

INTEGRATED
SOCIAL SCIENCE RESEARCH
FOR INDIA

PLANNING MEMORANDUM

May 12, 1949

University of California,
Berkeley, California

This planning memorandum for a social science research project in India has been prepared by a group of faculty members at the University of California, Berkeley, as a basis for further study and consideration by other interested individuals and organizations.

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ISSRI Project
Planning Memorandum

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This memorandum is an outline of a proposed research project known as Integrated Social Science Research for India (ISSRI). It is the culmination of a series of planning memoranda which have been under discussion among a group of faculty members at the University of California, Berkeley, since March 11, 1948. It is the first complete draft of the research plan.

Purpose of the Project. The aim of the project is to give an opportunity to research workers from the various social sciences to integrate their efforts about a common set of problems within a given culture sphere, that of India. The problems chosen will, in general, be of a kind with which the analysts have had experience in the United States or in other countries. Hence the research workers will have an opportunity to test concepts developed from studies in the Americas and Western Europe with data from a culture of different orientation and history and from a nation of increasing industrial and political importance. The major research emphasis is to be directed toward such testing of theoretical concepts in the light of field data collected by the research staff. The work directed toward this goal will also yield recommendations for the application of research results to practical problems.

Scope of the Research. The scope of the research will have to do primarily with the effects of industrialization on the ways of life of the peoples of India. To impart the specificity necessary for research planning within this scope, the city of Bangalore in the state of Mysore has been selected as the locale for the ISSRI study. Though the city of Bangalore and the state of Mysore are particularly interesting areas for the study of the impact of industrialization, both having progressed farther toward goals envisaged by contemporary Indian leaders than have most parts of the country, it is understood that this selection is not a final one at this stage of planning. Indeed, all of the specific research objectives here presented must be understood as having a certain degree of flexibility, and as being amenable to whatever changes may be indicated in the progress of the research. The location of the site of the research within India will depend on the cooperation proffered by local scientific institutions and governmental authorities. The entire project is to be carried on in close cooperation with an Indian University and with Indian social scientists participating in the research.

Not all of the selected city is to be intensively studied. A preliminary survey is to be conducted, on the basis of which certain representative industries and certain representative villages are to be chosen for concentrated

analysis. It is to be noted that the rural background of the urban dweller and the impact of industrial growth on village life are to be subjects of consideration no less than the culture changes within the industrial population itself.

India as a Social Science Research Field. The culture sphere of India, including both Pakistan and the Indian Union, provides a strategic area for research. Not only do its people represent one-fifth of mankind, but within India there is the widest range of economic, social and governmental institutions. Such varied problems as those having to do with industrialization, with labor relations, with human migrations, with mass communication are present in acute form. In every field of the social sciences India offers a vast laboratory of varying examples of human adjustment. And underlying the variation there appears to be basic unity which has often been commented upon but never systematically analyzed.

Moreover, India has recently entered a new phase of political development which promises to have effect in every phase of Indian life. The transitions now occurring offer examples of the dynamics of change in practically all phases of social science interest.

India's Needs. An eminent Indian statistician recently commented that the Government of the Indian Union is faced with the necessity of planning for the future of the country in all sectors of national life, as in agriculture, education and industry. Yet such is the present shortage of trained personnel in India, that even the planning staffs cannot be manned adequately despite the fact that government has drawn very heavily on the personnel resources of Universities and private concerns. There is reason to believe that the Government of the Indian Union will welcome the research group and will offer facilities to the project's field teams in India.

While the problems chosen for investigation, the procedures used, and the publications produced will be determined entirely by the ISSRI staff, the Indian Government may be expected to make advantageous use of the project's research results and recommendations. The influence of the project's work in India may well be enhanced by the fact that the ISSRI staff will comprise a group of trained scholars working on important problems as impartial observers, independent of considerations of local partisanship. In the past, the impact of foreign advisers imported into India for specific tasks has been dissipated because their reports have, of necessity, been fragmentary, uncoordinated with the recommendations of other advisers, and not infrequently unsuited to the Indian scene because of the

limited experience in the country of a single barnstorming expert. The magnitude of India's problems demands the kind of group research envisaged by the present project. The utilization of the project's research results by Indian administrative agencies is not the only, not even the major, objective of the project. But it does entail a consideration that will facilitate field work and it is, moreover, consonant with the program of aid for the resources of underdeveloped countries announced in Point 4 of President Truman's inaugural address. In this case it will be the human resources of the nation that will be benefited by American scientific skills.

Mysore and Bangalore. While a definite decision concerning the place in which the research is to be carried on cannot be made until later, the following facts on Mysore and Bangalore are given to indicate the kind of community which will be selected.

The state of Mysore has a population of some seven million in an area about the size of South Carolina. Mysore is one of the most "advanced" of native states in that it has a considerable diversification of industry (steel, textiles, soap, mining, leather, paper, furniture, hardware, aircraft), a good railroad net, and fairly rich forest and agricultural resources (including sugar, silk, lac). The Maharajas of Mysore have, in recent decades, had a remarkably able line of Prime Ministers, and the economic development of the state has prospered beyond that of most other Indian states. The state government has a controlling interest in a number of the industries. The population is mostly Hindu, the languages spoken are mainly Kanarese and other Dravidian languages.

The city of Bangalore is one of the chief industrial, trade and transport centers of the state. Because of its salubrious climate, the British used it as a military base and were ceded an enclave of territory for that purpose. This was known as Bangalore Cantonment (or Bangalore Civil and Military Station). Its ownership has now reverted to the state of Mysore and the statistics here given include both the Civil and Military Station and Bangalore City Proper. During the last war, a United States Army air base was established there. The Indian Institute of Science is located in the city and there are a large number of governmental offices, though the official capital of the state is Mysore City.

The following statistics are from the 1941 census:

Population,	4,06,760	
Industrial workers (approximately)	30,000	(About half textile workers)
Trade	"	20,000
Public Administration	"	15,000
Army	"	10,000
Transport workers	"	6,000

Composition of population by religion:

Hindu	(approximately)	69%	
Muslims	"	16%	
Christians	"	12%	(including many Anglo-Indians, i.e. Eurasians)

Major Sectors of Field Research. The topics listed below are intended as guides for the collection of the data necessary for an understanding of the social and cultural dynamics involved in the industrial development of Bangalore. From the data so gathered, we may reach an estimate of the pattern and rate of social change, of the motivations for change and resistance to it, of the areas of tension and--no less important--of the areas of smooth adaptation.

Such an estimate will necessarily be derived by the use of our theoretical stock in trade and this estimate, in turn, will be utilized for that assessment of theoretical concepts which is at the center of our interest. It must be noted that our intent is not to approach the data with the purpose of assessing any specific one theoretical construct, whether it be that of Keynes, Freud, or Sorokin, but rather to see what sense and order we can make of the field data by employing any concepts from our collective theoretical equipment which appear to be useful. Having done so, we will be able to state under what conditions and with what modifications any particular concept has furthered our joint purposes. Some examples of the concepts to be so used and tested are presented in the annexed plans for the field teams. These concepts and others will be thoroughly discussed in the joint seminar that will begin the collaborative work of the project.

The research will be conducted by five teams; each to be responsible for one of the five major topics. The professional staff will consist of thirty-five social scientists, of whom thirteen are to be from India. The following are the areas of research work assigned to each team.

Team 1. The Industrial Scene: Processes of historic development

The Historic Setting

Pre-industrial Mysore: social, economic, political institutions

The advent of power industry

The establishment of Bangalore as an industrial center

Geographic Factors

Natural resources of the area

Media of transport and travel

Accessibility to markets and raw materials

Population Factors

Composition of the population by provenience, age, sex
 Comparison of the industrial with the mercantile population and with other population blocks
 Shifts in the composition of the population

Biological Considerations

Anatomical and physiological comparisons of rural and urban populations and of various segments of the industrial population
 Comparative incidence of disease, of mental disorders
 Comparative nutritional and maturational analysis

Linguistic Patterns

Formal analyses
 Relevance of linguistic forces to social considerations

The Bangalore Plant

Variety, size, and technological stage of the industries
 The management group: entrepreneurs, financiers, executives
 The labor force: occupational composition, earning levels, job competition, union organization
 Profitability and productive efficiency of industrial enterprise

Summary of the Bangalore Scene

This team will include two historians, a geographer, a demographer, two public health specialists, a linguist, and an economist. Their report will set the scene for the sections to follow. This historic narrative will present a descriptive integration of the cultural processes involved in the development of Bangalore industry and will relate these developments to the historic forces which were contemporaneously at work throughout the country and beyond the borders of India. The geographic description will define the force of geographic factors in influencing the place and pace of industrial development.

Demographic considerations will next be discussed, entailing the composition of the population, changes in this composition and tendencies discerned in population growth.

A biological description and analysis will follow dealing with a biological, epidemiological, and physical anthropological comparison of various groups of the urban population and between rural and urban groups. The place of language among the problems studied will next be considered.

With the discussion of the industrial plant, the survey of the present industrial situation will be initiated. This preliminary discussion will give the overall view of the city's industrial enterprise, including descriptions of the capital equipment, the managerial elements, and the labor groupings.

These topic headings are to be organized, not as isolated islands of data, but as interrelated forces having varying stress at different junctures of history. Having thus depicted the Bangalore industrial situation in general terms, the study can proceed to the research province of Team 2.

Team 2. The Factory as Functioning Community

Description and historical sketch of the factories selected for intensive study

Technological set-up

Plant layout, maintenance of capital equipment, adaptation of foreign designs to local operating conditions

Work force and morale

Statistical review

Intrinsic job satisfactions, craftsmanship, status, occupational pride

In-plant factors; wage rate, work arrangement, job security, communication

Out-plant factors, congruence of factory grouping and general community groupings

Attitudes toward company

Comparison of morale among various groups within the factory and as between various factories

Management and supervisory structure

Recruitment of staff

Administrative rationale

Behavior toward various levels of power structure

Code of business behavior

Labor organization

Form and history of unions, leadership, informal associations, group sanctions and action, procedure of bargaining and dispute settlement

Collective bargaining

Case analyses

To indicate interaction of forces and outcome of events in specific situations within the plant

Human relations in the factory communities

Summary of the forces involved

Team 2 will include three economists, three psychologists, an anthropologist and a statistician. Their research will focus upon several selected industries, say a privately-owned textile mill, a government-sponsored soap factory, and a government-operated aircraft plant. The exact selection of the industries will, of course, follow a preliminary survey. After a descriptive and historical sketch of each plant selected has been given, the section will discuss technological matters, such as the manner of equipment maintenance and the ways in which the technical structure of the enterprise, perhaps originally designed for British or American operation, has had to be modified to meet local necessities.

The human factors within the plant will comprise the major part of this section, including the differential integration of both management and labor organization, and the attitudes and morale of each. A comparison of morale and productive efficiency of plant staff as among several industries will be made.

Since such descriptions and comparisons tend to give a more static impression than obtains in reality, the final part of the section will be devoted to descriptions and scrutiny of specific situations observed within the factories, together with analyses of the forces that were at work to bring about the outcome.

With this view of the Bangalore worker and employer in their industrial habitat, the study can go on to consider the worker's life in the non-factory context.

