ANNEXURE - B

OPINION SURVEY ON TRADE UNIONISM

SCHEDULE TO UNION LEADERS.

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 there in 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 PARTICULARS :

1.1 Name of the Union:
1.2 Date of Registration:
1.3 Registration No:
1.4 Date of formation:
1.5 Is the Union recognised: Yes/No

If yes, the date of recognition given by themanagement:
If not, for which reasons not granted.
1.6 Is the Union affiliated to any Central/National federation of unions. Yes/No
If affiliated, to which national federation of unions. (INTUC/HMS/AITUC/CITU/DMS)

1.7 Date of affiliation:

1.8 If any time, affiliation is changed, what is the purpose and motive of change in the affiliation.

2. MEMBERSHIP:

2.1 What is the total membership:

2.2 How you collect your membership fees:
   i) Monthly subscription
   ii) Salary deduction.

2.3 What is the amount of membership fees:
   i) As per the Trade Union Act:
   ii) By other procedures, as decided:

2.4 Location of Trade Union office & Address:

2.5 What is assets of your Union:
   (in terms of ruppes)

2.6 Your trade Union officials are: Elected/Nominated.
2.7. In the election to these posts, whether the candidates are:-
   
   i) Man of character, integrity & leadership:
   
   ii) Politically supported and management backed:
   
   iii) Both combined:

2.8. Are the executives of the Union genuinely interested for the worker's cause? Yes/No
Are majority of them belong to the rank and file workers:

2.9. How these officers are paid?

   i) Not paid/ monthly honorarium:

   Should they get any financial remuneration for their labour: Yes/No

3. FINANCE:

3.1. Sources of Income:

<table>
<thead>
<tr>
<th>Year</th>
<th>Annual subscription</th>
<th>Donation</th>
<th>Political subscription</th>
<th>Miscellaneous</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980-81</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1981-82</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1982-83</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1983-84</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1984-85</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1985-86</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
1) Do you think the amount of income is sufficient to meet the obligation: Yes/No

ii) Kindly state the what are the new possible sources available for your union to raise the income:

iii) Do you feel to get any financial help from the management in carrying out your welfare activities: Yes/No

3.2 EXPENDITURE:

<table>
<thead>
<tr>
<th>YEAR</th>
<th>Salary/ allowance of the executives</th>
<th>for conducting trade disputes &amp; giving compensation to its members</th>
<th>expenses incurred for educational social or religious activities</th>
<th>expenses for political purposes</th>
<th>Misc. expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980-81</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1981-82</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1982-83</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1983-84</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1984-85</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1985-86</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1) Do you think that the all the expenses incurred by your union are:

(a) Authorised under the T.U.Act. Yes/No

(b) Approved by the majority of members: Yes/No
ii) For expending money on the social, educational cultural and other welfare requirements do you get any financial support from:—
(a) Management: Yes/No
(b) Government: Yes/No
(c) Any other voluntary agency: Yes/No

iii) Have you any normal plan for socio-economic welfare of the co-members of the society:
If yes it, Please illustrate the idea:

TRADE UNION RECOGNITION:

1. Do you think that there should be legal obligation on the part of employers to give recognition to the appropriate union? Yes/No
If yes what should be the necessary method
(a) It should be passed:
(b) Code for recognition should be formed by the management and union leader jointly.
(c) Industrial relation commission should be decide the matter.
(d) Any other you like:
4.2 Has there been a change in the attitude of employers towards trade union particularly in the matter of recognition? Yes/No
If yes, what are the factors resulting for this change:

4.3 What should be more rights for the recognised trade unions? (Use tick mark)
   i) Sharing in Management:
   ii) More protection to the union leaders.
   iii) More status and importance in collective bargaining:
   iv) Any other:

4.4 Do the existing provisions under the code of discipline in regard to recognition of unions provide a satisfactory arrangement in this regard? Yes/No
Specifically, are the provisions regarding:
   i) the procedure for verification: Satisfactory / Unsatisfactory
   ii) Procedure for grant and withdrawal of recognition:
       Satisfactory/Unsatisfactory
iii) Period required for recognition
and the rights of the recognition unions:
Satisfactory/ Unsatisfactory.

