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?
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?
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?
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 the total number of companies employing contractors?
7. What is the total number of contractors?
8. Total number 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?
14. Any comments on the security guards abolition ensure by the Maharashtra Government.
ANNEXURE II

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