

## Working Group on Gender Equity (WGGE) of the ASI: Survey

1. Please chose the gender you identify as:
  - (a) Female,
  - (b) Male,
  - (c) Other
  
2. Are you a
  - (a) Student,
  - (b) Postdoc,
  - (c) Faculty member,
  - (d) Other (Specify)
  
3. How serious is gender-based discrimination in the field of astronomy in India:
  - (a) Very serious, a cause for concern,
  - (b) It matters now and then, not very important,
  - (c) Does not exist
  
4. Is the perception that there exists gender-based discrimination in astronomy in India prevalent among your colleagues:
  - (a) Yes,
  - (b) No,
  - (c) Don't know
  
5. Have you ever personally faced gender-based discrimination in astronomy in India:
  - (a) Yes,
  - (b) No,
  - (c) Not sure
  
6. Have you heard from your colleagues if they have experienced gender-based discrimination in astronomy in India:
  - (a) Yes,
  - (b) No,
  - (c) A lot,
  - (d) Very few
  
7. Are you currently married or have a partner ? (a) Yes, (b) No
  
8. Is your partner in Science ? (a) Yes, (b) No
  
9. Are you and your partner facing the so-called "the two body problem", i.e. you and your partner are working in separate institutes/cities/countries ? (a) Yes, (b) No
  
10. Do you have children ? (a) Yes, (b) No
  
11. Did you or your partner take a break from your job for childcare: (a) Yes, (b) No
  
12. Is there childcare available at your workplace: (a) Yes, (b) No
  
13. Do you think childcare facilities would be useful ? (a) Yes, (b) No

14. While females make 40-50% of the Physics student population at the B.Sc. and M.Sc. levels, only 10-15% of practicing astronomers are female. Do you think the primary reason for this is:
- (a) Family commitments,
  - (b) Lack of motivation,
  - (c) Conservative setup of society,
  - (d) Organizational factors like little flexibility in timings, lack of female colleagues, mentors and role models, or restricted chances of participation, advancement and promotion,
  - (e) Other.

Please rate importance of each option from a scale of 1 to 5, with 5 indicating highest level of agreement.

15. If you have experienced gender-based discrimination in your work-place (either first-hand or second-hand), how did you deal with it ?
- (a) Took some action to put an end to it,
  - (b) Discussed with a peer or superior,
  - (c) Ignored it completely.

If your answer is (a), what was the effect of the action taken ?

16. Do you know that your organization is legally mandated to have an Internal Complaints Committee (ICC): (a) Yes, (b) No

17. Do you know the members of the ICC:
- (a) Yes,
  - (b) No,
  - (c) Not sure

18. Do you think the formation of the new working group for Gender Equity (WGGE) under the Astronomical Society of India is a welcome move ?
- (a) Yes,
  - (b) No,
  - (c) Doesn't matter

19. How important do you think are the following to have:
- (a) Mentoring programs for young women starting astronomy,
  - (b) Highlighting women astronomers as role models,
  - (c) Having open discussions on gender or gender-based discrimination in your Institute.

Please rate importance of each option from a scale of 1 to 5, with 5 being most important.

WGGE URL: <http://www.ncra.tifr.res.in:8081/~sushan/>

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