

Background research questionnaire for directly employed workers

BILS

SI No			
-------	--	--	--

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

General Information		
1. Company name	(Code 15)	
2. Designation	(Code 10)	
3. Type of employment	(Code 2)	
Working conditions		
4. Did your employer provide you an appointment letter?	(Code 3)	
4.1 If yes, where is the letter?	(Code 4)	
5. Did your employer provide you an identity card?	(Code 3)	
5.1. If yes, where is the identity card?	(Code 4)	
6. What is your present wage (monthly in Tk.)?	-----	
7. What is the nature of your payment (monthly, piece rate)?	-----	
8. On which date are you paid?	-----	
9. Do you receive a wage slip at the time of payment of the wages?	(Code 3)	
9.1 Are the total working days mentioned on the wage slip?	(Code 3)	
9.2. Are the total hours of overtime work mentioned on the wage slip?	(Code 3)	

10. Do you get equal wage compared to your male counterpart?	(Code 3)	
10.1. If not, what is the difference with your male counterpart (In Tk.)?	-----	
11. Are women treated decently in the factory?	(Code 3)	
12. How many hours per day do you have to work in your factory?	-----	
13. Do you have to work overtime for more than two hours a day?	(Code 3)	
14. Do you get paid at double rate of basic wages when working overtime?	(Code 3)	
15. Do you get weekly days off?	(Code 3)	
16. Information about the earned leave (Last 1 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		
17. Did you face any problems when taking leave for the above mentioned reasons?	(Code 3)	
17.1. If yes, what type of penalty did the company take?	-----	
18. Did you enjoy May Day leave?	(Code 3)	
19. Did you enjoy festival bonus in the last year?	(Code 3)	
20. Does your company provide medical or health services?	(Code 3)	
20.1 If yes, frequency of medical/health services	(Code 6)	
20.2 If yes, quality of medical/health services	(Code 7)	
21. Is there a childcare center in the company?	(Code 3)	
21.1 If yes, is it used throughout the year?	(Code 3)	
21.2 If not used throughout the year, when it is used?	(Code 8)	
22. How many toilets does the factory have?	-----	
22.1 Is there water available in the toilet all the time?	(Code 3)	

22.2 Are the toilets kept in clean conditions?	(Code 3)	
23. Do you enjoy one hour leisure at noon and half hour leisure in the afternoon on an 8-hour workday?	(Code 3)	
24. Did you wear gloves or masks in the last picking season during work?	(Code 8)	
25. What is the behavior of your supervisor?	(Code 7)	
Child Labour		
26. Are there any children working under the age of 14 in your factory?	(Code 3)	
27. Are there any children above the age of 14, but below the age of 18, working in your factory?	(Code 3)	
Organizing status		
28. Is there any trade union in your factory?	(Code 3)	
28.1 If yes, what is the name?	(Code 9)	
29. If there is no trade union, did workers in your factory tried to start a trade union?	(Code 3)	
30. If there is no trade union or welfare group, do workers have any contact with trade union federations or NGOs?	(Code 3)	
30.1 If yes, with which one?	-----	
31. Does the employer behave discriminatory towards members of trade unions or welfare organization?	(Code 3)	
32. Is there a participation committee active in your factory?	(Code 3)	
33. Do you know what a trade union is?	(Code 12)	
33.1 If no, would you be interested to know about it?		
34. Do you think a strong trade union in your factory is important to improve your working conditions?	(Code 3)	
35. Would you join a trade union if 70% of the (permanent) workers in the factory were member of a trade union?	(Code 3)	
36. What are the three most important issues a trade union should fight for?	(Code 11)	
37. Do you take any advice from the people?	(Code 3)	
37.1. If so, what are their names?		

38. Did you receive any labor rights training?	(Code 3)	
38.1 If yes, from which organization have you received training?	-----	
Law enforcement		
39. How often does an inspector from the inspection department visit your factory?	-----	
40. Did the inspection department ever file a complaint to the factory management?	(Code 3)	
41. Do the inspectors talk to the workers directly about their working conditions?	(Code 3)	
42. Is there a supervisor, manager or owner present if the inspector talks to workers?	(Code 3)	
43. Did workers of your factory ever file a complaint themselves to the inspection department?	(Code 3)	
43.1. Did the inspection department hold an inquiry based on that complaint?	(Code 3)	
43.2 Did the inquiry lead to any fine or punishment for the owner or management?	(Code 3)	
44. Did a magistrate of the D.C. ever visit the factory?	(Code 3)	
45. 50. Do you have any specific question, problem, experience you want 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 child care 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			
Yes.....1	No.....2	No Comments.....3	
Code 13			
Better wages.....1	Could not find permanent work.....3		
2easier 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	
Code 15			
1. Achia Sea Foods Ltd (Khulna)		22.Organic Shrimps Export Ltd. (Khulna)	
2. Aqua Sea Foods Ltd (Khulna)		23.Prince Sea Foods (Pvt) Ltd. (Khulna)	
3. Atlas Sea Foods Ltd (Khulna)		24.Rosemco Sea Foods Ltd. (Khulna)	
4. Bionic Fish Processing Ltd (Khulna)		25.Rupali Sea Foods Ltd. (Khulna)	
5. Bright Sea Food Ltd (Khulna)		26.Saint Martin Sea Food Ltd. (Khulna)	
6. CI Products Ltd (Khulna)		27.Salam Sea Foods Ltd. (Khulna)	
7. Cosmos Sea Foods Ltd (Khulna)		28.Sea Fresh Ltd. (Khulna)	

- | | |
|--|---|
| 8. Fresh Foods Ltd (Khulna) | 29. Shahnewaz Sea Foods (Pvt) Ltd. (Khulna) |
| 9. Gazipur Sea Foods (Pvt) Ltd (Khulna) | 30. Sobi Fish Processing Ind. Ltd. (Khulna) |
| 10. Gemini Sea Food Ltd (Khulna) | 31. Sobi Sea Foods Ltd. (Khulna) |
| 11. Harbor Sea Foods Ltd (Khulna) | 32. Southern Foods Limited (Khulna) |
| 12. International Shrimp Export (Pvt) Ltd (Khulna) | 33. Southfield Fisheries Limited (Khulna) |
| 13. Jahanabad Sea Foods Ltd (Khulna) | 34. Star Sea Food Ind. Ltd. (Khulna) |
| 14. Jalalabad Frozen Foods Ltd (Khulna) | 35. Crimson Rosella Sea Food Ltd. (Satkhira) |
| 15. Khulna Frozen Foods Export Ltd (Khulna) | 36. Delta Fish Limited (Satkhira) |
| 16. Kwaliti Shrimps Export (Pvt) Ltd (Khulna) | 37. Penguin Ice & Fish Processing (Pvt) Ltd. (Satkhira) |
| 17. Lockpur Fish Processing Co. Ltd (Khulna) | 38. Ameo Sea Foods Ltd. (Jessore) |
| 18. Modern Sea Food Ind. Ltd (Khulna) | 39. Bagerhat Sea Foods Ltd. (Bagerhat) |
| 19. National Sea Food Ind. Ltd. (Khulna) | 40. Rupsha Sea Foods Ltd. (Bagerhat) |
| 20. New Foods Ltd. (Khulna) | 41. Shampa Sea Foods Ltd. (Bagerhat) |
| 21. Oriental Fish Processing & Culture Ltd. (Khulna) | 42. Others (Specify) |