

A P P E N D I C E S

1. INTERVIEW SCHEDULE
2. BIBLIOGRAPHY
3. PHOTOGRAPH OF SUGAR INDUSTRIES IN
OSMANABAD DISTRICT

INTERVIEW SCHEDULE

" SEASONAL WORKERS IN SUGAR INDUSTRY IN OSMANABAD DISTRICT
- A SOCIAL WORK STUDY"

PERSONAL DATA

1. Name : _____
2. Name of the Organisation: _____
3. Designation : _____
4. Department : _____
5. Age : _____
6. Marrital Status : Unmarried/Married
7. Sex : Male/Female
8. Religion : Hindu/Islam/Christan/Jain | Budha
9. Caste : _____
- . Native place : _____
- . Address : _____

- . Length of Service : _____
- . Education : Primary/Secondary/Graduate/Illiterate.

FAMILY DATA

1. Type of Family : Joint/Nuclear/Extended.
2. No. of earning members : _____ members
3. Dependent Members : _____
4. What is your responsi- : Managing all the affairs/Nothing
bility in your family. doing/Not applicable/No response.
5. Do you face any serious : Family tension/Marital conflict/
problems in your family? Unemployment/Truency/Food/Children's
Problems/Superstition./No problem.
6. What is your expectation: Learn upto graduation/P.G./Professional
about your Children's Courses/Technical/Medical/No Expectation,
Education. No response.

7. What is your aspiration about service of your Children? : Officer/Police Officer/Govt. Officer/Clerk/Teacher/Worker/Pleader/Social worker/Professor/Judge/Military/No Response/No action.
8. What is your expectation about their life partner? : Handsome/Cultured/Beautiful/Moneyed/Employed/No response/Don't Know.
9. Would you like to take dowary for your son's marriage & give dowary for your daughter's marriage? : Yes/No
0. Do you feel your children should leave the school for earning & help your family? : Yes/No
1. Have you undergone family planning operation. : Yes/No
2. If yes, Why? : Management forced/On my own economic Position/For future of children/For nation/Family Welfare/No response/Any other _____
3. Does your Management provide any Counselling services for helping you to solve family/Personal/Marriage Problems? : Yes/No

PERSONNEL PRACTICES

1. ✓ How were you recruited? : Directly/Through middle man/Advertisement/Employment Exchange/Contractor/Leader.
2. Are you Permanent Worker? : Yes/No
3. If not, Why? : No clear vacancy/Do'nt know/Recently joined/Probationer.
4. ✓ What is the nature of your job? : Permanent Seasonal/Temporary Seasonal.
5. ✓ How many months you work in a Season? : 1/2/3/4/5/6/7/8/9/10.
6. ✓ Do you get promotion in your organisation? : Yes/No
7. ✓ Is there any internal or external training for Seasonal Worker? : Yes/No

8. ✓ Are you satisfied with your job? : Yes/No

9. ✓ If not, what are the reasons? : 1. _____
2. _____
3. _____
4. _____

) ECONOMIC CONDITION

1. ✓ How much wages you get per day? : Rs. _____ per day

2. ✓ What is your total monthly income? : Rs. _____ per month

3. ✓ What are the sources of your other income? : Agricultural/House shop rent/
Money lending/Side business/
Government pension/No response.

4. ✓ What is your total monthly family expenditure. : Rs. _____

5. ✓ What is your monthly personal expenditure? : Rs. _____

6. ✓ How do you manage your family expenditure if it is more than income? : Borrow/Take loan/Adjustment.

7. ✓ What is the total loan to be paid at present? : Rs. _____ /No loan/No response

8. ✓ How much amount do you save? : Rs. _____ /No saving/No response.

9. ✓ Does your management or trade union guide you for family budgeting? : Yes/No

10. ✓ Do you feel that your economic problems affect on your job? : Yes/No

) WORKING CONDITION

1. Are you provided sufficient ventilation/lighting/ Temperature in your industry? : Yes/No

2. Are you provided all the required safety equipments in your organisation? : Yes/No

3. Do you use these safety equipments while working in the organisation? : Yes/No
4. If not, Why? ; Not comfortable/Not necessary/No habit/No compulsion/Not supplied.
5. Do you know what are the safety slogans displayed, in your work place in your organisation? : Yes/No
6. Do you follow them? : Yes/No
7. What is the rate of accident in your organisation? : _____ /Don't No/No response.
8. Have you observed the family and personal life of workers who met with an industrial accidents? : Yes/No
9. Do you feel pleasure to work in your working place? : Yes/No
10. Does your management or trade Union provide counselling services regarding safety? : Yes/No
11. Do you feel that your working condition affect on your health. : Yes/No

INDUSTRIAL RELATIONS

1. How are your relations with your supervisors? : Good/Moderate/Indifferent.
2. How are your relations with your co-workers? : Good/Moderate/Indifferent.
3. How are your off-the-job relations with your supervisors/co-workers & Union? : Good/Moderate/Indifferent.
4. How are the relations between managements and employees? : Good/Moderate/Indifferent.
5. How is the functioning of different committees? : Good/Moderate/Indifferent.

6. ✓ Is there any seasonal worker : Yes/No
of your organisation
representing on the
committees?
7. Whether the committes help : Yes/No
you people to maintain
industrial relations?
8. Do you feel good or : Yes/No
indifferent industrial
relations affect on your
efficiency?

