

1) APPENDICES

2) BIBLIOGRAPHY.

APPENDIX I

CHH. SHAHU CENTRAL INSTITUTE OF BUSINESS EDUCATION AND RESEARCH
UNIVERSITY ROAD, KOLHAPUR

Department of M. Phil

Interview Schedule

A study of "LABOUR WELFARE FACILITIES" in shetkari Sahakari
Sakhar Karkhana Ltd., Sangli.

Researcher's Name

Research Guide Name

A) PERSONAL DATA

- 1) Name ;
- 2) Age ;
- 3) Sex : Male/Female.
- 4) Civil Condition : Married/Unmarried/Widowed/Divorced/Discerted.
- 5) Religion and Caste ;
- 6) Type of Family : Joint/Unitary.
- 7) Size of Family : Male : Female : Total :
- 8) No of earning members :
- 9) No of dependents :
- 10) Mother tongue :
- 11) Native place :
 - (a) At present where do you stay :
 - (b) Distance from Puccory :
- 12) Mode of conveyance : Walking/Bicycles/Motor Car/City Bus/
Factory Bus/Trains/S.†. Bus.
- 13) Education : Illiterate/Primary/Secondary/High School/
Technical/Any other.
- 14) Types of Work : Skilled/Unskilled/Semi-skilled.

- 15) Designation :
- 16) Department :
- 17) Experience elsewhere :
- 18) Experience in factory :
- 19) Total experience of work :

B) STATUTORY WELFARE FACILITIES

I) HEALTH AND SANITATION

- (1) Does the factory provide you proper hospital facilities? Yes/No.
- (2) Do you get medical facilities in hospital conducted by factory? Yes/No.
- (3) Do you get immediate first-aid at the time of injury? Yes/No.
- (4) Do you get free medicine to you and to your dependents? Yes/No.
- (5) What is your opinion about this hospital service? Good/Bad/Unsatisfactory.
- (6) Do you want to suggest anything about it? Yes/No.
- (7) Can you get good drinking water? Yes/No.
- (8) State your opinion about it? Good/Bad.
- (9) Is there proper arrangement for sitting during the rest time? Yes/No.
- (10) If Yes, what are the facilities provided to you in this rest period.
 - (i) Newspapers
 - (ii) Periodicals
 - (iii) Radio
 - (iv) Magazines.
- (11) Do you take advantages of it? Yes/No.

- (12) Are there sufficient number of lavatories and Urinals? Yes/No.
- (13) What is present condition of it? Clean/Unclean.
- (14) Do you want to make any suggestions to improve it? Yes/No.
- (15) If yes. please state-
- (i) To make more clean. (ii) To increase number of it.
(iii) To provide more facilities in it.
- (16) Are there enough spittoons in your department? Yes/No.
- (17) Do you have any suggestions to make regarding-
- (i) Ventilation (ii) Noise (iii) Humidity
(iv) Dust & Fumes (v) Gasses & Smokes
(vi) Temperature (vii) Lighting (viii) Over Crowding
(ix) Other afflictions.
- (18) Are there any arrangement for waste disposales? Yes/No.

IIO CANTEEN AND CRECHES

- (1) Is there canteen in your factory? Yes/No.
- (2) Is the Canteen Clean? Yes/No.
- (3) Is there a Canteen Committee? Yes/No.
- (4) If yes, How many members working on the Committee?
- (5) Are you a member of the Cpmmittee? Yes/No.
- (6) Is there a departmental representatives on the Committee? Yes/No.
- (7) Does the Committee help in setting your complaints? Yes/No.

- (8) Is there a tea-trolley system in your factory? Yes/No.
- (9) Do you get eatables at cheaper rates? Yes/No.
- (10) If Canteen provide you subsidised meal will you take it? Yes/No.
- (11) What is your suggestion about eatable Canteen and Dining hall? Yes/No.
- (12) Does the factory provide creches facilities? Yes/No.
- (13) Do you have any suggestions to improve creches facilities provided? Yes/No.

III) WORKING HOURS

- (1) What are the working hours at your factory? .
- (2) Does your factory working shift system? Yes/No.
- (3) If yes, In which shift do you work at present? I/II/III/General.
- (4) Which Shift do you prefer to work? I/II/III/General.
- (5) Are there any rest pauses? Yes/No.
- (6) What is the length of such pause?
- (7) What is your opinion about the working hours? Good/Bad.
- (8) Do you feel that any change is needed? Yes/No.

IV) LEAVE FACILITIES

- (1) Do you get leave with pay? Yes/No.
- (2) If yes, How many days in a year?
- (3) What types of leave do you get?
(Privilage/Sick/Casual/Any other)
- (4) How many days you will get 'Leave Without Pay'?

V) ECONOMIC STATUS

- (1) How many wages do you get? .
- (2) Does it satisfy your need? Yes/No.

- (3) Are there any deduction from your wages? Yes/No.
- (4) If yes, on what account? (Absence of duties/Fines/
Recovery of loans/Recovery of Advances/Any other).
- (5) Have you a debt? Yes/No.
- (6) If yes, from whom have you borrow? (Friends/Bank/
Co-operatives Society/Money lenders/Relatives/Any other).
- (7) Mention the rate of interest?
- (8) If no, have you saved any amount?
- (9) What is the kind of saving? (Bank/P.F./L.I.C./Dhisi/
Co-operative Society/Any other).

