APPENDIX G

INTERVIEW SCHEDULE

Title: Responses of non-Scheduled Caste Government Employees to the Statutory Privileges for the Scheduled Castes in Punjab: A Study in Majority-Minority Relations

<table>
<thead>
<tr>
<th>1</th>
<th>Personal identification, mobility pattern and socio-demographic characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Name and Address</td>
</tr>
<tr>
<td>1.2</td>
<td>Sex: Male/Female</td>
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<tr>
<td>1.3</td>
<td>Caste (endogamous groups)</td>
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<td>1.4</td>
<td>Age (Completed years)</td>
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<td>1.5</td>
<td>Marital status: Married/Unmarried/Widowed/Divorced/Separated</td>
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<tr>
<td>1.6</td>
<td>Religion</td>
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<td>1.7</td>
<td>Department in which you are working at present</td>
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<tr>
<td>1.8</td>
<td>Designation</td>
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<tr>
<td>1.9</td>
<td>Occupational Class: I, II, III, IV</td>
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<tr>
<td>1.10</td>
<td>Salary per month Rs. ________</td>
</tr>
<tr>
<td>1.11</td>
<td>Secondary occupation/No secondary occupation</td>
</tr>
<tr>
<td>1.12</td>
<td>Income per annum from the secondary occupation/N.A. ________</td>
</tr>
<tr>
<td>1.13</td>
<td>Respondents total monthly income = Item 1.10 + Item 1.12 / 12</td>
</tr>
<tr>
<td>1.14</td>
<td>How many individuals are dependent upon you?/N.A.</td>
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<tr>
<td></td>
<td>Adults = Children = Total =</td>
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<tr>
<td>1.15</td>
<td>Are there earners besides you in the household? Yes/No</td>
</tr>
</tbody>
</table>
1.16 If yes:

| No. of earning | Education | Occupation | Income members per month |

1.17 Where were you brought up up to the age of 16 years?
Rural/Urban/Kasba(Town)

1.18 Do you hold any property? Yes/No

1.18.1 If yes, type of property:

<table>
<thead>
<tr>
<th>Place</th>
<th>Type</th>
<th>Approximate value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural</td>
<td>Land/home</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>House/plot</td>
<td>or land</td>
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</tbody>
</table>

1.19 Total monthly income of the family including respondent's total income = 1.16 + 1.13

1.20 Educational qualification of the respondent

<table>
<thead>
<tr>
<th>Illiterate</th>
<th>Literate</th>
<th>Upto high/ College Post-</th>
<th>Technical</th>
</tr>
</thead>
<tbody>
<tr>
<td>upto</td>
<td>primary</td>
<td>middle secondary higher</td>
<td>diploma</td>
</tr>
</tbody>
</table>

1.21 What is/was your father's occupation?

1.21.1 If a government servant, designation:

1.21.2 (Class I, II, III, IV)

1.22 Your father's educational qualifications:

<table>
<thead>
<tr>
<th>Illiterate</th>
<th>Literate</th>
<th>Upto</th>
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<th>Technical</th>
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<td>upto</td>
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<td>High/</td>
<td>graduate</td>
<td>diploma</td>
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<td>primary</td>
<td>secondary</td>
<td>higher</td>
<td>education up</td>
<td>and diploma</td>
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<td></td>
<td>and professional</td>
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</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>secondary</td>
<td>education</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>diploma</td>
<td></td>
</tr>
</tbody>
</table>
1.23 What was your age (completed years) when you entered the government service?

1.23.1 Your designation at entry:

1.23.2 Class (I, II, III, IV)

1.24 Total years in service (1.4 - 1.23) =

1.25 Can you specify, what were the requirements, i.e., age, experience, education etc., for your first designation:

(a) Age
(b) Experience
(c) Education
(d) ________

1.26 When you entered government service, were you selected in the first attempt? Yes/No

1.26.1 If no, how many attempts did you have to make? ________

1.27 Have you ever worked at some other job before entering government service? Yes/No

1.27.1 If yes, what was the nature of job? ________

1.27.2 For how many years had you worked at that job? ________ years

1.27.3 Why did you join government service? Reasons

1.28 Have you ever changed your designation after the first entry in the government service? Yes/No

1.28.1 If yes, reasons for change:

1.29 Do you think that you are getting promotions when these are due? Yes/No/N.A.

1.29.1 If no, why? Please explain:

2 Attitudinal and behavioural pattern at the workplace

2.1 Do you have any Scheduled Caste colleague/s in your branch/section? Yes/No

2.1.1 If yes, at what level? Senior/Same/Junior/All the three
2.2 In doing office work, do you sometimes seek advice from the Scheduled Caste colleagues? Yes/No

