Annexure-1
Labour Welfare Measures in Selected Public Sector Undertakings of Kerala
Interview Schedule

Section A - Profile of Employees

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1)</td>
<td>Name</td>
</tr>
<tr>
<td>2)</td>
<td>Designation.</td>
</tr>
<tr>
<td>3)</td>
<td>Age</td>
</tr>
<tr>
<td>4)</td>
<td>Sex</td>
</tr>
<tr>
<td>5)</td>
<td>Marital Status</td>
</tr>
<tr>
<td>6)</td>
<td>Number of Dependents</td>
</tr>
<tr>
<td>7)</td>
<td>Average Monthly Salary</td>
</tr>
<tr>
<td>8)</td>
<td>Other source of income</td>
</tr>
<tr>
<td>9)</td>
<td>Years of Service</td>
</tr>
<tr>
<td>10)</td>
<td>Educational Qualification</td>
</tr>
<tr>
<td>11)</td>
<td>Nature of Education for children</td>
</tr>
<tr>
<td>12)</td>
<td>Medium of Education of Children</td>
</tr>
<tr>
<td>13)</td>
<td>Computer Literacy</td>
</tr>
<tr>
<td>14)</td>
<td>Membership in Trade Unions</td>
</tr>
<tr>
<td>15)</td>
<td>Involvement in Politics</td>
</tr>
<tr>
<td>16)</td>
<td>Involvement in religious activities</td>
</tr>
<tr>
<td>17)</td>
<td>Club Membership if any</td>
</tr>
<tr>
<td>18)</td>
<td>Membership in any library</td>
</tr>
<tr>
<td>19)</td>
<td>Habit of Internet Browsing</td>
</tr>
<tr>
<td>20)</td>
<td>Personal Belongings: (If possess put Tick mark (✓) )</td>
</tr>
<tr>
<td></td>
<td>1. Two wheeler.</td>
</tr>
<tr>
<td></td>
<td>2. Four Wheeler.</td>
</tr>
<tr>
<td></td>
<td>3. Personal computer.</td>
</tr>
<tr>
<td></td>
<td>4. Lap top computer.</td>
</tr>
<tr>
<td></td>
<td>5. Washing machine.</td>
</tr>
<tr>
<td></td>
<td>6. Microwave Oven.</td>
</tr>
<tr>
<td></td>
<td>7. Fridge.</td>
</tr>
<tr>
<td></td>
<td>8. Air conditioner.</td>
</tr>
<tr>
<td></td>
<td>9. Air cooler.</td>
</tr>
<tr>
<td></td>
<td>10. Hi-Fi Audio System.</td>
</tr>
<tr>
<td></td>
<td>11. Video, VCD, DVD Player.</td>
</tr>
<tr>
<td></td>
<td>12. Any other (please specify).</td>
</tr>
</tbody>
</table>
21) Habit of Reading Newspaper/Journal:  
   a. Malayalam  
   b. English  
   c. Magazines  
   d. Weekly  
   e. Trade Journal  

<table>
<thead>
<tr>
<th></th>
<th>yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Malayalam</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. English</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. Magazines</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. Weekly</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. Trade Journal</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22) Do you have a cable T.V connection:  
   1) Yes  2) No  

23) Membership in Charitable organization:  
   1) Yes  2) No  

24) Interest in Sports and Games:  
   1) No interest  2) Somewhat  3) Very Much  4) Player  

25) Are you a user of ATM Card:  
   1) No  2) Occasional  3) Regular  

26) Nature of Accommodation:  
   1) Owned House  2) Rented House  3) Company Quarters  

27) Family Tour:  
   1) Once in six months  2) Once in a year  3) Occasional  4) Not interested  

28) Employment of Spouse:  
   1) Not Employed  2) Business  3) Professional  4) Govt. Service  5) Pvt. service  

29) Any Foreign Experience:  
   1) No  2) Visited  3) employed  

Section B - Testing for Employees Awareness of Statutory Labour welfare Measures  

30) Identify two statutory labour welfare measures from the following labour welfare measures.  

   a) First aid appliances  
   b) Night shift allowance  
   c) Oil and Soap  
   d) Welfare officer  

Section C – Welfare Measures, its existence, importance and employees perception  

31) A(1) Washing Facility  

   a) Is this facility existing in your organisation?  
      1) Yes  2) No  

   b) If yes, what is your opinion about this facility?  
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor  

   c) How important is this facility?  
      1) Highly essential  2) Essential  3) Not essential  

(2) Facilities for storing and drying clothing  

   a) Is this facility existing in your organisation?  
      1) Yes  2) No  

   b) If yes, what is your opinion about this facility?  
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor  

   c) How important is this facility?  
      1) Highly essential  2) Essential  3) Not essential
(3) Facilities for sitting

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(4) Shelters/Rest Rooms

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(5) First Aid Appliances

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(6) Medical Facilities

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(7) Ambulance Room

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential
(8) **Occupational Health Services**
   a) Is this facility existing in your organisation?
      1) Yes    2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(9) **Creche**
   a) Is this facility existing in your organisation?
      1) Yes    2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(10) **Spittoons**
    a) Is this facility existing in your organisation?
       1) Yes    2) No
    b) If yes, what is your opinion about this facility?
       1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
    c) How important is this facility?
       1) Highly essential  2) Essential  3) Not essential

