

APPENDIX I1. QUESTIONNAIRE TO THE UNIONISTSCollective Bargaining:

1. Is there District level organisation comprising of different unions to bring about an agreement through collective bargaining which is common to all workers of the District?
2. Does the agreement entered into through collective bargaining confine to Plant level or Industry level or Regional level?
3. Is there continuation of agreement without intimidation on either side?
4. Is there voluntary agreement between employer and unions or conciliated agreements?
5. Do you have full confidence that collective bargaining will bring about the desired results namely Industrial Peace and Democracy?
6. Do these agreements serve the purpose namely betterment in the working conditions and wages of the workers?

Wages and Other Benefits:

1. What is the wage policy of your union regarding minimum wages, wage level and wage differential between men and women and skilled and unskilled?
2. Does the unions press to achieve the wage policy?
3. How far the unions have achieved?

4. What is the role of the Unions to increase the real wages of the workers?
  - a) Full neutralisation
  - (b) over and above the neutralisation, the real wages have achieved.

#### Productivity:

1. What is the impact of the Trade Unionism on Productivity?
2. Did Productivity increase or decrease due to the Unionisation?
3. What was the Productivity before Unionisation and after Unionisation?
4. Did the Unions support the measures (a) Modernisation (b) Mechanization (c) Incentive Scheme and so on to increase Productivity?

#### Workers Participation:

1. How far Trade Unionism has promoted democracy in the Industry?
2. What form of workers participation do the Unions prefer?
3. How far the Unions have participated in this Scheme?
4. How far the Unions have participated in the decision making?

#### Trade Union, Politics & Industrial Relations:

1. What is the link between Unions and Political Parties?
2. How do the Unions involve themselves in political activities?

3. Do you want insider to be the office bearer of the Union or the outsider to be the office bearer of the Union?
4. Do you want to eliminate outside leadership from the Unions?
5. Are you for the continuance of the outside leadership in the Trade Union Movement?
6. Is there Union rivalry among different Unions?
7. Was there any violence due to the Union rivalry?
8. Were there disputes due to the Union rivalry?
9. What are causes for the Industrial Disputes in your Mill? Wage, Bonus, Fringe Benefits, Reduction of Wage Differentials, Retrenchment, Victimization, Disciplinary action.
10. Methods followed by the Trade Union to settle the Industrial Disputes?

Union Democracy:

1. How many office bearers of your Union are insiders and how many of them are outsiders over a period of time (1970-1982)?
2. Do you want inside leadership or outside leadership or both?
3. Are there regular elections to elect the office bearers of your Union?
4. How do the Unions take decisions on important issues like wage increase, bonus and strike?
5. Do the Union leaders obtain the collective opinion of the workers at the time of taking major decisions?

Trade Unions & Social Change:

1. What are the social obligations of your Union?
2. What are the social obligations of the members of your Union?
3. Do the Union take up social work in your area?
4. If so, what are they?
5. Does your Union want to suggest policy measures to the Government?
6. If so, what are they?

## 2. INTERVIEW SCHEDULE TO EMPLOYER

### Collective Bargaining:

1. Do you believe that collective bargaining is smooth and brings peace to the unit concerned?
2. Is there Employer Association at district level to fix the wages, bonus, fringe benefits and so on common to all workers of the district through collective bargaining?
3. Does the agreement entered into through collective bargaining confine to Plant level or Industry level or Regional level?
4. Is there continuation of agreement without intimidation on either side?

### Wages and Other Benefits:

1. On what <sup>does</sup> /ground the management increase the wages over a period of time?  
Price increase/Productivity increase
2. Does the management of Mills take initiative to narrow down the differentials between the skilled workers and the unskilled workers?
3. If so, what are the reasons?
4. Is there increase in the real wages of the workers?
5. What are the non-wage benefits given in your Mills?
6. Do the non-wage benefits and fringe benefits increase the living conditions of the workers?

Workers' Participation:

1. Do you accept the concept of Workers' Participation?
2. What type of participation by the workers do you prefer?  
(Works Committee/Joint Management Council/Shop Council/  
Plant Council/Worker Director)
3. If so, Why?
4. Do you think that workers participation may solve many problems at the productivity level?
5. Do you think that workers participation is superfluous?

Trade Union, Politics and Industrial Relations:

1. Do you prefer inside leadership to outside leadership?
2. If so, why do you prefer inside leadership?
3. Do you want to eliminate the outside leadership from the Trade Union Movement?
4. Do you think that disputes arise due to the union rivalry?
5. Are you for a politicalised Trade Union or for an Independent Trade Union?

