

Research questionnaire for contract workers

BILS

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Survey Date										
100	Respondents Information									
101	Respondents Name									
103	Village (Code 1)									
104	Slum Name									
105	Place									
106	Union/Welfare group									
107	Surveyor Name		111	Survey Date						
108	Supervisor Name		112	Checking Date						
109	Data Editor/ Coder Name		113	Coding Date						
110	Data Entry Operator Name		114	Entry Date						

General Information		
1. Name of Labour Contractor	-----	
2. Designation	(Code 10)	
3. Type of employment	(Code 2)	
Working conditions		
4. For how many labour contractors do you work?	-----	
5. For how many factories do you work via your labour contractor?	-----	
6. How many days a month (average) do you work for one factory via your labour contractor?	-----	
7. Did your labour contractor provide you an appointment letter?	(Code 3)	
7.1 If yes, where is the employment letter?	(Code 4)	
8. Did your labour contractor provide you an identity card?	(Code 3)	
8.1. If yes, where is the identity card?	(Code 4)	
9. What is your average wage a month?	-----	
9.1. In which months do you earn the most money?	-----	
9.2 In which months do you earn the least money?	-----	
10. What is the nature of your payment? (monthly – piece rate) Do you or other workers ever get paid in-kind (payment that is not monetary?) If so, what do you get?	-----	
10.1 If piece rate, how many taka per bucket/kg do you get?	-----	

10.2 If piece rate, how many taka per bucket/kg will the factory pay to your labour contractor?	-----	
11. On which date are you paid? Is the payment always in time?	-----	
12. Do you receive a wage slip at the time of payment of the wages?	(Code 3)	
12.1 Are the total working days mentioned on the wage slip?	(Code 3)	
12.2. Are the total hours of overtime work mentioned on the wage slip?	(Code 3)	
13. Do you get equal wage compared to your male counterpart?	(Code 3)	
13.1. If not, what is the difference with your male counterpart (In Tk.)?	-----	
14. Are women treated decently in the factory? Have there been any cases of discrimination or harassment? If so, please explain.	(Code 3)	
14.1 Are there decent and separate sanitation facilities for women? Do you think the sanitation facilities are adequate? Please elaborate		
14.2 Are there any pregnant women working in the factory? If yes, what are their working conditions like? Are there any special facilities for pregnant women? Do they work the same hours? Do they perform the same tasks?		
14.3 Are there any breastfeeding female workers in the factory? If yes, do they get breastfeeding breaks or are there facilities to breastfeed in the factory?		
15. How many hours per day do you have to work in the factories you work for?	-----	
16. Do you have to work overtime? If so, how many hours per day? Is it frequent (how often per week/month)? Is overtime voluntary? Can you say no to overtime?	(Code 3)	
17. Do you get paid at double/premium rate of basic wages when working overtime?	(Code 3)	
18. Do you get a weekly rest day (one day off)?	(Code 3)	
19. Information about the earned leave (past year)		
Type of Leave	Leave Condition (Code 3)	How many days did you enjoy the leave?
Earned Leave		
General Leave		
Medical Leave		
Maternity Leave		
Festival Leave		
20. Did you face any problems when taking leave for above mentioned reasons?	(Code 3)	
20.1. If yes, what type of penalty did your labour contractor take? Have there ever been any deductions from your salary? If so, what for and how much?	(Code 3)	
21. Did you enjoy May Day leave?	(Code 3)	
22. Did you enjoy festival bonus in the last festival?	(Code 3)	

23. Is drinking water provided to workers at the factory? Please elaborate		
24. Do the factories you work for provide you with medical/health service? If yes, what kind of services?	(Code 3)	
24.1 If yes, frequency of medical/health services	(Code 6)	
24.2 If yes, quality of medical/health services	(Code 7)	
25. Is there a childcare center in the factories you work for? If yes, is the child carefree free? Or do you need to pay? If you need to pay, how much? Is this deducted from your salary?	(Code 3)	
25.1 If yes, is it being used throughout the year?	(Code 3)	
25.2 If not used throughout the year, when it is used?	(Code 8)	
26. Do you get breaks during the day? If so, how long are the breaks?)	(Code 3)	
27. Do you get personal protective equipment? If yes, what (gloves, mask, other)? Is it provided free of cost, or do you have to pay? Does it get replaced free of cost when needed?	(Code 8)	
27.1 Is regular training and information provided in your language on occupational health and safety practices in the factory? Have you received training when you started working in a new function or starting to use new tools or chemicals?		
27.2 Do you have to use any chemicals in your work? If so what kind? Have you received any information about these chemicals, the safe use of the chemicals and their possible health impacts?		
27.3 Do you ever feel sick? What kind of symptoms do you have? Have you reported this? What does the company do to address these issues?		
27.4 Have there been any accidents or deaths in the factory? If yes please give an example? What was the cause? How did the factory management address the accident or death (e.g. take worker to hospital, pay medical expenses, funeral expenses, compensation when worker was not able to work, compensation to family etc)?		
Motives and needs		
28. Why did you became a contract worker?	(Code 13)	
29. If possible, would you rather be a permanent worker? What do you consider the main differences between contract workers and permanent workers?	(Code 3)	
29.1 If yes, why?	(Code 14)	
30. What are the three most important working conditions that should be improved for contract workers?	(Code 11)	
Organizing status and access to grievance mechanisms		
31. Is there any trade union in the factories you work for?	(Code 3)	
31.1 If yes, what is the name? What is the role or function of the union? Do you have to pay union fees? How do you	(Code 9)	

