Appendix

Interview Guide
(English Version)

I.D.No.

Name of the Union: _____________________________
Date of Interview: _____________________________

Social Background

1. Name of the Respondent: _______________________
2. Sex: _______ Male _______ Female
3. Age: _______ (Completed years)
4. Marital status: _______ Married; _______ Widow/widower
5. Religion: _________ Separated/divorced
6. Caste/subcaste: _________
7. Education: _________
   Vocational training: __________________________
8. Mother tongue: _________
9. Languages known:

<table>
<thead>
<tr>
<th>Languages</th>
<th>Speaks/understands</th>
<th>Read/writes</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hindi</td>
<td></td>
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<tr>
<td>Gujarati</td>
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</table>

10. Name of the mill: _________________________
    Department: ___________________________
    (In case of Insiders only)
11. Native place: ____________________, Taluka: ________
    Dist.: ________

    (check question: Since which year/historical/landmark)

13. Place in which the major part of the childhood
    (up to the age of 15 years) was spent: ______

    Occupational Background

14. First job: ____________________

15. How did you get your mill job?
    (For Insiders only)

16. Reasons for giving up the first job:

    1. ____________________
    2. ____________________
    3. ____________________

17. Service: ____________________
    (in years)
    ____________ in the present mill/union
    ____________ in other mills/unions

18. Father's occupation: ____________________

19. Grandfather's occupation: ____________________

20. Level of satisfaction with the present job
    ___Satisfied; ___Partially satisfied; ___dissatisfied
21. Reasons for dissatisfaction, if any
   1. ___________________________________________________________________
   2. ___________________________________________________________________
   3. ___________________________________________________________________

   Information about Family

22. Total number of members in the household (staying together)

23. Children: _____ Sons
    _____ daughters

24. Type of family: _____ Joint; _____ nuclear.

25. Number of earners in the family: _____

26. Number of members working in mills: _____

27. Total income (yearly) of the respondent: _____ Rs.

28. Perception of the social status of the family
   in terms of:
      Caste __________
      Occupation __________
Process of Socialization

1. Membership of any Political Party: Yes/No
   Name of the party: __________
   Since how long: __________
   Weather holding any office: __________

2. Membership of any other Political Party
   In the past: Yes/No
   Name of the party __________

3. Reasons for changing membership of the Political Party:
   1. __________
   2. __________
   3. __________

4. Reasons for first joining trade union:
   1. __________
   2. __________
   3. __________

5. Manner in which became a member of the executive committee: __________

6. Membership of any other trade union:
   Name of the union: __________
   Reasons for leaving: __________
   2. __________
   3. __________
7. Experience in the union.

<table>
<thead>
<tr>
<th>Present union</th>
<th>Other union</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Years)</td>
<td>(years)</td>
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</tbody>
</table>

As a member

As a representative
(for insiders only)

As an executive committee member

8. Membership of any committee organized by the union or mill:

<table>
<thead>
<tr>
<th>Name of the committee</th>
<th>Union committees (years)</th>
<th>Mill committees (Year) (for insiders only)</th>
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|                       |                          |                                           |
|                       |                          |                                           |

9. Experiences in the mills by managerial authorities such as:

(a) Scolding: 

(b) Fine

(c) Notice/memo

(d) Suspension/dismissed: (for insiders only)
<table>
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<tr>
<th>Experiences/Participation</th>
<th>For Trade union activities</th>
<th>For Political activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jailed</td>
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<tr>
<td>Lathi-charged</td>
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<tr>
<td>Strike</td>
<td></td>
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<tr>
<td>Fine</td>
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**Gherao/dharna**

11. Whether experiencing any special difficulties in the family due to union activities:
   1. 
   2. 
   3. 

12. Attitudes of the members of the family regarding union activities:
   Cooperative, Showing resistance, indifferent.

13. Perception of the gain of union activities by the respondent:

14. Perception of disadvantages for the union activities by the respondent:
15. Respondent has thought in the past to give up union activities.

Is thinking at present to give up union activities.

16. Respondent's perception regarding need of trade union

17. Participation in union/non-union organizations.

Active participation in organizations/institutions, other than trade union:

<table>
<thead>
<tr>
<th>Organization/institution</th>
<th>Years</th>
<th>Position</th>
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18. Do you believe in caste system? Yes/No Why? (give reasons)

1. ______________________ __________
2. ______________________ __________
3. ______________________ __________
19. Time spent for union activities:

- hours per day, generally
- hours per week generally
- hours per fortnight generally

20. Nature of union activities in which involved:


21. Main problem of workers, with which dealing as a trade union leader:


22. Difficulties in working with union members:
   1. ________________________________
   2. ________________________________
   3. ________________________________

Opinions

23. Give your opinions regarding each of the following statements:

<table>
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<tr>
<th>Accepts</th>
<th>Disagrees</th>
<th>Indifferent</th>
</tr>
</thead>
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1. Nationalization of industries is more harmful than advantageous to workers.

2. For settling industrial disputes, arbitration is the best method.

3. Strike is the fundamental right of workers, and they should not hesitate in making use of it.

4. In the present times, unions should accept a policy of higher production with demand of higher wages.

5. Rationalisation is advantageous to owners but workers on the whole are the losers.

6. In the problems involving owners and workers, government officials usually satisfy interests of the former.

7. The interests of owners and those of workers are not opposite but to a large extent similar.

8. It is not in the interest of the workers to have outsiders in charge of their unions.
9. It is in the interest of trade unions to be with any political party because, thereby, their problems are solved.

10. One of the major functions of a trade union is to remove caste and communal differences from workers and to arouse in them class-consciousness.

11. Because of trade unions, workers' commitment to work has diminished.

12. If employers take care of the interests of the workers, trade unions are not required.