Appendix
TOOL FOR DATA COLLECTION

DEPARTMENT OF SOCIOLOGY
ASSAM UNIVERSITY
SILCHAR-788011

RESEARCH TOPIC: WORK CULTURE AND WORK BEHAVIOUR IN TEA INDUSTRY:
A COMPERATIVE STUDY OF TEA GARDEN LABOUR IN INDIA AND BANGLADESH

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SUPERVISOR: PROF. G. RAM

INTERVIEW SCHEDULE

SCHEDULE NO.

(I) PERSONAL DATA
1. Name and home address of the Respondent _____________________
2. Name of the garden _____________________

(II) SOCIAL BACKGROUND
3. Tribe __________ 4. Clan __________ 5. Lineage __________
6. Caste __________ 7. Caste-category __________ Mother tongue __________
10. Religion __________ 11. Sect __________
12. Ancestral/Native place of the respondent:-
13. Period of living in the present settlement:-

(III) FAMILY BACKGROUND

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(IV) LIVING STANDARD
23. Ownership of House- i) own house ii) rented house iii) quarter
24. Number of living rooms excluding Kitchen- i) 1 Room ii) 2 Rooms iii) 3 Rooms

IV) More than 3 Rooms.
25. Type of cooking i) Electric Stove ii) Gas-Stove iii) Chullah/Wood iv) Any other

27. Status of Electricity in the house: Yes/No
28. Food-Pattern:- i) Breakfast ii) Lunch iii) Dinner iv) Tea
29. What beverages do you take? i) Tea ii) Coffee iii) Any other
30. Do you take liquor? i) Yes ii) No
31. If yes when do you take it? i) In the evening ii) During the duty time iii) During the off-duty time iv) Any time.
32. Do you chew? i) Paan ii) Tabacco iii) Gutkha iv) Any other

(V) LANDHOLDING

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<tr>
<td>1. Landless</td>
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<td>2. Marginal landholding (From ...... To .........)</td>
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<td>3. Small (From ...... To .........)</td>
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<td>4. Medium (From ...... To .........)</td>
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<td>5. Large (From ...... To .........)</td>
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(VI) LAND OWNERSHIP/POSSESSION OF CULTIVATED LAND

<table>
<thead>
<tr>
<th>37. given on mortgage</th>
<th>38. taken on mortgage</th>
<th>39. given on rent leased out</th>
<th>40. taken on rent leased in</th>
<th>41. given in share cropping</th>
<th>42. taken on share cropping</th>
</tr>
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### (VII) CROPS GROWN (SEASONAL)

<table>
<thead>
<tr>
<th>Types of crops</th>
<th>Name of crops</th>
<th>Harvesting period</th>
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<tbody>
<tr>
<td>1. Aus</td>
<td>Cereals-------</td>
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<td>Pulses--------</td>
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<td>2. Amon</td>
<td>Cereals-------</td>
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<td></td>
<td>Pulses--------</td>
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<td>Oilseed ------</td>
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<tr>
<td>3. Boro</td>
<td>Cereals-------</td>
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<td>Pulses--------</td>
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<td>Oilseed ------</td>
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### (VIII) POLITY

50. Is there any traditional council of your community?

51. If yes, what is it

52. Is there any trade union to which labourers are attached?

53. Are you member of any trade union? Yes/No

54. If yes, which trade union?

55. Who are they?

56. How are they made members?

57. What are its activities?

58. Who occupies what positions in the Union?

59. How Bagan Panchayat constituted in your garden?

60. Generally what problems arise in the garden?

61. How does Bagan Panchayat solve the problem?

62. Which is your Gaon Panchayat?

63. Who are members of the Gaon Panchayat?

64. Are they from the Tea garden or outside it?

65. What problem does the Gaon Panchayat solve?

66. Are you member of any political party?

67. What is the name of that political party?

68. How long are you with it?

69. What is the purpose of becoming its member?

70. What activities do you do for the political party? i) Vote casting ii) Political campaigning iii) Contesting elections

71. If no, then, why not?

### (IX) CULTURAL ACTIVITIES

72. What rituals are performed in your family/community in a year?

73. What fairs do you attend in a year?

74. What festivals do you celebrate in a year?
WORK BEHAVIOR AND WORK CULTURE

X. WORK IDENTIFICATION
75. What is your job title in the tea garden?
76. What activities do your job involve in the garden?
78. What is your job status? i) Permanent ii) Casual iii) any other ______
79. When did you join this job?
80. Did your father/mother worked in the garden?__________
81. Did your grandparent worked in the garden?__________
82. What is the distance of the work place from home? __________
83. How do you go to the work place? __________
84. What implements do you use to perform activities? __________
85. How work is allotted to you? __________
86. Who allots the work? __________
87. Do you enjoy it while working? __________
88. Do you feel happy/unhappy while working? __________
89. If you feel happy/unhappy while working, why so? __________
90. How do you feel when you complete your work every day? __________
91. Why do you feel like this? __________

