Annexures
STUDY TOOLS - QUESTIONNAIRE FOR INTER-STATE MIGRANT WORKERS

1. Basic Details of Establishments

1.1 Name of the Industry Working at Present: __________________________

1.2 Total Number of Inter-State Migrant Workers Employed at Present:

Male __________   Female ___________

2. Personal Information and Socio-Economic Profile of Inter-State Migrant Workers.

2.1 Name : __________________________

2.2 Sex : 1. Male ; 2. Female

2.3 Age : _____________

2.4 Education (completed upto):

2.5 Marital Status: 1. Married; 2. Unmarried;

2.6 Total duration of this visit in Chennai: _________ (days/months)

2.7 Completed duration of this visit: ___________ (days / months)

2.8 Number of earlier visits made to Chennai: _________

2.9 Number of other states visited earlier: _________

2.10 Name of the native state :

2.11 Nature of the occupation at the Home State before your migration

1. Not employed 2. Agriculture Labor

3. Construction worker 4. Other ________________________

3. Migration Process and Reasons

3.1 Single most Reasons for Leaving Home-State

1. Lack of employment 3. Low wages

2. Poverty
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construction Industry in Chennai.

### 3.2 Reasons for Migrating to Chennai and Sub-Urban

1. Better wages  
2. High demand for jobs 
3. Better working conditions  
4. Other Reasons ______________

### 3.3 How did you Decide to Reach Chennai for Work?

1. By my own will  
2. Through agents/contractors 
3. By persuasion of friends/ relatives 
4. Others

### 3.4 Specify the Factors which are Instrumental in Getting this Work

1. Own efforts and merit  
2. Through contractor 
3. Friends and Relatives 
4. Others ______________

### 3.5 Nature of Work at Present

1. Skilled  
2. Unskilled

### 3.6 Designation at Present Work

1. Supervisor 
2. Carpenter 
3. Bar Bender 
4. Masan 
5. Helpers 
6. Others ______

### 3.7 Are you Satisfied with the Present Work?

1. Yes  
2. No

### 3.8 If Yes, What is the Single most Reason?

1. Work gives enough income option 
2. Security of work 
3. Work gives prestige and satisfaction 
4. Don’t have any other option 
5. Easy nature of work 
6. Work place atmosphere

### 3.9 If No, Specify the Single most Reason?

1. Income is not enough  
2. Hard nature of work 
3. Insecurity of work 
4. Not good environment to work
4. Contract of Employment

4.1 Is the Condition of Service/Employment is Governed by any Contract?

1. Yes  
2. No

4.2 If Yes, with whom you have the Contract of Employment

1. Principal employer  
2. Contractor

4.3 What is the Nature of the Contract of Employment

1. Written  
2. Oral

5. Awareness about Laws

5.1 Are you Aware of the Inter-State Migrant Workmen Act 1979?

1. Yes  
2. No

5.2 If Yes, As an Inter-State Migrant Workman from what Sources do you got the Awareness of the Inter-State Migrant Law?

1. Myself  
2. Co-worker  
3. Contractor/Agent  
4. Principal Employer  
5. Others

5.3 As an Inter-State Migrant Workman are you Aware of your Rights under the Inter-State Migrant Law?

1. Yes  
2. No

5.4 If Yes, from what Source do you got the Information of your Rights under the Inter-State Migrant Law?

1. Myself  
2. Co-worker  
3. Contractor/Agent  
4. Principal Employer  
5. Others

5.5 Are you Aware of the Following Labor Laws Concerning with Inter-State Migrant?

- Employees Compensation Act, 1923  
  Yes / No
- The Industrial Disputes Act, 1947  
  Yes / No
- Payment of Wages Act, 1936  
  Yes / No
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- The Employees State Insurance Act,1948 Yes / No
- The Employees Provident Funds Act,1952 Yes / No
- The Maternity Benefit Act,1961 Yes / No
- Equal Remuneration Act,1976 Yes / No

5.6 Are you Aware of the Building and other Construction Workers Act 1996?
1. Yes 2. No

5.7 Are you Aware of the Building and other Construction Workers Welfare Cess Act, 1996?
1. Yes 2. No

6. Rights and Entitlements
6.1 Whether Pass Book has been Issued to the Inter-State Migrant Workmen?
1. Issued 2. Not Issued

6.2 If Yes, Specify the Particulars Contained in the Pass Book (Multiple choice)
1. Name and place of establishment 5. Period of employment
2. Proposed rate of wages 6. Mode of payment of wages
2. Displacement allowance 7. Deductions
3. Return fair payable to the workmen