4.5. Would you kindly suggest giving effect to
the provisions of the Indian Trade Union Act.,
1947 in the matter of recognition.

4.6. For determining the representative character
of a Trade union for purpose of granting
recognition, should the method of election
by secret ballots be adopted. Yes/No

4.7. If a Union is elected as the sole bargaining
agent in establishment, what should be the
right and responsibilities of other unions
in the establishment. Do they need more power
from management? Yes/No

4.8. Forming unions and becoming an union-member
now has become an accepted right on the part
of workers. Do you feel that the management
is still sceptical about this privileges and
tries to victimise the unionised workers. Yes/No

4.9. What facilities should an employer extend at
work place for the union activities.
4.10. Do you think that some changes should be made in Trade Union act regarding Registration of Trade Unions?  Yes/No

Kindly express should law be passed to check the growth of multi-Unions in a Company.  Yes/No

4.11. For dealing with recognition, unfair Labour practices, election of the Union executives and other allied matters, the Industrial Relation Commission as recommended by the National Commission on Labour should established now.  Yes/No

5. TRADE UNION LEADERSHIP

5.1. In your Union sphere, the leadership is given by the
    i) Insider
    ii) Outsider

5.2. If the outside leadership is still prevailing what are the causes for it ?

5.3. Do you believe that the outside leaders do genuinely fight for the workers class for getting their objectives be fulfilled.  Yes/No

Do they politicalise the situation in Industry some times.  Yes/No
5.4. Do you feel that there is necessity of making minimum educational qualification criterion for the union leaders for better effective communication.  
Yes/No/No idea

5.5. Still, the role of outsiders in Indian Unionism is controversial. I want to know your opinion- Should their role in trade Union be : (use tick mark )

a) Increased  
b) remain the same

c) reduced to some  
d) reduced greatly extent

MULTIPLICITY OF UNIONS:

6.1 If there many unions functioning in an undertaking, ultimately the union's bargaining power and other rights are distrubed. Knowing all these troubles, why it is becoming an undesirable phenomenon of multiplicity of unions.

6.2 In some plants in India, there is just one union functioning, but in your plant, there are about 40 unions existing. Is it possible to amalgamate them all, forming one strong union in the GSEB.  
Yes/No.

7. SOCIO-ECONOMIC RESPONSIBILITY OF TRADE UNION :

7.1 Factory is a system of the main social system. The workers, management & unions are functioning within that sub-system. Hence the trade-
unions have to meet certain social responsibilities. (use tick mark)

1) Continuity of production  
2) Providing goods at cheaper rate  
3) To build a educational complex  
4) To promote family planning in colony.  
5) To creat social forestry  
6) To help the management in checking the environmental pollution.  
7) To educate the trade union members on their rights and responsibility.

Do you think that trade unions have no money or manpower to carry out the above said obligations.  

Do you expect that financial help from management and the Governmental agencies should be given to the Unions purpose of carrying out these objectives.  

Whether your Union has taken up any programme to educate its workers on workers duty, skill, effectiveness, rights and responsibilities to the society.

Yes/No/ Planning to - introduce.
ON STRIKE:

8.1. Do your union give some financial benefits during the long strike period to overcome the stress of the strike on workers.  
    Yes/No

8.2. In your views, what were the main causes for dispute in the OSEB for leading to a strike.  
    (use tick mark)
    i) Wages and salary.  
    ii) Promotion or any other benefits.  
    iii) Service Condition.  
    iv) Management victimisation.  
    v) Any other

8.3. Which method of disputes settlement has been most successful in OSEB. (use tick mark)
    i) Conciliation  
    ii) Arbitration  
    iii) Adjudication & negotiation.

8.4. To what extent, in your views, is the bargaining power of Trade Unions in OSEB. (use tick mark)
    i) High  
    ii) Moderate  
    iii) Low

8.5. Should Strike be decided through secret ballot system.  
    Yes/No

8.6. Formation and functioning of Industrial relation commission should be  
    i) Welcome  
    ii) Unfavoured  
    iii) No idea.

8.7. Strike is causing many loss to the National-economy and to the Organisation.  
    Should it be banned :-  
    Yes/No