APPENDICES
APPENDICE - I

QUESTIONNAIRES FOR FEMALE WORKERS

Part I

1.1 Name of the worker :

1.2 Age of the worker :
   i) Below 20
   ii) 21 to 30
   iii) 31 to 40
   iv) 41 to 50
   v) Above 51

1.3 Marital status : Married / Unmarried

1.4 Mother tongue : Marathi / Hindi / Kannada /
                    Urdu / other

1.5 Cast : Open /
           S.T./S.C./OBC/Other

1.6 Education Illiterate / Upto 4th
                Standard / upto 7th standard
                / upto 10th standard / upto
                12th standard / Technical
                education

1.7 Information about family Joint family / separate
                               family
                               Family Members
<table>
<thead>
<tr>
<th>Question</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.8 Family Size</td>
<td>Male: [] Female: [] Children: [] Total: []</td>
</tr>
<tr>
<td>1.9 Earning member in family</td>
<td>Male: [] Female: [] Total: []</td>
</tr>
<tr>
<td>1.10 Number of dependent</td>
<td>Male: [] Female: [] Total: []</td>
</tr>
<tr>
<td>1.11 Native place</td>
<td>Rural / Urban [] Taluka: [] District: []</td>
</tr>
<tr>
<td>1.12 Distance from place of work:</td>
<td>Km []</td>
</tr>
<tr>
<td>1.13 Mode of Convenience:</td>
<td>Walking / Bicycle / Vehicle / Bus []</td>
</tr>
<tr>
<td>1.14 Type of work:</td>
<td>Skilled / unskilled []</td>
</tr>
<tr>
<td>1.15 Employment status:</td>
<td>Permanent / Seasonal / Casual []</td>
</tr>
<tr>
<td>1.16 Designation:</td>
<td>Helper / worker / other []</td>
</tr>
<tr>
<td>1.17 Have you any experience elsewhere:</td>
<td>Yes / No [] If yes No. of Years []</td>
</tr>
<tr>
<td>1.18 Experience in unit:</td>
<td>1 to 5 / 5 to 10 / 10 to 15 / 16 to 20 / 21 to 25 / 26 to []</td>
</tr>
</tbody>
</table>
1.19 Habit of workers: Pan Eating / Tobacco
                  Chewing / Smoking / Drinking / No Habits

**Part II**
**Income and Expenditure Analysis**

2.1 How much do you get wages in monthly? 500 to 1000 / 1001 to 1500 / 1501 to 2000 / 2001 to 2500 / 2501 to 3000 / Above 3001.

2.2 When do you get wages? Daily / Weekly / Fortnightly / Monthly

2.3 Do you get wages in time? Yes / No

2.4 Is it sufficient for maintaining your family? Yes / No.

2.4.1 If No state other sources:

2.5 What is your opinion about wages payment? Satisfactory / dissatisfactory / indifference

2.6 Is there any change in salary yearly? Yes / No.

2.6.1 If yes, How much Rs. ____________
2.7  Do you get bonus every year?  Yes / No.  
2.7.1] if Yes state the rate of bonus  _________% and
2.7.2] When is it paid to you?  _________ 
Month and Date

2.8  Do you get advance against your salary  Yes / No.  
2.8.1] If yes, what is mode of refunding advance?  _________

2.9  Do you get travelling allowances?  Yes / No  
2.9.1] If yes state how much amount monthly?  Rs. _________

2.10 Do you get housing rent allowances?  Yes / No  
2.10.1] If yes state how much amount paid to you?  Rs. _________

2.11 Do you family owns agricultural land?  Yes / No  
If Yes  Irrigate [Hectors]
2.11.1] what is the annual unirrigate [Hectors] income of your agricultural land? Rs. ________

2.12 Total Income

<table>
<thead>
<tr>
<th>Year</th>
<th>Payment</th>
<th>Bonus</th>
<th>Business</th>
<th>Interest</th>
<th>Rent</th>
<th>Agri. Income</th>
<th>Land Labour Income</th>
<th>Live Stock Income</th>
<th>Total</th>
</tr>
</thead>
</table>

2.13 Are you indebted? Yes / No

   If Yes

   What is the purpose of borrowing
   1.
   2.
   3.