Union Democracy:

1. Do you want the Unions to be democratic with regard to their internal matters?
2. Do you expect the Union leaders to obtain collective opinion of the workers at the time of taking major decisions?
3. Any other suggestion to tone up the functioning of the unions?

### 3. INTERVIEW SCHEDULE TO KNOWLEDGEABLE PERSONS

#### History of Trade Unionism:

1. When did the Madras Labour Union come into existence and under what circumstances?
2. Who were the leaders of the early Trade Union Movement in Tamilnadu?
3. What was the condition of the Trade Union Movement in Tamilnadu during the Post-war period?
4. What was the condition of the Trade Union Movement in Tamilnadu during depression period? (1929-39)
5. What was its condition during the II-World War period?
6. What was its condition during post II World War period?
7. What was the contribution of the National Movement towards Unionism in the earlier period? (Before Independence)
8. What was its condition during the Plan Period commencing from 1951?
9. What was the impact of the Justice Party rule on Trade Unionism?
10. What was the impact of the non-Brahmin Movement on the Trade Unionism?
11. How did the economic events and political events obtained during that period affect Trade Unionism?
12. Was there any split in the Movement?
13. How many splits were there?
14. State those splits for the purpose of a study.

Trade Union History of Madurai District:

1. How did the Trade Unionism emerge in Madurai District?
2. Who played the pioneering role in Trade Unionism in Madurai?
3. When did the organised Trade Unionism come into existence?
4. Who were responsible for the organised Trade Unionism in Madurai?
5. What was the condition of the Trade Union Movement in Madurai during the Post-war period? (1918 onwards)
6. What was the condition of the Trade Union Movement in Madurai during depression period? (1929-'39)
7. What was the condition of the Trade Union Movement in Madurai during the II World War period?
8. What was the condition of the Trade Union Movement in Madurai during the Post II World War period?
9. What was the condition of the Trade Union Movement in Madurai during the Plan periods (1951-'56)
10. Was there any split in the Movement?
11. How many splits were there?
12. State those splits for the purpose of a study.
13. What was the contribution of the National Movement towards Trade Unionism in the earlier periods? (Before Independence)
14. What was the impact of the Justice Party rule on Trade Unionism?
15. What was the impact of the Non-Brahmin Movement on Trade Unionism?
16. What was the political colour of the Trade Union during these periods?

APPENDIX II

TABLE 1 INDUSTRIES BY ORDER OF IMPORTANCE JUDGED BY VALUE ADDED IN TAMIL NADU

Sl. No.	1970-'71	1979-'80	1980-'81
1.	Cotton Textiles	1. Cotton Textiles	1. Cotton Textiles
2.	Electricity	2. Manufacture of chemical and chemical products	2. Manufacture of chemical and chemical products
3.	Transport equipment and parts	3. Manufacture of transport equipments and parts.	3. Electricity
4.	Manufacture of machinery tools and parts except electrical machinery.	4. Electricity	4. Manufacture of transport equipments and parts
5.	Manufacture of food products	5. Manufacture of machinery and machine tools and parts except electrical machinery	5. Manufacture of machinery and machine tools and parts except electrical machinery
6.	Manufacture of electrical machinery	6. Manufacture of food products	Manufacture of food products
7.	Basic metal and alloy industries	7. Manufacture of paper and paper products and printing publishing and allied industries	Basic and alloy industries
8.	Manufacture of rubber, plastic, petroleum and coal products.	8. Basic metal and alloys industries	8. Manufacture of rubber, plastic, petroleum and coal products

Sl. No.	1970-'71	1979-'80	1980-'81
9.	Manufacture of non-metallic mineral products	9. Manufacture of electrical machinery, apparatus, appliances and supplies and parts	9. Manufacture of electrical machinery apparatus and appliance and supplies and parts.
10.	Manufacture of chemical and chemical products	10. Manufacture of non-metallic mineral products	10. Manufacturing of paper and paper products and printing publishing and allied industries
11.	Metal products and parts	11. Manufacture of rubber, plastic, petroleum and coal products	11. Manufacture of non-metallic mineral products
12.	Paper and paper products	12. Manufacture of leather and leather products	12. Repair services
13.	Manufacture of wool, silk and synthetic fibre textiles	13. Manufacture of metal products and parts except machinery and transport equipments	13. Manufacture of metal products and parts except machinery & transport equipments
14.	Manufacture of Beverages, tobacco and tobacco products	14. Repair services	14. Manufacture of leather and leather for products (except repair)
15.	Other Manufacturing	15. Manufacture of wool, silk and synthetic fibre textiles	15. Manufacture of wool, silk and synthetic fibre textiles

Source: Industrial Profile of Tamilnadu, 1983 based on Annual Survey of Industries, 1981, Department of Statistics, Madras, p. 13.

