ANNEXURE - III

Ph.D. QUESTIONNAIRE TO THE EMPLOYER

1. Name of the Firm :

2. State of Firm a) Public
   b) Private

3. Total number of employees :

4. Number of disabled employees :

5. Number of Blind employees :

6. Nature of recruitment of disabled employees :
   a) as per G.O.
   b) on merit basis
   c) on compassionate ground
   d) on recommendation

7. While recruiting disabled workers which of the group is preferred mostly?
   a) Orthopaedic
   b) Deaf & Dumb
   c) Blind

8. Why?

9. Is there any concession given to the blind employee in work load?

10. If Yes, how it is determined :

11. Is there any other concession: apart from fringe benefit given particularly to the blind employee?

12. Is there any disparity in salary given to the blind employees? If so, on what basis is it decided?

13. Do you find any work shy with blind workers?

14. Do you find any trouble with blind employees on working spot or in premises?

15. Have you given any Special equipment to blind employees for the work done by them?

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16. Have you given any special training to the present work or previous one?

17. Mode of identification of suitable jobs to blind employees
   a) by giving work
   b) on the basis of request
   c) on the suggestions of concerned officials
   d) suggested by rehabilitation officials

18. Have you utilised weighted income tax concession?

19. Nature of work efficiency
   a) Normal
   b) below Normal
   c) above Normal

20. In the case of b and c kindly state the reason

21. Do you expect any help from the State and Central Government?

22. Do you like to employ more blind employees?

23. Do you like the participation of blind employees in Trade Union?
   a) Yes
   b) not necessary
   c) no idea

24. In the case of No or Yes kindly state reason

25. General remarks

Signature of the Officer
Designation:
Office Seal:
ANNEXURE - IV

Ph.D. QUESTIONNAIRE TO THE TRADE UNIONS

1. Name of the Trade Union : 
2. Year of Establishment : 
3. Name of Interviewee : 
4. Number of Handicapped Members : 
5. Number of Blind Members : 
6. Opinion about the efficiency of blind labourer : 
7. Do you find any discrimination against blind labourer in wages? : 
8. If so, why? What steps were taken to eliminate it? : 
9. Whether any conflict of interest is existing between blind and normal labourer? : 
10. If so, what are the reasons for the conflict? : 
11. Do you foresee placement of more blind labourers in industries? : 
12. If so, in what departments they would be suitable? : 
13. Whether your Central Head Quarters Unions have any declared policy on the welfare of the handicapped / blind labour? : 
14. On what basis, blind employees have become members in your Union? : 
15. Have you got any complaint from blind members against their performance? If so, explain the context.
16. What do you know about the Disabilities Act of 1995?

17. Suggestion for the better implementation of the Rehabilitation Act 1995

18. Do you like your handicapped members to have in-service training?

19. Do you expect any assistance for your handicapped members from the State or Central Governments? If Yes, What kind of help?

20. General Remarks, if any