Interview Schedule (Union Leaders)

(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. Name of the union :
4. Year of joining :
5. Age :
6. Education :

(If Technical, if any)

PART - TWO

7. 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.

8. i) Do you think that workers should join unions? Yes/No
ii) Please give reasons.

9. i) Who are the plant leaders? Insiders/Outsiders
ii) Are you in favour of outside leadership? Yes/No
iii) Please give reasons.

10. 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.

11. What subjects do workers prefer most for inclusion in the charter of demands?

12. i) Do the union members regularly pay their subscription? Yes/No
ii) In case of irregular payment, what actions do you normally take?
13. What are the principal sources of income and expenditure of union?

14. What major problems do you face in the management of the unions?

15. How do you organise union activities at the enterprise level?

16. What are the procedures for organising agitation?

17. i) Did you ever attend any bargaining session? Yes/No
ii) If yes, please state your experience about the overall atmosphere of a negotiation session.

18. What factors do you consider most important at the time of bargaining on wage issues?

19. What strategies and measures do you normally adopt to make the collective bargaining successful?

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

21. What, in your opinion, are the main constraints in arriving at an agreement?

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

23. If strike continues for a longer period, what type of help do you normally extend to the members?

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

25. In case you find some irregularities in the agreement deed, what steps do you take for their revision?

26. State the reasons which are responsible for the breakdown of collective agreement.

27. 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 CBA Federation at the industry level.

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

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