A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

ANNEXURE - I

A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

QUESTIONNAIRE FOR UNION MEMBERS

Name of the Company : Reference No : 
Name of the Union : Date of investigation :
Identification No. :

1. GENERAL INFORMATION

1.1 Name of the member Add (W) for women :

1.2 Occupational classification :

1.3 Total period of service as on 31-8-2009 (here and elsewhere) :

1.4 Age as on 31-8-2009 (in completed years) :

1.5 Religion
   a) Hindu b) Muslim c) Christian d) Sikhs e) Others (   )

1.6 Community
   a) ac b) ST c) BC d) Others (   )

1.7 Mother tongue
   a) Telugu b) Orlya c) Urdu d) Tamil
   e) Any other (   )
A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatanam District (A.P.)

1.8 Languages known

<table>
<thead>
<tr>
<th>Speak</th>
<th>Read</th>
<th>Write</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telugu</td>
<td></td>
<td></td>
</tr>
<tr>
<td>English</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hindi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oriya</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tamil</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Urdu</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other languages</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1.9 Marital Status

<table>
<thead>
<tr>
<th>a) Bachelor</th>
<th>b) Married</th>
<th>c) Diversed</th>
<th>d) Widower/Widow</th>
</tr>
</thead>
</table>

1.10 Family background

<table>
<thead>
<tr>
<th>a) Agriculture</th>
<th>b) Business</th>
<th>c) Services</th>
</tr>
</thead>
</table>

1.11 Annual family income in thousands

<table>
<thead>
<tr>
<th>a) Below Rs.10</th>
<th>b) Rs. 10 – 15</th>
<th>c) Rs.15 – 20</th>
</tr>
</thead>
<tbody>
<tr>
<td>d) Rs. 20 – 25</td>
<td>e) Rs. 25 – 30</td>
<td>f) Rs.30 above</td>
</tr>
</tbody>
</table>

1.12 Number of dependents

<table>
<thead>
<tr>
<th>a) 1-4</th>
<th>b) 5-8</th>
<th>c) 8-12</th>
<th>d) 13-16</th>
</tr>
</thead>
</table>

1.13 Sources of income :

<table>
<thead>
<tr>
<th>Source</th>
<th>Annual income (in Rs.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Income from salary</td>
<td></td>
</tr>
<tr>
<td>2. Income from agriculture</td>
<td></td>
</tr>
<tr>
<td>3. Income from house properties</td>
<td></td>
</tr>
<tr>
<td>4. Business</td>
<td></td>
</tr>
<tr>
<td>5. Services</td>
<td></td>
</tr>
<tr>
<td>6. Any other (specify)</td>
<td></td>
</tr>
<tr>
<td>Total Rs.</td>
<td></td>
</tr>
<tr>
<td>1.14 Education (i) General :</td>
<td>a) Below matriculation</td>
</tr>
<tr>
<td>b) Matriculation</td>
<td></td>
</tr>
<tr>
<td>c) Higher Secondary</td>
<td>d) Graduate, e) Post-Graduate</td>
</tr>
</tbody>
</table>
A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

(ii) Technical:

a) Certificate
b) Diploma
c) Graduate
d) Post-Graduate
e) Doctoral Degree/ Post-Doctoral Degree

1.15 Training:
i) At own cost
ii) At employer cost

1.16 Native place, District add State

1.17 a) Distance from factory
b) Reasons for joining the firm
c) Like to go back to native place after retirement

1.18 Father's Name

(Add late, if deceased)

1.19 Father's occupation and monthly income

1.20 Family composition

<table>
<thead>
<tr>
<th>Sex</th>
<th>No Adults</th>
<th>Children</th>
<th>Dependents</th>
<th>Independents</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Number of males</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Number of Female</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2 EMPLOYMENT PARTICULARS

2.1 How did you get the present job?

a) By written application
b) By personal approach
c) Through the help of those already employed in the company
d) Through contractors  e) Any other (specify)
A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

2.2 How many shifts are there in your organisation? 
   a) Only one  b) Two  c) Three

2.3 Have you ever worked in night shift 
2.4 Are there any special amenities in night shift  yes / no
2.5 If yes, tick against the following
   a) Providing of free tea
   b) Residential house safeguarding
   c) Children problems in House
   d) Family members health problems
   e) Any other (Please specify)

2.6 Do you have any special problems during night shift work? Please rank them?

<table>
<thead>
<tr>
<th>Problems</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Health problems</td>
<td></td>
</tr>
<tr>
<td>b) Residential house safeguarding</td>
<td></td>
</tr>
<tr>
<td>c) Children problems in house</td>
<td></td>
</tr>
<tr>
<td>d) Family members health problems</td>
<td></td>
</tr>
<tr>
<td>e) Any other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

