of minimum wage as the living wage, while the concept of 'Family Wage'[17] would warrant a much higher wage than the ones given above.

The average starting salary, desired by the women, coincidently – falls around the minimum wage stipulated by the Delhi Government for graduates. And the average monthly salary desired by the women falls around the living wage (as shown in Table).

This study showed that while the women desired an average salary of 16,600 rupees a month, other factors also played much bigger role in influencing their preference for a particular job. Jobs that would require them to work only during their preferred timings, jobs that would give them social security benefits and medical facilities, jobs that would take less time to commute or are nearby their homes, jobs that would implement proper weekly offs and would give more leave, jobs that would not have long working hours – all came higher in their preference ladder - in this sequence - than jobs that only paid their desired salary.

A pick-up and dropping-off facility provided by an employer organization also formed part of the features of a 'good job'. How do aspirations meet the reality? What decides which jobs are chosen? 7 main factors

4.6 How do aspirations meet the reality? What decides which jobs are chosen? 7 main factors

Although women had some ideas about 'what a good job meant for them', and did respond to some of the features – giving their specific choices, the picture became clearer only when they were asked - what feature would they choose over another feature, viz.

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[14] Source: http://delhi.gov.in/wps/wcm/connect/doit_labour/Labour/Home/Minimum+Wages/Current+Minimum+Wage+Rate

[15] http://indianexpress.com/article/india/india-others/minimum-monthly-wages-could-go-up-to-rs-15000/, http://www.indiatvnews.com/business/india/minimum-monthly-salary-could-go-up-to-rs-15-000--16394.html , http://www.ibcnews.in/2014/12/28/centre-plans-to-fix-minimum-rs-15000-as-monthly-wages/

[16] http://en.wikipedia.org/wiki/Living_wage

[17] http://en.wikipedia.org/wiki/Family_wage

1. The 'time of the day' or which shift of the day the job asked them to come work on.
2. Social security aspects like medical 'card'/ facilities, provident fund or life insurance or bonus etc.
3. How close any workplace was from their homes (less time and cost of commute)
4. How many leave did the job give- weekly offs implemented properly or not
5. The number of hours for which the job asked them to work.
6. monthly income and
7. Pick and drop facility.

The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of these more than 450 pair-ranking responses threw up interesting surprises, which were a little deeper than their earlier answers. For example, as shown in **Figure 4-2**

- The highest weight or preference was given to the 'time of the day' or which shift of the day the job asked them to come for. This remained true even when probing questions were asked - about 20% of the preference of the women depended on – what time of the day or in which shift the job required them to work.
- Next factors, to which the women gave higher preference (and almost equal- about 16-17% of the preference pie for each) while choosing one job over another, were
    - Whether the job had social security aspects like medical 'card'/ facilities, provident fund or life insurance or bonus etc.
    - How close any workplace was from their homes (less time and cost of commute)
    - How many leave did the job give- weekly offs implemented properly or not
- Next factor which got relatively high preference was- the number of hours for which the job asked them to work. Only about 12% of the preference pie depended on the number of work hours.
- Last two factors- which determined less than 10% each of the preference of women for a job were the monthly income and the pick and drop facility.

Seven factors of a good job: Preference
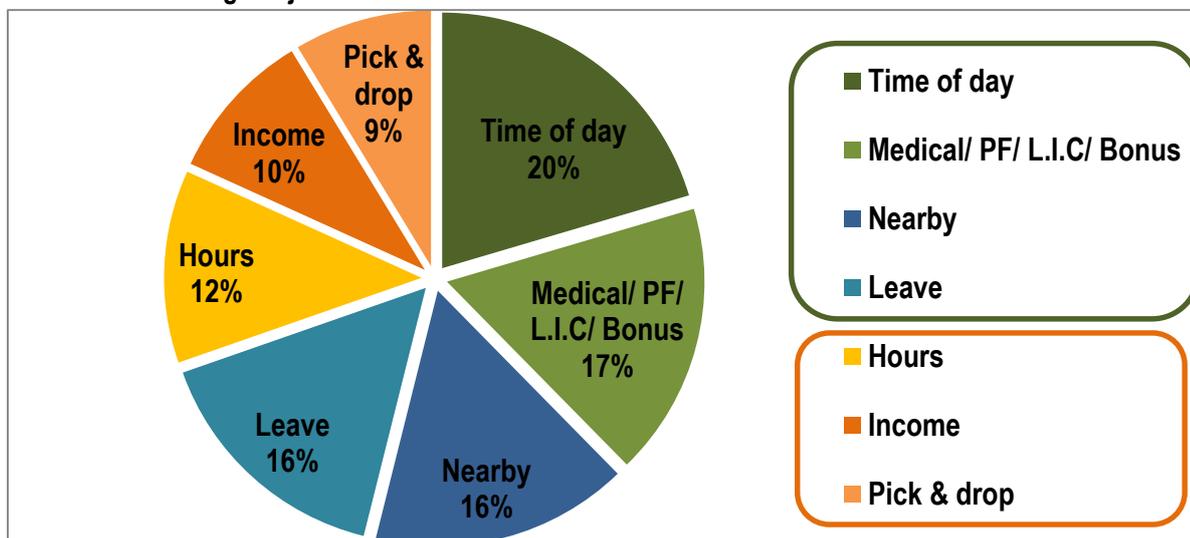
4.6.1   What factor is chosen over others in reality? Among 7 main factors: Overview

To explain this again, and to address the questions that may arise among people working with women, such as "So what is a 'good job' after all? How many of such jobs really exist? Are not the aspirations and reality at loggerheads?" - Let us consider what the women/ respondents have unambiguously said they would do, when making 'real choices' (**Figure 4-7**, **Figure 4-8**):
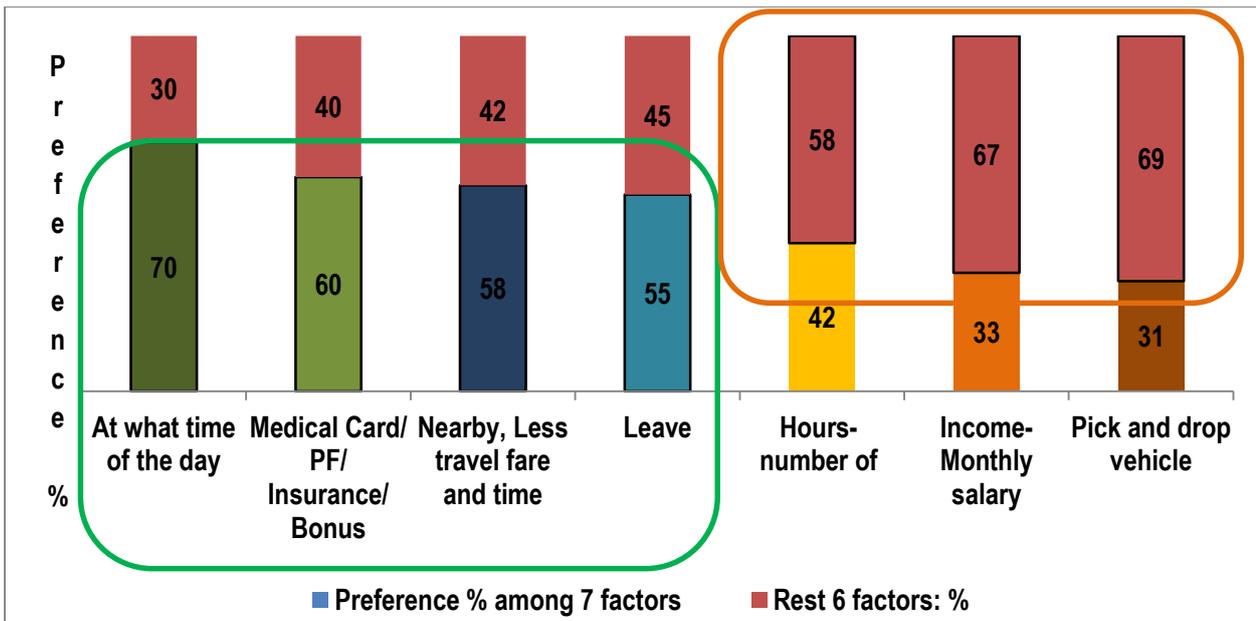
Figure 4-7 Preference comparison: What would the women choose if they cannot get all?
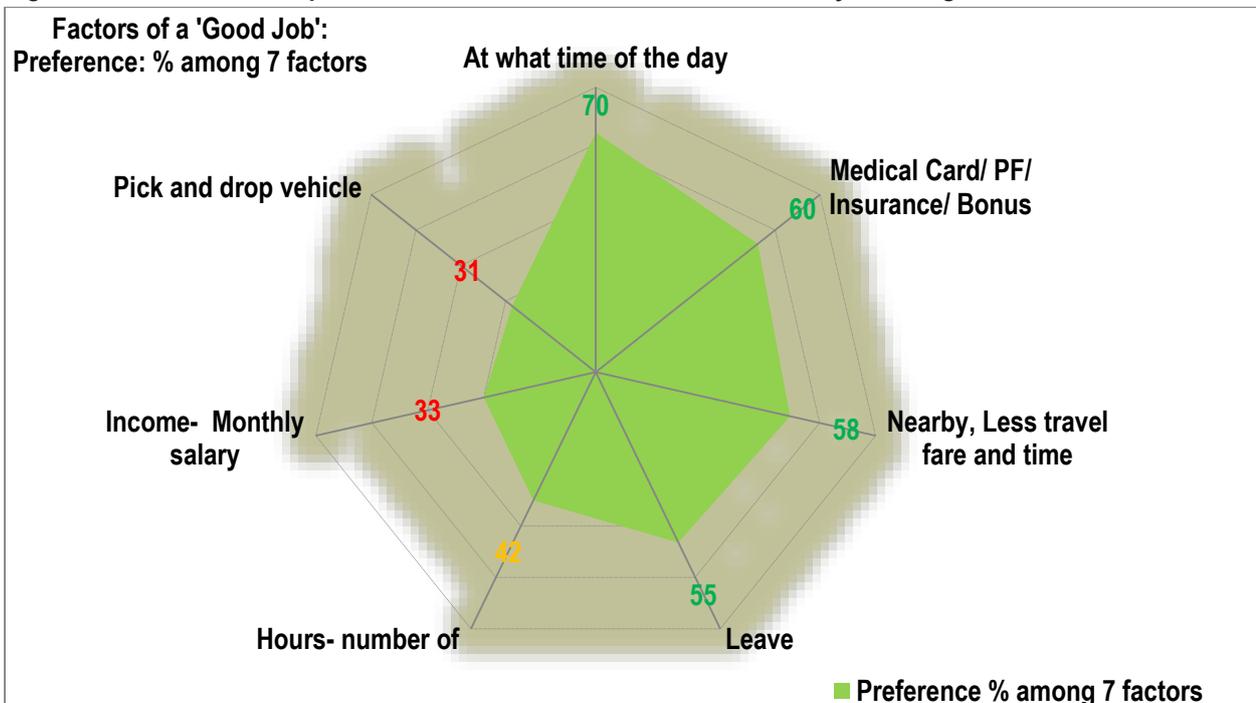
Figure 4-8 Preference comparison: The real picture of choice: What outweighs?

- **The women would choose a job that suits their preferred timings or shifts -** most of the time (for 7 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or social security benefits like medical/PF/Bonus etc.

- **The women would choose a job that provides social security benefits like medical/PF/Bonus etc.** - most of the time (for 6 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or preferred timings/ shifts.

- **The women would choose a job that involves less commute** (to and fro commute from home to workplace takes up less time and costs less) -mostly (for about 6 out of 10 times) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or social security benefits like medical/PF/Bonus etc. or preferred timings/shifts.

- **The women would choose a job that allows more leave -** majority of the time (about 55%) - even if the job may not provide what they aspire for in terms of pick and drop facility or good income or less number of work-hours or more leave or less commute or social security benefits like medical/PF/Bonus etc. or preferred timings/shifts.
- **Offers of 'less number of work hours' would NOT be chosen by women over other offers** having any one of the other factors - in almost 6 out of 10 such offers
- **Offers of more income would NOT be chosen by women** over other offers having any one of the other factors, in 2 out of 3 such offers.
- **Offers of pick and drop arrangement would NOT be chosen by women** over other offers having any one of the other factors - in almost 7 out of 10 such offers

In nutshell, for a job that offers any of these factors - either timings preferred by women (morning and afternoon shifts), or social security benefits (medical/PF/bonus etc.) or less commute (up to 45 minutes two-way total) or more leave (~6 days of leave per month and - annually about 24 other leave for medical, festivals, emergency or village visits), women would, mostly, give up their other aspirations like pick and drop facility or preferred income (~Rs 16600/month) or less number of working hours (~7.5 hours/day).

4.6.2   Which factor outweighs which factor? Pair-wise choice matrix

When individual factors were analysed in comparison of each of the other six factors that were mentioned in the group discussions and explored further through interviews.

If it is interesting to see, which factor outweighs which other factor and by how much, look at the 'Leave' column and 'Leave' row (in blue) in the **Figure 4-9.**

It shows that if made to choose, women would mostly chose their preferred time or social security benefits over a job that has more leave. And at the same time, they would chose a job with more leave than jobs that have either a pick and drop facility or gives them their desired income or has less working hours. Between income, hours and leave- they would rather chose desired leave.

Or in other words, in real-time choice making, women's preference for more leave dominates their preference for more income or less number of work-hours or for a pick and drop arrangement. Whereas, women's preference for leave gets subdued when the choice facing has their preferred work timing or social security measures. The number of leave and the nearness of the workplace from their home (less commute time and cost) are almost on the equal footing- indicating that it is the value for the 'time of their life' which gets reflected in almost equal preference for a job with more leave or less commute time.

Similar observations can be made for each of the factors in the grid in **Figure 4-9**.

1. A job requiring the women to work on their preferred 'time of the day' or shift of the day – was chosen in
    2) 68% of the options - over jobs providing social security measures like medical facilities, provident fund, insurance and bonus etc. (chosen in the rest 32%) - when presented as an either-or choice.
    3) 62% of the options - over jobs that required lesser time to commute (or equal to what they had preferred) (chosen in the rest 38%) - when presented as an either-or choice.
    4) 77% of the options - over jobs that implemented weekly offs properly and gave adequate leave (chosen in the rest 23%) - when presented as an either-or choice.
    5) 64% of the options - over jobs that had the number of working hours equal to the desired number of hours (chosen in the rest 36%) - when presented as an either-or choice.
    6) 77% of the options - that had the desired income (chosen in the rest 23%) - when presented as an either-or choice.
    7) 76% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 24%) - when presented as an either-or choice.
2. A job providing social security measures like medical facilities, provident fund, insurance and bonus etc.- was chosen in

3) 55% of the options - over jobs that required lesser time to commute (or equal to what they had preferred) (chosen in the rest 48%) - when presented as an either-or choice.

4) 55% of the options - over jobs that implemented weekly offs properly and gave adequate leave (chosen in the rest 45%) - when presented as an either-or choice.

5) 73% of the options - over jobs that had the number of working hours equal to the desired number of hours (chosen in the rest 27%) - when presented as an either-or choice.

6) 86% of the options - that had the desired income (chosen in the rest 14%) - when presented as an either-or choice.

7) 62% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 38%) - when presented as an either-or choice.

3. A job that required lesser time to commute (or equal to what they had preferred) – was chosen in

4) 48% of the options - over jobs that implemented weekly offs properly and gave adequate leave (chosen in the rest 52%) - when presented as an either-or choice.

5) 62% of the options - over jobs that had the number of working hours equal to the desired number of hours (chosen in the rest 38%) - when presented as an either-or choice.

6) 71% of the options - that had the desired income (chosen in the rest 29%) - when presented as an either-or choice.

7) 81% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 19%) - when presented as an either-or choice.

4. A job that implemented weekly offs properly and gave adequate leave – was chosen in

5) 59% of the options - over jobs that had the number of working hours equal to the desired number of hours (chosen in the rest 41%) - when presented as an either-or choice.

6) 64% of the options - that had the desired income (chosen in the rest 36%) - when presented as an either-or choice.

7) 86% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 14%) - when presented as an either-or choice.

5. A job that had the number of working hours equal to the desired number of hours – was chosen in

6) 50% of the options - that had the desired income (chosen in the rest 50%) - when presented as an either-or choice.

7) 62% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 38%) - when presented as an either-or choice.

6. A job that had the desired income – was chosen in

7) 48% of the options - over jobs that had a pick and drop vehicle facility (chosen in the rest 52%) - when presented as an either-or choice.

Figure 4-9 Preference comparison: Pair-wise choice matrix among 7 main factors

%	Which one would be more necessary/ preferable for you? Aspirations: which is preferred		At what time	Medical Card/ PF/ Insurance/ Bonus — M		Nearby, Less travel fare & time — N		Leave — L		Hours- number of — H		Monthly Income- salary — I		Pick and drop vehicle — V	
70	At what time of the day	S	TIME	S 68	M 32	S 62	N 38	S 77	L 23	S 64	H 36	S 77	I 23	S 76	V 24
60	Medical Card/ PF/ Insurance/ Bonus	M		SOCIAL SECURITY		M 52	N 48	M 55	L 45	M 73	H 27	M 86	I 14	M 62	V 38
58	Nearby, Less travel fare & time	N				NEARBY		N 48	L 52	N 62	H 38	N 71	I 29	N 81	V 19
55	Leave	L						LEAVE		L 59	H 41	L 64	I 36	L 86	V 14
42	Hours- number of	H								HOURS- NUMBER		H 50	I 50	H 62	V 38
33	Monthly Income- salary	I										INCOME		I 48	V 52

Figure 4-10 Preference comparison: Pair-wise choice matrix among 8 other factors

%	Which one would be more necessary/ preferable for you? Aspirations: which is preferred		Safety — S		Guidance in Trouble, network with good people — N		Learn work, new skills learning opportunity — L		No derision by boss/ respect from colleagues — R		Designation, identity of job profile — D		Timely payment, gifts, advance — A		Own the work, no boss — O	
19	Toilet, Water, Fan	T	T 55	S 45	T 77	N 23	T 86	L 14	T 77	R 23	T 90	D 10	T 82	A 18	T 73	O 27
16	Safety	S	Safety		S 68	N 32	S 82	L 18	S 73	R 27	S 52	D 48	S 77	A 23	S 59	O 41
14	Guidance in Trouble, network with good people	N			Guidance, Networking		N 55	L 45	N 82	R 18	N 67	D 33	N 64	A 36	N 77	O 23
12	Learn work, new skills learning opportunity	L					Learning		L 55	R 45	L 76	D 24	L 64	A 36	L 77	O 23
10	No derision by boss/ respect from colleagues	R							Respect		R 62	D 38	R 59	A 41	R 55	O 45
10	Designation, identity of job profile	D									Designation		D 57	A 43	D 71	O 29
10	Timely payment, gifts, advance	A											Own		A 68	O 32

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4.7 How do aspirations meet the reality? What decides which jobs are chosen? 8 other factors

Similar line of questions were asked about the other eight factors, viz,

8. drinking water and sanitation facilities at any workplace,
9. safety at workplace,
10. networking with good people and guidance in times of trouble,
11. opportunities to learn work or acquire new skills,
12. no derision from boss and get respect from colleagues,
13. designation and identity of the job profile,
14. timely payment and provision of gifts and monetary advance free of interest, and the last factor –
15. Owning the venture or being one's own boss.
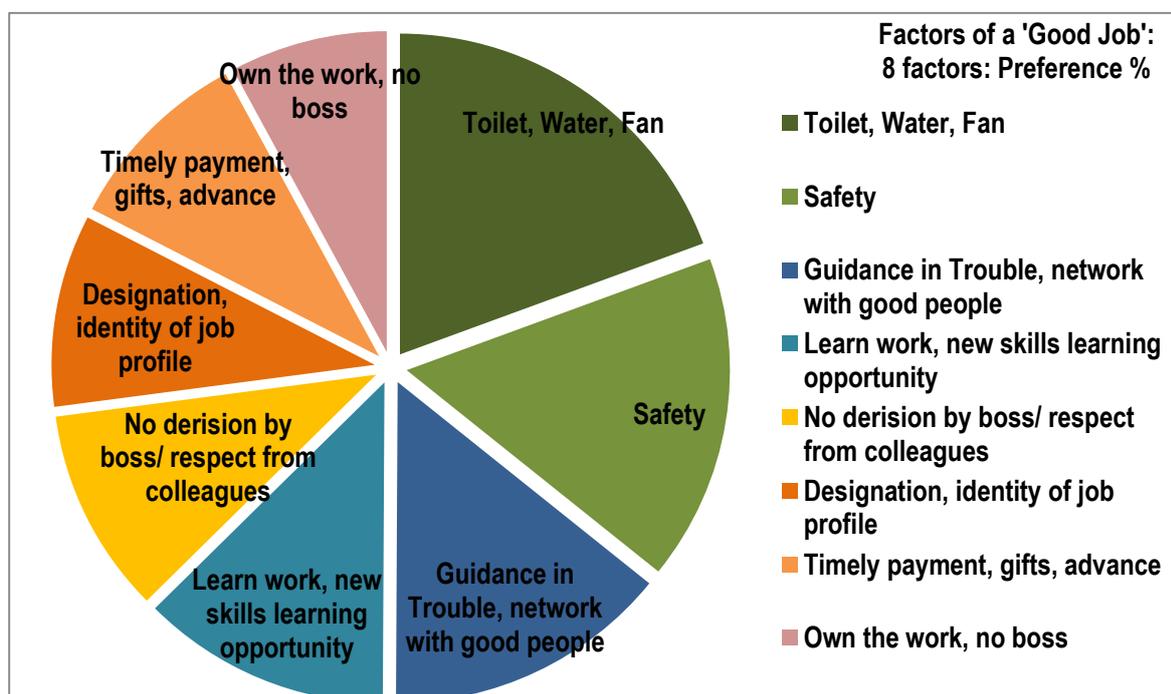
Figure 4-11 Eight factors of a good job: Preference %

The women were again presented with 'pair-wise preference ranking' or choosing between two factors in a face-off/ either-or situation among the eight ore factors that were commonly desired (Figure 4-11)

Among these other eight factors, this study also showed that even if the women did desire safety at workplace, there were many other features that also played almost equal or nearly equal role in influencing their preference for a job. Among the other features that comprised the profile of a 'good job (Figure 4-11), when women were asked to choose one over the other, jobs that would have proper water and sanitation facilities came higher in their preference ladder than jobs that only had 'safety'.

