

### Appendix I

#### Response of the Judges on the Awareness Scale

| Sr.<br>No. | Statements  | Clear<br>2 | Not<br>Clear<br>3 | Relevant<br>4 | Not<br>Relevant<br>5 |
|------------|---|------------|-------------------|---------------|----------------------|
| 1.         | Long work duration causes frequent headache                   | 9          | -                 | 9             | -                    |
| 2.         | Static work posture causes body distortions                   | 9          | -                 | 9             | -                    |
| 3.         | Repetitious movements of hands cause stiffness of hand joints | 9          | -                 | 9             | -                    |
| 4.         | Piece rated work makes one worried about future employment    | 7          | 2                 | 7             | 2                    |
| 5.         | Overwork without break causes physical fatigue                | 9          | -                 | 9             | -                    |
| 6.         | Continuous bending causes backache                            | 9          | -                 | 9             | -                    |
| 7.         | Continuous sitting imposes strain on buttocks                 | 9          | -                 | 9             | -                    |
| 8.         | Prolonged work hours cause feeling of weariness               | 9          | -                 | 9             | -                    |
| 9.         | *Piece rated work results in overexertion                     | 6          | 3                 | 6             | 3                    |
| 10.        | Excessive work causes overexertion                            | 8          | 1                 | 8             | 1                    |
| 11.        | Underwork in piece rated work makes the worker tense          | 8          | 1                 | 8             | 1                    |
| 12.        | Lack of recognition of work causes discontentment             | 9          | -                 | 9             | -                    |
| 13.        | Constant criticism of work causes demotivation                | 7          | 2                 | 8             | 1                    |
| 14.        | Repetitious work movements cause boredom                      | 8          | 1                 | 8             | 1                    |
| 15.        | Long work hours without rest cause dulling of mind            | 9          | -                 | 9             | -                    |

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|  | 2 | 3 | 4 | 5 |
|--|---|---|---|---|
| 16. Sitting posture for long hours impairs the functioning of digestive system | 9 | - | 9 | - |
| 17. Bending posture causes stiffness in the intervertebral discs (backbone)    | 7 | 2 | 7 | 2 |
| 18. Long work hours result in lack of physical relaxation                      | 9 | - | 9 | - |
| 19. Prolonged movements of hands cause numbness of fingers                     | 8 | 1 | 8 | 1 |
| 20. *Piece rated work makes one to work extra ignoring stress warnings         | 6 | 3 | 6 | 3 |
| 21. *Lack of appreciation of work causes discontentment                        | 6 | 3 | 6 | 3 |
| 22. Underrating of work makes one depressed                                    | 8 | 1 | 8 | 1 |
| 23. *Too little work results in failure to tap the individual's capacities     | 6 | 3 | 6 | 3 |
| 24. Prolonged standing posture causes pain in leg joints                       | 9 | - | 9 | - |
| 25. Poor ventilation causes irritation of eyes                                 | 9 | - | 9 | - |
| 26. Work with broken or defective tools causes injury                          | 9 | - | 9 | - |
| 27. Hostile attitude of employer causes annoyance                              | 9 | - | 9 | - |
| 28. Too warm work environment makes one physically tired                       | 9 | - | 9 | - |
| 29. Excessive noise causes damage to hearing ability                           | 9 | - | 9 | - |
| 30. Lack of sanitation at work place causes physical uneasiness                | 9 | - | 9 | - |

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|   | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| 31. Lack of compensation and benefits makes the worker unhappy                      | 9 | - | 9 | - |
| 32. Loud noise causes muscular strain   | 9 | - | 9 | - |
| 33. Too cold work environment makes one physically sick                             | 8 | 1 | 8 | 1 |
| 34. Constant contact with wool/cotton dust causes burning sensation of fingers      | 7 | 2 | 7 | 2 |
| 35. Inappropriate equipment causes physical strain                                  | 9 | - | 9 | - |
| 36. Unapproachable supervisor causes fear in mind                                   | 8 | 1 | 8 | 1 |
| 37. Unfriendly relations with colleagues cause mental strain                        | 9 | - | 9 | - |
| 38. Lack of training makes the worker feel insecure                                 | 7 | 2 | 7 | 2 |
| 39. Lack of ventilation causes mental stress  | 8 | 1 | 8 | 1 |
| 40. Bad lighting causes eye strain and poor vision                                  | 9 | - | 9 | - |
| 41. Continuous contact with fungus causes skin rashes                               | 8 | 1 | 8 | 1 |
| 42. Lack of job prospects leads to despair among workers                            | 8 | 1 | 8 | 1 |
| 43. Lack of strict implementation of labour welfare laws makes the worker disgusted | 8 | 1 | 8 | 1 |
| 44. Restrictions on formation of unions cause disappointment                        | 9 | - | 9 | - |
| 45. Inhalation of wool/cotton dust causes breathlessness and chest tightness        | 9 | - | 9 | - |

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|   | 2 | 3 | 4 | 5 |
|---|---|---|---|---|
| 46. Low paid work makes the worker<br>miserable                     | 8 | 1 | 8 | 1 |
| 47. *Lack of access to mechanisation<br>causes insecurity of tenure | 6 | 3 | 6 | 3 |
| 48. Insect biting causes itching<br>of skin                         | 9 | - | 9 | - |
| 49. Exposure to stained wool/cotton<br>causes dryness of throat     | 9 | - | 9 | - |

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\* Statement were eliminated.