3. FACTORS TO BECOME-A MEMBER IN A UNION

3.1 Please rank the factors responsible for joining the union

<table>
<thead>
<tr>
<th>Factors</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) By force of the union leaders</td>
<td></td>
</tr>
<tr>
<td>b) Regulated working conditions were not followed by the management</td>
<td></td>
</tr>
<tr>
<td>c) Individual employee does not alone achieve the aims</td>
<td></td>
</tr>
<tr>
<td>d) Management is not allowing in demanding the rights of employees</td>
<td></td>
</tr>
<tr>
<td>e) Management doesn't permit to the individual employees</td>
<td></td>
</tr>
<tr>
<td>f) Lack of knowledge to employees to tackle the management</td>
<td></td>
</tr>
<tr>
<td>g) if any (please specify)</td>
<td></td>
</tr>
</tbody>
</table>
A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

3.2 Have you faced any problem in becoming a member in union? Yes/No

3.3 It yes, from whom? (  )
   a) Management  b) Government officials  c) Unions

3.4 Has the management hurdled you while becoming a member in any union? Yes/No

3.5 If yes, what are they?

3.6 Was any union leader threatened you to join any union? Yes/No

3.7 If yes, were you accepted their threatening? Yes/No

3.8 Which union encouraged becoming a member?

4. ASPIRATIONS AND ACHIEVEMENTS

4.1 What motivated you to become a member in a union? (  )
   a) To achieve better pay
   b) For security
   c) For promotion
   d) For better working conditions
   e) To have place in the management
   f) To become a leader to union
   g) All the above

4.2 Are you achieving your aims by becoming a member? (  )
   a) To a large extent  b) To some extent  c) Not - at all

4.3 If yes, what are your aims? Please rank them (  )

<table>
<thead>
<tr>
<th>Aims</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Job security</td>
<td></td>
</tr>
<tr>
<td>b) Better economic position</td>
<td></td>
</tr>
<tr>
<td>c) Chance to explain the faults of management</td>
<td></td>
</tr>
<tr>
<td>d) Rights of employees will be utilised</td>
<td></td>
</tr>
<tr>
<td>e) Chance to participate in collective bargaining</td>
<td></td>
</tr>
<tr>
<td>f) Chance to participate in management</td>
<td></td>
</tr>
<tr>
<td>g) Chance to participate in management</td>
<td></td>
</tr>
<tr>
<td>Specify if any</td>
<td></td>
</tr>
</tbody>
</table>
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4.4 Is your union achieved the above stated aims? Yes/No

4.5 If no, give the reasons ( )
   a) b) c) d)

4.6 Are you cooperating with union leaders? Yes/No

4.7 If no, give the reasons ( )
   a) b) c) d)

5 MEMBERSHIP

5.1 What is the duration of membership ( )
   a) Less than 3 years  b) 3-6 years  c) 6-9 years
d) 9-12 years  e) 12 and above

5.2 If you are active member in union were you faced any problem from management? Yes/No

5.3 If yes, please indicate them ( )
   a) It stopped my promotion  b) It asked that not to participate actively
c) It threatened to remove from work  d) It decided to reduce increments

5.4 Is union encouraging you about active participation? Yes/No

5.5 If yes, please specify some clues why it has been encouraging? ( )
   a) b) c) d)

5.6 Were you also encouraging your colleagues to join the union? ( )

5.7 If yes, how many members joined your union by your encouragement?

5.8 Number of members in your union when you joined the union?

5.9 What is the present number of members?
5.10 What are the reasons to increase the size of the members? ( )
   a) Based on the objectives of union
   b) Based on the leadership qualities
   c) Due to the force of political leaders
   d) Due to the effective functioning
   e) Any other (please specify)

5.11 If number is reduced, what are the reasons? ( )
   a) Based on ideology
   b) Ineffective leadership qualities
   c) Political parties forces
   d) Ineffective functioning of union
   e) Any other (Please specify)

6 OPINION ON FINANCES

6.1 How much membership fee is collecting by union?

6.2 Is it sufficient for carrying union activities? yes/No

6.3 If no, give reasons ( )
   a) b) c) d)

6.4 Is your union is sound in finance? Yes/No

6.5 If yes, what are the reasons?
   a) Better utilisation of finances
   b) Good financial maintenance

6.6 If no, why your union is weak in finance?

Please rank them

<table>
<thead>
<tr>
<th>Items</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Lack of knowledge about finance to the leaders</td>
<td></td>
</tr>
<tr>
<td>b) Misappropriation of finances</td>
<td></td>
</tr>
<tr>
<td>c) Low membership fee</td>
<td></td>
</tr>
<tr>
<td>d) Less members in union</td>
<td></td>
</tr>
<tr>
<td>e) Lack of members encouragement</td>
<td></td>
</tr>
<tr>
<td>f) Specify if any</td>
<td></td>
</tr>
</tbody>
</table>

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6.7 Is check-off system is followed in your organisation? Yes/No

6.8 If no, how the union membership fee will be collected? ( )
   a) Personally the members pay in union office
   b) Union leaders personally collect it

6.9 Are you delaying the paying membership fee? Yes/No

6.10 If yes, what are your problems? ( )
   a) High membership fee
   b) Negligence of union office bearers in collecting