Jobs that would have good networking opportunities and guidance available during times of trouble and jobs that would have learning opportunities for the work or new skills also came almost at the equivalent place on their preference ladder as was the job having safety from male harassment. Jobs that had no derision from boss and had respect of colleagues, or jobs that had clear designation or an identity of the job profile - came higher in their preference ladder - in this sequence than jobs that would ensure or jobs that gave timely payment, gifts or interest free advance. Livelihoods that would make them more or less 'own the venture' or make them 'their own boss' – were important – but were placed the most 'dispensable' ranking in the preference ladder.

To explain what determines women's choices – when these eight other factors are considered - let us consider what the women/ respondents have unambiguously said they would do, when making 'real choices':

The picture became clearer only when they were asked - what feature would they choose over another feature. The questions were designed to initially mention examples of two hypothetical jobs- one having one feature while the other having the other feature- and none having both. The women were asked to choose between the two jobs. The analysis of these more than 600 pair-ranking responses threw up interesting surprises, which were a little deeper than their earlier answers. For example, as shown in **Figure 4-11**

- The highest weight or preference was given to drinking water and sanitation facilities at any workplace. About 19% of the preference of the women depended on – whether the workplace would have adequate drinking water and sanitation facilities at any workplace or not.
- Next factor, to which the women gave higher preference – (about 16% of the preference pie) while choosing one job over another- was safety at workplace, from harassment by males.
- Next factors which got relatively high preference were (about 13-14% of the preference pie respectively) –
  - Networking with good people and guidance in times of trouble, and
  - Opportunities to learn work or acquire new skills
- Last four factors- which determined about 10% each of the preference of women for a job - were derision from boss and respect from colleagues, designation and identity of the job profile and timely payment and provision of gifts and monetary advance free of interest. The last factor – owning the venture or being one's own boss got 8% share in the preference.

4.7.1   What factor is chosen over others in reality? Among 8 other factors: Overview
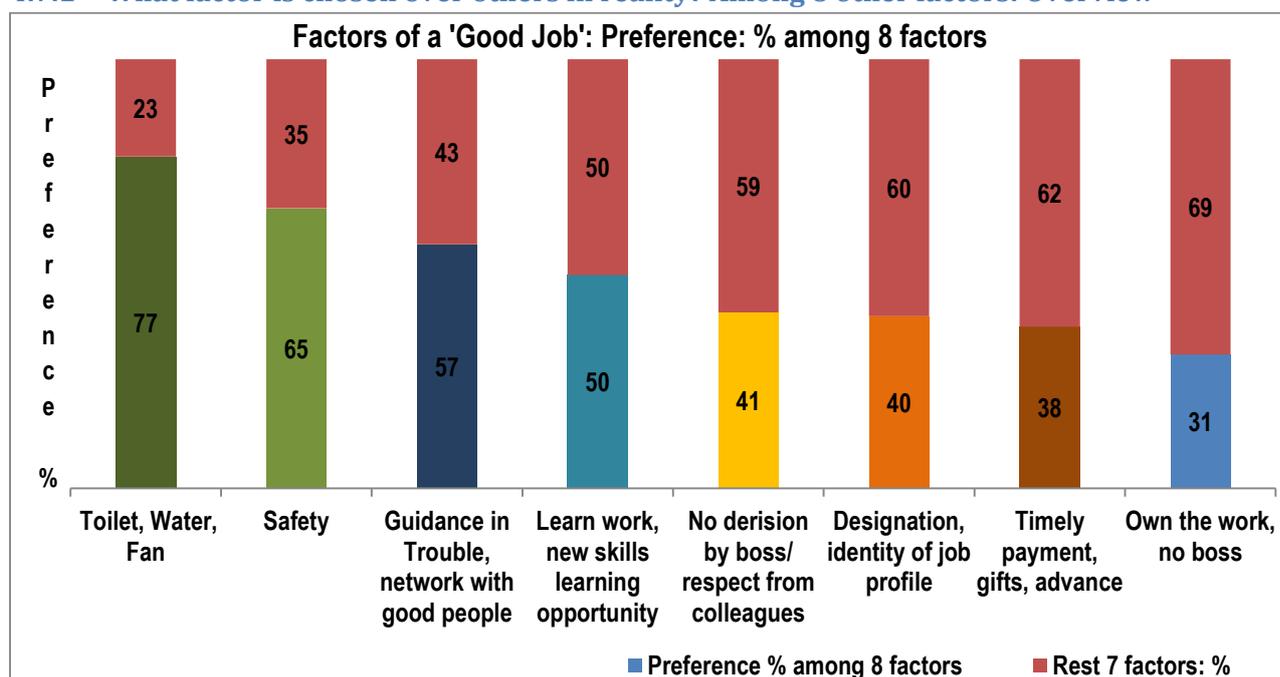
Figure 4-12 Preference comparison: one and eight factors
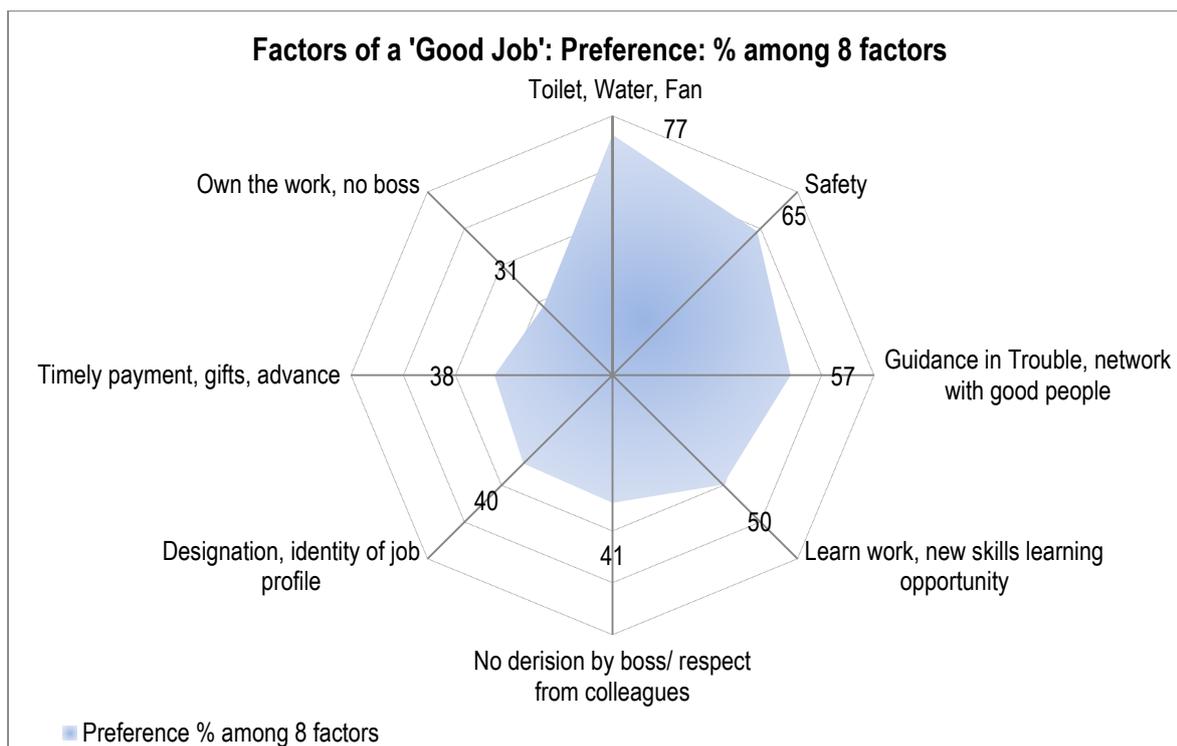
Figure 4-13 Preference comparison: one and eight factors

When individual factors were analysed in comparison of rest of the seven factors (Figure 4-12, Figure 4-13),

8. A job having drinking water and sanitation facilities at any workplace – was chosen in 77% of the options (among more than 154 combination-option-responses in this study) - over jobs having one of the other seven factors - when presented as an either-or choice.

9. A job having safety from male harassment.- was chosen in 65% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

10. A job having good networking opportunities and guidance available during times of trouble – was chosen in about 57% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

11. A job that had learning opportunities for the work or new skills – was chosen in about 50% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

12. A job that had no derision from boss and had respect of colleagues – was chosen in about 41% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

13. A job that had clear designation or an identity of the job profile – was chosen in only about 40% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

14. A job that gave timely payment, gifts or interest free advance – was chosen in only about 38% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

15. A job in which they owed the venture or were being their own boss - was chosen in only about 31% of the options - over jobs having one of the other seven factors - when presented as an either-or choice.

Many women also said:
➢ Safety is necessary. It is outside your area, they should provide a cab with camera. First of all safety, nobody should look at you with bad intentions (no sexual harassment), nobody should consider you weak. Safety from men should be there. Mischief/ eve-teasing should not be there. Such talk /things should be there- which show women are safe. Cab for pick up and drop, safety should be there- environment should be good. No

> harassment should be there- immediate action should be taken- friendly environment required. No bad comments at workplace. Environment should be good. Good salary, the atmosphere depends on us.

> ➤ Good behavior should be there (of boss and colleagues) even if the salary is less Good environment, good coworkers, good knowledge. No derision/ taunts - Have professional- attitude/ people mind their own business. The environment should be happy and there should not be any stress. Behavior of colleagues should be good. Focus on work and no gossip. Boss should be helpful- one does not scold too much. The work environment should be good, staff should be good even if the salary is low, people should mind their own business, and thinking should be good.

> ➤ Respect, money, designation, identity, personality development. Work should not be seen as demeaning by others. Work, in which I and my husband get good name, everyone should say that I do good work. Uniform should be attractive - so that we do not have to think every day about clothes. Good post, respect is there, nobody insults,

> ➤ Should get timely salary, can get advance salary if required. The atmosphere should be open-frank dialogues should happen, Bonus and incentive should be there. Timely payment should be there. Helpful

> ➤ Work should be such – the skill of which we already have. We have the skills to do that kind of work. I should be doing good work, wherever it might be. I should get work according to my skill. If I don't know, but if someone gives me training, I will do that job as well. Job satisfaction should be there.

> ➤ Toilet and water amenities should be proper. Toilet and drinking water facility should be there. Amenities of bathroom, toilet should be there. Salary should be good,

> ➤ Opportunity to go out of house, to gain knowledge, self-confidence and independence.

> ➤ Should have a good post, should have security.

> ➤ We should be our own boss

4.7.2 Which factor outweighs which factor? Pair-wise choice matrix: 8 other factors

When individual factors were analysed in comparison of each of the other factors (**Figure 4-10**),

8. A job having drinking water and sanitation facilities at any workplace – was chosen in
   9) 55% of the options - over jobs having safety from male harassment (chosen in the rest 45%) - when presented as an either-or choice.
   10) 77% of the options - over jobs having good networking opportunities and guidance available during times of trouble (chosen in the rest 23%) - when presented as an either-or choice.
   11) 86% of the options - over jobs that had learning opportunities for the work or new skills (chosen in the rest 14%) - when presented as an either-or choice.
   12) 77% of the options - over jobs that had no derision from boss and had respect of colleagues (chosen in the rest 23%) - when presented as an either-or choice.
   13) 90% of the options - over jobs that had clear designation or an identity of the job profile (chosen in the rest 10%) - when presented as an either-or choice.
   14) 82% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 18%) - when presented as an either-or choice.
   15) 73% of the options - over jobs in which they owed the venture or were being their own boss. (Chosen in the rest 27%) - when presented as an either-or choice.

9. A job having safety from male harassment.- was chosen in
   10) 68% of the options - over jobs having good networking opportunities and guidance available during times of trouble (chosen in the rest 32%) - when presented as an either-or choice.
   11) 82% of the options - over jobs that had learning opportunities for the work or new skills (chosen in the rest 18%) - when presented as an either-or choice.
   12) 73% of the options - over jobs that had no derision from boss and had respect of colleagues (chosen in the rest 27%) - when presented as an either-or choice.

13) 52% of the options - over jobs that had clear designation or an identity of the job profile (chosen in the rest 48%) - when presented as an either-or choice.

14) 77% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 23%) - when presented as an either-or choice.

15) 59% of the options - over jobs in which they owed the venture or were being their own boss. (Chosen in the rest 41%) - when presented as an either-or choice.

10. A job having good networking opportunities and guidance available during times of trouble – was chosen in

11) 55% of the options - over jobs that had learning opportunities for the work or new skills (chosen in the rest 45%) - when presented as an either-or choice.

12) 82% of the options - over jobs that had no derision from boss and had respect of colleagues (chosen in the rest 18%) - when presented as an either-or choice.

13) 67% of the options - over jobs that had clear designation or an identity of the job profile (chosen in the rest 33%) - when presented as an either-or choice.

14) 64% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 36%) - when presented as an either-or choice.

15) 77% of the options - over jobs in which they owed the venture or were being their own boss (chosen in the rest 23%) - when presented as an either-or choice.

11. A job that had learning opportunities for the work or new skills – was chosen in

12) 55% of the options - over jobs that had no derision from boss and had respect of colleagues (chosen in the rest 45%) - when presented as an either-or choice.

13) 76% of the options - over jobs that had clear designation or an identity of the job profile (chosen in the rest 24%) - when presented as an either-or choice.

14) 64% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 36%) - when presented as an either-or choice.

15) 77% of the options - over jobs in which they owed the venture or were being their own boss (chosen in the rest 23%) - when presented as an either-or choice.

12. A job that had no derision from boss and had respect of colleagues – was chosen in

13) 62% of the options - over jobs that had clear designation or an identity of the job profile (chosen in the rest 38%) - when presented as an either-or choice.

14) 59% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 41%) - when presented as an either-or choice.

15) 55% of the options - over jobs in which they owed the venture or were being their own boss (chosen in the rest 45%) - when presented as an either-or choice.

13. A job that had clear designation or an identity of the job profile – was chosen in

14) 57% of the options - over jobs that gave timely payment, gifts or interest free advance (chosen in the rest 43%) - when presented as an either-or choice.

15) 71% of the options - over jobs in which they owed the venture or were being their own boss (chosen in the rest 29%) - when presented as an either-or choice.

14. A job that gave timely payment, gifts or interest free advance – was chosen in

15) 68% of the options - over jobs in which they owed the venture or were being their own boss (chosen in the rest 32%) - when presented as an either-or choice.

5 Why women 'should/ should not do any job'? Society...

Along with acknowledging the livelihood aspirations of women described earlier, it becomes important, for any government programme or civil society initiative, to understand, what would enable the women to pursue their aspirations, what would truly empower them? Towards that objective, this study explored the various factors that influenced livelihood aspirations of the resource-poor, young, urban women. This chapter describes, the role 'society' plays, indirectly or directly, in women's choice of livelihoods.

5.1 Why women should work? Felt purpose of livelihoods

While the preferences revealed during pair-wise choices, posed to the respondents during interviews – did confirm –what exactly the women aspired for in a livelihood, the overall 'purpose of earning a livelihood' was also described in detail by the women (Table 5.1).

> ➢ Women also say,

Table 5.1 Reasons for earning a livelihood/ going for a job:

Do not have to ask for help in times of trouble. Money is useful during our bad times/ misfortunes; In times of trouble, we can do any work with our skill; our helplessness, compulsions go away. We will eat well. Fear goes away; one becomes free of household's tensions. Family problems are solved. We find time to rest We get respect. We come to know about our 'value'. One's value increases in the family and in workplace, Our network develops, can network with people and; we get confidence. We learn how to talk with various people. Once you go out, then you can go out later on as well. You get to know and learn by going out; Our own identity gets created; Mother in law will take the responsibility of the house
We can give money in the family, Family problems are solved. We become independent, learn to depend on ourselves. , one has money in own hands, It is necessary to earn money
We can save money for ourselves, One can save for future; We can plan good future. We can spend as per our priorities , can purchase things like clothes, Scooty (two-wheeler) etc. for myself, we can buy anything for oneself, one has money in own hands,
Money brings security- it gives strength; We can meet all our needs, can buy anything for family members, Household's needs can be fulfilled, can purchase things that we need, It is necessary to earn money; buy own house, we can go to a good place to stay, For making my own house, can get a good house; children should not have any problem; House expenditure do not run on single income, we get support. Can run family properly after marriage. can help husband
We get to learn, we get to know what is good and bad. Once you go out, then you can go out later on as well. You get to know and learn by going out; Can save money for studies.
We collect money for marriage. Marry smaller sisters, pilgrimage for parents; I want to fulfil my father's dream. can send money to the village
We become a little free from home, become free from staying all the time at home. We are saved from the gossip and backbiting with neighbours; one becomes free of household's tensions, can socialize; We can save for old age.
Can save money for education of children; education for siblings,
Can help somebody, Can help a friend, dressing style changes, manner of speaking and behaving- changes, All the works get done on time - no procrastination happens.
It brings about changes in the relations within the family, the attitudes/ perspective of elders and males change

Financial security for oneself and one's family, increase in self-worth/ respect/dignity/ confidence, buying a house, vehicle, saving for future; socializing- coming 'out of the house', changes in the relations within family etc. were the main reasons for doing a job. Most of these features identified by respondents and the interpretations viewed by them seemed to indicate that the felt purpose of earning a livelihood related to enabling themselves to gain and maintain empowerment.

