

## **APPENDICES**

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### **Interview Schedule for Child Labourers:**

#### A. Background information :

1. Name:
2. Age:
3. Sex:
4. Educational History:
5. Religion:
6. Native Place (migration history):
7. Address:

#### B. Information related to the employment:

8. Since when have you been working in this unit?
9. Did you work anywhere else prior to this employment? Describe.
10. Why do you work?
11. What would happen if you don't work?
  - i. to you
  - ii. to your family
12. How were you recruited?
13. Did your employer advance any loans to your parents?
14. Did your employer buy you from your parents?
15. How do you feel being a working child?

#### C. Information related to work:

16. Did you receive any training on the job?
17. What is the nature of work done by you in the unit?
18. Do you undertake any odd jobs for the employer after the working hours?
19. Describe your daily routine (No. of hours spent on various activities)
20. What are your working hours?
21. Do you have any rest periods? For how long?
22. Do you have any holidays? When?
23. Do you work at nights? How often and for how long?
24. Do you get wages? How much?
25. Are you paid your wages on time?
26. Do you get any bonus/incentive wage? When and how much?
27. Do you feel tired or exhausted at the end of day's work?
28. Have you met with any accidents on the job? Describe.
29. Have you acquired any disease or have got injured while at work?
30. How do your adult co-workers treat you?
31. How does your employer treat you?
32. Have you ever been punished? If yes,
  - a. In what form?
  - b. Why?
  - c. How frequently?
  - d. By whom?
  - e. How did you feel after being punished?

33. Are you free to decide what work you want to do or are you forced by your employer to work?

34. Are you consulted about the following by your employer or your co-workers?

- a. kind of work to be done-
- b. when to work-
- c. where to work-
- d. working conditions such as wages, facilities etc.

D. Services provided:

35. Are you given education at your workplace?

36. Are you allowed to go to the school from your workplace?

37. Are you provided with any play facilities at your workplace or after working hours?

38. Are you provided with any other facilities by the employer. Describe and comment.

39. Do your co-workers or employer train you on the job?

40. Has any government official visited your unit? If yes, what do they do? If no, should they visit your unit to examine the working conditions?

41. Do you receive any services from the NGO/Government?

If yes, What kind of service-

Since when-

Comments-

If no, What do you expect?

42. What are your future plans?

Observation guideline for the working place-

a] Provision of drinking water, toilet, washing facilities.

b] Provision of first-aid facilities.

c] Congestion and overcrowding at the workplace.

d] General conditions of health, hygiene and sanitation.

e] Lighting and ventilation.

f] Work surface and flooring.

### Interview Guide for the parents

1. Relationship of the interviewee to the child-
2. Family constellation:

Member	Age	Sex	Education	Occupation	Income	Remarks
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3. Why do you send your child to work?
4. How does the employment of your child contribute to his or her growth?
5. What do you do with your child's income?
6. Are you benefited by any government programme or NGO programme?  
Specify and comment.
7. What do expect from the government and the NGOs so that the child develops in a healthy manner?
8. How is your interaction with the child's employer?
9. Are you indebted to the employer/ local pawn broker/any body else?
10. What would you like your child to do in future?

### Interview guide for the employers

1. Name
2. Age
3. Sex
4. Education
5. Since when are you in this business?
6. What is the kind of work done in your unit?
7. What is the process of work carried out in your unit?
8. Number of employees-
 

Adults	Job undertaken
Children	Job undertaken
9. Do your own children work in your unit?
10. What is the process of recruitment? Do you have to pay any advance money to recruit children?
11. Do you provide any training to children and adults?
12. What are the wages provided?
 

To adults
To children
13. What facilities do you provide at your workplace?
14. What benefits/incentives do you provide to the employees- to adults, and to children?
15. What concessions/subsidies do you receive from government for running the business?
16. What is the nature of your business- privately owned, institution owned, co-operative unit, any other?
17. Do you use any machines? Is any of this human replacing?
18. What infrastructural support does your unit have? ( in terms of roads, electricity, water etc.)
19. What would happen if children stop working?
 

To children?
To their families?
To the industry and the employer?
20. Is the child given training, if yes, what kind of training
21. If the child wants to go to the school, do you have any plans to support it?
22. In case of injury/disease, do you have any facilities or financial assistance programme to treat it?

**Key Informant Interview (NGO professionals)**

1. Designation:
2. Sex:
3. History of the organisation
4. Mission/Goals
5. Programmes and activities
6. Strategies/Techniques/Methods of work
7. Context of work/Environment
8. Nature of clientele
9. Approximate number of beneficiaries
10. Staffing structure
  - No. of Staff
  - Education
  - Functions
11. Funding patterns
12. Interaction with the law enforcement machinery and government. Specify the experiences.
13. What according to you are the factors that hinder or facilitate your organisation's functioning?
14. How, in your organisation's opinion, can child labour be eliminated from our country? Who should be the main actors in the process? Views on Rights of the Child.
15. What programmes have you or should you have to rehabilitate child labourers? What is your experience? Could you give some success/failure stories?
16. Special programmes on the education, health and training of the child

**Interview Guide - NGOs field level activists**

1. Designation
2. Sex.
3. Education
4. Training
5. Area of operation
6. Sectors where child labour is prominent in your area of operation
7. Incidence of child labour in your area of operation
8. Approx. no. of beneficiaries in your area
9. Work load and its distribution
10. Describe the process of your work (entry, strategies, contacts, programmes)
11. Community participation
12. Responses of employers
13. Responses of the parents and children
14. Programmes and services (which attracts most beneficiaries, which the least, overall responses)
15. Interaction with the Government officials, with general public
16. Problems faced, especially with vested interests, if any.
17. Success stories
18. Suggestions for improving the system (organisation) to effectively eliminate child labour.

**Law enforcement inspectors - Interview Guide**

1. Designation
2. Sex
3. Age
4. Education
5. Training
6. Area under jurisdiction
7. Sectors of child labour prominent in the area of jurisdiction
8. Incidence of child labour in the area of jurisdiction
9. Work load and distribution
10. Describe the process of law enforcement (routine, time taken, flexibility, people involved, hurdles to be crossed)
11. Responses of the employers
12. Responses of the family members
13. Responses of the judiciary
14. Problems faced-at what stage/s?
15. Success and failure stories
16. Interaction with NGOs and general public, if any?
17. Suggestions for improving the system so as to effectively eradicate child labour.

**Law enforcement officials - Key informant interview schedule**

1. Designation
2. Is there a separate department or branch which looks into child labour law enforcement?
3. If yes, what are its functions
4. If no, who is responsible for the legal aspects of the elimination of child labour?
5. What is the structure of this machinery?
6. What is the nature and extent of child labour in the given area of jurisdiction?
7. Has this incidence been increasing or decreasing in the past years, especially after 1986-87?
8. What are the possible reasons for this trend?
9. Do you have any support from any other government departments such as education, women and child, rural development/Panchayati Raj?  
If yes, in what form, specify-  
If no, have there been any attempts towards soliciting collaborations, specify.
10. Do you have any complementary community development services which could support the law enforcement machinery in the field. If yes, describe these services.
11. What are the problems faced by your department in undertaking the task of eliminating child labour?
12. What are the strengths of your department which could facilitate the task of eliminating child labour?

Any other remarks, suggestions, comments.