







- a) Is there any provision for sports, games, recreation of the workers in your factory? Yes/No.  
If yes, what facilities are provided?
- b) Whether there is any provision for free book supply to children? Yes/No.
- c) Whether there is provision for free uniform dress to children? Yes/No
- d) Whether there is any library? Yes/No.
- e) Is there any transport facility in your factory to labourers/children attending/going/to factory work/school? Yes/No.  
If no, why?  
And in that case how is the transport problem solved?
- f) Is your factory providing any scholarship facility to children? Yes/No.  
If no, why?
- g) Whether there is any club facility in your concern? Yes/No.  
If yes, how are its activities?
- h) Whether there is any television facility in your concern? Yes/No.  
If no, why?
- 5) What is your opinion about the implementation of benefits under the E.G.S. ? Good/Average/Bad  
If average or bad, why?
- 6) What is your opinion about the implementation of the following benefits?
- |                   |                   |
|-------------------|-------------------|
| a) Gratuity       | Good/Average/Bad. |
| b) Family Pension | Good/Average/Bad  |
| c) Provident Fund | Good/Average/Bad  |
| Bonus             | Good/Average/Bad  |

- 7) How is the administration of social security measures in your concern? Satisfactory/Unsatisfactory  
 If satisfactory, how?  
 If unsatisfactory, why?

V Relationship between the Management and Workers

- 1) What is your impression regarding the relationship between the management and workers? Smooth/Satisfactory/Not satisfactory  
 And why do you view like that?
- 2) Is your immediate supervisor sympathetic/Indifferent/Harsh towards you?  
 If Indifferent/Harsh, what according to you is making him to behave like that towards you?
- 3) Do you think that the management of your establishment is considerate towards the workers' needs, problems and aspirations? Yes/No  
 If yes, how?  
 If no, what according to you is the reason behind it?
- 4) What exactly is role played by the labour officer in your concern in maintaining good labour and management relations?  
 Active/Indifferent/Passive  
 If ineffective or passive, what exactly is the causative factor for such a behaviour of the labour officer according to you?
- 5) What according to you, are the changes required in different dimensions of the factory life that you would consider as contributory factors to improve management and workers relations?
- 6) What is your opinion about the following?

- a) Recruitment of workers -Satisfactory/Unsatisfactory  
 If satisfactory, how?  
 If unsatisfactory, why?
- b) Transfer of workers - Satisfactory/Unsatisfactory  
 If satisfactory, how?  
 If unsatisfactory, why?
- c) Promotion policy- Satisfactory/Unsatisfactory  
 If satisfactory, how?  
 If unsatisfactory, why?
- 7) What is the grievance procedure being followed in your concern?
- 8) Is there any scheme of workers participation in the management of your factory? Yes/No.  
 If yes, how exactly is the workers' participation in it?

#### VI. Disputes

- 1) Were there any disputes in the factory since the time of its inception? Yes/No.  
 If yes, how many were there?  
 How long did they continue?  
 What were the reasons behind them?  
 And how were they resolved?
- 2) Did disputes/conflicts result in strikes/lockouts at any time in your factory? Yes/No.  
 If yes, how many times?
- 3) How were they resolved?
- 4) What were the repercussions of such strike/lockouts?
- 5) Are you a member of  
 a) Work committee - Yes/No

exactly  
 If yes, what/has been the role played  
 by you in this committee?

If no, why?

b) Production committee - Yes/No.

If yes, what exactly has been the role  
 played by you in this committee?

If no, why?

6) What is the attitude of the management  
 towards the labour representatives in  
 these committees?

Positive/Neutral/Negative

If neutral or negative, why?

7) Do the workers representatives and management  
 representatives co-operate in the work  
 committee? Yes/No

If yes, how?

If no, why?

## VII Trade Union

1) Does your factory has any Trade union? Yes/No.

2) Are you a member of it? Yes/No.

3) Is it a recognised union? Yes/No.

4) Does the union provide for the  
 following facilities?

a) Children's education Yes/No.

If no, why?

b) Adult education Yes/No

If no, why?

c) Vocational training Yes/No.

If no, why?

5) Are you satisfied with your union's  
welfare activities? Yes/No

If yes, how?

If no, why?

6) Has the management at any time discriminated  
between the union workers and the non-union  
workers? Yes/No.

If yes, why?

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