6.3 Are you Aware of Wage Rates, Holidays, Hours of Work and Conditions of Service under the Inter-State Migrant Law?
1. Wage rates: 1. Yes 2. No
2. Holidays: 1. Yes 2. No
3. Hour of work: 1. Yes 2. No
4. Conditions of Service 1. Yes 2. No

6.4 What is the Mode of Payment of Wages you Receive?
1. Cash in hand 3. Deposit in Bank
2. In kind 4. Others
6.5. What is the Period of Payment of Wages?
   1. Daily
   2. Weekly
   3. Fortnightly
   4. Monthly

6.6. Whether any Deductions are made from the Wages?
   1. Yes
   2. No

6.7 If Yes, Specify the Details of Deductions
   1. Fine
   2. Damage or loss
   3. Advances
   4. Others ________________________________

6.8 Who will Distribute the Wages to the Inter-State Migrant Workmen?
   1. Principle employer
   2. Contractor
   3. Agent of the contractor
   4. Representative of the employer

6.9 Whether Payment of the Wages made in the Presence of the Representative of the Principle Employer?
   1. Yes
   2. No

6.10 Is there any Delay in Payment of Wages?
   1. Yes
   2. No

6.11 Are you Receiving Equal Pay for Equal Work Irrespective of Sex?
   1. Yes
   2. No

6.12 Specify the Holidays of Inter-State Migrants
   1. Paid weekly holyday
   2. No paid weekly Holiday

6.13 Are you Aware of the Displacement Allowance under the Inter-State Migrant Law?
   1. Yes
   2. No
6.14 If Yes, whether the Displacement Allowance is Paid as per the Law
1. Yes  
2. No

6.15 Are you Aware of the Journey Allowance under the Inter-State Migrant Law?
1. Yes  
2. No

6.16 If Yes, whether the Journey Allowance is Paid as per the Law?
1. Yes  
2. No

6.17 What Amount of Journey Allowance Paid?
1. Actual journey fare  
3. More than actual fare
2. Less than actual fare

6.18 Specify the Facilities Provided in the Work Place
1. Suitable conditions for work water
2. Suitable Residential accommodation Urinals
3. Medical facilities in free of charge Facilities
4. Protective clothing
5. Educational facilities for the wards of migrant
6. Safety measures at work place
7. Drinking
8. Latrines, Urinals
9. Washing Facilities
10. Restroom
11. Crèches
12. Canteen

7. Accidents and Claims

7.1 Whether the Have you Ever met with an Accident?
1. Yes  
2. No

7.2 If Yes, what is the Consequence of the Accident?
1. Death  
4. Permanent partial disablement
2. Minor injury  
5. Permanent total disablement
3. Temporary partial disablement
7.3 Do you Inform to Both the State (Home and Host) and Next to your Fellow Inter-State Migrant Workmen in Case of Fatal Accident/Serious Bodily Injury to Inter-State Migrant Workmen?
1. Yes  2. No

7.4 Whether you were of Claims and Entitlements under the Law?
1. Yes  2. No

7.5 Whether your Claims are Settled as Per the Law?
1. Yes  2. No  3. Under process

7.6 Whether in case of Refusal of Payment of Compensation did you Claim with the Concerned Authority?
1. Yes  2. No

7.7 If No, Reasons for not Filing Claims for Compensation.
1. Ignorance of Law  3. Fear of losing the work
2. Economic Constraint  4. Other Reasons

7.8 Time Consumed in Deciding the Claims of Compensation of Inter-State Migrant Workmen
1. Less than 1 year  3. Three years to 6 years
2. One year to 3 years  4. Six years and above

7.9 What is the Amount of Compensation was Decided in favor of Inter-State Migrant Workmen.
1. As prescribed by law  3. More than prescribed by law
2. Less than prescribed by law

7.10 Whether you Prefer to Settle to Claim in Court of Law or Outside the Court?
1. Inside the court  2. Outside the court
8 Disputes and Settlements

8.1 Is there any Difference/Dispute with Principal Employer / Contractor Regarding the Employment?
   1. Yes
   2. No

8.2 If Yes, whether the Difference/Dispute has been Settled?
   1. Yes
   2. No

8.3 If Yes, how it has been Settled?
   1. By the contractor
   2. By the principal employer
   3. By the Court Through Law
   4. By co-Workers/Trade Union
   5. By concerning authorities

8.4 If Yes, to which the Difference /Dispute is Connected?
   1. Employment
   2. Non-employment
   3. Terms of employment
   4. Other Matters

8.5 In case of Disputes, which State would you Prefer to Resolve the Industrial Dispute?
   1. Home State
   2. Host State

8.6 Whether Free Legal Service by Both Home State and Host State is Provided to the Inter-State Migrant Workmen in the matters of Resolving the Dispute between Principal Employer/Contractor.
   1. Yes
   2. No

9 Inspection and Prosecution

9.1 Whether the Inspector Visited the Place of Work?
   1. Yes
   2. No
9.2 If Yes, what is the Frequency of their Visit?