Team 3. The Factory Worker at Home

Family structure

- Marriage and marital relations
- Family roles, parents and siblings
- Joint family cohesion; kinship obligations
- Economic and legal aspects of family organization
- Family aspirations

Child rearing and childhood experiences

- Training and expectations
- Admonishments, rewards, responsibilities
- Fundamental childhood experiences
- Formal education: compatibility with general way of life

Religion and ritualistic aspects

- Comparison of ideal and real patterns among Hindu, Muslim and Christian families
- Festivals and household ceremonies
- Influence of religious dogmas and clergy

Caste functions and societal associations: their relation to family life

- Clubs, lodges, cooperative groups, caste obligations

Recreation, information, and aesthetic experience

- Movies, newspapers, general reading, folk drama, mythology and folk lore

Standard of living

- Housing, diet, clothing

The family in Indian urban-industrial society

- Summary of permanence of urbanization; comparison of home life of workers, clerical staff and managerial group

Team 3 will consist of three sociologists, an anthropologist, a psychologist, an education specialist, and a home economist. The section begins with a general description of family organization -- in this part as in those which follow, certain typical families from each level of the factory population

will be selected for more intensive study, with frequent checks to insure that the families so selected are adequately representative.

The topic headings in this section are intended to provide a review of the conditions, stresses, and rewards of the workers' life outside the factory gates. Again, the final part will present case analyses in order to impart a sense of the dynamic, ongoing processes within the society. Analyses of larger scope will be entailed in the next section.

Team 4. The Village Background of the Factory Worker

Rural provenience and residence of the industrial population, including the managerial staff

Migration to the city

Incentives for migration; loss of land, markets, attraction of wages, social mobility

Barriers to permanent urban settlement

Selective factors in the migration

Description of selected villages and their relation to the urban center

The Village economy

Agricultural methods and productivity, village manufactures

The seasonal cycle

Land utilization

The impact of money and wage remittances

Social organization

Joint family and clan

Caste and class

Intercaste and intracaste relations

Associations and cooperative groups

Village factionalism

Religious patterns

Domestic and agricultural ritual

Traditions and sanctions

High festivals and religionists

Political ties

Local government and petty officials

Political parties and their ramifications

Influence of the provincial and central governments

Life cycle of the villager

Childhood training and experience

Growing up; youth and adolescence

Formal schooling

Adult roles--men and women

Status of the aged

Modal personality type

Life history material and situational analyses with special regard for the influence of the urban center

Village values and city life
 The transplanted villager
 The returned villager
 The changing village

Team 4 will consist of three anthropologists, two sociologists, two economists, and a psychologist. Much of this section will parallel the form of the preceding section which dealt with the culture and society of the city. In the discussion and analysis of the village, however, there will necessarily be more to say concerning the tradition and time depth of the older way of life. The section begins with a statistical depiction of the rural origin of the industrial workers and goes on with an examination of the reasons for and the nature of the migration from farm to factory. Then certain selected villages will be singled out for closer study and an ethnographic description given of these villages. The influence of political factors on the village round will be included in the ethnographic presentation.

An account of the villager's life cycle of social experience will introduce a consideration of the individual within the cultural setting of the village. An estimate of the modal personality type of the Mysorean villager will be attempted and the section will close with a summation of the satisfactions and the strains experienced by the villager who has become an industrial worker and of the impact of industrial development on village life itself.

From this close examination of the individual, the study can proceed to consider problems within the wider framework, namely:

Team 5. The Factory in the Larger Community and Summary of Research Results

- Relations of clerical staff, managerial staff, and workers with other levels of the urban population
- Dealings with and dependence upon merchants and money lenders
- Influence of members of the civil service and armed forces
- Relations with non-Indians
- Associations of mutual interest
 - Local and national labor councils
 - Employers' and trade associations
 - Chambers of commerce
 - Caste and religious organizations
- The factory and the state
 - The purview of the municipality
 - Social services by governmental agencies
 - Regulation of labor conditions
 - State subsidies for industry
 - Litigation and attitudes toward the law
 - The influence of political parties
 - National needs, national aspirations, and local accomplishments

The results of the study
 Summary of the project research
 Evaluation of techniques and concepts used

This examination of the factory within the greater community will again deal primarily with the industries selected for close attention, with frequent notations as to the typicality of the selection. Contacts with and the influence of the various socio-economic groupings within Bangalore will be the first subject of consideration. Since Bangalore contains a large army post and numerous civil servants, including the faculty of the University of Mysore, it will be important to take note of the manner in which these non-industrial groups affect the tenor of industrial life. Though non-Indians are few in Bangalore, several Britons and Americans have held responsible posts in industry.

The significance of associations based on common industrial interests will next be considered. Both workers' and employers' associations are to be studied, as well as those caste and religious groupings which have the effect of occupational associations since many of their members are employed in similar pursuits.

In the part on the factory and the state, the whole context of governmental relations, legal, administrative, political will be examined from the viewpoint of the people who man Bangalore's industries.

The final section will draw together the findings of all the research teams. Under the Headings of "Yield of Field Research" and "Form of Summary and Conclusions," which follow, the principal aspects of this section are discussed.

Yield of the Field Research. In working through this agenda for field observation, several research results will be effected in addition to the collection of factual data. These are

1. The use and testing of techniques on a cross-cultural basis. Many of the techniques used by social scientists have rarely been employed in cultures other than our own. The testing of such techniques in the Indian milieu, under the scrutiny of social scientists from various disciplines, should serve to enhance our knowledge of the scope and applicability of each technique so tested. Thus various sampling formulae successfully employed in the United States may be utilized and examined. The relevance of questionnaire forms in this industrial enquiry can be appraised. The use of personality assessment devices, including such projective tests as the Rorschach and Thematic Apperception Test and group discussion, psychodramatic, and play situational devices can be employed for purposes wider than those ordinarily associated with these techniques.

Scales for estimating marital adjustment, for analyzing newspapers, for computing social distances can be tried out for the purposes of this study, and their utility adjudged. Since language competence by staff members will be desirable, the "army language method" can be used with subjects able to bring critical and evaluative faculties to bear on the method.

Such language training will be necessary for many of the Indian social scientists on the staff, since not all will be familiar with the local language, which in the case of Bangalore is Kanarese.

Mechanical devices such as sound recorders and photographic equipment can be tried for a wide range of specific problems.

2. The use of concepts on an interdisciplinary basis. Many of the concepts which are part of the common parlance of one of the social sciences are scarcely recognized in the other social sciences. In part this naturally and legitimately derives from the differing orientations and emphases of the various disciplines dealing with the ways of man. But only in part, and perhaps too greatly so because of the limited communications between and among the social sciences. And concepts of similar name may be used in differing senses by various disciplines. There will be occasion, in a joint enterprise of this kind, to discuss and modify these concepts and so to make them more amenable to general social science usage.

Such concepts as motivation, cultural integration, social marginality could profit by a general airing in terms of a specific set of data. The postulates of the notion of leadership, of power structure, of legal sanctions could well be examined in terms of the Bangalore data by men of differing scientific backgrounds. The scope of the sacred-secular antithesis, the essentials of the concept of the labor market and of collective bargaining, the nature of ecological zones within an urban milieu, the fundamental of bureaucratic procedures--all would profitably bear interdisciplinary examination in the course of the project.

3. Practical recommendations. An ancillary outcome of the field research, but one that will not be neglected, will have to do with formulating recommendations for action. These will be made only at the request of the groups involved, whether management, labor or governmental, and will be undertaken only if they contribute significantly to the understanding of scientific problems.

So great is the need in India for research guidance that almost every long-range problem will inevitably touch upon many matters of practical, administrative concern. A village study, for example, would inevitably have something

to say about the problems of education faced by governmental agencies. A factory study might well bring out some practical observations on the great differential in labor efficiency which exists between, say, one plant and another or one industry and another.

It is not possible to say in advance just what will be practical and feasible in this aspect of the project, but on the basis of past experience it seems not unlikely that the industries studied will stand to benefit considerably as a result of the study. Such matters as educational practice, job training, employer-employee relations, the physical conditions of work, might be the subjects of memoranda by members of the project.

Form of Summary and Conclusions. In a project of as large scope and staff as this, the final summary will have to be cast carefully lest the salient points and major conclusions be obscured by the sheer wealth of observation. A clear and concise summary can be achieved by focussing on the problems of the community as felt by its people and on the problems of social science in relation to the study as understood by the research workers.

In summarizing and analyzing the problems of the society, whether the people feel them as those of productive efficiency, of theological salvation, or of secular education, the dynamic themes of the culture must inevitably be stressed. The treatment, in the summary as throughout the study, will be dynamic in the sense that the patterns and institutions examined will be understood as changing, interrelated, and adaptable entities. Hence, there will be a constant comparison between current conditions and those of earlier times, between the city and the village, between the development of Bangalore and Mysore and comparable industrial growths elsewhere in India and elsewhere in the industrial world.

The use of such dynamic and comparative methods will enable us to make the appraisal previously mentioned as being at the core of our interest, that testing of general theory which is in the province of the problems of social science. We shall deliberately attempt to employ all theoretical constructs with which we are familiar and which seem to be at all feasible for the study under consideration. Insofar as any such theoretical ideas appear to illuminate past developments and seem to be of value in ascertaining future trends--whether it be Max Weber's notion of the role of Hinduism in obstructing the "capitalist spirit" or the Ralph Linton idea of the nexus of childhood experience and basic personality type--each will be examined and assessed.

And the appraisals themselves will be subject to test. The senior staff members—either collectively, individually, or both—will draw up estimates of the course of future developments in the areas studied for, say five, ten and twenty years from the date of the field research. These will be appreciations of the outcome of the alternative courses of action, rather than any prediction of things to come in a journalistic vein. There will be full cognizance that this will be a method of testing the predictive qualities of social science research rather than the clairvoyance of the authors. In every case the factual and theoretical justifications for the estimates will be detailed, so that the test of historic developments may be applied to the methods and to the theoretical outlook of the ISSRI staff.

Organization. It is proposed that the project be organized under the jurisdiction of the Institute of Social Sciences of the University of California. The executive council of the Institute shall decide on all matters of project policy. The direction of the project within the compass of the policies so established shall be the charge of a director or a board of directors who will be members of the professional staff of the project.

Cooperative arrangements shall be worked out with the University of Mysore, or with some other scholarly institution in India, so that the project will be a joint enterprise of both Indian and American effort. The contributions of the Indian institution to the work of the project cannot now be defined, but they might be in the nature of extending the use of University library and office facilities to the members of the staff, and in granting leaves of absence to University personnel to participate in the research.

Most staff members, both Indian and American, will be drawn from University faculties. Each is to arrange for a leave of absence from his regular post for the periods during which he will conduct field work, and equally important, during which he will prepare his results for publication. For these periods his full salary and all research expenses will be paid by the project. A part of the research worker's remuneration for the period of writing will be in the form of a bonus, as noted in Annex G, for submitting his report within a specified time.

Training and Publications. Junior positions on the staff can be filled by graduate students and post doctoral fellows. A few such positions are included in the present budget and more may be added as graduate students and fellows are awarded grants for this purpose from general scholarship and fellowship funds of various

institutions and foundations. In this way the project will offer a training program for students who will have the advantage of work supervision by senior members on a going piece of integrated research. Moreover, the project will provide training in the Indic area as well as in the several disciplines. The disciplines from which staff members are to be drawn are,

Anthropology	Philosophy
Economics	Political Science
Education	Public Health
Geography	Psychology
Linguistics	Sociology
History	Statistics

All writing will be published under the name of the author. Reports which are prepared during time financed by the project will be published as part of the cooperative presentation of research results. Beyond that, each professional staff member will be free to publish his research at his own discretion and on his own responsibility.

