

## **APPENDIX**

## **Interview Schedule**

### **General Particulars**

1. Mill (1) A (2) B
2. Job / Occupation:  
(1) Worker (2) Supervisor (3) Managerial staff  
(4) Administrative staff (5) Technical staff (6) Union leader (7) If others sy.
3. Age:
4. Sex : (1) Male (2) Female
5. Educational Qualification:  
(1) Illiterates (2) 1-6 (3) 7-8 (4) 9-10 (5) 11-12 (6) UG (7) PG (8) Dip/Tec.
6. Individual monthly income (Rs.):
7. Family monthly income (Rs.):
8. Religion:  
(1) Hindu (2) Christian (3) Muslim (4) Specify if others
9. Community:  
(1) Dalit (2) Nadar (3) Mukkulathor (4) Pillai (5) Naidu (6) Gounder  
(7) Konar (8) Reddy (9) Chettiar (10) Mudaliar (11) Brahmin  
(12) Christian (13) Muslim (14) Specify if others
10. Migratory status:  
(1) Non-migrant (2) From nearby village (3) From nearby districts  
(4) From other districts (5) From other states
11. Residence from the mill:  
(1) Below 1 k.m. (2) 1-3 k.m. (3) 4-6 k.m. (4) 7-9 k.m. (5) 10 and above
12. Years of experience in the mill:  
(1) Less than a year (2) 1-2 years (3) 2-5 years (4) 5-10 years  
(5) 10-15 years (6) 15-20 years (7) 20-25 years (8) above 20 years

13. Which political party you belong to / sympathize with  
(1) None (2) DMK (3) ADMK (4) Cong. (5) CPI (6) CPI (M) (7) BJP  
(8) MDMK (9) PMK (10) JD (11) Others (12) Not interested  
(13) Doesn't reveal
14. In which Union you have membership:  
(1) CITU (2) INTUC (3) AITUC (4) DMK (5) ADMK (6) PMK  
(7) BJP (8) Staff association (9) PLU (10) ALU (11) HMS (12) HLU  
(13) Others (14) DMK&ADMK (15) DMK&Others (16) Other 2 unions  
(17) Membership in 3 unions (18) membership in 4 unions and above
15. Are you a member in your caste association?  
(1) Yes (2) No
16. If yes, are you taking part in caste related meetings?  
(1) Not applicable (2) Frequently (3) Seldom (4) Very rarely (5) None

**Class**

17. According to you, what class you belong to?  
(1) Lower (2) Intermediate (3) Middle (4) Intermediate (5) Upper  
(6) Others (7) unaware
18. What are the criteria that you used to place yourself in that class?  
(1) Education  
(2) Income  
(3) Nature of work  
(4) Life style  
(5) Occupational status  
(6) Relationship with other categories  
(7) Economic relationships  
(8) Power of control  
(9) specify if others

19. Did you try to create awareness among your co-workers about their relationship with other class categories?

(1) Yes (2) No (3) Not applicable

20. If yes, by specifically indicating what you attempted to do so:

21. Respondents by their self distinction:

(1) Informal interaction: W: Low , Medium, High; S: Low , Medium, High

(2) Formal interaction: W: Low , Medium, High; S: Low , Medium, High

(3) Respect: W: Low , Medium, High; S: Low , Medium, High

(4) Punishment: W: Low , Medium, High; S: Low , Medium, High

(5) Fear: W: Low , Medium, High; S: Low , Medium, High

22. Level of discussion with your co-employees:

(1) W: Several times (2) Same times (3) A few times (4) None

(2) S: Several times (2) Same times (3) A few times (4) None

23. Frequency of referring problems personally to the management:

(1) W: Several times (2) Same times (3) A few times (4) None

(2) S: Several times (2) Same times (3) A few times (4) None

24. Did you create awareness among your co-workers about their relationship with other class categories?

(1) Yes (2) No (3) Not applicable

25. If yes, how?

26. Are you satisfied with your job?

(1) Yes (2) No

27. If no, what is the reason?

(1) low income

(2) ill-treatment

(3) Tedious job

(4) Uncertainty in job

(5) Specify if others

28. Whom will you approach with grievances on salary and other comforts?
29. Why?
30. Did you attempt to promote class unity?  
(1) Yes (2) No
31. If yes, in what way you attempted to do so:
32. If no, why?
33. What is the need of labour class unity?
34. According to you, what are the factors affecting unity of your class category
- (1) Caste loyalty
  - (2) Selfishness of union leaders
  - (3) Corruption of union leaders
  - (4) Divide and rule policy of management
  - (5) Illiteracy
  - (6) Inter-union conflict
  - (7) Intra-union conflict
  - (8) Lack of awareness
  - (9) Specify if others
35. Interaction matter and interacting situation:  
Formal matter : (1) Formal situation (2) Informal situation  
Informal matter: (1) Formal situation (2) Informal situation
36. Informal place preferred for formal interaction:  
(1) Commuting (2) Mill gate (3) Residence (4) Union office (5) Canteen  
(6) Time office (7) Waiting sheds (8) Others
37. Informal place preferred for informal interaction:  
(1) Commuting (2) Mill gate (3) Residence (4) Union office (5) Canteen  
(6) Time office (7) Waiting sheds (8) Others
38. Level of interaction:  
Formal: (1) Wider (2) Moderate (3) Limited  
Informal: (1) Wider (2) Moderate (3) Limited