5.2 Why women 'should not work'?

Table 5.2 Disadvantages of doing a 'job'.

Reasons for Not doing Job

• House is not taken care of. Less time for family, do not get time at home/ loved ones/ our people/ it adversely affects relationships. We don't have time to serve food and give. Cannot take care of children. We are away from home and children
• We have to work too much. There is so much workload. We have to work inside and outside home. We cannot find time to rest at all. It affects our health.
• Danger on the road or from the men at the workplace. The office environment may not be safe.
• Household members doubt. Family/ relatives/ neighbours start doubting women's 'character': They think that she goes out 'at her will. Who knows how many men she must be meeting? Could there be 'setting' with someone? 'Husband will not give money then and will say, 'you bear your own expenses.'
• There remains no time for fun. One does not get time for oneself, Timing of the work (hours) is an issue- we do not get time for ourselves/ Life gets tied up
• When one reaches late- they call you lazy/ fights happen outside/ payments get stuck, payment is not given
• Time gets wasted in commute to work, travel is tiring. It gets expensive to commute.
• Cannot go on picnics/ holidays, cannot change place of residence (get tied with the place of work), One does not get many leaves together, so it affects the relationships badly.

Women should not do Jobs: Why?

Cannot take care of home	8
Cannot take care of children	4
Household members doubt the woman	4
Girls get spoilt, Elope and marry	4
How the family perceives it -that matters	4

■ Percent cases
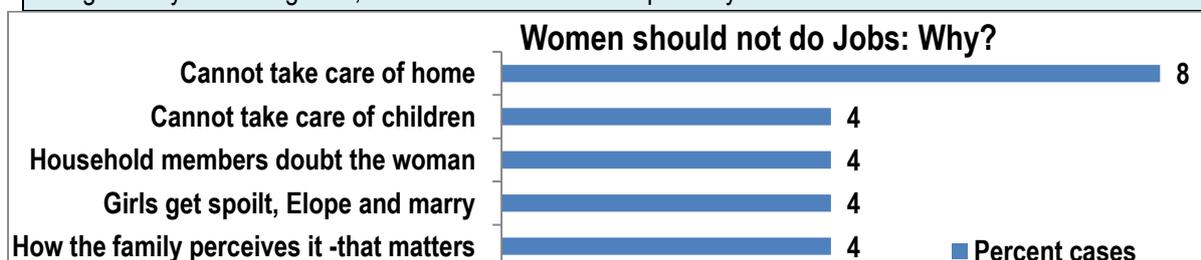
Figure 5-1 If women should not do jobs- then why?

Interestingly, some of the women, who either thought that women, in general, should not do jobs – or thought that women should not do 'a particular kind of job' - also gave reasons for the same (Figure 5-1).

Main reasons for not doing any a job - included not being able to take care of the house or children, too much workload that affects health, safety issues, family members having doubts about 'the woman getting spoilt', and other issues like not getting remuneration on time, not getting enough leave and too much commute-time or cost etc.

5.3 What is meant by a 'spoilt woman'?

Women were asked, 'What do you mean when one says, a woman is spoilt? What are the 'symptoms of being spoilt?' The various answers received are described in (Table 5.3).

Table 5.3 What is meant by 'girls get spoilt'? How do you know if a 'girl is spoilt'?

Does something and hides it from parents. Don't come home on time, go out without having any work, misinform regarding where they are going- say that they are going somewhere- while in reality they go elsewhere/ When they remain outside unduly/in free-extra time- using an excuse of work/ Roam around with friends without informing parents/ Shouting at parents/ Wearing clothes against the wishes of parents/ Those who are not obedient/ They do not listen to parents. But parents should be supportive, they should be open/ does something while hiding it from the household members
Keeps boyfriends before marriage, Hides and talks to lover/ Loves related talks- on the sly
Talks on the Mobile/ One can make out from the eyes, games of eyes start. There is fear on their faces while talking on the mobile phone/ Gets hooked on to WhatsApp/ Facebook/ Uses Internet.
Elopes. Marries against the wishes of parents

Applies 'too much make-up', keeps short hair/ grooms herself and goes out/ from the dressing style one can make out. Jeans- top becomes short/ Wear tight clothes due to which the other person 'gets attracted'/ watches films
Keeps wrong company/ Not everybody get spoilt/ Some get spoilt due to 'bad company'/ they get spoilt due to environment/ they start crossing their limit. People are not cautious with their safety. People misuse them - when they go to parties/ pubs/ They get manipulated by the talks of boys. In the age of 15-22 years, girls do not have the knowledge.
Drinking, partying/ have bad habits. They smoke, drink
No. Girls do not get spoilt. If one wants to be happy outside, then the society names it as 'spoilt'./ If girls want to do something on their own - what they want people think she is bad/ girls do not get spoilt

The stereotype of a 'spoilt woman' centred around the theme of girls falling in love against the wishes of parents/ hiding from parents, and every 'non-conservative' behaviour was indicated as a 'sign' of the 'elope and marry/ extra-marital affair tendency'. Even the use of make-up, short dress/ jeans/ bag and mobile or visits to cyber café were branded as a sign of a girl already 'spoilt' or on the way to be 'spoilt' due to 'bad company'.

The stereotype of a 'woman getting spoilt' was one of the major hurdles that each women seemed to have faced or was expecting to face (Figure 7-3), either during the search of a job (while using mobile or internet to connect to contacts/ friends from a workplace), or choosing to do a job/ a particular type of job, or continuing a job- once started. These hurdles could come from (Figure 6-2) family members/ their friends/ relatives/ neighbours or just the general ambiguous society, even as the conditioning imbibed by the women themselves.

5.4   Marriage, love marriage and the patriarchal uncertainty

> *Sumanta:* 33 years. Passed class 8th. **Married for 14 years**. She **has a cart, on which she sells small food items** and she manages to **earn 7-8,000** for household expenses. She could not study further, got married, had **4 children,** so could not do any 'job related work'. She also **discussed her eldest daughter's case who eloped and got married. Now that daughter lives close to her house but they have not patched up.**
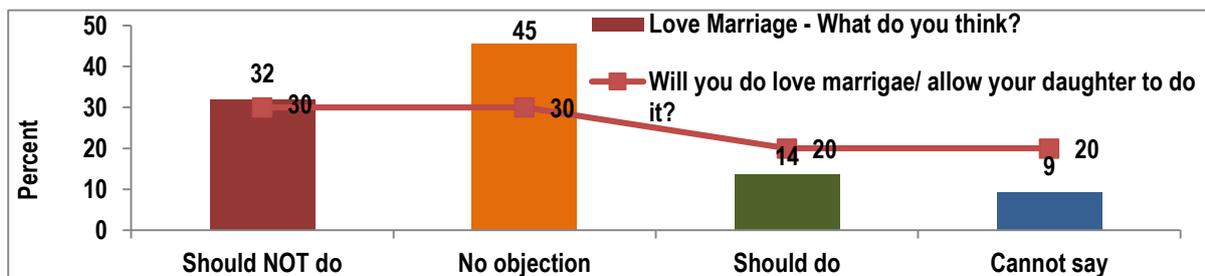
Figure 5-2 Love marriage: allowed?

The stereotype of 'spoilt' women, and its connection with 'love marriage' was an inescapable/ recurrent theme that emerged throughout the Focus Group Discussions (with around 150 participants in twelve different groups) and the personal interviews conducted later. And the answers (Figure 5-2) did reveal that, when it came to themselves/ their own self-image or their daughter, more than half the women were either 'undecided' or clearly against love marriage, which by default meant 'elope and marry against the wishes of parents'.

Table 5.4 Women and marriage: the wait and the hurdles

> *Prerna:* Unmarried. '*Parents say and we also think - that when eventually we cannot work - then why spend time and resources on education?*'
> *Sujata*: '*I loved studying but parents did not send me to school.*'

> - *Pooja:* Unmarried. Her parents didn't want her to work so **didn't invest in her education** either. **She wanted to work, be independent before she got married.** *Says, 'After marriage, nothing can happen. Whatever you want to do, just do it before marriage.'*
> - *Neelakshi:* 19 years. **B.A final.** Lives with her mother and sisters in their own house. **Father passed away** 12 years back so they all have to contribute to the family income. Rent from a portion of the house is 2000. Other income includes **tuition that all the sisters give (800 per month), making pieces for factories (500-1,000 per month). Neelakshi wants to be a teacher (though as a child she wanted to be in police) but the government course is difficult to get in and private one is very expensive (NTT- 80,000 to 1lakh). She has done all the courses, which were free or available for less money,** like beautician, computers, tailoring (GRC- Navjyoti development society). She was also hired for polio survey. She appreciates her mother for helping her with her education so far, but says, '*Most of my friends are either married or will get married soon. I see the same future for myself. But I want to do something substantial - like a course or a job - so I can help her mother, be independent and so that no one can dominate me.'*
> - *Kamana:* Married. **Wants to work. Had worked 8 years ago in an export house…** earned **20,000**. Says, *'Now (after marriage) I don't earn anything and feel bad. My husband earns 30,000. Now I have opened a shop for beauty… I want to learn….'*
> - *Kirti*: Married. *'I want to work. I have the 'permission' to and the experience also. But…'*

Not just this stereotype of 'spoilt woman and 'love marriage'', but the prospect of marriage itself – or for that matter – patriarchy , the concept of woman moving to bridegroom's family' seemed to breed such uncertainty in the minds of the women and their families that 'deciding on a livelihood' and 'investing in it in terms of education or skill development or even discussion and thought' seemed to be a 'waste of time', something not to be done or relegated to side-lines of future (marital) family's wishes. The woman's life seemed so 'uncertain' – until she 'finally reached the family and the place she should be staying with/ at' – i.e. until she 'gets married', that - that uncertainty plagued all the facets of their livelihood aspirations or even the vision of it (or rather 'blurring of it')! (Table 5.4). On the other side, women's decisiveness and agency seemed to finally reveal itself in definite (and statistically significant) ways, especially so after she became a parent.

5.5   Which women inspire?

During the study, the women were asked, 'From the women you have known/ heard of/ seen, who inspires you? What do they do?' Among the role models that inspired women, most were working either as teachers, or social workers in government or NGO setups or in government jobs like IAS/ IPS/ Bank officer etc. It was generally their 'helpful nature', guidance in times of trouble, and 'image of a dignified/independent and strong woman' that seemed to inspire many.

Almost all (except 4-5% .See Figure 5-3) women gave positive feedback about how they felt (feeling inspired or proud or heartening) when they saw women engaged in unconventional/ outdoor livelihoods such as driving, security guards, petrol pump etc.

During FGDs and interviews, many women had narrated how they liked women working in public spaces. Many women also liked to work outdoors rather than from home. In their perception, 'The one who can control traffic (being a traffic controller) or can work in the open, can also run their homes in a better way. Their knowledge of the world would be good.'

What do you think about the women who now-a-days work as drivers, instructors, safety guards, traffic controllers, sales girl or working at petrol pumps, parking etc?	Response Percent
• Feel good to see them. I had gone once with my brother to get petrol, saw a woman there, felt good that she is running her house. Livelihood can get you to do anything, it is a compulsion, but at least she is getting equal/ doing equal job.	**42 %**
• That work is also good. It isn't bad.	
• Women should do any work that they are interested in	
• I feel if she can do it, so can I. Wish I would get driving/ if one would have done the course on time, then one could have also done it	**20 %**
• Feel proud. Earlier people did not allow girls to go out of home. With these women, the attitude/ perspective of the society has changed, Girls have also started believing that they	

Figure 5-3 Reactions to women performing outdoor jobs

6 Who controls and who supports… women's agency? Family...
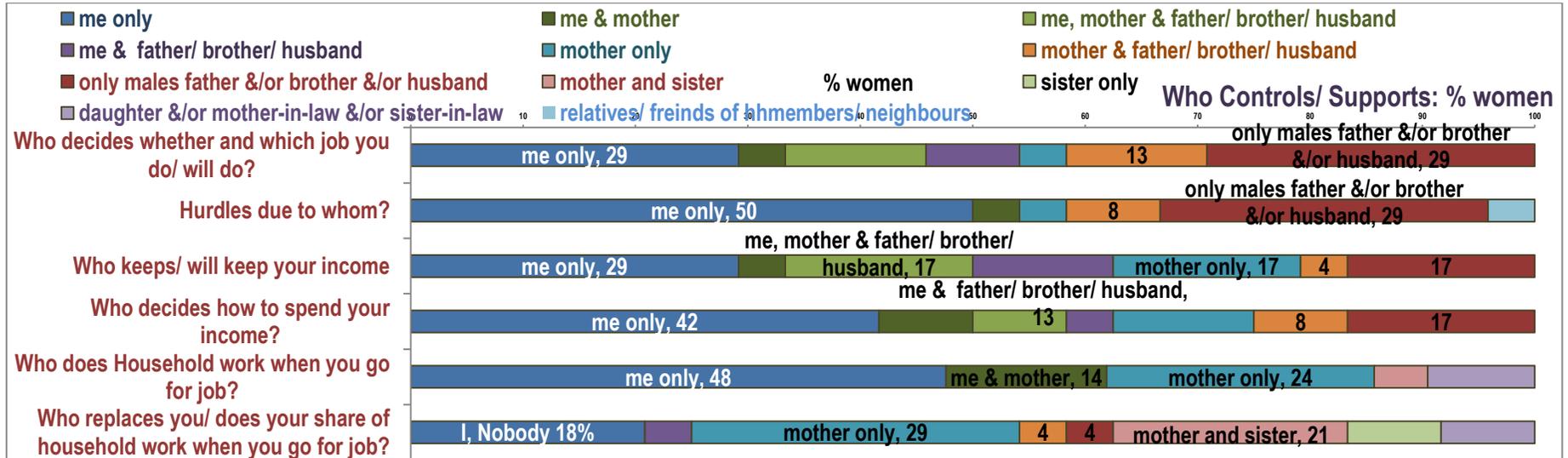
Figure 6-1 Role of family vs. livelihood of women
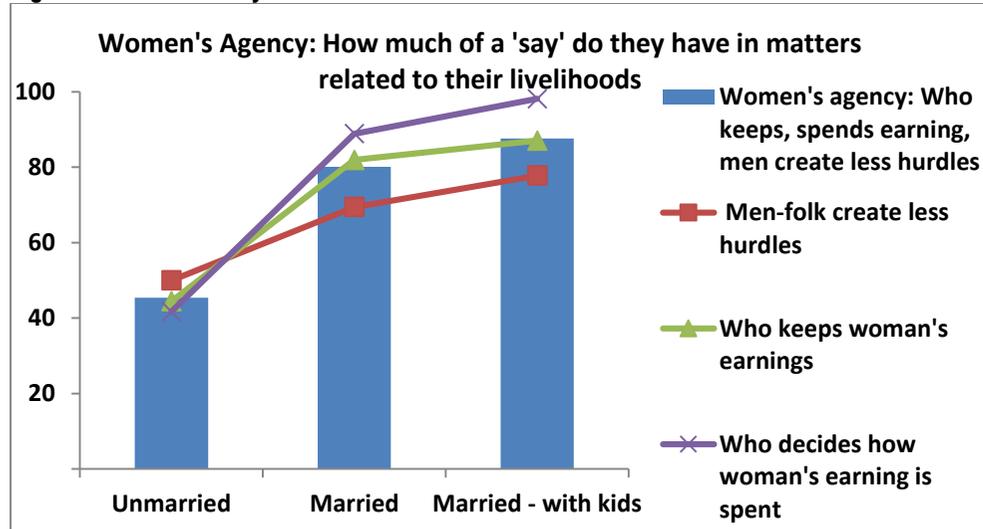
Figure 6-2 Women's agency: Unmarried, married and significant correlations: example
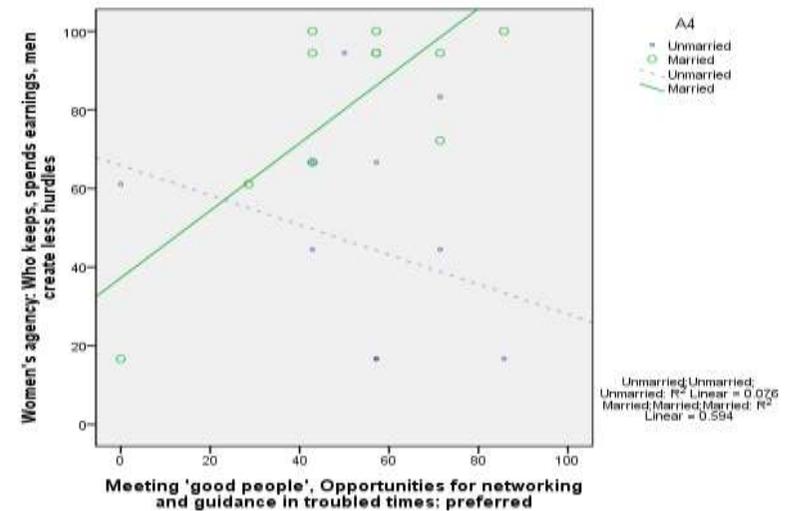
6.1   Who controls?

This chapter describes the role played by family members with regard to women's livelihoods – how much did they support or controlled. Questions were asked about who decides whether and what jobs the women could take up, who keeps the money and who decides how it would be spent. It was also inquired - who provided the support and replaced the women for the household work. The questions also included 'Due to whom do you face hurdles in getting your coveted job?'

The point to be noted in this study was that many (almost 3-4 out of ten) married women of these six slum clusters of Delhi, were reported to be staying with their parents, in their natal home, after marriage. Many of them had children who were now staying with their maternal grandparents and mother (Figure 2-1).

In response to - the set of questions regarding 'who controls' matters of women's livelihoods (Figure 6-1) - who decides about jobs, who creates hurdles, who keeps money, who decides how to spend -

*   Only less than a third of the women said - that they could take these decisions and have the final say it those matters.
*   Rest of the women informed that some or the other family member (mother/ father/ brother/ husband or many members together) played 'a role' with them, which on further probing meant- that the others played a larger role than the woman herself.
*   Some women (almost about a third) clearly mentioned that the decisions were taken mainly by 'others' and generally the 'other male members' of the household. In those cases, the women, of their own admission, did not play any role what-so-ever in deciding how their earning would be spent, will not keep their money, whether and which job to take.
*   Even neighbours and relatives were known to be generating hurdles for women in pursuing the livelihood that they aspired for.

6.2   Who supports?

When it came to 'supporting women' by 'replacing them in the household work' or 'sharing the household work/ care work', it was mainly the mother who took care of all the 'exigencies and externalities'.

Sometimes sister was also mentioned, mainly by unmarried women, and sometimes daughter/ sister were mentioned e by married women as being supportive (Figure 6-3),

> ➢ *Ameya:* Married for 7 years and has **2 children**. All members in the family work and earn. Husband works in Toyota/ Maruti and earns 12,000 per month. Says, *'I also have the option to work. I want to do a computer course and do a job of data entry but I not totally sure. But then husband says that there is no need to work and my mother supports him so I do not have support in my house or my natal home to work.'*
>
> ➢ *Purnima*: Married. **Works 9am to 9pm. Mother-in-law looks after the home and children…** Says, *'Only if we go out of the house, we will learn good things'*.