Timing of Research Activities. The work of the project will be divided into six phases extending through four years and will be timed to correspond to the major divisions of the academic year. The dates given are only tentative; it is presumed that the project will begin in January 1951 but any change in that date will merely involve a corresponding shift in the other dates of the schedule. It will be noted that Teams 2, 3, and 4 are to carry on field work in two separate periods, in Phase III and again in Phase V. Field activity so divided is enhanced by the opportunity, in the interim period away from the field, to consolidate the data collected in the first part of the field work and to think through the problems to be investigated in the second part. The nature of the work of Teams 1 and 5 lends itself to one continuous stay in the field, as scheduled below.

Phase I January 1951 to June 1951

a. Staff seminar

The members of the project at Berkeley will conduct a cooperative seminar which will involve a discussion of various theoretical concepts deemed relevant to the work of the project, and to a presentation of information concerning India which will be pertinent to provide a setting for the theoretical analyses.

b. Language training

The linguistic members of the project will begin their studies, which will at first be geared to a rapid means of teaching the fundamentals of the necessary languages to the other members of the project.

c. Administrative preparation

The Berkeley headquarters will be set up, and preparations will be made for the establishment of the field office and the launching of field research.

Phase II July 1951 to December 1951

a. Team 1 in field

First to begin field work, this team will make the preliminary reconnaissance necessary for the guidance of the teams to follow. It will have ready, at the beginning of the next phase, a general statement of the Bangalore situation; this statement will be, in effect, a first stage in the preparation of the final report of Team 1.

b. Administrative establishment in field

The administrative officers will provide the facilities necessary for the work of Team 1 and will prepare for the next phase.

c. Staff Seminar and Language Training

To continue in Berkeley as in Phase I.

Phase III January 1952 to June 1952

a. Teams 2, 3, and 4 in field

These three teams will be briefed by Team 1 and will conduct the first part of their respective field work.

b. Team 1 continues in field

This team will continue and conclude its field work.

Phase IV July 1952 to June 1953

a. Joint Research Seminar

The Berkeley members of Teams 1, 2, 3, and 4 will conduct a joint seminar in which preliminary formulations for research results will be presented. Some of these will also be published in

b. Preliminary papers

Various members of the senior staff will prepare preliminary research reports for publication.

c. Carryover parties in field

Field observations will be continued by a small group, consisting of three Indian members of the project, who will provide continuity of observation between the two main pulses of field work.

Phase V July 1953 to December 1953

a. Teams 2, 3, and 4 in field

These teams will return for the second part of their field work. The teams may be augmented during this phase, and some change in the personnel of each is anticipated, although the senior staff members will participate in both periods of field work.

b. Team 5 in field

This team will begin field work. Since its membership will in part be made up of personnel from the other teams, Team 5 will be able to conclude its field work at the end of this phase.

Phase VI January 1954 to December 1954

a. Analysis of data and preparation of research results for publication.

This phase will be devoted to the work of analysis and writing. Some of the staff members will be subsidized by the project during this period, so that they may have the necessary time available for project work.

b. Administrative completion

The administrative staff will provide for the disposal of the physical property of the project and for the closing of all project accounts.

c. Publication of Research Results.

The work of the project will be fully completed only when the final, cooperative report is published.

Budget Summary: The funds necessary to carry out the project as here planned amount to \$550,330. The principal items of the budget are these;

Team 1 (as detailed in Annex B)	\$76,330
Team 2 (as detailed in Annex C)	98,000
Team 3 (as detailed in Annex D)	78,520
Team 4 (as detailed in Annex E)	88,880
Team 5 (as detailed in Annex F)	24,990
General Functions of Professional Staff (as detailed in Annex G)	113,220
Administration, Services, Equipment (as detailed in Annex H)	<u>70,390</u>
Total	\$550,330

Annex A. Salaries and Allowances

The general policy of the project with regard to salaries is that no staff member shall incur financial loss because of his participation in the research. Hence salary scales, travel allowances, and subsistence allowances will be adjusted according to the following principles.

Salary of Professional Members. Since each professional member of the team will be on leave of absence without pay from his academic post for one semester during Phase III and again for one semester during Phase V, the project will pay half the annual salary for his rank during each phase that he will be in the field. The salary scale for the grades of Professor, Associate Professor, and Assistant Professor are, respectively, \$7200, \$5700, and \$4800.

Travel Allowance. The U.S. members of the team will travel to the place of field work by air, since that is the least expensive as well as the most rapid form of scheduled transport. The round trip by air from San Francisco to Bangalore is over \$1900; costs of passport and visa, of inoculations, and other travel incidentals bring the travel allowance up to \$2000.

The Indian members of the team will be furnished with the cost of round trip rail transport from their usual residence to Bangalore. It is estimated that the average allowance here will be \$300.

Subsistence Allowance. The U.S. members of the team will be furnished with an allowance of \$7 a day, \$210 a month, to cover the cost of food and shelter. The average stay in the field will be six months in each phase of the field work. Hence a subsistence allowance of \$1260 is provided for each U.S. team member.

While the U.S. members will, in most cases, have to bear the expenses of supporting their families at home and themselves in the field, the Indian members will be able to bring their families to the place of field work and so avoid the expenses of a double establishment. Hence no subsistence allowance will be provided for the Indian members of the team.

Pay of Service Personnel. Interpreters will be paid \$100 per month. The job of interpreter-interviewer, demanding a higher grade of training and ability, will be paid \$120 per month. The monthly rate for Secretary-Stenographer in the Home Office will be \$150 per month. Secretary-Stenographers in the Field Office will be paid \$120 per month. A sum of \$200 per month of field work will be allotted to each research team to provide fees and gifts for respondents from whom research data are obtained.

Annex B. Plan for Team 1

Research Aims

It will be the purpose of Team 1 to provide the basic background data, together with relevant analyses, necessary for the research aims of the other teams. Team 1 will be first in the field, and will have ready for the other teams, when they arrive, a general survey of the fields which will be intensively investigated. The principal categories of the survey will be historic, geographical, demographic, biological-medical, linguistic, and economic. While the first task of Team 1 will be to provide the service function of reconnaissance for the other teams, it will not by any means be the sole task of Team 1. The members of this team will cooperate to present a formulation of the general matrix within which the processes of industrialization and acculturation are taking place and to provide time perspective to the studies of the community at the present time. Their report will indicate the importance of one or another of the major factors, say the geographic or biological-medical, in affecting the trend of Bangalore development.

The major topics which will be considered are these;

1. The historic setting.
2. Geographic factors.
3. Population factors.
4. Biological considerations.
5. Linguistic patterns.
6. The Bangalore plant.
7. Summary of the Bangalore scene.

Personnel.

The following personnel will be needed to fulfill the research objectives of Team 1. The information for each position is given in the following order: general descriptive title, nationality (to indicate which positions are to be filled by U.S. members and which by research workers from India), rank, desirable qualifications, and description of research duties.

1. Historian. U.S., Professor, Ph.D. Experience with Indian data. To direct the work of the team, to collect materials for Topic 1, to supervise the writing of Topic 7.
2. Historian. Indian, Assistant Professor, M.A. or Ph.D. Familiarity with source materials on South Indian history and linguistic ability to handle them. To assist in work of Topic 1.

3. Geographer. Indian, Professor, Ph.D. Experience in field surveys and in economic geography. To work on Topic 2 and to have special responsibility for drafting Topic 7.
4. Demographer. U.S., Asst. Prof., Ph.D. Experience in census analyses and statistical techniques. To work on Topic 3, and to assist in work of Topic 6.
5. Public Health Specialist. U.S., Assoc. Prof., Ph.D. or M.D. Experience in community public health surveys. To work on Topic 4.
6. Public Health Specialist. Indian, Asst. Prof., M.A. or equivalent training and experience. Experience in public health research or administration. To assist in work of Topic 4.
7. Linguist. U.S., Assoc. Prof., Ph.D. Experience in linguistic analysis and in rapid-training linguistic methods. To work on Topic 5 and to train project personnel in the use of the languages needed for research purposes. The linguist will work in the U.S. during Phases I and II, and will join Team 1 during Phase III.
8. Economist. U.S., Assoc. Prof., Ph.D. Experience in industrial surveys. To work on Topic 6 and assist in drafting of Topic 7.

The following service personnel will be needed:

9. Two Secretary-Stenographers. Indian. Able to take English dictation in shorthand and to type with accuracy. Preferably speakers of both Kanarese and Hindu, as well as English.
10. Four Interpreter-Interviewers. Indian, B.A. or equivalent plus fluency in English and in one or more of the following languages, Kanarese, Tamil, Telugu, and Hindi.

Personnel Budget (see next page)

Personnel BudgetFor Team 1 During Phases II and III (One Year)

<u>Position and Rank</u>	<u>Salary</u>	<u>Travel</u>	<u>Sub- sistence</u>
1. Historian (Prof.)	\$ 7,200	\$ 2,000	\$ 2,520
2. Historian (Asst. Prof.)	4,800	300	
3. Geographer (Prof.)	7,200	300	
4. Demographer (Asst. Prof.)	4,800	2,000	2,520
5. Public Health Sp. (Assoc. Prof.)	5,700	2,000	2,520
6. Public Health Sp. (Asst. Prof.)	4,800	300	
7. Linguist (Assoc. Prof.)(Phase III only)	2,850	2,000	1,260
8. Economist (Assoc. Prof.)	<u>5,700</u>	<u>2,000</u>	<u>2,520</u>
	\$43,050	\$10,900	\$11,340
 Total, professional personnel		\$65,290	
 9. Two Secy-Stenographers 12 Mos. @ \$120 per mo. each	\$ 2,880		
10. Four Interviewer-Interpreters 12 Mos. @ \$120 per mo. each	5,760		
11. Fees and Gifts to Respondents 12 Mos. @ \$200 per mo.	2,400		
 Total, service personnel		11,040	
 Total personnel expenditures for Team 1 during field work (Phases II and III)		<hr/> \$76,330	

Annex C. Plan for Team 2

Research Aims

Team 2 will study the factory as a functioning community. The principal topics in this research have been listed on page 6. The following are examples of the kinds of questions and problems which will guide the research of Team 2 within the framework of these topics.

1. Description and historical sketch of the factories selected for intensive study.

The first field task of this team will be the selection of the individual plants to be studied. For this purpose we will have the benefit of the survey which will already have been made of the Bangalore industrial scene. The aim will be to select establishments in both manufacturing and non-manufacturing industries which are not atypical of the main stream of industrialization in India generally, and which offer a wide range of industrial conditions and practices. Thus, both union and non-union situations will be included. The enterprises chosen for study may include a privately owned textile mill, the government-operated aircraft plant, the local transit industry. Our use of the term "factory" includes both processing plants, like a textile mill, and service enterprises like a transit company.

Each of the selected enterprises and the industries of which they are part, will be described in sufficient detail so that study of the internal situation in each case can proceed with full knowledge of pertinent environmental and historical factors which bear on that industry and enterprise. Such factors will include: structure of ownership and control, nature of market in which the industry operates, profitability of the enterprise, record which enterprise has made in the past, regularity of employment with reference to both seasonal and cyclical fluctuations, physical working conditions provided, inter-industry connections such as raw material suppliers or distribution outlets. An important factor in the selection of plants to be studied will be the degree to which the necessary data can be made available to the ISSRI research workers.

