ANNEXURE

INTERVIEW SCHEDULE

Part 'A'

1. Name of the respondent: ________________________________
2. Name of the employing estate: ________________________________
3. Age: ________________________________
4. Religion: ________________________________
5. Community: ________________________________

6. (a) Marital Status:
   * Unmarried □
   * Married □
   * Widow □
   * Divorced □

(b) Who is now the Head in your family.

7. (a) Literacy:
   * Literate □
   * Illiterate □

(b) If literate, the education level:
   * Below Primary standard □
   * Primary standard □
   * Middle standard □
   * Above middle standard □

8. Details regarding the respondent’s family members

<table>
<thead>
<tr>
<th>Sl. No</th>
<th>Name of family members</th>
<th>Age (in years)</th>
<th>Relation with the respondent</th>
<th>Education</th>
<th>Whether employed in the garden</th>
<th>Nature of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Part 'B'

1. (a) Place of work
   Field  Factory  Other
   (b) If in the field, what tasks do you normally perform?
      * Plucking of tea leaves
      * Planting of tree
      * Nursery work
      * Weeding
      * Watering of Plants
      * Other works (please specify)
   (c) When you are engaged in plucking operation what is the maximum quantity of tea leaves that you can pluck in a day? : _________ kg.

2. (a) Nature of Employment:
      * Permanent
      * Temporary
   (b) If permanent, have you been earlier a temporary worker?
      Yes  No
   (c) (i) If you are a temporary worker, what is the normal duration of your employment?
      * Employed throughout the year
      * Employed for part of the year
   (ii) If employed for part of the year, total period of service (in months) you have rendered during the last two years.
      * In 1999–2000  : _________ months
      * In 2000–2001  : _________ months
   (iii) During the off season, if you remain out of work, do you have any earnings?
      Yes  No
3. On the working days, how many hours are normally devoted by you to the workplace? __________ hours.

4. During the period of employment, what is your average weekly earnings? Rs. __________

5. (a) Which of the following benefits do you get from employer in addition to your wages?
   * Free residential accommodation [ ]
   * Free Medical Service [ ]
   * Weekly ration [ ]
   * Free firewood [ ]
   * Festival bonus [ ]

   (b) If you enjoy housing facility, in whose name housing accommodation is allotted: __________

6. Does the garden authority provide you with the following regularly?
   - Umbrella: Yes [ ] No [ ]
   - Blanket: Yes [ ] No [ ]
   - Raincoat: Yes [ ] No [ ]

7. (a) Do you get ration from the garden? Yes [ ] No [ ]

   (b) If yes, please state whether you get ration regularly?

      Regularly [ ] Occasionally [ ]

   (c) (i) Do you have any complaint regarding ration?

      Yes [ ] No [ ]

      (ii) If yes, what is your complaint? __________

8. (a) Which of the following leaves you have so far availed for yourself?
   * Casual leave [ ]
   * Sick leave [ ]
   * Maternity leave [ ]
(b) Did you get any pay for the above leave-periods?

* Casual leave : Yes ☐ No ☐
* Sick leave : Yes ☐ No ☐
* Maternity leave : Yes ☐ No ☐

(c) If you ever avail maternity leave, what was the duration of the maternity leave?

__________________________

(d) Did you ever face any problem in getting the leave sanctioned by the garden authority?

Yes ☐ No ☐

9. (a) Do you have provident fund?

Yes ☐ No ☐

(b) If yes, are you informed of the amount saved in the provident fund?

Yes ☐ No ☐

10. How do you travel from your house to the field?

* On foot

* By using conveyance provided by the authority

* On foot but also occasionally by using conveyance provided by the authority

11. (a) Is there creche facility in the estate?

Yes ☐ No ☐

(b) What is the type of creche?

* Only a shade made of bamboo:

* A room made of bamboo:

* Assam Type room with tin-roof:

* RCC room:

(c) Is there any one in the creche to look after the children?

Yes ☐ No ☐

12. (a) When creche facility is provided, state whether there is any provision for supplying milk and other refreshment to the children by the garden authority.

Yes ☐ No ☐
(b) (i) If you are a married woman, have you ever kept your child in creche?
Yes □ No □

(ii) If yes, are you satisfied with the arrangement as far as the creche facility is concerned?
Yes □ No □

(iii) Are you ready to keep your child in the creche in future?
Yes □ No □

13. Are the women labourers promoted to the rank of 'Sardar' in your garden?
Yes □ No □

14. (a) Do you know any female 'Sardar' in your garden?
Yes □ No □

(b) If no, what might be the reason?
* Women are generally unable to control the labourers □
* Women are not willing to get promoted to the rank of Sardar □
* Garden authority does not like to employ females as Sardar □

15. (a) Are you willing to get promoted to the rank of 'Sardar'?
Yes □ No □

16. (a) Do you face any harassment in the workplace from your male colleagues or from the supervisory staff?
* No □
* Occasionally □
* Frequently □

(b) If yes, please specify the nature of harassment?