2.14 Are you saving Yes / No

2.14.1] What is the reason of saving and Rs. :

   Provisions Yes No.
   Provision for old age
   Provision for Children education
   Provision for children marriage
   Provision for acquiring farm
asset
Provision for acquiring
house
Provision for repayment of
debt
Provision for hospital
Others

2.15 How much expenditure did you incur on the following items during the last month

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Item</th>
<th>Amount Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A] 1</td>
<td>Food grains [Per month]</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Food</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Milk and milk product</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Vegetables</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Meat fish and eggs</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Fruits</td>
<td></td>
</tr>
<tr>
<td>B] 6</td>
<td>Rent</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Clothing and education</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Medical bill</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Transport travelling</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Electricity</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>News papers / periodicals</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Cooking fuel</td>
<td></td>
</tr>
</tbody>
</table>
Toilet items

Cinema / Theatre

Total Expenditure

Part III Working condition

3.1 Aar you got a job according to your qualification? Yes / No

3.2 Aar you satisfied with the job? Yes / No

3.3 How much hours you have to work in your unit? 8 hours / 9 hours / 10 hours / 12 hours

3.4 Are you given any additional work? Yes / No.

3.4.1 If yes, do you get remuneration for additional work? Yes / No.

3.5 Is there any shifts in your unit Yes / No.

3.5.1] If yes which shifts you prefer to work? 1st Shift / 2nd Shift / 3rd Shift

3.6 Are you provided any additional facilities during shifts? Water / Tea / Meal / Not at all

3.7 Are there any intervals for rest Yes / No.

3.7.1] If yes, state how much time? Hours

3.8 Is there adequate space available while working or Yes / No.
attending the machinery

3.9 Is there any provision made for cleaning / fencing of machinery
Yes / No.

3.10 Do you get safety instruction? Yes / No.

3.11 Is there any arrangement of providing uniform and shoes? Yes / No.

3.12 Is there any system of training? Yes / No.
3.12.1 If yes, state methods of training? On the job / Off the job

3.13 Is there suitable arrangement of latrines and urinals? Yes / No.
3.13.1] If yes, are the clean? Yes / No.

3.14 Do you get good drinking water? Yes / No.

3.15 What is your opinion about working condition your industry? Sufficient ventilations / sufficient temperature / sufficient illumination
3.15.1] State any suggestion about working conditions
1.
2.
3.
## Part IV

### Leave, Holiday’s absentee

| 4.1 | Do you have weekly rest? | Yes / No. |
| 4.2 | Do you have national holiday? | Yes / No. |
| 4.3 | Do you get leave with pay? | Yes / No. |
| 4.4 | How many festival holidays do you get in year? Days |
| 4.5 | What type of leave you get? | Casual / sick / Other |
| 4.6 | Do you get earn leave? | Yes / No. |
| 4.6.1 | If yes, how many days in year? Days |
| 4.7 | How many days leave you get without pay? Days |
| 4.8 | What is your opinion about leave provisions? | Satisfactory / dissatisfactory |
| 4.9 | Are you remain absent without permission? | Yes / No. |
| 4.9.1 | If yes, what action employer taken? |
| 4.10 | What are the causes of your absentee? |
| 1. |
| 2. |
| 3. |

## Part V
Health, Welfare, security and Allowances

5.1 Do you have provided first aid facility Yes / No.

5.2 Which health problem you are facing due to the work in tobacco industry?

5.3 Have you undergone family planning surgery? Yes / No.
5.4 What type of operation

<table>
<thead>
<tr>
<th>Vascertomy</th>
<th>Tubectomy</th>
</tr>
</thead>
</table>

5.5 Do you get medical facilities for your family member?

5.6 Is there any arrangement of Entertainment programme

If yes, then

1.
2.
3.

5.7 Does your industry provide educational facilities for children

5.8 Is there any arrangement of lunch room or rest room

5.9 Do you pay contribution of provident fund?

5.9.1 If yes, what is the amount of contribution?

Rs. _____________

5.10 Do you pay contribution to labour welfare fund?

If yes, What is the amount of contribution.

5.11 Is there provision of workmen’s composition scheme act.
Part VI
Trade Union

6.1 Is there any trade union? Yes / No.
6.1.1] If yes, are your member of it? Yes / No.
6.1.2] If yes, how much amount contribute to it? Rs. ___________

6.2 Has there been any strike in the unit? Yes / No.
6.2.1 If yes, state reasons of strike
1. 
2. 
3. 

6.4 What is your opinion about functioning of trade union? Satisfactory / dissatisfactory / indifferent

Part VII other

7.1 Are there any unfavorable violence behavior from employer? Yes / No.
If yes which type
1. 
2. 

7.2 Is there good future for the female worker in tobacco processing unit.
1. Regular Holidays
2. Payment of holidays
3. Leave facilities
4. Medical aid

7.3 How do you settle your unexpected economic needs?
1.
2.
3.

7.4 Is there health facilities available for the female workers in tobacco industry
1. Primary health centers
2. Private dispensary
3. Civil Hospital