2. Technological factors.

The technology of each plant will be studied as one of the internal factors influencing human relations within the factory community. The following questions will be investigated: What has been the pace of technological change? At what points have changes been most notable—as in plant layout, in machine equipment, in application of jigs and fixtures, in job dilution? What have been

the major forces for technological change--competition in the industry, the influence of foreign capital, the need to compensate for lack of skills in the work force, governmental pressure? What special adaptations have been made to meet local conditions? What skills are required by the present stage of technology? What is the nature of the ratio between skilled and unskilled occupations, the responsibility and judgment demanded of employees, the hazards and monotony of the various jobs? What has been the impact of technological change on the skill composition of the work force, on job security, on the pace of work?

It will be desirable to obtain some general impressions of the productivity situation at each plant studied. Has there been a long record of productivity increase? Has it been rapid? How does productivity at this plant compare with other Indian plants in the same industry? What is the ratio of labor cost to total costs?

The information gathered on technological factors should permit the drawing of broad comparisons between these Indian enterprises and similar enterprise in the U.S. and elsewhere in regard to the stage of industrialization reached, the speed of the process of technological change, and aspects of the process which are peculiar to the Indian scene. The influence of these technological factors on worker and management attitudes and behavior will be assessed under subsequent headings.

3. Work Force.

Information on the work force of each factory studied will be useful to other teams, e.g., to those who will be analyzing the movement of worker from village to factory, and to those interested in the operation of labor markets in Bangalore. And work force information will be indispensable for the research purposes of Team 2.

The information to be obtained should include a full factual description of the work force by age, sex, skill, length of service, previous experience, family status, residence, village background, caste, and other characteristics which may be suggested by other teams. This should be supplemented by data on changes which have taken place in the listed characteristics over time, together with explanations of those changes. It will be convenient also to combine with the foregoing information such records as are available on absenteeism, turnover, and movement between jobs in the plant. Finally, it would be helpful to get answers from a sample of the work force to such questions as: how did you learn

about this job? how did you get it? what alternative job opportunities did you have? why did you take this job?

Another set of questions will be designed to indicate the morale of the workers, their job aspirations and attitudes. We shall attempt to determine the differences in morale among the industries studied, to determine the reasons for such differences as may be found, and to indicate the requirements of efficient supervision and leadership in working situations. Some of the variables which we may want to study in relation to worker morale are:

- A. Intrinsic job satisfactions--
craftsmanship, occupational pride, feeling of accomplishment and task completion, opportunity for taking responsibility, identification with work.
- B. In-plant factors relating directly to the job--
wage rate (especially workers' beliefs concerning adequacy of rate, company's ability to pay a higher rate, rates in other plants); workers' conception of supervisory structure; workers' beliefs concerning promotional opportunities, physical working conditions, work organization and arrangement, job security, training opportunities, employee benefits, staffing of work group.
- C. Attitudes toward the Company and the Company's goals--
confidence in various levels of management, concern with the efficiency goals, identification with Company, including pride in Company reputation and standards.
- D. Attitudes concerning the factory as a social group--
identification with work-group, nature of in-group, social structure of work group, correspondence between social-psychological structure and formal structure.
- E. Out-plant factors relating indirectly to the job--
relation between groups outside the factory in which a worker participates and his work-group. Attitude of outside groups to workers' job.

4. Management: structure, policies, and attitudes.

A chart outlining the organization of each plant will be prepared and with it an attempt will be made to answer such questions as these: How are functions and authority distributed throughout this organization? How are policy decisions made? How are policy and other decisions communicated through the management organization? In what respects, if any, does practice in these matters differ from typical practice in comparable Western enterprises? Is there any special propensity toward enervating bureaucracy in Indian business establishments?

The latter questions will lead to an examination of some of the beliefs held by management, particularly those which impinge most directly on the human situation in the factory. What rationale, explicit or implicit, governs the administrative set-up of the enterprise? Are these ideas unique to the owners or top executives of the enterprise or are they widely held? Are these principles stated in terms of such notions as competition, profits, free enterprise, increasing productivity, lower prices, consumer welfare, national security, or moral values?

The personnel policies of the enterprise will be a major topic of study. Such questions as these will be asked: How does management recruit and train its own staff? What are the special problems of finding qualified personnel for industrial supervision? How does management recruit, select and train its production work force? What is management's approach to job classification, job evaluation, wage structure, time study, and the method of wage payment? What are the worker welfare policies? What means of communication does management employ with its supervisory staff and with the work force in general? Is any systematic means provided for employee communication with management? Is there a set of shop rules which is enforced and a disciplinary system that goes with it?

In reviewing the personnel and other policies of management it should be possible to formulate certain underlying attitudes. For this purpose, such questions as these will be asked. How much status consciousness is there within the management group? Does it extend all through the supervisory levels? What are the criteria of status differentiation? What is top management's conception of the nature of employer-employee relations? What is management's attitude toward unionism? To what extent are these attitudes typical of managerial strata in the industrial community and to what extent are they consciously articulated by local management?

5. Labor organization: structure, policies and attitudes.

The discussion of the structure and orientation of management leads to the study of organization among employees. Team 1 will have sketched the broad picture of unionism in Bangalore. This material will now have to be supplemented by a more detailed account and analysis of whatever unionism has existed in each of the enterprises studied. In addition to the more obvious factual information we will want to probe more deeply. What principal objectives have motivated each union group? What methods have been used in attaining these ends? What appeals have been used in reaching workers? What is the character of local union

leadership and how did it come to power? How does each union govern itself? What is the relationship of each local union group to other union organizations? Did the main impetus and leadership for local organization come from within or from outside?

As in the case of management, we will seek to formulate underlying attitudes. What conception does union leadership have of the role of the union and of the nature of employer-union relations? To what extent do the ideas resemble business unionism as it prevails in the U.S. and in other countries? If clear philosophic or political overtones are present, what are their sources and around what issues do they revolve? There should emerge also in this phase of the inquiry an impression of the generic institutional characteristics which unionism has in these Indian enterprises.

Some of the plants studied will not be unionized. In these cases we will want to discover whether informal groupings or associations have grown up among the workers. If so, around what causes or for what purposes have they been established? What workers have taken positions of leadership? What methods have been employed to enforce group sanctions? Even in situations where unions are present it will be important to learn whether informal associations also exist and, if they do exist, what this indicates as to worker needs which unions are not meeting.

6. Collective bargaining.

In those factories selected for study where unions do operate, a further phase of inquiry will deal with union-management relations. Questions to be explored will be of the following nature: What has been the character of the past relationship between the parties? What bargaining unit is covered by contract negotiations? Do only local representatives from both company and union participate in bargaining? What have been the principal subjects of bargaining? What issues have given rise to the most difficulty? Are some of the reasons for such difficulties to be found in other aspects of the bargaining relationship? What are the determinants of bargaining power on each side of the table? Is there a set of standard arguments used by each side in debating the basic issues? What are the most compelling forces which shape the outcome of contract negotiation? Do prevailing practice at comparable establishments in the area, or broad patterns established by industry or union policy play any part on the negotiations?

What is the organizational machinery by which contract negotiations and administration are actually carried on by both management and union? What

processes of grievance adjustment are used? Is there any special propensity toward protracted litigation and arguments involving technicalities? What provision, if any, is made for settlement of disputes which are not resolved within the regular procedure? Is third-party intervention of any kind practiced?

7. Case analyses.

In order to help overcome the static impression that can be given by the systematic process of description and comparison outlined above this team will make a point of preparing a number of case studies of selected specific situations observed within the plants. It is to be hoped that these studies will illustrate in more realistic fashion the flow of events from inception of an episode through the interaction of forces over a period of time to bring about the outcome.

8. Human relations in the factory communities.

Under this heading the findings yielded by the more specialized explorations of this team will be brought together. Answers to two general questions will be sought. First, what are the social relationships within each industrial community? Second, can we establish reliable explanations of the likenesses and the differences between the patterns of social relationships found in the several plants studied?

It will be necessary here to review and relate the various factors which impinge on the behavior and attitudes of employees and management personnel. This will include such in-plant factors as job technology, working conditions, wage rates and profits, composition of work force, personnel policies, job security, communication, union policies, bargaining procedures, leadership. It will also entail consideration of such out-plant factors as nature of product and labor markets, extent and ideology of unionism, rationale of business community, general economic conditions, congruence between factory groupings and general community groupings.

In arriving at the sought-for explanations in terms of combinations of the above factors we shall have occasion to test in this Indian setting a number of hypotheses which are widely held by American economists. For example, it is commonly believed that certain identifiable conditions in the American scene have led American workers to be highly sensitive to the idea of job scarcity and have created a corresponding "job consciousness" in the American labor movement. To what extent are job insecurity feelings prevalent among Indian workers and what is the explanation? Similarly, there have been general explanations for the

presence or absence of radical ideologies and class consciousness. We shall test their explanations with the Indian data. Stimulated by the work of Elton Mayo there has been further experimentation and research of the kind stressed by Mayo. Do the plant situations studied by this team shed any light on the universality of concepts and techniques being developed from such studies in the U.S.? There is much debate among American students of labor over the extent to which (a) industrial workers, and (b) labor unions, are motivated in their policies and behavior by a variety of economic considerations, particularly wages, on the one hand and by a variety of non-economic considerations, including institutional requirements, on the other hand. Do the Indian data illumine this area of inquiry? These examples suggest a few of the opportunities for the testing of hypotheses which the project will afford.

Personnel

The following personnel will be needed to fulfill the research objectives of Team 2. The information for each position is given in the following order: general descriptive title, nationality (to indicate which positions are to be filled by U.S. members and which by research workers from India), rank, desirable qualifications, and description of research duties. An economist or a psychologist will be given the responsibility of directing the work of this team.

1. Economist. U.S., Professor, Ph.D. Familiarity with Indian affairs and experience in the field of labor economics. To collect data for all topics with special attention to Topics 4, 5, and 6.
2. Economist. Indian, Assoc. Prof., Ph.D. Experience in economic field research. To be responsible primarily for Topics 1, 2, and 3.
3. Economist. U.S., Asst. Prof., Ph.D. or equivalent training and experience. To assist in work of Topics 1 through 6.
4. Psychologist. U.S., Professor, Ph.D. Experience in directing field research in social psychology. To collect data for all topics with special attention to Topic 3.
5. Psychologist. U.S., Assoc. Prof., Ph.D. Experience in field research in social psychology, with special interest in questionnaire and other techniques. To work primarily on Topic 3.
6. Psychologist. Indian, Asst. Prof., Ph.D. or equivalent training and experience. To assist in work of psychologists.
7. Cultural anthropologist. U.S., Assoc. Prof., Ph.D. Field experience with American or European communities. To work on Topic 7 and to have special responsibility for drafting Topic 8.

8. Statistician, Indian, Assoc. Prof. Experience with statistics of sociological or psychological studies. To be responsible for statistical phases of all topics above, and to assist other teams in statistical matters.

The following service personnel will be needed:

Two Secretary-Stenographers, Indian, Able to take English dictation in shorthand and to type with accuracy. Preferably speakers of Kanarese and Hindustani as well as English.

Eight Interpreter-Interviewers. These will be trained by the staff of Team 2 to act as members of interviewing teams. Qualifications, B.A. or equivalent, plus fluency in English and in one or more of the following languages: Kanarese, Tamil, Telugu, and Hindi.

