APPENDIX III

Interview Schedule (Workers)

Sample No. _______

(I would like to seek your opinion about some aspects of the research study entitled "Collective Bargaining in Bangladesh's Jute Industry". Your response will remain anonymous and strictly confidential. Since the analysis will be based on aggregate, it will not reflect any individual opinion.)

PART - ONE

1. Name:
2. Designation:
3. Department:
4. Name of the jute mills:
5. Year of joining:
6. Age: _______ Years
7. Education: (Technical, if any)

PART - TWO

8. i) What do you feel about the present position of trade unions in the jute mills? Strong/Fairly Strong/Weak
   ii) If you feel that the unions are weak, then state the reasons responsible for this.

9. i) Are you a member of any union? Yes/No
    ii) Do you think that workers should join unions? Yes/No
    iii) Please give reasons.

10. i) Who are your plant leaders? Insider/Outsider
    ii) Are you in favour of outside leadership? Yes/No
    iii) Please give reasons.

11. i) How do the union leaders consult workers before placing demands of common interests?
    ii) Are you satisfied with the methods of discussion? Yes/No
    iii) Please state reasons.

12. What subjects do you prefer most for inclusion in the charter of demands?

13. How do the unions organise their activities?
14. i) Do you take active part in union activities? Yes/No
   ii) Please give reasons.

15. i) Do you always pay union subscription? Yes/No
   ii) If no, then why?
   iii) Are you satisfied with the method of management of union funds? Yes/No
   iv) Please state reasons.

16. What, in your opinion, are the main reasons for the failure of collective bargaining?

17. i) What steps do you prefer most when collective bargaining fails?
   ii) Please give reasons.

18. Please state the factors which are responsible for the unfavourable collective bargaining climate in Bangladesh.

19. If strikes continue for a longer period, what type of help do you normally receive from enterprise unions or federations of unions?

20. If the management does not implement any of the terms of the agreement, what actions do you normally take?

21. Please indicate your agreement or disagreement with the following statements:

   Agree  Undecided  Disagree

   i) Present legal framework is adequate for successful collective bargaining.

   ii) Generally workers are frustrated with plant leadership.

   iii) Industrial peace and industrial production are generally disturbed by the improper management of human resources.

   iv) In public sector, management lacks power of bargaining especially on financial issues.

   v) Collective bargaining suffers to a great extent due to the absence of GBA Federation at the industry level.

22. According to you, what are the main reasons for non-implementation of laws?

23. What steps do you consider most important for the improvement of the present procedure of collective bargaining in the jute industry?