6.11 Will you accept if your union is taking decision to collect high membership fee? Yes/No

6.12 If no, what are the reasons? ( )
   a) It is difficult to pay high membership fee
   b) Union may misappropriate the funds
   c) The decision to collect high membership fee is plan less
   d) Any other (please specify)

6.13 Is your union recognised by the management? Yes/No

6.14 If no, name the recognised union?

7 PARTICIPATION IN UNION ACTIVITIES

7.1 Is union leaders ask you to participate in union? Yes/No

7.2 If yes, are you participating as per thei

7.3 Indicate your participation in trade union activities?

<table>
<thead>
<tr>
<th>Activity</th>
<th>Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Frequent</td>
</tr>
</tbody>
</table>

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a) Attending for meetings
b) Payment of membership subscription
c) Collection of donations
d) Participation in writing union records
e) Participation in preparing circulars
f) Reporting the grievances
g) Helping leaders in conducting meetings
h) Helping the leaders in collective bargaining
i) Helping the members in attending the meetings
j) Encouraging the members and leaders in conducting meetings

7.4 Do you think that your union is achieving the objectives by union members participation? Yes/No
7.5 If no, how the union achieving the objectives?
  a) b) c) d)
7.6. Were the union leaders satisfied your participation in union activities?(  )
  a) Yes  b) No  c) Cannot say
7.7 Were you encouraged the other members to participate in union activities? Yes/No
7.8 Were you encouraged by other members? Yes/No

8  RELATIONS WITH UNION MEMBERS
8.1 Are you maintaining good relations with other union members? Yes/No
8.2 If no, what are the reasons? Please rank them

<table>
<thead>
<tr>
<th>Reasons</th>
<th>Rank</th>
</tr>
</thead>
</table>
a) Personal views are different among members
b) Individual partially among members
c) Some members appreciated by the union leaders
d) Partiality of the leaders
e) Specify if any

8.3 Are you encouraging the colleagues in participating union activities? Yes/No

8.4 If yes, how many members will appreciate you? 8.5 Do you have any rival members in union? Yes/No

8.6 Why the rivalry is prevailing among the union members?
   a) Unsound leadership
   b) Based on principles and ideologies
   c) Lack of understanding among members
   d) Any other (Please specify)

9 RELATIONS WITH UNION LEADERS

9.1 How your relations are there with leaders? ( )
   a) Sound b) Unsound c) Medium

9.2 Are the leaders encouraging you to become a leader in future? Yes/No

9.3 Do you have any ambition to become a leader? Yes/No
   If yes, what is the reason?
   a) To help the community
   b) To maintain the qualities
   c) To have status
   d) To improve the economic condition
   e) All the above

9.5 Are you participating in union activities along with leaders? ( )
   a) Sometime b) Oftenly c) Rarely d) Never
9.6 Is there any special request of leaders regarding your participation? (  )

9.7 If yes, what are the reasons? Please specify the reason(s) (  )
   a) I have some political influence
   b) I have the support of some employees
   c) I have the support from the management
   d) Any other (Please specify)

9.8 Do you have efficiency to improve the membership of union? Yes/No

9.9 If yes, how you will improve? (  )
   a)   b)   c)   d)

9.10 Do you have membership in union committees? Yes/No

9.11 If yes, in how many committees?

9.12 Are you discharging the activities properly? (  )
   a) Completely    b) Partially    c) Not at all

10 RELATIONS WITH MANAGEMENT

10.1 Do you have individual relation with management? Yes/No

10.2 If no, how are you maintaining the relations with management? (  )
   a) Through the union
   b) With the help of leaders    c) Through the union members
10.3 Did management file you from service when you become a member in union?  
Yes/No

10.4 If yes, how did you get in again?  
( )
   a) Through union       b) By personal contact
   c) Through middlemen    d) Any other means

10.5 How are the relations with management?  
( )
   a) Sound       b) Medium       c) Unsound

11 PROCEDURE ADOPTED IN COLLECTING THE OPINION

11.1 How the union leaders collect the opinion of members?  
( )
   a) By personal contact
   b) By conducting general body meeting
   c) Gather the information by issuing circulars
   d) Any other means (Please specify)

11.2 Will the leaders follow according to the opinion of members?  
( )
   a) Yes       b) No       c) Can’t say

11.3 How often your union bargaining with management?  
( )
   a) Regularly   b) Sometimes   c) Rarely

11.4 Is your union leaders put the collective opinion before management  
Yes/No

11.5 If no, how they will recommend the opinion of members?  
( )
   a) b) c) d)

11.6 Does union leaders directly put the problems of members before management?  
( )
   a) Yes       b) No       c) Can’t say

11.7 Are the members directly involving with management  
in collective bargaining agreements?  
Yes/No

11.8 If yes, what agreements accepted by the management?  
( )
   a) b) c) d)
11.9  If no, what are the difficulties of the management? (  )
        a)  b)  c)  d)

12.  GRIEVANCES

12.1  Do you make complaint with leaders about the grievances? Yes/No

12.2  If no, give reasons (  )
        a) The union may not solve
        b) The management may not accept
        c) Lack of members cooperation
        d) Specify if any