Personnel Budget for Field Work of Team 2

During Phase III (Six months)

<u>Position and Rank</u>	<u>Salary</u>	<u>Travel</u>	<u>Sub- sistence</u>
1. Economist (Professor)	\$ 3,600	\$ 2,000	\$ 1,260
2. Economist (Assoc. Prof.)	2,850	300	
3. Economist (Asst. Prof.)	2,400	2,000	1,260
4. Psychologist (Professor)	3,600	2,000	1,260
5. Psychologist (Assoc. Prof.)	2,850	2,000	1,260
6. Psychologist (Asst. Prof.)	2,400	300	
7. Anthropologist (Assoc. Prof.)	2,850	2,000	1,260
8. Statistician (Assoc. Prof.)	2,850	300	
	<u>\$23,400</u>	<u>\$10,900</u>	<u>\$6,300</u>
Total, Professional Personnel			\$40,600
9. Two Secretary-Stenographers	1,440		
10. Eight Interviewer-Interpreters	5,760		
11. Fees and Gifts for Respondents	1,200		
Total, Service Personnel			<u>8,400</u>
			\$49,000

During Phase V (Six months)

Personnel expenditure during Phase V will be the same as for Phase III	<u>\$49,000</u>
Total Personnel expenditures for Team 2 during field work.	\$98,000

Annex D. Plan for Team 3

Research Aims

Team 3 will study family relationships and other extra-factory relationships of workers in Bangalore. A major aim will be the investigation of the changes which have taken place in kinship structure and functions as a consequence of the intrusion of Western systems of technology, factory organization, public administration, and education. In Western European civilization, a general diminution of the importance of kinship has accompanied the massive changes associated with the industrial revolution, urban development, and the growth of mass democracy. In light of Western experience, it will be important to observe in Bangalore the extent to which the traditional Indian family has been affected by the migration from rural to urban areas, by the impact of industrial discipline, and urbanism.

Throughout the study, attention will be given both to the extensive and the intensive aspects of the subject -- examination of records, surveys, and close studies of selected families. Every effort will be made to deal with problems and to achieve results that will permit comparison with the known experiences of other areas, Western and non-Western.

1. Family Structure and Functions

The traditional form of the family in India is the joint family--"joint in food, worship, and estate." It has been, along with caste and village, one of the three main social institutions of Indian civilization, and a large number of the social functions relating to authority and protection, religion and welfare, and education have been vested in this grouping. It has contained a relatively large number of individuals, and as many as four generations have commonly lived under one roof subject to one paternal authority. Inevitably, in its rural environment, the family has been the very center of the individual's existence.

In the study of kinship in the city of Bangalore it will be important to analyze the emerging structure of the family -- its typical size, the importance of the conjugal unit of the larger kinship organization, the roles of individual members, and the relation of the urban family to other organizations, such as caste, trade unions. We shall ask questions of this nature. To what extent have the traditional activities -- long associated with the rural environment -- persisted in the city even when they have become functionally irrelevant? Has there been a rapid rate of secularization of the family, or does the family still encompass a large sphere of sacred symbolization?

To what degree has there been a transfer of functions from the extended family to other agencies — public and private? We shall be concerned with such structural problems as the following: the differential types of family in the various classes of urban society, and the differences between urban, suburban, and rural families; the relationship of family structure to class differences in birth rate, rural marriages, rates of juvenile delinquency. What is the strength of caste affiliation in the urban areas on consensual and marriage matters? What are the comparative roles of father and mother, within the conjugal group, in the urban milieu?

Intensive investigations will seek to discover the extent to which the psychological influence of the family has been affected by urbanization. Has there been any shift in authority relationships, occasioned by the absence of the father during his work day in the shop or office or factory? What changes in authority relations and the management of property take place upon the death of the head of the family? To what extent have the diverse interests provided by the urban scene been distractive to family allegiance and solidarity? Are there noticeable increases in adolescent tension and resistance to paternal or maternal authority?

What have been the effects of political legislation upon the family in Bangalore? Are efforts made to enforce the age of marriage laws? What are the major centers--by class and locale--of resistance to this legislation? How have laws affecting family rights to individual income and the bequest of property been received, and how have they affected the structure of the family and its welfare activities to its members? Is there a diminishing sense of responsibility on the part of educated or professional sons to their consanguine family? Have there been conspicuous changes in the status of women, occupationally and professionally, and are these changes reflected in the interpersonal relations between the female and male members of the family, between the young wife and the other women of the family into which she marries?

In Western civilization it is a fair generalization that the conjugal unit has almost everywhere become the main kinship affiliation, and in certain areas the extended family has practically disappeared. How far are such changes apparent in Bangalore? To what extent have the changes in economic and political functions of the traditional family reacted upon the affectional character of the family?

A major concern in India is the pressure of population. The studies within this topic will attempt to ascertain the forces making for population growth and those which may operate toward a decline in the rate of population growth.

2. Childhood experiences

The above questions suggest the importance of a study of child rearing so that changes and continuities in family training and expectations, in rewards and responsibilities, and fundamental childhood experiences may be understood. It will be necessary to compare the methods of child rearing and education in the traditional rural environment and the urban industrial locale. It has been argued that in the Indian family there is less emotional fixation upon any one adult, upon any one set of parents, than is true of the middle-class Western family. But this, if indeed it is so, has been generally characteristic of the rural family. How far have changes in the size of the urban family group influenced this emotional relationship? In the rural family there have been relatively few barriers between children and adult activities. Has the urban scene affected this? If the size of the urban family unit is clearly diminishing, what effects are discoverable so far as the development of children is concerned?

What is the sociological and psychological significance of adolescence in the urban family? Has it become more nearly Western in intensity of expression, and how does this vary with income class among the urban Indians? To what extent has there been an increase in "aggressive" impulses in children, occasioned by the structural and functional changes in the family in Bangalore? Is the male child's mother-identification (said to be great in the traditional family) undergoing any kind of change as the consequence of the decline of purdah and of the various factors associated with an urban environment? What dominant values are now impressed upon the child?

3. Religious and ritualistic aspects.

Here we shall compare ideal and real patterns of activity among Hindu, Muslim, and Christian families. How far has the ceremonialism in family life been affected, among different socio-economic classes, by urban factors? Marriage, traditionally, has been a family, not an individual, affair, and all the resources and energy of a whole family have been brought into play in the search for a proper spouse. The various steps in negotiation, in courtship, and marriage, have been highly formalized. It will be important to observe how far these ceremonial and symbolic elements have been affected. To what extent has

widow remarriage become socially acceptable? How extensively is purdah practiced? Is it still a sign of prestige, and if so, at what levels of society? How have urban conditions affected the significance of the bride-price? To what extent has the intrusion of Western education and ideas popularized a more individualistic and secular and romantic attitude toward marriage? Traditionally, group integration has been facilitated and stabilized by the large element of ceremonialism and ritualization in family life. There has been fostered, through overt ritual, a strong feeling of group identification. It will be important to assess changes in this regard by rigorous techniques of psychological investigation. Much of the symbolism of the Hindu religion fits primarily into a rural atmosphere. To what extent is this symbolism feasible in the city, and what survivals remain? Finally, is the religious evaluation of divorce changing, and, if so, in what classes and groups?

4. Relation of the family to other associations

Here will be considered the wider aspects of kinship, such as caste, the relation of the family to non-kinship organizations. We shall want to know how effective are the controls exerted by caste upon the urban family. What are the varying intensities of caste restraints upon family practices--e.g., in food habits, social intercourse, commensalism, and marriage tabus. It is generally acknowledged that the influence of caste is much less in cities than in the rural areas. How long does it take a migrant family from rural area to become less sensitive to caste pressures? Do urban families tend to settle near other families of the same caste descent when they go to the city? Have caste groupings become largely supplanted by the newer class divisions that are the consequence of industry and commerce? How far has money become the principal criterion of social position, as contrasted with the older non-monetary attributes of status?

What new associations are springing up in the urban areas, and what is the relative frequency of these new associations in the various socio-economic strata? Is the apparent tendency in the United States toward decreasing associative memberships in the lower socio-economic groups operative in Bangalore? To what extent do trade unions, where they exist, affect family membership? Are there significant differentials based upon religious affiliation in the associative tendencies of urban families?

5. Recreation, Communication, and Esthetic Experience.

Here we shall investigate the changes and stabilities in habits

concerning various activities which traditionally have been tightly woven into the fabric of family and village life. To what extent have rural recreational patterns survived in the urban environment? How have they been modified? What new forms of recreation have been accepted by urban Indians? What are the dominant themes of the plays and movies attended and how do these relate to the conditions of life in Bangalore? What does the literate portion of the population read? How far have Western themes of romance, financial success, and individual heroism become popular? Are recreational and esthetic experiences now being obtained vicariously, spectator-wise? What kinds of newspapers are in circulation, and how are their readerships distributed? What features or "departments" of human interest are stressed in the newspapers?

6. Standard of Living

Here we have reference to the housing, diet, and clothing of the urban population. Use will be made of available statistical materials relating to consumption of food, types as well as amounts. We shall ask to what extent have rural food habits been affected in the urban environments? Are prevailing diets among the lower economic classes adequate, from a medical standpoint? Apart from wage considerations, do religious and ethical norms operate to keep the prevailing diets below the level of nutritional adequacy? Has there been a marked change in attitudes toward the eating of beef and other meats? If so, among what groups is this change manifest? Where are the greatest points of public opinion pressure on the preservation of rural, traditional, food habits? What kinds of mass-processed foods are coming into use? What effects upon the religious manner of food preparation and food consumption has the urban environment had?

With respect to housing, what effect has the changed pattern of residential living had upon family life and activities? The traditional family among the high castes requires a relatively large area of household space. Have the narrower housing limits within the city sharply affected the size of the family, and has the process of family fission been accelerated? What intra-family adjustments-- for example, the relations between married couples within the joint family--have been necessitated by the changed housing patterns?

7. The Family in Urban-Industrial Society

This section will not only summarize the materials of the preceding sections but will also attempt to relate the findings to comparable materials in other societies. The aim of this study is not only that of making another

detailed monographic study of family life, but is to use the research results in terms of scientific problems and questions that have been suggested, in part, by studies of kinship in other societies. The study of kinship and association in Bangalore should offer an important means of testing some of the widely held concepts which are based entirely upon Western -- chiefly U. S. -- experience. We are proceeding upon the assumption that the prime value of empirical research is its contribution to theory, and the final phase of this Team's study will include the attempt to show clearly the ways in which the field researches contribute to theoretical knowledge.

We shall also deal with some of the large, long-term, policy aspects of the subject, and here, we shall try to formulate whatever trends may be discovered. What results may be expected from current and proposed government activities with respect to family welfare? How does the traditional family affect development of democracy in India? To what extent does it remain an important and valuable means of protection--psychological and political--for the individual in an increasingly impersonal society. These are a few of the questions on which extrapolation will be both proper and needful, as a result of intensive study of present realities.

Research Methods.

Full use will be made of interviewing and participant observer techniques; testimony of specialists in the public welfare agencies will be utilized; and psychological tests will be given. Relevant statistical information will be drawn, when available, from governmental and private agencies. Where crucial information is lacking in the statistical records, some statistical surveys may be run. However, the major intent of this study is not that of gathering mass data but the intensive social and psychological investigation of patterns of behavior, beliefs, and interpersonal relationships within families and other social groupings.

As a means of distinguishing, so far as is possible, the urban-industrial component in family life in Bangalore, a study, done in cooperation with Team 4, will be made of family life in one of the rural areas from which a significant number of Bangalore families are derived. Here attention will be given to the ideal patterns of family life, as embodied in the sacred writings and in the unwritten code of morality, and to the actual patterns of family behavior.

