

Occupational Wage Survey Seventh Round



REPORT ON FOUR MINING INDUSTRIES



सत्यमेव जयते

GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
LABOUR BUREAU
CHANDIGARH/SHIMLA



**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND
(2017)**

REPORT

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(July 2016 – December 2016)**

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PREFACE

A progressive and realistic wage policy is instrumental in attaining social objectives such as the elimination of exceptionally low wages, reduction in wage differentials and protection of wage earners from the effects of rising prices. For formulation of such a wage policy, availability of scientifically collected and reliable wage data is a prime requisite. The first step in this direction was taken by the Ministry of Labour & Employment by entrusting the Labour Bureau to conduct the first round of Occupational Wage Survey (OWS) in 1958-59. Since then the Labour Bureau has conducted six rounds of the survey. During these surveys, a multidimensional wage structure has been analysed in selected industries and a composite wage spectrum was obtained, throwing adequate light on occupational wage differentials in payroll earnings.

The Seventh Round OWS, 2017 report on Four Mining Industries (Coal Mines, Iron Ore Mines, Manganese Mines and Oil Mines) presents statistics on Employment Structure, Wage Rates, Dearness Allowances and Average Daily Earnings by Occupation and Industry/Stratum. The Report also partially meets the obligations under Article 8 of Part-II (Average Earnings and Wage Structure & Distribution) of the ILO Convention No. 160 on Labour Statistics. I hope that the data presented in this Report would be useful to the users.

I take this opportunity to express my gratitude to all employers and employees of the Four Mining Industries at different places for extending their whole hearted cooperation enabling Labour Bureau in timely collection of data. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution of the survey as well as in preparation of the present Report. I would also like to thank the Chairman and the members of the Technical Advisory Committee, constituted by the Ministry for examining the various technical aspects of OWS, for providing useful inputs in the finalization of the report.

Suggestions for further improvement in the OWS reports are welcome.

Dr B. N. Nanda
Sr Labour & Employment Adviser
& Director General (In-Charge)

Chandigarh
May, 2018

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MAIN FINDINGS OF THE SURVEY

The important findings of the Occupational Wage Survey conducted for the Mining Industries are given below.

INTRODUCTION

1. The survey covered Four Mining Industries, viz., Coal Mines, Iron Ore Mines, Manganese Mines and Oil Mines under the seventh round of the Occupational Wage Survey.
2. The field work for Four Mining Industries was carried out during July, 2016 to December, 2016.
3. Information was collected from 231 sample units, which accounted for 23.36 percent of the total number of units (989) in the frame.

STRUCTURE OF WORK FORCE

4. The total number of workers in 4 Mining Industries is estimated to be 4.06 lakhs. Out of these, 3.14 lakh workers were manual workers (77.43 percent) and remaining 0.92 lakh workers were non-manual (22.57 percent).
5. Coal Mines had maximum share (80.53 percent) in the total workforce, followed by Iron Ore Mines (9.23 percent), Oil Mines (6.13 percent) and Manganese Mines (4.11 percent).
6. Out of the total 3.14 lakh manual workers in Four Mining Industries, a vast majority of workers i.e. 97.84 percent were men and remaining 2.16 percent were women. None of the mines reported employment of adolescents and children.
7. Majority of workers i.e. 97.60 percent were employed by the time-rated system and the remaining 2.40 percent by piece-rated system.
8. The highest percentage of total work force was employed as Coolie/Mazdoor (17.58 percent), followed by Fitter and Trammer Underground occupations with a share of 9.21 percent and 6.41 percent, respectively.

WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rates of men and women workers for all mining industries combined together were Rs. 1249.32 and Rs. 822.75, respectively. The average daily wage rates for all the workers of all mining industries worked out to be Rs. 1240.12.
10. The average daily wage rates worked out to be Rs. 1338.16 in Coal Mines, Rs. 700.13 in Iron Ore Mines, Rs. 712.92 in Manganese Mines, Rs. 1118.35 in Oil Mines.
11. The average daily wage rates of women workers were less than that of the men workers in all the mining industries. The

average daily wage rate of women workers was higher than that of their men counterparts in 7 occupations in Coal Mines, 5 occupations in Iron Ore Mines and 2 occupations in Manganese Mines. No women workers were reported in Oil Mines.

12. In Coal Mines, the highest and lowest average daily wage rates were reported in Picker (Rs. 2155.76) and Trainees/Apprentices (Rs. 589.10) occupations, respectively. In Iron Ore Mines, the highest and lowest average daily wage rates were reported in Winch Driver (Rs. 2168.13) and Trainees/Apprentices (Rs. 222.64) occupations, respectively. The highest and lowest average daily wage rates in Manganese Mines were reported in Dumper Operator (Rs. 2298.37) and Ore Washing Operator (Rs. 216.63) occupations, respectively. In Oil Mines, the highest and lowest average daily wage rates were reported in Mate/Mukkadam (Rs. 3857.84) and Storekeeper (Rs. 161.00) occupations, respectively.
13. The highest change in real wage rates during seventh round i.e. 99.30 percent was observed in the Manganese Mines, followed by 43.72 percent in Coal Mines, (-)8.43 percent in Iron Ore Mines and (-)33.75 percent was reported in Oil Mines.
14. Dearness allowance as a separate component of wages/salaries was paid in 74.22 percent of units covering 89.48 percent of the workers in Four Mining Industries.
15. Among different Mines, 93.54 percent units in Coal Mines, 42.13 percent units in Iron Ore Mines, 55.12 percent units in Manganese Mines and 68.24 percent units in Oil Mines were paying dearness allowance to their employees.

PAYROLL EARNINGS

16. The overall average daily earnings of men, women and all workers in the Four Mining Industries worked out to Rs. 1419.95, Rs. 1049.10 and Rs. 1411.94, respectively.
17. The earnings of women workers were more than that of their men counterparts in 9 occupations in Coal Mines, viz. Coolie/Mazdoor, Electrician, Helper, Sweeper, Clay Cardidge Maker, Dresser, Haulage Khalashi, Coal Safety Lamp Checker and Shalepicking Mazdoor; 3 occupations in Iron Ore Mines, viz. Helper, Machine Operator/Machinist and Screener and Cleaner and 3 occupations in Manganese Mines, viz. Coolie/Mazdoor, Helper and Mate/Mukkadam.
18. The earnings of piece-rated women workers were more than that of their men counterparts in Miner occupations in each of the three Mining Industries, Coal Mines, Iron Ore Mines and Manganese Mines.
19. The average daily earnings of men workers were the highest at Rs. 1515.11 in Coal Mines, followed by Rs. 1470.81 in Oil Mines. Similarly, the average daily earnings of women workers was the highest at Rs. 1404.72 in Coal Mines, followed by Rs. 685.18 in Manganese Mines Industry.

20. The highest average daily earnings in different occupations were reported for Checker (Rs. 3934.13) in Coal Mines; Chargehand (Rs. 2203.35) in Iron Ore Mines; Dumper Operator (Rs. 2278.17) in Manganese Mines and Mate/Mukaddam (Rs. 4628.20) in Oil Mines. On the other hand, the lowest average daily earnings were reported for Trainees/Apprentices (Rs. 396.26) in Coal Mines; Hammerman (Rs. 267.80) in Iron Ore Mines; Grinder (Rs. 299.73) in Manganese Mines and Plumber (Rs. 261.00) in Oil Mines.
21. The average daily earnings of time-rated workers were recorded at Rs. 1420.88 and that of piece-rated workers at Rs. 1048.66.
22. Basic wages and dearness allowance accounted for 87.13 percent of total average daily earnings.
23. The average daily earnings of 42.65 percent of workers were in the range of Rs. 1500.01 to Rs. 2000.00 per day, followed by 22.87 percent workers between Rs. 1000.01 to Rs. 1500.00 per day.
24. The highest change in real earnings has been reported at 94.46 percent in Manganese Mines, followed by 45.17 percent in Coal Mines, 8.60 percent in Iron Ore Mines and (-)19.86 percent in Oil Mines.

CHAPTER-I

INTRODUCTION

1.1 GENESIS OF THE SURVEY

From time to time, the Government of India has constituted various Commissions and Committees, viz., Royal Commission on Labour (1931), Labour Investigation Committee (1944-45) and various wage fixing authorities to look into the subject of wage rates in the industrial sectors. Almost all such Commissions and Committees have critically commented on the absence and inadequacy of wage data for different occupations in the industries. Consequently, the need for reliable and accurate statistical data on occupational wage rates and earnings assumed greater importance in national planning for labour welfare.

It was because of these limitations and deficiencies in the occupational wage data that in the Second five-year Plan, it was recommended that "urgent steps should be taken to undertake a Wage Census...". The Steering Group on Wages set up by the Ministry of Labour and Employment made a similar recommendation. In pursuance of these recommendations, Labour Bureau conducted an Occupational Wage Survey (OWS) during 1958-59 covering 44 industries comprising 37 manufacturing, 4 mining and 3 plantation industries. The objective of the survey was to disseminate information relating to wage rates and average earnings of workers in different occupations in selected industries. The data disseminated through the conduct of the OWS is also used for building up/replacing the weighting diagram of the Wage Rate Indices (WRI) being compiled by Labour Bureau on annual basis. As the results of the First Occupational Wage Survey were found to be very useful by the Planning Commission, Labour Bureau conducted Second Occupational Wage Survey during 1963-65, more or less on similar lines, with the same objectives and coverage.