It was obvious, that unless there was somebody to replace them in the background- unseen and may be unacknowledged – to substantially replace/ support them in household work/ and childcare, the women was perceived it increasingly difficult for women to go out for remunerative work.

Who Controls/ Supports: Unmarried

% of unmarried women

Legend:
- me only
- me, mother & father/ brother
- mother only
- only males father &/or brother
- me & mother
- me & father/ brother
- mother & father/ brother
- mother and sister

Women's agency +
Women's agency −

Question	Data
Who decides whether and which job you do/ will do?	me only, 25 ... 17 ... only males father &/or brother, 17
Hurdles due to whom?	me only, 33 ... 17 ... only males father &/or brother, 25
Who keeps/ will keep your income	me, mother & father/ brother 33 ... 8 ... only males father &/or brother, 25
Who decides how to spend your income?	me only, 17 ... 17 ... only males father &/or brother, 25
Who does Household work when you go for job?	me only, 18 ... me & mother, 27 ... mother only, 36
Who replaces you/ does your share of household work when you go for job?	mother only, 58 ... only males father &/or brother, 8 ... mother and sister, 25 ... 8

Who Controls/ Supports: Married

% of married women

Legend:
- me only
- me, mother & father/ brother/ husband
- mother only
- only males father &/or brother &/or husband
- sister only
- me & mother
- me & father/ brother/ husband
- mother & father/ brother/ husband
- mother and sister
- daughter &/or mother-in-law &/or sister-in-law

Women's Agency+
Women's Agency −

Question	Data
Who decides whether and which job you do/ will do?	me only, 33 ... 8 ... only males father &/or brother &/or husband, 42
Hurdles due to whom?	me only, 67 ... only males father &/or brother &/or husband, 33
Who keeps/ will keep your income	me only, 58 ... only males father &/or brother &/or husband, 8
Who decides how to spend your income?	me only, 67 ... only males father &/or brother &/or husband, 8
Who does Household work when you go for job?	me only, 80 ... mother only, 10
Who replaces you/ does your share of household work when you go for job?	I, Nobody ,42 ... 8 ... mother and sister ... daughter &/or mother-in-law &/or sister-in-law, 17

Figure 6-3 Role of family vs. livelihood of unmarried/ married women & Women's Agency

6.3   Agency of women

Another indicator that was created in this study, was meant to represent the 'agency of the women', which meant – how much of a 'say' that they had in the matters related to their livelihoods, analyzed through their response to the three questions about who controls and creates hurdles as described above[18].

It was found that married women exercised their agency more than the unmarried women (who depended/ got influenced more by the family members)[19]. This reinforced the findings – about the role 'marriage' seemed to play in the livelihood related matters (Figure 6-2). Various factors were analysed, with respect to the agency of women. For example,
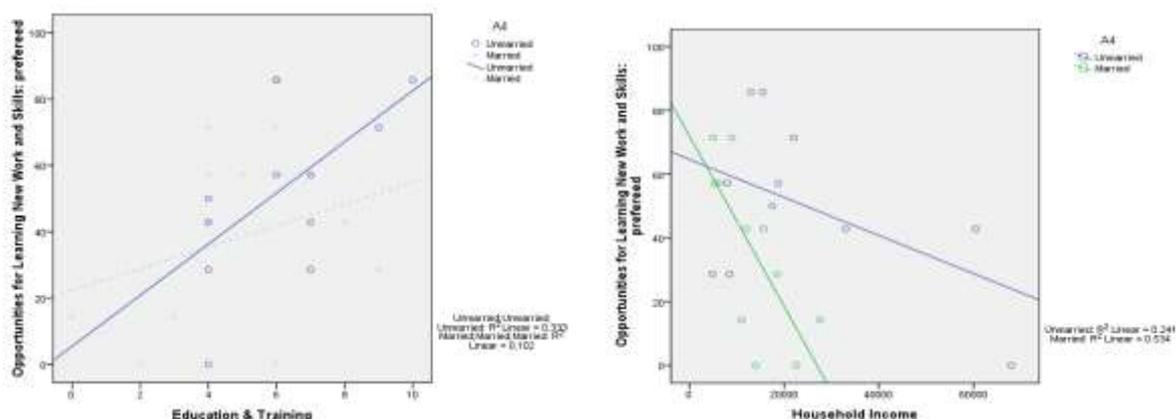
Figure 6-4 Education, training among the unmarried:
(a) household income among married (b) and preference for learning new work

- ❖ Opportunities of learning work or acquiring new skills seemed to be preferred more when the unmarried women had more education and training (Figure 6-4 a), and when the married women belonged to (resource-poor) households that had less total income (Figure 6-4 b).
- ❖ Agency of married women seemed to be associated with the opportunities for 'meeting good people', developing networks and finding guidance in times of trouble (preference, see Figure 6-5).
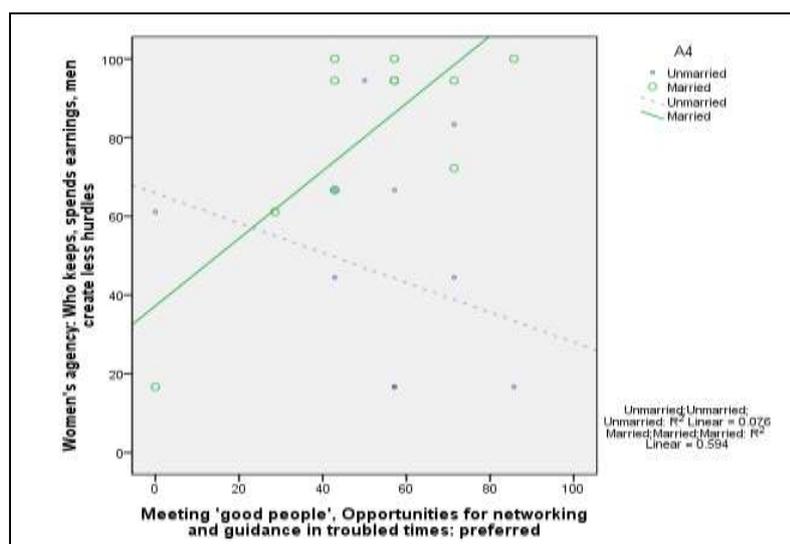
Figure 6-5 Women's agency and preference for networking & guidance

Some of these associations reinforced the analysis that was emerging from other quantitative and qualitative data as well, described further.

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[18] From various associations and correlations, this indicator, in this study was based on responses to three questions - who decided how the earnings would be used, who would keep the earnings and who reported facing 'less hurdles from the men-folk of the household'. The responses were graded according to whether it had mainly me (max score) to progressively sharing the decision making powers with others (lesser scores)

[19] In fact – there were some indications that women having children seemed to exercise their agency even more than the married women who did not have children. This could be probed further in future study.

7 What is needed? Human and digital social networks...

7.1 What does it all mean, ultimately?

7.1.1 A look at the reality of...

Unmarried - urban, resource-poor, young women…
- ✓ when educated and trained, do prefer jobs that teach new/ more skills,
- ➤ do not have much say (termed as 'Women's Agency' in this research) in deciding
    - ▪ whether and what job they can do, do not have much say in
    - ▪ who would keep the earning and
    - ▪ Hardly any say in how their earning would be spent.
    - ➤ Mostly because, their parents, relatives, society and they themselves seem to be
        - o 'waiting for marriage to happen', 'husband and in-laws will decide'
        - o Do not know 'where they would stay after marriage'
    - ➤ Also because, their efforts to be independent, work or even develop networks independent of parents and family- through friends and mobile phone/ internet- are
        - o Quickly branded as 'signs of a spoilt women'
        - ▪ As 'marriage against wishes of family' is a taboo and
        - ▪ And as job, education, mobile phone - all 'are things that can lead in that direction (of 'love marriage')'
- ✓ Do prefer outdoor jobs over home-based jobs.
    But indoor jobs (other than home-based) are still their first choice.
- ✓ Are supported, mainly by their mother (and sometimes sister), who replace them in household-work, while they earn their livelihood. Even the father or the brother pitch-in once in a while.

Married - urban, resource-poor, young women…
- ✓ When belong to lesser total household-income group, do prefer jobs that teach new/ more skills (),
- ➤ Have much more say (Women's Agency), as compared to unmarried women, in deciding
    - ▪ whether and what job they can do, do not have much say in
    - ▪ who would keep the earning and
    - ▪ Hardly any say in how their earning would be spent
    - ➤ Mostly because, their in-laws, parents, relatives, society and they themselves seem to
        - o Consider them 'as settled as they can be' and
        - o Do know 'where they would stay in any case – with in-laws or separately or with own parents'
    - ➤ Also because, their efforts to be independent, work or even develop networks independent of parents and family- through friends and mobile phone/ internet- are
        - o Less quickly branded as signs of a 'spoilt women'
        - ▪ As marriage has already happened- at least once
        - ▪ And as job, training and mobile phone - all are 'still things that can lead becoming a spoilt woman, but to a lesser degree'
- ✓ Also because, almost half of married women are not staying with their husbands or in-laws, by choice or due to separation or husband's migration for work etc. Most of them do have children as well. The family, society and they themselves seem to take their own agency more seriously.
- ✓ **When they are separated** from husbands (almost half of married women are), then,
    - o If they do not have children,
        - ▪ **They do prefer outdoor jobs – even, in fact, much more than the unmarried women.**
        - ▪ Both outdoor and indoor jobs (other than home-based) are equally placed in their preference ranking.
- ✓ When they have children

- They prefer, like the unmarried ones (but to a larger extent), indoor work (other than home-based work) the most, and outdoor work preference takes a back-seat with some increase in preference for home-based work.
  - Mainly because they…
- ✓ (Overall married women) are NOT supported for their household work, especially not as much as their unmarried counterparts/ past (where the mother/ sister used to replace them in household work).
  - Hardly anybody replaces them (married women) in household work when they earn their livelihood.
  - Only sometimes do their mother or daughter or sister replace them,
  - While the husband/ father/ brother hardly ever replace them in household work.
- ✓ So even though the married women do exercise their agency more, they also face more 'lack of support in household work'
- ✓ The more they prefer jobs that provide opportunities to develop network with 'good people', get guidance in times of trouble, the more is their agency (in deciding whether and which job to take, keeping and spending their earnings and facing less hurdle form the menfolk), and vice-a-versa.

7.1.2   A look at the aspirations before 'realistic choices' of…

The urban, resource-poor, young women, before making the 'realistic choices', do aspire for a job that …

8.   suits their preferred timings (morning or afternoon shifts),

9.   Provides social security (medical card- entitling them for subsidised medical facilities, insurance, Provident Fund, Bonus, Life insurance etc.),

10.   involves less commute to workplace (taking 45 minutes or maximum of 1 hour - two-way-total and costing less than 750 per month),

11.   provides for adequate leave (5.8 per month and about 24 more per annum- for medical/ casual/ native-place visit/ festival purposes)

12.   limits number of work-hours to around 7-1/2 hours per day (interestingly, the married and having no children group- that favored 'outdoor jobs' –even more than the unmarried ones, would also like to work for the least number of hours)

13.   gives an earnings of around Rs. 16600 per month, - ranging from average minimum of 12700 to average maximum of 24900. These numbers, incidentally also hovers around the Delhi government's latest minimum wage of just about Rs. 12,000 per month for graduates (that would cover only the basic survival needs of food) to the 'Living Wage' for skilled/ matriculates or semi-skilled/ non-matriculates (that would also cover the other basic needs such as shelter, clothes etc.- but just for an individual – single person) to the concept of 'Family Wage' (that would - at the least – partly support a dependent within the family).
This supports the finding that the monetary expectations of the women (12700 – 16600 – 24900) are in line with the cost of living in Delhi city and

- minimum survival needs,
- to the aspiration of supporting at least one's own self completely/ being independent w.r.t. basic needs other than just food
- to the wish of supporting at least part of one's family expenses

14.   Could provide pick up and drop facility, if possible.

And a job that also involves…

16.   drinking water and sanitation facilities at workplace (taken for granted),

17.   safety at workplace (an important issue)

18.   networking with good people and guidance in times of trouble (very important –especially for married women)

19.   opportunities to learn work or acquire new skills, (important – in case of unmarried women)

20. no derision from boss and get respect from colleagues,
21. designation and identity of the job profile,
22. timely payment and provision of gifts and monetary advance free of interest, and the last factor –
23. Owning the venture or being one's own boss.

7.1.3   A look at the 'realistic choices' of...

The urban, resource-poor, young women, when faced with the 'realistic choices', of choosing a job- from two jobs that offered only one of the seven factors mentioned above, made choices- that revealed – one of the findings of this study- what it 'ultimately boils down to': **Women would take up jobs that**

5. suit their preferred timings **or**
6. provide social security **or**
7. involve less commute to workplace **or**
8. provide for adequate leave **or**

-**even when** it meant that they would have to work for more than their desired number of hours or earn less than their desired monthly income, and of course – pick & drop facility was not there at all.

Also, while drinking water and sanitation facilities at workplace were taken for granted, and safety at workplace remained an important issue for choosing jobs,

- Married women chose the jobs that provided networking with good people and guidance in times of trouble. In fact it was found to correlate well with the agency of married women as well – i.e. more the married women preferred this networking and guidance, the more say they had in whether and which job to do, keep and spend their earnings and face less hurdles from menfolk of the household w.r.t. earning their livelihood.
- Unmarried women, who had more education and training, had higher tendency to choose jobs that gave opportunities to learn work or acquire new skills.

7.1.4   A look at what lies behind...

The 'invisible' deterrent structure and 'unacknowledged' support structure that affects women's aspirations, choices and prospects came out as well.

- The uncertainty associated with marriage in patriarchy– from basic question of what would be the location of the new home, to who the marital family would be, what would they want/ support/ oppose
- The patriarchal menfolk of the house becoming the biggest hurdles (in deciding whether and which job the women should do, keeping and spending their earning, perpetuating 'spoilt women stereotype') and providing the least, if any, support (not sharing/ replacing women in household work, while the women earn)
- Lack of formal spaces where channels of information can be accessed, information can be exchanged and mutual support might be provided, with the 'spoilt women' image marring the other venues available to men.
- Lack of support structure, and the double workload, as it boils down to – unless the unpaid, unacknowledged housework replacement happened (by a mother or sister or daughter in most cases), women's choices (and aspirations) tended to veer away from 'outdoor jobs'.

7.2   Sources of information: human and digital social network
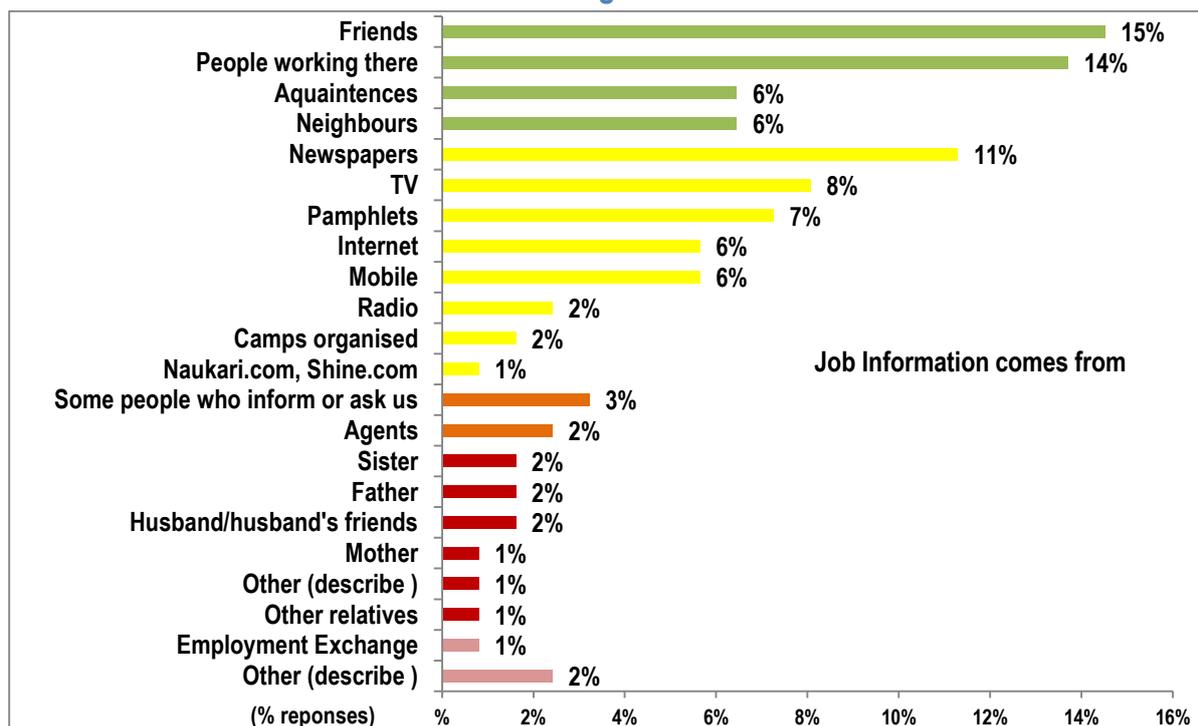
Figure 7-1 Sources of job information
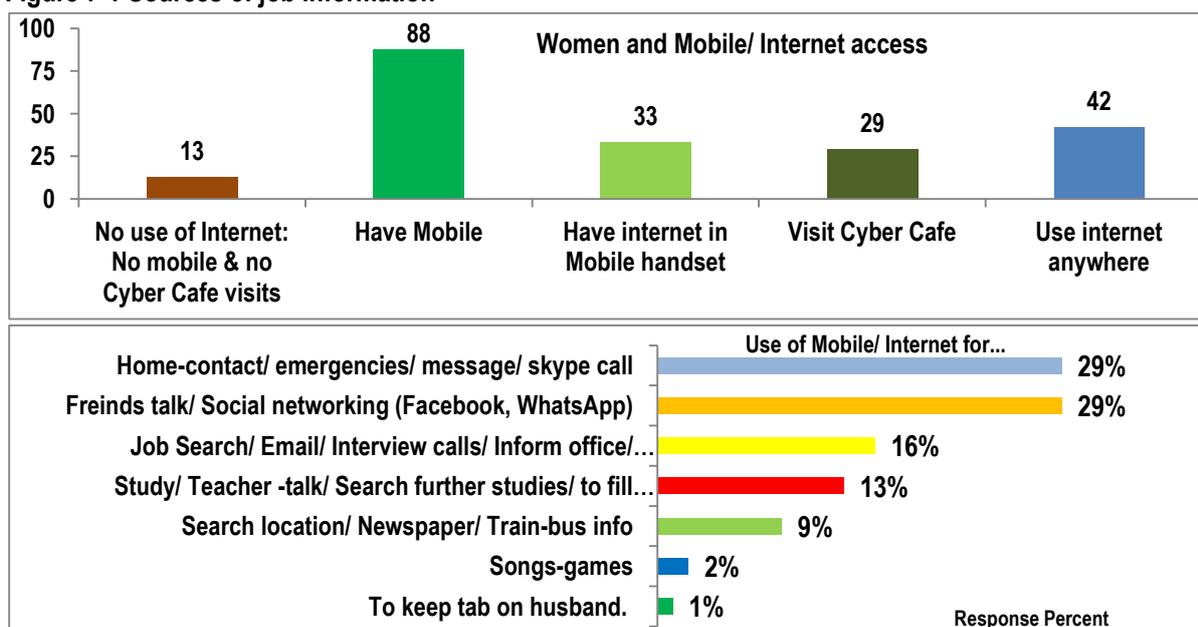
Figure 7-2 Use the internet/ mobile for?