The main investigations of Team 3 will proceed in the city of Bangalore itself. Certain families will be intensively studied, with special attention to their positions in the socio-economic scale and their relative degrees of urbanization. Since the symbolic appeal of the rural matrix is still great, an effort will be made to analyze the influence of this factor upon urban behavior, and a comparative study will be made of those families who regard their residence in Bangalore as an interlude and those who have come to regard it as permanent.

Historical records, documents, newspapers--especially letters columns--will be utilized for the research purposes of Team 3. Psychological tests will be used wherever feasible. Case histories will be collected and analyzed. They will provide illustrative core examples for the general concepts derived from the research observations.

Personnel

The following personnel will be needed to fulfill the research objectives of Team 3. The information for each position is given in the following order; general descriptive title, nationality (to indicate which positions are to be filled by U.S. members and which by research workers from India), rank, desirable qualifications, and brief description of research duties.

1. Sociologist. U.S., Professor, Ph. D. Familiarity with Indian affairs, interest in the study of the family and in sociological theory. To direct work of the team, to supervise the writing of Topic 7.
2. Sociologist. Indian, Assoc. Professor, Ph. D. Experience in sociological field work. To work on Topics 3 and 5 particularly.
3. Sociologist. U.S., Associate Professor, Ph. D. Experience in use of statistical techniques, and in sociological field investigation. To work on Topics 1 and 4 particularly.
4. Cultural Anthropologist. Indian, Assistant Professor. Ph. D. or equivalent training and experience. Experience in community analysis. To assist in work of sociologists with special responsibility for historical, literary, and journalistic source materials.
5. Psychologist. U.S., Assoc. Professor. Ph. D. Experience in child psychology and in the use of projective tests. To work on Topic 2 particularly, and to have special responsibility for drafting Topic 7.
6. Education Specialist. Indian, Assoc. Professor. Ph. D. Experience in educational psychology. To collaborate in work of Topics 2 and 5.

7. Home Economist. U.S., Assistant Professor. Ph. D. or equivalent training and experience. Experience in home consumption analysis. To work on Topic 6 particularly.

The following service personnel will be needed:

Two Secretary-Stenographers. Indian. Able to take English dictation in shorthand and to type with accuracy. Preferably speakers of local vernaculars.

Four Interviewer-Interpreters. Indian. These will be trained by the staff of Team 3 to act as members of interviewing teams. Qualifications, B. A. or equivalent, plus fluency in English and one or more of the following languages: Kanarese, Telugu, Tamil, Hindi.

Personnel Budget for Field Work on Team 3

During Phase III (Six Months)

Position and Rank	Salary	Travel	Subsistence
1. Sociologist (Prof.)	\$ 3600	\$2000	\$1260
2. Sociologist (Assoc. Prof.)	2850	300	
3. Sociologist (Assoc. Prof.)	2850	2000	1260
4. Anthropologist (Asst. Prof.)	2400	300	
5. Psychologist (Assoc. Prof.)	2850	2000	1260
6. Education Sp. (Assoc. Prof.)	2850	300	
7. Home Economist (Asst. Prof.)	2400	2000	1260
	<u>\$19,800</u>	<u>\$8,900</u>	<u>\$5,040</u>

Total, Professional Personnel \$33,740

8. Two Secretary-Stenographers	\$1140		
9. Four Interviewer-Interpreters	2880		
10. Fees and Gifts for Respondents	1200		
	<u>\$5,520</u>		

Total, Service Personnel 5,520

Total Personnel Expenditures for Team 3 in Phase III \$39,260

During Phase V (Six months)

Personnel expenditures during Phase V will be the same as for Phase III. 39,260

Total personnel expenditures for Team 3 during field work \$78,520

Annex E. Plan for Team 4Research Aims

The field of study within which Team 4 will carry on its research has to do with the village background of the factory worker. The principal topics in this field have been listed on pages 8-9 above. In dealing with each of these topics, the members of this research team will attempt to provide materials which will aid in answering certain broad questions, some of them of wide theoretical importance. Listed here under each major topic, are examples of the kinds of questions and problems which will guide the direction of the research.

1. Rural provenience and residence of the factory worker.

This introductory topic will entail the use of statistical data to describe the rural component of the industrial population. Since industrial cities in such a country as India are relatively new growths, most of the industrial workers and many of the managerial class as well, have come to the city from the villages within recent years. Hence such questions as these will be posed in this aspect of the research: To what degree do workers from a specific village or rural area tend to cluster in the same city neighborhood, or in the same factory? Are the social bonds of the village maintained among fellow villagers in the city? Is there any carry-over of the social order of the village into the industrial milieu? The data collected for such queries will provide the background for the next topic.

2. Migration to the city.

The research under this heading will be carried on both in the city and in the villages. One of the main aims will be to offer an understanding of the motives for migration to the city. The research workers will pose such questions as these: Under what conditions are villagers drawn to the city? In what circumstances are the positive attractions, such as wages, or opportunity for social mobility, paramount and when are the negative factors, loss of land, rural unemployment, and like forces of dominant importance? What rural classes or castes are most apt to be drawn to the town, and which are likely to migrate? What groups tend to become permanently established in the city, and which tend to be seasonal workers, only? How have such historical events as the fall in agricultural prices in the thirties and the advent of the war affected the various aspects of the migration from village to city?

Only preliminary answers to these questions can be given from study in the city. Further understanding will come from intensive work in the villages. This work will begin with a

3. Description of selected villages and their relation to the urban center.

In addition to the descriptive accounts necessary to set the scene for the treatment of the topics to follow, the differences among the several villages selected for close investigation will be sketched. These differences and their causes will constitute a constant theme through this entire study. This section of the study will also introduce historical perspective. Thus we shall ask: What was the nature of village life at the turn of the century, say, before local industries were established? How did that differ from the culture of the village in the earlier part of the last century, before the advent of railroads? What is known of the village as a social entity in pre-British times, and what major changes have occurred through the later periods? What aspects of village life have remained stable through these centuries? What generalized concepts may be utilized to explain both the changes and those elements which have changed little or not at all? These latter questions will be posed in this section, but full answers to them, in terms of specific aspects of village life will come out of the analysis of each major aspect, of which the first to be dealt with is

4. The village economy.

Against the background of what is known about village economy in the area in previous years, the contemporary economic set-up will be depicted. The observations under this heading will be focussed toward such questions as: What is the net product of the land? How is it distributed among the villagers? What contributions do the village artisans make to the economy? What economic functions do the tradesman and the moneylender play? If the achievements of credit and consumer cooperatives in the villages studied have been as wanting as elsewhere in India, why has this occurred? If some cooperative efforts have had more success than others, why so? Is it true, as has been suggested, that the Indian peasant is a more competent cultivator, given his meager equipment and social handicaps? How suited are his techniques of crop rotation and seed selection, say to the land he works? In what degree have new agricultural methods been adopted, and why have others been rejected? What is the seasonal cycle of activities and how does it correspond to the needs of the land and the economy? Is fragmentation of land holdings a serious problem in the villages studied? If so, how has it come about and in what instances has this disadvantage been ameliorated or avoided? Is it true, as has been alleged, that a great proportion of the peasant's productivity is wasted in the support of uneconomic cattle and because of religious taboos against the extermination of such pests as monkeys. How

self-sufficient is the villager in respect to food? What are the principal items of a villager's diet? Which are the preferred and luxury foods? How much of a family's income is devoted to ceremonial expenditures? What are the sources of cash income and what needs exist for cash income? What have been the effects of remittances from villagers who have migrated to the city?

The data gathered under the stimulus of these questions will enable us to consider such broader problems as: In what degree may the economic processes observed within the villages be generalized to shed light on macrocosmic phenomena, such as the economic trends in countries that are or have recently been in colonial status? Conversely, just how does an economic decision made in New Delhi concerning food rationing, for example, impinge on village economy? Or a decision made in Washington concerning grain exports from the United States? We shall, of course, be wary of the danger of overgeneralizing from a tiny sample, but we shall not shrink from the endeavor to place our studies within an encompassing factual and theoretical framework.

The integration of the village economy with other aspects of village life will concern us here. To what degree does the economic structure affect other phases, such as religion, or literacy, or family organization? And how do the other aspects, as religion and social organization, limit or stimulate the economic organization? These questions lead into the next topic, on

5. Social organization.

Here we shall be dealing with the major groupings within each community and with the functions of these groups. The primary unit is the family, and in these villages as widely in India, the joint family. Our questions will be of this kind: In how far is the form of the joint family, as enjoined by the Hindu scriptures, still maintained? In what degree is it a producing unit and a consuming unit? What differences in joint family function prevail among the various economic and social strata? How do the economic strata correspond to the social strata, the castes? What are the major castes and caste functions? In what manner have caste lines loosened, in which ways may they have become more rigid? What roles do clans play in village life? What degree of social mobility is there and how does this compare with the nature of movement upward or downward in the social scale in earlier times? In what measure are caste and class in these villages comparable to caste and class elsewhere, as in the south of the United States?

The materials presented in this section, and in the following sections of this series, will be comparable to similar topics studied by Team 3 under the general title "The Factory Worker at Home." Hence there will be constant contrapuntal reference to the questions asked and the data furnished by Team 3.

One such cross reference will concern caste practices in city and in village. What is the nature of intracaste cooperation, or intercaste cooperation. What newer groupings have come to cut across the caste lines, and to conflict with traditional loyalties? Have those villagers who are veterans, for example, formed a new grouping within the village? What age-groupings are to be found, and have there been any significant changes in the structure and functions of age groups within recent years?

Factionalism is sometimes an important part of the village scene. If significant factionalism is found, what are the manifest and the latent lines of schism?

Within this section also, there will be opportunity for an examination of population problems. Thus we shall ask: What has been the history of the population growth or decline in these villages? From our evidence, can we tell why Muslims tend to have a higher rate of population increase than Hindus? And why Brahmans have a lower rate than the "outcastes"? If there are limitations on family size, how are they effected? What aspects of village culture are compatible with notions of birth control and which are hostile?

This last query will involve factors dealt with in the following topic,
6. Religious and Aesthetic Patterns.

How Hinduism and Islam actually affect the round of village life will be studied in this section. Concerning Hinduism we shall ask: What are the principal sects and cults? What are the essential differences among them? If local cults tend to proliferate here as elsewhere in the land, why so? What are the formal observances of religion? How does agricultural ritual compare to the domestic ritual in form and function? What are the respective spheres of the orthodox Hindu deities and the scriptural observances, as contrasted with village godlings and the local observances?

In respect to Islam, we shall want to know: How does the life of a Muslim villager differ from that of his Hindu neighbor? What attitudes and sentiments do Muslims share as distinct from those of the Hindu villagers? How does the nature of Islam in the villages compare with Islamic orthodoxy?

For both beliefs, we shall want to know: What role is played by those whose livelihood comes mainly from religion? Is the distinction between magic and religion a useful one to make in this analysis? What are the principal forms of the various arts--music, drama, dance, the graphic and plastic arts? What is the status of the artist and in what measure does the villager participate in art creation as well as appreciation? Do the ancient epics continue to furnish important art motifs? What part is played by folklore and proverb in affirming social sanctions? Have the traditional arts of the village been in any degree affected by such new factors as the radio and the movies?

This last question relates directly to the topic following.

