# WORKER’S QUESTIONNAIRE

## Socio-Economic Profile of Women Workers

1. **Age Wise Distribution**
   - 18-20/21-25/26-30/31-35/36-40/41-45/46-50

2. **Educational Profile**
   - Illiterate / Primary / Jr. High School / High School / Intermediate/Graduate and above.

3. **Religion**
   - Hindu / Muslim / Christian

4. **Caste**
   - Scheduled Caste / Scheduled Tribes / Backward Caste / Higher Caste

5. **Marital Status**
   - Unmarried/Married/Divorced/Widow

6. **Size of Family**
   - Large / Small / Medium

7. **Economic Status**
   - Low / Normal

8. **Nature of Job**
   - Unskilled / Semi-Skilled / Skilled

9. **Nature of Work performed**

   (1) In Lock Industry
   (i) Hand Press
   (ii) Power Press
   (iii) Electroplating
   (iv) Buffing
   (v) Spray Paint
   (vi) Filing
   (vii) Moulding
   (viii) Assembling
   (ix) Liver Making
   (x) Card Board Boxes Making
   (xi) Drilling
   (xii) Packing

(2) In Brick Kilns Industry

   (i) Brick Moulding
(ii) Earth Digging
(iii) Preparation of Mud Mixture
(iv) Carrying of Dried Bricks
(v) Unloading of Trench
(vi) Brick Arranging
(vii) Fixing the Bricks
(viii) Transporting

(3) In Hicks Thermometers Industry
(i) Tube Cutting
(ii) Temperature Setting
(iii) Printing
(iv) Finishing
(v) Packing
(vi) Three Process

(4) In Construction Industry
(i) Brick Layering
(ii) Brick Carrying
(iii) Mixture Preparation
(iv) Watering
(v) Women Masons
(vi) Earth Filing
(vii) Sand Cleaning
(viii) Brick Cleaning
(ix) Concreting
(x) Curing

(5) In Footwear Industry
(i) Cutting
(ii) Fitter
(iii) Bottom
(iv) Pasting
(v) Stitching
(vi) Finishing
(vii) Packing

10. Wage Payment System: Time rate basis / Piece rate basis

11. Frequency of payment of wages: Monthly/Weekly/Fortnightly/Daily/ After Reason

12. Awareness about Laws and Rights of Women Workers: Yes / No

13. Sexual Harassment at the Work-Place: Yes / No

14. Earning Level:
   (i) 1000-1500
   (ii) 1501-2000
   (iii) 2001-2500
   (iv) 2501-3000
   (v) 3001-3500
   (vi) 3501-4000
   (vii) 4001-4500
   (viii) 4501-5000
   (ix) 5501-above

An Empirical Assessment of Protective Measures for Women Workers

(I) Coverage under the Act:
   (i) Factories Act, 1948: Yes / No
   (ii) The Contract Labour (Regulation and Abolition) Act, 1970: Yes / No
   (iii) Inter-State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979: Yes / No
   (iv) Employees’ State Insurance Act, 1948: Yes / No
   (v) The Employees’ Provident Funds and Miscellaneous Provisions Act, 1952: Yes / No
   (vi) The Payment of Gratuity Act, 1972: Yes / No
   (vii) The Minimum Wages Act, 1948: Yes / No
   (viii) The Payment of Wages Act, 1936: Yes / No
   (ix) The Equal Remuneration Act, 1976: Yes / No
   (x) The Payment of Bonus Act, 1965: Yes / No
(xi) The Maternity Benefit Act, 1961 : Yes / No / Exempted
(xii) The Workmen’s Compensation Act, 1923 : Yes / No / Exempted
(xiii) The Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996 : Yes / No

2. Factories Act, 1948
(i) Availability of Various Welfare Facilities
1. Washing
2. Storing and Drying Clothing
3. Sitting
4. First Aid Appliances
5. Ambulance Room
6. Canteen
7. Lunch Room
8. Rest Room
9. Shelter
10. Crèche
11. Welfare Officer
(ii) Arrangements for Health Measures
1. Cleanliness
2. Disposal of Wastes and Effluents
3. Ventilation and Temperature
4. Dust and Fume
5. Lighting
6. Drinking Water
7. Latrines and Urinals
8. Spittoons
(iii) Protection for eyes
    Suitable goggles : Yes / No
(iv) Distribution of the Workers by Working
Hours Per Day: 8 hrs / 9 hrs / 10 hrs / upto 12 hrs / upto 14 hrs / upto 16 hrs

(v) Distribution of the Workers by Working Hours Per Week:
- 48 hrs / 54 hrs / 60 hrs / upto 66 hrs / upto 72 hrs / Above 72 hrs