APPENDICES - 2

QUESTIONER FOR MALE WORKER AND MANAGER

Part I

1.1 Name of the worker:
1.2 Age of the worker:
   vi) Below 20
   vii) 21 to 30
   viii) 31 to 40
   ix) 41 to 50
   x) Above 51
1.3 Marital status:
   Married / Unmarried
1.4 Mother tongue:
   Marathi / Hindi / Kannada / Urdu /
   other
1.5 Cast:
   Open / S.T./S.C./OBC/Other
1.6 Education
   Illiterate / Upto 4th Standard / upto
7th standard / upto 10th standard / upto 12th standard / Technical education

1.7 Information about family
Joint family / separate family

Family Members

1.8 Family Size
Male : Female:
Children:
Total :

1.9 Earning member in family
Male : Female:
Total:

1.10 Number of dependent
Male : Female:
Total:

1.11 Native place
Rural / Urban
Taluka : District :

1.12 Distance from place of work:
Km

1.13 Mode of Convenience : Walking / Bicycle / Vehicle / Bus

1.14 Type of work :
Skilled / unskilled

1.15 Employment status :
Permanent / Seasonal / Casual

1.16 Designation :
Helper / worker / other

1.17 Have you any experience elsewhere :
Yes / No
If yes No. of Years ________

1.18 Experience in unit: 1 to 5 / 5 to 10 / 10 to 15 / 16 to 20
Part II
Income and Expenditure Analysis

2.1 How much do you get wages in monthly? 500 to 1000 / 1001 to 1500 / 1501 to 2000 / 2001 to 2500 / 2501 to 3000 / Above 3001.

2.2 When do you get wages? Daily / Weekly / Fortnightly / Monthly

2.3 Do you get wages in time? Yes / No

2.4 Is it sufficient for maintaining your family? Yes / No.

2.4.1 If No state other sources: Yes / No.

2.5 What is your opinion about wages payment? Satisfactory / dissatisfactory / indifference

2.6 Is there any change in salary yearly? Yes / No.

2.6.1 If yes, How much amount increase yearly? Rs. _____________

2.7 Do you get bonus every year? Yes / No.

2.7.1 If Yes state the rate of bonus _________% and _________
2.7.2) When is it paid to you?

<table>
<thead>
<tr>
<th>Month and Date</th>
</tr>
</thead>
</table>

2.8) Do you get advance against your salary?  Yes / No.

2.8.1) If yes, what is mode of refunding advance?

2.9) Do you get travelling allowances?  Yes / No

2.9.1) If yes state how much amount monthly?

2.10) Do you get housing rent allowances?  Yes / No

2.10.1) If yes state how much amount paid to you?

2.11) Do you family owns agricultural land?  Yes / No

<table>
<thead>
<tr>
<th>Irrigate [Hectors]</th>
<th>unirrigate [Hectors]</th>
</tr>
</thead>
</table>

2.11.1) what is the annual income of your agricultural land?

| Rs. _______ |
### 2.12 Total Income

<table>
<thead>
<tr>
<th>Year</th>
<th>Payment</th>
<th>Bonus</th>
<th>Business</th>
<th>Interest</th>
<th>Rent</th>
<th>Agri. Income</th>
<th>Land Labour Income</th>
<th>Live Stock Income</th>
<th>Total</th>
</tr>
</thead>
</table>

### 2.13 Are you indebted? Yes / No

If Yes

What is the purpose of borrowing

1.

2.

3.

### 2.14 Are you saving Yes / No

2.14.1] What is the reason of saving and Rs. :

- Provisions
- Provision for old age
- Provision for Children education
- Provision for children marriage
- Provision for acquiring farm asset
- Provision for acquiring
2.15 How much expenditure did you incur on the following items during the last month

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Item</th>
<th>Amount Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>A]</td>
<td>Food grains [Per month]</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Food</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Milk and milk product</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Vegetables</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Meat fish and eggs</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Fruits</td>
<td></td>
</tr>
<tr>
<td>B]</td>
<td>Non food items</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Rent</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Clothing and education</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Medical bill</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Transport travelling</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Electricity</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>News papers / periodicals</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Cooking fuel</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Toilet items</td>
<td></td>
</tr>
</tbody>
</table>
3.1 Aar you got a job according to your qualification? Yes / No
3.2 Aar you satisfied with the job? Yes / No
3.3 How much hours you have to work in your unit? 8 hours / 9 hours / 10 hours / 12 hours
3.4 Are you given any additional work? Yes / No.
   3.4.1 If yes, do you get remuneration for additional work? Yes / No.
3.5 Is there any shifts in your unit Yes / No.
   3.5.1 If yes which shifts you prefer to work? 1st Shift / 2nd Shift / 3rd Shift
3.6 Are you provided any additional facilities during shifts? Water / Tea / Meal / Not at all
3.7 Are there any intervals for rest Yes / No.
   3.7.1 If yes, state how much time? Hours
3.8 Is there adequate space available while working or attending the machinery Yes / No.
3.9 Is there any provision made for cleaning / fencing of machinery Yes / No.
3.10 Do you get safety instruction? Yes / No.
3.11 Is there any arrangement of providing uniform and shoes? Yes / No.
3.12 Is there any system of training? Yes / No.
3.12.1 If yes, state methods of training? On the job / Off the job
3.13 Is there suitable arrangement of latrines and urinals? Yes / No.
3.13.1] If yes, are the clean? Yes / No.
3.14 Do you get good drinking water? Yes / No.
3.15 What is your opinion about working condition your industry? Sufficient ventilations / sufficient temperature / sufficient illumination
3.15.1] State any suggestion about working conditions
1.
2.

