APPENDIX - A

INTERVIEW SCHEDULE FOR WORKERS

1. Name of the Estate:

I. GENERAL INFORMATION

1.1 Name: 

1.2 Sex: Male [ ] Female [ ]

1.3 Age:
   a. Below 20 years [ ] 21 years to 30 years [ ]
   b. 31 years to 40 years [ ] 41 years to 50 years [ ]
   c. Above 50 years [ ]

1.4 Nature of Employment: Permanent [ ] Temporary [ ]

1.5 Marital Status:
   Married [ ] Widower: [ ]
   Widowed Women [ ] Divorced [ ]

1.6 Literacy Level:
   Illiterates [ ] Primary Level [ ]
   Secondary Level [ ] High School Level [ ]
   Others [ ]

1.7 Size of the Family:
   Upto 3 Members [ ] 4 to 6 Members [ ]
   Above 6 Members [ ]
1.8 Total income of the family per month:

- Upto Rs.2000
- Rs.2000 to Rs.4000
- Above Rs.4000

1.9 Experience

- Upto 5 years
- 5 years to 10 years
- 10 to 15 years
- 15 years to 20 years
- Above 20 years

II. WAGES

2.1 System of Wage Payments:

- Price Rate System
- Time Rate System

2.2 Are you satisfied with your existing wage structure?

- Satisfied
- Not satisfied

2.3 Are you aware of the minimum wages fixed by the Plantation Labour Act 1951?

- Yes
- No

2.4 Whether the minimum wages fixed as per the plantation labour Act, 1951 are reasonable?

- Reasonable
- Not reasonable

2.5 Have you heard about Rubber Wage Board?

- Yes
- No

2.6 If yes, are you satisfied with the recommendation of Wage Board relating to

a) Annual Increment:

- Satisfied
- Not satisfied

b) Fringe Benefit:

- Satisfied
- Not satisfied

c) Wage Revision:

- Satisfied
- Not satisfied
BONUS, DEARNESS, HOUSE RENT ALLOWANCE AND GRATUITY

3.1 Are you getting bonus?
   Yes [ ] No [ ]

3.2 Are you satisfied with the bonus amount?
   Yes [ ] No [ ]

3.3 Are you satisfied with the Dearness Allowance, House Rent Allowance and Gratuity provided by your Planters?
   Satisfied [ ] Not satisfied [ ]

IV WELFARE MEASURES (Rank them)

a) Adequate Medical facilities
b) Sufficient
c) Food at subsidized rates
d) Good safety measures
e) Sufficient Educational facilities
f) Providing E.S.I. facilities (Employees Sate Insurance)

V. TRADE UNIONISM

5.1 Are you a member in any political party?
   Yes [ ] No [ ]

5.2 Are you a member in any Trade Union?
   Yes [ ] No [ ]

5.3 If yes, state the name of the Union

5.4 Do you participate in the Union activities?
   Yes [ ] No [ ]

5.5 Do you occupy any official positions?
   Yes [ ] No [ ]
5.6 If yes, state the position

5.7 Does your Union protect the interests of the workers?

Yes  No

5.8 Which of the following union structures do you prefer?

1) Only one union for one Plantation Estate
2) Two Unions for one Plantation Estate
3) More than two Unions for one Plantation

5.9 What are the reasons for joining in the Union? (Rank them)

a) To get higher wages and bonus
b) To safeguard against victimization
c) To solve individual grievances
d) To bring about workers unity
e) To ensure job security
f) To promote the industrial relations
i) To get more welfare facilities

5.10 What is your opinion about the performance of your union?

a) Coverage of grievances
   Good  Poor
b) Relationship with management
   Good  Poor
c) Treatment of Workers
   Good  Poor
d) Democracy to express their views
   Good  Poor
VI. NEGOTIATED SETTLEMENT

6.1 Are you in favour of the collective bargaining measures or Negotiate Settlement?

Yes [ ] No [ ]

6.2 If yes, state the reasons for supporting the Negotiate Settlements
(Rank them)

a) Avoid delay
b) Avoid conflict between the workers and management
c) Avoid unnecessary legal expenses
d) Grievances can be properly responded

6.3 Does your planter implements the negotiable settlements properly?

Yes [ ] No [ ]

6.4 What are the major causes for the disputes and strikes in your rubber plantation? (Rank them)

a) Delay in revision of wages
b) Bonus problems
c) Victimization of workers
d) Poor welfare facilities

6.5 What is your opinion on industrial relations in the rubber plantations?

SA A N DA SAD

1. The Minimum Wages fixed for the rubber plantations workers as per the plantation labour act is reasonable

2. The planters provide the Minimum Wage as per Minimum Wages Act

3. The recommendations of the Wage Board ensure better wages and bonus to the plantation workers
4. Negotiated settlements help to solve the industrial disputes in the rubber plantations

5. The Piece rate system of wage payment encourages the workers to work hard

6. Multiplicity of trade Unionism Acts as a stumbling block in settling disputes in rubber plantations

7. Trade Union leaders are very selfish and do not help the workers to solve the industrial disputes amicably

8. Absence of periodical wage revision leads to industrial disputes

9. The various steps taken by the Government to solve the industrial Disputes in the plantations are satisfactory

10. The planters are very sympathetic towards the settlement of disputes

11. Wages, Allowances, Fringe benefits are sufficient considering their nature of work

12. The job security in a plantations industry is uncertain

13. The planters provide their provident Fund Contribution regularly
14. The safety measures provided are sufficient

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15. The planters are always ready to look into the grievance of workers