When the women decided to earn a livelihood, where would they find the relevant information from? It was found that the main sources of information about availability of jobs (Figure 7-1).included mainly friends or people working in those places. Acquaintances, neighbours and other media of mass communications- mainly newspapers, television etc. also played a role. Pamphlets, internet, mobile phones, radio and camps by the employer organizations were the next prevalent source of information. Some agents and family members were the last group of sources of information about jobs.

While, the stereotype of a 'spoilt woman' reported 'talking on mobile' or using internet (social networking or cyber café visit etc.) to be a 'no-no', most of the women did have mobile phones, and a third also had internet on their

mobile. And contrary to popular belief, use of mobile and internet, i.e. the digital/ telephonic social network, did, reportedly, include many functional uses for the purposes of search, preparation for and advancement in livelihoods and in studies (Figure 7-2).

7.3   Felt needs: what support is required?

What is Needed for Job?

	%
Finance needed	16%
Study needed	16%
Information needed	15%
Training needed	14%
Time lacking	11%
Workload too much:…	8%
Child/sibling care lacking, 4%	
Family support lacking	6%
pressure for marriage, 2%	
Outside support lacking,…	6%
other	4%

(% response)

■ Outside support needed = Have to pay bribes, jobs given to those who are 'aquainted'/ cronies, no support against breach of promises- like payents not made, less salary than signed etc.
■ Family support lacking = difficulty/problem from family, workload not shared, marriage pressure, being eldest daughter
■ Other = Institute of trg/study very far, aspired jobs/ Good (proper salary) jobs are not available, too much competition in own work-parlour

Figure 7-3 What women think is needed for pursuing their livelihood aspirations?

> *Ameya:* 24 years. Passed class 9th. Married for 7 years and has **2 children**. All members in the family work and earn. Husband works in Toyota/Maruti and earns 12,000 per month. Says, *'I also have the option to work. I want to do a computer course and do a job of data entry but I not totally sure. But then husband says that there is no need to work and my mother supports him so I do not have support in my house or my natal home to work.'*

> *Neelakshi:* 19 years. **B.A final.** Lives with her mother and sisters in their own house. **Father passed away** 12 years back so they all have to contribute to the family income. Rent from a portion of the house is 2000. Other income includes **tuition that all the sisters give (800 per month), making pieces for factories (500-1,000 per month).** Neelakshi wants to be a teacher (though as a child she wanted to be in police) but the government course is difficult to get in and private one is very expensive (NTT- 80,000 to 1lakh). **She has done all the courses, which were free or available for less money,** like beautician, computers, tailoring (GRC- Navjyoti development society). She was also hired for polio survey. She appreciates her mother for helping her with her education so far, but says, *'Most of my friends are either married or will get married soon. I see the same future for myself. But I want to do something substantial - like a course or a job - so I can help her mother, be independent and so that no one can dominate me.'*

Figure 7-4 What support is needed?

Finally, when we look at 'what did the women think they needed for going after the livelihoods they aspired for (Figure 7-3), and think about 'what factors supported them and which were the hindrances and how could they be overcome (Figure 7-4), following recommendations seem to crystallize themselves from this study:

The women listed out following things as the 'felt needs' – if they were to think of pursuing their aspirations or even just for going out to work..

- Financial support is required
- Studies need to be done
- Information regarding how to get all these and guidance on livelihoods is required
- Current work-situation/study situation/ family structure (and patriarchal practices) it difficult for the women to
  - Find time
  - Find system to share the current workload
  - Find child/ sibling care system
  - So that they can pursue their livelihood aspirations
- Pressure for marriage for unmarried women and for 'remaining the homemaker' for married women was something that the women needed support to counter
- Support system for countering outside factors from safety, to corruption, to rights violation/ withholding of pay etc. These innumerable problems seemed insurmountable without a network of support.
- Finding right matches for their aspiration – in terms of information, trainings or courses available etc. - was another clear need articulated by many women.

8 Recommendations

This study reconfirmed that women's agency, in the context of pursuing a livelihood, gets hindered by factors such as family pressure, lack of knowledge/ skill/ education, lack support system at family level and in society, fear of safety and lack of grievance redress system or a support system to make the grievances heard.

Following key 'felt needs' emerged from the study.
- Financial support is required
- Support in acquiring relevant educational qualifications and skills based training
- Guidance on livelihoods choices/ formal system of information on available opportunities and awareness on sources of information for the same
- Find system to share the current workload
- Find child/ sibling care system
- Advice/ support system for countering family pressure for getting married (in case of unmarried women) or for remaining a 'homemaker' (in case of married women)
- Support system for countering outside factors such as from safety, to corruption, to rights violation/ withholding of pay etc.
- Grievance-redress system against financial exploitation. These innumerable problems seemed insurmountable without a network of support.
- Finding right matches for their aspiration – in terms of information, trainings or courses available etc. - was another clear need articulated by many women.

It is clear from the study that women need some kind of social support system that helps them not only in managing family and social pressure but also in provides guidance and support. Hence, following recommendations seem to follow logically from the study findings.

8.1 Some suggestions connected to the key findings

Table 8.1 Some suggestions with key findings

Felt Need/ Key Finding	Suggestion	
Financial support is required	On internet: search scholarships/ programs/ donations	
Studies need to be done	Search schools/ programs/ free MOOCs, online certifications/ classes. Apply online, fill forms, see results	
Information regarding how to get all these and guidance on livelihoods is required. Computer related jobs are one of the big groups of single-theme occupations- in the 'best-2-jobs' list of women.	Training – to bridge the digital divide. Help learning how to accessing - Hands on- in an enabling empowerment. Get tips from regular users. Peer-group will help each other sustain the learning. The training would also help them pursue their aspirations related to livelihoods involving work on computers.	
Other indoor jobs (office, mall etc.) are preferred over outdoor jobs. 10% women still have outdoor jobs in their 'best-2-jobs' list.	Social networking will give exposure to the realities of 'outdoor jobs'. It will give the confidence to move from indoor to outdoor jobs- demystify the outdoor occupations. Also computer training- jobs are already these - and preferred. Can get or info, meet role models	
Guidance on livelihoods is required. in terms of information, trainings or courses	Career counsellors, information, connecting to NGOs/ network/ other groups/ industries/ government programs: connect on net, arrange talks/visits	

Current work-situation/study situation/ family structure (and patriarchal practices) it difficult for the women to	The centre can become the harbinger of change, being situated in the slum cluster itself and a place that enables the women to help themselves.
Find system to share the current workload.	Gender training of women and men, work sharing examples, role models, talks and interviews of local role model women - from other slums. In person and on internet- giving glimpses of what the alternative systems could be.
Find child/ sibling care system. Half the married women are separated from husbands, and most of them have children.	Connecting to programs and starting a set up for child care/ work sharing: through their cooperative efforts/ donors/ NGOs/ Corporate Social Responsibility (CSR) initiatives
Pressure for marriage for unmarried women and for 'remaining the homemaker' for married women was something that the women needed support to counter	Gender counselling of girls and boys. Programs, Exposure to alternate systems within marriage/ other institutions. Laws, networks, talks by role models- men and women
Support system for countering outside factors from safety, to corruption, to rights violation/ withholding of pay etc. These innumerable problems seemed insurmountable without a network of support.	info - help lines, regular self-defence training, Mobile apps- training/ exposure Making a group of local women and connecting them- setting up a system of mobile alert among them/ other systems
Rights violation/ withholding of pay etc. Worst-2-jobs list are topped by domestic work, piece rate work, waitress etc.	Informal/ formal union, Information exchange about blacklisting employers, Blacklisting organisations, Financial safety systems, Role models from Mumbai etc. Online Skype talks?
Finding right matches for their aspiration – in terms of information, trainings or courses available etc. - was another clear need articulated by many women. The salary expectations of women, the wage rates of government and wage rates offered by employers Many women's current income is lesser than their past income- the highest they may have earned.	Lack of information can be tackled by - sharing on a regular basis, - maintaining an updated database – discussions and searches of alternate solutions – negotiating support extended mutually among women. Wages, companies may not know the wage-ladder actually climbed by the women, Organization could serve as local employment exchange, data bank or matching skills and jobs, email alerts, portals Discussion itself clarifies wage situation among women themselves (e.g. a woman aspiring to start a beauty parlor expressed shock that – while she was earning around 1,500 Rupees per month working in other person's beauty parlor, another participant –a casual wage laborer- made 7,000 per month for last few months.) Laws, wage, news, working conditions, hazards, precautions need to be shared
Top priority in the best-job-list is 'Government jobs'	Advertisements, applications can be searched/ filled online- saving time of the women, and they can then move on to other efforts.
Entrepreneur, art/ hospitality related group is the one of the preferred group	- Information for starting one's own work and awareness about the occupation/ art/ hospitality industry- would help women familiarise themselves with the options. awareness
Half of married women do not have bank account	Online works/ banking, recharge, bill payments, applications (for police verification etc.) can slowly get the women free from the middle-men/ touts who take money/ bribe for some works and may or may not deliver.

Shift/ timing of the job is the most preferred factor.	Information about local women's work timings can be shared and groups for company/ vehicle sharing...
Social security measures are a preferred factor for most of the women	Search, decide and get- as a group—advocate the same with employers Steps can be made easy as a group. Economically Weak Section (EWS) quota beds in hospital and seats in schools, and other such schemes can be accessed, information shared about how to leverage for these with various employers
Paid leave is an important factor	Can help in record keeping of leave (so that employers cannot cheat).Laws, supporting regulations and mechanisms can be shared, experiences shared and role models can be interacted with.
learning opportunities, safety and guidance/ networking with 'good people' is a preferred factor	This forum itself can become a medium to further build network and seek guidance/ mutual support
	Job ranking on various indicators- Job- reviews- can be made available- database built and updated by women's experience/ themselves.
Purpose of livelihoods. Why women should/ should not pursue remunerative occupation? ' spoilt woman' stereotype	Debates on purposes of livelihoods- how can they be alternatively achieved. Women's empowerment - in thought- - how conditioning disempowers- Talks and discussions and activities- gender sensitisation and networking
Marriage- uncertainty in agency... until married/ parenthood	Exposure to life stages- what happens after marriage- how to balance the drawbacks- trying to gain control prior to marriage itself. Challenging the myths and status quo- discussions Roles/ exposure to world's family types- agency- the 'unpaid unacknowledged work' of women, To be recognised... Forging a common alliance to get accreditation, recognition and remuneration for all 'reproductive labour'/ unpaid economy. Understanding care economy/ capitalism/ what needs to be done Feminisation of labour intensive jobs- and less remunerative jobs- Getting more pay- equal pay for jobs, whose status is kept low currently? Understanding and challenging the economic models and assumptions of political economy and development- Talks... and action plans...

8.2   Recommendations

IV.   To counter the forces within and outside the family, neighbourhood and workplaces, which prove to be hindrances in pursuing livelihood aspirations, building on the already existing support networks of women could be the first way out. What they seemed to need was a place where they could come together and share the information, problems and possible solutions/ action plans- on a regular basis, with or without anybody facilitating it. In-fact, the process of FGDs during this study itself- seemed to clarify the situation and the way ahead for many of the women participants- without any input from the moderators. So Azad Foundation or any other organization (government or NGO) could start with such a 'discussion space- physical room and facilities first.

V.   The second aspect that did seem pretty straight-forward as a recommendation to be made was- creating the internet support network - facilities, access and freedom to use the IT structures (may be laptops/ smart phones or other systems) placed at the discussion room or nearby – exclusively for women and their support system. This would also demystify the 'mobile', 'social networking' and 'internet' among the community at large and pave the way to counter the 'spoilt woman' stereotype that creates hindrances at social and

household levels. It would also go a long way in fostering the agency of women- to find solutions and nuanced action plans for many of their problems.

VI.   How to support and enable the women on implementing the action plans that they think about – based on the information they gather – would be the next big challenge!

Until that happens, the following would be the logical take-away/ recommendations from this study.

8.   Women aspiring for doing/ continuing an economic activity critically need space where they could get together and share their issues, information and probable solutions on a regular basis. This space may or may not need a facilitator depending on the issues that the women are dealing with/ discussing. The need for such a space was obvious as the FGDs themselves seemed to benefit many women participants. The FGDs conducted by the research team provided an opportunity to the women to share information, discuss their issues among themselves and clarify the situation, issues and options available to them. Therefore it is suggested that such a physical space may be made available to women where they can get together periodically and discuss various issues.

9.   As most of the women have access to mobile phones and a significant proportion have access to and /or experience in accessing the internet, it is suggested that an internet support network may also be initiated. This could also involve facilitation for training and support among themselves – on how to use mobiles, smart phones, internet to find solutions as per one's individual needs and keep oneself updated.

10. The discussion space and access to internet can be combined. The point to be noted is that these need be made available at a convenient location for both kinds of tech-savvy or non-tech-savvy user groups of women. For example the meeting space for women who do not have individual access to phone/ internet, could also serve as a venue where the digital divide is also attempted to be breached, if they so choose.

11. On one hand, this will provide necessary information to the aspiring women; while on the other hand, it will also dent the 'spoilt women' stereotype that creates hindrances, at social and household levels, for realisation of livelihood aspirations. A conscious and planned approach at breaching this stereotype needs to become an integral part of the intervention.

12. A cooperative/ collaborative group and cohesive support system also needs to be envisaged- through this meeting-discussion cum digital-women-friendly-and-for-all-women inclusive space. This support system can follow up and support the women to implement the action plans, which might develop during their discussions.

13. A civil society organisation, such as Azad Foundation could, in a focussed way, try to highlight the role models/ support the resource persons available among the women of the slum cluster itself, by using various methods, such as interviews/ talks with and case studies of struggling and successful women belonging to the slum clusters and engaged in various livelihoods.

14. A civil society organisation, such as Azad Foundation could institutionalise a mechanism to update itself and the women it interacts with in the slum clusters – with latest information about the policies/ laws/ rules/ guidelines/ cases/ judgements/ programmes/ news and research about labour, time and cost/ wages of women in the labour market/ service sector, livelihood opportunities available to women, working conditions and other details about those opportunities. This role, like that of a resource agency, could help Azad further connect with women in the slum cluster and enable them to empower themselves.

8.3   Way Forward

✓   A real and virtual social network through physical 'meeting-discussion-information space' (in slum clusters) and access to internet could play a major role in empowering the women if it fosters their agency in finding solutions and enables them to collaborate and cooperate among themselves for implementing the action plans that they might chalk out for many of their problems.

✓   Azad Foundation could also strengthen its outreach programme, first by making Information, Education and Communication (IEC) material around the key messages of the issues emerging from this study, so as to

increase the understanding and capacity of team members on these subject, as they had also shared during the study, that many of the mobilisation team members were discussing and grappling with these issues upfront, for the first time, during data collection/ discussions related to this study itself.

- ✓ Civil society organisations could look into the findings and figure out, which factors support and which factors deter the agency of women with regards to their livelihoods. They could also look into how do the various programmes, policies and intervention strategies, including trainings, measure up against the parameters of agency of women. What truly worked and what does not as far as 'empowerment' of women and their agency!

- ✓ The unpaid, unacknowledged, background support work of women in managing the household work and that of their fellow- household-work-sharers, needs to become formalised, so that it becomes part of policy making and intervention planning.

- ✓ Creating and fostering institutions, structures- economic and social – such that all kinds of works – personal household work, childcare work and livelihood earning work become 'at par', and all- men and women both are encourages/ facilitated to share equitable work in each sphere, and put in equal/ equitable time in all kinds of responsibilities (such that doing care-economy work does not prejudice one's 'career', be it a man or a woman, and all remain on equitable footing with the so called 'mainstream' work.)

- ✓ Creating structures and policies that not only
    - o support women if they wish to take up 'livelihoods from the traditional male bastion'., but also,
    - o And more importantly, instil the similar, equitable value (in terms of recognition, remuneration and professionalism) to those works (be it within the household or outside it) that have been done by women so far…
        - ✓ i.e. not just bring women into 'men's work domain', but also men back into 'women's work domain' supplementing the dignity to the 'traditional work' of women as well.

- ✓ Gearing the direction of economic policies and women's empowerment programmes in the directions of women's aspirations which include provision of social security measures, leave and medical support, efficiently enforcing living or family wage in place of minimum wage, safe workplaces among other economical and professional ethics.

- ✓ Creating and fostering discussion and support forums for women and their families, such that they can implement their shared action plans that come up after information exchange and access to wider information, creating a web of not only digital/virtual but also actual human support network.

- ✓ Learning from Azad's and other such organisations' experience in empowering women, especially the gender components of their trainings (apart from livelihood related specific skills) and handholding support and follow up structures – would be need to be looked into by the government, while designing programmes and policies around women empowerment.

Annexure: Study Tools:

1. Focus Group Checklist
2. In-depth Interview Schedule

1. FGD Process Checklist

Each participant fills the FGD Participant Information Form

We may conduct Key Informant Interview/ Basti Profile meanwhile.

Checklist

A. सपना (काम के सन्दर्भ में)

    a. नाम, उम्र,

    b. सपना

    c. **आप कितने घंटे काम करना चाहेंगी?**

    d. **और कितने पैसे या सॅलरी चाहती हैं?**

    e. **और कौनसी सुविधाएँ, मिलनी चाहिए?**

        i. **महिला/ लड़की होने के नाते कोई और बात जो आप अपनी जॉब मे चाहती है?**

        ii. **जैसे- काम की जगह का माहौल,**

        iii. **टॉयलेट की सुविधाएँ,**

        iv. **अपनी या बच्चे या घरवालों की बीमारी मे सुविधा,**

        v. **छुट्टी वगैरह?**

B. अच्छी **जॉब का क्या मतलब/ एक जॉब से आप क्या अपेक्षा रखती हैं?**

C. आप को अपनी पसंद का जॉब पाने के / **उस हुनर को पाने के लिए आप के पास कौनसे रास्ते है?**

    a. **कौनसे मौके हैं?**

    b. कौन मदद करता है?

D. आप जॉब करेंगी या नही यह कौन तय करता है?

    a. आप कौनसा जॉब ले सकती हैं- कौनसा नहीं- यह कौन तय करता है?

E. आप को अपनी पसंद का जॉब पाने में क्या क्या मुश्किलें है?

    a. जैसे कि परिवार से, या

    b. ट्रैनिंग की कमी, या

    c. पढ़ाई की कमी या

    d. हुनर की कमी?

    e. काम से दूरी? या

    f. और कुछ?

F. आपके एरिया में महिलायें किस तरह की जॉब्स कर रही हैं

    a. काम/ रोज़गार के मुख्य साधन/ प्रकार : महिलाओं के लिए : महिलाएं किस प्रकार के काम करती हैं?

    b. काम के लिए वे कहाँ जाते हैं?

c. और कितने तक मासिक कमाई हो पाती है?

G. **जॉब पाने के लिए आप को क्या कोशिश करनी पड़ती है?**

   a. **कैसे पता चलता है की कहा पर जॉब या काम मिल रहा है?**

   b. **उस हुनर को पाने के लिए आप के पास कौनसे रास्ते है? कौनसे मौके हैं?**

   c. कौन मदद करता है?

