### **QUESTIONNAIRE**

#### I. Demographic profile:

Age:

1. Below 20 2. 20-25 3. 25-30 4. Above 30

Background: 1. Urban 2. Rural

Marital status: 1. Married 2. Single

Employed: 1. Yes 2. No

Achievements needs: 1. Very Interested 2. Somewhat Interested

3. Neutral 4. Not very Interested

5. Not at all Interested

Level of education: 1. Diploma 2. Masters

3. Graduation 4. PhD

5. Others

Income per month: 1. Below 20k 2. 20k-30k

3. 30k-40k 4. Above 40k

Occupation of Parents: 1. Employed 2. Teaching

3. Business 4. Others

Caste: 1. General 2. Reserved

Any disability 1. Yes 2. No

Work experience: 1. <5 2. 5-10 3. 11-15 4. >15

Schooling: 1. Government School

2. Non-Government School

### A. What are the key priorities and barriers in women's career aspirations in the Hospitality and tourism industry in Mumbai?

Mark answer as 5: strongly agree (SA), 4: agree (A), 3: neutral (N), 2: disagree (D), 1: strongly disagree (SD)

Sr. No.	Question	SA	A	N	D	SD
1.	Do you think Hospitality and tourism should be major subject to be taught in schools					
2.	Parents should support their female child in taking the hospitality course					
3.	The major part of making career in hospitality					

Sr. No.	Question	SA	A	N	D	SD
	is that you should be fully confident that you					
	can achieve something big in this field					
4.	You should take proper guide before opting for					
	this field					
5.	You have to ready to face difficulties after					
	opting for the hospitality and tourism course					
6.	There is no career in field of hospitality and					
	tourism for women's					
7.	Lot of career options after doing hospitality					
	course					
8.	You can have lot of experience in field of					
	hospitality					
9.	Hospitality career offers great salary packages					
	and great staff perks on top of regular wages					
10.	It helps to improve creative thinking and you					
	can do word travelling					
11.	You get to socialize and meet new peoples					
	around the world					

## B. What are the issues faced by the women in hospitality and tourism industry?

Sr. No.	Question	SA	A	N	D	SD
1.	You face many discriminations when you were					
	admitted in higher education					
2.	Parents are more serious about studies after					
	secondary education or matriculation					
3.	Change in guest expectation is the major					
	barrier in hospitality industry					
4.	Sometimes pandemic and natural hazards affect					
	the growth of women's in hospitality industry					
5.	Lack of knowledge in hospitality career affects					

Sr. No.	Question	SA	A	N	D	SD
	the growth of women's in hospitality industry					
6.	Most of the educations institutes does not provide hospitality and tourism course option					
7.	Lack of proper facilities available in colleges and universities affect the career growth in hospitality industry					
8.	Women's feel uncomfortable to step outside of home in achieving their goals					
9.	Married women's bind themselves with their family thus unable to continue in field of hospitality industry					
10.	Tourism is not the best option for married women					
11.	Sometimes Society affect the growth of married women's in hospitality industry					
12.	Family planning after marriage affects career growth in hospitality and tourism					
13.	Your studies get interrupted due to lack of financial assistance in Hospitality career					

# C. What are the Steps that industry leaders and HR heads should take to incorporate Women friendly policies in their organization?

Sr. No.	Question	SA	A	N	D	SD
1.	HR heads should make policies to hire women's for hospitality and field jobs in					
	different parts of country					
2.	Industry leaders should make sure that the					
	environment of office should be friendly in					
	nature					
3.	Transportation facilities should be provided by					
	company for women's workers					

Sr. No.	Question	SA	A	N	D	SD
4.	To build women's confidence in field of					
	hospitality industry leaders should start giving					
	achievement awards to increase confidence					
	level of women's					
5.	Proper guide should be given to women's					
	before assigning any work					
6.	Gather feedback from employees helps in					
	maintaining good friendly environment					
7.	Hospitality industry leaders should focus on					
	making policies about the female hiring process					
	in hotels, guiders and travelers					