**POSITION**

**NAME DATED**

**TIME UC AND DISTRICT**

**DEMOGRAPHIC BACKGROUND**

Q.1. Age:

1. 18 – 25 2. 26 – 35 3. 36 – 45

4. 46 – 55 5. 56 – 65 6. 65 +

Q2. Place of residence:

1. City 2. The suburbs of city 3. A small city or a town

4. Village 5. A farm

Q.3. What is the highest level of education that you have attained?

1 Pre-primary education

2. Secondary school level

3. Vocational education on the basis of secondary education

4. Bachelor's degree

5. Master’s degree and above

6. Other …..

Q.4 What is your current legal marital status?

1. Married 2. Separated 3. Divorced

4. Widowed 5. I have never been married

Q.S. 1. Would you consider it unpleasant if someone in your workplace (colleague, supervisor, or someone else, who you deal with when working) would behave like listed in the following table?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Yes, definitely it would be unpleasant | No, it would definitely not be unpleasant | It depends on who would behave like that |
| Comments on your appearance or your body |  |  |  |
| Comments on your private life or your marital status |  |  |  |
| Request you to spend your spare time with him although you have refused previously |  |  |  |
| Sends personal text messages to you (unrelated to your work), which make you feel uncomfortable |  |  |  |
| Gives you additional tasks, which are not related to your work |  |  |  |
| Treats you in a casual or informal manner |  |  |  |
| Offer you a lunch or ride to your home |  |  |  |

Q. 2 If you had to deal with such behavior (listed in the previous question), what would you do?

1. I don’t know

2. I would probably try to deal with the situation myself

3. I would probably tell my Supervisor.

4. I would probably tell CTC focal Person for Harassment

5. I would probably tell my colleagues

6. I would probably not do anything

7. I would quit the job

8. I would do something else, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q.3 Do you know that CTC has internal procedure rules, which prohibit such behavior (listed before) and which you could refer to in case such situation(s) would happen to you?

1. Yes 2. No 3. I don’t know

Q.4 In the last 12 months has someone in your workplace (colleague, manager, client, or someone else, who you deal with when working) done something from the following list?

|  |  |  |  |
| --- | --- | --- | --- |
| Sr. # | Issues | Yes | No |
| 1 | commented on your appearance or your body |  |  |
| 2. | commented on your private life or your marital status |  |  |
| 3 | referred to you or called you with a nickname or any other name other than your real name |  |  |
| 4 | used obscene gestures or sounds when talking to you |  |  |
| 5 | .Sent you personal mail or text messages (unrelated to your work), which made you feel uncomfortable |  |  |
| 6 | Gives you other tasks that are not related to your work. |  |  |
| 7 | Treats you in a casual or informal manner |  |  |
| 8 | Offer you a lunch or ride to your home |  |  |
| 9 | Approach you without your consent or wishes |  |  |

Q.5. Please think of the most unpleasant situation listed in the above question that has happened to you during the last 12 months. How many times these situations have occurred in the last 12 months?

1. Once 2. Two to four times 3. Five or more times

4. The situation continues 5. I don’t know

Q.6. Have you talked about this situation to anyone?

1 Yes ◊ continue to next question No ◊ continue to G7.3.2

Q.6.1. To whom do you tell about this situation?

1. Friend, acquaintance 2. Colleague 3. Family member

4. CTC 5. My Supervisor 6. Someone else, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q.6.2. Why didn’t you tell me about this situation?

1. I was ashamed 2. Because I’m afraid of losing my job

3. I did not want to 4. I think I have to take care of it myself

5. Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q. 7. If you think of the most unpleasant situation listed in question Q.4 that has happened to you during the last 12 months. Who behaved like that with you?

1 Male supervisor or a colleague in a higher position

2 Female supervisor or a colleague in a higher position

3 Male colleague who works in the same position

4 Female colleague who works in the same position

5 Male colleagues in a lower position

6 Female colleagues in a lower position

7 Male members of the community

8 Female members of the community

9 Male staff of CTC.

10 Female staff of CTC

11 Someone else, please specify who …………………………………………………………………………………

………………………………

**GENERAL QUESTIONS REGARDING SUPERVISOR’S CONDUCT**

* Do you feel your supervisor has the expertise and abilities to provide on-the-job training and supportive supervision?
* YES NO. SOMETIMES
* Does your supervisor treat you in a professional manner?
* YES NO
* Do you often feel safe and secure while working with your male colleagues and supervisors?
* YES NO
* Placing your response on a scale of 1 to 10, how comfortable do you feel safe and secure while at work?
* Does your supervisor manage your team with a positive and professional attitude?
* On a scale of 1 to 10, how do you rate the overall attitude of your supervisor?
* 1-3 POOR 4-7 GOOD 7-10 EXCELLENT
* Does your supervisor make your work responsibilities easier or harder?
* EASIER HARDER
* Does your supervisor treat each member of your team fairly and with respect?
* YES NO
* On a 1 to 10 scale, how happy are you with your job?
* 1-3 NO 4-7 YES 8-10 VERY HAPPY
* What three words would you use to describe your workplace?
* e.g., pleasant, happy, hostile etc.
* Do you feel safe to report inappropriate conduct of your supervisor to CTC?
* YES NO I DON’T KNOW
* Do you believe your complaint will be handled confidentially?
* YES NO I DON’T KNOW
* Do you believe your supervisor will be held accountable and face disciplinary actions if he is found guilty of misconduct?
* YES NO I DON’T KNOW