H. आप के सपने का काम कब कर पाओगे? प्यार, शादी या बच्चे या शहर मे या गाँव मे घर आदि से क्या असर पड़ेगा?

I. आप को कौनसी महिला को देख कर- उसके काम को देख कर बहुत अच्छा लगता है?

   a. क्यों?

   b. **आज कल लड़कियाँ ड्राइवर, इन्स्ट्रक्टर, सेफ्टी गौरड़, ट्रैफिक कंट्रोलर, सेल्स गर्ल या पेट्रोल पंप, पार्किंग वग़ैरह में काम कर रही हैं - इनके के बारे में आप क्या सोचती हैं?**

J. **आप के विचार से क्या महिलाओ को जॉब या काम करना चाहिए?**

   a. **और कितने पैसे या सॅलरी मिलनी चाहिए? और कौनसी सुविधाएँ, मिलनी चाहिए?**

   b. **आप के विचार से सरकार के अनुसार मिनिमम वेज क्या है**

K. आप प्यार, पसंद की शादी के बारे मे क्या सोचती हैं?

   a. लड़कियाँ कब "बिगड़ती हैं" कब नही?

      i. पढ़ाई से?

      ii. जॉब से?

      iii. आप जिन लड़कियों को जानते हैं- उन मे से- 10 मे से कितनी लड़कियों ने ऐसा किया?

L. मोबाइल Who among you has a mobile? Who among you uses a mobile? Why/Why not? Does anybody's mobile have internet? **आप में से किस किस के पास मोबाइल फोन है? मोबाइल इंटरनेट है? उसका किस किस में उपयोग करती हैं? क्या इंटरनेट का उपयोग करती हैं? क्यों / क्यों नहीं**

M. इंटरनेट Who among you use internet? Where? Why/ why not? **क्या इंटरनेट का उपयोग करती हैं? साइबर कैफे जाती हैं? किस काम के लिए?   क्यों / क्यों नहीं**

Note: Any perception based question to be quantified by first-hand experience

जिन भी कामों के बारे में वे जानती हैं और उस क्षेत्र की महिलायें उनमें जा रही हैं उसकी सूचि उनके सामने रखें - और सपनों वाली -और उस में से उनकी पसंद के कोई भी तीन काम प्राथमिकता के आधार पर चुनने के लिए कहें शीट पर लिखवाएं।

2. AF Study, In-depth Personal Interview Schedule, Dec 2014

Basti Name: **Date:**

Interviewer's name: **Checked by:**   **Not asked = पूछा नहीं =88**   **Start time…..**   **End time …**

Basti number	Category of women Unmarried+work-ex=1, Unmarried-Nowork-ex=2 Married+work-ex=3, Married-Nowork-ex=4		Woman number	

A	आप_की_जानकारी				
A1	आप का नाम				
A2	उम्र		साल		
A3	आप का मोबाइल नंबर				
A4	आप विवाहित / अविवाहित है? 2 =विवाहित / 1 =अविवाहित				

A5	कौनसी कक्षा में अभी पढ़ रहे हो या नाम लिखवाया है		**Answer** 1 to 12	**Code** =1 to 12	कोर्स का नाम बोर्ड या यूनिवर्सिटी का नाम या कॉलेज या क्लास का नाम लिखें
A6	पढ़ाई…कौनसी कक्षा पूरी पास की है		फ़र्स्ट ईयर	= 13	
A7	कौन सी पढ़ाई करना चाहते हो		सेकेंड ईयर	= 14	
			फाइनल ईयर	= 15 कुछ नहीं = 0	

Not asked = पूछा नहीं =88		क्या सीखा (नीचे के टेबल से कोड भरें)		कितने महीने या दिन की		दिन में किस टाइम		फिस कितनी
		कोड	क्या सीखा (लिखें)	महीने	दिन	इतने बजे से	इतने बजे तक	
A8	कौनसी ट्रेनिंग/ कोर्स पूरी कर ली है			A8.1	A8.2	A8.3	A8.4	A8.5
A9	कौनसी ट्रेनिंग/ कोर्स अभी कर रहे हो या नाम लिखवाया है			A9.1	A9.2	A9.3	A9.4	A9.5
A10	कौन सी ट्रेनिंग/ कोर्स करना चाहते हो			A10.1	A10.2	A10.3	A10.4	A10.5

कोड	सीखा	कोड	सीखा	कोड	सीखा	कोड	सीखा
6	टीचर के कोर्स	9	कंप्यूटर के कोर्स बेसिक कोर्स	13	वेब डिज़ाइनिंग ग्राफ़िक डिज़ाइनिंग प्रिंटिंग	17	आम जानकारी ईमेल इंटरनेट की जानकारी
7	ब्यूटी कोर्स	10	टेली	14	टाइपिंग शॉर्टहँड स्टेनो	18	महिलाओं के अधिकार की बातें क़ानून की जानकारी हेल्पलाइन की जानकारी
				15	इंग्लिश स्पीकिंग पर्सनालिटी डेवलोपमेंट बातचीत के तरीके की ट्रेनिंग		
8	सिलाई	11	अकाउंटिंग			19	ड्राइविंग
0	कुछ नहीं	12	डेटा एंट्री	16	फेशन डिज़ाइनिंग	99	और कुछ (विस्तार से लिखें)

G					
G1	क्या आप कमाने के काम या जॉब पहले कर चुके हो?	(ट्यूशन/ दूसरे घरों के झाड़ू पोंछा आदि में माँ की मदद/ फेक्ट्री में काम आदि भी पूछें)	हाँ	1	
			नहीं	2	नहीं तो सवाल G4,6,8,10.12.14.16.18.30.22.24.26.28.30.32 ना भरें
G2	क्या आप कमाने के काम या जॉब अभी कर रहे हो?		हाँ	1	
			नहीं	2	नहीं तो सवाल G3,5,7,9,11,13,15,17,19,

		गोला लगाएँ			21,23,25,27,29,31 ना भरें

			G3				G4			
	Not asked = पूछा नहीं =88		If 'Yes' to G1 काम या जॉब अभी कर रहे हो? आप कमाने के कौनसे कौनसे काम या जॉब अभी कर रहे हो? (ट्यूशन/ दूसरे घरों के झाड़ू पोंछा आदि में माँ की मदद/ फेक्ट्री में काम आदि भी पूछें)				If 'Yes' to G2 काम या जॉब पहले कर चुके हो? आप कमाने के कौनसे कौनसे काम या जॉब पहले कर चुके हो? (ट्यूशन/ दूसरे घरों के झाड़ू पोंछा आदि में माँ की मदद/ फेक्ट्री में काम आदि भी पूछें)			
G3	आप कमाने के कौनसे कौनसे काम या जॉब अभी कर रहे हो? (ट्यूशन/ दूसरे घरों के झाड़ू पोंछा आदि में माँ की मदद/ फेक्ट्री में काम आदि भी पूछें) आप कमाने के कौन.कौनसे काम या जॉब पहले कर चुके हो?		G3.1 काम₁	G3.2 काम₂	G3.3 काम₃	G3.4 काम₄	G4.5 काम₅	G4.6 काम₆	G4.7 काम₇	G4.8 काम₈
G4										
	۾ सेक्शन देखकर इंटरव्यू के अंत में भरें काम का कोड;		G3.1	G3.2	G3.3	G3.4	G4.5	G4.6	G4.7	G4.8
G5	कहाँ कर रहे/ चुके हो? गोला लगाएँ		G5.1 काम₁	G5.2 काम₂	G5.3 काम₃	G5.4 काम₄	G6.5 काम₅	G6.6 काम₆	G6.7 काम₇	G6.8 काम₈
		घर में	1 घर	1 घर	1 घर	1	1	1 घर	1 घर	1	1
G6		दूसरी चार दीवारी में (जैसे दुकान/ फेक्ट्री/ घरों में, मौल में)	2 चा.दी	2 चा.दी	2 चा.दी	2	2	2 चा.दी	2 चा.दी	2	2
		खुले में बाहर	3 खुले	3 खुले	3 खुले	3	3	3 खुले	3 खुले	3	3
5G7	लाने ले -जाने के लिए गाड़ी		G7.1 काम₁	G7.2 काम₂	G7.3 काम₃	G7.4 काम₄	G8.5 काम₅	G8.6 काम₆	G8.7 काम₈	G8.8 काम₈
5G8		हाँ 1/ नहीं 2	1/ 2	1/ 2	1/ 2	1/ 2	1/ 2	1/ 2	1/ 2	1/ 2
G9			G9.1 काम₁	G9.2 काम₂	G9.3 काम₃	G9.4 काम₄	G10.5 काम₅	G10.6 काम₆	G10.7 काम₇	G10.8 काम₈
G10	गाड़ी नही आती तो क्या साधन कर रहे हो? आने जाने के लिए	साधन कोड								

कोड 1	पैदल	कोड 11	कुछ नहीं - घर में		कोड	
2	शेयर साइकल रिक्शा	5	ग्रामीण सेवा/ फटफट सेवा/ शेयर टेंपो		8	मेट्रो
3	अपनी साइकल रिक्शा	6	मिनिबस		9	ऑटो रिक्शा
4	अपनी साइकल	7	बस		10	अपनी ऑटो रिक्शा

		G11.1काम₁	G11.2काम₂	G11.3काम₃	G11.4काम₄	G12.5काम₅	G12.6काम₆	G12.7काम₇	G12.8काम₈
6G 11 6G 12	गाड़ी नही आती तो - कितना पास में – कितना समय आने जाने के लिए? आना जाना मिलाकर	समय कोड							

कोड		कोड 1	10+10=20	1. 20 मिनट		कोड 4	4. एक घंटा		कोड 7	7. पौने दो घंटे
11	कुछ नहीं = घर में	2	15+15=	2. आधा घंटा		5	5. सवा घंटा		8	8. दो घंटे

		3	3. पौना घंटा			6	6. डेढ़ घंटा		9	9. दो से ज़्यादा घंटे
G13			G13.1काम₁	G13.2काम₂	G13.3काम₃	G13.4काम₄	G14.5काम₅	G14.6काम₆	G14.7काम₇	G14.8काम₈
G14	कितना खर्चा महीने का आने जाने का दृ रुपये									
3G15	काम दिन के किस समय पर काम कर रहे हो/ थे?	इतने बजे से	a	G15.1काम₁	G15.2काम₂	G15.3काम₃	G15.4काम₄	G16.5काम₅	G16.6काम₆	G16.7काम₇	G16.8काम₈
3G16		इतने बजे तक	b								
	उस काम में कितने घंटे काम कर रहे हो/ थे?			G17.1काम₁	G17.2काम₂	G17.3काम₃	G17.4काम₄	G18.5काम₅	G18.6काम₆	G18.7काम₇	G18.8काम₈
2G17 a		कम से कम min	A								
2G18 b		अमूमन ./ Average	B								
c		कितने तक max	C								
G19			G19.1काम₁	G19.2काम₂	G19.3काम₃	G19.4काम₄	G20.5काम₅	G20.6काम₆	G20.7काम₇	G20.8काम₈
G20	इस काम में आप अपने हिसाब से अपना समय बदल सकते हो/ थे?	हाँ 1/ नहीं 2	हाँ 1/ नहीं 2	हाँ 1/ नहीं 2	हाँ 1/ नहीं 2	1 / 2	हाँ 1/ नहीं 2	हाँ 1/ नहीं 2	हाँ 1/ नहीं 2	1 / 2
			G21.1काम₁	G21.2काम₂	G21.3काम₃	G21.4काम₄	G22.5काम₅	G22.6काम₆	G22.7काम₇	G22.8काम₈
3G21	इस काम में किस शिफ्टों में काम किया है? गोला लगाएँ	सुबह 1 दोपहर 2 शाम 3 रात 4	सुबह 1 दोपहर 2 शाम 3 रात 4	सुबह 1 दोपहर 2 शाम 3 रात 4	1 2 3 4	1 2 3 4	सुबह 1 दोपहर 2 शाम 3 रात 4	सुबह 1 दोपहर 2 शाम 3 रात 4	1 2 3 4	1 2 3 4
3G22										
4G23, 4G24	छुट्टी कितनी मिलती है /थी?		G23.1काम₁	G23.2काम₂	G23.3काम₃	G23.4काम₄	G24.5काम₅	G24.6काम₆	G24.7काम₇	G24.8काम₈
a		महीने में								
b		हफ्ते में								
4G25			G251काम₁	G25.2काम₂	G25.3काम₃	G25.4काम₄	G26.5काम₅	G26.6काम₆	G26.7काम₇	G26.8काम₈
4G26	इसके अलावा साल में कितनी और छुट्टी मिलती है /थी गोला लगाएँ	त्यौहार 17	त्यौ 17	त्यौ 17	त्यौ 17	त्यौ 17	त्यौ 17	त्यौ 17	त्यौ 17	त्यौ 17
		बीमारी 30	बी 30	बी 30	बी 30	बी 30	बी 30	बी 30	बी 30	बी 30
		अन्य 99	अ 99	अ 99	अ 99	अ 99	अ 99	अ 99	अ 99	अ 99
	उस काम से कितने पैसे या कितनी सॅलरी			G27.1काम₁	G27.2काम₂	G27.3काम₃	G27.4काम₄	G28.5काम₅	G28.6काम₆	G28.7काम₇	G28.8काम₈
1G27 a		कम से कम min	a								
1G28 b	कितनी मासिक	अमूमन/Average	b								
c	कमाई. हो रही है/ थे?	कितने तक max	c								

	Not asked = पूछा नहीं =88			G29.1काम1	G29.2काम2	G29.3काम3	G29.4काम4	G30.5काम5	G30.6काम6	G30.7काम7	G30.8काम8
7G 29	काम से अन्य किस तरह की सुविधा / बीमारी मे किस तरह की सुविधा है/ थी?_और कुछ? हाँ =1/ नहीं =2 पता नहीं -कह नहीं सकते 9/	1	बीमारी मे छुट्टी	बी.छु 1/2/9/99/ 88	बी.छु 1/2/9/99/ 88	1/2/9/99/ 88	1/2/9/99/ 88	बी.छु. 1/2/9/99/ 88	बी.छु. 1/2/9/99/ 88	1/2/9/99/ 88	1/2/9/99/ 88
		2	E.S.I. <u>बीमारीकार्ड</u>-अस्पताल का	<u>बी.का.</u>	<u>बी.का.</u>			<u>बी.का.</u>	<u>बी.का.</u>		
		3	बीमारी मे मेडिकल इनश्योरेन्स	मे-इनश़्	मे-इनश़्			मे-इनश़्	मे-इनश़्		
7G 30	अन्य- <u>विस्तार से बताएँ</u> 99/ पूछा नहीं =88 <u>पढ़कर ना सुनाएँ</u> जो वह कहें उस पर ही <u>गोला लगाएँ</u>. बाद मे पढ़कर सुनाएँ और आगे पूछें	4	एल॰ आइ॰ सी॰ बीमा	LIC	LIC			LIC	LIC		
		5	बोनस	बो-	बो-			बो-	बो-		
		6	प्रोविडेंट फण्ड (पी एफ)	पीएफ	पीएफ			पीएफ	पीएफ		
		7	और <u>कुछ?</u>								

	क्या उस काम में यह बातें है/ थी? हाँ 1/ नहीं 2 पता नहीं कह नहीं सकते 9/			G31.1काम1	G31.2काम2	G31.3काम3	G31.4काम4	G32.5काम5	G32.6काम6	G32.7काम7	G32.8काम8
8G 31		8	<u>सुरक्षा हो</u> .पुरुषों से परेशानी ना हो	सुरक्षा 1/2/9/99/ 88	सुरक्षा 1/2/9/99/ 88	1/2/9/99/ 88	1/2/9/99/ 88	सुरक्षा 1/2/9/99/ 88	सुरक्षा 1/2/9/99/ 88	1/2/9/99/ 88	1/2/9/99/ 88
		9	पैसे <u>समय से</u> मिलें गिफ्ट या फ़ायदे मिलें एड्वान्स या <u>उधार</u> बिना ब्याज के	पै.स.उ.	पै.स.उ.			पै.स.उ.	पै.स.उ.		
		10	काम <u>सीखने</u> को मिले काम में <u>नयी चीज़ें</u> हुनर सीखने मिलें	नयी	नयी			नयी	नयी		
		11	साथी या बॉस से <u>सम्मान</u> मिले टोका.टाकी ना हो	सम्मा	सम्मा			सम्मा	सम्मा		
8G 32	अन्य - <u>विस्तार से बताएं</u> 99 पूछा नहीं =88	12	<u>मुसीबत</u> में मशवरा या मदद मिलें अच्छे तौर.तरीके सीखने को मिलें अच्छे लोगों से मिलना जुलना	मुसी	मुसी			मुसी	मुसी		
		13	<u>टॉयलेट,</u> पीने के <u>पानी,</u> हवा पंखेलाइट	टॉय	टॉय			टॉय	टॉय		
		14	अपनी <u>पोस्ट - पहचान</u> हो	पोस्ट	पोस्ट			पोस्ट	पोस्ट		
		15	<u>अपना</u> बॉस आप हों	अपना	अपना			अपना	अपना		

B	परिवार की जानकारी परिवार यानि एक ही रसोई से खाने वाले सारे लोग (खुद की जानकारी ना भरें)
	(शादीशुदा पर पीहर में रह रही लड़की का नाम भी भरें या साथ रह रहे रिश्तेदार/पहचान वाले के बारे में भी लिखें)

		अभी पूछिए		इंटरव्यू के अंत में पूछिएगा					गोला लगाएँ		
	रिश्ता का कोड	**आप** से रिश्ता जैसे माँ/सास..	क्या करते है	काम का कोड	नाम	उम्र साल	शिक्षा	महीने की कमाई रुपये	अविवाहित =1 / विवाहित =2		स्त्री =1/ पुरुष =2
	Ba	Bb	Bc	Bd	Be	Bf	Bg	Bh	Bi		Bj
1									1	2	1 / 2
2									1	2	1 / 2
3									1	2	1 / 2
4									1	2	1 / 2
5									1	2	1 / 2
6									1	2	1 / 2
7									1	2	1 / 2
8									1	2	1 / 2
9									1	2	1 / 2
10									1	2	1 / 2
11									1	2	1 / 2
12									1	2	1 / 2
13									1	2	1 / 2
14									1	2	1 / 2
14											
15											
16											

को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता
1	खुद आप			21	मौसी	41	बहन के बच्चे	51	पति	61	ननद	90	मा की सहेली
2	माँ	12	पिता	22	मामी	42	भाई के बच्चे	52	सास	62	जेठानी	91	भाई के दोस्त
3	बड़ी बहन	13	बड़ा भाई	23	बुआ	43	मौसी के बच्चे	53	ससुर	63	देवरानी	92	पिताजी के दोस्त
4	छोटी बहन	14	छोटा भाई	24	चाची	44	मामा के बच्चे	54	अपनी बड़ी बेटी	64	दादी सास	93	सास की सहेली
5	भाभी	15	जीजाजी	25	ताई	45	बुआ के बच्चे	55	अपनी छोटी बेटी	65	नानी सास	94	पति के दोस्त
6	नानी	16	नाना	31	मौसा	46	चाचा के बच्चे	56	अपना बड़ा बेटा			95	ससुर के दोस्त
7	दादी	17	दादा	32	मामा	47	ताउ के बच्चे	57	अपना छोटा बेटा			96	दूसरे रिश्तेदार
				33	फूफा	81	ननद के बच्चे			71	नंदोई	97	पड़ौसी
				34	चाचा	82	जेठ के बच्चे			72	जेठ	98	पहचान वाले
				35	ताउ	83	देवर के बच्चे			73	देवर	99	अन्य- -- लिखें

C					
C1	अपनी पसंद के हिसाब से आप कमाने के कौनसे कौनसे काम या जॉब करना चाहते हो? **पाँच काम बताइए** इनमें से या और काम भी जोड़कर		कोड (इंटरव्यु के अंत में भरें)	**C2**	अपनी पसंद के हिसाब से 1 से 5 नंबर दीजिए 1 यानि सबसे ज़्यादा मनपसंद, 2 यानि उससे कम पसंद, इस तरह 3, 4, 5
	C1a		C1b		
1					
2					
3					
4					
5					