The National Commission on Labour (1969) examined the data collected in previous two rounds of Occupational Wage Survey and recommended the conduct of such type of surveys periodically by Labour Bureau.

Consequently, the Labour Bureau took up the Third Round of Occupational Wage Survey in 1974-79 in 81 industries and Fourth Round in 1985-92 covering 53 industries. The Fifth Round was undertaken in 1993-2001 encompassing all the 53 selected industries covered in the Fourth Round.

The Study Group on Labour Statistics (1999) reviewed the data collected under OWS and recommended for inclusion of Part-Time workers and Apprentices under the survey. In 2002, the Ministry of Labour & Employment constituted the Technical Committee on OWS to revise the OWS schedule and improve the coverage and sampling design of OWS. Accordingly, the sixth round was taken up during 2002 to 2009 covering 56 industries.

The Seventh Round was launched in July 2016 with the survey on Four Mining Industries, more or less on similar lines, with the same objectives and coverage encompassing all the 56 selected industries covered in the Sixth Round (Annexure-I). Under different Sectors, the survey covered 45 Manufacturing, 4 Mining, 3 Plantation and 4 Service Sector Industries. The present report relates to Four Mining Industries, viz.,

- a. Coal Mines,
- b. Iron Ore Mines,
- c. Manganese Mines; and
- d. Oil Mines.

1.2 OBJECTIVES OF THE SURVEY

The main objectives of the survey are:

- a. To obtain data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in Plantation, Mining, Manufacturing and Service Sector Industries; and
- b. To obtain occupation-wise data on employment, wage rates and dearness allowance for building up weighting diagram for Wage Rate Index Numbers.

On lines of above objectives, the present report on Four Mining Industries has been prepared.

1.3 SELECTION OF INDUSTRIES

The selection of industries for the Seventh Round was based on the following criteria:

- a. That the industry belonged to the organized sector,
- b. That the industry had an importance in the National Economy; and
- c. That the industry had significant share of employment in the organized industrial sector.

Out of 56 industries covered under the 7th round of OWS, 52 industries were selected using the above criteria. On the advice of the Ministry of Labour & Employment, Government of India, four service sector industries viz. a) Electricity Generation & Distribution, b) Railways, c) Public Motor Transport; and d) Ports & Docks, which also formed part of industries in compilation of Consumer Price Index Number for Industrial Workers, released by Labour Bureau, were also included in the 7th round.

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Four Mining Industries extends to all the Mining Industries registered under The Mines Act, 1952.

The frame for the present survey is based on the frame of four Mining Industries maintained by Directorate General of Mines Safety (DGMS), Dhanbad, for Coal as well as Non-Coal Mines.

Occupation-wise wage data were collected only for those workers who conform to the definition of worker defined under the Mines Act, 1952 as described below.

'Worker' means a "A person is said to be employed, in a mine who works under appointment by or with the knowledge of the Manager, whether for wages or not, in any mining operation or in cleaning, oiling and part of any machinery used in or above the mine, or any other kind of work whatsoever incidental to or connected with mining operation". However, detailed definition of 'Worker' in accordance with the different Acts covered under the survey is presented in Annexure-II.

The managerial, technical and clerical staff, though may be covered by the Act as workers, are excluded from the scope of the survey. However, the supervisory personnel, whose duties, besides supervision, generally involve considerable element of manual work, are covered under the survey. Similarly, regular badli and casual workers who have worked continuously for a period of at least one month preceeding the reference date have also been covered under the survey. Contract workers working in the premises of the unit are also taken into consideration. As per recommendations of the Study Group on Labour Statistics, part-time workers and apprentices have also been included in the survey. The concept and definitions used during the survey is presented in Annexure-II.

1.5 GEOGRAPHICAL STRATIFICATION

For the purpose of the survey, stratification of each industry was done on the basis of areas of concentration of industry to reflect regional variations. Each area of high concentration, generally a State or a group of States was taken as a separate stratum of the industry. The geographical strata of selected Mining Industries are given below:

Sl. No.	Industry	Stratum
1.	Coal Mines	1. Jharkhand 2. West Bengal 3. Telangana 4. Chhattisgarh 5. Madhya Pradesh 6. Maharashtra 7. Residual (Odisha, Rajasthan and Gujarat)
2.	Iron Ore Mines	1. Odisha 2. Jharkhand 3. Karnataka 4. Chhattisgarh 5. Goa 6. Residual (M.P, A.P and

Sl. No.	Industry	Stratum
		Maharashtra)
3.	Manganese Mines	1. Maharashtra 2. Madhya Pradesh 3. Odisha 4. Karnataka 5. Residual (A.P, Gujarat and Telangana)
4.	Oil Mines	1. Gujarat 2. Assam 3. Residual (A.P, Arunachal Pradesh, U.P, Delhi, Haryana, Jharkhand, Rajasthan, Tripura and W.B)

1.6 SAMPLING DESIGN AND ESTIMATION PROCEDURES

Details of the sample design and the estimation procedure have been presented in Annexure-III. However, the following points merit attention:

- a. A two stage sampling design was adopted. The selection of units was the first stage, whereas, the selection of the workers employed in different occupations in the selected units formed second stage.
- b. The sample was designed in such a way that the permissible error in the average maximum wage rate would be 5 percent with 95 percent confidence interval. For the purpose of statistical exercise, average maximum wage rate was derived as weighted average of maximum wage rate of all the occupations in each of the sample units covered during the Sixth Round. The weights were the number of workers employed in the different occupations in the sample units.
- c. The sample size so determined was allocated in the strata of the industry in proportion of its share of units in the frame.
- d. The frame in each stratum was further divided into two size classes, viz. Upper Size Class and Lower Size Class on the basis of the average daily employment in mines at the national level. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.
- e. For the purpose of obtaining estimates in respect of the pay roll earnings of workers in each occupation, a predetermined sample of workers (see Para 1.3, Annexure-III) belonging to each category of

sex-age and system of payment of wage was drawn from the selected units.

The sample design and the estimation procedure recommended by the Central Statistical Organisation for Sixth Round of OWS has also been followed for the Seventh Round of OWS.

1.7 SELECTION OF OCCUPATIONS

The list of occupations for the Four Mining Industries was prepared on the basis of pilot survey conducted for the purpose, wherein, two sample units were selected from each industry. On the basis of the list of occupations prepared in Sixth Round, the lists of occupations including job description were updated for the current round of OWS. The occupations, which accounted for the bulk of the workforce in each sampled unit, were listed. The occupations, which did not feature in the list but were listed in the sample units, were clubbed together and designated as the 'Miscellaneous' occupation. The list of occupations along with the job description is presented in Annexure-IV.

1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

The field work for Four Mining Industries was launched during July, 2016 and completed in December, 2016. Requisite details were collected from the sample units relating to reference period. The field staff (regular and Contractual) of the Labour Bureau conducted the fieldwork, which was supervised by the Economic/Statistical Officers by visiting the sample units. Seniors Officers also visited some of the sample units.

The reference date for the collection of data was fixed as 30th June, 2016 for the Mining Industries. Wage period ending on the reference date or a period wherein the reference date falls was taken as the reference period for the collection of data under the survey.

1.9 COLLECTION OF DATA AND SCHEDULE

The data on employment, wage rates, earnings, payment of dearness allowance, etc. was collected from the sample units in the Schedule designed for the survey. Data on employment, wage rates and earnings correspond to all manual workers in specific occupations in each case, while the data on pattern of dearness payment relates to all employees in the unit, as it is not occupation specific. Data on pay roll earnings have been collected only for a sample of workers in each occupation in each sample unit.

The Technical Committee on OWS comprising of the officers of the Labour Bureau, Ministry of Labour & Employment revised the OWS Schedule used in previous rounds. A facsimile of the revised Occupational Wage Survey schedule, used in the current Round, is enclosed at Annexure-V.

1.10 COVERAGE OF UNITS AND SAMPLE SIZE

The coverage of units and the sample size in selected Mining Industries is presented in Table 1.1. A total of 989 units constituted the overall frame for Four Mining Industries. Out of these, 231 units

were selected in the sample, which accounted for 23.36 percent of the total units in the frame. The percentage of units in sample to frame was 5.72 percent in Coal Mines, 39.15 percent in Iron Ore Mines, 58.27 percent in Manganese Mines and 40.00 percent in Oil Mines.

Key findings based on the estimates of various characteristics as per the survey are discussed in Chapters II to IV of this report. Chapter V i.e. the last chapter focuses on (a) Coefficient of Variation of Average Daily Wage Rates and Average Daily Earnings and (b) the estimates of occupation-wise data on average daily employment and average daily wage rates by industry/strata/occupation to provide benchmark data for construction of weighting diagram of the Wage Rate Index Numbers. Detailed statistical tables based on the survey and Annexures are placed after Chapter V.