XI. WORK PERFORMANCE
92. Generally, at what time do you reach at your work place? __________
   i) Before 10 A.M.  ii) After 10 A.M.
93. If late, then how much are you late usually? __________
94. Why late? __________
95. Do you reach early or on time usually? __________
96. Why so? __________
97. Are you leaving the work early? Yes/No __________
98. If yes, is it before lunch or before time in the evening? __________
99. Why so? __________
100. How do you find your work? Hard/Simple? __________
101. Is the job a burden to you? Yes/No __________
102. If yes, then why is it so? __________
103. What is the work time assigned to you? __________
104. Do you stick to it regularly? __________
105. If yes, why so? __________
106. If no, why not? __________
107. Do you work throughout the working hours? __________

XII. LEISURE
108. What do you do when you feel tired of performing the work task?
109. Do you perform work differently in presence and absence of your supervisor?
110. If yes, then how do you work in presence of your supervisor? __________
111. If yes, then how do you work in absence of supervisor? __________
112. If no, then, why not? __________
113. Is there any lunch hour at the work site? __________
114. If yes, what is it? __________
115. Do you take lunch off the yours? __________
116. If yes, then why so? __________
117. Do you resume work on time? __________
118. Where do you take lunch? At home/At work place. __________
119. If taking at home or some other place then why so? ________________
120. At what time do you finish work after lunch? ________________
121. If you finish it earlier or later than the stipulated time, then why so? ________________

XIII. WORK – OUTPUT
122. Is there any fixed target of production from your work? ________________
123. If yes, what is it? ________________
124. If no, then how your work’s production is measured? ________________
125. Is your wage related to your quantity of production? ________________
126. If yes, how much do you produce on an average daily? ________________
127. When you are at work, do you feel it is your own work or somebody else’s work? ________________
128. Do you work with full heart? ________________
129. If no, why not? ________________
130. How do you feel after the task of work assigned to you is over? ________________
131. How do you feel when you leave it incomplete? ________________
132. Do you take bidi/tobacco/any other thing during work period? ________________
133. If yes, then why do you take it at work? ________________
134. Do you take it during the work or take break for it? ________________
135. If yes, then how many breaks do you normally take in a day? ________________
136. What do you expect from authority after work is over? ________________
   i) Extra remuneration ii) more leave iii) more wages iv) thanks v) amusement vi) more holidays vii) any other ________________
137. Have you had any quarrel with your Supervisor/Manager? ________________
138. If yes, on what issues? ________________
139. State whether any punishment was given? ________________
140. If you perform well what incentive do you receive? ________________
141. How are you appreciated? ________________
142. What is your extra-benefit in performing work well? ________________
143. What do you expect other than wage? ________________
144. Is there electricity in your work-place? Yes/No ________________
145. If no, then why not? ________________
146. Are you being provided with any or more of the following in your work place? i) Recreation facility or common room ii) Sanitary facility iii) Creche for child-care iv) Water v) any other ________________
147. Which one of the following do you consider more important for you? i) Wage ii) Productivity iii) Total income iv) Time of working v) Money and Time vi) Any other ________________

XIV. WORK COMMITMENT
148. Do you think about the expectation of garden/factory/estate authority? Yes/No ________________
149. If yes, how will you be able to follow it? ________________
   i) By following the course of action directed by supervising authority. ii) To measure the best achievement of myself.
150. Are you regular in attending duty? Yes/No ________________
151. If yes, how? ________________
   i) By following routine of time. ii) By doing the best for highest production. iii) By following the directives of supervisor
152. If no, why not? ________________

XV. LABOUR-MANAGEMENT RELATIONSHIP
153. Whom do you like most in the administration? ________________
154. And why? ___________  
155. Whom do you dislike most? ________________  
156. And why? ________________  
157. Do you plan your work before performing it? Yes/No ________________  
158. When do you plan your work? ________________  
159. How do you plan it? ________________  
160. In what way do you prefer to work? ________________  
  i) collectively ii) individually iii) individually as well as collectively  
161. What do you think of the best situations of work? ________  
  i) Only work ii) work with leisure iii) others ________  

XVI. LABOUR-LABOUR RELATIONSHIP  
162. Do you prefer to help another co-worker in his/her work? Yes/No  
163. If yes, then how? ________________  
164. If no, then why not? ________________  
165. Do you like to chat with others by stopping work? Yes/No  
166. If yes, about which matter?  
  i) Familial ii) Personal iii) Economic iv) Social  
  v) Any other__________________  
167. Do you compete with co-workers while working? Yes/No  
168. If yes, then why? ________________  
169. If not, then why not? ________________  
170. What do you feel about relation with other workers? Good/Bad  
171. Do you have had any quarrel with your co-workers while working? ________  
172. If yes, on what matter? ________________  

XVII. SINCERITY  
173. Do you try to outdo your co-workers in quantity of production? ________________  
174. If yes, why do you work in this way? ________________  
175. Is it only for quantity of production or also quality you work for? ________________  
176. Within how much time you can achieve this? ________________  
177. Do you prefer only excess production or quality with excess production? ________  
178. If sometime excess production is required, then in what shortest period generally  
  you do it? ________  
  i) 4 hours ii) 5 hours iii) 6 hours iv) 7 hours v) or more lesser time  
179. If quality of good’s production is preferred then how can you give good quality?  