Part IV

Leave, Holiday’s absentee

4.1 Do you have weekly rest? Yes / No.
4.2 Do you have national holiday? Yes / No.
4.3 Do you get leave with pay? Yes / No.
4.4 How many festival holidays do you get in year? Days
4.5 What type of leave you get? Casual / sick / Other
4.6 Do you get earn leave? Yes / No.
4.6.1] If yes, how many days in year?
Days
4.7 How many days leave you get without pay? Days
4.8 What is your opinion about leave provisions? Satisfactory / dissatisfactory
4.9 Are you remain absent without permission? Yes / No. 4.9.1 if yes, what action employer taken?
4.10 What are the causes of your absentee?
1.
2.
3.

Part V
Health, Welfare, security and Allowances
5.1 Do you have provided first aid facility Yes / No.
5.2 Which health problem you are facing due to the work in tobacco industry?
5.3 Have you undergone family planning surgery? Yes / No.
5.4 What type of operation
Vascertomy TubectomY
5.5 Do you get medical facilities for your family member?
5.6 Is there any arrangement of Entertainment programme Yes / No.
   If yes, then
   4.
   5.
   6.

5.7 Does your industry provide educational facilities for children Yes / No.

5.8 Is there any arrangement of lunch room or rest room Yes / No.

5.9 Do you pay contribution of provident fund? Yes / No.
   5.9.1 If yes, what is the amount of contribution? Rs. ____________

5.10 Do you pay contribution to labour welfare fund? Yes / No.
   If yes, what is the amount of contribution.

5.11 Is there provision of workmen’s composition scheme act.

Part VI
Trade Union

6.1 Is there any trade union? Yes / No.
   6.1.1] If yes, are you member of it? Yes / No.
   6.1.2] If yes, how much amount Rs. ____________
contribute to it?

6.2 Has there been any strike in the unit? Yes / No.
6.2.1 If yes, state reasons of strike
1.
2.
3.

6.4 What is your opinion about functioning of trade union?
Satisfactory / dissatisfactory / indifferent

Part VII other

7.1 Are there any unfavorable violence behavior from employer? Yes / No.
If yes which type
1.

7.2 Is there good future for the male worker in tobacco processing unit.
1. Regular Holidays
2. Payment of holidays
3. Leave facilities
4. Medical aid

7.3 How do you settle your unexpected economic needs?
1.
2.
3.
7.4 Is there health facilities available for the female workers in tobacco industry

4. Primary health centers
5. Private dispensary
6. Civil Hospital

APPENDICES - 2

QUESTIONER FOR OWNER

Part I
General Information
1.1 Name of the unit :
1.2 Address of the unit :
1.3 Date of Establishment :
1.4 Registration :

Part II Capital Investment
2.1 Total Capital investment Rs. :
2.2 Fixed Capital investment Rs. :
2.3 Working Capital investment Rs. :
2.4 How capital raised?
   1. Own
   2. Friends
   3. Relative
   4. Loan

Part III Recruitment and Employment
3.1 Sources of recruitment of labour
   1.
   2.
   3.
3.2 Total Number of workers: Male: Female: Total:

3.3 Nature of Appointment
A] Permanent:
B] Temporary:
C] Causal:

3.1 Are you contribute to Provided Fund Yes / No

Part IV Facilities of Workers welfare

4.1 Are you conduct health care programme for the workers Yes / No

Part V About Acts

5.1 Are you applied minimum wage act? Yes / No
5.1.1 If yes state minimum wages in your unit Rs.

5.2 Are you contribute to Maharashtra labour welfare fund? Yes / No
5.2.1 If yes, state How much amount Rs.

5.3 If E.S.I. Act 1948 applicable in your unit? Yes / No

5.4 Is workmen’s compensation act 1923 applicable to your unit? Yes / No

5.5 State any problems regarding workers in your unit?