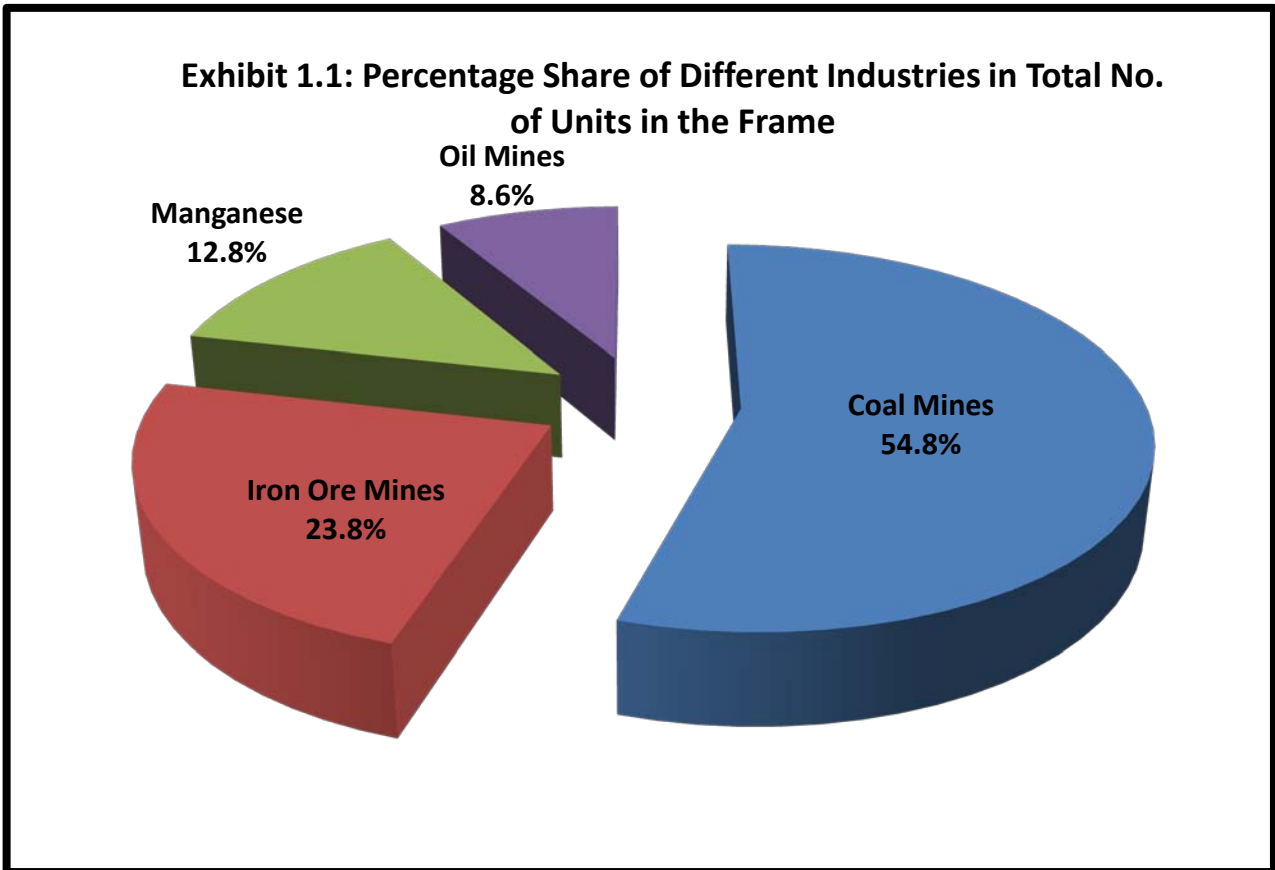
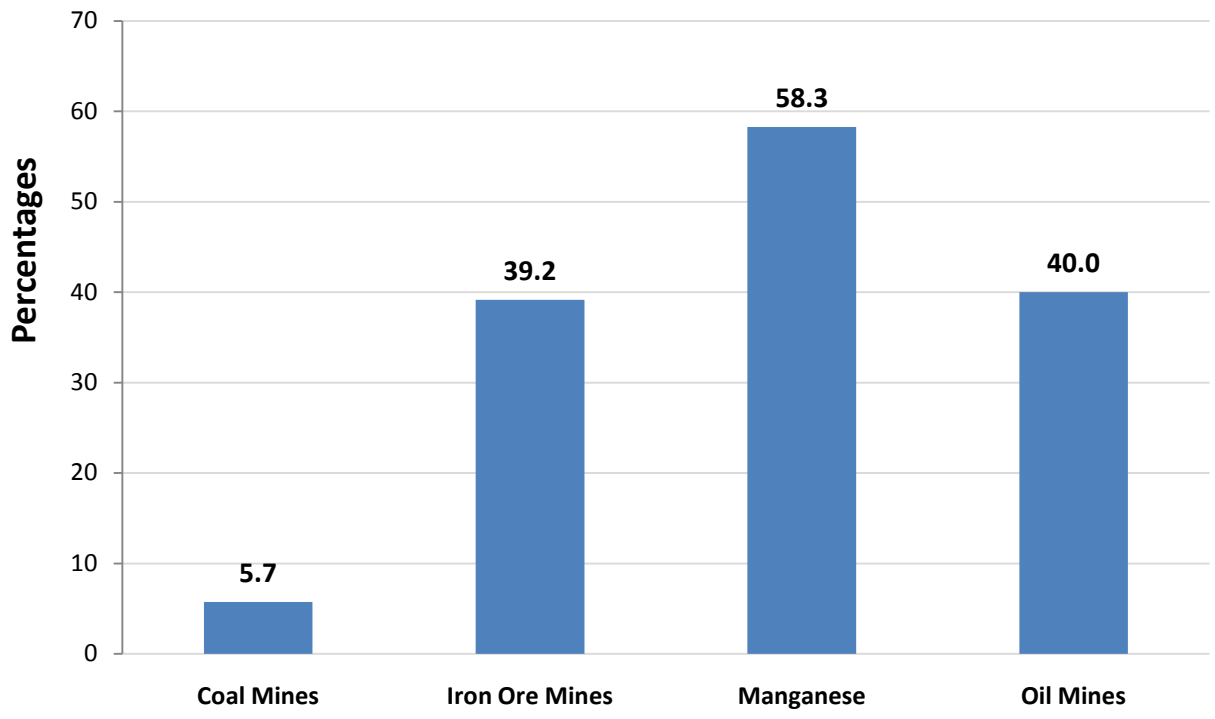


Exhibit 1.2: Percentage of Units in the Sample to the Frame of Four Mining Industries



CHAPTER-II STRUCTURE OF WORK-FORCE

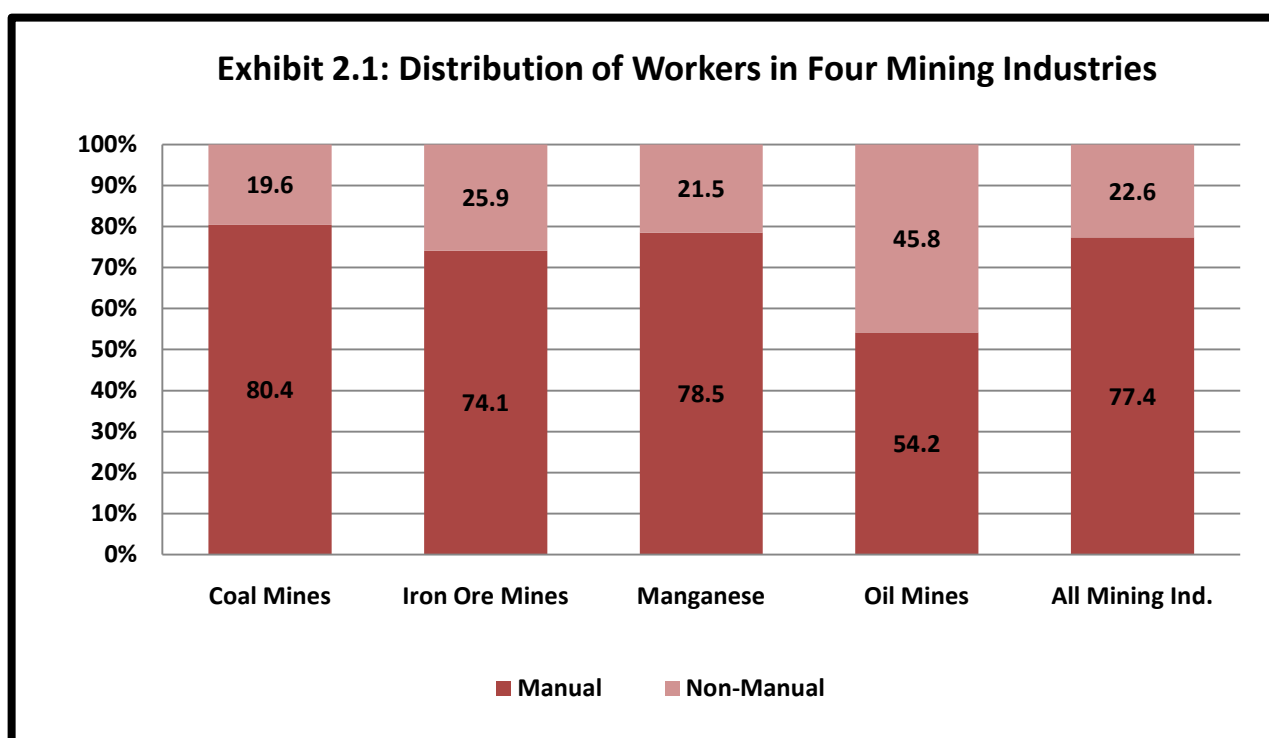
2.0 INTRODUCTION

Composition of the work force in an industry varies widely with the nature of its activity, geographical location, operations involved, level of technology available, social and economic conditions of the people and last but, not the least by the Government policies, etc. Variations in these factors account for the change in the composition of the work force not only from one sector to another but also from region to region within the sector. The legislative policies of the Government also influence the composition of working force.