180. Will you know any labourers who are very regular and more potent in production  
  and quality of work? If yes, why? ________  
181. If no, why not? ________________  
182. When do you go for fast work in the garden? ________________  
183. How many times you do it in a day? ________________  
184. Do you think the work is your duty or obligation? ________________  
185. If it is duty then how?  
  i) Time duty ii) Duty for family iii) Duty of self  
  iv) Obligation of self v) Obligation for family vi) Obligation for religious belief  
  vii) Others ________________  

XVIII. HOLIDAYS  
186. If it is obligation then how?  
  i) Obligation of self ii) Obligation for family iii) Obligation for religious belief  
  iv) Others ________________  
187. What do you feel about holidays? ________________  
  i) Sufficient ii) Not sufficient iii) acceptable iv) not acceptable v) any other ________  
188. Do you feel you should have more holidays? Yes/No  
189. If yes how many more or less of holidays do you want? ________  
190. Why do you want more or less holidays? Please tick.
i) For taking rest ii) For utilizing time for earning iii) For amusement iv) To celebrate family programme v) Others, if any

191. Are you paid wages for the holidays? 
192. Are you ready not to ask for wages for the period of holidays? Yes/No
193. If no, why not?
194. Are you always ready to do work? 
195. If yes, why so?
196. If no, why not?
197. Are you interested in increase/decrease/nothing of the work? Yes/No
198. If interested in increase/decrease/nothing of the work why?
199. Do you think to work on a holiday also if asked by the authority? Yes/No
200. If yes, then why?
201. If asked to work over time, how do you feel?
202. Why do you feel so?
203. Tell me honestly on an average for how many hours do you actually perform work in a day?
204. Do you maintain time in doing work?
205. Are you doing work with a belief of time bound duty?
206. If yes, in which period you feel highest pressure of work?
   i) Evening ii) Morning iii) Before lunch iv) After lunch v) others
207. If no, why not?
208. Do you enjoy work on holiday? Yes/No
209. If yes, how?
210. If not, why not?

XIX. LEAVES
211. How many leaves do you hope?
212. What type of leaves you have?
213. How many leaves do you take in a week/month?
214. For what purpose do you take it?
215. Do you utilize all the leaves in your account in a year?
216. On what occasions?
217. Do you surpass leave amount in a year? Yes/No
218. If yes, why so?
219. What happens if you remain absent from work beyond the leave period available to you?

XX. ABSENTEEISM
220. Do you remain absent from the work? Yes/No
221. Do you lose wages in case of absence from work? 
222. If yes, how much do you loss in a year?
223. Why do you remain absent from work?
224. Do you take rest during working hours?
225. Do you think the number of leaves available is not sufficient?
226. If yes, why?
227. How many leaves do you desire?
228. While working have you anytime gone for any of the following ways- i) slow work ii) quick work iii) slow and steady work iv) work as I like v) any other

XXI. ALCOHOLISM
229. Do you consume alcohol? Yes/No
230. If yes, for how many days/hours in a week?
   i) 1 hour ii) 2 hours iii) 3 hours iv) one day v) two days vi) Above three days.
231. Have you indulged in quarrel after taking liquor? Yes/No
232. With whom generally do you quarrel? ______________
233. How many times do you take liquor? ______________

XXII. ETHICS OF WORK

235. What do you think on the eve of starting your work? ______________
i) I am doing this with the blessing of God.
ii) Usually think about my family’s economic base.
iii) Do as like as practice
iv) Any other ______________
236. Do you perform any Puja or Prayer before leaving for or on starting work? Yes/No
237. If yes, what puja do you perform? ______________
238. What do you ask for while praying? ______________
239. Since how long are you doing this? ______________

XXIII. SOCIAL SECURITY

240. Will you like your child to join this work? ______________
241. If no, why not? ______________
242. If yes, then why? ______________
244. Will you go for any of the following in your service period? i) strike ii) lockout iii) any other ______________
245. Why do you involve in it? ______________
246. Is there any demand for which that movement was essential? Yes/No
247. Where the demands of movement fulfilled?
248. If no, why not?
249. If yes, what were those demands relating to what aspects of job? ______________
250. What is your future planning?
i) To make child educated
ii) To invest money to other business
iii) To arrange for earning more
iv) To stop work after certain period
v) Any other ______________