

APPENDIX-i**QUESTIONNAIRE**

Questionnaire for the activities of Trade Unions in Menon and Menon Pvt. Limited, Kolhapur.

I) Workers' Individual Information :

A) 1. Name in full

2. Address

3. Age

4. Married/Unmarried

5. Education

6. Designation

7. Permanent/Temporary

8. Total service in the Company

B) **Details about wages****Deductions**

1. Basic Pay Rs. :

1. P.F. Rs.

2. D.A. Rs. :

2. F.P.F. Rs.

3. H.R.A. Rs. :

3. E.S.I. Rs.:

4. W.A. Rs. :

4. P.T. Rs.:

5. E.A. Rs. :

5. L.I.C. Rs. :

6. C.L.A. Rs. :

6. Canteen Rs. :

7. Other Rs. :

7. 20% dep. Rs. :

8. Other Rs. :

Gross Salary Rs. :

Total deductions Rs.:

Net Salary Rs. :

C) Income from other sources (Monthly) :

- | | |
|---------------------|----------------------|
| 1. Wages Rs.: | 2. Agriculture Rs. : |
| 3. House Rent Rs. : | 4. Interest Rs. : |
| 5. Business Rs. : | 6. Other Rs. : |
| | Total Rs. : |

D) 1. Total Members In family :

2. Adult :
3. Male Children :
4. Female children :
5. Have you adopted family planning ? Yes/No.

E) Monthly Expenditure on Consumption :

- | | |
|--------------------------------|------------------------------|
| 1. Food grains Rs. : | 2. Milk Rs. : |
| 3. Vegetable Rs.: | 4. Fruits Rs.: |
| 5. Mutton, Fish, Eggs Etc.Rs.: | 6. House Rent Rs. : |
| 7. Electricity Rs. : | 8. Education Rs. : |
| 9. Fuel Rs. : | 10. Travelling Rs. : |
| 11. Medicine Rs. : | 12. Entertainment Rs. : |
| 13. Hotelling | 14. Pan tobacco Bidi Rs. |
| 15. Wine Rs. : | 16. Religious Ceremonies Rs. |
| 17. Other expenditure Rs.: | |

Total Expenditure Rs. _____

F) Details of Saving and Loans :

1. Why do you save ?
2. How much is your monthly saving ?
3. What is the mode of your saving ?
4. What is the rate of interest you get on your savings ?
5. What is the purpose of your loan ?
6. What are the institutions which provide you loan ?
7. Do you take loans from money lenders ?
8. What is the rate of interest charged by money lenders ?
9. How do you repay loans ?

2) Company and Workers

1. Do you know the owner of the Company ? Yes/No
2. Does Company owner know you ? Yes/No

3) Details regarding Trade Unions

A) Establishment membership, constitution and leadership :

1. When was a trade union established in your company ?
2. Why was it established ?
3. Who was the leader in establishing it in your company ?
4. Did you participate in its establishment ?
5. How many unions are working at present in your Company?
6. Do you feel necessity of one more union Yes/No
to be established ?
7. If yes, Why ?

8. Which Union are you a member ?
9. Why are you a member of the Union ?
10. Is your Union recognised by the Company ?
11. With which national organisation is your Union affiliated
12. How many workers are the members of your Union ?
13. Which of the categories of workers are the members of your Union ?
14. Why did you not become a member of other Union ?
15. Why did you not become a member of any one of the Unions ?
16. Do you know the constitution of your Union ?
17. Who is the leader of your Union at national level ?
18. Who is the leader of your Union at state level ?
19. Who is the leader of your Union at local (Kolhapur) level
20. Who is the leader of your Union at Company Level ?
21. How are the office-bearers of your Union appointed ?
22. Are elections held to appoint the office bearers of your Union ?
Yes/No
23. Have you been elected as an office-bearer of your Union
Yes/No
24. Are you willing to be an office-bearer of your Union ?
Yes/No
25. What are according to you, the qualities of an ideal leader of a Union ?

B) Financial Position :

1. What are the sources of income of your Union ?
2. Do you pay monthly contribution ?
Yes/No
3. If so, how much ?
4. Do you think that your contribution is (a) Reasonable, (b) Exorbitant, (c) Very low.

