Appendix - 1

Welfare measures

The welfare measures with detailed rules and regulations are formulated by the Board and approved by the Government as per Para 5 of the Scheme. They are:


Welfare Measures under Executive Orders

These measures are taken by executive orders issued as per Board decisions. It includes,

1. Disbursement of wages and other entitlement to workers.
2. Payment of educational grant to workers.
3. Payment of holiday allowance.
4. Disbursement of bonus payable to workers.
5. Payment of festival advance to workers.
6. Immediate medical relief to workers.
7. Disbursement of terminal benefits.
8. Payment of death exgratia.
9. Employment to dependents of workers die while in service.
Appendix - 2

The Schedule
(Under Section 2 (j) of the Act, 2002)

Unlawful Practices

1. Intentionally putting an employer in fear of any injury to him or any other person or damage to his goods or property for getting any work done or demanding amounts in excess of the notified wages for the loading and unloading work connected with or ancillary to the purposes specified in this Act.

2. Intimidating an employer by threat or violence to compel him to engage any person or group of persons for loading and unloading work or for paying amounts in excess of the notified wages prescribed for the work performed.

3. Demanding the right to undertake the loading and unloading work connected with or related to domestic purposes after the employer has refused to engage any worker or group of workers.

4. Demanding, claiming or receiving any amount without executing any work or for the work done by others.

5. Individually or jointly making any obstruction or hindrance to the loading or unloading work and the transportation of goods and articles to be carried out in connection with or relating to or ancillary to the purposes specified in this Act.

6. Obstructing the movement of vehicles or persons carrying goods or articles and delaying of the work connected with or related to the purposes specified in this Act.

7. Intentionally causing damage to the articles or vehicles or machinery or goods while carrying out the loading and unloading work.

8. Indulging in acts of threat, violence, force, using abusive languages and the like in connection with the work related to the purposes specified in this Act.

9. Indulging in work under the influence of alcohol or other intoxicants.

10. Receiving amounts in excess of the notified wages prescribed for the work or receiving any amount in any other form or manner.

11. Receiving any amount without issuing proper receipt on demand.

12. Demanding or claiming any loading and unloading work in an area where the worker has no preference to do the work.

13. Unauthorised entry into the property of an employer or any person or premises of an establishment for demanding or claiming the loading and unloading work connected with or related to the purposes specified in this Act.
Appendix - 3
STATE AND LABOUR WELFARE: FORMALISATION OF THE INFORMAL LABOUR MARKET IN KERALA

Interview Schedule

A - Socio-economic Profile

1. General particulars
   1.1 Name of the worker
   1.2 Reg.No. & Year
   1.3 Pool No. & Name
   1.4 Religion
   1.5 Caste

Code: Religion: 1 - Hinduism 2 - Christianity 3 - Islam 9 - Others
Caste: 1 - Brahmin 2 - Nair 3 - Ezhava 4 - Converted Christian 5 - SC/ST 9 - Others

2. Demographic particulars of household members

<table>
<thead>
<tr>
<th>Sl.no</th>
<th>Name</th>
<th>Relation to head (code)</th>
<th>Age</th>
<th>Sex (code)</th>
<th>Marital status (code)</th>
<th>Edn. status (code)</th>
<th>Labour force status (code)</th>
<th>Occupation (code)</th>
</tr>
</thead>
</table>

Sex: 1. Male 2. Female
3. Particulars of house, land holding and other amenities

3.1 Type of house (code) [ ]

3.2 If own (code) [ ]

3.3 Area of land holding (in cents): [ ]

3.4 Is the land mortgaged? Yes [ ] No [ ]

3.5 If you ever purchased land, Area (in cent) [ ] Amount spent: [ ]
   Year: [ ]

3.6 Amenities
   Code: 1. Yes 2. No
   3.6.1 Newspaper [ ]
   3.6.2 Electricity [ ] 3.6.3 Radio [ ]
   3.6.4 T.V [ ] 3.6.5 Tape recorder [ ] 3.6.6 VCP/VCR [ ]
   3.6.7 Fan [ ] 3.6.8 Mixer [ ] 3.6.9 Fridge [ ]
   3.6.10 LPG [ ] 3.6.11 Washing machine [ ] 3.6.12 Telephone [ ]
   3.6.13 Bicycle [ ] 3.6.14 Motor cycle [ ] 3.6.15 Jeep/Car [ ]
   3.6.16 Lorry/Bus [ ]