VI) SAFETY

- (1) Does the factory make first-aid provision in the
department? Yes/No.
- (2) Are there any safety equipments and machinery
guards in your departments? Yes/No.
- (3) Name the safety equipments and machinery
provided to you?
- (4) Do you think that these equipments are of proper use
for the safety purpose? Yes/No.
- (5) Is there any safety Committee in your factory? Yes/No.
- (6) If yes, How many departments representative are there?
- (7) Do you thinks that the Committee is functioning
properly? Yes/No.
- (8) Does the factory arrange any safety training
programmes? Yes/No.
- (9) If yes, does the safety training programme help
in reducing the number of accident? Yes/No.
- (10) What is the number of accident in your department?
- (11) Does the Doctor give immediate medical facilities

- at the time of accident? Yes/No.
- (12) At the time of accident which facilities you can get? (Hospital/-first-Aid/Leave with pay/ Ambulance/Any other).
- (13) Do you feel that accident have taken place due to-
- (i) Workers carelessness.
 - (ii) Lack of safety instruments.
 - (iii) Lack of knowledge.
 - (iv) Under/Over confidence.
 - (v) Psychological tensions.
 - (vi) Family disturbance.
 - (vii) Any other.
- (14) Do you get uniform for your job? Yes/No.
- (15) Would you like to make any suggestion regarding the safety measures in your factory? Yes/No.

VII) PROVIDENT FUND AND GRATUITY

- (1) Is there P.F. Act 1952, applicable to your factory? Yes/No.
- (2) If yes, what is the rate of contribution?
- (3) Would you like to make any suggestions regarding this schemes? Yes/No.
- (4) Does the factory give gratuity to the workers? Yes/No.
- (5) If yes, How much amount a gratuity is given?
- (6) State your opinion about gratuity schemes? Good/Bad.

VIII) WORKMEN'S COMPENSATION ACT

- (1) Is the Workmen's Compensation Act 1923 applicable to your factory?

(2) If yes, How & when you get this benefits?

(3) What is your opinion about these benefits? Good/Bad.

C) NON-STATUTORY WELFARE FACILITIES

I) HOUSING

(1) Does the factory provide you housing facilities? Yes/No.

(2) If yes, on what basis you get accommodation?

(3) How many rooms are provided to you?

(4) What is the condition of Lighting and Water of your living quarter? Good/Bad.

(5) Are the toilet & clean-up facilities sufficiently provided? Yes/No.

(6) Are the repairs carried on properly? Yes/No.

(7) Are you satisfied with the housing facilities that are provided by the factory? Yes/No.

(8) ~~Do~~ you have suggestion regarding housing facilities? Yes/No.

(9) If you are not provided quarters, are you ready to accept the quarters if the factory provides you one? Yes/No.

(10) If yes, How much rent are you ready to pay for it?

Rs. 10/25/50/75/100/Above Rs. 100/-

II) TRANSPORT

(1) At present, where do you stay?

(2) What is the distance between your residence and work place?

(3) What are the mode of conveyance for you to reach the factory? (Bicycle/City/Bus/Factory Bus/Train/Walking/Any other).

(4) Does the factory provide you transport facilities

Yes/No.

(5) Do you have any difficulties to the conveyance?

(6) If yes, which are they?

(7) Do you have any suggestion regarding transport facilities?

Yes/No.

III) RECREATION AND EDUCATION

(1) Are there the following provisions for recreation and educations?

(i) Child youth adult & women welfare centres.

(ii) Games, Sports, Dramas, Musical programmes.

(iii) Crafts&& Social education facilities.

(iv) Schools, Parks, Playgrounds etc.

(v) Cinema Shows, exhibitions.

(vi) Library, Reading rooms etc.

(vii) Celebration of festivaes, Ganeshochav
Shiv-Jayanti, Dr. Ambedakar Jayanti, Basweshwer
Jayanti.

(viii) Gymnasium, Badminton, Holly ball, Cricket,
Kabbaddi etc.

(ix) Other if any.

(2) Does the factory arrange any family planning? Yes/No.

(3) If yes, what is your opinion about it? Good/Bad.

(4) Does the factory arrange workers education and
Training Classes?

- (5) If yes, what do you think about these classes?
- (6) Does the factory provide free-School of education to workers children? Yes/No.
- (7) If yes, upto what level? (Primary/Secondary/Higher/College/Engineering/Medical/Any other).
- (8) Do you have any children going to any of these schools? Yes/No.
- (9) Do you make any suggestions regarding recreation and education provided by factory? Yes/No.

D) TRADE UNION

- (1) Is there trade Union working in this factory? Yes/No.
- (2) If yes, How many trade unions are functioning in your factory? Name it?
- (3) Which trade union recognised in your factory?
- (4) Are you a member of the trade union? Yes/No.
- (5) Name the trade union which you belongs?
- (6) Do you think that the trade-unions are working
- (7) satisfactory in making aware the workers about there rights and providing them certain welfare facilities? Yes/No.

E) GENERAL

- (1) Is there a co-operative society? Yes/No.
- (2) If yes, what benefits you get from it?
- (i) Society loan
- (ii) Spciety Shop- (a) fair pricing clothing.

(b) Sugar (c) ~~ffair~~ fair pricing grain shops

(d) Housing Society.

(3) Do you get any loan from the society? Yes/No.

(4) If yes, what is the rate of interest?

(5) What is your general opinion about the working of the factory?

(6) What do you suggest about Labour Welfare programmes?

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