12.3  Do the management permit the union members to express the grievances? (  )
        a) Always   b) Sometimes   c) Never

12.4  Is management receives the grievances, complaint of the employees? (  )
        a) Always   b) Sometimes   c) Never

12.5  Do you accept the solutions offered by the management? (  )
        a) Always   b) Sometimes   c) Never

12.6  Do you accept the solutions of management for your demands? (  )
        a) Always   b) Sometimes   c) Never

12.7  If you accept the suggestions, how your union achieved the demands? (  )
        a) Commitment of leader
        b) Efficiency of the leaders
        c) Sincerity of the leaders
        d) Bargaining tactics adopted
        e) Militant aptitude of the leaders
        f) Any other Please specify
13 WELFARE

13.1 Has your union fight for the welfare of union members? Yes/No

13.2 What are the welfare facilities achieved by your union? Please rank them

<table>
<thead>
<tr>
<th>Sl</th>
<th>Facilities</th>
<th>Rank</th>
<th>Sl</th>
<th>Facilities</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Conveyance</td>
<td>6</td>
<td>6</td>
<td>Rationing</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Recreational</td>
<td>7</td>
<td>7</td>
<td>Housing</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Sanitary</td>
<td>8</td>
<td>8</td>
<td>Educational</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Sports</td>
<td>9</td>
<td>9</td>
<td>Canteen</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>playgrounds</td>
<td>10</td>
<td>10</td>
<td>Specify, if any</td>
<td></td>
</tr>
</tbody>
</table>

13.3 Do you feel the management is doing its best to provide good housing accommodation to all its, workers? Yes/No

14 LEISURE TIME ACTIVITIES

14.1 How do you spend your leisure time? Please rank them.

<table>
<thead>
<tr>
<th>Sl</th>
<th>Activity</th>
<th>Rank</th>
<th>Sl</th>
<th>Activity</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Union activities</td>
<td>4</td>
<td>4</td>
<td>Recreation</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Participation in political activities</td>
<td>5</td>
<td>5</td>
<td>Other activities</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>entertainment</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

15 Hypothesis

1. Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization.

   a) Agree with statement  b) Don’t Agree with statement  c) up to some extent correct  d) No idea
ANNEXURE - II

A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

QUESTIONNAIRE FOR UNION LEADERS

Name of the Company :     Reference .No.     :

Identification No. :     Date : investigation :

1 . PERSONAL AND EMPLOYMENT PARTICULARS

101 Name :

102 Name of the Union :

103 Relationship with Organisation ( )
   a) Employee      b) Past employee   ( c) Outsider

104 Age ( )
   a) 20 and below  b) 21-30      c) 31-40
   d) 41-50        e) 51 and above

105 Religion ( )
   a) Hindu         b) Muslim      c) Christian
   d) Sikhs         e) Any other (specify)

106 Community ( )
   a) SC            b) ST        c) BC       d) Others

107 Marital Status ( )
   a) Single       b) Married    c) Diversed  d) Widower/Widow

108 Mother tongue ( )
   a) Telugu       b) Oriya     c) Urdu      d) Tamil
   e) Any other
109. Educational and Technical qualifications:

General:

   a) Below Matric  
   b) Matric  
   c) Higher Secondary  
   d) Graduate  
   e) Post-Graduate  

Technical:

   a) Certificate  
   b) Diploma  
   c) Graduate  
   d) Post-Graduate  

110. Languages known:

<table>
<thead>
<tr>
<th>Languages</th>
<th>Speak</th>
<th>Read</th>
<th>Write</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Telugu</td>
<td></td>
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</tr>
<tr>
<td>2. English</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Hindi</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Oriya</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Tamil</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Urdu</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Other Languages</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

111. Family background:

   a) Agriculture  
   b) Business  
   c) Service  

112. Number of dependents:

   a) 1 – 4  
   b) 5 – 8  
   c) 9 – 12  
   d) 13 – 16  

113. Annual family income in thousands:

   a) Below Rs.10/-  
   b) Rs. 10-15  
   c) Rs. 15-20  
   d) Rs. 20-25  
   e) Rs.25-30  
   f) Rs.30 above.

114. Sources of income:

<table>
<thead>
<tr>
<th>Source</th>
<th>Annual income(Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Income from salary</td>
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<td>6. Services</td>
<td></td>
</tr>
<tr>
<td>7. Any other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

Total Rs. ___________________________
115. Are you a native of this place?  Yes/No
116. If no, please give reasons for immigration. Please rank

<table>
<thead>
<tr>
<th>Reasons</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. To avail better educational opportunities</td>
<td></td>
</tr>
<tr>
<td>2. In search of employment/livelihood</td>
<td></td>
</tr>
<tr>
<td>3. At the insistence of family members/relatives/friends</td>
<td></td>
</tr>
<tr>
<td>4. To work for the Union</td>
<td></td>
</tr>
<tr>
<td>5. At the instance of Party's directive</td>
<td></td>
</tr>
<tr>
<td>6. Others (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

