APPENDIX V
Interview Schedule (Managers)
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 used on aggregate, it will not reflect any individual opinion.)

PART - ONE
1. Name :
2. Designation :
3. Department :
4. Name of the jute mill/corporation :
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) Do you think that workers should join unions? Yes/No
    ii) Please give reasons.
10. i) Who are the plant leaders? Insiders/Outsiders
    ii) Are you in favour of outside leadership? Yes/No
    iii) Please give reasons.
11. Please state the nature of the functions performed by the personnel department both in BJMC and in the jute mills.
12. What is the general condition of personnel management in the jute industry?
13. What steps do managements normally take after receiving a charter of demands?
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Interview Schedule (Managers)
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(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 used on aggregate, it will not reflect any individual opinion.)

PART - ONE
1. Name     : 
2. Designation : 
3. Department : 
4. Name of the jute mill/corporation : 
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) Do you think that workers should join unions? Yes/No
     ii) Please give reasons.

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

11. Please state the nature of the functions performed by the personnel department both in BJMC and in the jute mills.

12. What is the general condition of personnel management in the jute industry?

13. What steps do managements normally take after receiving a charter of demands?
14. 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.

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

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

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

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

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

20. If strike continues for a longer period, then what steps do you normally take to contain it?

21. Please state the problems that you face in implementing the terms of an agreement.

22. i) Please state the reasons which are responsible for the breakdown of collective agreement.
   ii) If the unions break any of the clauses of the agreement, what action do you normally take?

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

24. 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.

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

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