C3	C3a	अपनी नापसंद के हिसाब से	C3b कमाने के कौनसे कौनसे काम बिल्कुल नहीं करना चाहते? नापसंद के तीन काम बताइए . इनमें से या और काम भी जोड़कर	C3c कोड (इंटरव्यु के अंत में भरें)
	9	सबसे ज़्यादा बुरा		
	8	बुरा		
	7	कम बुरा		

कोड	काम	कोड	काम	कोड	काम	कोड	काम
1	वकील	65	ओफिस में पीयून	28	कंप्यूटर वेब डिसाइनिंग ग्राफ़िक प्रिंटिंग डिज़ाइनिंग	45	कंप्यूटर टाइपिंग स्टेनो
		66	ओफिस में काम				
2	डॉक्टर	19	सरकारी नौकरी	29	कंप्यूटर ओपरेटर बेसिक	46	कंप्यूटर एक्सेल
3	इंजीनियर	20	टीचर सरकारी स्कूल में			47	कंप्यूटर डेटा डालना
4	आई ए एस	21	टीचर प्राइवेट स्कूल में	30	फेक्ट्री में धागे काटना	48	कॉल सेंटर में काम टेलिफोन ऑपरेटर
5	पायलट	22	गाँव में टीचर	31	फेक्ट्री में कपड़े सीलना		
6	एर होस्टेस			32	फेक्ट्री में मोबाइल के पार्ट जोड़ना	49	नाइट शिफ्ट कॉल सेंटर
7	पुलिस इन्स्पेक्टर	23	ब्यूटी पार्लर में काम करके पैसे कमाना	33	फेक्ट्री में और कोई काम करना	50	रिसेप्शनीस्ट
8	पुलिस कोन्स्टेबल					51	मौल में काम करना
9	नर्स	24	ब्यूटी पार्लर खोलना	34	घरों मे काम - खाना बनाना	52	दुकान में काउंटर पर चीज़ें बेचना
10	लेब टेक्नीशियन			35	घरों मे काम - झाड़ू पोंछा कपड़े		
11	गाँव में सरपंच/पंच	25	सेलों/ स्पा में एडवाइज़र मेकोवर आर्टिस्ट	41	माँ के साथ घरों में काम में मदद करवाके	53	दुकान में कंप्यूटर में टैली का काम
12	आशा वर्कर						
13	आँगनवाड़ी वर्कर	26	मीडीया या फिल्म के लिए- ऑडियेन्स/ लोग जुटाना, इन्वेस्टिगेटिव रिपोर्टर या जासूस	42	पीस रेट काम/ बिंदी का काम/ कॉलर/ काज/ डेकोरेशन दीवाली के/ राखी बनाना	54	दुकानदार बनना/ सिलाई की अपनी दुकान खोलना
68	बुज़ुर्ग/ बच्चे /बीमारों की देखभाल/ आया						
14	मेट्रो ड्राइवर			43	ट्यूशन पढ़ाकर कमाना	55	दुकान में कपड़े सीलना
15	बस ड्राइवर			44	वेटर	56	घर में कपड़े सिलाई काम करके पैसे कमाना
16	ऑटो ड्राइवर	27	मेकॅनिकल ड्राफ्टमेन, गाड़ी के पार्ट बनाना	45	सफाई कर्मचारी सरकारी नौकरी		
17	टॅक्सी ड्राइवर			46	बेंक में क्लार्क/ ओफीसर	57	सेल्स गर्ल बनकर घर-घर चीज़ें बेचना
18	साइकल रिक्शा चलाना	60	फेशन डिसाइनिंग	67	मिस्त्री		
63	मॉड्लिंग	61	स्टेज शो			58	पढ़ाई करना
64	सिंगर	62	डांसर	99	अन्य - विस्तार से बताएँ	59	घर संभालना

C4	**अच्छी** जॉब का क्या मतलब है? एक जॉब से आप क्या अपेक्षा रखती हैं? महिला/ लड़की होने के नाते कोई और बात जो आप अपनी जॉब मे चाहती है? (जैसे- काम की जगह का माहौल)			
C5	जब आप अच्छा काम करने की सोचते हो तो आप क्या चाहते हो कि <u>वह कहाँ मिले</u>? (पढ़कर सुनाएँ) पसंद कीजिए और उसे नंबर दीजिए (1 यानि सबसे मनपसंद 2 यानि उससे कम पसंद .इस तरह)			
a	घर में			
b	दूसरी चार दीवारी में (जैसे **दुकान**/ फेक्ट्री/ घरों मे, मौल में)			
c	खुले में बाहर			

C6	कितनी मासिक कमाई.कितने <u>पैसे</u> या सॅलरी चाहती हैं? :सपना (पांच पसंद के काम ध्यान में रखते हुए)	1	कम से कम min (willing to accept, compromise)	
		2	अमूमन Approx./ Average (possibility to achieve, reality)	
		3	कितने तक max (desire, vision, dream)	

C7	अच्छा जॉब या काम कितने <u>घंटे</u> का होना चाहिए?				
C8	1	**काम दिन के <u>किस समय</u> पर करना चाहेंगी? सपना**		<u>इतने बजे से</u>	
	2			<u>इतने बजे तक</u>	
	3	क्या आप शिफ्ट में बदल बदल कर सुबह या दोपहर या रात की शिफ्टों में काम करोगे		1 / 2	हाँ / नहीं
	4	क्या आप ऐसा काम चाहोगे जिसमें आप अपना समय अपने हिसाब से बदल सको		1 / 2	हाँ / नहीं
C9	1	<u>छुट्टी</u> कितनी? :सपना	महीने में C91.1		हफ्ते में C91.2	
	2	इसके अलावा साल में कितनी और छुट्टी गोला लगाएँ	त्यौहार 17	बीमारी 30	अन्य 99	
C10		क्या लाने ले -जाने के लिए <u>गाड़ी</u> आए- यह चाहती है?	हाँ / नहीं 1 / 2	(नहीं तो क्यों……………………..		

C11		मान लो गाड़ी नही आ सकती तो - <u>कितना पास में</u> हो -कितना समय आने जाने के लिए हो?	1	**20 मिनट**	2	आधा घंटा	3	पौना घंटा
			4	एक घंटा	5	सवा घंटा	6	डेढ़ घंटा
	A	<u>आना जाना मिलाकर</u> गोला लगाएँ	7	पौने दो घंटे	8	दो घंटे	9	दो से ज़्यादा घंटे
	B	और कितना खर्चा हो महीने का आने जाने का						
	C	- - और क्या साधन मिले आने जाने के लिए						

C12	आप अपने काम से अन्य किस तरह की सुविधा चाहती हैं? बीमारी मे किस तरह की सुविधा चाहती हैं? और **कुछ (विस्तार से लिखें)** पढ़कर ना सुनाएँ जो वह कहें उस पर ही गोला लगाएँ पता नहीं = 9 पूछा नहीं = 88 बाद मे पढ़कर सुनाएँ और आगे पूछें	1	बीमारी मे छुट्टी
		2	E.S.I. <u>बीमारीकार्ड-</u> अस्पताल का
		3	बीमारी मे मेडिकल इनश्योरेन्स
		4	एल॰ आइ॰ सी॰ बीमा
		5	बोनस
		6	प्रोविडेंट फण्ड (पी एफ)
		99	अन्य - विस्तार से बताएँ

C13	ज़्यादा ज़रूरी है :सपना (दोनों में से कौनसा ज़्यादा ज़रूरी उस पर गोला लगाएँ) पता नहीं = 9 पूछा नहीं = 88			कितने घंटे 2 घं	दिन के किस समय 3 स	छुट्टी 4 छु	लाने-ले जाने के लिए गाड़ी 5 गा	पास में जाने में समय खर्चा कम 6 पा	बीमारीकार्ड, पीएफ, बीमा, बोनस 7 बी
13.1	कितनी मासिक कमाई/ पैसे	1	पै	पै/ घं 1 / 2	पै/ स 1 / 3	पै/ छु 1 / 4	पै/ गा 1 / 5	पै/ पा 1 / 6	पै/ बी 1 / 7
13.2	कितने घंटे	2	घं		घं/ स 2 / 3	घं/ छु 2 / 4	घं/ गा 2 / 5	घं/ पा 2 / 6	घं/ बी 2 / 7
13.3	दिन के किस समय	3	स			स/ छु 3 / 4	स/ गा 3 / 5	स/ पा 3 / 6	स/ बी 3 / 7
13.4	छुट्टी	4	छु				छु/ गा 4 / 5	छु/ पा 4 / 6	छु/ बी 4 / 7
13.5	लाने -ले जाने के लिए गाड़ी	5	गा					गा/ पा 5 / 6	गा/ बी 5 / 7
13.6	पास में जाने में समय खर्चा कम	6	पा						पा/ बी 6 / 7
13.7	बीमारीकार्ड, पीएफ, बीमा, बोनस	7	बी						

C14.	अपने काम में आपके लिए क्या ज़्यादा ज़रूरी है? ज़रूरत अनुसार 1 से शुरू कर 8 तक नंबर दे.	
नंबर		
	सुरक्षा हो .पुरुषों से परेशानी ना हो	C14.8
	पैसे समय से मिलें गिफ्ट या फ़ायदे मिलें एड्वान्स या उधार बिना ब्याज के	C14.9
	काम सीखने को मिले काम में नयी चीज़ें हुनर सीखने मिलें	C14.10
	साथी या बॉस से सम्मान मिले टोका.टाकी ना हो	C14.11
	मुसीबत में मशवरा या मदद मिलें अच्छे तौर.तरीके सीखने को मिलें अच्छे लोगों से मिलना जुलना	C14.12
	टॉयलेट, पीने के पानी, हवा पंखे –लाइट	C14.13
	अपनी पोस्ट - पहचान हो	C14.14
	अपना बॉस आप हों	C14.15
	अन्य - विस्तार से बताएँ	C14.16

C15. ज़्यादाज़रूरी है :सपना दोनों में से कौनसा ज़्यादा . उसका नंबर लिखें		पैसे समय से मिलें गिफ्ट या फ़ायदे एड्वान्स या उधार बिना ब्याज के	काम सीखने को काम में नयी चीज़ें हुनर सीखने	सम्मान मिले .साथी या बॉस टोका.टाकी ना हो	मुसीबत में मशवरा या मदद .अच्छे तौर.तरीके सीखने को मिलें अच्छे लोगों से मिलना जुलना	टॉयलेट पीने के पानी हवा पंखे. लाइट	अपनी पोस्ट - पहचान हो	अपना बॉस आप हों
		2	3	4	5	6	7	8
15.8	सुरक्षा हो .पुरुषों से परेशानी ना हो	1	सुरक्षा/ पै.स.उ. 1 / 2	सुरक्षा/ नयी 1 / 3	सुरक्षा/ सम्मा 1 / 4	सुरक्षा/ मुसी 1 / 5	सुरक्षा/ टॉय 1 / 6	सुरक्षा/ पोस्ट 1 / 7	सुरक्षा/ अपना 1 / 8
15.9	पैसे समय से मिलें गिफ्ट या फ़ायदे मिलें एड्वान्स या उधार बिना ब्याज के	2		पै.स.उ./नयी 2 / 3	पै.स.उ./सम्मा 2 / 4	पै.स.उ./ मुसी 2 / 5	पै.स.उ./टॉय 2 / 6	पै.स.उ./पोस्ट 2 / 7	पै.स.उ./अपना 2 / 8
15.10	काम सीखने को मिले काम में नयी चीज़ें हुनर सीखने मिलें	3			नयी/ सम्मा 3 / 4	नयी / मुसी 3 / 5	नयी /टॉय 3 / 6	नयी/ पोस्ट 3 / 7	नयी/ अपना 3 / 8
15.11	साथी या बॉस से सम्मान मिले टोका.टाकी ना हो	4				सम्मा/ मुसी 4 / 5	सम्मा/ टॉय 4 / 6	सम्मा/ पोस्ट 4 / 7	सम्मा/ अपना 4 / 8
15.12	मुसीबत में मशवरा या मदद मिलें अच्छे तौर. तरीके सीखने को मिलें अच्छे लोगों से मिलना जुलना	5					मुसी/ टॉय 5 / 6	मुसी/ पोस्ट 5 / 7	मुसी/ अपना 5 / 8
15.13	टॉयलेट, पीने के पानी, हवा पंखे –लाइट	6						टॉय/ पोस्ट 6 / 7	टॉय/ अपना 6 / 8
15.14	अपनी पोस्ट - पहचान हो	7							पोस्ट/ अपना 7 / 8
15.15	अपना बॉस आप हों	8							

C16 .क्या इस काम में यह गुण है? क्या इस काम में यह बात अच्छी है? हाँ तो सही का / या नहीं तो ग़लत का / या पता नहीं तो ? का निशान लगाएँ सही=1, नहीं-=2, पता नहीं =9 1/2/9	C16a C2 में 1 C1b में कोड	C16b C2 में 2 C1b में कोड	C16c C3b में 9 C3c में कोड	C16d C3b में 8 C1b में कोड
	दो सबसे ज़्यादा मनपसंद काम		दो नापसंद/ सबसे ज़्यादा बुरे काम	
	1	2	9	8
	सही /ग़लत/? 1/2/9	1/2/9	सही /ग़लत/? 1/2/9	1/2/9
16.1 मासिक कमाई/ पैसे अच्छे				
16.2 सही घंटे				
16.3 दिन के सही समय				
16.4 अच्छी छुट्टी				
16.5 लाने -ले जाने के लिए गाड़ी				
16.6 पास में जाने में समय खर्चा कम				
16.7 बीमारीकार्ड, पीएफ, बीमा, बोनस				
16.8 सुरक्षा हो/ पुरुषों से परेशानी नहीं				
16.9 पैसे समय से मिलें गिफ्ट या फ़ायदे मिलें एड्वान्स या उधार बिना ब्याज के				
16.10 काम सीखने को मिले/ काम में नयी चीज़ें हुनर सीखने मिलें				
16.11 साथी या बॉस से सम्मान मिले/ टोका.टाकी ना हो				
16.12 मुसीबत में मशवरा या मदद मिले/ अच्छे तौर.तरीके सीखने को मिलें/ अच्छे लोगों से मिलना जुलना हो				
16.13 टॉयलेट, पीने के पानी, सही हवा पंखे –लाइट				
16.14 अपनी पोस्ट - पहचान हो				
16.15 अपना बॉस आप हों				

D	
D1	कैसे पता चलता है कि कहाँ पर जॉब या काम मिल रहा है? कौन मदद करता है? पढ़कर पूछें - गोला लगाएँ

1 सहेली मित्रों से	7 पर्चे बाँटते हैं	13 अख़बार से
97 पड़ौसियों से	6 केम्प लगता है	14 रेडियो पे आता है
3 वहाँ काम करनेवालों से	19 एम्प्लोयमेंट एक्सचेंज	15 टीवी से
4 एजेंट हैं	13 भाई से	16 मोबाइल से पता चलता है
5 कुछ लोग हैं जिन्हें पता होता है जो बताते हैं या पूछते हैं	12 पिताजी से	17 इंटरनेट से
98 पहचान वाले	2 माँ से	18 नौकरी.कॉम शाइन. कॉम
96 दूसरे रिश्तेदारों से -लिखें (कोड	3 बहन से	99 और कुछ (विस्तार से लिखें)

D2	आप को अपनी पसंद का जॉब पाने के लिए किसी पढ़ाई या कोर्स या हुनर की ट्रेनिंग ज़रूरत है? पढ़कर सुनाएँ / गोला लगाएँ				
1	पढ़ाई की ज़रूरत है?	हाँ=1	नहीं=2	/पता नहीं=9	अगर दोनों में नही या पता नहीं है तो सीधा प्रश्न D7 पूछें
2	कोर्स/ हुनर की ट्रैनिंग की ज़रूरत है?	हाँ=1	नहीं=2	/पता नहीं=9	
D3	क्या आप जानते हैं कि कौनसी पढ़ाई या कौनसी कोर्स या हुनर की ट्रेनिंग करनी है? पढ़कर सुनाएँ / गोला लगाएँ				
1	पढ़ाई कौनसी जानते हैं	हाँ=1	नहीं=2	/पता नहीं=9	अगर दोनों में नही या पता नहीं है तो सीधा प्रश्न D7 पूछें
2	कोर्स या हुनर की ट्रेनिंग कौनसी जानते हैं	हाँ=1	नहीं=2	/पता नहीं=9	

अगर हाँ तो D4, D5 पूछें

D4 कौनसी पढ़ाई/ कोर्स/ हुनर की ट्रैनिंग की ज़रूरत है? कैसे मिलेगी?				D5 क्या आप जानते हैं इस पढ़ाई/कोर्स/हुनर की ट्रेनिंग को ख़तम करने में कितना वक़्त लगता है?			
					हाँ =1		नहीं.= 2 = सीधा D7 पूछें
				अगर हाँ तो D6 कितना वक़्त?			
					साल	महीने	
		गोला लगाएँ लिखें			a	b	
D4.1	कौन सी पढ़ाई	1	12वीं की पढ़ाई स्कूल से				D6.1
D4.2		2	ओपन से कॉलेज की डिग्री				D6.2
D4.3		3	प्राइवेट से कॉलेज की डिग्री				D6.3
D4.4		4	सीबीएसई से कॉलेज की डिग्री				D6.4
D4.5		5	रेग्युलर से कॉलेज की डिग्री				D6.5
D4.77		77	और कुछ (विस्तार से लिखें)				D6.77
D4.6	कौन सी हुनर की ट्रैनिंग / कोर्स	6	टीचर के कोर्स				D6.6
D4.7		7	ब्यूटी कोर्स				D6.7
D4.8		8	सिलाई				D6.8
D4.9		9	कंप्यूटर के कोर्स बेसिक कोर्स				D6.9
D4.10		10	टेली				D6.10
D4.11		11	अकाउंटिंग				D6.11
D4.12		12	डेटा एंट्री				D6.12
D4.13		13	वेब डिज़ाइनिंग ग्राफ़िक डिज़ाइनिंग प्रिंटिंग				D6.13
D4.14		14	टाइपिंग शॉर्टहँड स्टेनो				D6.14
D4.15		15	इंग्लिश स्पीकिंग पर्सनालिटी डेवलोपमेंट बातचीत के तरीके की ट्रैनिंग				D6.15
D4.16		16	फेशन डिज़ाइनिंग				D6.16
D4.17		17	आम जानकारी ईमेल इंटरनेट की जानकारी				D6.17
D4.18		18	महिलाओं के अधिकार की बातें क़ानून की जानकारी हेल्पलाइन की जानकारी				D6.18
D4.19		19	ड्राइविंग				D6.19
D4.99		99	और कुछ (विस्तार से लिखें)				D6.99

D7	आप को अपनी पसंद का जॉब पाने में क्या यह मुश्किलें है? पढ़कर पूछें - गोला लगाएँ				
	1	जानकारी की कमी	हाँ =1	नहीं.= 2	
	2	पैसे की कमी	हाँ =1	नहीं.= 2	
	3	समय की कमी	हाँ =1	नहीं.= 2	अगर हाँ तो D8 पूछें
	99	और कुछ (विस्तार से लिखें)			

D8	अगर समय की कमी तो कमी क्यों है? गोला लगाएँ	1	क्यों कि घर का काम ज़्यादा है
		2	कमाने का काम और घर का काम मिलकर ज़्यादा हो जाता है
		3	कमाने का काम ज़्यादा है
		4	पढ़ाई के कारण और घर के काम के कारण
		99	और कुछ (विस्तार से लिखें)

D9		D10	D11	D12	D13	D14	D15
आप जॉब करेंगी या नही, या आप कौनसा जॉब ले सकती हैं- कौनसा नहीं - यह कौन तय करता है?		वह क्या सोचते हैं? ऐसा क्यों सोचते हैं?	अपनी पसंद का जॉब पाने किसकी वजह से मुश्किलें आर्तीं हैं?	आप जो भी कमाती हैं या कमाएँगी तो पैसे कौन रखता है? आप किसे देतीं हैं?	आप की कमाई के पैसे का क्या होगा इस बारे में कौन तय करता है या करेगा?	आप कमाती हैं या कमाएँगी तो घर का काम कौन करेगा?	आप के हिस्से का घर का काम कोई और करेगा? कौन?