GRIEVANCES AND DISPUTES

1. ✓ What are your major : Wages/Work/Leave facilities/
grievances? Job security/No grievances.
2. ✓ Does the management/Union : Yes/No
take initiative for settling
the grievance ?
3. ✓ Are you given freedom to : Yes/No
express your grievances?
4. Is there any dispute in your : Yes/No
organisation?
5. If yes, what is the nature of : _____
dispute?
6. How dispute is settled? : Plant level/Court/Govt.level/
Management level/Labour court.

COMMUNICATION

1. ✓ Do you communicate your ideas : Yes/No
and suggestions to your
management freely & frankly?
2. ✓ Does the management communica : Yes/No
tes its labour policy to
workers?

DISCIPLINARY ACTION

1. How is discipline in your : Well discipline/No discipline/
organisation? No response.
2. Does your management take : Yes/No
disciplinary actions?
3. Do you feel that justice is : Yes/No
given while taking discipli-
nary actions on workers?

4. Do you feel that workers should also maintain discipline? : Yes/No
5. Do you agree with the statement that Self discipline is the best discipline? : Yes/No

TRADE UNION

1. Are you member of trade union? : Yes/No
2. If yes, which of the union that is affiliated to national level? : INTUC/AITUC/CITU/HMS/
Any other _____
3. What are the benefits given to the workers by your union? : _____

4. Do you attend all the meetings & participate in Union activities? : Yes/No
5. Does the union provide you counselling services for solving your socio-economic problems? : Yes/No

LABOUR WELFARE

1. Does the management provide all the statutory welfare facilities? : Yes/No
2. If not why? : _____
3. What are the non-statutory welfare facilities provided to you? : Housing/Medical/Recreation/
School/Transport/Any other

ABSENTEEISM

1. Do you remain absent without any leave? : Yes/No
2. If yes, don't you feel that it affect on your service record and wages also? : Yes/No
3. If yes, then why do you remain absent? : Domestic/Social/Health/
Personal/No response.

4. Does the management and union provide counselling services? : Yes/No

LABOUR LAWS

A) FACTORIES ACT, 1948

1. Do you get earned/privilege leave. : Yes/No
2. Do you get statutory welfare facilities under this Act? : Yes/No
3. Do you know who is Inspector under this Act? : Yes/No
4. Do you know the abstract of the Act & rules framed under this Act? : Yes/No
5. Is it displayed near the gate of time office? : Yes/No

B) THE PROVIDENT FUND ACT, 1952

1. Do you contribute for Provident fund? : Yes/No
2. If yes, how much rupees? : 1. Rs. _____ 2. _____ percentage.
3. How do you contribute during the off Season? : From retaining allowance/Other sources/Don't know/No response.
4. Do you know what is the rate of interest on provident fund amount. : Yes/No
5. What is the total accumulation of amount? : Rs. _____/Don't know/No response.
6. What is the benefit you get: _____

C) THE PAYMENT OF GRATUITY ACT, 1972

1. Do you know what is gratuity. : Yes/No
2. Do you know what is the rate of gratuity? : Yes/No

3. Do you know when you are : Yes/No
eligible to get gratuity?

D) THE PAYMENT OF BONUS ACT, 1965

1. Do you know what is Bonus? : Profit sharing/Reward/Don't know/No response.

2. How much Bonus do you get : Rs. _____ per year.

E) THE PAYMENT OF WAGES ACT, 1936.

1. Do you know standard : Yes/No
deductions?

2. Do you know the provision : Yes/No
regarding payment of wages?

F) THE PAYMENT OF MINIMUM WAGES ACT, 1948

1. Do you know what is the : Yes/No
minimum wages for workers
in Sugar industry?

2. Do you get wage slips? : Yes/No

G) THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946

1. Do you know the main : Yes/No
provisions of this Act?

2. What are the authorities : _____
under this Act? _____

H) G E N E R A L

1. What do you do during the : Agriculture/Service in some
Off Season? shop/Side business/Nothing/
Any other. _____

2. How do you feel about the : Restless/Feel job less/
Off Season? Ashamed/Any other _____

3. Do you participate in any : Yes/No
social service in your
areas?

4. Are you accustomed with : Yes/No
any habit?

- 5. If yes what? : Smoking/Drinking/Gambling/
Visiting prostitutes/Pan and
tobacco chewing/Any other _____
- 6. What are your hobbies? : Reading/Writing/Chinema/Drama/
Orchestra/No hobbies/Any other _____
- 7. Do you worship the God? : Yes/No
- 8. Do you know any seasonal worker of sugar industry who get elected in any local or state election? : Yes/No
- 9. Does your welfare officer visits your dwelling houses and enquire about personal, family and industrial problems? : Yes/No
- 10. Does your welfare officer goes out of the way and help you people to come out of the crisis/trouble? : Yes/No
- 11. Does your welfare officer helps you outside the factory? : Yes/No
- 12. Would you like to guide new workers regarding your job? : Yes/No
- 13. Do you know how much amount your management has spent for surrounding people? : Yes/No
- 14. Whether your management has undertaken any community development work? : Yes/No
- 15. Do you feel that there is an impact of your industry on surroundings villages and people? _____

- 16. Do you suggest any suggestions about Seasonal workers and their working conditions. _____

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