

APPENDIX - A

INTERVIEW SCHEDULE FOR WORKERS

I. Personal Data:

1. Name of the worker
2. (a) Present residential address
(b) Do you have a permanent house in Kanpur?
Yes/No
If no, where do you live?
Rented house/(Slum) Ahata/With relatives/Mill -
Labour Colony/No fixed place/Any other.
3. Do you live here alone or with your family?
Alone/With family
4. Native Place - Village/City , Distt. - , State -
5. Age
6. Marital status - Single/Married/Widowed/Seperated/Divorced
7. Religion - Caste - Subcaste -
8. Languages - (a) Mother Tongue - Hindi/Urdu/Any other
(b) Other languages known
9. Literacy - Can you read and write? - Yes/No
If yes, what was the highest grade of school you completed?
Basic primary/Middle/High school/Inter/Graduate
10. (a) Are you a permanent resident of Kanpur?
Permanent Resident/Migrant
If not, when did you come to Kanpur?
Year - months -
From where? -
(b) Main reason for migration -
(b) Since you first came to Kanpur, have you everleft the
city for more than 6 months? - Yes/No
If yes, for how long? -
For howmany times? -
For what reasons? -

1. (a) What is (was) your father's main occupation? -
Farmer/City worker/Rural worker/Self-employed/Any other
(b) Monthly income from the Job/Self employment Rs.-
2. (a) What was your occupation before joining the mill? -
(b) What was the monthly income Rs.-

3. Particulars of family members

(a) Earners -

No.	Age	Sex	Relation	Occup- ation	Monthly Income	Nature of job (Temp. or Perma)	Period of residence with you
-----	-----	-----	----------	-----------------	-------------------	--	------------------------------------

1
2
3
4

(b) Dependents

No.	Age	Sex	Relation	Education Study- Comple- ing ted	Period of residence with you
-----	-----	-----	----------	--	------------------------------------

1
2
3
4

II. Employment History Before Lay-off:

14. Now let me ask you some questions about your job at the Cotton mill -
(a) Name of the Cotton mill you worked at? -
(b) Job status -
(c) Department -
(d) When were you laidoff from the mill? -
15. When were you first employed by the mill?
Year - Months -

16. Were you a Temporary/Substitute/Permanent worker?

The following questions are to be asked from permanent workers:

17. How long had you been working in the mill when the layoff occurred?

Years - Months -

18. How long after you joined the mill, you became permanent?

Years - Months -

The following questions are to be asked from the Substitute/Temporary workers:

19. How long had you been working in the mill when the layoff occurred?

Years - Months -

20. Had the mill not closed down, did you expect to become permanent?

Yes / No

If yes, after what length of time?

Years - Months -

21. (a) On the average for how many days a month were you employed in the mill?

Days -

(b) What other jobs you did when you were not working at the mill? -

22. Was your Provident Fund being deducted? Yes / No

If yes, since how long?

Years - Months -

23. Excluding the final closure of the mill, how many times you were laidoff for more than a month by the mill?

No.	Year/Month of Layoff	Duration of Layoff	Reasons of Lay-off	Compensation (if any) Rs.
-----	----------------------	--------------------	--------------------	---------------------------

1
2
3
4

24. (a) During your present unemployment, did you withdraw any instalment of your Provident Fund?

Yes / No

(b) If yes, how many? -

(c) Total amount withdrawn Rs. -

III. Economic Deprivation

25. What were your total monthly wages when you were laidoff?
Rs. -

26. Average monthly expenditure while employed in the mill

Food, Fuel, etc.	Clothings	Rent	Educa- tion of Chi- ldren.	Enter- tain- ment	Debt repay- ment	Remmi- ttance to na- tive place	Any other
------------------------	-----------	------	-------------------------------------	-------------------------	------------------------	---	--------------

27. Average monthly expenditure since laidoff from the mill

Food, Fuel, etc.	Cloth- ings.	Rent	Educ. of Chil- dren.	Enter- tain- ment	Debt repay- ment	Remitt- ance to native place	Any other
------------------------	-----------------	------	-------------------------------	-------------------------	------------------------	---------------------------------------	--------------

28. Were you in debt while working in the mill?

Yes / No

If yes, please mention the amount: Rs. -

29. Have you borrowed money since the mill was closed?

Yes / No

If yes, how much? Rs. -

30. Savings before the closure

Yes / No

If yes, how much? Rs. -

31. Problems faced due to the closure:

(a) Stopped sending children to school

(b) House Rent lying unpaid : (i) Months -
(ii) Total amount -

(c) Evicted from the house

(d) Any other (specify) -

32. How are the presently necessities of your family and dependents being met?

Source of livelihood:

Total income (Rs)

(a) Dependence on Relatives

(b) Putting wife/children/dependents to work

(c) Charitable support (if any)

(d) Mortgaged/sold property

(e) Loans from friends/relatives/moneylenders

(f) Provident Fund refund

(g) Any other source (specify)

Grand total Rs.-

33. Under these difficult conditions do you and your family often go without food?

Yes / No

If yes please furnish the details -

34. Any other serious economic difficulty that you might be facing due to this crisis?

Yes / No

If yes, please give the details -

IV. Reemployment History since Layoff:

35. Have you had any work since the mill closed down?

Yes / No

If yes, (a) What was the nature of the work?

Self employed/paid work

(b) What was the monthly income from this work?

Rs. -

(c) For howlong have you been doing this work since the closure of the mill?

Months - days -

(d) Compared with your previous job (at the mill), how do you feel about the present job?

(e) Are you still working?

Yes / No

If yes, is it the same work that you began after the closure of the mill?

Yes / No

If no, how many times have you changed your employment?

What were the reasons for change?

(f) If you are still working, what is your monthly income?

Rs. -

(g) Is the job permanent/substitute/temporary?

(h) Are you searching for some alternative work?

Yes / No

If yes, please specify -

36. If unemployed, please give reasons for not getting reemployment.

37. If the mill restart, do you think you will get back your previous job?

Yes/ No

If no, why?

38. If the mill remains closed what do you plan for the future?

V. Modes of Adaptation:

1. How did you feel when you first came to know about the closure of your mill?

People have different feelings about the present condition of life in our country. I read some statements, please tell me if you agree or disagree with them:

2. It appears that the lot of the average man is getting worse, not better.

Agree/partially agree/disagree

3. As things stand now, it, appears that no body cares as to what happens to the next fellow.

True/Partially true/False

4. There is little use in approaching to government officials, because often, they are not really interested in the problems of an average man.

True/partially true/False.

5. These days, it appears, that life is not anymore worth-living.
True/Partially true/False.
6. Now-a-days, a person has to live pretty much for today and let tomorrow take care of itself.
True/Partially true/False
7. Its hardly fair to bring children into the world, the way things look for the future.
True/Partially true/False
8. Whom do you find more helpful in this crisis period?
Friends/Relatives/Government/Union leaders/None
9. It is futile to expect any sincere and unselfish help from friends and relatives these days.
True/Partially true/False
10. People say that it is due to certain family responsibilities that one has to struggle in life, otherwise, there is no charm in life.
True/Partially true/False
-
1. Do you think that your present difficulties and privations are the outcome of your 'Karma Phala'?
True/Partially true/False
2. People often say, 'for common men it is immaterial as to who rules the government, it is hardly going to change their life'. What is your opinion?
True/Partially true/False
3. Do you think that your present condition would improve only when your luck changes?
True/Partially true/False
4. In case your mill is taken over by the government, do you think your condition will change?
Would change/Would remain unchanged
5. Do you agree with the argument that all the laidoff workers should unite to start an agitation for the reopening of their mills?
Agree/Partially agree/Disagree

6. Or, the laidoff workers should wait patiently till the decision is taken by the government to reopen the mill?
Should wait/Should not wait

1. Are you a member of a Union?

Yes/No

(a) If yes, which Union?

(b) When did you join?

(c) If no, why did you not join?

2. Do you think that the unions should be allowed to take part in political activities?

Agree/Partially agree/Disagree

3. Is the present government fulfilling its responsibilities toward the workers?

Yes/Only partially/No

4. Sometimes it appears, there is hardly any difference as to who rules. What is your opinion?

True/Partially true/False.

5. Union leaders are more interested in their own affairs rather in looking after the worker's interests. What is your opinion?

True/Partially true/False

6. Which political party do you think can most effectively rule the country?

7. Did you actively participate in any trade union- movement for the last two or three years?

Participated actively/Occasionally participated/Did not participated

8. Some workers feel that removal of private mill ownership is the only cure for sick factories, What is your opinion?

True/Partially true/False

9. Do you prefer some reforms in the present government or want its removal?

Prefer reforms/Prefer removal

10. Are you aware about the workers' rule in some countries like China & Russia?

Yes/No

If so, do you think in our country we should have the similar system?

Yes/No

If yes, why?

11. How do you feel about the present state of emergency declared by the government?
12. Had the 'emergency' not existed, what would have been the role of your Union in solving this crisis?
13. Are you aware of certain movements like - Nexelite movement, CPI (M.L.) movements, etc.,?