**TABLE 2** SHARE OF IMPORTANT INDUSTRIES IN THE TOTAL VALUE OF OUTPUT DURING THE YEAR 1979-'80 IN MADURAI DISTRICT

Sl. No.	Industry Group	Total output of all Industry Groups (Rupees in Lakhs)	Output of all Industry group shown in Col. 2	Percentage
		31,167		
1.	Manufacture of Cotton Textiles		10,598	34.00
2.	Manufacture of Food products		7,544	24.20
3.	Manufacture of rubber plastic petroleum and coal products		2,533	8.13
4.	Manufacture of chemical and chemical products		2,387	7.6
5.	Manufacture of leather and leather products		2,312	7.42
6.	Manufacture of paper and paper products and printing, publishing and allied industries		1,308	4.20
7.	Others		4,485	14.39
			<u>31,167</u>	<u>100.00</u>
		<u>1980-'81</u>		
		35,655		
1.	Manufacture of cotton textiles		12,173	34.14
2.	Manufacture of food products		9,724	27.27
3.	Manufacture of rubber, plastic, petroleum and coal products		3,086	8.65
4.	Manufacture of chemical and chemical products (except products of petroleum and coal)		2,591	7.27
5.	Manufacture of wood and wood products furnitures and fixtures		1,907	5.35
6.	Manufacture of leather and leather products		1,767	4.96
7.	Others		4,407	12.36
			<u>35,655</u>	<u>100.00</u>

Source: Industrial Profile of Tamilnadu, 1983. Based on Annual Survey of Industries, 1981, Department of Statistics, Madras.

**TABLE 3** SHARE OF IMPORTANT DISTRICTS IN THE TOTAL VALUE OF OUTPUT IN MAJOR INDUSTRY GROUP 1979-80

Industry Group	Description/ District	Total Output (Rs.in lakhs)	District share	
			Output (Rs.in lakhs)	Percentage
Manufacture of cotton textiles in the State		77,798		
1.	Coimbatore		34,061	43.78
2.	Madurai		10,598	13.62
3.	Tirunelveli		9,000	11.57
			<u>53,659</u>	<u>68.97</u>

1980-'81

Manufacture of cotton textiles in the State		95,791		
1.	Coimbatore		41,137	43.78
2.	Madurai		12,173	12.71
3.	Tirunelveli		11,986	12.51
			<u>65,296</u>	<u>68.16</u>

Source: Industrial Profile of Tamilnadu, 1983. Based on Annual Survey of Industries, 1981, Department of Statistics, Madras.

**TABLE 4: EMPLOYMENT, WORKERS INVOLVEMENT, MANDAYS LOST AND UNION MEMBERSHIP IN THE COTTON TEXTILE INDUSTRY IN THE STATE OF TAMILNADU AND MADURAI REGION**

Year	Total Employment			Workers involved in Strikes			Mandays Lost			Total Membership in Madurai region
	Tamilnadu including Madurai	Tamilnadu excluding Madurai	Madurai	Tamilnadu including Madurai	Tamilnadu excluding Madurai	Madurai	Tamilnadu including Madurai	Tamilnadu excluding Madurai	Madurai	
1971	98,698	80,834	17,864	67,854	65,752	2,102	1,00,379	68,963	31,416	12,537
1972	1,02,469	84,032	18,437	1,55,272	1,56,651	3,621	21,32,268	20,65,736	66,532	13,870
1973	96,237	77,528	18,709	60,814	58,439	2,375	6,42,822	5,81,637	61,185	14,240
1974	99,402	80,858	18,544	1,58,958	1,41,095	17,863	24,48,054	19,37,558	5,10,496	14,897
1975	99,678	81,429	18,249	66,904	56,786	10,118	8,52,993	8,35,399	17,594	15,247
1976	1,00,695	82,735	17,960	56,172	43,962	12,210	5,89,639	4,20,094	1,69,545	16,265
1977	98,116	80,142	17,974	65,771	53,324	12,447	5,27,657	4,48,796	78,861	17,045
1978	98,283	80,218	18,065	74,719	64,716	10,003	9,38,367	9,08,648	29,719	17,544
1979	1,02,950	85,007	17,943	1,86,289	1,67,620	18,669	63,77,315	54,73,098	9,04,217	17,625
1980	1,05,193	86,139	19,054	78,916	69,015	9,901	15,69,824	15,09,547	60,277	18,532
1981	1,11,142	91,808	19,334	1,14,392	1,05,495	8,897	27,99,352	27,16,499	82,853	18,985
1982	1,20,771	1,01,116	19,655	23,237	--	--	5,86,166	5,86,166	--	19,545
1983	1,05,193	85,634	19,559	35,440	34,040	1,400	7,20,309	6,79,001	41,308	21,700