117. Details of present employment:
   a) Date of joining:  
   b) Designation:  
   c) Total Pay: Rs.

118. Details of previous employment:

<table>
<thead>
<tr>
<th>Job held</th>
<th>Name of the organization</th>
<th>Place</th>
<th>Period From to</th>
<th>Total Pay</th>
<th>Reasons For Leaving job</th>
</tr>
</thead>
</table>

119. For how many years you have been acting as union leader (   )
   a) Below 5  b) 5 – 10  c) 10 – 15  d) 15 – 20  e) 20 and above

120. Is union paying any salary/honorarium? If yes, how much Rs.: Yes/No
2 UNION INFORMATION

201 Is your union registered? Yes/No
202 Give the register number and date:
203 If not registered, please give reasons:
   a)    b)    c)    d)
204 Did you fight for union registration at the beginning? Yes/No
205 If yes, how much period has taken?
206 If not you who fought for registration?
207 Who formed the union at the beginning? (   )
   (a) Employee b) Outsiders c) Both d) both a & b
208 What problems you have faced in forming the union? (   )
   a) Problems from the management
   b) Problems from the employees
   c) Problems from the political leaders
   d) Problems from the employees those who are in other unions
   e) Specify if any
209 Who encouraged the formation of your union? (   )
   a) Some employees in the plant
   b) Political leaders c) Both the above
   the union?

210 What are the names of Central Unions/Federations to whom your union is affiliated?

<table>
<thead>
<tr>
<th>Region</th>
<th>Name of the Federation/ Central Union</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local</td>
<td></td>
</tr>
<tr>
<td>State</td>
<td></td>
</tr>
<tr>
<td>National</td>
<td></td>
</tr>
</tbody>
</table>
211. Is your union affiliated to any political party? Yes/No
212. If yes, name the political party?
213. What are the reasons for affiliation? Please rank them

<table>
<thead>
<tr>
<th>Reasons</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) To have political influence in the organization</td>
<td></td>
</tr>
<tr>
<td>b) To influence the political leaders for union purpose</td>
<td></td>
</tr>
<tr>
<td>c) To maintain the relations between the Government and Union and between the management and the Government</td>
<td></td>
</tr>
<tr>
<td>d) Any other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

3. ASPIRATIONS, MOTIVATIONS, ACHIEVEMENTS AND SATISFACTION TO BECOME THE UNION LEADER
301. Please rank the aspirations you had before becoming union leader and indicate the level of achievement in respect of the following: .

<table>
<thead>
<tr>
<th>Aspirations</th>
<th>Rank</th>
<th>Completely- Partially- Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) To become a rich man</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) To carry on decent standard of living</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) To educate the children and secure higher position for them</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) To secure higher position in the organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) To lead a life with power, and prestige in the society</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) To serve the cause of workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) To secure political power</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) To promote party ideology</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) To become union leader</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) any other (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
302. Why did you choose this line of activity?
(Please specify three factors in the order of importance)
   a) Easy to enter
   b) No educational qualifications are required
   c) No financial investment is needed
   d) No need to surrender to the authority of somebody else
   e) Any other (please specify)

303. Did you become the leader at the instance of these persons? Please tick
   a) Family members
   b) Co-workers
   c) Relatives and Friends
   d) Management personnel
   e) Other union leaders
   f) Leaders in public life

304. Following are some of the factors emerging for your leadership position in the union. Rank them in the order of importance to you and also indicate the degree of your satisfaction.

<table>
<thead>
<tr>
<th>Factors</th>
<th>Rank</th>
<th>Level of Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Recognition in public life</td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Power and prestige in the organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>c) Political influence</td>
<td></td>
<td></td>
</tr>
<tr>
<td>d) Association with higher levels of political</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership</td>
<td></td>
<td></td>
</tr>
<tr>
<td>e) Fight for the cause of working community</td>
<td></td>
<td></td>
</tr>
<tr>
<td>f) Control over large number of workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>g) Creativity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>h) Goodwill among colleagues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i) Service to the society</td>
<td></td>
<td></td>
</tr>
<tr>
<td>j) Any other (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MEMBERSHIP OF THE TRADE UNION

401. How do you motivate the employee to join as members in your union?
(a) By employing its objectives
(b) Showing leadership qualities in union
(c) Explaining the benefits of unions
(d) Through charters of demands
(e) Any other (please specify)

402. Were the members shifted from your union to another union
(a) Too frequently  ( )  
(b) Occasionally  ( )  
(c) Never  ( )

403. If they shifted give reasons for shifting of your union
(a)  ( )  
(b)  ( )  
(c)  ( )  
(d)  ( )  
(e)  ( )  
(f)  ( )

404. State the steps you have taken to retain them?

MULTIPLE UNIONISM

501. Do you have multiple Trade unions?  Yes/No

502. If yes. Please give their names

503. What are the bases for multiple unions?
(a) Units in the plant  ( )
(b) Levels in the plant  ( )
(c) Employees number in the plant at different levels  ( )
(d) Having more than one union in the levels of plant  ( )
(e) Specify if any  ( )

