APPENDIX D

Schedule III

(Interview schedule for the tea garden authorities)

Source of data collection — Tea garden authorities:

Garden information form A.

1. Identification data:

   (a) Name (Block capital)  
   (b) Designation  
   (c) Age  
   (d) Educational qualification:  
   (e) Present address  
   (f) Name of the Company  
   (g) Whether foreign or Indian concern:  
      (i) Foreign  ( )  
      (ii) Indian  ( )

(h) What is your marital status?
   (i) Married  ( )  
   (ii) Unmarried  ( )  
   (iii) Divorced  ( )  
   (iv) Widower  ( )  
   (v) Separated  ( )

(i) Total number of family members:
   (i) Adults: 1. Male ______
            2. Female ______
   (ii) Children: 1. Male ______
              2. Female ______

(j) What is your monthly income from all sources? ______
2. Child labour:

(a) Do you appoint children to work in the garden?
   (i) Yes (  )
   (ii) No (  )

(i) If yes, why?
   (1) Shortage of labourers (  )
   (2) Adults are unwilling to work particular jobs (  )
   (3) Children are found better in work (  )
   (4) Any other (Specify) ______________________________

3. Service facilities for labourers:

(a) Do the labourers have provident fund benefits?
   (i) Yes (  )
   (ii) No (  )

(b) Do the labourers get bonus?
   (i) Yes (  )
   (ii) No (  )

(1) If yes, at what rate do you pay them?

(2) If No; Why? ________________________________

(c) Do the labourers get ration at a concessional rate from the garden?

   (i) Yes (  )
   (ii) No (  )
(d) Do you provide with quarters to all labourers?
   (i) Yes ( )
   (ii) No ( )

   (1) If yes, give details in table No. 5.
   (2) If No; Why?
      1. Proper site is not available ( )
      2. Financial difficulty ( )
      3. Labourers do not want ( )
      4. Any other (Specify) _________________________

(e) Do you provide with proper medical facilities to all labourers?
   (i) Yes ( )
   (ii) No ( )

   (1) If yes; give details in table No. 6.
   (2) How many beds are there in the hospitals for the patients? ________
   (3) If No; Why?
      1. Inadequate Nos. of medical staff ( )
      2. No provision of indoor patients ( )
      3. Financial difficulties ( )
      4. Any other (Specify) _________________________

4. Scope of further employment:
   (a) Can you employ some more permanent labourers in your garden?
      (i) Yes ( )
      (ii) No ( )

      (1) If yes; state the approximate number ________
(b) Is there any scheme for employing more permanent tea
garden labourers from outside in near future?

(1) Yes ( )
(1i) No ( )

(i) If yes; state the approximate number __________

(ii) If No; Why?

(1) No more vacancy ( )
(1i) Vacancy exists but found unprofitable ( )
(1ii) Financial position is not sound ( )
(1iii) Any other (Specify) __________

(c) Do you have unemployed labourers in the garden?

(1) Yes ( )
(1i) No ( )

5. Recruitment of labourers:

(a) What is the basis of fixing the minimum number of labourers in the garden?

________________________________________________________
________________________________________________________

(b) How many labourers (Permanent) were recruited in the year 1980? ________________________________

(c) What is the basis of new recruitment of labourers?

(1) Substituting by the same family members ( )
(1i) Interview ( )
(1ii) Choice appointment without interview ( )
(1iii) Nomination by the labour leaders and clerical/supervisory staff. ( )
(1iv) Any other (Specify) ___________________________
(d) How do you meet the additional requirement of labourers in the peak season?

(i) Recruit labourers from outside the garden on temporary basis ( )

(ii) Recruit temporary labourers from the garden itself ( )

(iii) By engaging the permanent labourers more hours to work ( )

(iv) Any other (Specify) __________________________

(e) For how many months the temporary labourers are employed? __________________

(f) What is their rate of wages?

