

APPENDICES

APPENDIX I

Tools of Data Collection

Respondent No:

**A STUDY OF WOMEN LABOURERS IN BRICK KILN INDUSTRY
IN ASSAM WITH SPECIAL REFERENCE TO BARAK VALLEY**

1. INTERVIEW SCHEDULE FOR WOMEN RESPONDENTS



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Name of the respondent:

Name & Address of the Brick Kiln Industry:

I - Demographic Data

1. Age:
2. Religion:
3. Caste:
4. Mother Tongue:
5. Education :
6. Marital Status :
7. Type of Family:
8. How much land you have?

II - Family Composition

Sl. No.	Name of the family member	Relation with R.	Age	Sex	Marital Status	Education	Occupation
.							
.							
.							
.							
.							

11. Is your House

- 1) Rental
- 2) Own
- 3) Given by other

12. If own, type of House:

- 1) Made up of Bamboo
- 2) Assam type
- 3) Mud house

FACILITIES AVAILABLE IN YOUR HOUSE

13. Electricity

14. Source of Drinking Water

15. Latrines

16. Do you have BPL Card

17. Do you have Ration Card

II. WORK PROFILE OF THE RESPONDENTS

A. PAST WORK PROFILE

18. Place of Birth : _____

19. Native place of Family:

- 1) Rural
- 2) Urban

20. At what age did you start working for payment?

- 1) 12 - 14
- 2) 15 - 18
- 3) 19- 22
- 4) 23 - 26
- 5) After 26

21. What was the job?

- 1) Construction work
- 2) Brick Kiln Industry
- 3) Agriculture
- 4) Other _____

22. Why did you start working?

- 1) To supplement the family income
- 2) To pay off debts
- 3) To meet the expenses incurred on marriage
- 4) Compulsion from the family

23. What was your monthly salary/ wages in the previous job?

24. Why did you come to this place?

- 1) Poverty
- 2) Unavailability of work at place of origin
- 3) Irregular work
- 4) Lower wages
- 5) Indebtedness
- 6) Illness of family member

25. How many months you work in brick kiln in a year?

- 1) 1 month
- 2) 2 months
- 3) 3 months
- 4) 4 months
- 5) Up to 5 months

26. During off season where do you work?

- 1) Construction work
- 2) Brick Kilns (for loading & unloading)
- 3) In my own farm only
- 4) In my own farm & wage labour
- 5) Wage labour only
- 6) Tea garden
- 7) Don't work

27. How much debt you have

- 1) Up to 3000
- 2) 3001 – 7000
- 3) 7001 -10000
- 4) 10001 & above

28. For what purpose you have borrowed money?

- 1) To meet the marriage expense
- 2) To construct House
- 3) Treatment of family member
- 4) Agriculture
- 5) Any other _____