2.3 In case you have both the Scheduled Caste and the Non-Scheduled Caste senior persons, from whom do you seek advice?
Non-Scheduled Caste/Scheduled Caste/No consideration for caste

2.4 In case you have to go on official tour, would you go with a Scheduled Caste colleague? Yes/No/Can't say

2.5 In case you have to stay while on official tour along with Scheduled Caste colleague, would you share a room in the hotel with him? Yes/No/Can't say

2.6 Suppose a Scheduled Caste person is appointed as your immediate boss in your department, would you wish him? Yes/No/Can't say

2.7 While interacting with your Scheduled Caste colleagues you have found them:
   (a) Quite intelligent
   (b) Average
   (c) Below average
   (d) Inefficient
   (e) No response

2.8 During lunch break with whom do you take lunch/tea generally?
   (a) Members of non-Scheduled Castes only
   (b) Alone
   (c) Irrespective of caste

2.9 To press your common demands in the office, would you like to take the help of your Scheduled Caste colleagues? Yes/No/Can't say

3 Attitudinal and behavioural pattern in social sphere

3.1 Name any two persons, you think are your best friends:

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name</th>
<th>Sex</th>
<th>Age</th>
<th>Caste</th>
<th>Religion</th>
<th>Education</th>
<th>Occupation</th>
<th>Place of Work</th>
</tr>
</thead>
</table>
3.2 Usually, with whom do you spend your leisure time? With members of family only/If with friends:

Sr. Name  Sex  Age  Caste  Reli-  Educa-  Occu-  Place
No.  gion  tion  patlon of work

3.3 Do you mind if members of the Scheduled Castes live in your neighbourhood? Yes/No

3.4 Do you know any Scheduled Caste person living in your neighbourhood? Yes/No

3.5 Would you mind social interaction with your neighbour if you were aware of the fact that he is a Scheduled Caste? Yes/No

3.5.1 If no, how often do you interact with them?
(a) quite often
(b) often
(c) rarely
(d) never

3.5.2 What is the mode of interaction?
(a) exchange of things
(b) allowing children to play with their kids
(c) going out for worship in the temple/gurdwara/church
(d) going out for shopping
(e) going to the cinema
(f) going to the office together
(g) interaction in the form of wishing each other
(h) any other

3.5.3 If you have never interacted with a Scheduled Caste person, then please explain the reasons for the same.

3.6 Whom would you like to invite to your home on social and religious functions, like marriage, child's birthday, betrothal ceremony of your near relative, Diwali, Lohri, etc.?

(a) Relatives only
(b) Friends of own caste
(c) Friends from higher castes
(d) Friends from Scheduled Castes
(e) No consideration for caste
3.7 Are you sometimes invited by your Scheduled Caste colleagues to visit their homes? Yes/No

3.7.1 If yes, do you pay them a visit?
(a) alone
(b) with family
(c) do not visit

3.7.2 What was the frequency of visits in the past six months?

Frequency Purpose
(a) Visits to Scheduled Caste colleagues
(b) Visits by Scheduled Caste colleagues

3.7.3 When they (S.C.) visit your place, do you offer them the same hospitality which you offer to your non-Scheduled Caste colleagues? Yes/No

4 Attitudinal and behavioural pattern in relation to Non-Scheduled Castes Welfare Association

4.1 Are you aware that an organisation called Non-Scheduled Castes Welfare Association exists? Yes/No

4.1.1 If yes, what are the aims and objectives of the Association? Please specify:

4.1.2 If you are aware of the Association's existence then:

Are you a member of this Association?
(For members and those who contribute funds) Yes/No/Contribute funds but not a member

4.1.3 Have you ever given money contribution to the Non-Scheduled Castes Welfare Association? Yes/No

4.1.4 If yes, because of:
(a) Personal obligations
(b) Pressure from colleagues
(c) Voluntarily (because of good work of the Association)
(d) Any other reason
4.1.5 If you are an active member of this Association, then what is your status in the Association?