504. What are the reasons for multiple trade unions?
(a) Leadership style  ( )
(b) Role of rank and file  ( )
(c) Legal framework  ( )
(d) Role of central trade unions  ( )

505. Is there organizational impact towards multiple?  Yes/No
506. What types of impact? ( )
   a) Positive       b) Negative       (c) Both a & b

507. Please suggest remedial measures to overcome Adverse consequences of multiple unions?
   (Please tick)
   a) Choice between two alternative models
   b) Recognition of lower limit membership
   c) Recognition of bargaining agent
   d) Merger of central trade Unions
   e) Developing internal leadership
   f) Specify if any

6. UNION RIVALRY

601. Do you have ( )
   a) Inter –union rivalry
   b) Intra – union rivalry
   c) Both a & b
   If you have inter-union rivalry, please specify their names:

602. Will you accept the following are reasons for union rivalry?
   (Please give the rank in order) Yes/No
   
<table>
<thead>
<tr>
<th>Reasons</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Lack of better relations among employees</td>
<td></td>
</tr>
<tr>
<td>b) Objective based principles of various unions</td>
<td></td>
</tr>
<tr>
<td>c) Lack of better relations between the employees and management</td>
<td></td>
</tr>
<tr>
<td>d) Affiliated central trade unions principles</td>
<td></td>
</tr>
<tr>
<td>Reasons</td>
<td>Rank</td>
</tr>
<tr>
<td>---------</td>
<td>------</td>
</tr>
<tr>
<td>a) Central trade unions - their political parties</td>
<td></td>
</tr>
<tr>
<td>b) Conflicts among employees</td>
<td></td>
</tr>
<tr>
<td>c) Problems in recognition of the union by the management</td>
<td></td>
</tr>
<tr>
<td>d) Different levels' of the plant for industry</td>
<td></td>
</tr>
<tr>
<td>e) Lack of solidarity among employees and leaders</td>
<td></td>
</tr>
<tr>
<td>f) Other reasons</td>
<td></td>
</tr>
</tbody>
</table>

603. For which central union rivalry unions are affiliated?
604. Reasons for their affiliation
605. Number and nature of disputes between the unions
606. Reasons for disputes:
607. Who did solve the disputes between rivalries? ( )
   a) Employer       b) Labor Court       c) Ministers
   d) Other unions
608. What are your present disputes between rivalries?
609. What are the reasons for pending of disputes? ( )
   a)       b)       c)       d)

7. FINANCES OF THE TRADE UNION
701. What are the sources of finance to the union?
   1.       2.       3.

702. How do you collect the membership fee? ( )
   a) Directly       b) Through the employer
703. Do you get your accounts audited?  Yes / No
704. If no, specify the reasons
   a)  b)  c)  d)
705. Is your membership fee sufficient to meet the union activities?  Yes / No
706. If no, how the union will collect in case of necessary?  ( )
   a) Extra amount in addition to membership fee
   b) Donations may be collected
   c) Loans will be taken
707. Is your union providing financial assistance to its members  Yes / No
708. If yes, for what purpose?
709. Is your union provides any loan to its members?  Yes / No
710. If yes, how much amount your union may provide loan to the member  ( )
   a) Rs. 5000-10000  b) Rs. 10000-15000
   b) Rs.15000-20000  d) Rs. 20000 and above
711. Do you members pay the fee regularly?  Yes / No
712. If no, what are the reasons?
713. Do you think that your union financial position is sound to achieve your objectives?  ( )
   a) Always  b) sometimes  c) Never
714. Do you prepare an annual budget (at least a plan?) for the receipt and utilization of funds  ( )
   a) Yes  b) No
715. If yes, who participate in finalizing the budget / plan?
   a) The General Body  b) The executive
   c) The President, General Secretary and Treasurer
   d) Any one or two of the above (please specify)
716. If your organisation (company) following check-off system? Yes/No
717. If no, give some clues.

8. GOALS AND ACHIEVEMENTS

801. What are the goals of your union? Please rank.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Fight against exploitation and the Discrimination by the management</td>
<td></td>
</tr>
<tr>
<td>b) Fight for more pay and allowances.</td>
<td></td>
</tr>
<tr>
<td>c) Secure better working conditions</td>
<td></td>
</tr>
<tr>
<td>d) Serve the interest of the political party</td>
<td></td>
</tr>
<tr>
<td>e) Promote the social status of-the workers</td>
<td></td>
</tr>
<tr>
<td>f) Seek co-operation from the management</td>
<td></td>
</tr>
<tr>
<td>g) Obtain job security</td>
<td></td>
</tr>
<tr>
<td>h) Secure promotion to workers</td>
<td></td>
</tr>
<tr>
<td>i) Train workers and educate them</td>
<td></td>
</tr>
<tr>
<td>j) Secure labor representation in legislation</td>
<td></td>
</tr>
<tr>
<td>k) Secure participation in the management</td>
<td></td>
</tr>
<tr>
<td>l) Promote the welfare of the community</td>
<td></td>
</tr>
<tr>
<td>m) Any others</td>
<td></td>
</tr>
</tbody>
</table>