2.1 DISTRIBUTION OF WORKERS

The distribution of workers in selected Mining Industries is presented in Table 2.1. The total number of workers in Four Mining Industries is estimated to be 4,06,060. Out of 4.06 lakh workers employed in the four mining industries, Coal Mines had maximum share (77.54 percent) in the total workforce, followed by Iron Ore Mines (9.64 percent), Manganese Mines (4.05 percent) and Oil Mines (8.77 percent).

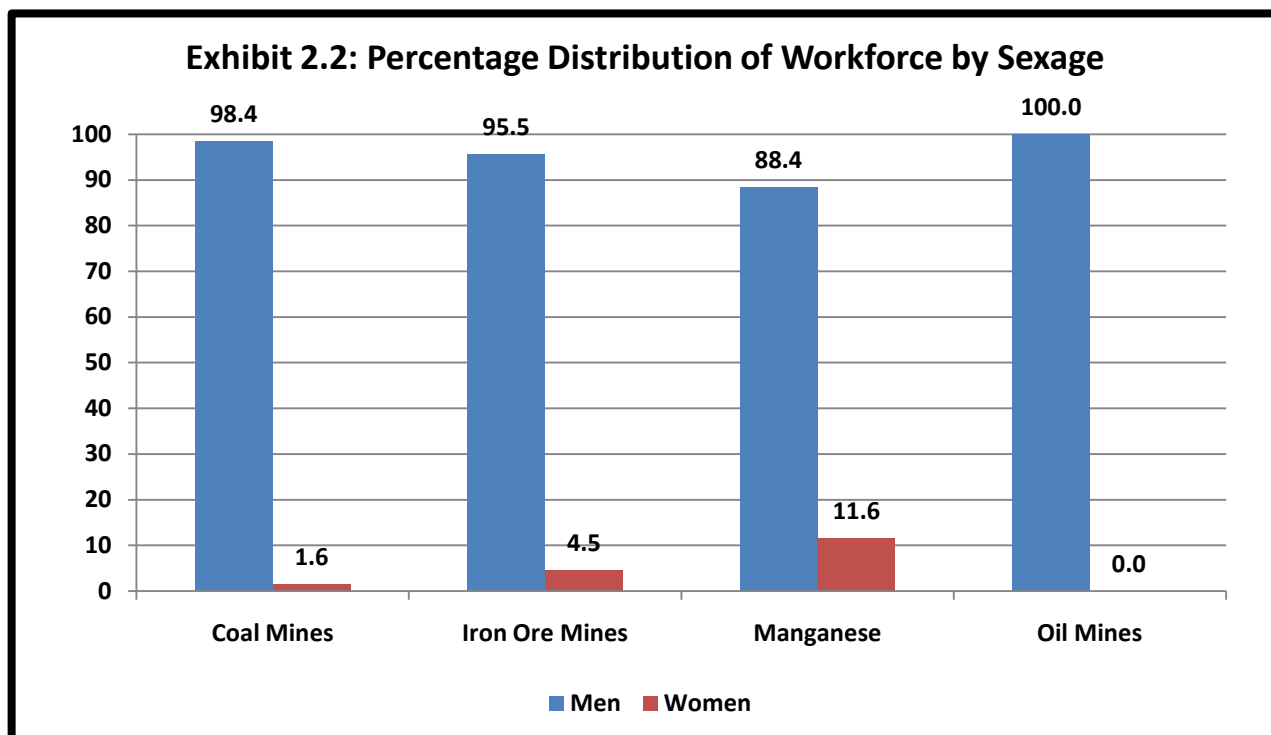
Out of the total Workforce, 3,14,426 workers were manual workers, which accounted for 77.43 percent of the total number of workers in the four mining industries. The percentage of manual workers to total number of workers was 80.42 percent in Coal Mines, 74.12 percent in Iron Ore Mines, 78.49 percent in Manganese Mines and 54.19 percent in Oil Mines.



2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage⁺ has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the four mines industries covered under the survey has been estimated to be about 3.14 lakhs. Out of this total work force (manual workers), a vast majority of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) i.e. 80.53 percent were employed in Coal Mines, followed by 9.23 percent in Iron Ore Mines, 6.13 percent in Oil Mines and 4.11 percent in Manganese Mines. Men workers constituted 97.84 percent of the total work force, whereas the remaining 2.16 percent were women. None of the mine industries reported employment of adolescents or children during the survey.

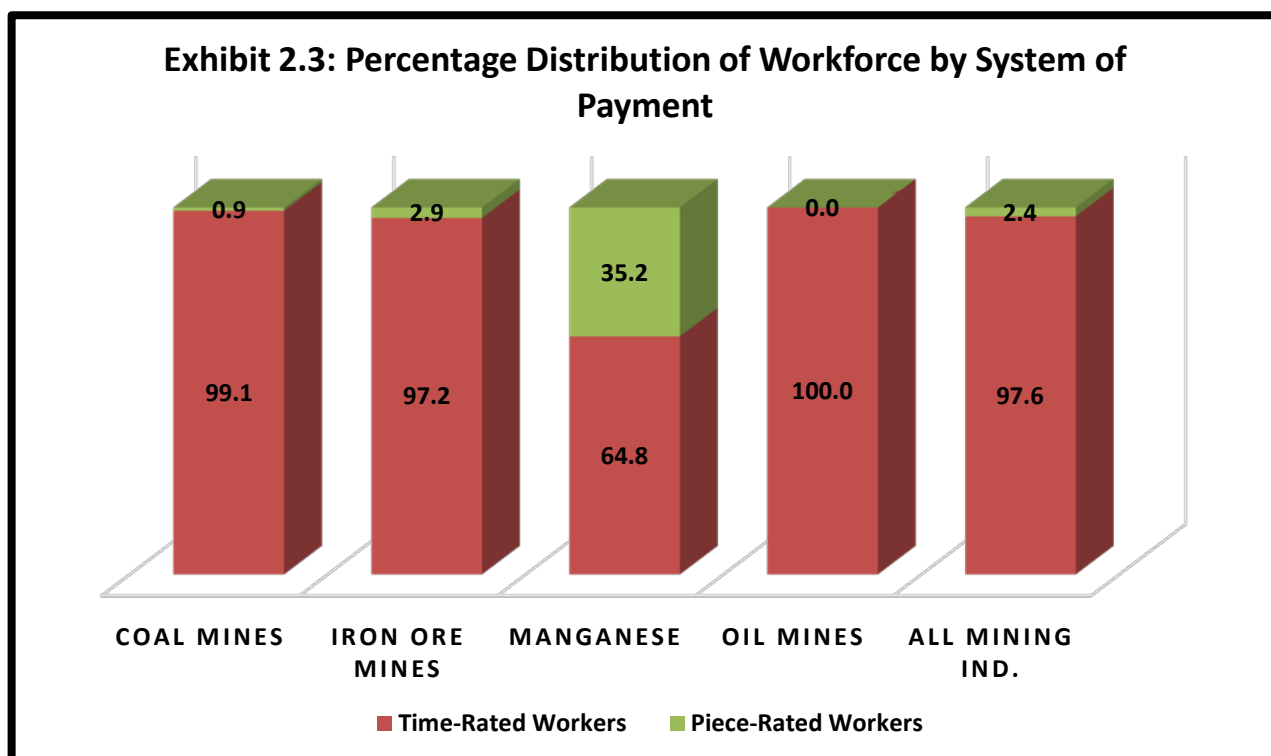
Amongst different mines industries, the highest proportion of men workers i.e. cent percent was in Oil Mines and the lowest i.e. 88.38 percent was reported in Manganese Mines. The proportion of women employment was highest at 11.62 percent in Manganese Mines, followed by 4.46 percent in Iron Ore Mines, 1.58 percent in Coal Mines.



⁺ The term 'Sexage' was used in the survey for identification of Men, Women, Adolescents and Children. Since none of the units in the Mining Industries reported employment of adolescent or child workers hence, Sexage may be treated as 'Gender'.

2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers by system of wage payment is shown in Table 2.3. Taking the entire mines industries as a whole, majority of workers i.e. 97.60 percent were employed by the time-rated system and the remaining 2.40 percent by the piece-rated system. At the mines industries level, the highest proportion of piece-rated workers was reported at 35.20 percent in Manganese Mines, whereas the lowest was at 0.86 percent in Coal Mines. At the Stratum level, the highest proportion of piece-rated workers was reported at 56.47 percent in Madhya Pradesh stratum of Manganese Mines.



2.4 DISTRIBUTION OF TIME-RATED WORKERS BY SEXAGE

The distribution of time-rated workers by sexage is presented in Table 2.4. The Table reveals that a vast majority of time-rated workers were men in all the four mines industries. The corresponding percentages were 98.43 percent in Coal Mines, 96.19 percent in Iron Ore Mines, 91.71 percent in Manganese Mines and cent percent in Oil Mines. The proportion of time-rated women workers was reported highest at 8.29 percent in Manganese Mines, followed by 3.81 percent in Iron Ore Mines, and lowest at 1.57 percent in Coal Mines. At the Stratum level, the highest proportion of time-rated women workers was reported at 23.56 percent in Residual Stratum of Manganese Mines, followed by 14.75 percent in Maharashtra Stratum of Manganese Mines.