1. Once in fortnight  
2. Once between 2 to 5 months  
3. Once in a month  
4. Once in six months

9.3 If Yes, whether the Inspectors has Ensured that the Facilities Provided for the Migrant Workmen under the Law are Carried out Faithfully?

1. Yes  
2. No  
3. Don’t know

9.4 If Yes, whether the Inspectors Verified the Registers and Records to be Maintained under the Inter-State Migrant Law?

1. Yes  
2. No  
3. Don’t know

10  Exploitation and Satisfaction

10.1. Whether the Inter-State Migrant Law Prevents the Exploitation of the Inter-State Migrant Worker?

1. Yes  
2. No

10.2. Are you Satisfied with the Working of Inter-State Migrant Law?

1. Yes  
2. No

10.3. Specify the Problems Faced at Work Place

1. Poor working conditions  
2. No paid holidays  
3. Cut in wages  
4. No medical benefit  
5. Work insecurity  
6. Any other______________________

10.4. What are your Suggestions to make the Law more Effective in Addressing your Issues and Concerns?

1.

2.
STUDY TOOLS - QUESTIONNAIRE FOR PRINCIPAL EMPLOYERS / CONTRACTORS

1. Basic Details of Establishment
   1.1 Status of the Sample/ Target Group
      1. Principal Employer
      2. Contractor
   1.2 Name of the Industry (company)_______________________________
   1.3 Number of Inter-state Migrant Workers employed
      Male __________   Female ____________________
   1.4 Name of establishment:

2. Personal Information of Principal Employer/Contractor
   2.1 Name   :
   2.2 Sex      : Male / Female
   2.3 Age   :
   2.4 Education (completed upto):
   2.5 Name of the native state :
   2.6 Years of total experience in this field:

3. Registration, Licensing and Contract of Employment
   3.1 Whether, as a Principal Employer, have you Registered your Establishment under the Inter-State Migrant Law
      Yes  2.No
   3.2 If No, what is the Reason for Non-Registration of your Establishment?
      1. Not aware  2. Not interested
      2. Any other _____________________________
   3.3 Whether the Registration of your establishment has ever been Revoked?
      1. Yes  2. No
3.4 If yes, what is the Reason for Revocation of Registration?

1. Misrepresentation of facts
2. Suppression of material facts
3. Non-compliance with the provisions of law
4. Other reasons ____________________________________________

3.5 As a Contractor, how you will Recruit Inter-State Migrant Workers for Employment?

1. Formal written Agreement (if yes, mentioned the term___________)
2. Oral understanding/agreement
3. Any other Arrangements, specify____________________________

3.6 Whether the principal Employer is having any Knowledge about the Recruitment of the Inter-State Migrant Worker?

1. Yes 2. No

3.7 As a Contractor, whether you have obtained the License for Recruitment/Employment under the Inter-State Migrant Law for Employing the Inter-State Migrant Worker?

1. Yes 2. No

3.8 If yes, are you Aware of the Conditions Contains in the License

1. Yes 2. No

3.9 If yes, Whether you have Furnished any Security for the due Performance of the Conditions of the License

1. Yes 2. No

3.10 If no, What is the Reason for not making Application for License?

1. Not interested
2. To avoid complications
3. Other reasons, specify____________________________

3.11 Whether your License has ever been Revoked/Suspended?

1. Yes 2. No
3.12 If yes, Reasons for Revocation/Suspension
   1. Misrepresentation
   2. Suppression of any material fact
   3. Failed to comply the conditions of license
   4. Contraventions of provisions of interstate migrant law/ Rules

3.13 Whether the Security Furnished by you has ever been Forfeited?
   1. Yes  2. No

3.14 If yes, specify the Reasons for Forfeiture
   1. Misrepresentation
   2. Suppression of any material fact
   3. Failed to comply the conditions of license
   4. Contraventions of provisions of interstate migrant law/ Rules

3.15 Whether the Copy of License is Displayed at the Working Premises (physically verify)?
   1. Yes  2. No

3.16 Whether the Inter-State Migrant Workers Remain the same till the Completion of the Work?
   1. Yes  2. No

3.17 Is the Condition of Service/Employment is Governed by any Contract?
   1. Yes  2. No

3.18 If yes, with whom you have the Contract of Employment
   1. Principal employer
   2. Contractor
   3. Migrant workman

