**Interview Guide for Women with a Job**

Name of interviewee:

Date of interview:

**General information about the interviewee**

1. Where are you originally from?
2. What is your native language?
3. How long have you been in the UK?
4. How long have you been in Glasgow?
   1. How did you end up in Glasgow?
5. What is your status?
6. When did you get your status?
7. How old are you?
8. How many children do you have?
   1. What age are your children?
   2. Are you a single parent?
9. Where do you live?
   1. What type of accommodation do you live in?
10. Do you receive any benefits?
    1. What type of benefits do you receive?
11. Do you have a job?
    1. Have you had a job in Glasgow?
    2. If no; why not? If yes; how did you get the job?
    3. Did you have a job in your home country?
12. Do you go to school/college or do other training?
    1. Have you done so in Glasgow at any point?
    2. If no; why not? If yes; how did you get in?
    3. Do you have an education from your home country?

**Questions about how the women identify themselves?**

1. **Overall discussion question: Tell me about yourself**

Detailed questions if necessary:

1. How would you describe yourself?
2. Would you always describe yourself in that way?
3. What if you were writing a job application?
4. **Try to imagine that you were a white Scot – how do you think you would look at you?**
5. In a job interview situation (other situations can be put in), what do you think the employer focuses on about you? Your gender, your ethnicity, your status, your motherhood?
   1. What would you focus on?
   2. Which of these are most important to you?
   3. Can they be separated? Are you sometimes just a mother/woman/coloured/refugee?
   4. Is something else more important when you describe yourself?
6. How do you think other people would describe you?
7. How would you like to be seen?
8. **Have you changed since coming to Glasgow?**
9. How would you have described yourself in your home country?
10. What makes you the person you are?

**Questions about the respondent’s understanding of equality**

1. **Try to explain to me what equality/inequality means to you.**
2. What is meant by equal opportunities?
3. Do you feel like you have equal opportunities to everyone else in Glasgow?
   1. Why/why not?
4. Do you think you have better opportunities in Glasgow compared to your home country?
   1. Why/why not?
5. Have you ever heard about the Equality Act and the Public Sector Equality Duty?
6. Do you know what rights you have? (How can I ask this in a better way?)
7. **Overall discussion: Would you mind telling me something about your everyday life in your home country?**
8. Did you experience any inequalities in your home country?
   1. What kind?
   2. Why do you think this happened to you?
   3. How did it make you feel?
9. Can you give me an example of a time when you have felt excluded in your home country?
10. Can you give me an example of a time when you have felt included in your home country?
11. **Overall discussion: Tell me about your everyday life in Glasgow**
12. Have you experienced any inequalities in Glasgow?
    1. What kind?
    2. Why do you think that happened to you?
    3. How did it make you feel?
13. Can you give me an example of a time when you have felt excluded in Glasgow?
14. Can you give me an example of a time when you have felt included in Glasgow?
15. Has your idea of equality changed since you came to Glasgow?
    1. How?

**Questions aiming to examine the women’s experiences of discrimination.**

1. Have you experienced discrimination in Glasgow?
   1. In what way?
   2. Where and when?
   3. Why do you think you were being discriminated?
2. Have you ever complained to the authorities about discrimination?
   1. Why/why not?
   2. How did that go?
   3. Do you know that you have the right to protection against discrimination?

**Questions aiming to explore if the women have any strategies for overcoming inequalities.**

1. What/who helped you get a job or an education?
2. What did you do with your children?
3. What are the differences between your life in Glasgow now and before you got a job?
4. Do you experience discrimination at your work place?
5. Have you been helped by any organisations?
   1. Did people at these organisations/institutions understand your situation and needs?
   2. Do you think your needs differ from other people’s needs?
   3. Whose? How?
6. What do you think the future holds for you?