# IN-DEPTH INTERVIEW QUESTIONS

Revision Date: 11th August 2016

## **Verbal consent script:**

[Name of research participant], do you agree that the research project has been explained to you to your satisfaction, that you understand what the research study involves and that you agree to take part in it?

Thank you for your time. May I begin by asking you

See information sheet and consent form

Interview Schedule – Gender, Migration and the IT sector

Personal details for our data analysis

1. Date of interview
2. Location of interview
3. Interviewer
4. Name
5. Gender
6. Firm
7. Current or most recent job title
8. Nationality
9. Migrant/non-migrant
10. Identifier
11. Initial notes

## Demographics

1. Where were you born?
   1. When did you move to this city/state?
2. How old are you: write age range
3. Who all live in your household currently?
   1. Do you have any children? How many? How old?
4. What is the highest qualification of your mother/ father; parents-in law?

## Education

1. Now, please could you tell me little bit about your education – what is your highest degree?
2. Why did you study this field?
3. Can you tell us a little about if there were any particular role model?
4. What if any difficulties did you face in getting into the university/college program?
5. Did you study abroad at any point? Why?

## Post – Education – enter labour market

1. Once you completed your education – what did you do? (prompts below) (domestic and international only after they respond in general)
2. What would you have liked to do (if narrative different from practice). Why?
3. Why did you choose to enter the IT industry?
4. How did you get your first job in the IT industry? (How long did it take? How many applications did you make?)

## Past to present

## Current work

1. Could you tell me more about the time since you had your first job (in x company) to now – as a [position] (in India/UK). [Prompts below]
2. So now you are working for [this company]. What is your current position and role? Who evaluates your work? How?
3. Why did you choose to work for this company (if not answered already in the previous discussion)
4. How did you find your current job? (through recruiters, friends, family networks, university networks)

## Everyday living

1. Could you briefly describe for me your daily routine?
   1. How is your routine here different from that in India/UK?
2. How long are your working hours? Do you get calls or respond to emails at weekends and evenings? Why?
3. Do you have to travel to the office? How long? How frequently? Can you work from home?
4. How many men/women are in your office? Is that different from in previous offices in India/UK? Do you report to a woman? Do you have women working for you? (old boy’s networks).
5. Do you find working in a country/office/company 1 different or same as working in the country/office/company 2? Do you find working with men/women different here; or as a person who is British/Indian, as a person from North/South of India, UK, etc. Do you feel that you have to adapt to a particular behavior norm? Can you tell me how you managed these interactions? What coping mechanisms have you developed?
6. Can you recall anytime, where you were treated differently from your colleagues? If so, please can you tell us a little about it? Do you know why this might have been (gender, race?)
7. Career

5.1 Progression

1. How do you feel your career is progressing?
2. What has your experience of promotion been?
3. What things helped you to get these promotions (explore company, international assignments others?). and improvements in salary? Please could you give an example
4. And please can you tell us what factors have held you back? (Importance of mobility? Importance of “old boys’ networks? Particular behaviour norms?)
5. Does the company offer any support in career development? (Mentoring? Female focused?)
6. Who would you say has had the biggest influence on your career? (Who has helped/guided/given advice) (Have you missed any support?)

5.2 Retention

1. What are the most important factors for you to stay in the company?

1. Have you considered moving to another company? Why?

## Mobility

## 6.1 (Past) Opportunities

1. What kind of requests have you had to work in other cities and countries?
2. Which of these requests did you take up?
3. What made you decide to take up these posts? (family, spouse, firm- level factors?)
4. How important has intracompany mobility been for your career? Which kind of intracompany mobility (intercity or international) has been more important for your career? Why? (Particularly for men/women?). Please give examples
5. How has it been important for your family? What have been their views on your moving (gently probe remittances, does it help them achieve social mobility), have you helped any of them because of your own travels?
6. What did you learn from these moves? (Technically, about how to work with others, how to work with men, career progression?)
7. What did you find easy about this? What were the difficulties faced?

## (Past) International work experience

How many times have you worked outside of India/UK? Where?

* 1. Can you tell us a little about your migration story (probe, how was it arranged, when, how long stayed, what did their spouse do, what about children, what were the challenges, what did your family say, how did these moves change over time, are there visa issues that have altered). How have your job role/responsibilities while abroad stayed same/different from when you are at ‘home’? How so?

(probe here for whether gender was a barrier to being offered these/to taking these up; who decides who gets sent, is this good for your career?)

1. What kind of training did you have before you left on how to manage in these countries? Did you have any induction/ orientation programme in the UK to adjust to UK working conditions? Please can you give examples?
2. How did you find the experience of working in another country? In career terms what is it like working on-site, face to face with client, than working in India?
   1. Is your relationship with the client same or different in person (as compared to when you were in India – working remotely). Can you give us an example?
   2. Do they treat you the same way in person as they did when you would work from India? Please can you give us an example?
   3. In what ways does working on-site, with the client face to face same or different from working from offshore in India? Please can you give us an example?
   4. As you know our project is looking at the experiences of gender across the two countries so can you please tell us – how far are the gender norms similar across the two countries? How do they vary? How does it feel to be a woman/man working in this environment compared to India? Please can you give us examples? Were you aware of how it might be similar/different? What about as a migrant? Can you give some examples of how it made a difference?

**Questions on race/ gender**

Performance (difference)

1. Did you have to change anything to work in the other country? How you dressed? How you talked? How you lived?
2. did/do you miss anything about living in India – for example things you could do India that you can’t do here? (or vice versa)
3. At work, or at home, do you feel you can do things the same way here as you did in India?

Experience racism/discrimination

1. What is like to be an indian person in the UK (city/town you live or work in)
   1. What is it like to be an Indian man/woman in the UK?
2. Have you faced racism?
3. Have you ever felt excluded because you are an Indian
4. Or as a man/woman?
5. What about outside of work

**‘transnational’ work relationship**

**Experience at work:**

1. Have you ever felt that you are treated different here because you are Indian
2. Have you ever felt that you are treated different here because you are a woman?

**Question on relationship between mobile workers and diaspora**

1. Did you know anyone in the UK before you moved here for work? (Who?)
2. Outside of work, do you spend any time with people from India? British Indians? (probe)

## 6.3 (Present) International everyday living (questions only for migrants)

1. Did you like living in UK/India?
2. What did you like about it?
3. How was your daily routine different in India/UK? Or was it same?
4. Did you have to change anything to work in the other country? How you dressed? How you talked? How you lived?
5. Did your partner/family move with you? What was it like for them? (Does your partner work? Where? What do they do? What is like for them?)
6. Who looks after the children when you are abroad? If grandparents then where do they stay and how do you arrange this? How long will they look after for? Do they move in to look after the children? What amount of care is provided by paid help?
7. Other caring responsibilities – for parents/others? Similar questions

## 6.4 (Present) Working with ‘international/mobile/foreign’ colleagues (question for the ‘non-migrants’)

1. Do you work with ‘expats’, those who have come from India/UK?
2. Which are their working roles?
3. Is working with these expats different to working with your UK/Indian colleagues? How so?
   1. Is working with them very different form working with someone from a European country, or another part of UK/India
4. What has been one positive point of working with foreigners?
5. Have you had challenges, or issues around different working cultures (Particularly with technology related cultures and in client companies)?
6. Have you learned anything from them?
7. Did their way of working/doing things in UK/India change over their time here?

## Future/wrap up

1. Where would you like to be in personal life in 3 years’ time? And in 5 to 10 years?
   1. Personally and professional?

## Final: Is there anything you feel we have not discussed that you would like to say/add to the discussion?

Thank you.