2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEXAGE

The distribution of piece-rated workers by sexage is shown in Table 2.5. The Table reveals that the piece-rated system was prevalent in three mining industries, except Oil Mines. Among the piece-rated workers, the percentage share of males was 97.51 percent in Coal Mines, 73.19 percent in Iron Ore Mines and 82.23 percent in Manganese Mines. No piece-rated male workers were reported in Oil Mines. Further, it has been reported that all piece-rated workers employed in Jharkhand Stratum of Iron Ore Mines and Jharkhand and Telangana Strata of the Coal Mines were men. At the industries level, the share of women in piece-rated workers was highest at 26.81 percent in Iron Ore Mines, followed by 17.77 percent in Manganese Mines and 2.49 percent in Coal Mines.

Exhibit 2.4: Percentage Distribution of Time Rated Workers by Industry

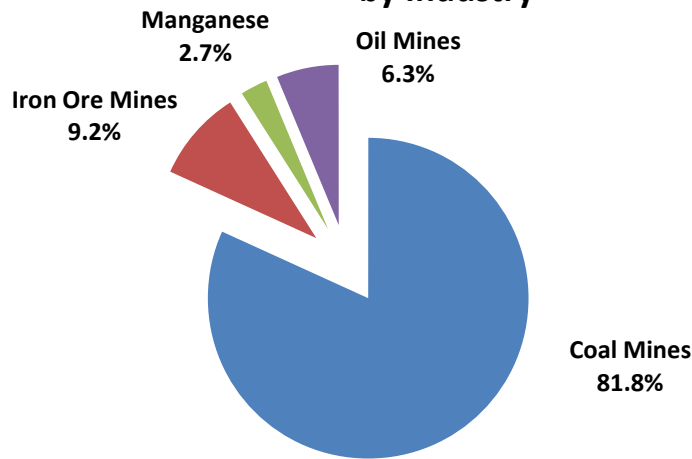
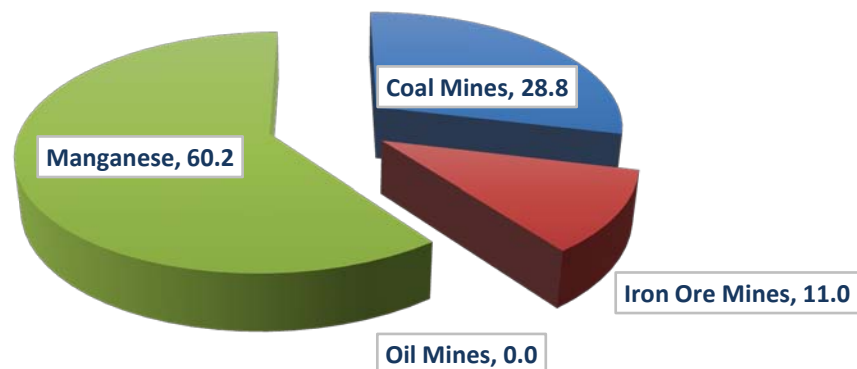


Exhibit 2.5: Percentage Distribution of Piece Rated Workers by Industry



2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.6. Taking all Mining Industries together, the highest percentage of work force was employed as Coolie/Mazdoor (17.58 percent), followed by Fitter and Trammer/Underground (All Types) with share of 9.21 percent and 6.41 percent, respectively.

The data revealed that in Coal Mines, 17.39 percent of the total workers were Coolie/Mazdoor, followed by Fitter and Trammer/Underground occupations with 11.19 percent and 7.96 percent share of the work force, respectively.

In Iron Ore Mines, Coolie/Mazdoor, HEMM Operator and Helper occupations accounted for 12.46 percent, 9.87 percent and 9.53 percent of the total employment, respectively.

In Manganese Mines, Coolie/Mazdoor occupation reported the highest proportion of workers, i.e. 58.77 percent, followed by the Helper and Miner with 6.95 percent and 5.26 percent of the workers, respectively.

In Oil Mines, Watchman, Production Station Operator and Helper occupations accounted for 32.52 percent, 17.62 percent and 14.41 percent of the total employment, respectively.

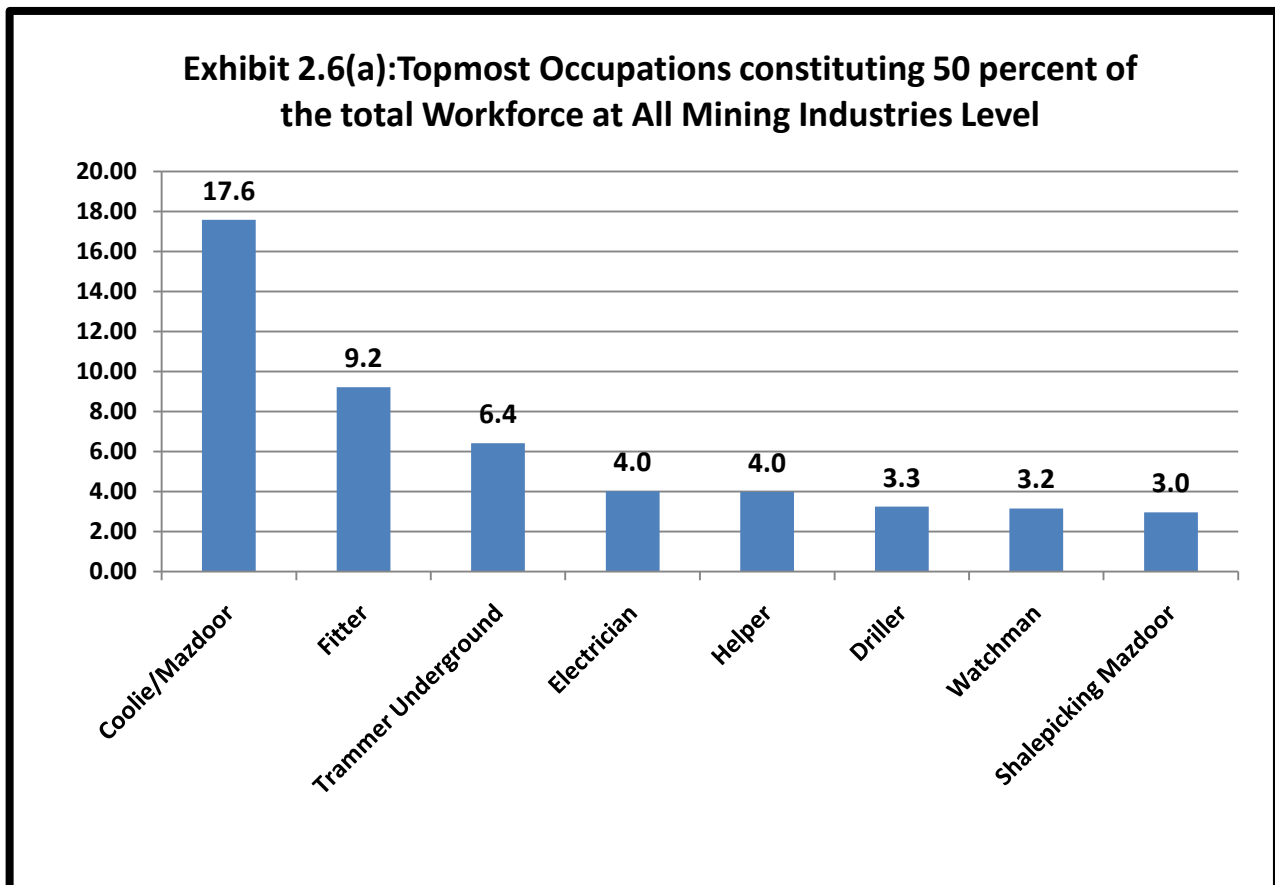


Exhibit 2.6(b): Top/Bottom Occupations in Mining Industries

Serial in order	Coal Mines	Iron Ore Mines	Manganese Mines	Oil Mines
Top Five Occupations (%)				
1	Coolie/ Mazdoor (17.39)	Coolie/ Mazdoor (12.46)	Coolie/ Mazdoor (58.77)	Watchman (32.52)
2	Fitter (11.19)	HEMM Operator (9.87)	Helper (6.95)	Production Station Operator (17.62)
3	Trammer Underground (7.96)	Helper (9.53)	Miner (5.26)	Helper (14.41)
4	Electrician (4.27)	Driver (9.19)	Driver (3.99)	Rig Man/Driller (7.20)
5	Driller (3.90)	Miner (8.84)	Miscellaneous (2.97)	Chemical Attendant/ Tradesman (6.26)
Bottom Five Occupations (%)				
1	Rigger (0.01)	Carpenter (0.01)	Mines Incharge/ Engineer (0.02)	Storekeeper (0.02)
2	Moulder (0.01)	Chainman (0.02)	Oilman/Greaser (0.02)	Plumber (0.03)
3	Stone Cutter (0.02)	Tongsman (0.02)	Dresser (0.03)	Oilman/ Greaser (0.03)
4	Senior Roof Bolter (0.02)	Picker (0.02)	Plumber (0.03)	Crane Operator (0.04)
5	Winder (0.02)	Turner (0.02)	Mason (0.03)	Carpenter (0.04)

2.7 TRENDS IN COMPOSITION OF WORK-FORCE BY SEXAGE AND SYSTEM OF WAGE PAYMENT

The trend in composition of the work-force by sexage and system of wage payment is presented in Table 2.7. As compared with the previous round (2005), the overall employment has recorded an increase in Iron Ore Mines and Manganese Mines, whereas it was reverse in Coal Mines and Oil Mines in the current round. The increase in the proportion of men workers was marked by corresponding decrease in women workers in all the mining industries under study. The proportion of time-rated workers has increased significantly in all the mining industries, in the current round as compared to previous round. The increase in the proportion of

time-rated workers was marked by corresponding decrease in the proportion of piece-rated workers.