802. Out of -the goals mentioned how many of them were achieved by your union? Please indicate the level of achievement?

<table>
<thead>
<tr>
<th>Goal</th>
<th>Level of Achievement</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Fight against exploitation and Discrimination</td>
<td>Complete Partia- Not</td>
</tr>
<tr>
<td></td>
<td>tely 11y at all</td>
</tr>
</tbody>
</table>
b) Fight for more pay and allowances
c) Secure better working conditions
d) Serve the interest of the political party
e) Promote the social status of the union members
f) Obtain job security
g) Secure promotion to workers
h) Train workers and educate them
i) Secure labor representation in legislature
j) Secure participation in the management
k) Promote the welfare of the community
l) Any other

803. What type of membership is required to make the union strong: Rank the following.

<table>
<thead>
<tr>
<th>Members</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Large members</td>
<td></td>
</tr>
<tr>
<td>b) Loyal and committed membership</td>
<td></td>
</tr>
<tr>
<td>c) Militancy on the part of members</td>
<td></td>
</tr>
<tr>
<td>d) Enlightened and educated members</td>
<td></td>
</tr>
<tr>
<td>e) Financial soundness of members</td>
<td></td>
</tr>
<tr>
<td>f) Any other</td>
<td></td>
</tr>
</tbody>
</table>
RELATIONS WITH MANAGEMENT

901. What do you think of the management behavior towards the union? Please rank.

<table>
<thead>
<tr>
<th>Management's Behavior</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Don't take the union seriously</td>
<td></td>
</tr>
<tr>
<td>b) Frequently violate the provisions, of collective agreements</td>
<td></td>
</tr>
<tr>
<td>c) Don't consult the union on many important issues</td>
<td></td>
</tr>
<tr>
<td>d) Encourage intra-union rivalry</td>
<td></td>
</tr>
<tr>
<td>e) Promote rival union</td>
<td></td>
</tr>
<tr>
<td>f) Frequently create obstructions in the working of the union</td>
<td></td>
</tr>
<tr>
<td>g) Victimize the union workers</td>
<td></td>
</tr>
<tr>
<td>h) Others (Please specify)</td>
<td></td>
</tr>
</tbody>
</table>

COLLECTIVE BARGAINING AGREEMENTS

1001. What are your strategies in your collective bargaining?
   a) Win-lose   b) Win-Win   c) lose-lose   d) Lose-Win

1002. What is the frequency of implementing your strategy? (   )
   a) Always   b) Sometimes c) Never

1003. Are you satisfied with the practice of management in collective bargaining?  
       Yes/No

1004. If no, specify the reasons?
11. SOCIAL RESPONSIBILITY

1101. What is your opinion on the statement: "with majority of population, living below the poverty line, priority demands that unions must take up the cudgels in the service of those who are below the poverty line, rather than for promoting the interests of workers who are relatively better off" ( )
   a) Agree b) Disagree c) No opinion

1102. In some way or other community may involve in industrial dispute taking place in between union and management ( )
   a) Agree b) Disagree c) No opinion

1103. Sometimes the union leaders have to bypass the rules and regulations of the management and government ( )
   a) Agree b) Disagree c) No opinion

1104. Union should design its policies and programs in a way beneficial to the members only, with no regards to other sections of the society ( )
   a) Agree b) Disagree c) No opinion

1105. Union can ensure uninterrupted supply of goods and services to the society ( )
   a) Agree b) Disagree c) No opinion

1106. Union can do something to solve the problems of unemployment ( )
   a) Agree b) Disagree c) No opinion

1107. Unions contribution is very high in the promotion of national integration ( )
   a) Agree b) Disagree c) No opinion

1108. Workers should not obstruct the free flow of goods and services with go-slows; gheraos and other violent forms of agitation but should submit themselves to constitutional and peaceful remedies ( )
   a) Agree b) Disagree c) No opinion
1109. Union can contribute to the spread of democratic values and practices in the national milieu ( )
   a) Agree  b) Disagree  c) No opinion
1110. The workers should resort to strike, even if the public interest is jeopardized. ( )
   a) Agree  b) Disagree  c) No opinion
1111. What is your assessment of the local community towards your union problems? ( )
   a) A positive spectator
   b) Do not recognize the usefulness of services of union or leaders
   c) Give more importance to their own requirements rather than workers
   d) Others (Please specify)
1112. What type of co-operation you expect from the local community? ( )
   a) Financial assistance
   b) Active physical support in times of agitation
   c) Sympathy towards union demands
   d) Offering suggestions for the effective functioning of union
   e) Any others (Please specify)

12 GRIEVANCE PROCEDURE.
1201. Is the management receiving the grievances? ( )
   a) Always  b) Sometimes  c) Never leaders until the
1202. Do the management permits the leaders until the redressed of grievance
   a) Always  b) Sometimes  c) Never
1203. Do you accept the solutions offered by the management ( )
   a) Always  b) Sometimes  c) Never
1204. Does the management offer any suggestions in the process of grievance settlement or collective bargaining (  )
   a) Always  b) Sometimes  c) Never