(11) **Lighting and Ventilation**
    a) Is this facility existing in your organisation?
       1) Yes    2) No
    b) If yes, what is your opinion about this facility?
       1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
    c) How important is this facility?
       1) Highly essential  2) Essential  3) Not essential

(12) **Noise, Temperature Controlling**
    a) Is this facility existing in your organisation?
       1) Yes    2) No
    b) If yes, what is your opinion about this facility?
       1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
    c) How important is this facility?
       1) Highly essential  2) Essential  3) Not essential
(13) **Uniforms**

a) Is this facility existing in your organisation?
    1) Yes  2) No

b) If yes, what is your opinion about this facility?
    1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
    1) Highly essential  2) Essential  3) Not essential

(14) **Drinking Water**

a) Is this facility existing in your organisation?
    1) Yes  2) No

b) If yes, what is your opinion about this facility?
    1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
    1) Highly essential  2) Essential  3) Not essential

(15) **Latrine/Urinal**

a) Is this facility existing in your organisation?
    1) Yes  2) No

b) If yes, what is your opinion about this facility?
    1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
    1) Highly essential  2) Essential  3) Not essential

(16) **Lunch Rooms**

a) Is this facility existing in your organisation?
    1) Yes  2) No

b) If yes, what is your opinion about this facility?
    1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
    1) Highly essential  2) Essential  3) Not essential

(17) **Canteen**

a) Is this facility existing in your organisation?
    1) Yes  2) No

b) If yes, what is your opinion about this facility?
    1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
    1) Highly essential  2) Essential  3) Not essential
(18) **Welfare Officers Service**

   a) Is this facility existing in your organisation?
      1) Yes  2) No

   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

31) **B 1) Educational Facilities for Children**

   a) Is this facility existing in your organisation?
      1) Yes  2) No

   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

31B **2) Transport Facilities for workers and children**

   a) Is this facility existing in your organisation?
      1) Yes  2) No

   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

31B 3) **Fair Price Shops/Co-operative Societies**

   a) Is this facility existing in your organisation?
      1) Yes  2) No

   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

31B 4) **Heat & Dust Environmental allowance**

   a) Is this facility existing in your organisation?
      1) Yes  2) No

   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential
(5) **Night shift/Special risk allowance**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(6) **Recreational facilities** (Gymnasium, play ground)

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(7) **Housing**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(9) **Library & Reading Room**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(8) **Dress and Footwear**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential
(10) **Oil and Soap**
   a) Is this facility existing in your organisation?
      1) Yes  2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(11) **Stitching Charge**
   a) Is this facility existing in your organisation?
      1) Yes  2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(12) **Medical Reimbursement**
   a) Is this facility existing in your organisation?
      1) Yes  2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(13) **Vehicle Advance**
   a) Is this facility existing in your organisation?
      1) Yes  2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential

(14) **Festival Advance**
   a) Is this facility existing in your organisation?
      1) Yes  2) No
   b) If yes, what is your opinion about this facility?
      1) Very good  2) Good  3) Average  4) Poor  5) Very Poor
   c) How important is this facility?
      1) Highly essential  2) Essential  3) Not essential
(15) **House Building Advance**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(16) **Accident Benefit Scheme**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(17) **Educational Facility for workers**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(18) **Welfare Fund Utilisation**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential

(19) **Counseling Service**

a) Is this facility existing in your organisation?
   1) Yes  2) No

b) If yes, what is your opinion about this facility?
   1) Very good  2) Good  3) Average  4) Poor  5) Very Poor

c) How important is this facility?
   1) Highly essential  2) Essential  3) Not essential
Section D - Labour welfare Its Implementation and associated areas.

32) Do you agree with the statement 'the management is paying sincere efforts in maintaining the above welfare facilities'?
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

33) Do you agree that ‘insufficiency of any of the above facilities may produce ill feelings in employees against management’?
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

34) If yes, how can the management remove such ill feeling:
   1) Associating the workers
   2) Improving the existing facilities
   3) Providing new facilities

35) What is your perception of the functioning of labour welfare monitoring agencies?
1) good 2) Average 3) Poor

36) Do you agree with the statement “The introduction of Non Statutory labour welfare measures will boost cordial industrial relations”:
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

37) Do you agree that ‘effective implementation of both statutory and non statutory labour welfare measures’ can reduce labour unrest
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

38) Do you agree that ‘labour welfare measures have a positive role in improving labour morale’
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

39) Do you agree that effective labour welfare measures will improve labour efficiency/productivity?
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

40) Do you agree with the statement ‘both statutory as well as non statutory measures of labour welfare measures have successfully implemented in your industry’
1) Strongly agree 2) Agree 3) No idea 4) Disagree 5) Strongly disagree

41) In your opinion, how the canteen committee is functioning?
1) Very Good 2) Good 3) No idea 4) Bad 5) Very Bad