Exhibit 2.7: Trend in Composition of Workforce

Industries	Seventh Round (2016)	Sixth Round (2005)	%Growth of Seventh Round Over Sixth Round	%Growth of Sixth Round Over Fifth Round
Coal Mines	2,53,206	4,04,446	(-) 37.39	(-) 29.65
Iron Ore Mines	29,008	27,802	4.34	(-) 42.87
Manganese Mines	12,922	8,271	56.23	(-) 63.16
Oil Mines	19,290	22,856	(-) 15.60	1.68
All Mining Industries	3,14,426	4,63,375	(-) 32.14	(-) 30.69

The total workforce (manual+non-manual) as worked out in OWS (Seventh) Round stands at 4,06,060 in 2016 as compared to DGMS's latest figure of 4,08,520 in 2015. Furthermore, one can also observe declining trend in the workforce of all Mining Industries over the past few years from the DGMS data. Hence, above figure seems to be in tandem with that brought out by DGMS. This may be due to hazardous activity, mechanization of mining sector industries, increased imports particularly in Oil Mine Industry, regulation of coal production, etc.

2.8 PERCENTAGE DISTRIBUTION OF WORK-FORCE IN DIFFERENT OCCUPATIONS AND INDUSTRIES BY SEXAGE

The percentage distribution of workers in different occupations and industries by sexage is given in Table 2.8. In Coal Mines, 98.42 percent workers were men workers and remaining, 1.58 percent was women workers. Out of the total 84 occupations reported in Coal Mines, 19 occupations had employment of women workers. Women workers constituted cent percent of the total employment in Clay Cardidge Maker occupation. Moreover, women workers constituted sizeable proportion of the total employment in Winder (45.45 percent), Miner (41.54 percent), Chemist/Dispensary (38.46 percent), Cook (37.86 percent), Watchman (15.73 percent) and Safety Lamp Checker (10.83 percent) occupations.

In Iron Ore Mines, 95.54 percent workers were men workers and remaining, 4.46 percent were women workers. Out of 52 occupations reported in Iron ore Mines, women workers were employed in 12 occupations. Women workers constituted 51.72 percent and 50.00 percent

of the total employment in the occupations of Screener & Cleaner and Picker, respectively. Besides, women workers constituted considerable proportion of the total employment in Miner (28.44 percent), Sweeper (11.70 percent) and Coolie/Mazdoor (11.12 percent) occupations.

In Manganese Mines, 88.38 percent workers were men workers and remaining, 11.62 percent were women workers. Out of 46 occupations reported in Manganese Mines, women workers were employed in 13 occupations. Women workers constituted 42.86 percent and 31.76 percent of the total employment in the occupations of Picker and Miner, respectively. Moreover, Women workers had significant proportion of the total employment in the occupations of Cook (30.77 percent), Ore Washing Operator (30.77 percent), Sweeper (30.23 percent), Screener and Cleaner (26.56 percent), Miscellaneous (20.31 percent), Hammerman (16.67 percent) and Coolie/Mazdoor (13.48 percent).

In Oil Mines, cent percent workers were men workers. Hence, no women workers were reported in Oil Mine Industry.

2.9 PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPTIONS BY THE SYSTEM OF WAGE PAYMENT

The percentage distribution of workers in different occupations by system of wage payment is shown in Table 2.9. It is observed that the piece-rated workers were employed in all the mining industries, except in Oil Mines. Piece-rated workers were reported in 5 occupations in Coal Mines, 3 occupations in Iron Ore Mines and 4 occupations in Manganese Mines. Piece-rated system of payment was not reported in Oil Mines. In Coal Mines, highest share of the piece-rated workers were reported in Loader/unloader (74.60 percent) and Miner (41.56 percent). In Iron Ore Mines, piece-rated workers were reported in Screener and Cleaner (25.86 percent). In Manganese Mines, highest share of the piece-rated workers were reported in Coolie/Mazdoor (55.65 percent), Screener and Cleaner (46.87 percent) and Miner (37.94 percent).

CHAPTER-III

WAGE RATES AND DEARNESS ALLOWANCE

3.0 INTRODUCTION

The availability of information on wages and earnings of workers is an important parameter to assess the purchasing power. If the level of employment and under employment is an index of economic distress among the people of working age, the level of wages and earnings of workers serves as an indicator of the economic prosperity of the working population.

Ever since the introduction of planned economy, the living standards of the working population have become dependant, more or less, on levels of earnings. Other types of income are at times, significant but for most of the workers, earnings from paid employment constitute the major source of income. Earnings or take home wages/salaries, which provide means of livelihood tend to conform to the income needed to enable the labour force to maintain its customary standard of living in the long run. If the greater employment means the ability of a large number of persons to satisfy their needs, increased real earnings means greater satisfaction of their wants.

3.1 WAGE RATES

In order to ensure comparability, the term wages has been defined as the sum of basic wage and dearness allowance in respect of workers who receive both these components, while, for other workers the actual consolidated amount of earnings represent wages. The monthly, fortnightly and weekly wages actually paid are divided respectively by the mandays worked (as per ILO Convention) during the reference period to arrive at average daily minimum and maximum wage rates. The simple mean of minimum average daily wage rates and maximum wages rates is average daily wage rates.

3.2 AVERAGE DAILY WAGE RATES BY INDUSTRIES

The details of average daily minimum and maximum wage rates of the workers are given in Table 3.1. At industry level, the average minimum daily wage rates varied between Rs. 513.13 (Iron Ore Mines) and Rs. 1063.24 (Coal Mines) whereas the average maximum daily wage rates varied between Rs. 866.71 (Manganese Mines) and RS. 1613.08 (Coal Mines), respectively. Considering all strata/states, the lowest average daily minimum wage rate of Rs. 295.92 were in Karnataka stratum of Iron Ore Mines and lowest average daily maximum wage rate of Rs. 385.81 was in Residual stratum of Manganese Mines, respectively. Similarly, the highest average daily minimum wage rate of Rs. 1540.51 was found in Chhattisgarh stratum of Coal Mines and the highest average daily maximum wage rate of Rs. 2232.17 was observed in Chhattisgarh stratum of Iron Ore Mines.

The percentage difference in the minimum and maximum wage rates was lowest in Coal Mines (51.71 percent) and highest in Oil Mines (116.39 percent). At the stratum level, it was lowest in Telangana (0.74

percent) under Coal Mines and highest in Gujarat (136.72 percent) under Oil Mines Industry.

Exhibit 3.1: Percentage Difference between Minimum and Maximum Wage Rates

Industries	Average Daily Wage Rates (Mean) (Rs.)	Average Daily Minimum Wage Rates (Rs.)	Average Daily Maximum Wage Rates (Rs.)	Percentage Difference
Coal Mines	1338.16	1063.24	1613.08	51.71
Iron Ore Mines	700.13	513.13	887.13	72.89
Manganese mines	712.92	559.12	866.71	55.01
Oil Mines	1118.35	706.95	1529.75	116.39
All Mining Industries	1240.12	969.91	1510.32	55.72

3.3 AVERAGE DAILY WAGE RATES BY SEXAGE

Average daily wage rates, average daily minimum wage rates and average daily maximum wage rates of workers by sexage are presented in Table 3.2, 3.2(a) and 3.2(b) respectively.

The average daily wage rates of men and women workers for all mining industries combined together were Rs. 1249.32 and Rs. 822.75, respectively. The average daily wage rates for all the workers of all mining industries worked out to be Rs. 1240.12.

Further perusal of Table 3.2 reveals that the average daily wage rate was found to be Rs. 1338.16 in Coal Mines, Rs. 700.13 in Iron Ore Mines, Rs. 712.92 in Manganese Mines, Rs. 1118.35 in Oil Mines.

At the stratum level taking all mining industries together, the highest average daily wage rate was in Chhattisgarh (Rs. 1687.28) for Coal Mines whereas, the lowest average daily wage rate was in Residual stratum (Rs. 359.21) for Manganese Mines.

The Table reveals that average daily wage rates of women workers were less than that of the men workers in all mining industries, except in Oil Mines where, no women workers were reported. Further, at the stratum level also, the average daily wage rate of women workers were higher than their male counterparts in West Bengal, Madhya Pradesh and

Maharashtra strata in Coal Mines and in Madhya Pradesh stratum in Manganese Mines Industry.

Exhibit 3.2: Average Daily Wage Rates by Sexage

Industries	Average Daily Wage Rates (Rs.)		
	Men	Women	Combined
Coal Mines	1343.21	1022.87	1338.16
Iron Ore Mines	713.51	413.88	700.13
Manganese Mines	722.01	643.79	712.92
Oil Mines	1118.35	-	1118.35
All Mining Industries	1249.32	822.75	1240.12

The average daily minimum wage rates for all the mining industries taken together worked out to be Rs. 974.75 for men, Rs. 750.54 for women and Rs. 969.91 for all workers. In Coal Mines, the average daily minimum wage rates were found to be the highest (i.e Rs. 1063.24), followed by Rs. 706.95 in Oil Mines and Rs. 559.12 in Manganese Mines.

The average daily maximum wage rates for all the mining industries taken together worked out to be Rs. 1523.89 for men, Rs. 894.95 for women and Rs. 1510.32 for all workers. In Coal Mines, the average daily maximum wage rates was found to be the highest (i.e Rs. 1613.08), followed by Rs. 1529.75 in Oil Mines, Rs. 887.13 in Iron Ore Mines and Rs. 866.71 in Manganese Mines.

