Appendix - VIII

Questionnaire
(Trade Union Leadership Survey)

An Appeal

Materials collected through this questionnaire will be used for the preparation of a Ph.D. thesis entitled "Leadership and Authority Pattern in Developing Societies: A Study of Trade unionism at the Rourkela Industrial Complex, Orissa" to be submitted to Utkal University. The information received and other particulars will be kept strictly confidential. I appeal to you to extend your kind cooperation in furnishing the data and information for the above said purpose.

S/d

Bhubaneswar,
Dt. 21.12.88.

(UGC Jr. Research Fellow,
P.G. Deptt. of Political Science,
Utkal University.)

Srinibas Pathi
1. Are you an employee in any factory located at Rourkela?
   (a) Yes  (b) No
   If 'yes', in which factory do you work?
2. If 'no' to Q.No.1, please answer the following:
   (a) Are you an independent professional?
   (b) Are you a social worker or member of any voluntary organisation?
   (c) Are you a member of any political organisation?
   (d) Any other -
3. How long have you been in your service/occupation/profession?
   (Please mention completed years)
4. In which capacity you are associated with trade union?
   (a) As a member
   (b) As an adviser
   (c) An Office-bearer
   (d) Any other -
5. How long have you been associated with the trade union? ___________ years
6. What is the length of your experience as an office-bearer in the trade union? __________ years.
7. Which of the following factors motivated you to accept leadership in the trade union?
   (a) Influence of Parents/Family Members
   (b) Promotion of workers' Welfare
   (c) To bring about economic uplift of your caste group
   (d) Encouragement by your teachers
8. What accounts for the importance of a trade union in the society?

<table>
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<th>Most Imp.</th>
<th>Less Imp.</th>
<th>Not at all Imp.</th>
<th>Don't know</th>
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(a) It demands for higher wages and better working conditions for the workers.

(b) It consults with the management at all levels

(c) It creates political consciousness among the workers

(d) It socialises the rank and file members about the democratic functioning of the union.

(e) It influences the political decision-making process

(f) Any other -
9. What qualities count for the trade union leaders to be effective?

(a) Sincerity and Integrity
(b) Tactfulness
(c) Oratory
(d) Militancy
(e) Personality
(f) Knowledge of psychology of workers
(g) Knowledge of legal, economic and social aspects of trade unionism
(h) Experience in the field
(i) Political linkages
(j) Money Power
(k) Any other -

10. What can be the basis of determining the strength of a union leader?

(a) Number of members of the union be leads.
(b) Active Participation in trade union work.
(c) Bargaining capability
(d) Militant behaviour
(e) Any other -
11. What are your major functions as a trade union leader/office bearer (Please list them in order of importance)

12. How often do you meet your members of the union?
   (a) Once a week
   (b) Once a month
   (c) Once a quarter
   (d) Once in six months
   (e) Any other arrangement, please mention.

13. What are the major problems that the workers bring to you for a solution?

14. What are the important means of settling industrial disputes/problems? (Please mention in order of priority)

15. How do governmental decisions influence your activities as a trade union leader?
   (a) Govt. plays a mediatory role in labour disputes.
   (b) Govt. supports the management.
   (c) Govt. supports the workers/union.
   (d) Govt. has very little role to play.
   (e) Any other, please mention -

16. Are you an active member of any political organisation/party?
   (a) Yes  (b) No
   If 'yes', then please state the name of the party, the period of association, nature of involvement and position/s held.

17. Do you belong to the labour wing/labour cell of any political party?
   (a) Yes  (b) No
   If 'yes', give details.
18. Have you contested any election to local body/state assembly/parliament?

(a) Yes  (b) No

If 'yes', give details including the name of the elected body, year, period held, political party involved and your major achievements.

19. Do you think that there is a close relationship of the trade union with political parties?

(a) Yes  (b) No

If 'yes', answer Question No. 20 -

20. How do you visualise the relationship between the trade union and political parties?

(a) Trade union sometimes works under the direction of a political party.

(b) Trade union affiliates itself to a political party.

(c) Trade union needs party support to achieve its goals.

(d) Trade union supports a party candidate during elections.

(e) Trade union helps in creating a new political party.

(f) Any other -

21. What are the various political roles played by a trade union leader?

(a) Involvement in pressure politics

(b) As a medium of political communication

(c) Involvement in the electoral process

(d) Playing a role in solving industrial disputes

(e) As a common link between the trade union and governmental authorities

(ff) Any other -
22. Which are the authorities with whom you keep a link?
(a) Plant management at Rourkela
(b) The corporate Management of Public Sector Steel Plants at the National level.
(c) Central government authorities
(d) State government authorities
(e) Any others -

23. Do you have an appropriate linkage with the higher authorities.
(a) Yes  (b) No
     If 'No', answer Question No.24

24. What are the reasons for ineffective linkage between trade union leaders and authorities?
(a) Absence of leaders' representation in the management
(b) Lack of state-level leader's to support the cause of trade unions
(c) Lack of adequate knowledge of rules and laws regulating trade unions
(d) Absence of a forum for continuous interaction with the authorities
(e) Any other -

25. Point out the fields in which you have achieved success as a trade union leader -
(a) Enhancing the workers' wages
(b) Obtaining a definite service code for the workers
(c) Adopting certain welfare measures for the workers
(d) Promoting unity and integrity among the workers
(e) Settling disputes among workers' groups
(f) Obtaining recognition/legitimacy to the trade union.
(g) Any other -
26. Do you face any problem as a trade union leader?
   (a) Yes  (b) No
   If 'yes', answer Question No. 27 -

27. What are the problems faced by the trade union leaders?
   (a) Non-cooperation of the managerial authorities
   (b) Inter-union conflicts
   (c) Intra-union rivalries
   (d) Apathy among the majority union members towards union activities
   (e) Inadequate finance
   (f) Lack of professional expertise/technical knowledge about trade union operations
   (g) Non-implementation of the accords reached with decision making bodies
   (h) State government's apathy towards trade union Organisations
   (i) Any other -

28. What are your suggestions for improving leadership ability?

Background Information
   (i) Name of the Leader -
   (ii) Name of the Union, along with affiliation if any -
   (iii) Designation/post held -
   (iv) Age - (a) Below 30 years (b) 30-45 years (c) 46 years and above
   (v) Caste and Religion -
   (vi) Marital status -
   (vii) Level of Education - (a) Undermatric (b) Matriculate (c) University (d) Technical (e) Professional
(viii) Area of Origin - (a) Urban    (b) Rural
(ix) Do you belong to Rourkela - (a) Yes    (b) No
Give details of your domicile -
(x) Annual Income - (a) Less than Rs. 12,000/-
    (b) Between Rs. 12,001 - Rs. 24,000
    (c) Between Rs. 24,001 - Rs. 36,000
    (d) Rs. 36,001 and above -

Place _______________
Date _____________

____________________
Signature