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QUESTIONNAIRE (For Women Workers)

I. Personal Information

1. Name
2. Age
3. Address
4. Education Qualification
5. Marital Status
6. Whether Skilled or Unskilled?
7. How many brothers and sisters do you have?
8. What is the economic status of your family?
9. Do you have small family or large family?
10. Do you face any discrimination at family level/school level/at both levels in terms of:
   a) food and nutrition
   b) education
   c) general behaviour and attitude of family members.

II. Working Life

1. How long have you been working?
2. What is the nature of work you do?
3. What is the amount of wages you get for the work?
4. Are your wages lesser than the male workers for the same amount of work?
5. Are wages paid in (a) cash or (b) kind?
6. Are wages paid on time?
7. Who collects the wages?
   (a) You  (b) Your husband  
   (c) any other member of your family
8. Do you have any control over the expenditure of wages?

9. Do you get any other benefit/privilege/facility from the employer?

10. Are you satisfied with the behaviour of employer and male workers?

11. Do they make any sexual advances? If yes, how do you react?

12. Have you ever lodged any complaint with the employer or with any other authority regarding sexual harassment?

13. How does your husband or family react to it?

14. Are you aware of your rights under the constitution and labour laws?

15. Are you aware of any labour law which protects you and your wages?

16. Do you have a trade union? If yes, are you its member?

17. Do you participate in trade union activities?

III. SERVICE AND WORKING CONDITIONS

1. Do you work for longer hours than male workers?

2. Do you get some extra wages/honorarium for over-time work?

3. Do you have some intervals for rest?

4. Do you have creche facility at the place of work?

5. Do you have separate rest rooms, latrines and urinals and washing facilities at the place of work?

6. Do you have drinking water facilities at the place of work?

7. Do you have a facility for canteen at the place of work? If yes, is there any reserved place for you?
8. Where do you put your children while at work? In creches or at home?

9. Do you get additional nursing breaks to feed small kids?

10. Do you get maternity benefits?

11. Do you get weekly holidays?

12. Are your working hours fixed differently than male workers? If yes, furnish details.

13. Do you get any medical facility from the employer?

14. In case of employment accident do women workers get any compensation from the employer?
QUESTIONNAIRE (For employers)

1. Do you give any preference to male workers over female workers at the time of employment?
2. Do you feel that female worker is a burden as compared to male worker?
3. Do female workers create any special problems for you?
4. Some women complain of sex abuse. How do you process them and how many complaints have you received?
5. What is the extent of sexual harassment of women workers in your undertaking?
6. Do you pay equal remuneration for equal work to both male and female workers?
7. Do you give any preference to un-married women over married women at the time of recruitment?
8. How do you recruit women workers?
   (a) Direct recruitment
   (b) Through labour contractor.
9. Has the management prescribed different age conditions in respect of recruitment and/or retirement of women workers?
10. Do you provide creche facility in your undertaking?
11. Do you provide nursing breaks to women workers?
12. Do you provide any maternity benefit to them?
13. Is the unit running more than one shift a day? If yes, are there any restrictions on employment of women in any shift?
14. Has the management made any special arrangement regarding transport of women workers?
15. Do you provide any residential facility to the women workers?
16. Do you prefer to employ women because they are available at rates lower than those for men in comparable occupations?

17. Do you provide any medical facility to your women workers?

18. In case of employment accident do you give women workers any compensation?

19. What is the mode of payment of wages to women workers?

20. Whom do you pay the wages of women employees?
   (a) to women employees
   (b) their husbands/parents
   (c) any other family member.

21. Do you provide any additional facilities to your women workers? Please specify.

22. Do you comply with all your legal obligations under labour laws towards your women employees? If not please state the reasons.

23. What are the factors responsible for fall/increase in the number of women employed?
   (a) legislative restrictions/constraints
   (b) introduction of improved technology/automation;
   (c) additional expenditure involved;
   (d) lower productivity of women;
   (e) higher absenteeism/turnover amongst women;
   (f) any other.
QUESTIONNAIRE (For lawyers/judges/social activists)

1. What is your assessment of the social and economic status of women workers in general in Jammu and Kashmir?

2. Do you think our labour legislation provides effective protection to women workers in terms of working and service conditions?

3. What is the extent of implementation of labour laws in general in this regard?

4. What according to you are the reasons for ineffective implementation of labour laws in general?

5. What steps do you recommend to make labour legislation more effective and result oriented?