4. Particulars of household income, consumption, saving and debt

4.1 Annual income from headload work :

4.2 Annual income from other sources :

4.3 Consumption patterns

<table>
<thead>
<tr>
<th>Items</th>
<th>Monthly expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>✦ Food</td>
<td></td>
</tr>
<tr>
<td>✦ Cereals</td>
<td></td>
</tr>
<tr>
<td>✦ Vegetables</td>
<td></td>
</tr>
<tr>
<td>✦ Milk</td>
<td></td>
</tr>
<tr>
<td>✦ Meat, Fish, Egg</td>
<td></td>
</tr>
<tr>
<td>✦ Other food items</td>
<td></td>
</tr>
<tr>
<td>✦ Stationary items</td>
<td></td>
</tr>
<tr>
<td>✦ Clothing</td>
<td></td>
</tr>
<tr>
<td>✦ Education</td>
<td></td>
</tr>
<tr>
<td>✦ Health</td>
<td></td>
</tr>
<tr>
<td>✦ Personal expenses</td>
<td></td>
</tr>
<tr>
<td>✦ Others</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
</tr>
</tbody>
</table>
4.4 Savings

<table>
<thead>
<tr>
<th>Saving in</th>
<th>The Board</th>
<th>Commercial bank</th>
<th>Co-operative bank</th>
<th>Money lender</th>
<th>Merchants/ Traders</th>
<th>Friends/ Relatives</th>
<th>Post office saving</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

4.5 Outstanding debt.

<table>
<thead>
<tr>
<th>Source</th>
<th>The Board</th>
<th>Commercial bank</th>
<th>Co-operative bank</th>
<th>Money lender</th>
<th>Merchants/ Traders</th>
<th>Friends/ Relatives</th>
<th>Post office saving</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate of interest</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

4.6 Do you have a family budget now? : Yes [ ] No [ ]

4.6.1 If yes, when did you start to prepare it? :

5. Personal details

5.1 Your age at the time of becoming a headload worker : 

5.2 What were you doing before taking headload work as your occupation? : 

5.3 What attracted you to this occupation? (code) : [ ]

Code: 1. Income 2. Regular employment 3 Others (specify)

5.4 Who initiated you to this occupation? (code) : [ ]


5.5 Is your family a migrant one? Yes [ ] No [ ]

5.5.1 If yes, who was the migrant Code [ ]


5.5.2 Reason for migration :

5.6 Occupation of your father Code [ ]


5.7 Attitude of your family members towards your job (code) [ ]


5.8 Do you like your child to become a headload worker? Yes [ ] No [ ]
5.9 Do you have any of the following habits? (Tick)

5.9.1 Use of alcohol □ 5.9.2 Smoking □ 5.9.3 Pan chewing □ 5.9.4 Use of drugs □

5.10 Details of the consumption of alcohol.

5.10.1 How long have you been using alcohol?

5.10.2 Periodicity (code): □


5.10.3 Monthly expense for consumption of alcohol:

5.10.4 Time of consumption (Code): □

Code 1. Before work 2. During work 3. After work

5.10.5 Do you think your nature of work needs consumption of alcohol?

Yes □ No □

5.11 Have you adopted family planning?

5.11.1 If yes, person (code): □

Code: 1. The worker 2. Wife

5.11.2 If yes, nature Code: □

Code: 1. Permanent 2. Temporary

5.12 Do you suffer from any physical ailment?

5.12.1 If yes, specify:

5.12.2 Do you take treatment for it/them?

Yes □ No □

5.13 Have you ever involved in criminal case?

5.13.1 If yes, how many times:

5.13.2 On whose account: Code □


B. Workers Attitude Towards the Scheme

6. Attitude towards regulation of employment

6.1 Do you like the regulation of employment made by the Board?:

Yes □ No □

6.1.1 If no, state reasons:

6.2 Do you like present pooling system?:

Yes □ No □

6.2.1 If no, state reasons:

6.3 Do you have the fear of an authority?

Yes □ No □

6.4 Did you subject to any disciplinary action?

Yes □ No □

6.4.1 If yes, how many times & reason in each case

6.5 Do you think that the disciplinary actions were just and it helped you to correct your behaviour?
7. Attitude towards welfare measures

7.1 Are you well aware of the welfare measures of the Board?:

Yes [ ] No [ ]

