ANNEXURE: A

OPINION SURVEY ON TRADE UNIONISM

Schedule to workers

This schedule aims to reveal yourself on trade Unionism in your organization.

(The contents of this schedule will be treated confidential. The information given will be tabulated and classified in such a manner that it would not be possible to identify therein the views or opinion expressed by the individual concerned. This fact will be utilised for academic and research purpose in obtaining the Ph.D. Degree from the Utkal University.)

WE NEED YOUR HELP

1. **Union Membership** :-

1.1. Are you a member of any union - Yes/No

   If you are now a union member, please name it...

   Can you kindly tell the factors which prompted you to be member of the Union:-

   (a) Expectation for wage increase.

   (b) Redressal of individual grievances.

   (c) For the cause of working class solidarity.

   (d) On some one's persuasion.

   (e) Miscellaneous reasons.
1.2. Still there are many fellow workers who are not yet unionised. Can you kindly guess and tell what are the reasons behind it:

(a) No definite knowledge on unionism & unions.
(b) No-body's persuasion.
(c) Individual judgement that no benefit out of union involvement.
(d) No confidence on Union leaders.
(e) Temporarily and shifting nature of job.
(f) Fear of management victimisation.
(g) Lethargicness and fearness of the individuals.
(h) Any other reason.

1.3. What do you expect from the union? please describe.

1.4. Do you give your membership fees regularly:

   Yes/No

Do you think that money you give are properly spent and audited?:

   Yes/No

Being a member of the union in what way you are/ are getting financial help from it.
Is the finance of the unions are sound to meet all types of obligations.

2. Workers perception of Union Leadership:

(a) Do you know your president/Gen.Secretary - Yes/No
(b) How many times have you called on him?
(c) Whether your grievances were/are immediately solved: Yes/No

(d) Are you grateful in any way to them? Yes/No

(e) Your leaders are mainly Outsiders/insiders.

(f) Are they committed to the workers cause: Yes/No

(g) Are they fit to be union leaders in every sense? Yes/No

(h) Are they simply the Management puppets? Yes/No

(i) Do you want to have a trade union president from Workers/ Outsiders.

(j) Do you favour outside leadership? Yes/No

(k) Are you aware of Workers' Education Scheme? Yes/No
   Do you want to participate in it? Yes/No

(l) What is your impression about political interference in the affair of trade unions? Positive/Negative/ No idea.

(m) What is your opinion about possibility of "one union in one industry"? Possible / Impossible

2.1. What are the good qualities to be associated with a good Union leader in the context of industrial climate of Orissa.

1. Good personality;

2. Aggressiveness;

3. Devotion to workers cause;

4. Good rapport with working class

5. Any other suggestion
3. **ON MANAGEMENT**:

(a) What is your overall opinion about your management? **Good/ Bad/ Workable**

(b) The relation between workers and management is: **Cordial/ Hostile / Uncordial**.

(c) Do you think that Management people are doing their job properly and efficiently? **Yes/No/ No idea**

(d) Are they co-operative, sympathetic and action oriented? **Yes/ No**

(e) Have you seen / met your Chairman for your grievances in any time? **Yes/No**

4. **HEALTH, SAFETY & WELFARE**:

4.1. Do you feel satisfied with sanitary facilities provided by the management? **Yes/No**

4.2. Are drinking water facilities quite **OK**? **Yes/No**

4.3. Are latrines conveniently located, kept clean and tidy? **Yes/NO**

4.5. Is the management trying to inculcate the safety consciousness among the employees? **Yes /No**

4.6. Are safety appliances provided to workers? **Yes/No**

4.7. Does the trade union demand for this? **Yes/No**

4.8. Are you getting hospital and first-aid facility readily in your township? **Yes/No**

4.9. Are canteen facilities with reasonable/ subsidised prices available to you? **Yes/No**

4.10. Does the company provide housing facilities to you? **Yes/No**
4.11. Does the company provide transport facilities from the colony to the work site? Yes/No
4.12. Are you provided with good recreational facilities? Yes/No
4.13. Are you a member of the co-operative credit society? Yes/No
4.14. Are you satisfied with its functioning? Yes/No
4.15. Have you felt that your union has demanded for more welfare facilities in township and plant? Yes/No
4.16. Are the union people conscious about the health, safety and welfare of their members? Yes/No
4.17. Do the trade unions finance their members in case of any emergency/in strike period? Yes/No
4.18. Can you kindly suggest for introduction of any immediate welfare facility at your worksite and township by the management?

5. GRIEVANCE PROCEDURE:

5.1. Do you know that there is any grievance handling machinery existing in the OSEB? Yes/No
5.2. Have you represented any one of your individual grievances to the management? Yes/No
5.3. In submitting the grievances, have you taken any help from the union? Yes/No
5.4. Is it being delayed/immediately solved?
5.5. Do you believe that unions are protecting and promoting the workers interest during the needful hours? Yes/No
5.6. Any suggestion for improvement of this system:
6. **LABOUR RELATIONS DEPARTMENT:**

6.1. Do you know your labour Relation Officer/Personnel Officer: Yes/No

6.2. Did you meet him at any time: Yes/No

6.3. If yes, for what purpose:

6.4. Do you feel that Personnel Department should be expanded to meet the growing needs of the organization: Yes/No

7. **MISCELLANEOUS:**

7.1. Can you tell that the trade unions should exist in the factory for the betterment of working class: Yes/No

7.2. Is union rivalry existing in the OSEB: Yes/No

7.3. Have you an ambition to be an Union Executive in future: Yes/No

7.4. How will you feel, if there will be one strong union in OSEB: Happy/Unhappy

7.5. Your organization is making heavy losses. By that the organization is loosing its image before the public. What steps can be taken to make it a profit-making undertaking. Think creatively and answer:
7.6. Do you feel that the Personnel Department has been properly organised and created in the various units and Head Office of the OSEB: - Yes/No

7.7. How do you assess the efficiency of the existing personnel Department in your unit: - Satisfactory/ Dissatisfactory/ No comment

7.8. What do you consider about strike: -
   i) Indispensable
   ii) Should be used as last weapon
   iii) Should be banned for some years.
   iv) No idea.

7.9. Any further suggestion for better trade union movement in an industry and in Orissa.

7.10. Should there be any law to debar the politicians in entering to the trade union field: - Yes/No

7.11. Do you perceive that trade union leadership will be based on a different footing with new ideas and ideological in the coming twentieth century heralding a new boom for the working class: - Positive/ Negative/ Not able to forecast.

- THANK YOU -
1. (A) IDENTIFICATION:

a. Name of the respondent: ____________________________

b. Address: ____________________________

  ____________________________
  ____________________________
  ____________________________
  ____________________________

c. Age: ____________________________

d. Sex: ____________________________

e. Mother Tongue: ____________________________

f. Caste: ____________________________

g. Sub-Caste: ____________________________

h. Religion: ____________________________

i. Nationality: ____________________________

j. Marital Status: Married/unmarried/Divorced/Widow.

k. Area to which he belongs: Urban / Rural.

l. Education: Illiterate/Literate/Middle-school/ Matriculate/ Graduate/ Technical / Vocational.

(B) EMPLOYMENT PARTICULARS:

a. Year of recruitment: ____________________________

b. Date of joining: ____________________________

c. Nature of employment: Permanent/Temporary/ casual/ or any other:

d. Designation: ____________________________

e. Department: ____________________________

f. If any token: ____________________________

(C) WAGED AND INCOME:

a. What salary or wages do you get for the month: ____________________________

b. What is your basic salary: ____________________________

  D.A: ____________________________
  Other allowances: ____________________________