(i) Men ________

(ii) Women ________

(iii) Children ______

6. Women workers:

(a) Why do you appoint women workers in the garden.

(i) Better than men in certain works ( )

(ii) Hard workers ( )

(iii) Easier for labour control ( )

(iv) Less pay ( )

(v) Legal bindings ( )

(vi) Any other (Specify) __________________________

7. Facilities for training:

(a) Do you have any training facilities for the labourers?

(i) Yes ( )

(ii) No ( )
(1) If yes; what type of training?
   1. On the job technical training with stipend ( )
   2. On the job technical training without stipend ( )
   3. Sending outside the garden for technical training with stipend ( )
   4. Sending outside the garden for technical training without stipend ( )

8. Effect of technological change:
   (a) Do you adopt the modern techniques of production?
      (1) Yes ( )
      (ii) No ( )
   (1) If yes; does the mechanization caused unemployment among the labourers?
      (1) Yes ( )
      (ii) No ( )
   (2) If yes; how many labourers have become unemployed in your garden due to mechanization?

9. Employees from labourers' community:
   (a) Is there any one in the clerical/supervisory staff from the labourers community?
      (1) Yes ( )
      (ii) No ( )
   (1) If yes; furnish the following information:
      1. Name
      2. Designation
      3. Educational qualification
      4. Scale of pay
(2) If No; why ?

1. Lack of requisite qualifications ( )
2. Unwillingness of the labourers ( )
3. Other employees do not approve of it ( )
4. Any other (Specify) _______________________________

10. Retrenchment and retirement:

(a) Do you serve notice before you terminate a labourer from service?

(i) Yes ( )
(ii) No ( )

If yes; how many days' notice? ________________

(b) How many labourers were terminated from service in the year 1980?

(c) What are the usual reasons for retrenchment?

(d) What is the age for retirement of the labourer?

(e) How many labourers got retirement in the year 1980?

(EDUCATION DATA)

11. Education of children in the garden school:

(a) Has any of your children been taught in the garden school?

(i) Yes ( )
(ii) No ( )
(1) If yes; for how long?
   1. Less than 1 year ( )
   2. 1 to 2 years ( )
   3. 2 to 3 years ( )
   4. 3 to 4 years ( )
   5. 4 to 5 years ( )
   6. More than 5 years ( )

(2) If No; Why?
   (i) Unsatisfactory teaching in the garden schools ( )
   (ii) Large number of children from the labourer community attend the school ( )
   (iii) Medium of instruction ( )
   (iv) Any other (Specify) _______________________

12. Contact with school teachers:
   (a) Do you keep a close contact with your garden school teachers?
      (i) Yes ( )
      (ii) No ( )

(1) If yes; how?
   (i) Visit the school ( )
   (ii) Invite the teacher for discussion ( )
   (iii) School teachers submit reports ( )
   (iv) Any other (Specify) _______________________

(2) If No; Why?
   (i) Lack of time ( )
   (ii) Not interested ( )
   (iii) None of my business ( )
   (iv) Any other (Specify) _______________________

13. Inspection of the school:

How often do you inspect the school?

(i) 1 time in a year ( )
(ii) 2 times in a year ( )
(iii) 3 times in a year ( )
(iv) 4 times in a year ( )
(v) More than 4 times in a year ( )
(vi) Never ( )

14. Encouragement of education:

How do you encourage education among the labourers?

(i) Arrange guardian's meetings for the purpose ( )
(ii) Arrange children's meetings ( )
(iii) Give rewards to the children ( )
(iv) Give rewards to the parents ( )
(v) Any other (Specify) __________________________

15. Sponsoring children for professional education:

(a) Do you sponsor children from among the labourers for vocational and professional courses?

(i) Yes ( )
(ii) No ( )

(i) If yes; give details in table No. 8.

16. Scholarship:

(a) Do you award any scholarship to the children of the tea garden labourers attending school?

(i) Yes ( )
(ii) No ( )
(1) If yes; what type of scholarship?

