

ANNEXURE I

QUESTIONNAIRE I

FOR THE COMPANY

1. Name and address of the company:
2. Year of incorporation
3. Present turn over
4. Public Ltd. Private Ltd. / Others
5. Total no. of employees
Manager (including Officers,
Supervisors, Chargemen)
Monthly rated

Daily rated

Casual

Trainees / Apprentices
6. Products - Description
7. Name of official giving
Information

Designation

8. Location of Manufacturing Units/
Offices

9. Wages of
Monthly rated lowest paid

Daily rated HS
S
SS
US

10. Do you employ contractors ?

11. How many ?
Nature of jobs done by them.

12. Do contractors also do some jobs
which regular employees do?
which?

At what wages.?

13. How many contractors employees are
there?

14. How did you find contractors?

15. List reasons why contractors
are employed?

16. Are different contractors doing
the same job?

17. State nature of contract that is job wise
or Man wise (Labour supply)

Are contract employees unionised?

31. Should the law relating to contract employees change. How?

32. Do you face any problems peculiar to contract employees?

33. What your perception of the office of the Dy. Commissioner of Labour with reference to grant renewal of licence inspection?

34. Are the provisions of the Contract Act at all implementable?

35. Do you have any suggestions regarding amendments to the Contract Act or procedures at the Labour office.

36. What is the stand of your union on the contract system as practiced by your company.

QUESTIONNAIRE II

FOR THE CONTRACTOR

1. Name of the Company :
2. Name of proprietor
3. No. of contract employees
4. Nature of jobs performed
5. Only in this company or elsewhere also. Where?
6. Do you have a licence ?How much did it cost ?
7. In what categories do you have employees
Highly Skilled
Skilled
Semi Skilled
Unskilled
8. How much do you pay 7
9. What is the Engineering minimum today ?
10. Do you give ESI

PF

BONUS

11. What about

PPE
Canteen Facilities

Leave with Wages

OT at double rate

Hours of work

12. Do your employees work as same jobs as company workers?

13. As per you what are the reasons company has decided to give jobs on contract?

14. Has your contract ever been terminated? Why? Have you faced difficulties with your employees because of this—

15. How long have you been employed as a contractor?

16. How much longer do you think you will be required to work?

Labour?

Obtaining licence

Renewing licence

Inspection

17. What is your experience of the office of Dy. Commissioner of Labour?

Obtaining Licence

Renewing Licence

Inspection

18. What changes in the act will make its implementation simpler?

:: 180 ::

19. Is the act implementable in toto as is ?

20. Are your employees unionised?

21. What is the attitude of the union of company employees towards the contract system in the company, towards you, and towards your employees in particular?

22. Have you ever terminated one of your employees
Any difficulties faced?

QUESTIONNAIRE III

FOR THE CONTRACT EMPLOYEES

1. Name
2. Age
3. Qualifications
4. Past experience
5. Since when working with this contractor?
6. Since when working in this company?
7. Since when on this job?
8. What jobs in this company have you worked on earlier?
9. Have you worked with any other contractor earlier?
10. Have you worked with any other contractor/contract firm in this company earlier?
11. What wages were you drawing at the start?
12. What wages are you drawing now.
13. How did this increase come about.

14. Are you in receipt of

a. Double pay for O T

b. ESI

c. PF

d. Bonus - How much

e. Leave with pay - How much

15. What are the hours of work ?

16. Any other facilities such as Canteen

Bus?

17. What facilities do the regular workers enjoy that you do not?

18. Are wages paid in time in full ?

Do you have to give back some to the contractors
How much ?

QUESTIONNAIRE IV

FOR OFFICIALS OF THE OFFICE OF DEPUTY COMMISSIONER OF LABOUR
PUNE

1. Name
2. Designation
3. Area of responsibility
4. What is the geographical area covered by your office ?
5. How many officers in your office are engaged in implementing provisions of the Contract Act.?
6. What is total no. of companies employing contractors ?
7. What is total no. of contractors?
8. Total no. of contract employees?
9. Is the Contract Act as it now stands implementable?
Reasons?
10. What changes do you suggest in the act to make implementation easier?
11. Is the statement of objects and reasons met with at all?
12. As per you what are the reasons companies engage contractors?
13. How do you think you are perceived by companies and contractors in your role of enforcer of the Act?

:: 185 ::

14. Any comments on the security guards abolition
ensure by the Maharashtra Government.

ANNEXURE II

BIBLIOGRAPHY

1. Bhonsle Y.B.
Contract labour (regulation and abolition) act
1970 : With Central and Maharashtra rules, New
Delhi, S.Chand, 1972 190 p.
2. Chakravorty, Nitya
An adhoc approach to problems. Economic Times
(Suppl.) 9 July 1983 p1:7-8+
3. Contract labour; editorial. Economic Times 31
March 1986 p5:1-2
4. Contract labour in a steel plant : A study for a
trade union. Economic and Political weekly
(Suppl.) 21(48) 29 November 1986 M -123 -M-136
5. Current Labour Reports 1992, Vol. I pg. 1 to 8

6. Gonsalves, Colin

Tragedy of contract workers. Economic and Political Weekly 23 (9) 27 February 1988 p4 03 -06

7. Industrial & Commercial Directory of Pune, Fourth Edition 1990.

8. Lakshminarayan D

Contract Labour - the forsaken lot. Popular Jurist 4 (4) July - August 1987 p 22-23

9. Mahapatra N.C.

Some aspects on contract labour in Rourkela Steel Plant. Personnel Today 4(2) July - September 1983 p15-19

10. Mathur D.C.

Contract labour in India. Delhi, Mittal, 1989 xii, 163p.

11. Mukherjee, Sandeep -
Abuses and case for abolition. Economic Times
(Supple.) 9 July 1983 p1:1 - 6 +

12. Parida, Jayanta Kumar and Samantral, Binod Kumar
Contract labour in Rourkela Steel Plant. Indian
Journal of Labour Economic Theory 27(4) January
1985 p 292 - 360

13. Srivastava K.D..
Contract labour (regulation and abolition act)
Lucknow, Eastern Book Co. 1982

14. Summary of the report on the condition of work etc
of contract labour in bauxite mines. Indian
Labour Journal 23(10) October 1982 p 1451 - 55

15. Summary of the report on the conditions of work
etc. of contract labour employed in the construction
work in irrigation and power projects in India. Indian
Labour Journal 30 (4) April 1989 p 533-44

16. The Contract Labour (Regulation and Abolition) Act 1970 read with the Maharashtra Contract Labour (Regulation and Abolition) Rules 1971.

17. The Industrial Disputes Act 1947.

18. The Maharashtra Private Security Guards (Regulation of Employment & Welfare) Act 1981, read with Maharashtra Private Security Guards (Regulation of Employment and Welfare) Scheme, 1981.

19. The Maharashtra Workmen Minimum House Rent Allowance Act 1983 read with Maharashtra Workmen Minimum House Rent Allowance Rules 1990.

20. The Minimum Wages Act 1948 read with the Maharashtra Minimum Wages Act 1948 read with the Maharashtra Minimum Wages Rules 1963.

:: 190 ::

21. Vaid K.N.

Contract labour in manufacturing industries :

A report and analysis. New Delhi, Shriram Centre
Press, Shri Ram Centre for Industrial Relation, 1966.