7. Political ties and extra-village contacts.

In this section we shall primarily consider the relations between the village and larger groupings. The nature of political forces, as they affect the villagers, will be a convenient beginning for this avenue of enquiry. What part do official governmental agencies play in the activities of the villager? What are these agencies and who are the officials who carry on their functions? In what degree are these governmental agencies well integrated with the village culture and in what degree are they superimposed on it? Is there any conflict between local, traditional sanctions and those enforced by outside political forces? Is litigation as rampant in this area as it frequently is in India? If so, what reasons may be given for such prevalence of litigation? Can the observations made in the course of this study help clarify the essence of law? How have recent political movements been reflected in the village and how have they affected village life? Who are the chief political figures in the village and what is their influence? In what degree does the villager have an awareness of both local, national and international politics, and in what degree does he feel himself a participant in political affairs?

The villagers' awareness of the world beyond the village depends, in part, on the media of communication available. Hence we shall go on to ask: What kinds of printed materials are read in the village and what is their influence? What notions of affairs beyond the village are reflected in gossip and rumor? How much visiting is there to neighboring villages? How much travel to fairs, to the city, on pilgrimages? What has been the effect of such travel on the villager's world-view?

The term "world-view" embraces a great deal more than can be set forth by this last question alone and the next topic goes on to indicate some of the

forces that go into the shaping of the individual villager's notion of the world.

8. Life cycle.

Here we shall inquire into the stages of the life career of an individual, as these are set by the culture, and we shall want to know about the typical experience of individuals within each of these periods. Thus we shall bring to bear a battery of questions on methods of child care, on cultural expectancies at various ages in childhood, on common rewards in childhood, and common frustrations. We shall want to know how useful are the Gesell-Ilg concepts, for example, in dealing with the subjects of our study.

Within the scope of this topic, we shall want to know: What has been the history of formal schooling in the villages studied? What have been the general effects of such schooling? How are the requisite skills and values of the culture inculcated? What important differences are there in the enculturative processes for boys and girls? How is the entry into adulthood effected? What are the ideal roles for adult men and women? How are these ideals carried out in practice? What formal rituals mark each stage of the life cycle? What is the social status of old people?

The treatment of the data under this topic as in the foregoing topics necessarily isolates certain specific aspects of village life for description and analysis. Hence it cannot give a proper notion of the ongoing, dynamic nature of village life. Such insight will be afforded by the next topic, which deals with the careers of typical individuals and with actual situations.

9. Life history materials, situational analyses, modal personality type.

While no individual is completely "typical" we shall attempt to record life histories of several individuals whose experiences have not been markedly unlike those of their fellow villagers. These presentations of the continuum of experience will enable us to indicate the adaptive nature of both group and individual life. It may be that we shall also want to describe and analyze life histories of persons who are atypical, but whose experiences may indicate probable trends in the future. Thus we may contrast the career of one of the western-educated, politically conscious villagers, with that of one of his brothers, say, who has neither western education nor political interest.

Together with the analysis of life histories we shall describe actual happenings in the village, specific stress situations in which the various forces operative may be clearly discerned and described.

Of general theoretical importance within this subject, will be the testing of the concept of modal personality type. We shall want to know whether we can formulate personality characteristics which most villagers share. And we shall want to know to what extent such a formulation, if we feel that we can derive one, is based on common childhood experiences. We shall attempt to set up criteria for the making of such formulations, or indicate in what particulars we may believe that such a concept is deficient or unfeasible.

Our special interest within this topic will concern the influence of the urban center, and this note will be continued and summarized in the last topic, 10. Village values and city life.

Under this heading we shall marshal the evidence gathered and focus on three main questions: What happens to the villager who moves to the city? How does a period of residence in the city affect the villager who returns? What is the impact of the city on village life?

Each of these main questions entails many specific enquiries. Thus the query concerning the transplanted villager aims, among other things, at ascertaining the conflicts that arise when an agriculturalist or handicraft artisan begins to work with power tools. The question regarding the returned villager will indicate how a spell of industrial experience affects the outlook of the man who comes back, and how his changed outlook -- if indeed it has changed significantly -- affects his neighbors who have never gone away. The question on the changed village, should lead to a general summary of the main processes revealed by all the foregoing research leads in the section.

Research Methods.

Basically we shall use the methods of participant observers making extensive interviews with individuals and with some groups. Our activities will be carried on mainly in the villages selected for intensive work after preliminary reconnaissance. We shall probably select three villages, representing different stages of cultural distance from industrial influence. One might be the locale of close and constant contact with the city, possibly one in which some governmental plans, such as rural electrification, have been enacted. Another might be a village in which some proportion of the population has migrated to the city, but whose economy has not been greatly affected by the industrial complex. The third may be a village which has had relatively little contact, either social or material, with the city and its machine products.

The members of the research team will have some training in the local language, Kanarese, during Phases I and II of the project. When they begin work in the field during Phase III, therefore, they will have enough of the language to establish favorable rapport with respondents. However, it is expected that interpreters will be needed for all team members throughout the work of Phase III. Not until the second period of field work, during Phase V, will some members of the team be able to dispense entirely with the services of an interpreter.

Some of the research techniques we shall employ have already been mentioned in the discussion of research aims. The work on Topics 1 and 2, concerning the rural provenience of the city worker and emigration from the village, will utilize sampling and other statistical techniques as well as the use of newspapers, official documents, and other historical records. Topic 3, the description of selected villages, will also necessitate the use of historical records as well as the testimony of respondents. Data for Topic 4, on the village economy, will involve land mapping, income schedules, familial budgets, and similar techniques utilized by agricultural economists. It may be possible to draw up questionnaires for this topic and for others, which can feasibly be employed in the village situation.

The materials for Topics 5, 6, and 7, on social organization, religion, art, and government, will be collected through the use of various techniques employed by the cultural anthropologist, as the use of the geneological method, village census, observation of formalized public and domestic behavior. In working on Topics 8 and 9, on life cycle and life histories, the usual anthropological techniques will be employed and also as many psychological tests as seem feasible and promising, among them the TAT, and Rorschach.

One by-product of the research will be an evaluation of such techniques as the Rorschach and TAT when they are applied in the context of an Indian village.

Personnel.

The following personnel will be needed to fulfill the research objectives of Team 4. The information for each position is given in the following order: general descriptive title, nationality (to indicate which positions are to be filled by U.S. members and which by research workers from India), rank (salary for each rank will be set according to the University of California scale), desirable qualification, and description of research duties.

1. Cultural Anthropologist. U.S., Professor, General competence. To direct the work of the team, to collect data for Topics 3 through 9, and to supervise the writing of Topic 10.
2. Cultural Anthropologist. U.S., Associate Professor. Ph. D. Previous field experience, although not necessarily in India. To work on Topics 3 through 9 in collaboration with team leader.
3. Cultural Anthropologist. Indian. Assistant Professor. Ph. D. or equivalent training and experience. Some previous field work. To assist in work of Topics 3 through 9.
4. Rural Sociologist. U.S., Associate Professor. Ph. D. Experience in rural community studies in U.S. or elsewhere. Familiarity in the use of historical material and compilation of statistical data. To work on Topics 1 and 2 primarily, to collaborate in the work of the other topics with special responsibilities for drafting Topic 10.
5. Rural Sociologist. Indian. Assistant Professor. Ph. D. or equivalent training and experience. Some previous experience in community studies. To assist in work described for rural sociologist above.
6. Social Psychologist. U.S., Associate Professor. Ph. D. Experienced in the methods and techniques of social psychology, some familiarity with the theory and methods of personality research. To work on Topics 8 and 9 primarily, and to collaborate in the work of the other topics.
7. Agricultural Economist. Indian. Associate Professor. Ph. D. or equivalent training and experience. To work on Topic 4 primarily and to collaborate in the work on the other topics.
8. Agricultural Economist. U.S., Assistant Professor. Ph. D. or Graduate Student. To assist in work of agricultural economist above, and also to assist in the collecting of general statistical and historical data necessary for other topics.

The following service personnel will be needed:

- Two secretary-Stenographers. Indian. Able to take English dictation in shorthand and to type with accuracy. Preferably speakers of the local village vernaculars.
- Four Interpreters. Indian. Capable of being trained to interpret fluently and smoothly. These will be recruited locally and the functions of interpreter may be fulfilled by several part-time employees.

Personnel Budget for Field Work of Team 4.During Phase III (Six months)

Position and rank	Salary	Travel	Subsistence
1. Anthropologist (Prof.)	\$ 3600	\$ 2000	\$ 1260
2. Anthropologist (Assoc. Prof.)	2850	2000	1260
3. Anthropologist (Assist. Prof.)	2400	300	
4. Sociologist (Assoc. Prof.)	2850	2000	1260
5. Sociologist (Assist. Prof.)	2400	300	
6. Psychologist (Assoc. Prof.)	2850	2000	1260
7. Economist (Assoc. Prof.)	2850	300	
8. Economist (Assist. Prof.)	2400	2000	1260
	<u>\$22,200</u>	<u>\$10,900</u>	<u>\$6,300</u>
Total, Professional Personnel			\$ 39,400
9. Two secretary-stenographers	1140		
10. Four Interpreters	2400		
11. Fees and gifts for respondents	<u>1200</u>		
Total, Service Personnel			<u>5,040</u>
Total, Personnel expenditures for Phase III			\$ 44,440

During Phase V (Six months)

Personnel expenditures during Phase V will be the same as for Phase III

Total personnel expenditures for Team 4 during field work

44,44088,880.

Annex F. Plan for Team 5

Research Aims

Team 5 will have a double function. First, it will study the relationship between the industrial community and other social groupings, as merchants and civil servants. It will also consider the position of the factory communities within the larger social entities, such as municipality, state and nation. This function of Team 5 will be the responsibility of the political scientists and the sociologist specifically assigned to the team.

The second function will be that of summarizing, and presenting in coherent form, the over-all results of the work of the project. For this task, several of the senior members of the other teams will cooperate. A social philosopher will be assigned to the work of drafting the summary and this work shall be his primary responsibility.

The major topics which will be considered are these:

1. Relations of the clerical staff, managerial staff, and workers to other parts of the urban population.
2. Associations of mutual interest.
3. The factory and the state.
4. The results of the ISSAI study.

Personnel

The following personnel will be needed to fulfill the research aims of Team 5. This list includes only those staff members who will work exclusively on the topics within the scope of Team 5, and does not include those staff members who will be members of other teams but will also cooperate in the work of Team 5. The information for each position is given in the following order: general descriptive title, nationality (to indicate which positions are to be filled by U.S. members and which by research workers from India), rank, desirable qualifications, and description of research duties.

1. Political scientist. U. S., Professor.. Ph. D. To direct work of the team in relation to Topics 1, 2, and 3. Experience in governmental operations and familiarity with Indian data. To direct work on Topics 1, 2, and 3.
2. Political scientist. Indian. Associate Professor.. Ph. D. or equivalent training and experience. Experience with governmental agencies and Indian law. To work on Topic 3.
3. Sociologist. U. S., Associate Professor. Ph. D. Experience with governmental and industrial associations. To work on Topics 1 and 2.

4. Social philosopher. U. S., Associate Professor. Ph. D. Experience in general social science research. To collate research results of various teams, with special responsibility for the drafting of Topic 4.

The following service personnel will be needed:

5. Two secretary-stenographers. Indian. One to be able to take English dictation in shorthand and to type with accuracy, the other to have some academic qualifications to assist in the collating and filing involved in the work of Topic 4.

6. One interpreter-interviewer. Indian. B. A. or equivalent. To be able to translate written Hindustani and Kanarese into English.