(1) Merit scholarship ( )
(2) Merit-cum-means ( )
(3) Free scholarship for technical education ( )
(4) Free scholarship for general education ( )
(5) Any other (Specify) ___________________

(2) How many Nos. of such scholarships were awarded in the following years?

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<tbody>
<tr>
<td>1. Merit</td>
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<td>2. Merit-cum-means</td>
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<tr>
<td>3. Free scholarships for general education</td>
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<td>4. Free scholarships for technical education</td>
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<td>5. Any other (Specify)</td>
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17. Alcoholism:

(a) How often your labourers get drunk (alcohol)?

   (i) Very often ( )
   (ii) Now and then ( )
   (iii) Never ( )
(b) What measures have you taken for the eradication of the practice of alcoholism?

(i) Develop public opinion ( )
(ii) Impose restriction on drinking ( )
(iii) Done nothing ( )
(iv) Any other (Specify) ______________

18. Please furnish the following information about the labour population of your garden as on 31.12.80.

Table-1

<table>
<thead>
<tr>
<th>Total population</th>
<th>Working population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>Male</td>
</tr>
<tr>
<td>Children</td>
<td>Male</td>
</tr>
</tbody>
</table>

19. What is the present rate of wages of the labourers?

Table-2

<table>
<thead>
<tr>
<th>Wages per day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
</tr>
<tr>
<td>Children</td>
</tr>
</tbody>
</table>
20. Furnish the following information about the educated boys and girls of the tea-garden labourers employed in different capacity in your garden as on 31.12.80.

Table - 3

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Educational levels</th>
<th>No. of persons employed in different capacity as</th>
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<tbody>
<tr>
<td>1.</td>
<td>Read upto Class V Std.</td>
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<td>2.</td>
<td>Read upto Class VIII</td>
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<td>3.</td>
<td>Read upto Class X</td>
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<td>4.</td>
<td>Read upto Class XI/PUC/Inter</td>
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<td>5.</td>
<td>Read upto Class B.A.</td>
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<tr>
<td>6.</td>
<td>B.A. onwards</td>
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</tbody>
</table>

21. Furnish the following information about the technical staff (Fitter, Motor Driver, Engine Driver, Electrician, etc.) of your garden who are from among the labourers.

Table - 4

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Designation</th>
<th>Nos.</th>
<th>General Qualification</th>
<th>Technical Qualification</th>
<th>Pay p.m.</th>
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22. Furnish the following information regarding housing accommodation to all labourers:

**Table- 5**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Type of quarters</th>
<th>Nos.</th>
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<tbody>
<tr>
<td>1.</td>
<td>Nos. of pucca quarters</td>
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<td>2.</td>
<td>Nos. of partially Pucca quarters</td>
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<td>3.</td>
<td>Nos. of Kucha quarters</td>
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<tr>
<td>4.</td>
<td>Nos. of labourers not provided with quarters</td>
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</tbody>
</table>

23.(a) Furnish the following information about the medical staff of your garden

**Table- 6**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Designation</th>
<th>Nos.</th>
<th>Qualification</th>
<th>Pay p.m.</th>
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<td>1.</td>
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<td>2.</td>
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<td>5.</td>
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24. Furnish the following information about the Nos. of permanent and temporary labourers and also the output of this garden since 1975:

**Table-7**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total number of permanent labourers</th>
<th>Total number of temporary labourers</th>
<th>Output (Made tea)</th>
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<tbody>
<tr>
<td>1975</td>
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<td>1976</td>
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<td>1980</td>
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25. Furnish the following information about the children of the labourers sponsored by this garden for higher educations.

**Table-8**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Year</th>
<th>Nos. of children sponsored</th>
<th>Sex</th>
<th>Age</th>
<th>Qualification</th>
<th>Name of Expenditure</th>
<th>Course</th>
<th>Signature of the Garden Authority (Seal)</th>
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