7.2 What are the sources of your information about welfare measures? (code) [ ]

7.3 What are the welfare benefits received by you? (tick):

7.3.1 Bonus [ ] 7.3.2 Bonus advance [ ]
7.3.3 Festival advance [ ] 7.3.4 Holiday allowance [ ]
7.3.5 Scholarship to children [ ] 7.3.6 Educational grant [ ]
7.3.7 Immediate medical relief [ ] 7.3.8 Medical aid [ ]
7.3.9 Marriage advance [ ] 7.3.10 Marriage grant [ ]
7.3.11 Calamity relief [ ] 7.3.12 Distress relief [ ]
7.3.13 Housing loan [ ] 7.3.14 Miscellaneous aid [ ]
7.3.15 Family planning assistance [ ] 7.3.16 Multipurpose loan [ ]

7.4 Did you get these benefits in time without any delay? : Yes [ ] No [ ]

7.5 Do you like to participate in medical camps? : Yes [ ] No [ ]

7.6 Do you like to attend orientation classes, and participate in arts and sports competitions meant for headload workers? :

Yes [ ] No [ ]

7.7 Suggestions if any :

C. Impact of the Scheme

8. Impact on personal family and social life of the worker

8.1 Changes in personal life

8.1.1 Job satisfaction : increased / decreased / no change
8.1.2 Obstructionist nature : increased / decreased / no change
8.1.3 Use of alcohol : increased / decreased / no change
8.1.4 Personal expenses : increased / decreased / no change
8.1.5 Optimism and expectations in life : increased / decreased / no change

8.2 Changes in family life

8.2.1 Family relationship : improved / worsened / no change
8.2.2 Caring of children : improved / worsened / no change
8.2.3 Participation in festivals, entertainment programmes with family members: increased / decreased / no change

8.2.4 Visit to relatives and friends with family members: increased / decreased / no change

8.2.5 Time spend with family members: increased / decreased / no change

8.3 Changes in Social life:

8.3.1 Social interaction: improved / worsened / no change

8.3.2 Social status: improved / worsened / no change

8.3.3 Social outlook: more positive / negative / no change

8.4 Changes in income, expenditure, saving, debt

8.4.1 Income: increased / decreased / no change

8.4.2 Personal expense: increased / decreased / no change

8.4.3 Family expense: increased / decreased / no change

8.4.4 Saving: increased / decreased / no change

8.4.5 Desire to save: increased / decreased / no change

8.4.6 Debt: increased / decreased / no change

9. Impact on trade union relationship

9.1 State the name of the trade union in which you are a member (code):

9.2 Are you a member of any political party? : Yes [ ] No [ ]

9.3 Is your trade union affiliated to the political party in which you are a member? :
   Yes [ ] No [ ]

9.4 Changes in your trade union relationship after the commencement of the scheme

9.4.1 Attitude towards the payment of contributions (code): [ ]
   Code 1. Favourable 2. Unfavourable 3. No change

9.4.2 Participation in different programmes (code):

9.4.3 Obeying of direction of trade union (code):
   Code 1. More 2. Less 3. No change

9.5 Do you think that you need a trade union now? : Yes [ ] No [ ]

9.6 Do you prefer your trade union to your labour class? : Yes [ ] No [ ]
10. Impact on employer – employee relationship

10.1 Do your employers give you more acceptance? : Yes □ No □
10.2 Do you provide them better service? : Yes □ No □
10.3 Confrontations with your employer : increased / decreased / no change
10.4 Personal relationship with your employer : increased / decreased / no change
10.5 Financial help from the employer : increased / decreased / no change
10.6 Do you get your wages directly form the employer? : Yes □ No □
10.6.1 If yes how much? (code): □
   Code 1. Full  2. 1/4  3. 2/4  4. 3/4  5. No amount
10.7 Why do you demand it? (code): □
   Code: 1. To meet personal expense  2. To meet family expense  3. Both
10.8 Portion of the employers levy that you get when you receive wages directly (code): □
   Code 1. Full  2. 1/4  3. 2/4  4. 3/4  5. Nil
10.9 Do your employers encourage you to receive wages directly from them? :
   Yes □ No □

D. Workers' Evaluation

11.1 What are the advantages of the Scheme?

11.2 What are the drawbacks?

11.3 Give your suggestions to make the implementation of the Scheme more effective.