The data reveals that the average daily minimum and maximum wage rates for women workers were found to be lower compared to men workers, except in Manganese Mines, where average daily minimum wage rates of women workers were higher than their men counterparts. These differences may have arisen due to insignificant proportion of women workers which have been used as weight in estimating aggregate results.

Exhibit 3.2(a): Average Daily Minimum Wage Rates (Rs.) by Sexage.

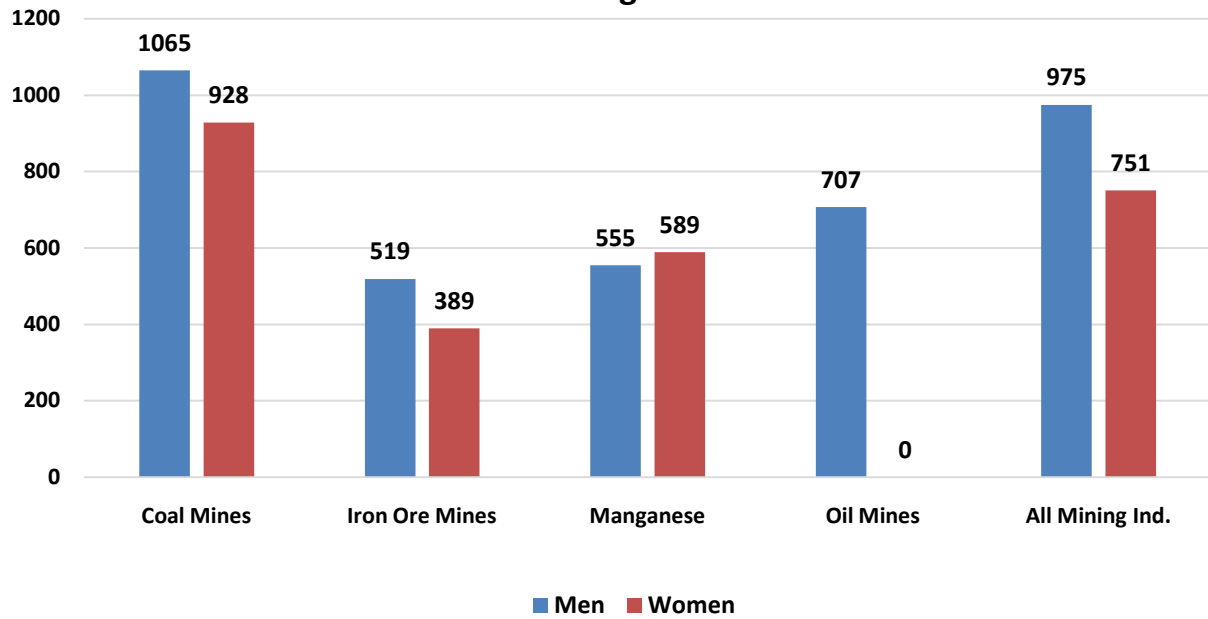
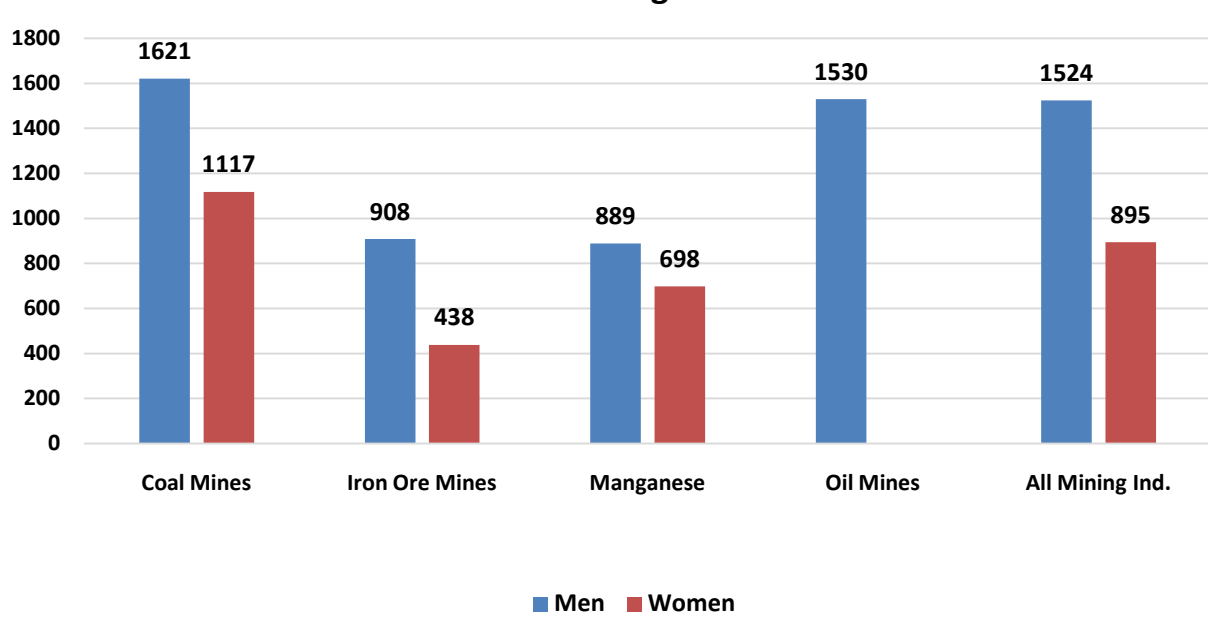
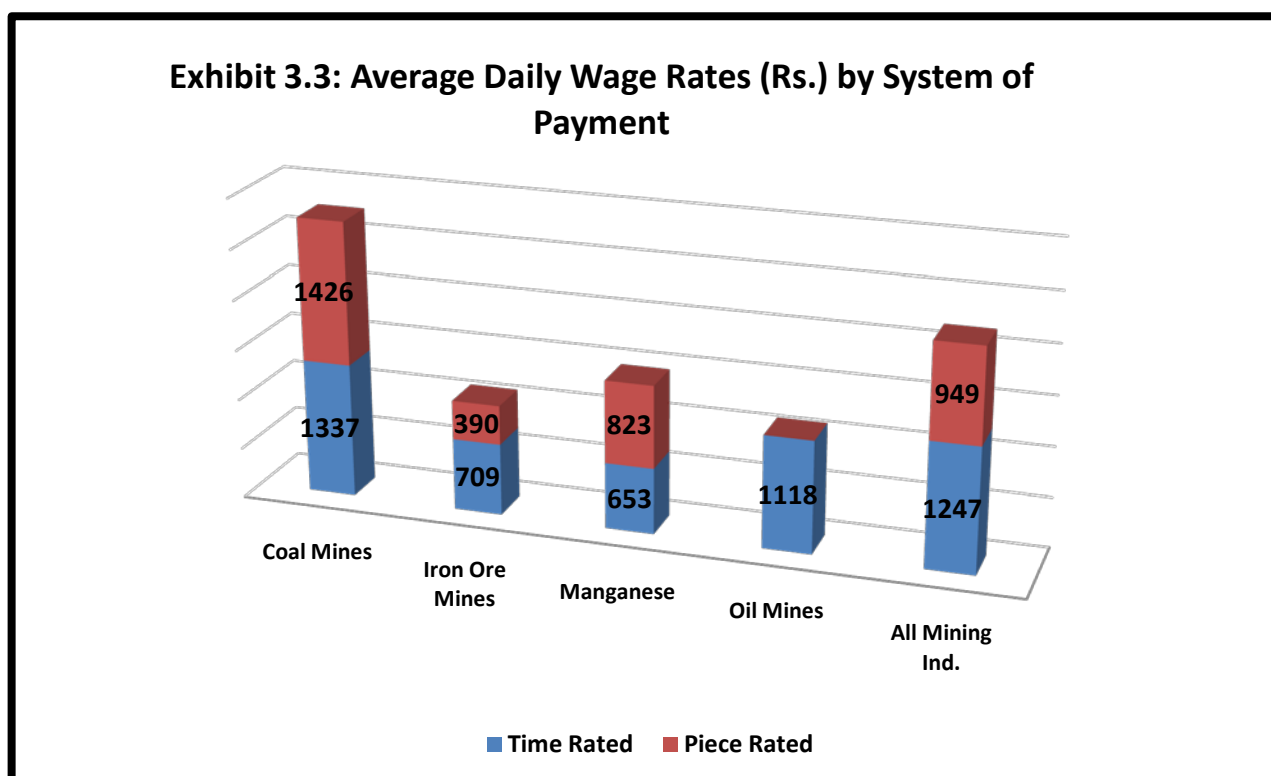


Exhibit 3.2(b): Average Daily Maximum Wage Rates (Rs.) by Sexage.