Yes/ No

(a) If yes, are these movements justified?

Yes/ No

(b) Did you participate in any such movement? If so, give details.

14. Do you think the government is making sincere and earnest efforts to reopen the mill?

Yes/Only partially/No

15. Do you think that changing the government would solve the worker's problems?

Yes/Only partially/No

16. Do you think the government is seriously interested in solving the problem of unemployment among workers?

Yes/No

If yes, what steps it has taken so far?

We would ask you a few questions about the fact, that, due to the sudden closure of the mill leading to vast unemployment and unending sufferings, it is quite likely that some of the workers may have got involved in some unusual activities.

Please give us any information about the following activities-

1. (a) Do you have any idea if somebody turned to beggary due to the crisis?

Yes/No

If yes, how many?

- (b) Have you seen anybody begging on the roads?

Yes/No

If yes, how many?

2. (a) Do you have any idea if somebody committed suicide or became mentally ill i.e. suffered from hysteria and madness?

Yes/No/Do not know

If yes, please give the details.

- (b) Do you know if some body died due to direct or indirect effects of the closure?

Yes/No

If yes, please give the details.

3. It is quite possible that in such a miserable situation of insecurity in life, people might move toward the activities like drug - addiction, alcoholism, etc. Are you suffering from such a problem?

Yes/ No

- (a) If yes, please tell the details?

- (b) Were you habituated to a such activity even before the closure of the mill?

Yes/No/Does not apply

If yes, has the proneness toward this activity increased or decreased since the closure of the mill?

- (c) Do you find instances of such activities among your colony workers?

Yes/No/Do not know

If yes, about how many?

4. After the closure of the mill did you suffer from any severe disease?

Yes/No

- (a) If yes, please specify.

- (b) Did you also suffer from this disease previously?

Yes/No

- (c) What medical facilities, if any, were available to you and to your family members when you were employed?

- (d) Are the same facilities available to you now?

Yes/No

- (e) If no, what do you do now regarding the need for treatment?

5. It is sometimes observed that, due to acute poverty, some people aspire to become rich within a short time. Therefore they might get involved in activities like gambling, 'darha', frequent purchase of lottery tickets and such other activities. Are you aware if some workers of your colony are involved in such activities?

Yes/No/Do not know

If yes, about how many?

Please, give details.

6. Since the closure of the mill did you also get involved in such activities?

Yes/No

If yes, please give details.

7. People say that due to the closure of the mill - leading to hunger and unemployment, some workers have moved toward illegal activities like theft, pick pocketing, illicit liquor business, etc., Is it correct?

True/Partially true/False/Do not know

If yes, can you roughly estimate the number of workers residing in your colony who are involved in such activities?

8. What may be the total number of workers of your mill residing in your colony?

VI. Perception of the problem Situation:

I think you might be aware of the fact that Kanpur Textile Industry is suffering from severe crises of closure, partial closures, retrenchments, reduction of production etc., Keeping in mind the above facts, please tell us:

1. What in your opinion are the factors responsible for the closure of your mill?

- (a) Inefficiency of the management.
- (b) Lack of demand for the mill-produced goods.
- (c) Wrong policies of the government.
- (d) Out-dated machinery.
- (e) Union-management conflict.
- (f) Shortage of financial resources.
- (g) Any other reason

2. (a) Whom out of the following you find responsible for the closure of the mill?

Management/Government/Union(s)/None

- (b) Whom out of the above you consider most responsible for the present crisis?

3. Were you already aware that the closure of the mill was inevitable?

Yes/No

If yes, how?

4. Do you think it was not necessary to close the mill?

Yes/No

If yes, why?

5. Do you think, if financially helped by the government, the present management would be able to run the mill properly in future?

Yes/No

If no, why?

6. Some people say that the mill owners are least affected by the closure of the mill. What is your opinion?

Agree/Disagree

If you agree, why?

7. (a) Did you expect the mill will start working again soon when you first came to know about the closure?

Yes/No

- (b) How soon do you expect the mill to restart working now?

8. Out of the two alternatives which one would you prefer:

(i) Present management with financial help from the government.

(ii) Government take-over.

9. Do you agree with the reasons given by the management for the lock out/layoff in the mill?

Yes/No

If no, why?

VII. Societal Response:

1. (a) Do you think that the people of Kanpur are sympathetic toward your difficulties?

Yes/No

- (b) What in your opinion should they do to help you?

2. Since you were laidoff, did your family get any help from any welfare agency?

Yes/No

- (a) If yes, mention the name of the agency.

- (b) What was the nature of the help.