1205. Do you accept the suggestions offered by the management in achieving the demands (  )
   a) Always  b) Sometimes  c) Never

1206. If you accepted the suggestions how achieve your the demands (  )
   a) Commitment of leaders
   b) Efficiency of the leaders
   c) Sincerity of the leaders
   d) Bargaining tactics will be followed
   e) Militant aptitude will be followed
   f) Any other if specify

1207. Did you face any problem in grievance handling please specify?
   a)  
   b)  
   c)  
   d)  
   e)  

1208 Hypothesis

1. Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization.

   a) Agree with statement  b) Don’t Agree with statement  c) up to some extent correct  d) No idea
ANNEXURE - III

A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)

QUESTIONNAIRE FOR Management Representatives

Name of the Company : Reference No. :
Identification No. : Date: investigation :

1. PERSONAL AND EMPLOYMENT PARTICULARS

1 Name :

2 Age ( )
   a) 20 and below  b) 21-30  c) 31-40
   d) 41-50  e) 51 and above

3 Religion ( )
   a) Hindu  b) Muslim  c) Christian
   d) Sikhs  e) Any other (specify)

4 Community ( )
   a) SC  b) ST  c) BC  d) Others

5 Marital Status ( )
   a) Single  b) Married  c) Diversed  d) Widower/Widow

6 Mother tongue ( )
   a) Telugu  b) Oriya  c) Urdu  d) Tamil
   e) Any other
7. Educational and Technical qualifications:
   General:
   a) Below Matric  
   b) Matric  
   c) Higher Secondary  
   d) Graduate  
   e) Post-Graduate  
   Technical:
   a) Certificate  
   b) Diploma  
   c) Graduate  
   d) Post-Graduate

8. Languages known:

<table>
<thead>
<tr>
<th>Languages</th>
<th>Speak</th>
<th>Read</th>
<th>Write</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Telugu</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. English</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Hindi</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Oriya</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Tamil</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Urdu</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Other Languages</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

9. Family background:
   a) Agriculture  
   b) Business  
   c) Service

10. Number of dependents:
   a) 1 – 4  
   b) 5 – 8  
   c) 9 – 12  
   d) 13 – 16

11. Annual family income in thousands:
   a) Below Rs.10/-  
   b) Rs. 10-15  
   c) Rs. 15-20  
   d) Rs. 20-25  
   e) Rs.25-30  
   f) Rs.30 above.

12. Sources of income:

<table>
<thead>
<tr>
<th>Source</th>
<th>Annual income(Rs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Income from salary</td>
<td></td>
</tr>
<tr>
<td>2. Income from union</td>
<td></td>
</tr>
<tr>
<td>3. Agriculture</td>
<td></td>
</tr>
<tr>
<td>4. House properties</td>
<td></td>
</tr>
<tr>
<td>5. Business</td>
<td></td>
</tr>
<tr>
<td>6. Services</td>
<td></td>
</tr>
<tr>
<td>7. Any other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

Total Rs. ___________________________
13. Are you a native of this place? Yes/No
14. If no. please give reasons for immigration. Please rank

<table>
<thead>
<tr>
<th>Reasons</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
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<td></td>
</tr>
<tr>
<td>6. Others (please specify)</td>
<td></td>
</tr>
</tbody>
</table>

15. Details of present employment:

a) Date of joining
b) Designation
c) Total Pay: Rs.

GRIEVANCE PROCEDURE.

1. Prompt reference of the grievances by the trade union ( )
   a) Always   b) Sometimes   c) Never

2. Follow up of grievances until the grievances are redressed ( )
   a) Always   b) Sometimes   c) Never

3. Trade union leaders acceptance of the suggestions offered by Management ( )
   a) Always   b) Sometimes   c) Never

4. Do you accept suggestions of the trade union leaders during The process of grievance redressal ( )
   a) Always   b) Sometimes   c) Never
5. How do you feel your relationship with your trade union leaders ( )
   a) sound    b) unsound    c) Medium

Leader Qualities Contributed to Union Success

1. Do you agree that commitment of leaders contribute to union success ( )
   a) Yes    b) No
2. Do you agree that efficiency of leaders contribute to union success ( )
   a) Yes    b) No
3. Do you agree that bargaining tactics adopted by leaders contribute to union success ( )
   a) Yes    b) No

4. Do you agree that sincerity of the leaders contribute to union success ( )
   a) Yes    b) No
5. Do you agree that militant attitude of the leaders contribute to union success ( )
   a) Yes    b) No

Reasons for failure of the union in goal attainment

1. Tick whatever the following points do you feel that are reasons for failure of the union in goal attainment
   a) Lack of encouragement to workers to participate in union activities
   b) Rival Union Problem
   c) Lack of interest of union leaders
   d) Politisation of unions
   e) Lack of experts advise
   f) Financial problems
**Hypothesis**

1. Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization.

a) Agree with statement   b) Don’t Agree with statement   c) up to some extent correct   d) No idea

r ambition? Yes/No