Personnel Budget

For Team 5 during Phase V (Six months)

Position and Rank	Salary	Travel	Subsistence
1. Political Scientist (Prof.)	\$ 3600	\$2000	\$1260
2. Political Scientist (Assoc. Prof.)	2850	300	
3. Sociologist (Assoc. Prof.)	2850	2000	1260
4. Social Philosopher (Assoc. Prof.)	2850	2000	1260
	<u>\$12,150</u>	<u>\$6,300</u>	<u>\$3,780</u>
Total Professional Personnel			\$22,230
5. Two Secretary-Stenographers	1440		
6. One Interpreter-Interviewer	720		
7. Fees and Gifts to respondents (6 months at \$100)	600		
	<u>\$2760</u>		
Total Service Personnel			<u>2,760</u>
Total Personnel Expenditures for Team 5 during Field Work			<u>\$24,990</u>

Annex G. Plan for General Functions of Professional Staff

Some functions will serve the project as a whole, rather than any one research team. Hence these activities are not described in the plans for the research teams, but are presented here under the relevant budgetary categories.

1. Linguist.

It shall be the responsibility of the linguist to study the structure of Kanarese and other languages used in Bangalore, to provide instruction in these languages to the professional members of the staff, and to prepare scientific linguistic analyses of the relevant languages. He will devote his full time to these purposes during Phases I, II, and III. During the first three months of Phase I, the linguist will work with a native speaker of Kanarese; there are several students at the University who could be used for this purpose. During the latter three months of Phase I, the linguist will continue his research with native informants, and will also begin his teaching activities with the staff. In this procedure the linguist will follow the methods used in the intensive language training courses. The linguist's work will be continued in Berkeley through Phase II. He will be in the field during Phase III; his salary and expenses for Phase III appear on the budget for Team 1. Qualifications for the linguist are a Ph. D., experience in linguistic analysis and in intensive language teaching. His salary scale will be that for Associate Professor.

2. Linguistic Informants

These will be used during Phase I and II, as described above. A sum of \$85 per month (85 hours at \$1 per hour) is provided for this purpose, \$510 for each phase.

3. Staff Secretary

A secretary-stenographer will be employed to provide secretarial and bibliographic assistance for the professional staff during Phases I and II. Her salary will be \$150 per month, \$900 for each phase. No staff secretary will be employed during the major periods of field work, Phases III and V. During the year of Phase IV, a staff secretary will be employed at the same rate of \$150 per month. During the year of Phase VI, when the final reports will be written, it will be necessary to employ two secretary-stenographers for the professional staff.

4. Consultants' Travel and Expenses

Since not all of the professional staff will be Berkeley residents, it

is necessary to make provision for the travel and subsistence expenses of such staff members on occasions when it will be necessary for them to be in Berkeley for staff conferences. It is estimated that the average sum needed for each visit is \$400. Allotment for ten such consultations is made in the budget for Phase I, five for Phase II, ten for Phase IV and ten for Phase VI.

5. Continuation Research in Phase IV

The year of Phase IV will intervene between the two major pulses of field research, Phases III and V. It will be advisable, during this year, to have a small research staff in the field to continue the research efforts initiated during the first period of field work. Three Indian members of the research teams, one Associate Professor and two Assistant Professors, will continue research activities in the field office during the year. The senior member will also supervise the work of the administrative secretary in the field office during Phase IV.

6. Funds for the Preparation of Research Results

It has been a common experience in social science research that the preparation of research results for publication is delayed long after the original investigations have been made. In large part this stems from a failure to make adequate financial provisions for the time necessary for writing. To obviate this frequent failing, it is proposed to provide a sum of \$2000 for each of the 35 members of the professional staff. This sum is to be used by each member as a means of securing enough time, which otherwise would be expended in teaching and other duties, to prepare his report. The full amount will be paid to staff members who submit their reports within a period to be specified by the project authorities, say, at the end of Phase VI. Research workers whose reports are submitted after that date will be given some smaller sum, perhaps half of the basic grant. It is expected that this procedure will do much to encourage the prompt preparation of research results for publication.

Budget Summary—General Functions of Professional Staff

Phase I (Six months)

Linguist	2850
Linguistic Informants (6 months at \$85 per month)	510
Staff Secretary	900
Consultants' Travel and Expenses (10@ \$400 each)	<u>4000</u>

Total, Phase I	8260
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Phase II (Six months)

Linguist	2850
Linguistic Informants	510
Staff Secretary	900
Consultants (5 at \$400 each)	<u>2000</u>

Total, Phase II	6260
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Phase III

No Expenditures

Phase IV (one year)

Staff Secretary	1800
Consultants (10 at \$400 each)	4000
Continuation Research	
Assoc. Prof.	\$5700
Asst. Prof.	4800
Asst. Prof.	<u>4800</u>
	<u>15,300</u>

\$15,300

Total Phase IV	\$21,100
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Phase V (Six months)

No Expenditures

Phase VI (One year)

Two staff Secretaries	3600
Consultants (10 at \$400)	4000
Funds for Research Preparation (\$2000 each for 35 staff members)	70,000
	<u>77,600</u>

Total Phase VI	77,600
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Total, General Functions of Professional Staff	\$113,220
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Annex H. Plan for Administration, Services, Equipment

The scale of the project makes it imperative that an efficient administrative organization be established to permit all members of the professional staff to devote their energies to research and not be distracted by administrative details. Since the efficiency of the administrative establishment will affect every phase of the research work, it will be important to select an administrator of considerable experience and demonstrated ability to insure the smooth functioning of the project as a whole. The following budgetary categories, beginning with that for an administrative head, indicate both the procedures and expenditures necessary for administration, services, and equipment.

1. Administrative Executive

This officer will be responsible for such administrative functions as the keeping of financial accounts and personnel records for the project, arranging transport, negotiating contracts and agreements for rentals, insurance and other matters, purchasing of supplies and equipment, and conducting public relations. He will carry out the directions of the project authorities concerning administrative matters and will facilitate the timing and coordination of various parts of the project. His salary will be at the scale of Professor.

During the six months of Phase I, the Administrative Executive will set up the Home Office and will establish the routine for Home Office administrative procedure. He will accompany Team 1 into the field during Phase II and will set up the Field Office and establish the routine for Field Office Administrative procedure. He will also prepare for the arrival of Teams 2, 3, and 4 and will devote much of his time during Phase III to administrative assistance for these teams. He will return to the Home Office for the year of Phase IV and during this period will have administrative direction of the work of the joint seminar, will make preparations for the next phase of field work, and will prepare a report on administrative problems of a social science research project.

The Administrative Executive will return to the Field Office during Phase V and will terminate the accounts of the Field Office and close that office at the end of this period. It will be his responsibility during Phase VI to facilitate the preparation of the final reports and to see them, if possible, through publication. At the end of this period, he will terminate the accounts of the entire project.

2. Home Office Operating Expenses

A Secretary-stenographer to assist the Administrative Executive will be

employed in the Home Office for the complete duration of the project. Her salary is budgeted at \$1800 per year. Expenses for stationery and supplies will amount to \$200 per year and a similar sum is budgeted for postage, telephone, and petty expenditures. It is hoped that the University of California will provide space rent-free for the Home Office. Yearly expenditures for the operating expenses of the Home Office will be \$2200.

3. Home Office Equipment

The sum of \$650 is budgeted for typewriters, filing cabinets, and office furniture for the Home Office. It is hoped that loans of office equipment will be forthcoming from various departments of the University to supplement this sum.

4. Field Office Operating Expenses

A secretary-stenographer will be assigned to administrative work in the Field Office during Phases II, III, IV, and V. This employee will be an Indian; his salary will be \$120 per month. Annual expenditures for stationery and supplies are budgeted at \$200, for postage, telephone and petty expenditures \$200, for rental of office space \$1200 (\$100 per month). A sum of \$200 is provided for liability insurance, and other forms of insurance which may be necessary by regulations of the Indian government. The total expenditure under this heading for each of the six-month Phases of the project is \$1620; for the year of Phase IV it is \$3240.

5. Field Office Administrative Assistant

During Phases II, III, and IV, when the research teams will be engaged in field work, there will be many small but necessary administrative chores to be done, which the Administrative Executive will not have time to do. For example, the matter of local transportation will have to be negotiated or renegotiated almost daily. If the vehicles are to be hired, then the administrative assistant will have to make sure that the drivers turn up at the proper times; if the vehicles are the property of the project, he will have to check constantly on the fueling and maintenance of the cars. The pay of the Administrative Assistant will be \$120 per month; \$720 for each six-month period.

6. Field Office Equipment

The problem of providing adequate office equipment at minimal cost for the field phases of the project will have to be settled by the Administrative Executive after he arrives in the field. The sum of \$1500 is provided for this purpose (to include typewriters, filing cabinets, and office furniture) for Team 1

nd the Administrative Unit. A like sum is budgeted for each of the other teams scheduled to be in the field concurrently with Team 1. Team 5 will use the equipment originally provided for Team 1.

• Field Office Transportation

The most efficient means of providing transportation, whether by purchase or hire of cars, will be considered by the Administrative Executive after his arrival in the field. A sum of \$5 per day is provided for transportation for Team 1 and for the Administrative Unit during Phase II; this amounts to an allotment of \$150 per month or \$900 for the six-month duration of this period. A like sum is provided for each of the other research teams during the periods of field work.

• Termination Costs and Surplus Funds

All field office equipment is to be sold at the end of Phase V and the proceeds used to meet the costs of termination. Any surplus funds in the project accounts at the end of Phase VI are to be used for publication purposes.

Budget Summary - Administrative, Services, Equipment

Phase I (Six months)

Administrative Executive		\$3600	
Home Office Operating expenses			
Adm. Secretary	\$900		
Stationery & Supplies	100		
Telephone, Post., Misc.	<u>100</u>	1100	
Home Office Equipment		650	
Total, Phase I			\$5350

Phase II (Six months)

Administrative Executive			
Salary	\$3600		
Travel	2000		
Subsistence	<u>1260</u>	6860	
Home Office Operating Expenses		1100	
Field Office Operating Expenses			
Adm. Sec'y.	720		
Office Rental	600		
Sta. & Supplies	100		
Telephone, Post., Misc.	100		
Insurance	<u>100</u>	1620	
Administrative Assistant		720	
Field Office Equipment (For Team 1 and Adm. Unit)		1500	
Field Office Transportation (\$150 per month)		<u>900</u>	
Total, Phase II			\$12,700

III (Six months)		
Administrative Executive		
Salary	\$3600	
Subsistence	1260	
Home Office Operating Expenses		\$4860
Field Office Operating Expenses		1100
Administrative Assistant Expenses		1620
Field Office Equipment Expenses		720
for Teams 2		4500
(\$1500 ea. for 4)		
Field Office Transportation		3600
(\$900 ea. for Teams 1, 2, 3, 4)		
Total, Phase III		\$16,400
Phase IV (One year)		
Administrative Executive		7200
Home Office Operating Expenses		2200
Field Office Operating Expenses		3240
Total, Phase IV		12,640
Phase V (Six months)		
Administrative Executive		
Salary	\$3600	
Travel	2000	
Subsistence (6 months)	1260	6860
Home Office Operating Expenses		1100
Field Office Operating Expenses		1620
Administrative Assistant		720
Field Office Transportation		3600
(\$900 ea. for four teams)		
Total, Phase V		13,900
Phase VI (One year)		
Administrative Executive		7200
Home Office Operating Expenses		2200
Total, Phase VI		9,400
The <u>Total</u> for Administration, Services and Equipment		\$70,390