LABOUR PROBLEMS IN SOUTH CENTRAL RAILWAY: 
A CASE STUDY OF HUBLI DIVISION

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INTERVIEW SCHEDULE

A. Profile of the Employee

1) Serial number : ...........................................
2) Sex : Male / Female
3) Age (Completed years )
   a) 20 years and below
   b) 21 years to 30 years
   c) 31 years to 40 years
   d) 41 years to 50 years
   e) 51 years and a more
4) Religion  Hindu / Christian / Muslim / Others
5) Hailing from : Urban / Rural
6) Number of past employers served
B) Educational Background

7) Educational qualifications
   a) illiterate
   b) Below SSLC
   c) Graduate
   d) Any technical Course

C) Job Profile:

8) Employee Group
   a) C
   b) D

9) You belong to which Department?

10) Type of workmen:
    a) Permanent
    b) Temporary
    c) Others

11) Operational:
    a) highly skilled
    b) Skilled
    c) Semi-skilled
    d) Unskilled

12) Total years of service:
    a) less than five years
    b) 5 years - 15 years
    c) 16 years - 25 years
    d) More than 25 years
D) Recruitment and Promotion

13) Your recruitment was made through –
   a) Railway recruitment board
   b) Compassionate
   c) Recommendation
   d) Direct

14) What role does the trade unions play in recruitment?

15) Whether recruitment of group D employees should be made through Railway Recruitment Board?
   a) Yes    b) No    c) Don't Know

16) Whether at the time of recruitment aptitudinal test is taken?
   a) Yes    b) No    c) Don't know

17) Whether the present system of allotment of work takes into account the attitude of the labour? If NOT what measures do you propose so that the worker is given the work of his aptitude?
   Yes [ ]   No [ ]

18) In what categories of Railway are migration and reverse migration prevalent?
   a) A   b) B   c) C   d) D

19) What problems migration will pose in recruitment and retention?
20) How migration problems be overcome?

21) Do you think the trade unions be represented in the bodies providing labour recruitment?

22) Are there any training programs organized for employees in your division?
   a) Yes[ ]   b) No[ ]   c) Don't know[ ]

23) Any changes should be done in training programs in the context of newly emerging technological changes?

24) The promotional policy in Railways should be based on which of the following criteria?
   a) Seniority   b) Merit   c) Trade test

25) Should recruitment at higher level positions be made from among the existing employees only?
   a) Yes   b) No
   Suggest reasons.

26) For promoting workers to higher posts which of the following criteria should be followed?
   a) Personal behaviour   b) Past performance
   c) Attendance   d) Others (please specify)

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27) Above said criteria are how far successful in evaluating one’s past performance?
   a) Highly successful  
   b) Successful  
   c) Partly successful  
   d) Not sure

28) What is the role of trade unions in providing promotion to the employees?
   a) Very active role  
   b) Supportive role  
   c) Passive role  
   d) Not at all

C) Wages

29) Mention your basic pay:
   a) Less than 3000  
   b) 3001 to 6000  
   c) More than 6000

30) Is your wage adequate to meet social requirement?
   a) Highly adequate  
   b) Quite adequate  
   c) Inadequate

31) Whether there should be a single National Wage Board?
   a) Yes  
   b) No

32) For the settlement of wages, any time period should be laid down? if so, what should be it?

33) Is collectively bargained wage has any linkage to productivity?
34) Do you receive any bonus or festival advances etc.? a) Yes  b) No
If Yes how frequently?
a) Very regularly,  b) Regularly,
c) Very few times  d) Not at all
35) Does the trade unions play an active role in providing better wages and bonuses?
a) Always  b) Sometimes  c) Never

D) Labour Management Relations:

36) In the past years do you find any changes in the Labour Management relations?
a) Yes  b) No
Are they affected because of
a) Social factors  b) Economic factors  c) Political factors

37) What have been the impact of inter-union and intra-union rivalry on industrial relations?

38) In promoting harmonious industrial relations who amongst the following play an active role?
a) Central trade unions
b) Local unions
c) Local management
d) Central / state Governments

39) What role have personal officers / Labour administrators played in preventing disputes and maintaining harmonious Labour management relations?

40) Are there any regular meetings conducted to improve the Labour management relations? What is their frequency?

41) What kind of disciplinary actions are taken against delinquent employees?

42) Will workers participation in management contribute towards:
   a) Better industrial relations: I) Very good extent
      II) Up to limited extent
      III) No
   b) Higher productivity: I) Very good extent
      II) Up to limited extent
      III) No

43) Do you consider the existing restrictions on workers right to strike a need to be modified anyway? Indicate the modifications.

44) What are the issues on which strike is called? What is the role of the Union in decision-making in such cases?
45) What are the preventive measures to ward off a strike situation?

E) Social Security:

46) Are you provided with the housing facility? Yes / No

47) Whether the essential amenities like water supply and others are made? Yes / No

48) Are you satisfied with the maintenance of the playgrounds and the parks? Yes / No
   If no, suggest measures.

49) Whether the arrangement for the education of children of the employees is made?
   Yes / No

50) What suggestions do you recommend to enhance the educational facility?

51) Is your zone providing sports incentives / facilities to the staff and their children?
   Yes / No

52) Whether the medical and health care facilities in your Division are adequate?
   Yes / No
Suggest remedial measures to improve them.

53) Are you provided with the canteen facility? Yes / No

54) Whether consumer goods are provided to the employees at subsidized rates? Yes / No

55) If an employee is met with an accident at the workplace, is there any compensation paid? Yes / No

56) How much time it takes to reach the hands of the needy?
   a) 15 days   b) 15 days to one-month  c) More than one-month

57) What is the role of trade unions in providing compensation to the needy employees?