4.1.6 Why did you become a member of this Association? Please explain:

4.1.7 How often do you attend the meetings which the Association holds?
   Regularly/Sometimes/Rarely/Never/N.A.

4.1.8 Have you ever participated in the agitations launched by the Association? Yes/No

4.1.9 If yes, in how many:
   (a) All the agitations
   (b) Half of the agitations
   (c) Less than half of the agitations
   (d) Sometimes
   (e) Rarely

4.1.10 Have you any idea about the participation of the non-Scheduled Caste government employees in the agitations/rallies:
   (a) Over 75 per cent
   (b) 50 - 75 per cent
   (c) 25 - 50 per cent
   (d) Less than 25 per cent

4.1.11 Do you think that the Association will help you in solving your problems? Yes/No

4.1.12 If you are taking interest in the Association, if is because of:
   (a) its past performance; explain
   (b) its present performance; explain
   (c) its future prospects; explain

4.2 If no (for non-members of the Association):

4.2.1 Would you like to become a member of the Association? Yes/No

4.2.2 If yes, why have you not become a member of the Association so far? Please explain:
4.2.3 If no, what are the reasons of your not becoming a member of the Association? Please specify:

4.2.4 Have you ever participated in any agitation sponsored by the Association? Yes/No

4.2.5 If yes, you participated because:
   (a) your friends participate
   (b) you do not want reservation
   (c) pressured by colleagues
   (d) any other reasons

4.2.6 In spite of your being a non-member, do you take interest in the activities of the Association? Yes/No

4.2.7 If yes, from what source do you come to know about such activities?
   (For both members and non-members)

4.3 Do you know the name of the candidate who contested for the Parliamentary seat from Chandigarh on the manifesto/programme of abolition of caste-based reservation? Yes/No

4.3.1 If yes, give his/her name:

4.3.2 Was he sponsored and supported by Non-Scheduled Caste Welfare Association? Yes/No/Don't know

4.3.3 Did you vote for him/her? Yes/No

4.4 Do you think that Non-Scheduled Caste Welfare Association is able to mobilize public opinion against reservation? Yes/No/To some extent

4.5 Do you think that Non-Scheduled Caste Welfare Association can force the government to withdraw the policy of reservation? Yes/No/Cannot say

5 Awareness and attitude towards statutory privileges

5.1 Are you aware of the fact that governments of India and Punjab have provided certain special privileges to safeguard the interests of the Scheduled Castes? Yes/No
If yes, what are those privileges? Please specify:

Training period

Financial help in the form of scholarships is provided to the Scheduled Castes.

At what levels?
Primary/Middle/Matric/College/Professional colleges

Free books and exercise books are given to the Scheduled Caste students:
(a) in schools
(b) in colleges
(c) in professional colleges

No tuition fee is charged from the Scheduled Caste students studying in the schools.

There are schemes for providing training facilities for the Scheduled Caste candidates who appear for competitive tests in IAS, IFS, IPS, etc.

During pre-examination coaching, free boarding and lodging is provided to the Scheduled Caste students.

Pre-matric coaching in high/higher secondary schools is provided by the government.

The Punjab government has reserved 25 per cent of the seats in the educational, technical and professional institutions at the time of admissions.

Recruitment period

In the State of Punjab 25 per cent vacancies are reserved for the Scheduled Castes in the direct recruitment in class I, II, III and IV.

Relaxation in age up to 5 years is given to the Scheduled Caste candidates at the time of recruitment.

Travelling allowance is given to those who are called for interview or written tests.

Promotion period

20 per cent reservation is provided to the Scheduled Castes in terms of promotions to or within class III and IV posts.
5.4.2 14 per cent reservation is provided to the Scheduled Castes in terms of promotion to or within class I and II posts.

5.4.3 Seniority of members of the Scheduled Castes is fixed in accordance with prescribed roster, i.e., 1, 6, 11, 16, and so on.

5.5 General Privileges

5.5.1 Seats are reserved for the MLAs and MPs in Legislative Assemblies of the states and in the Lok Sabha.

5.5.2 Only those students of the Scheduled Castes whose parental income is not more than Rs. 6,000 per annum, are entitled to the grant of educational facilities.

5.5.3 Subsidy for the construction of house, i.e., Rs. 2,000 is provided under Vimukt Jati Scheme.

5.5.4 Subsidy of Rs. 5,000 for the purchase of three acres of land, costing not less than Rs. 7,500, is given to the beneficiary.