29. From whom you have borrowed?

- 1) Relatives
- 2) Money lenders
- 3) Brick kiln owner
- 4) Contractor

30. Since how long you are working in Brick Kilns? (In years)

- 1) 1 -4
- 2) 5 -9
- 3) 10-14
- 4) 15 - 20
- 5) Above 20

B. PRESENT WORK PROFILE

EMPLOYMENT

31. How did you know about this job?

- 1) Relatives
- 2) Friends
- 3) Agent/ Contractor
- 4) Any Other _____

32. Did your employer show any preference to male while recruitment?

33. Did you have a formal talk with your employer at the time of recruitment?

34. Does your employer make any discrimination against you with respect of men employees on the basis of :

- 1) Nature of work
- 2) Duration of work
- 3) Wages

NATURE OF WORK

35. Nature of work and which is more difficult

- 1) Transporting the clay-bricks to the kiln
- 2) Moulding

36. Who decides the work? 1) Employer 2) Contractor 3) Other

- 1) Employer
- 2) Contractor
- 3) Other

37. Is your type of work always the same?

WORKING HOURS

38. What are your working hours?

- 1) 7 am to 4 pm
- 2) 8 am to 4 pm
- 3) 9 am to 5 pm

39. What are your Rest hours?

40. Working hours always same? 1) Yes 2) No

41. If no, when it will change

SUPERVISION

42. Who is supervising your work

- 1) Employer
- 2) Contractor

43. Is your employer strict in following the working hours?

44. If you come late at work site what action to be taken by your employer/contractor?

EXTRA FACILITIES FOR WORK

45. Being woman are your getting any relaxation in your work?

46. If yes, What?

WAGES

47. What is the mode of payment?

48. How they paid you?

49. Who decide your wages?

50. What are the procedures do you have to follow for receiving the amount?

52. Do you receive any advance amount from the employer/ Contractor?

- 1) Don't receive any advance
- 2) Up to 1000
- 3) 1001 to 2000
- 4) 2001 to 3000
- 5) 3001 & above

53. What is your average monthly income from brick kiln?

- 1) Up to 1000
- 2) 1001 to 2000
- 3) 2001 to 3000
- 4) 3001 & above

54. What percentage of the family income is contributed by your work?

- 1) Below 25per cent
- 2) 25 to50per cent
- 3) 50 to 75per cent

55. How do you keep your weekly earnings?

- 1) I keep it in my hand & spend the same
- 2) I keep a portion of it in my hand & hand over the rest to my husband/ head of the family
- 3) I have to hand over my entire earnings to my husband, head of the family

56. Does your husband/ the adult male members of your family take liquor?

- 1) Yes
- 2) No

57. If yes, what is the nature of liquor habit of your husband/adult members?

- 1) Takes liquor regularly
- 2) Takes liquor occasionally

58. Are you able to save anything out of your weekly income?

- 1) No
- 2) Regularly
- 3) Occasionally

JOB SECURITY

59. How long do you want to work here?

60. Do you think you can work here as long as you want?

61. If no then why? _____

62. If you quit the present job how sure are you getting another job.

INCENTIVES

63. Do you get any incentives?

- 1) No
- 2) Always
- 3) At the time of festival

64. In terms of :

- 1) Money
- 2) Kind
- 3) Oral appreciation

HOLIDAYS

65. Which day is your weekly off?

66. How do you get?

- 1) Paid
- 2) Unpaid

67. On which festivals do you get Holidays?

68. How do you get festival holiday

- 1) Paid
- 2) Unpaid

69. What action your employer takes when you remain absent on working day?

III. AWARENESS OF LEGISLATIVE PROVISIONS

70. The govt. has made some laws for protecting the interest of women in their workplaces and in society? Do you know anything about these laws? 1) Yes

- 2) No

71. If yes, in which respects you can get a protection under the law?

72. If you know any of the Acts; what are the facilities covered under the Act.

- 1) Rest Room (Separate)
- 2) Drinking Water
- 3) Latrines (Separate)
- 4) Urinals (Separate)
- 5) Washing Facilities
- 6) Medical Facilities
- 7) Crèches

ATTITUDE TOWARDS EMPLOYMENT OF WOMEN

73. Is there any difference of wages between you and a male worker having same kind of work as you?

74. What do you feel about it?

- 1) Equal remunerations should be given to men, women workers for same work of similar nature
- 2) It doesn't make much difference even if we are not paid equal wages as men
- 3) Equal remuneration should not be given to men and women workers for same work or work of similar nature

75. Women's participation in labour work

- 1) Should be encouraged
- 2) Should be encouraged to a limited extent
- 3) Should not be encouraged

76. Give reasons in support of your answer to the above question.

ATTITUDE TOWARDS THE JOB

77. Why do you work?

- 1) To supplement the family income
- 2) To have independent income of one's own
- 3) To achieve a position or status of one's own

78. Satisfaction with the job.

- 1) I like the job & would like to continue working

- 2) I like the job but would change if I get some other job
- 3) I hate working here but circumstance force me to do so.