D9		D10	लिखें व दिए टेबल से कोड लें											
कोड	रिश्ता	कोड	क्या /क्यों सोचते हैं?	कोड	रिश्ता	कोड	रिश्ता	कोड	रिश्ता	कोड	रिश्ता	कोड	रिश्ता

कोड	क्या /क्यों सोचते हैं?	कोड	क्या /क्यों सोचते हैं?	कोड	क्या /क्यों सोचते हैं?
1	शादी के बाद करेगी	11	जॉब करेगी तो बिगड़ जाएगी/	21	सुरक्षा नहीं है छेड़खानी होगी
2	शादी के बाद पति तय करेगा	12	जॉब करेगी तो भाग जाएगी	22	लेट नहीं होना चाहिए
3	शादी के बाद सास ससुर तय करेंगे			23	टाइमिंग की वजह से
4	शादी के बाद ससुराल वाले तय करेंगे			24	आने जाने की सुविधा नहीं होने से

को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता	को	रिश्ता
1	खुद आप			21	मौसी	41	बहन के बच्चे	51	पति	61	ननद	90	मा की सहेली
2	माँ	12	पिता	22	मामी	42	भाई के बच्चे	52	सास	62	जेठानी	91	भाई के दोस्त
3	बड़ी बहन	13	बड़ा भाई	23	बुआ	43	मौसी के बच्चे	53	ससुर	63	देवरानी	92	पिताजी के दोस्त
4	छोटी बहन	14	छोटा भाई	24	चाची	44	मामा के बच्चे	54	अपनी बड़ी बेटी	64	दादी सास	93	सास की सहेली
5	भाभी	15	जीजाजी	25	ताई	45	बुआ के बच्चे	55	अपनी छोटी बेटी	65	नानी सास	94	पति के दोस्त
6	नानी	16	नाना	31	मौसा	46	चाचा के बच्चे	56	अपना बड़ा बेटा			95	ससुर के दोस्त
7	दादी	17	दादा	32	मामा	47	ताउ के बच्चे	57	अपना छोटा बेटा			96	दूसरे रिश्तेदार
				33	फूफा	81	ननद के बच्चे			71	नंदोई	97	पड़ौसी
				34	चाचा	82	जेठ के बच्चे			72	जेठ	98	पहचान वाले
				35	ताउ	83	देवर के बच्चे			73	देवर	99	अन्य- -- लिखें

D16	क्या आप का बैंक में या और कहीं पैसे रखने का ख़ाता है?	नहीं= 2	सीधा E1 पूछें	
		हाँ = 1		
	D17	अगर हाँ तो कहाँ? गोला लगाएँ	3 बैंक में	4 पोस्ट ओफिस में	9 अन्य- -- लिखें कहाँ

E							
E1	आप के सपने का काम कब कर पाओगे? प्यार, शादी या बच्चे आदि से असर पड़ेगा? **गोला लगाएँ**	1	अभी				
		2	**और पढ़ाई के बाद, शादी से पहले**				
		3	**कुछ काम करके के बाद, शादी से पहले**				
		4	**शादी के बाद**				
		5	**बच्चे बड़े होने के बाद -**				
	E2	अगर बच्चे बड़े... बाद तो कब? बच्चे...	5.1	**2 साल के होने के बाद**	5.3	**10 साल के होने के बाद**	5.5	**16.18 साल के होने के बाद**
			5.2	**5 साल के होने के बाद**	5.4	**12 साल के होने के बाद**	5.6	**बच्चों की शादी होने के बाद**

E3	**कमाई का काम/ जॉब करने के क्या फ़ायदे हैं? गोला लगाएँ व लिखें**				
1	**घर में पैसे दे सकते हैं**	8	सीखने को मिलता है- अच्छा और बुरा / जानकारी बढ़ती है	15	**एक की कमाई से घर नहीं चलता** सहारा मिलता है
2	**शादी के लिए पैसे जुड़ते हैं**	9	कॉन्फिडेन्स आता है, लोगों से बात करने का तरीका आता है	16	**बुढ़ापे के लिए पैसे जुड़ते हैं**
3	**अपने लिए पैसे जोड़ सकते हैं**	10	अपना **नेटवर्क** बनता है	17	पैसे की सिक्योरिटी आती है- मज़बूती आती है
4	अपने हिसाब से पैसे खर्च कर सकते हैं	11	**अपनी वेल्यु पता चलती है**	18	बच्चों की पढाई के लिए पैसे जुड़ते हैं
5	**खुद पर डिपेंड- इनडिपेंडेंट हो जाते हैं**	12	**रिस्पेक्ट मिलता है**	19	**किसी की हेल्प भी कर सकते हैं**
6	**फ्यूचर अच्छा प्लान कर सकते हैं**	13	**परिवार के रिश्तों मे फ़र्क पड़ता है**	20	मुसीबत में किसी के सामने हाथ नहीं फैलाने पड़ते
7	आराम का समय मिलता है	14	**अपने लिए और भी ज़्यादा समय मिलता है**		
99	**और कुछ (विस्तार से लिखें)**				

E4	**कमाई का काम/ जॉब करने के क्या नुकसान है? गोला लगाएँ व लिखें**				
1	घर की देखभाल नहीं होती	7	घर वाले शक करते हैं	14	रास्ते में खतरा
2	बच्चों की देखभाल नहीं होती	8	घर वाले झगड़ा करते हैं	15	ऑफिस में आदमियों से खतरा- माहौल अच्छा नहीं होता
3	घर में थाली परोस कर नही दे सकते	9	**घर में मार-पिटाई होती है**	16	आने जाने में टाइम बर्बाद होता है
4	बहुत ज़्यादा काम करना पड़ता है घर में और बाहर भी काम करना पड़ता है	10	घर के रिश्तों में बुरा असर (विस्तार से बताइए)	17	अधिकार की लड़ाई में साथ नहीं मिलता
5	**आराम के लिए समय नही मिलता**	11	**ज़िन्दगी बंधी हुई हो जाती है**	18	लड़कियां बिगड़ जाती हैं **भाग जातीं हैं**
6	**हेल्थ पे असर**	12	**पैसे अटक जाते हैं**	99	**और कुछ (विस्तार से लिखें)**
		13	**आने जाने में खर्च होता है**		

E5	क्या कमाई करने से परिवार के रिश्तों में कुछ अच्छा असर होता है? **गोला लगाएँ_व_लिखें**		
51	पति/ घरवाले के साथ आपसी समझ बनती है	**60**	घर के निर्णयों में मुझे पूछते हैं
52	पति/ घरवाले हमें एक चीज़ की तरह नहीं देखते	**61**	**अपनी वेल्यु पता चलती है**
53	पति/ घरवाले ज्यादती करने से डरते हैं	**62**	सम्मान **रिस्पेक्ट मिलता है**
54	उन्हें पता चलता है कि छोड़ कर भी रह सकती है	**00**	कुछ नहीं
55		**99**	और **कुछ (विस्तार से लिखें)**

E6	आप याद करके बताइये की कोई काम करने या जॉब करने वाली महिला हो जिसको देख कर आपको बहुत अच्छा लगता है? क्या करती है ?				
a	**नाम**				
b	**क्या करती है**			**काम का कोड**	
C	क्या अच्छा लगता है? क्या लगता है? **गोला लगाएँ_व_लिखें**				
	1	**अच्छा लगता है**	**3**	**हिम्मत बढ़ती है**	
	2	**गर्व या अभिमान या मान महसूस होता है**	**4**	**लगता है यह कर सकती है तो हम भी कर सकते हैं**	
	99	और **कुछ (विस्तार से लिखें)**			

E7	आज कल लड़कियाँ ड्राइवर, इन्स्ट्रक्टर, सेफ्टी गौरड़, ट्रैफिक कंट्रोलर, सेल्स गर्ल या पेट्रोल पंप, पार्किंग वगैरह में काम कर रही हैं - इनके के बारे में आप क्या सोचती हैं?	**1**	अच्छा लगता है
		2	गर्व या अभिमान या मान महसूस होता है
		3	हिम्मत बढ़ती है
		4	लगता है यह कर सकती है तो हम भी कर सकते हैं
		99	और **कुछ (विस्तार से लिखें)-**

E8	आप के विचार से क्या महिलाओ को जॉब या कमाने का काम करना चाहिए? गोला लगाएँ	**1**	हाँ करना चाहिए	**E9** पूछें
		2	नहीं जॉब नहीं करना चाहिए	सीधा **E10** पूछें

E9	अगर हाँ तो क्यों? **महिलाओ को जॉब या कमाने का काम** क्यों **करना चाहिए? गोला लगाएँ_व लिखें**				
1	**घर में पैसे दे सकते हैं**	**8**	**सीखने को मिलता है- अच्छा और बुरा / जानकारी बढ़ती है**	**15**	**एक की कमाई से घर नहीं चलता** सहारा मिलता है
2	**शादी के लिए पैसे जुड़ते हैं**	**9**	**कॉन्फिडेन्स** आता है, लोगों से बात करने का तरीका आता है	**16**	**बुढ़ापे के लिए पैसे जुड़ते हैं**
3	**अपने लिए पैसे जोड़ सकते हैं**	**10**	अपना **नेटवर्क** बनता है	**17**	पैसे की सिक्योरिटी आती है- मज़बूती आती है
4	अपने हिसाब से पैसे खर्च कर सकते हैं	**11**	**अपनी वेल्यु पता चलती है**	**18**	बच्चों की पढाई के लिए पैसे जुड़ते हैं
5	**खुद पर डिपेंड- इनडिपेंडेंट हो जाते हैं**	**12**	**रिस्पेक्ट मिलता है**	**19**	**किसी की हेल्प भी कर सकते हैं**
6	**फ्यूचर अच्छा प्लान कर सकते हैं**	**13**	**परिवार के रिश्तों मे फ़र्क पड़ता है**	**20**	मुसीबत में किसी के सामने हाथ नहीं फैलाने पड़ते
7	आराम का समय मिलता है	**14**	**अपने लिए और भी ज़्यादा समय मिलता है**	**60**	घर के निर्णयों में पूछते हैं

51	पति/ घरवाले के साथ आपसी समझ बनती है	61	**अपनी वेल्यु पता चलती है**
52	पति/ घरवाले हमें एक चीज़ की तरह नहीं देखते	62	सम्मान **रिस्पेक्ट मिलता है**
53	पति/ घरवाले ज्यादती करने से डरते हैं		
54	उन्हें पता चलता है कि छोड़ कर भी रह सकती है		

99	और **कुछ (विस्तार से लिखें)**

E10	**अगर नहीं तो क्यों? महिलाओ को जॉब या कमाने का काम क्यों नहीं करना चाहिए? गोला लगाएँ व लिखें**

1	**घर की देखभाल नहीं होती**	7	**घर वाले शक करते हैं**	14	**रास्ते में खतरा**
2	**बच्चों की देखभाल नहीं होती**	8	**घर वाले झगड़ा करते हैं**	15	**ऑफिस में आदमियों से खतरा- माहोल अच्छा नहीं होता**
3	**घर में थाली परोस कर नही दे सकते**	9	**घर में मार-पिटाई होती है**	16	**आने जाने में टाइम बर्बाद होता है**
4	**बहुत ज़्यादा काम करना पड़ता है घर में और बाहर भी काम करना पड़ता है**	10	घर के रिश्तों में बुरा असर (विस्तार से बताइए)	17	**अधिकार की लड़ाई में साथ नहीं मिलता**
5	**आराम के लिए समय नही मिलता**	11	**ज़िन्दगी बंधी हुई हो जाती है**	18	**लड़कियां बिगड़ जाती हैं भाग जाती हैं**
6	**हेल्थ पे असर**	12	**पैसे अटक जाते हैं**	99	और **कुछ (विस्तार से लिखें)**
		13	**आने जाने में खर्च होता है**		

F	
F1	लड़कियाँ "बिगड़ती हैं" यानि क्या? कैसे पता चलता है कि लड़की बिगड़ गई है? **गोला लगाएँ व लिखें**

1	**भाग जातीं हैं माँ.बाप की मर्ज़ी के खिलाफ शादी**	7	**मोबाइल पर बातें करती हैं**	14	**बड़ी बैग या बड़ा पर्स लेकर जाती हैं**
2	**माँ.बाप की मर्ज़ी के खिलाफ शादी करती हैं**	8	**फेसबुक या व्हातसाप आदि पे लगी रहतीं हैं**		**तैयार होकर निकलती हैं**
3	**बिना शादी के बॉयफ्रेंड रखतीं हैं**	9	**इंटरनेट इस्तेमाल करती हैं**	99	और **कुछ (विस्तार से लिखें)**
4	**छुपछुपा कर प्यार की बातें करतीं हैं**	10	**साइबर केफे जातीं हैं**		
5	**माँ.बाप से छुपाकर कुछ करतीं हैं**	11	**फिल्में देखती हैं**		

F2	किस कारण से लड़कियाँ बिगडतीं हैं? **गोला लगाएँ व लिखें**	1	घर में बैठने से	
		2	**स्कूल** जाने से	
		3	**कमाने का काम/ जॉब पर** जाने से	
		4	जिन्हें बिगाड़ना हो वह कहीं भी बिगड़ जातीं हैं	
		99	और **कुछ (विस्तार से लिखें)**	
F3	आप जिन लड़कियों को जानते हैं- उन में से- 10 मे से कितनी लड़कियों ने ऐसा किया?	F3.1	**घर में बैठने वाली** 10 मे से कितनी बिगड़ी	
		F3.2	**स्कूल** जाने **वाली** 10 मे से कितनी बिगड़ी	
		F3.3	**कमाने का काम/ जॉब पर** जाने **वाली** 10 मे से कितनी बिगड़ी	
		F3.4		
		F3.99	और **कुछ...** 10 मे से कितनी बिगड़ी	

F4		आप के पास मोबाइल फोन है?	1	हाँ			2	नहीं_सीधा F7 पूछें
	F5	अगर हाँ तो उसका किस किस में उपयोग करती हैं? गोला लगाएँ	1	घर पर बताने के लिए				
			2	घर से आता फ़ोन सुनने के लिए				
			3	टीचर से बात करने के लिए				
			4	सहेली दोस्तों से बात करने के लिए				
				और कुछ (विस्तार से लिखें)				
	F6	मोबाइल में इंटरनेट है? गोला लगाएँ	1	हाँ		2	नहीं	

F7	क्या साइबर कैफे जाती हैं? गोला लगाएँ	1	हाँ		2	नहीं	
F8	इंटरनेट का कहीं भी उपयोग करती हैं? गोला लगाएँ	1	हाँ		2	नहीं	सीधा F10 पूछें

	F9	अगर हाँ तो किस काम के लिए उपयोग करती हैं? गोला लगाएँ	1	फ़ेसबुक देखने के लिए	5	पढ़ाई के लिए
			2	व्हाट्स अप देखने के लिए	6	जॉब के बारे में ढूँढने के लिए
			3	ईमेल देखने के लिए	7	आगे की पढ़ाई के बारे में ढूँढने के लिए
			4	जगह ढूँढने के लिए	99	और कुछ (विस्तार से लिखें)

F10	आप के विचार से सरकार के अनुसार मिनिमम वेज कितना है? कितने रुपये हर दिन के?	

F11	आप प्यार, पसंद की शादी के बारे में क्या सोचती हैं? गोला लगाएँ_व_लिखें	1	नहीं करनी चाहिए
		2	करने में हर्ज नहीं
		3	करनी चाहिए
		9	पता नहीं. कह नहीं सकते
		99	और कुछ (विस्तार से लिखें)
F12	क्यों?		
F13	आप खुद करोगे या नहीं/बेटी को करने दोगे? गोला लगाएँ_व_लिखें	1	हाँ
		2	नहीं
		3	करने में हर्ज नहीं
		9	पता नहीं. कह नहीं सकते
		99	और कुछ (विस्तार से लिखें)
F14	क्यों?		

H	इन कामों में आप किस्से मदद लेते हैं? **गोला लगाएँ**		गली का प्रधान	निगम पार्षद/ विधायक	जी. आर. सी.	संस्था	बस्ती विकास केंद्र	बचत समूह	सहेलियां	यूनियन	अन्य
	पता नहीं= 9		1	2	3	4	5	6	7	8	99
H1	राशन कार्ड सम्बंधित	9	1	2	3	4	5	6	7	8	99
H2	स्कूल में एडमिशन सम्बंधित	9	1	2	3	4	5	6	7	8	99
H3	स्कूल में TC सम्बंधित	9	1	2	3	4	5	6	7	8	99
H4	वोटर पहचान पत्र सम्बंधित	9	1	2	3	4	5	6	7	8	99
H5	मालिक के पैसे अटकाने पे	9	1	2	3	4	5	6	7	8	99
H6	आधार कार्ड सम्बंधित	9	1	2	3	4	5	6	7	8	99
H7	पासपोर्ट सम्बंधित	9	1	2	3	4	5	6	7	8	99
H8	पुलिस वेरिफिकेशन सम्बंधित	9	1	2	3	4	5	6	7	8	99
H9	जन्म प्रमाण पत्र सम्बंधित	9	1	2	3	4	5	6	7	8	99
H10	पेन (PAN) कार्ड सम्बंधित	9	1	2	3	4	5	6	7	8	99
H11	घर की बिजली सम्बंधित	9	1	2	3	4	5	6	7	8	99
H12	रास्तों/ गली में बिजली के लिए	9	1	2	3	4	5	6	7	8	99
H13	पानी सम्बंधित	9	1	2	3	4	5	6	7	8	99
H14	शोचालय सम्बंधित	9	1	2	3	4	5	6	7	8	99
H15	घर के कागज़ सम्बंधित	9	1	2	3	4	5	6	7	8	99
H16	झुग्गी तोडना सम्बंधित	9	1	2	3	4	5	6	7	8	99
H17	उधार सम्बंधित	9	1	2	3	4	5	6	7	8	99
H18	घर में झगडा, मारपीट सम्बंधित	9	1	2	3	4	5	6	7	8	99
H19	बाहर झगडा सम्बंधित	9	1	2	3	4	5	6	7	8	99
H20	रास्ते में जुआ और दारु पी के परेशान करने वालों के लिए	9	1	2	3	4	5	6	7	8	99
H21	काम कि जगह पे पुरुषों/ मालिक से छेड़खानी करने पे	9	1	2	3	4	5	6	7	8	99
H22	**और कुछ अन्य**	**9**	1	2	3	4	5	6	7	8	99

A	**Profile: जानकारी**
A 11	बस्ती का नाम
A 12	दिनाॅकं _ _ - 1 _ - 2 0 1 4
A 13	घर का पता
A 14	अपना मकान 1 /किराये का 2
A 15	परिवार के मुखिया का नाम
A 16	परिवार के मुखिया का मूल — I16 जिले का नाम
A 17	निवासी गाॅव — I I17 राज्य का नाम
A 18	**गाॅव में परिवार की जमीन है** — हाँ = 1 नहीं = 2
A19	मुखिया यहाँ इस बस्ती में कब से रह रहे है — कितने साल से — साल — कौनसे साल से
A 20	**मुखिया का मोबाइल नंबर**

शन पूरा करें