participate?		
31.2. If there is no trade union, did workers in the factories you work for tried to start a trade union?	(Code 3)	
32. Is there a participation committee active in the factories you work for?	(Code 3)	
33. What is your opinion about trade unions (Are they useful? Are they independent?)?	(Code 12)	
33.1 If you have any workplace related concern or complaint, what mechanism is in place to lodge a complaint (To whom do you go to speak? Or is there a complaint box or other?)?		
33.2 Have you ever used the mechanism? If yes, what kind of complaints have you lodged and how were they dealt with? Was this satisfactory? In your opinion, what could be improved about the way complaints can be lodged and how they are handled?		
Child Labour		
34. Are there any children working under the age of 14 in the factories you work for?	(Code 3)	
35. Are there any children above the age of 14, but below the age of 18, working in the factories you work for?	(Code 3)	
35.1 If yes, what kind of tasks do they perform? How many hours do they work? Do they work with any hazardous materials or carry heavy loads?		
35.2 In your opinion, why do they work? (What is the reason)?		
35.3 Do child workers receive any training? Do they get paid the same as adult workers or less? Please elaborate		
Law enforcement		
36. How often does an inspector from the inspection department visit the factories you work for?	-----	
37. Did the inspection department ever file a complaint to the factory management?	(Code 3)	
38. Do the inspectors talk to the contract workers directly about their working conditions? If yes, what kind of issues do they ask, and do the workers share?	(Code 3)	
38.1 Has anything changed after inspections have taken place?		
39. Do you have any specific question, problem or experience you would like to share?		

Signature of the Surveyor:

Coding

Code 1: Jabusha..... 1 Bagmara.....2 Ramnagar.....3 Joypur.....4 Char RUpsha.....5 Ilipur.....6 Rahimnagar.....7	Code 2 Permanent (Under Owner) ...1 Permanent (Under Contractor).....2 Temporary (Under Owner)....3 Temporary (Under Contractor).....4 Replacement.....5	Code 3 Yes.....1 No.....2 No Comments....3	Code-4 To the Company Management.....1 Ownself.....2 No.....3
Code-5 With Salary.....1 Without Salary....2 Not Applicable....3	Code -6 Weekly.....1 Fortnightly.....2 Monthly.....3 Quarterly.....4 Half-Yearly.....5 Yearly.....6 No rules.....7 Not Applicable.....8	Code-7 Very Good.....1 Very Bad.....2 Good.....3 Bad.....4 Not Satisfactory..5 No comments....6	Code -8 Yes.....1 No.....2 No Comments....3 Not regularly (Use only at the Audit Period).....4
Code -9 Modern Sea Foods Industries Ltd. Workers Union.....1 Southfield Fisheries Ltd. Workers Union.....2 Southern Foods Industries Ltd. Workers Union.....3 Jahanabad Sea Foods Ltd. Workers Union4 Organics Shrimp Exports Ltd. Workers Union.....5 National Sea Foods Ltd. Workers Union.....6 Others (Specify).....7		Code -10 Checker.....1 Block.....11 Panner.....2 IQF.....12 Packet.....3 Milling man.....13 Scale man.....4 Receive.....14 Gateman.....5 Sticker.....15 Cleaner.....6 Store man.....16 Deheading.....7 Ice Remover.....17 Supervisor.....8 Belt.....18 Grader.....9 Quality.....19 Production.....10 Others (Specify).20	
Code 11			
Job security.....1	Decrease working hours.....6	Increase medical/health services...11	
Appointment letter.....2	Overtime payment.....7	Use of childcare center.....12	
ID-card.....3	Weekly holiday.....8	Occupational health and safety.....13	
Increase (minimum)wages.....4	Earned leave.....9	Starting/protecting trade union (members).....14	
Equal remuneration.....5	Festival bonus.....10		
Code 12			
Positive.....1	Negative.....2	Neutral.....3	
Code 13			
Better wages.....1		Could not find permanent work.....3	
Easier to find work as a contract worker.....2		others (Specify).....4	
Code 14			
Better working conditions.....1	Better wages.....2		More benefits.....3
Work and income more secured.....4			Others Specify.....5