(vi) Over Time Rate: Single / One and Half / Double

(vii) Leaves: Casual Leave / Earned Leave

(viii) Rest Intervals: Violated / Not Violated

(ix) Weekly Holiday: Yes / No

3. **Employees’ State Insurance Act, 1948**

(i) Contributions
1. Contribution Paid by Employer at the Rate of 47.5% of the wages: Yes/No
2. Contribution Paid by Employees at the Rate of 1.75% of their Wages: Yes/No

(ii) Are Women Employee’s Insured under the ESI Act, 1948: Yes/No

(iii) Compensation for Employment Injury: Yes/No

(iv) Benefits
1. Sickness Benefit: Yes/No
2. Maternity Benefit: Yes/No
3. Medical Benefit: Yes/No
4. Disablement Benefit: Yes/No

4. **Payment of Gratuity Act**

i. Are you Entitled to Receive Gratuity?: Yes/No

ii. Is Gratuity is Rewarded by Employer for Long and Meritorious Service: Yes/No

5. **The Minimum Wages Act, 1948**

i. Pattern of Actual Payment of Category -wise wages of the respondents

<table>
<thead>
<tr>
<th>Category</th>
<th>Notified Minimum Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Unskilled</td>
<td>3162.80</td>
</tr>
<tr>
<td>2. Semi-skilled</td>
<td>3605.63</td>
</tr>
<tr>
<td>3. Skilled</td>
<td>4002.00</td>
</tr>
</tbody>
</table>
ii. Wages Paid in Cash/Kind
1. Wages Paid in Cash : Yes/No
2. Wages Paid in Kind : Yes/No

6. Payment of Wages Act, 1936
(i) Wages Paid on Time : Yes/No
(ii) Any unauthorised Deductions has been made from the Wages by the Employer
(iii) Deductions
1. Deductions for Fine : Yes/No
2. Deductions for Absence from Duty : Yes/No
3. Deductions for Damage or Loss of Goods or Money : Yes/No
4. Deductions for House Accommodation : Yes/No
5. Deductions for Recovery of Advances : Yes/No
6. Deductions for Recovery of Loans : Yes/No
7. Deductions for Subscription to Provident Fund : Yes/No

7. Equal Remuneration Act, 1976
i. Equal Wages for Equal Work : Yes/No

8. Employees’ Provident Funds and Miscellaneous Provisions Act, 1952
i. Did the Employer Instituted the Following Fund according to Employees’ Provident Funds and Miscellaneous Provisions Act, 1952
1. Provident Fund : Yes/No
2. Pension Fund : Yes/No
3. Deposit-Linked Insurance Fund : Yes/No

ii. Compensation Paid by the Employer and Employee towards Provident Fund and Pension Fund
1. Equal Contribution of 10% of Basic Pay : Yes/No

iii. Contribution Paid by the Employer towards Deposit-Linked Insurance Fund
1. Employer Paying Contribution 0.5% of the Wages, DA etc. : Yes/No

iv. Account Number is Allotted by Employer for Becoming a Member of the Provident Fund / Pension Fund : Yes/No

i. Contractor has a Licence to Recruit Respondents : Violated/Not Violated
10. *The payment of Bonus Act, 1965*
   
i. Bonus Provided by the Employer to the Employee  :  Yes/No
   According to Law

11. *The Workmen’s Compensation Act, 1923*
   
i. Compensation for Employment Injury  :  Yes/No

12. *Maternity Benefit Act, 1961*
   
i. Are you Covered under the Act for Maternity Benefit  :  Yes/No
   ii. Maternity Benefit Provided to Women Employee  :  Yes/No
   According to Law
   iii. Medical Bonus is Provided by Employer  :  Yes/No
   iv. Leave
   1. Leave for Miscarriage etc. and Illness  :  Yes/No
   2. Leave for Tubectomy Operation  :  Yes/No
   3. Leave for Illness  :  Yes/No
   v. Nursing Breaks  :  Yes/No

13. *The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service Act), 1979*
   
i. Contractor has a Licence to Recruitment Respondent: Violated /Not-violated
   (ii) Contractor Paid the Displacement Allowance to
   Respondents  :  Yes/No
   (iii) The Contractor paid the Journey Allowance to the
   Respondents  :  Yes/No

14. *Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996*
   
i. Availability of Various Welfare Facilities
   1. Crèches
   2. First Aid
   3. Canteens
   ii. Arrangements for Health Measures
   1. Drinking Water
   2. Latrine and Urinals
   3. Proper and Adequate Lighting
iii. Working Hours Per Day: 8 hrs/9 hrs/10 hrs/upto 11 hrs/upto 14 hrs/ upto 16 hrs.

iv. Accommodation Provided by the Employer: Yes/No

v. Over Time Rate: Single/One and Half/Double

vi. Rest intervals: Yes/No

vii. Weekly Holiday with Pay: Yes/No