39. What are the reasons for your limited interaction?

40. You prefer to interact with whom?

(1) Co-employees from same caste (2) Co-employee from other caste

(3) Others from same caste (4) others from other castes

41. First choice of friends among the workers for various purposes:

Purpose	Co-worker from same caste	Co-worker from other caste	Staff from same caste	Staff from other caste
Casual conversation				
Financial assistance				
Personal matters				
Work matters				

42. First choice of friends among the staff for various purposes:

Purpose	Co-staff from same caste	Co-staff from other caste	Worker from same caste	Worker from other caste
Casual conversation				
Financial assistance				
Personal matters				
Work matters				

43. Workers by their opinion on which staff deal them toughly?

(1) Factory staff (2) Administrative staff (3) Managers (4) Spy. if others

44. What kind of relationship you have with *maistrys*?

(1) Cordial (2) Business sake (3) Strained (4) Spy. if others

45. Reason for such a kind of relationship:

46. How frequent you interact with the administrative staff?

(1) frequently (2) Occasionally (3) Seldom (4) Rarely (5) None

47. Do you welcome multi-unionism in the mill?

(1) Yes (2) No

48. If yes, why?

- (1) Not applicable
- (2) It gives more strength to the labours
- (3) It promotes competition among them to get more supporters
- (4) It enhance union activities
- (5) It give more chance to the laborers to choose the best
- (6) Facilitate more representation with the management
- (7) If others specify

49. If no, why?

- (1) Not applicable
- (2) Causes disunity among employees
- (3) Inter-union conflict
- (4) Causes labour indiscipline
- (5) Would not focus on labour welfare
- (6) Make some unions pro-management and others anti-management
- (7) If others, specify

50. Whether your union conducts formal elections for selecting the leader?

- (1) Yes
- (2) No

51. Are you involved in selecting the candidate for union / association leadership?

- (1) Yes
- (2) No

52. If yes, specifically on what basis you selected the candidate?

53. If no, why?

- (1) No election for selecting the candidate
- (2) Not interested
- (3) Popular labours project themselves as leader without election
- (4) Political involvement
- (5) Political leaders can alone be union leaders
- (6) Fear about management action if actively participate in unions
- (7) If others specify

54. According to your rating, what quality comes first that a union leader must have?

- (1) Neighborhood
- (2) Honesty
- (3) Able representation
- (4) Concern about labours
- (5) Castemanship
- (6) More experience
- (7) Sociability
- (8) Popularity
- (9) Good relationship with the management
- (9) Belongings to the favorable political party
- (10) If others, specify
- (11) Not applicable

55. Do you think that the union in which you are a member is pro-management?

- (1) Yes
- (2) No

56. If yes, reason:

- (1) For its survival
- (2) For economic benefits
- (3) To overcome difficulties created by other unions
- (4) Because other unions are pro-management so as it is essential for ours one also
- (5) Union leader is pro-management irrespective of most of its members
- (6) If others specify
- (7) Not applicable

57. If no, do you think that most of the other unions are pro-management?

- (1) Yes
- (2) No



58. If yes, reason:

- (1) For its survival
- (2) For economic benefits
- (3) To overcome difficulties created by some other unions
- (4) It is essential to attract and intimidate labours to join in it
- (5) Union leaders are pro-management irrespective of most of its members
- (6) If others specify
- (7) Not applicable

59. Whether the unions are working for the welfare of workers?

- (1) Yes all unions
- (2) Some unions
- (3) No

60. If yes / some unions, what factor promotes the unions to work for the welfare of workers?

- (1) To get more members
- (2) Antagonistic relationship with the management
- (3) Ideological background of the union
- (4) The union leader and members identify themselves with the workers
- (5) For selfish interests
- (6) If others specify
- (7) Not applicable

61. Level of political participation:

Attending local political meetings	Regularly	Mostly	Sometimes
Contacting local political leaders	Regularly	Seldom	None
Level of party conferences attended	All	District level Only	None
Visiting party office	Regularly	Once a week	Rarely
Canvassing during elections	Always	Rarely	None
Participation in party demonstrations	All	Some	None
Total scores			

62. Level of union participation:

Attending union meetings	Regularly	Mostly	Sometimes
Representing problems in union meetings	Regularly	Some	None
Visiting union office	Regularly	Once a week	Rarely
Canvassing for the union	Always	Rarely	None
Representing problems to the management as a union member	Frequent	Seldom	None
Participation in demonstrations	All	Some	None
Total scores			

63. What is the reason for your low level of union participation?

64. According to you, explain the kind of role the unions play toward your welfare?

65. What are the major reasons for dissatisfaction over unions?

66. Level of strike participation

Number of strikes attended	All	Some	A few/ None
Motivation	Self	Others	Compelled
Representation of problems to the management during strikes	Frequent	Seldom	None
Canvassing others to participate in strikes	Always	Seldom	None
Uttering slogans	Instruct others	Follow others	None
Involvement in co-ordination, preparing notices and hoardings for strikes	Active	By compulsion	None
Total scores			

67. What are the reasons for your low level of strike participation?

68. Did you represent your grievances directly to the management?

(1) Yes (2) No (3) Not applicable

69. If no, why?

70. If yes, why?

71. Did you represent your grievances to the management through unions?

**(1) Yes (2) No (3) Not applicable**

72. If no, why?

73. If yes, why?