# INTERVIEW SCHEDULE ON PROBLEMS AMONG WOMEN WORKERS IN FISHING INDUSTRIES AT TUTICORIN DISTRICT

1. **Years of experience**: 
2. **Age**: 
3. **Level of education**: 
4. **Marital Status**: 
5. **Nature of family**: 
6. **Family Size**: 
7. **Social Class**: 
8. **Number of earning members per family**: 
9. **Number of Industries worked so far**: 
10. **Types of Works**: Cleaning, Rearing, Processing, Packing 
11. **Number of employment**: Own Labour, Contract Labour, Others 
12. **Types of wage payment**: Monthly, Fortnight, Weekly, Daily 
13. **Working hours**: 
14. **Monthly income**: 
15. **Family income**: 
16. **Monthly expenditure**: 
17. **Monthly savings**: 
18. **Usage of savings**: 
19. **Amount of Indebtedness**: 

20. No. of sources of credit : Yes  No

21. **Important Sources of Credit**: (Rate the given sources at five point scale)

<table>
<thead>
<tr>
<th>Source</th>
<th>VH</th>
<th>H</th>
<th>M</th>
<th>L</th>
<th>VL</th>
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<tbody>
<tr>
<td>Commercial Banks</td>
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<td>SHG</td>
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<td>Private money lenders</td>
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<td>Friends and Relatives</td>
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<td>Advance from Company</td>
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<td>Family Members</td>
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22. **Means for Indebtedness** :

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<th>Purpose</th>
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<tbody>
<tr>
<td>Asset Creation</td>
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<td>Social Function</td>
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<td>Family Function</td>
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<td>Health Care</td>
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<td>Education purpose</td>
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<td>Insufficient Income</td>
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23. **Value of Assets** :

24. **Ownership of House** :

25. **Head of the family** :

26. **Decision making power of workers**: Rate the given the variables at five point scale.

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<thead>
<tr>
<th>Issue</th>
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<td>Day-to-day issues</td>
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<td>Family issues</td>
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<tr>
<td>Health Care</td>
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<td>Education</td>
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<td>Travelling</td>
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<td>Social</td>
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</table>
7. Expenditure affairs
8. Asset creation
9. Children

27. **Time devoted to activities.**
   1. Cooking
   2. Landing Centre
   3. Travelling
   4. Household Activity
   5. Shopping
   6. Drinking Water Collection
   7. Education for Children

28. **Reasons for working in the present work:**
   1. Economy Compulsion
   2. Unskilled nature
   3. Poor Education
   4. Family Situation
   5. Drunkard Spouse
   6. Non co-operative family members
   7. Access
   8. Self Employment
   9. Savings for future
   10. Educate of the children
   11. Poverty
   12. To repay debts
   13. Starvation
   14. Experience in the industry
   15. Hiking the job
29. **Quality of Work Life among the workers:** Rate the given variables at five point scale.

1. Wages and salary are equal or better than in other industry
2. Wages and salary based on education
3. Wages and salary based on responsibility and duties
4. Wages and salary based on experience
5. Reasonable wages and salary
6. Wide range of fringe benefits
7. Provision of innovative T & D
8. Provision to take independent decisions
9. Provision for training in technical development
10. Wages based on training
11. Higher number of training programmes
12. Training and development
13. Career planning and development
14. Inside promotional chances
15. Autonomy
16. Self-improvement opportunities
17. Rules are common to all
18. Recognition of work
19. Appreciation of suggestion
20. Equal treatment to all
21. Lot of formalities to terminate a worker
22. No worry about termination
23. No termination of employees on flimsy ground
24. Technology changes never lead to unemployment
25. Comfortable tools
26. Provision of safety measure
27. Free handling of tools
28. Apt work load as per the agreement
29. Flexible work schedule
30. No continuous work without rest
31. Work scheme is similar with government organisation
32. Better relation with top management
33. Better work group relations
34. Inter-personal openers
35. Better relation with boss
36. Job freedom
37. Role clarity in the job
38. Interesting job
39. Better basic amenities at work place
40. Spacious place
41. Noise free environment

30. **Role Autonomous**: (Rate the given statements at five point scale)

   | HA | A | M | DA | HDA |
---|----|---|---|----|-----|
1. I have no freedom to design my work schedule |     |    |    |    |    |
2. I have no independence and responsibility in my work |     |    |    |    |    |
3. Lesser personal responsibility in my work |     |    |    |    |    |
4. I have no own procedures to be used in my work |     |    |    |    |    |
5. I have no authority to allocate resources |     |    |    |    |    |
6. Higher rigidity in my job |     |    |    |    |    |
### Role Ambiguity
1. Unclarity on scope and responsibility on the job
2. No established procedure in my job
3. My role in the work is vague
4. Lack of facts and information given to me about my work
5. Not knowing the level of expectation of my authorities
6. My role has been reduced to nothing

### Role Conflict
1. I work against my expected role
2. Incompatible instructions from several people
3. My values conflict with organization values
4. The expectation of serious conflict with those of mine
5. I am unable to satisfy the conflicting demands
6. I do things acceptable by a few but not others

### Role Overload
1. My work load is heavy
2. I have no sufficient assistance to complete my assignment
3. I feel over burdened in my role
4. Too much expectation rest on me
5. My job assignments are very taxing
6. Too many suffering hours are imposed on me
34. **Work Family Conflict**

1. I feel physically drained when I get home from work
2. Due to all pressure at work, when I come, I am too stressed to do things I enjoy
3. My work often interferes with my family responsibilities
4. My work keeps me away from my family activities more than I would like
5. The stress from my job often makes me irritable when I get home
6. Due to role overload in the work, I am unable to meet my family members
7. My work effects amount of time spent with my family members
8. Due to work pressure, I am unable to share my views with my family members

35. **Family Work Conflict**

1. My family responsibilities prevent me from effectively performing my job
2. Due to stress at home, I am often preoccupied with family matters at work
3. The time spent on my family affairs prevents my time have to be spent at work
4. The time spent on my family causes lack of concentration on my work
5. The strained family relationship leads the stress at work place
6. Helpless family life create stress at work place also
7. Stress caused by the children affect my performance
8. My superiors and peers dislike how often I am pre-occupied with my personal life while at work
36. **Job Satisfaction:** Rate the given variables at five point scale.