________________________________________________________________________

________________________________________________________________________

(c) Do you protest when you face any harassment in your workplace?
Yes □ No □
Part 'C'

1. Please specify your daily routine on working days.
   
   (a) When do you get up from bed in the morning? 
   
   (b) What domestic works you have to perform before reporting the workplace?
   
   (c) When do you report to the workplace?
   
   (d) When do you return from the workplace?
   
   (e) What are to be done by you after returning from the workplace?
   
   (f) When do you go to bed at night?
   
2. Please specify your daily routine on others days or on holidays
   
   a) When do you get up from bed in the morning:
   
   b) What do you do on holidays?
      
      * In the morning: 
      
      * At noon: 
      
      * In the afternoon: 
      
      * In the evening: 
      
   c) When do you go to bed at night?: 

3. Please specify the daily routine of the adult male members of the family (of the husband in case of married woman):

a) On working days:

* When do they get up from bed in the morning? __________________

* What works do they carry out before leaving for the workplace?

_____________________________________________________________

_____________________________________________________________

* When do they report to work? __________________

* When do they return? __________________

* What they do after returning home?

_____________________________________________________________

_____________________________________________________________

* When do they go to bed at night? __________________

b) Their routine on other days or on holidays:

* In the morning : __________________

* At noon : __________________

* In the afternoon : __________________

* In the evening : __________________

4. a) When do you find your leisure?

* On working days : __________________

* On holidays : __________________

b) How do you normally spend your leisure?

* On working days : __________________

* On holidays : __________________
5. a) When do the male members of your family find their leisure?

* On working days : 

* On holidays : 

b) How do they commonly spend their leisure:

* On working days : 

* On holidays : 

6. Among the males and females, who do normally perform the following tasks in your family?

<table>
<thead>
<tr>
<th>Domestic tasks</th>
<th>Performed normally by females</th>
<th>Performed normally by males</th>
<th>Performed normally by both</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Cooking</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>2. Fetching water</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>3. Washing cloths</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>4. Cleaning utensils</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>5. Sweeping</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>6. Taking care of child</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>7. Nursing of ailing member of the family</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>8. Collection of fuel</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>9. Purchasing fish, vegetables etc.</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>10. Purchasing clothes, utensils etc.</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>11. Purchasing durable goods (radio, bicycle etc.)</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>12. Taking care of domestic animals</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>13. Gardening</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
<tr>
<td>14. Repairing house or fence etc.</td>
<td>□</td>
<td>□</td>
<td>□</td>
</tr>
</tbody>
</table>
7. Who does take the following decisions in your family?

<table>
<thead>
<tr>
<th>Decision regarding</th>
<th>Decision taken by the respondent / other female members</th>
<th>Decision taken by husband / male member</th>
<th>Decision taken by both (males &amp; females)</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) Purchase of any costly gadgets (TV, Radio, Cycle etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii) Children’s education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iii) Children’s marriage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>iv) Social matters like financial help to relatives etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>v) Visit to relatives in remote places</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. How do you keep your weekly earnings?

- * I keep it in my own hand and spend the same
- * I keep a portion of it in my hand and hand over the rest to my husband / head of the family
- * I have to hand over my entire earnings to my husband/head of the family

9. a) Does your husband/the adult male members of your family take liquor?
   - Yes [ ] No [ ]

   b) If yes, what is the nature of liquor habit of your husband/adult male members?
   - * Takes/Take liquor regularly
   - * Takes/Take liquor occasionally