5. Do you pay amounts other than contribution ?
6. If so, for what purpose ?
7. Does your Union compel you to pay such amounts ?
8. If so, why don't you oppose ?
9. Does your company finance your Union ?
10. Has your company provided an office for your Union ?
11. Is your Union financed by national level organisations ?
12. Does your Union pay contributions to national level organisations ?
13. Who finances your Union in the period of strikes and lock-outs ?
14. What are the items of expenditure of your Union ?
15. Is its expenditure advantageous to you ?
16. If so, what are those gains ?
17. Are there any illegal transactions ?
18. Are you satisfied by its accounts ?
19. What are your suggestions to increase the income of your Union ?
20. Do you suggest any changes or modifications in your Union's expenditure ?

C) Functions of Trade Union :

1. What are the ways used by your Union to get its demands fulfilled ?
2. Does it function constructively and for welfare of workers?
Yes/No
3. If not, what are the reasons ?
4. If so, what are the welfare activities ?

5. What are the courses of disputes between workers and Company ?

- 1) Financial
- 2) Improvements in working place.
- 3) To reduce hours of working
- 4) For implementation of Social Security Acts
- 5) To prevent personal injustice to workers
- 6) For recognition of the Union by the Company.
- 7) Harassment of workers by supervisors
- 8) Harassment of workers by officers
- 9) Exploitative attitude of the owner
- 10) For canteen facilities
- 11) For residential accommodation
- 12) For travelling facilities
- 13) For educational facilities
- 14) For Medical facilities
- 15) Other causes

D) Strikes :

- | | |
|--|--------|
| 1. Are there strikes in your company ? | Yes/No |
| 2. Were there any indefinite strikes in your company ? | Yes/No |
| 3. Were there any token strikes ? | Yes/No |
| 4. Who takes the decisions of strike in your Union ? | |
| 5. Does your company compel you to go on strike ? | Yes/No |
| 6. Do leaders of the Unions compel you to go on strike ? | Yes/No |
| 7. Are you paid by the company for strike period ? | Yes/No |
| 8. Does your Union provide finance to you in strike period ? | Yes/No |
| 9. If so, how much and for what periods ? | |
| 10. Do you accept other employment in strike period ? | Yes/No |
| 11. Please specify. | |

12. Do your wife and children also work in periods of strike?
13. What is the average length of closure of your company due to strikes every year ?
14. What are the effects of strike on the production of company?
15. What are effects of strike on the industries related to the company ?
16. What are the methods used by your Union to end the strike?
17. How does the Union decide to withdraw or extend the strike ?
18. What are the gains of strikes for workers ?
19. What are the effects upon the company after the strike is ended ?

E) Lockouts :

1. Does your company follow lockout ? Yes/No
2. How many times in the past has the company adopted the policy of lock-out ?
3. When was the recent lockout declared ?
4. For how many days did it continue ?
5. What were the reasons of lockout ?
6. How many workers were out of work in the lockout period?
7. Are workers paid in lockout period ? Yes/No
8. Did the Union help the workers financially during the lockout period ? Yes/No
9. What type of alternative jobs did you do during the lockout period ?
10. Did you search work for your family members in lockout period ?
11. What were the measures used by your Union to end the lockout ?

12. What were the measures your company adopted to end the lockout ?
 13. Was their public initiative to end the lockout ?
 14. If so, who helped ? What was the nature of the help ?
 15. Did the government take initiative in ending the lockout?
 16. Who played the dominant role as a conciliator in ending the lockout ?
 17. What were the principles of conciliation ?
 18. Were workers paid for lockout period after settlement of the dispute ? Yes/No
 19. If so, how many days payment was paid ?
 20. What were the gains to workers after settlement ?
 21. What were the effects of settlement on the company ?
 22. Did relations between workers and company improve after settlement ? Yes/No
 23. Did your Union become stronger or weaker after settlement?
- 4) Which are the welfare schemes started by your Union ?
- 5) Are there co-operative societies established by your Union ? Yes/No
- If so, specify.
- 6) Workers' participation in Management
1. Are workers given participation in the management of the company ? Yes/No
 2. If so, in what way ?
 3. Do you favour workers participation in management ? Yes/No
 4. If so, for which reasons ?
 5. Of what nature ?
 6. If not, for which reasons ?