ANNEXURE - I
INTERVIEW SCHEDULE FOR HOME-BASED CONTRACT WORKERS

The Contract Labour (Regulation and Abolition) Act, 1970 is an Act to regulate the working conditions of contract labour and to provide for its abolition in appropriate circumstances. This Act provides for regulation of wages, social security and certain facilities, amenities and welfare measures for the contract workers. The researcher endeavours to collect information regarding the implementation of the Act in Sports Goods Manufacturing Industry, Jalandhar and therefore, needs the respondent to answer the following questions-

1. **Personal Data**
   1.1 Name of the respondent________________________
   1.2 Age
      a) 15-25  c) 26-35  d) 36-45  e) 46-55
   1.3 Sex
      a) Male  b) Female
   1.4 Place of origin
      a) Local  b) Migrant
   1.5 Caste
      a) Schedule caste  b) Non- Schedule Caste
   1.6 Religion
      a) Hindu  b) Sikh  c) Muslim  d) Christian
   1.7 Total number of members in the family
      a) 1-3  b) 4-6  c) 7-9  d) 10-12
   1.8 Dependents in the family.
      a) No dependant  b) 1-3  c) 4-6  d) 7-9
   1.9 House
      a) Own  b) Rented
   1.10 Separate kitchen
      a) Yes  b) No
   1.11 Separate toilet
      a) Yes  b) No
1.12 Educational qualification  
a) Primary   b) Matriculation   c) Higher Secondary d) Illiterate  

1.13 Any technical or vocational course/training.  
a) Yes, specify________________ b) No  

2. Employment Profile  
2.1 What is the nature of your work?  
a) Inflatable Ball Stitching   b) Any other  

2.2 Did you get any formal training or skill development course from the contractor?  
a) Yes   
b) No  

2.3 Do you know the address of your contractor?  
a) Yes   b) No  

2.4 What is the length of your service with the present contractor?  
a) Zero to 1 year   b) More than 1 year to 2 years  
c) More than 2 years to 5 years   d) More than 5 years to 10 years  

2.5 What can be the approximate number of contract workers in your knowledge who work for your present contractor?  
a) 0-10   b) 11-20   c) 21-30   d) 31-40  

2.6 Do you know who your principal employer is?  
a) Yes, specify________________ b) No  

2.7 How many contractors you work for?  
a) 1 only   b) 2   c) 3   d) 4  

2.8 Do you know how many principal employers you work for?  
a) Yes, specify________ b) No  

2.9 Who supplies the raw material?  
a) Contractor   b) Principal employer   c) Own  

3. Remuneration and Working Conditions  
3.1 What is your daily wage?  
a) Rs. 0 to 100   b) 101-150   c) 151 to 200   d) 201-250
3.2 What is the mode of payment of wages?
   a) Cash-time rated    b) Cash-piece rated    c) Through bank    d) In kind

3.3 Who pays your wages?
   a) Contractor    b) Principal employer

3.4 If the wages are paid by the contractor, are they paid in the presence of representative of the principal employer?
   a) Yes    b) No

3.5 Does your contractor pay your wages on time?
   a) Yes    b) No

3.6 What is the approximate annual increase in wages?
   a) 0-5 percent    b) 5.1- 10 percent    c) 10.1- 20 percent.

3.7 Do you get any other payment as social security or facility other than wages?
   a) Yes, specify_____________ b) No

3.8 Are women workers paid less than men?
   a) Yes    b) No

3.9 Does any child below 14 years of age works with you?
   a) Yes    b) No

3.10 How many hours do you work daily?
   a) 0-4 hours    b) 4.1-8 hours    c) 8.1-12 hours    d) 12.1-16 hours

4. Miscellaneous

4.1 Are you associated with any union?
   a) Yes
   b) No

4.2 Have any officer of Labour Department ever visited you?
   a) Yes    b) No

4.3 Do you know about Contract Labour (Regulation and Abolition) Act, 1970?
   a) Yes    b) No

4.4 Do you want to join the factory of principal employer if paid more than the present remuneration?
   a) Yes    b) No
ANNEXURE - II

INTERVIEW SCHEDULE FOR FACTORY-BASED CONTRACT WORKERS

The Contract Labour (Regulation and Abolition) Act, 1970 is an Act to regulate the working conditions of contract labour and to provide for its abolition in appropriate circumstances. This Act provides for regulation of wages, social security and certain facilities, amenities and welfare measures for the contract workers. The researcher endeavours to collect information regarding the implementation of the Act in Sports Goods Manufacturing Industry, Jalandhar and therefore, needs the respondent to answer the following questions-

1. What is the name of your factory?
2. What is the total number of workers in the factory?
3. What is the approximate number of contract workers in the factory?
4. What is the approximate wage difference between regular and contract workers doing the similar work?
5. What are the benefits and facilities that are shared by the contract workers along with the regular workers of the factory?
6. What is the average daily wage of ball stitchers inside the factory?
7. Are the contract workers paid any social security other than the wages?
   A) Yes   b. No
8. Are all the ball stitchers inside the factory contract workers?
   a) Yes   b. No
9. Are all the ball stitches paid on piece rates?
   a) Yes   b. No
10. Do the officials of the labour department of Govt. inspect and object to the contract labour system?
    a) Yes   b. No.

Some of the questions of the schedule were left open-ended. The generalisation of the responses to these questions was done by applying the method of averages. The responses to other questions having "Yes" or "No" choices have been analysed as per the method of percentages.