ATTITUDE OF THE EMPLOYER

79. The employers prefer male employees because we take more leave and quit more readily.

- 1) Agree
- 2) Somewhat Agree
- 3) Disagree

80. The employers feel that we can't cope with stressful situations like men can and as such don't find us work like men.

- 1) Agree
- 2) Somewhat Agree
- 3) Disagree

81. The men feel that we are no good at work and hence want us to be paid less than they did.

- 1) Agree
- 2) Somewhat Agree
- 3) Disagree

82. The men look down upon us because of their belief that a woman's role is that of a homemaker rather than an employee

- 1) Agree
- 2) Somewhat Agree
- 3) Disagree

83. Female workers should be engaged only in non-skill jobs, because they cannot handle the skillful jobs as good as the males

- 1) Agree
- 2) Somewhat Agree
- 3) Disagree

IV. PROBLEM FACED BY WOMEN LABOURERS

TRANSPORTATION

84. Where do you stay?

- 1) At work site 2) Out of the site

85. How much time you have to spend to reach your work place?

- 1) ½ hour 2) 1 hour 3) 1 ½ hour 4) 2 hours

86. Mode of transport.

- 1) On foot 2) Bus 3) Sumo

87. Do you get transport allowance from the employer?

- 1) Yes 2) No

CHILDREN

88. Who is looking after your children when you are in your work place?

- 1) No one 2) Neighbours 3) Other family members

89. How much time you can spend with your children in a day?

- 1) ½ hour 2) 1 hour 3) 1 ½ hour 4) 2 hours

90. What other problems related to your children?

91. What are the efforts made by you for solving these problems?

92. As a woman worker are you facing any specific problems at your work place

- 1) Yes 2) No

93. If yes, specify _____

94. Efforts made by you for solving these problems

HOUSEHOLD WORK

95. When do you get up in the morning? 1) At 4am 2) At 5am

3) At 6am

96. What are the works you have to complete before leaving for the work?

- 1) Cleaning
- 2) Cooking
- 3) Washing clothes
- 4) Feeding the children

97. In the morning who is helping you for household work?

- 1) No one 2) Following

Name of the person	Relation	Type of help

98. When you reach home after work? Time _____

99. What are the works you have to complete before going to bed?

- 1) Cleaning
- 2) Cooking
- 3) Washing clothes
- 4) Taking care of children
- 5) Fetching Water
- 6) Taking care of domestic animals

100. In the evening who is helping you for your household work?

- 1) No one 2) Following

Name of the person	Relation	Type of help

101. Have you made any effort to get help from the family members?

102. If yes, what was that?

103. Are you facing any problems at home because of you being employed?

- 1) Always
- 2) Some times
- 3) Never

104. If yes what are they?

V. HEALTH STATUS

ACCIDENT

105. Do you (or any worker known to you) have an accident in the last one/ two years in the kiln? 1) Yes 2) No

106. What was that?

107. What treatment has been taken for that?

- 1) First Aid was given
- 2) Admitted in Govt. Hospital

- 3) Admitted in Pvt. Hospital

108. Who bears the expenses?

- 1) The owner
- 2) The worker him/herself

ILLNESS

109. Do you suffer any illness in the last two years?

110. Which was that?

111. What treatment you have taken for that?

112. To whom you have consulted?

- 1) Took medicine from the Medicine shop
- 2) Consulted the doctor
- 3) Not consulted

113. What is the present status of illness?

- 1) Improved
- 2) Not improved

WORK RELATED ILLNESS

PHYSICAL

114. How much weight you carry on your head while working?

- 1) Up to 20Kg
- 2) 21 - 30Kg
- 3) Above 30 Kg.

115. What are the ailments you experience on your health due to your work nature?

- 1) Head ache
- 2) Body ache
- 3) Fatigue

116. Since how long you are experiencing?

- 1) 1 month
- 2) 2-3 months
- 3) 3-4 months
- 4) 5 months and above

117. What efforts do you made?

118.How much money you have spent on treatment (Approx.)?