**Source:** Total employment in the cotton textile industry of Tamilnadu was collected from the Stock Exchange Official Directory, Bombay, Vol. II, 1981 for the years 1971 to 1981 and 1983 and from (1982) annual statistical bulletin of the Southern India Mills' Association, Coimbatore for the year 1982. Total employment of the Madurai region was collected from the records of the Mills of the study region and from the Statistical handbook available at the Office of the Regional Statistical Office, Madurai. The data for workers involved in strikes and mandayslost for Tamilnadu was compiled from the yearly publication namely labour in Tamilnadu issued by the Office of the Commissioner of Labour at Madras. The data for Madurai region regarding workers involves and mandays lost was collected from the Deputy Chief Inspector of Factories, Madurai and from the records of the mills situated in Madurai district. The Union membership was collected from the registers maintained by the Office of the Deputy Commissioner of Labour, Madurai.

TABLE 5 TOTAL NUMBER OF UNION MEMBERS, EMPLOYMENT IN COTTON TEXTILE INDUSTRY,  
STRIKES AND LOCK-OUTS, WORKERS INVOLVED AND MANDAYS LOST FROM 1973-1984

Year	Total Union Member- ship (affiliated and independent)	Total employ- ment in cotton industry in Madurai region (Total workers)	No. of strikes and lock-outs	Workers involved	Mandays Lost
1973	14,240	18,709	2	1,604	35,545
1974	14,897	18,544	19	17,538	5,72,262
1975	15,247	18,249	14	10,036	27,317
1976	16,265	17,960	11	11,889	1,77,744
1977	17,045	17,974	13	12,829	91,132
1978	17,641	18,065	8	10,486	37,401
1979	17,625	18,468	19	17,470	9,51,194
1980	18,532	19,054	5	9,901	60,389
1981	18,985	19,793	10	12,915	3,04,593
1982	19,545	20,176	Nil	Nil	Nil
1983	21,700	22,927	4	8,309	50,217
			5	10,116	65,658

Source: Office of the Deputy Chief Inspector of Factories, Madurai.

TABLE 6    WAGES, NUMBER OF WORKERS, VALUE OF PRODUCTION AND PROFITS IN THE  
SELECTED MILLS OF THE STUDY REGION

Year	Wages	Average Number of workers	Production value	Profits
1970	9483771	3291	114896845	6751233
1971	12889863	3431	111235639	3963545
1972	16640563	3599	111148970	8519416
1973	18005402	3377	140007757	12156016
1974	21985705	3621	182070222	17649018
1975	26209096	3633	168720229	6500563 (loss)
1976	31975951	3716	222236677	6217953 (loss)
1977	34113492	3735	311488341	2121577
1978	38331051	3836	319828375	15267776
1979	42767106	3960	359379992	25705614
1980	48262445	4090	410896825	21110106
1981	57436464	4226	431427140	10954642
1982	60247910	4606	478775236	8526358
1983	69988257	4458	469410062	5645948

Source: Collected from the selected mills from 1970 to 1983.

TABLE 7  
WAGE PATTERN IN THE SELECTED MILLS - 1970, 1975 AND 1984.