3. Since the layoff, lockout, has your Union done anything to help you?

- (i) Financially

- (ii) In getting a job

- (iii) In any other way

4. Do you think that the Kanpur Unions have done all they could for the reopening of the mill?

5. Do you think, the government is seriously concerned with your problem and trying to help you?

6. If the mill were to close down permanently, who in your opinion should help you in finding alternative sources of livelihood?

7. Has any private or governmental agency done anything to help you in getting another job?

8. The Government has, recently, formulated certain policies like: provision for worker's participation in management, ban on retrenchment, lock outs, etc. Do you think these policies would bring any significant change?

9. Any other information that you want to give:

APPENDIX - B

CHARACTERISTICS OF ATHERTON AND LAXMI RATAN WORKERS
IN THE MILL WISE AND COMBINED SAMPLES

(in percent)

Characteristics	Atherton sample	Laxmi Ratan sample	Combined sample
<u>1. Sex</u>			
Male	100.00	95.86	97.60
Female	-	4.14	2.40
Total	100	100	100
Number of cases	105	145	250
<u>2. Religion</u>			
Hindu	60.00	85.51	74.80
Moslem	40.00	13.80	24.80
Any other	-	0.69	0.40
Total	100	100	100
Number of cases	105	145	250
<u>3. Caste</u>			
Higher Castes	47.62	20.97	29.95
Lower Castes	52.38	79.03	70.05
Total	100	100	100
Number of cases	63	124	187

(contd.) •

contd.)

Rural/Urban

Village	51.43	66.21	60.00
City	48.57	33.79	40.00
Total	100	100	100
Number of cases	105	145	250

Native Place(Geographic Area)

Local (Kanpur City)	43.81	19.31	29.60
Kanpur District	5.71	9.66	8.00
Eastern U.P. Districts	46.67	46.89	46.80
Other Districts of U.P.	0.95	19.31	11.60
Out side U.P.	1.91	2.07	2.00
Migrants from Pakistan/Bangladesh	0.95	2.76	2.00
Total	100	100	100
Number of cases	105	145	250

Nature of House Accommodation

Own House	7.62	6.90	7.20
Ahata/Rented House	74.29	71.03	72.40
Relatives' House	-	3.45	2.00

(contd.)

(contd.)

Mill Colony Quarters/ Rented Labour Colony Quarters	18.10	18.62	18.40
---	-------	-------	-------

Total	100	100	100
-------	-----	-----	-----

Number of cases	105	145	250
-----------------	-----	-----	-----

7. Age (years)

Below 20	-	1.38	0.80
----------	---	------	------

20 - 30	10.48	14.48	12.80
---------	-------	-------	-------

30 - 40	21.91	38.62	31.60
---------	-------	-------	-------

40 - 50	26.66	29.66	28.40
---------	-------	-------	-------

50 - 60	26.66	13.79	19.20
---------	-------	-------	-------

Above 60	14.29	2.07	7.20
----------	-------	------	------

Total	100	100	100
-------	-----	-----	-----

Number of cases	105	145	250
-----------------	-----	-----	-----

8. Marital Status

Single	0.95	8.27	5.20
--------	------	------	------

Married	91.43	84.83	87.60
---------	-------	-------	-------

Widowed	5.71	5.52	5.60
---------	------	------	------

Seperated/Divorced	1.91	1.38	1.60
--------------------	------	------	------

Total	100	100	100
-------	-----	-----	-----

Number of cases	105	145	250
-----------------	-----	-----	-----

(contd.)

(contd.)

9. Literacy Level

Illiterate	37.14	49.66	44.40
5 years at school	36.19	30.35	32.80
8 years at school	18.091	14.48	16.00
10 years at school	6.67	4.83	5.60
More than 10 years at school	1.91	0.69	1.20
Total	100	100	100
Number of cases	105	145	250

10. Job Skill

Skilled	10.48	12.41	11.60
Non-Skilled	89.52	87.59	88.40
Total	100	100	100
Number of cases	105	145	250

11. Tenure of Job

Permanent	86.67	80.00	82.80
Subsitute	11.43	7.59	9.20
Temperary	1.90	12.41	8.00
Total	100	100	100
Number of cases	105	145	250

(contd.)

contd.)

2. Father's Occupation

Farmer	25.71	18.62	21.60
Daily wage worker (in Urban area)	30.48	20.69	24.80
Self employed	13.33	8.28	10.40
Agricultural Labourer	12.38	30.34	22.80
Traditional Occupa- tion	15.24	17.93	16.80
Government Employee	1.95	2.76	2.40
Any other	0.95	0.69	0.80
Unemployed	-	0.69	0.40
Total	100	100	100
Number of cases	105	145	250