- 1) Up to 500
- 2) 501 to 1000
- 3) 1001 to 1500
- 4) 1501 - 2000
- 5) 2001 & above

119.Who incurred those expenses?

120.What is the status of your health now?

STATE OF MENTAL HEALTH

		A	SA	D
21	I feel mentally exhausted due to nature of work			
22	I could not bear any nuisance in the family			
23	I get irritable when children are around me			
24	I feel secured in work place			
25	I get in conflicting situation frequently with my family members			
26	I can not control my self if any one comment on me			
27	No one pays attention to me in the family and work place			
28	I feel the need for privacy and personal space			
29	I feel happy if there is reduced household work for me			
30	I am enjoying my work			
31	I enjoy household work when I came back from work			
32	Due to work nature I cannot develop my skill			
33	Due to my nature of work I could not balance my mental state			

(A =Agree, SA= Somewhat agree, D= Disagree)

134. Do you face any harassment in the workplace from your male colleagues or from the supervisory staff?
135. Do you know any NGOs operative within the locality you stay? 1

136. If yes, what is the name of the organization? _____
137. Are you a member of any Self Help Group?
138. What in view, should the Govt. do for improvement of the condition of women labourers in their workplaces and in the society?

2. INTERVIEW GUIDE FOR BRICK KILN OWNERS

1. Name of the Owner:
2. Name of the Kiln:
3. Address:
4. Distance from the nearby town:
5. Who has established the kiln
6. Since how long you are engaged in brick business?
7. How did you manage the land for setting up the kiln?
8. How many acres of land is possessed for the purpose of kiln?
9. How did you manage financial resources for the construction of *Chimney*?
10. How and from where did you manage to bring labourers?
11. Did you pay any advance money to them?
12. How many workers (male and female) are engaged in your kiln?
13. What are the states they are coming from?
14. What procedure you adopt to recruit the labourers?
15. Who monitors the activities at the kiln on your behalf?
16. What are the facilities are provided by you to the labourers?
17. What incentives you provide to the labourers?
18. Whom you prefer to engage in the kiln? (Men or Women?)
19. Women and migration.
20. What kind of work is assigned to women?
21. Women's participation in work place?
22. Wages
23. Govt. has made various laws for protection of the interest of women both at workplace & in society. Do you know any thing about these laws?

3. INTERVIEW GUIDE FOR NGO PERSONNEL

1. Name of the personnel:
2. Name of the NGO:
3. Address:
4. Whether working with brick kiln workers directly or indirectly?
5. Level of awareness regarding legislations.
6. What strategies you adopt to empower them
7. Have you made any effort to intervene in promoting the rights of these labourers.
8. Explain the vulnerability of women in this industry
9. Have you organized any awareness programmes for these workers?

APPENDIX:II

LIST OF BRICK KILNS STUDIED

Cachar District

1. Baba Brick Industry
2. Barak Brick Industry
3. Everest Brick Industry
4. Ganesh Brick Industry
5. Kisan Brick Industry
6. Mahal Brick Industry
7. Neeta Brick Industry
8. Pankaj Brick Industry
9. Rahul Brick Industry
10. Ruhul Brick Industry

Hailakandi District

1. Ashok Brick Industry
2. Associate Brick Industry
3. CBI Brick Industry
4. Deluxe 1 Brick Industry
5. Deluxe 2 Brick Industry
6. LBI Brick Industry
7. Mahaal Brick Industry
8. Moina Brick Industry
9. SBI Brick Industry
10. ZBI Brick Industry

Karimganj District

1. Assam Brick Industry
2. Barak Brick Industry
3. Cachar Brick Industry
4. Lucky Brick Industry
5. Mamon Brick Industry
6. NBI Brick Industry
7. National Brick Industry
8. Roy Brick Industry
9. Singh1 Brick Industry
10. Singh2 Brick Industry

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