Year	Name of the Unit	Maistry	Fitter	Spinner	Doffer	Reeler	Winder	Sweeper
1970	Sitalakshmi Mills	145.16 + 159.66 = 304.82	73.30 + 159.66 = 232.96	84.60 + 159.66 = 244.26	52.08 + 159.66 = 211.74	67.08 + 159.66 = 226.74	74.86 + 159.66 = 234.52	52.08 + 159.66 = 211.74
1970	Sivakami Mills	128.87 + 114.66 = 243.53	101.69 + 114.66 = 216.35	127.00 + 114.66 = 241.66	95.00 + 114.66 = 209.66	NIL	100.00 + 114.66 = 214.66	85.06 + 114.66 = 199.66
1970	Kabalakshmi Mills	120.62 + 114.66 = 235.28	126.41 + 114.66 = 241.07	122.00 + 114.66 = 236.66	100.75 + 114.66 = 215.41	110.00 + 114.66 = 224.66	87.50 + 114.66 = 202.16	100.75 + 114.66 = 215.41
1970	Thiagarajar Mills	125.46 + 162.12 = 287.58	99.77 + 125.54 = 225.31	126.43 + 125.54 = 251.97	107.79 + 125.54 = 233.33	86.96 + 145.30 = 232.26	94.20 + 125.54 = 219.74	107.79 + 125.54 = 233.33
1970	Madura Coats Ltd.,	160.00 + 159.66 = 319.66	130.00 + 159.66 = 289.66	112.00 + 159.66 = 271.66	92.75 + 159.66 = 252.41	90.00 + 159.66 = 249.66	92.00 + 159.66 = 251.66	80.00 + 159.66 = 239.66
1975	Sitalakshmi Mills	177.91 + 412.56 = 590.50	167.72 + 412.56 = 580.28	98.60 + 412.56 = 511.16	64.78 + 412.56 = 477.34	79.78 + 412.56 = 492.34	87.56 + 412.56 = 500.12	64.78 + 412.56 = 477.34
1975	Sivakami Mills	197.50 + 367.56 = 565.06	140.00 + 367.56 = 507.56	134.00 + 367.56 = 501.56	102.00 + 367.56 = 469.56	NIL	136.00 + 367.56 = 503.56	102.06 + 367.56 = 469.62
1975	Kabalakshmi Mills	191.03 + 367.56 = 558.59	185.60 + 367.56 = 553.16	160.84 + 367.56 = 528.40	123.12 + 367.56 = 490.68	117.00 + 367.56 = 484.56	143.66 + 367.56 = 511.22	123.12 + 367.56 = 490.68
1975	Thiagarajar Mills	204.99 + 357.99 = 562.98	129.50 + 367.56 = 497.06	139.68 + 366.56 = 506.24	102.21 + 366.56 = 468.77	108.50 + 367.56 = 476.06	120.74 + 367.56 = 488.30	102.21 + 366.56 = 468.77
1975	Madura Coats Ltd.,	175.00 + 367.56 = 542.56	142.00 + 367.56 = 509.56	155.00 + 367.56 = 522.56	111.82 + 367.56 = 479.38	132.60 + 367.56 = 500.16	120.00 + 367.56 = 487.56	102.50 + 367.56 = 470.06
1984	Sitalakshmi Mills	309.00 + 825.76 = 1134.76	272.54 + 825.76 = 1098.30	196.82 + 825.76 = 1022.58	150.36 + 825.76 = 976.12	174.08 + 825.76 = 999.84	203.64 + 825.76 = 1029.40	150.36 + 825.76 = 976.12
1984	Sivakami Mills	357.53 + 752.00 = 1109.53	240.00 + 780.76 = 1020.76	265.00 + 780.76 = 1045.76	221.00 + 779.76 = 1000.76	NIL	214.82 + 780.76 = 995.58	220.68 + 780.76 = 1001.44
1984	Kabalakshmi Mills	227.40 + 825.76 = 1053.16	217.60 + 825.76 = 1043.36	193.04 + 825.76 = 1018.80	152.12 + 825.76 = 977.88	160.00 + 825.76 = 985.76	215.00 + 825.76 = 1040.76	152.12 + 825.76 = 977.88
1984	Thiagarajar Mills	300.00 + 780.76 = 1080.76	242.20 + 780.96 = 1023.16	250.80 + 780.76 = 1031.56	191.80 + 780.76 = 972.56	190.96 + 780.76 = 971.72	191.85 + 780.76 = 972.61	191.80 + 780.76 = 972.56
1984	Madura Coats Ltd.,	319.66 + 780.76 = 1100.42	220.00 + 780.76 = 1000.76	245.00 + 780.76 = 1025.76	180.00 + 780.76 = 960.76	190.00 + 780.76 = 970.76	225.00 + 780.76 = 1005.76	155.00 + 780.76 = 935.76

Source: Collected from the selected mills for three years 1970, 1975 and 1984.