3.19 What is the Nature of the Contract of Employment
   1. Written  2. Oral
4. Awareness about Laws

4.1 Are you Aware of the Inter-State Migrant Workmen Act 1979?
1. Yes 2. No

4.2 If yes, as a Principal Employer, from what Source do you got the Awareness about the Inter-State Migrant Law?
1. Myself 3. Contractor
2. Fellow employer 4. Concerning authorities

4.3 If yes, as a Contractor from what Source do you got the Awareness about the Inter-State Migrant Law?
1. Myself 2. Fellow contractor/ Agent
3. Migrant worker 4. Principal Employer
5. Concerning Authority

4.4 As a principal Employer/a Contractor, are you Aware of your Obligation/Duties under the Inter-State Migrant Law?
1. Yes 2. No

4.5 If yes, as a Principal Employer from what Source you got Information about your Obligation/Duties under the Inter-State Migrant Law?
1. Myself 4. Concerning authorities
2. Fellow Employer 5. Contractor
3. Others

4.6 If yes, as a Contractor from what Source you got Information about your Obligation/Duties under the Inter-State Migrant Law?
1. Myself 3. Fellow Contractor
2. Principal Employer 4. Concerning authorities
5. Others
4.7 Are you Aware of the following Labor Laws Concerning with Inter-State Migrant?

- Employees Compensation Act, 1923       Yes / No
- The Industrial Disputes Act, 1947       Yes / No
- Payment of Wages Act, 1936              Yes / No
- The Employees State Insurance Act, 1948 Yes / No
- The Employees Provident Funds Act, 1952 Yes / No
- The Maternity Benefit Act, 1961         Yes / No
- Equal Remuneration Act, 1976            Yes / No

4.8 Are you Aware of the Building and other Construction Workers Act 1996?

1. Yes          2. No

4.9 Are you Aware of the Building and other Construction Workers Welfare Cess Act, 1996?

1. Yes          2. No

4.10 Are you Aware of the Unorganized Social Security Act, 2008?

1. Yes          2. No

5. Awareness of Rights/Entitlements of Migrants

5.1 Whether Pass Book has been Issued to the Inter-State Migrant Worker?

1. Issued       2. Not issued

5.2 If yes, Specify the Particulars Contained in the Pass Book

1. Name and place of establishment 5. Period of employment
2. Proposed rate of wages          6. Mode of payment of wages
3. Displacement allowance          7. Deductions
4. Return fair payable to the Worker
5.3 Are you Aware of Wage Rates, Holidays, Hours of Work and Conditions of Service of the Inter-State Migrant Worker under the Inter-State Migrant Law?

1. Yes  
2. No

5.4 What is the Mode of Payment of Wages?

1. Cash in hand  
3. Deposit in Bank
2. In kind  
4. Others

5.5 What is the Period of Payment of Wages?

1. Daily  
2. Weekly  
3. Fortnightly  
4. Monthly

5.6 Whether any Deductions are made from the Wages?

1. Yes  
2. No

5.7 If yes, Specify the Details of Deductions

1. Fine  
2. Damage or loss  
3. Advances  
4. Others

5.8 Who will Distribute the Wages to the Inter-State Migrant Worker?

1. Principle employer  
2. Contractor  
3. Agent of the contractor  
4. Representative of the employer

5.9 Whether Payment of the Wages made in the Presence of the Representative of the Principle Employer?

1. Yes  
2. No

5.10 Is there any Delay in Payment of Wages?

1. Yes  
2. No

5.11 Are you Paying Equal Pay for Equal Work Irrespective of Sex?

1. Yes  
2. No

5.12 Specify the Holidays of Inter-State Migrants

1. Paid weekly holiday
2. No paid weekly Holiday
5.13 As a Contractor, have you Paid the Displacement Allowance to the Inter-State Migrant Workers at the time of Recruitment?

1. Yes  
2. No

5.14 If yes, Whether the Displacement Allowance is Paid as per the Law?

1. Yes  
2. No

5.15 As a Contractor whether you Paying the Journey Allowance to the Inter-State Migrant Workers under the Inter-State Migrant Law?