1. Amount of responsibility given
2. Freedom to choose own methods of working
3. Amount of variety in work
4. Colleagues and fellow workers
5. Physical working conditions
6. Opportunity to use abilities
7. Rate of pay
8. Recognition for good work
9. Hours of work

37. **Determinants of Job Satisfaction:** (Rate the given variables at five point scale)

1. My physical working conditions is good
2. Reasonable work load
3. Fair salary
4. Opportunities to learn and grow
5. My supervisor treat me well
6. Deadlines at my companies are realistic
7. Confidence in leadership
8. I am satisfied with health care
9. My leader is always helping me
10. I believe my employment is secured
11. No favouritism by management
12. Continuously upgrading my skills
13. Established career path at my company
14. My supervisor treats me fairly
15. Salary is based on talent
16. Enough communication to me
17. Proper training given by my leader
18. I am proud to be a part of my organisation
19. Realistic target fixed by management
20. There is adequate communication between the departments
21. Supportive management
22. I feel I am contributing to my company's mission
23. Better scope for promotion
24. I am satisfied with my vocation
25. Enough authorities is given
26. Minimum politics at workplace
27. Adequate planning for all activities
28. Satisfied with interpersonal relationship
29. I am satisfied with the sick leaves
30. Authority to take decisions
31. Balance between work and life easily
32. Supply of materials as I needed
33. Proper promotion
34. I feel I can trust what my company tells me
35. Proper delegation of authority
36. Adequate measures to avoid imbalances
37. Adequate communication between departments
38. I am satisfied with my Earned leaves
39. Proper increment in Salary
40. My supervisor asks me for my fair import
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<tbody>
<tr>
<td>41.</td>
<td>Balance between present and future</td>
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<td>42.</td>
<td>Participative management</td>
</tr>
<tr>
<td>43.</td>
<td>I feel I am valued at my company</td>
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<td>44.</td>
<td>Company provided training as I needed</td>
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<td>45.</td>
<td>Enrichment of knowledge</td>
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<td>46.</td>
<td>Flexible working hours</td>
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<tr>
<td>38.</td>
<td><strong>Social Problems:</strong></td>
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<tr>
<td>1.</td>
<td>Poor social status</td>
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<td>2.</td>
<td>Non social acceptance</td>
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<td>3.</td>
<td>Lack of representation</td>
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<td>4.</td>
<td>Heavy dowry system</td>
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<td>5.</td>
<td>Restriction to go work</td>
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<td>6.</td>
<td>Less interaction</td>
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<td>7.</td>
<td>Gender discrimination</td>
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<td>8.</td>
<td>Wage discrimination</td>
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<td>9.</td>
<td>Poor social outlook</td>
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<tr>
<td>39.</td>
<td><strong>Economic Problems:</strong></td>
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<tr>
<td>1.</td>
<td>Poor income</td>
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<tr>
<td>2.</td>
<td>Inconsistent income</td>
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<td>3.</td>
<td>Poor in savings</td>
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<td>4.</td>
<td>Poor access to credit</td>
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<td>5.</td>
<td>Poor welfare measures</td>
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<td>6.</td>
<td>Lack of future benefit</td>
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<td>7.</td>
<td>No proper savings plan</td>
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<td>8.</td>
<td>No asset base</td>
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<td>9.</td>
<td>Indebtedness</td>
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<td>10.</td>
<td>High rate of interest on loan</td>
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### Family Problems:
1. Dual role
2. No family support
3. Higher dependent members
4. Frequent family function
5. Family work interface
6. Drunkard family member
7. No recognition from family members

### Work Related Problems:
1. Complexities of work
2. Work pressure
3. Working hours
4. Heavy work load
5. Tedious work
6. Poor communication in work
7. No proper work schedule
8. Poor work culture

### Work Environment Problems:
1. Poor sanitation
2. Poor safety facilities
3. Poor transport arrangement
4. Monotonous
5. Poor lighting facilities
6. Lack of canteen facilities
7. Lack of recreation facilities
8. Lack of support from other workers
<table>
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<tr>
<th><strong>43. Relationship Related Problems</strong></th>
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<tbody>
<tr>
<td>1. Unsupportive co-workers</td>
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<td>2. Lack of support from supervisor</td>
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<td>3. Lack of support from owners</td>
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<td>4. Lack of support from manager</td>
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<td>5. No recognition on work</td>
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<td>6. No strict hierarchy model</td>
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<td>7. No participative decisions</td>
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<th><strong>44. Organizational Problems:</strong></th>
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<tbody>
<tr>
<td>1. Competition among sleeves</td>
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<tr>
<td>2. Fear of losing work</td>
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<td>3. No protection by labour law</td>
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<td>4. Seasonal work</td>
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<td>5. Harassment</td>
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<td>6. Poor organizational culture</td>
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<td>7. Poor organisational climate</td>
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<td>8. Poor in provision of training</td>
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