10. a) Are you able to save anything out of your weekly income?
    - Yes [ ] No [ ]

   b) **If yes**, (i) do you save regularly or occasionally
   - * Regularly
   - * Occasionally

   ii) Do you save in your own name separately or you save jointly with your husband or any other member of the family?
   - * Save in own name
   - * Save jointly with husband / other member of the family
iii) What is the mode of savings?
   At home: □
   In recurring / fixed deposit scheme: □
   In the bank / post office savings bank account: □

iv) How do you utilise your savings? ________________________________

11. Do you visit your neighbours on your off days or during leisure?
   Yes □ No □

12. For visiting your neighbours do you have to take permission from husband or male guardian?
   Yes □ No □

13. a) Have you ever visited any place outside the garden?
   Yes □ No □

   b) If yes, (i) which places you have visited so far? ________________________________

   ii) What is the frequency of your visit to places outside your garden?
   * I have visited only once or twice: □
   * I visit occasionally: □
   * I visit regularly: □

   iii) When you go outside the garden, state whether you go alone or having been accompanied by some other member of the family
   * I generally go alone □
   * I generally go along with my husband or any other adult male member of the family □
   * I generally go having been accompanied by friends, relatives or other members of the family □

c) For going to places outside the garden, do you need to take prior permission from your husband / male head of the family?
   Yes □ No □

d) (i) Has it ever happened that you wanted to go somewhere, but you were not permitted by your husband / male guardian?
   Happened □ Not happened □
(ii) If happened, how did you react?

* Cancelled the programme:  
* Felt sad:  
* Defied husband’s / guardian’s opinion:  

14. Does your husband take your permission while he proceeds to any place outside the garden?

Yes  No  

15. In your society, who is normally the claimant to father’s property

* Only the son:  
* Only the daughter:  
* Both son and daughter:  

16. What is the popular mode of marriage in your community?

* Marriage through own selection:  
* Marriage arranged by guardians:  
* Both of the above:  

17. When a marriage is arranged by the guardians, whether consent of the bride taken before setting the marriage?

Yes  No  

18. (a) At the time of marriage, whether dowry is paid by the bride’s parents?

* Yes  
* No  
* Occasionally  

(b) When dowry is paid, what is normally the mode of payment?

* In cash:  
* In kind:  
* In both:
1. (a) Please state whether you agree to the following five views that are commonly held with regard to female labourers in their workplaces.

<table>
<thead>
<tr>
<th>Situation</th>
<th>Agreed</th>
<th>More or less agreed</th>
<th>Neither agreed nor disagreed</th>
<th>More or less disagreed</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>I Female workers should be engaged only in field work, because they cannot handle the indoor jobs as good as the males.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>II In tea estates women’s works being mainly seasonal in nature, they preferably be employed as temporary workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>III A woman being a supplementary earner should remain satisfied even if her total earnings are less than that of her male colleague’s</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV A woman should not aspire to be promoted to the rank of a sardar, because she is not capable of performing such jobs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>V Supervisory and managerial positions should always be to men only because in workplaces men take better decisions than women.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
In your workplace, you often face one or more of the following five situations:

**Situation I**: Women workers are engaged only in field operations and not in factory.

**Situation II**: The employer adopts the practice of employing large number of women (as compared to men) only as temporary workers.

**Situation III**: The average annual earnings of a woman worker is less than that of her male colleague's (because of the casual status of her employment and frequent service-breaks).

**Situation IV**: A woman is not considered capable of handling the job of a Sardar and hence not promoted.

**Situation V**: All the supervisory, clerical and managerial positions are held only by the males.

When in your workplace you come across any of the above mentioned five situations occurring either to yourself or to any of your female colleagues, how do you normally react? (Put ✓ mark in the appropriate column against each situation).

<table>
<thead>
<tr>
<th>Reaction Pattern</th>
<th>Situation I</th>
<th>Situation II</th>
<th>Situation III</th>
<th>Situation IV</th>
<th>Situation V</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>II</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>III</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>IV</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>V</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

I do not support or accept it, but what can I do?

I try to resist or remedy the situation by insisting, crying or persuading.

I try to resist or remedy the situation by arguing, shouting or adopting whatsoever method is available at the personal level.

I try to resist or remedy the situation not only by applying personal efforts, but also by involving my friends, colleagues or relatives.

I try to resist or remedy the situation not simply through personal or group efforts, but also by referring the matter to garden panchayat or to the union.
2. a) Please state, whether you agree or not with the following statements with regard to women's place in their respective families:

<table>
<thead>
<tr>
<th>Situations</th>
<th>Agreed</th>
<th>More or less agreed</th>
<th>Neither agreed nor disagreed</th>
<th>More or less disagreed</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>I Looking after the family and the children is the first responsibility of women and not of men.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>II Division of labour at home between males and females is justified</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>III There is nothing wrong if women have to hand over either wholly or partly to their husbands or to some other senior male member within the family.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV Men only should take decision concerning important family matters</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>V The restriction on women's mobility outside their locality is justified and natural.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(b) In your family, you may be often facing one or more of the following five situations:

Situation I : The responsibility of looking after the family (particularly the children) is placed entirely on you.