5.5.5 Rs. 1,000 is also provided for the construction of well/house on the land.

5.5.6 Rs. 180 for meeting charges of stamp duty.

5.5.7 Interest free loans not exceeding Rs. 2,000 are granted for setting up various trades.

5.5.8 Subsidy is also provided for the construction of Harijan Chaupals.

5.5.9 House sites and surplus land is also given to the Scheduled Castes.

5.5.10 Any other:
### 5.6 Attitude towards statutory privileges

SA = Strongly Agree,  A = Agree,  N = Neutral,  D = Disagree,  SD = Strongly Disagree

<table>
<thead>
<tr>
<th>Statement</th>
<th>SA</th>
<th>A</th>
<th>N</th>
<th>D</th>
<th>SD</th>
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<tbody>
<tr>
<td>5.6.1 If the non-Scheduled Caste employees really want to help the Scheduled Castes then they should not oppose the policy of reservation.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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<tr>
<td>5.6.2 Relaxation in age upto 5 years to the Scheduled Castes in government jobs should be appreciated by every one.</td>
<td>5</td>
<td>4</td>
<td>3</td>
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<td>5.6.3 Since reservation policy has been ineffective in bringing about parity between Scheduled Castes and non-Scheduled Castes during the last 30 years, it must be scrapped.</td>
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<td>3</td>
<td>4</td>
<td>5</td>
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<td>5.6.4 Reservation will bring parity between the Scheduled Castes and non-Scheduled Castes in matters of employment.</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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<tr>
<td>5.6.5 The Scheduled Castes cannot utilize the benefits like interest free loans, distribution of surplus land, house sites and the financial help, because the bureaucracy is dominated by the non-Scheduled Castes.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
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<td>5.6.6 Since all through the years, the Scheduled Castes suffered from social injustice and exploitation, therefore, reservation policy of the government is morally just.</td>
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<td>2</td>
<td>1</td>
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<td>5.6.7 Reservation in government jobs is the only alternative to improve the socio-economic status of the Scheduled Castes.</td>
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<td>Statement</td>
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<td>5.6.8 Reservation necessarily leads to inefficiency in the functioning of government departments.</td>
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<td>5</td>
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<td>5.6.9 The desired quota of reservation in class I, II and III categories is not achieved by the Scheduled Castes because of poor implementation.</td>
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<td>2</td>
<td>1</td>
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<tr>
<td>5.6.10 Benefits available to Scheduled Castes are not fully utilized by them because of their ignorance.</td>
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<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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<td>5.6.11 The propaganda against reservation is the outcome of vested political interests of non-Scheduled Castes.</td>
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<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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<tr>
<td>5.6.12 Elected Scheduled Castes MLAs and MPs from the reserved constituencies are good administrators.</td>
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<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
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<tr>
<td>5.6.13 Reservation breeds anger and frustration when merit is bypassed on caste considerations in a polity which claims to be secular.</td>
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<td>2</td>
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<td>4</td>
<td>5</td>
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<td>5.6.14 Pre-examination coaching to Scheduled Castes should be provided in competitive tests.</td>
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<td>5.6.15 Reservation policy of the government has converted the Scheduled Castes into a privileged class.</td>
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<td>5</td>
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<td>5.6.16 Those who are agitating against the policy of reservation must be punished.</td>
<td>5</td>
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<tr>
<td>5.6.17 Reservation should not be based on caste.</td>
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<td>3</td>
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<td>5</td>
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</table>
Promotions should be made purely on seniority-cum-merit alone and not on caste basis.

One should not mind reservation at the time of recruitment.

Reservation will cause frustration among intelligent students as it may restrict them to choose their desired areas of specializations.

### Untouchability

**6.1** Do you take water from a common pot which is also used by the members of the Scheduled Castes? [Yes/No]

**6.2** Will you engage a Scheduled Caste member as a domestic servant? [Yes/No]

**6.3** Since the enactment of Untouchability Offences Act, have you changed your way of addressing the members of the Scheduled Castes? [Yes/No]

**6.3.1** If yes, how were you addressing them previously?

**6.3.2** If no, how are you addressing them now?

**6.4** When members of the Scheduled Castes participate in your familial/social ceremonies how are they served meal/snacks?
   - [a] Alongwith other members
   - [b] Separately

### General information

**7.1** In case you are not in favour of reservation based on caste, what alternatives and modifications you can suggest to improve the status of Scheduled Castes?

Alternatives or suggestions:
7.2 Whether you or your family member is/was effected from this reservation policy? Yes/No

7.3 If yes, Yourself/family member

7.4 How you or your family member is/was effected from this policy? Please explain:

7.5 Do you know any Scheduled Caste person in your department, who entered later than you in the same cadre but is now senior to you? Yes/No

7.6 If yes, how he is senior to you? Please specify:

7.7 Any comments you wish to make about the relations between the Scheduled Castes and the non-Scheduled Castes in government offices/in the society.