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16. The attitudes of planters towards the workers are good

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SA - Strongly Agree   A - Agree, No - No Opinion, DA - Disagree
SDA - Strongly Disagree
APPENDIX - B

INTERVIEW SCHEDULE FOR TRADE UNION LEADERS

1. Name : 
2. Age : 
3. Educational Qualification : 
4. Name of the Trade Union : 
5. Whether your union is
   Politically affiliated? : Yes ☐ No ☐
6. If yes mention the name of the political party
   CITU ☐ INTUC ☐
   BMS ☐ AIADMK ☐
   DMK ☐
7. How many years are your leading the Union?
8. State the main objectives of your Trade Union (Rank them)
   a) To bargain for higher wages ☐
   b) To protest for the interest of the workers ☐
   c) To promote cordial relationship with management ☐
   d) To represent the demands of the members ☐
   e) To ensure better work environment ☐
9. How do you enroll the members in your union?
   a) By voluntarily ☐
   b) By canvassing ☐
10. State the reasons for joining in the various by the workers (Rank them)
    a) Affiliated to rulling party ☐
    b) Dedicated service of union leaders ☐
    c) Militant leadership ☐
d) Sympathetic to the needs of the members

e) Never indulged in strike

f) Good relations with the management

g) Success is solving employee grievances

11. What is your opinion on Union - Management Relations in the Rubber Plantation Industry?

   Good  □  Poor  □

12. If poor, what are the reasons?

   a) No consultation

   b) Delay in revision of wages

   c) Bonus problem

   d) Victimization

13. How do you identify the labour problem?

   a) Represented by the members themselves

   b) Direct enquiry by union leaders

   c) Though union meetings

14. Whether the provisions of the following Acts are implemented properly by the planters?

   a) Minimum wages Act

       Yes  □  No  □

   b) Plantations Labour Act

       Yes  □  No  □

   c) Maternity Act

       Yes  □  No  □

   d) Payment of Gratuity Act

       Yes  □  No  □

   e) Equal remuneration Act

       Yes  □  No  □
15. If no, what action does your union took to implement these acts?

16. What are achievements of your union?
   a) Wage hikes
   b) Better welfare facilities
   c) Improvements in the working conditions
   d) Protection from victimization
   e) Implementation of the various Acts

17. Has the management ever punished the union leaders?
   Yes [ ] No [ ]

18. Have you adopted any conciliation to solve the problems of the labourers?
   Yes [ ] No [ ]

19. What is your opinion about?
   a) Minimum wage : Good [ ] Poor [ ]
   b) Wage Board Recommendation : Good [ ] Poor [ ]

20. What is your opinion about collective bargaining?
    Good [ ] Poor [ ]

21. What do you think about the labourer’s participation in the various activities?
   a) Payment of subscription
      Good [ ] Poor [ ]
   b) Participation in the strikes
      Good [ ] Poor [ ]
   c) Attending Meetings
      Good [ ] Poor [ ]
   d) Participating in the discussions
      Good [ ] Poor [ ]
22. Are you satisfied with the role of the Government in offering the facilities to the workers?
   a) Wage : Satisfied ☐ Not-satisfied ☐
   b) Annual increment: Satisfied ☐ Not-satisfied ☐
   c) Fringe benefits : Satisfied ☐ Not-satisfied ☐
   d) Other benefits : Satisfied ☐ Not-satisfied ☐

23. What are your suggestions to improve the industrial relations in the rubber plantations?
APPENDIX - C
INTERVIEW SCHEDULE FOR THE MANAGERIAL
PERSONNEL (PLANTERS)

1. Name : 
2. Name of the Estate : 
3. Area : 
4. How many workers are working in your estate?
   Male       Female       
5. What is your opinion about the productivity of rubber?
   Low       Normal       High       
6. Are you satisfied with the productivity of your workers?
   Yes       No       
7. If no, why? 
8. What is your opinion about the prices of rubber?
   Not profitable       Normal       High       
9. Whether the following acts are necessary in the rubber plantations?
   a) Maternity Benefit Act
      Needed       Not needed       
   b) Payment of Bonus Act
      Needed       Not needed       
   c) Payment of Gratuity Act
      Needed       Not needed       
   d) Plantation Labour Act, 1951
      Needed       Not needed       
10. What are the problems in implementing the minimum wages?
    a) Affect the Profitability       
    b) Affect the Productivity       
    c) Not correlated with the prices of rubber    

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11. In what way the recommendation of the Rubber Wage Board affect the profitability of the estate?
   a) Higher wages  
   b) More fringe Benefits
12. Are you supporting collective bargaining measure?
   Yes  
   No
13. If are, what are the reasons?
   a) Chance to express views  
   b) Give and take policy  
   c) Easy to arrive at solutions
14. If yes, in what way the negotiated settlements are better than that of Minimum Wage Act and Wage Board Recommendations?
15. Are you paying bonus regularly?
   Yes  
   No
16. If yes, what is the amount of bonus?
17. How much amount spent to the labourers for the welfare facilities per year?
   a) Below Rs. 1000  
   b) Rs.1000 to 2000  
   c) Rs. 2000 and Rs.3000  
   d) More than Rs.3000
18. Do you have the smooth relationship with your workers?
   Yes  
   No
19. If no, what are the problems and give the reasons?
20. What are the reasons for the industrial disputes?
   a) Workers’ attitudes  
   b) Unions’ attitudes  
   c) Governments’ attitudes
21. What are the suggestions to improve the industrial relations in the rubber plantations?