Situation II : The huge burden of domestic work-load appears oppressive to you.

Situation III : You are denied the right of having full control over their own earnings

Situation IV : You are excluded from decision-making concerning important family matters.

Situation V : Excessive restrictions are placed on your mobility outside their home or locality.
normally react? (Put ✓ mark in the appropriate column against each situation).

<table>
<thead>
<tr>
<th>Reaction Pattern</th>
<th>Situation I</th>
<th>Situation II</th>
<th>Situation III</th>
<th>Situation IV</th>
<th>Situation V</th>
</tr>
</thead>
<tbody>
<tr>
<td>I</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>I do not support or accept it, but what can I do?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>II</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>I try to resist or remedy the situation by insisting, crying or persuading.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>I try to resist or remedy the situation by arguing, shouting or adopting whatsoever method is available at the personal level.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>I try to resist or remedy the situation not only by applying personal efforts, but also by involving my friends, colleagues or relatives.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>V</td>
<td>✓</td>
<td>✓</td>
<td></td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td></td>
<td>I try to resist or remedy the situation not simply through personal or group efforts, but also by referring the matter to garden panchayat or to the union.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

3. In your view, those parents are the most fortunate ones, who have –
   * Sons only
   * Daughters only
   * Both sons and daughters only

4. In your view, among your children, for whom getting an employment in future is more important?
   * For sons
   * For daughters
   * Equally important for both

5. In your view, among your children, whose education should get priority?
   * Son’s education
   * Daughter’s Education
   * Education of both sons and daughter is equally important

197
6. In our daily life, five domestic activities are of great importance. These are cooking, serving meals to others, washing utensils, taking care of children, sweeping and cleaning of the house. To be able to handle these tasks properly, children need to be taught by their mothers. In your view, among the children, for whom such training by mother is especially necessary?
   * For girls [ ]
   * For boys [ ]
   * For both [ ]

7. Among your grown-up sons and daughters, for whom do you consider that a prior permission for visiting any place outside your locality is necessary?
   * For sons [ ]
   * For daughters [ ]
   * For both [ ]

**Part 'E'**

1. a) Are you a member of a Trade Union? Yes [ ] No [ ]
   
   b) If yes, what is the name of the Union? __________________________
   
   c) Do you attend the union meeting?
      * No [ ]
      * Occasionally [ ]
      * Regularly [ ]

2. a) Do you have any idea about the range of activities that are normally handled by your union? Yes [ ] No [ ]
   
   b) If yes, please specify some of those activities:
      ______________________________________________________
      ______________________________________________________
      ______________________________________________________
3. Have you or any of your woman colleague ever approached the garden panchayat for justice in cases of ill treatment or injustice against women?
   Yes [ ] No [ ]

4. a) Do you know any women's organisation operative within or in the vicinity of your garden?
   Yes [ ] No [ ]

   b) If yes, (i) what is the name of the organisation?
      ________________________________

  (ii) Are you a member of that organisation? Yes [ ] No [ ]

5. Please give the following details with regard to your children of the school-going age (6 to 16 years):

   **Sons**

   a) Total number of sons of school going age: ________________________________

   b) Details of sons actually attending schools:

<table>
<thead>
<tr>
<th>Name of the son</th>
<th>Attending</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Primary School</td>
</tr>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
</tbody>
</table>

   **Daughters**

   a) Total number of daughters of school going age: ________________________________

   b) Details of daughters actually attending schools:

<table>
<thead>
<tr>
<th>Name of the son</th>
<th>Attending</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Primary School</td>
</tr>
<tr>
<td>1.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td></td>
</tr>
</tbody>
</table>
6. Among your daughters of school-going age, if any one after being admitted to and attending school for sometime, has / have stopped going to school, please specify the following details with regard to said daughters.

<table>
<thead>
<tr>
<th>Daughter's Name</th>
<th>At which stage discontinued studies</th>
<th>Reasons therefor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. a) The government has made various laws for protection of the interest of women both in their workplaces and in society. Do you know anything about these laws?

   Yes ☐ No ☐

b) If yes, can you tell in which respects you can get a protection under the law?

   __________________________________________
   __________________________________________

   c) How can you seek a protection under these laws?

   __________________________________________
   __________________________________________

   d) If, for justice, it is necessary to move to the Court of Law, are you ready to take such a course?

   Yes ☐ No ☐

8. What in your view, should the Government do for improvement of the condition of women labourers in their workplaces and in society?

   __________________________________________
   __________________________________________