1. Yes  
2. No

5.16 If yes, whether the Journey Allowance is Paid as per the Law?

1. Yes  
2. No

5.17 How much has been Paid as Journey Allowances?

1. Actual journey fare  
2. Less than actual fare  
3. More than actual fare

5.18 Specify the Facilities Provided in the Work Place (Physically verify)

1. Suitable conditions for work  
2. Suitable Residential accommodation  
3. Medical facilities in free of charge  
4. Protective clothing  
5. Educational facilities for the wards of migrant  
6. Safety measures at work place  
7. Drinking water  
8. Latrines, Urinals  
9. Washing Facilities  
10. Restroom  
11. Crèches  
12. Canteen

6. Accidents and Claims

6.1 Whether any Inter-State Migrant Worker has ever Met with an Accident?

1. Yes  
2. No
6.2 If yes, what is the Consequence of the Accident?

1. Death disablement
2. Minor Injury
3. Temporary partial disablement
4. Permanent partial disablement
5. Permanent total disablement

6.3 As a Contractor will you Inform to both the State (Home and host) and Next of the Kin of Inter-State Migrant Worker in case of Fatal Accident/Serious Bodily Injury to Inter-State Migrant Worker?

1. Yes
2. No

6.4 Whether the Inter-State Migrant Worker aware of claims and Entitlements under the Law?

1. Yes
2. No

6.5 Whether the Claims of Inter-State Migrant Worker are Settled as per the Law?

1. Yes
2. No

6.6 Whether in Case of Refusal of Payment of Compensation the Inter-State Migrant Worker file their Claims with the Concerned Authority.

1. Yes
2. No

6.7 If No, Reasons for not Filing Claims for Compensation.

1. Ignorance of Law
2. Economic Constraint
3. Fear of losing the work
4. Other Reasons

6.8 Time Consumed in Deciding the Claims of Compensation of Inter-State Migrant Worker

1. Less than 1 year
2. One year to 3 years
3. Three years to Six years
4. Six years and above

6.9 What is the Amount of Compensation was Decided in Favor of Inter-State Migrant Worker. (mention the amount in Rs. _________)

1. As prescribed by law
2. Less than prescribed by law
3. More than prescribed by law
6.10. Whether the Migrant Worker Prefers to Settle to Claim in Court of Law or Outside the Court?

1. Inside the court  
2. Outside the court  

7. Disputes and Claims

7.1 Is there any Difference/Dispute with Inter-State Migrant Workers Regarding Employment?

1. Yes  
2. No  

7.2 If yes, whether the Difference/Dispute has been Settled?

1. Yes  
2. No  

7.3 If yes, how it has been Settled?

1. By the contractor
2. By the principal employer
3. By the Court
4. By co-Workers/Trade Union
5. By concerning authorities  

7.4 If yes, to which the Difference/Dispute is Connected?

1. Employment
2. Non-employment
3. Terms of employment
4. Other Matters  

7.5 Whether Free Legal Service by both Home State and Host State is Provided to the Inter-State Migrant Worker in the Matters of Resolving the Dispute between Principal Employer/Contractor.

1. Yes  
2. No  

8. Inspection and Prosecution

8.1 Whether the Inspector Visited the Place of Work?

1. Yes  
2. No  

8.2 If yes, what is the Frequency of their Visit?

1. Once in a fortnight
2. Once between 2 to 5 months
3. Once in a month
4. Once in six months
8.3 If yes, whether the Inspectors has Ensured that the Facilities Provided for the Migrant Worker under the Law are Carried out Faithfully?

1. Yes  
2. No

8.4 If yes, whether the Inspectors Verified the Registers and Records to be Maintained under the Inter-State Migrant Law?

1. Yes  
2. No

8.5 As a Principal Employer / a Contractor, are you ever Prosecuted by the Inspector for Violation of Different Law Applicable to Inter-State Migrant Worker?

1. Yes  
2. No

8.6 As a Principle Employer/Contractor, are you Maintaining the Registers and Records in respect of the Followings?

1. Particulars of the Inter-state migrant workers
2. Nature of work performed by inter-state migrant workers
3. Wages paid to the inter-state migrant workers
4. Any other particulars

8.7 As a Principal Employer/Contractor, are you Exhibiting Notices within the Premises of the Establishment in Respect of the Followings

1. Hours of work
2. Nature of duty of Inter-state migrant workers
3. Any other Information

9. Exploitation and Satisfaction

9.1 Whether the Inter-State Migrant Law Prevents/Protects the Exploitation of the Inter-State Migrant Worker?

1. Yes  
2. No

9.2 Are you Satisfied with the Working of Inter-State Migrant Law?

1. Yes  
2. No
9.3 Specify the Problems Faced at Work Place by the Migrant Workers

1. Poor working conditions
2. No paid holidays
3. Cut in wages
4. No medical benefit
5. Work insecurity

9.4 What are your Suggestions to make the Law more Effective and Reachable for the Benefit of the Inter-State Migrant Workmen?

1.

2.