3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

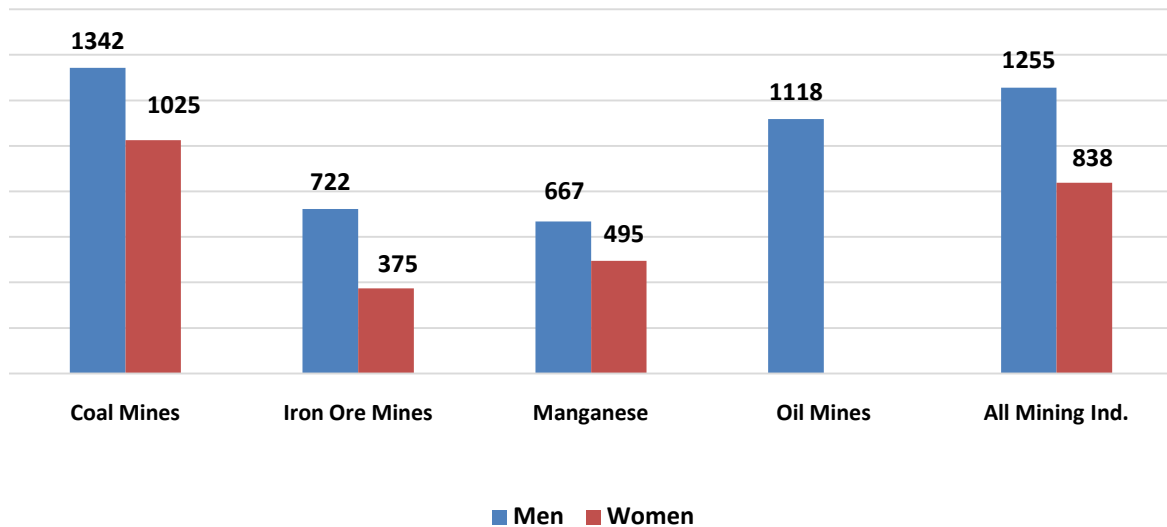
The average daily wage rates of time-rated and piece-rated workers by sexage have been depicted in Tables 3.3 and 3.4 respectively. The average daily wage rates of time-rated and piece-rated workers worked out to be Rs. 1247.28 and Rs. 949.03, respectively, for all the mining industries taken together. Amongst four mining industries, the average daily wage rate of time-rated workers was the highest at Rs. 1337.40 for Coal Mines and the lowest at Rs. 653.11 for Manganese Mines. In case of piece-rated workers, the highest and the lowest average daily wage rates were in Coal Mines (Rs. 1425.70) and Iron Ore mines (Rs. 390.11), respectively. The average daily wage rates of piece-rated workers were more than that of the time-rated workers in Coal Mines and Manganese Mines whereas it was reverse for Iron Ore Mines. No piece-rated system of payment was reported in Oil Mines Industry.



3.5 AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS BY SEXAGE

As shown in Table 3.3, the average daily wage rates of time-rated workers exhibit more or less the same trend as observed in case of wage rates of all workers given in Table 3.2. For all mining industries combined, the average daily wage rates for time-rated men, women and all workers were Rs. 1255.03, Rs. 837.95 and Rs. 1247.28, respectively. At mining industries level, the average daily wage rates of time-rated men and women workers were the highest at Rs. 1342.38 and Rs. 1024.89 in Coal Mines, whereas the lowest average daily wage rates for time-rated men and women workers were Rs. 667.44 and Rs. 374.50 in Manganese Mines and Iron Ore Mines, respectively.

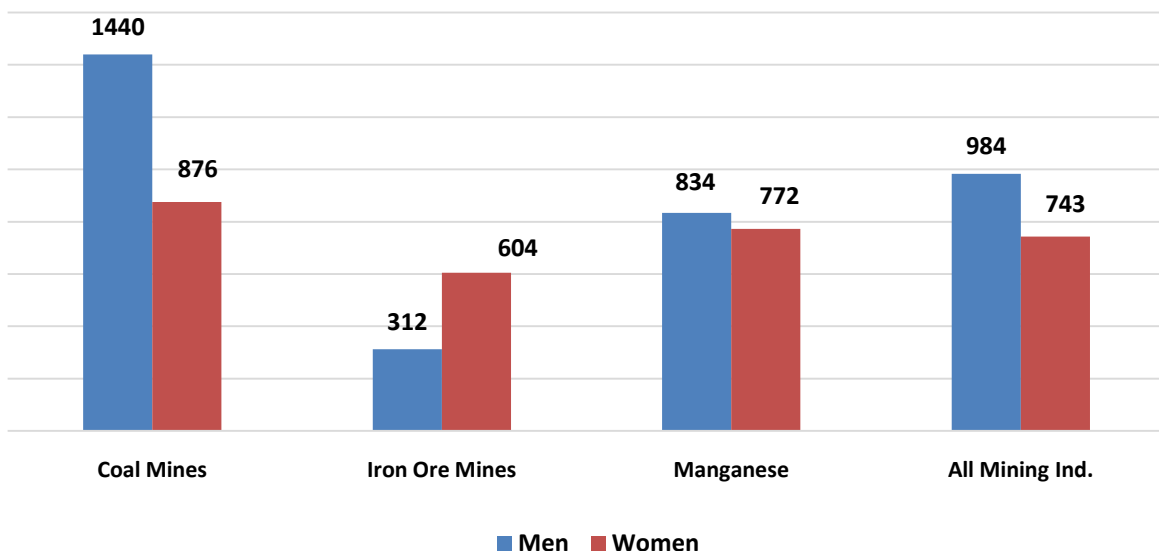
Exhibit 3.4: Average Daily Wage Rates (Rs.) of Time Rated Workers



3.6 AVERAGE DAILY WAGE RATE OF PIECE-RATED WORKERS BY SEXAGE

The average daily wage rate of piece-rated workers by sexage is presented in Table 3.4. For all mining industries combined, the average daily wage rates for piece-rated men, women and all workers were Rs. 983.61, Rs. 742.77 and Rs. 949.03, respectively. The highest average daily wage rates of piece-rated men and women workers at the industry level was Rs. 1439.72 and Rs. 875.66 respectively in Coal Mines, whereas the lowest average daily wage rate of piece-rated men and women workers was Rs. 311.67 and Rs. 604.22 in Iron Ore Mines.

Exhibit 3.5: Average Daily Wage Rates (Rs.) of Piece-Rated Workers



3.7 AVERAGE DAILY WAGE RATES BY OCCUPATION AND SEXAGE

The average daily wage rates by occupation and sexage for all the workers are presented in Table 3.5. Table 3.6 and Table 3.7 show average daily wage rates for time-rated and piece-rated workers, respectively. Table 3.5 shows that there is wide intra-occupation variation in average wage rates in Manganese Mines and Oil Mines, whereas it is comparatively lesser in other mining industries. However, wide inter-industries variation in the average wage rates were reported for common occupations as well as all occupations combined at industry level covered during the survey.

In Coal Mines, the highest and lowest average daily wage rates were reported in Picker (Rs. 2155.76) and Trainees/Apprentices (Rs. 589.10) occupations, respectively. In Iron Ore Mines, the highest and lowest average daily wage rates were reported in Winch Driver (Rs. 2168.13) and Trainees/Apprentices (Rs. 222.64) occupations, respectively. The highest and lowest average daily wage rates in Manganese Mines were reported in Dumper Operator (Rs. 2298.37) and Ore Washing Operator (Rs. 216.63) occupations, respectively. In Oil Mines, the highest and lowest average daily wage rates were reported in Mate/Mukkadam (Rs. 3857.84) and Storekeeper (Rs. 161.00) occupations, respectively.

Out of 84 occupations reported in Coal Mines, women workers were employed in 19 occupations. Out of these 19 occupations, the average daily wage rate of women workers was higher than that of their men counterparts in 7 occupations, v.i.z. Sweeper, Chemist/Dispensary, Clay Cardidge Maker, Dresser, Haulage Khalashi, Safety Lamp Checker and Shalepicking Mazdoor. In Iron Ore Mines, out of 52 occupations, employment of women was reported in 12 occupations, and their average daily wage rate was higher than that of their men counterparts in 5 occupations, v.i.z. Electrician, Helper, Machine Operator/Machinist, Cook and Screener and Cleaner. In Manganese Mines, out of 46 occupations, women workers were employed in 13 occupations and their average daily wage rate was higher than that of their men counterparts in 2 occupations, v.i.z. Coolie/Mazdoor and Mate/Mukaddam. No Women Workers were reported in Oil Mines Industry.

The average daily wage rates of time-rated workers presented in Table 3.6, follows more or less the same pattern as that for the all workers presented in Table 3.5.

Average daily wage rates of piece-rated workers by occupations have been presented in Table 3.7. The piece-rated system of wage payment was prevalent in all mining industries, except Oil Mines.

The occupations employing piece-rated workers were, Loader/Unloader, Haulage Khalashi, Miner, Trammer Underground and Basket/Tub loader in Coal Mines; Coolie/Mazdoor, Miner, Screener & Cleaner in Iron Ore Mines and Coolie/Mazdoor, Hammerman, Miner and Screener & Cleaner in Manganese Mines. Of these occupations, 1 occupation in Coal Mines, 2 occupations in Iron Ore Mines and 3 occupations in Manganese Mines had reported women piece-rated workers.

Average daily wage rates of piece-rated women workers were more than that of their men counterparts in Miner occupation in each of the

mining industries of Coal Mines and Iron Ore Mines and Coolie/Mazdoor and Miner in Manganese Mines Industry.

3.8 TRENDS IN WAGE RATES AND REAL WAGE RATES

The trend in average daily wage rates and real wage rates of workers in the selected Mining Industries has been presented in Table 3.8. The Table reveals that there has been increasing trend in the average daily wage rates of workers in all the Mining Industries during the period from first to seventh round of the survey.

In order to assess the improvement in the economic conditions of the workers, it is necessary to examine the data on real wage rates. The real wage rates for the year y^1 have been worked out with reference to the All India Consumer Price Index Numbers for Industrial Workers by shifting its base to the year $y^0=100$. Symbolically, the Real Wage Rates for the year y^1 with respect to the year y^0 may be defined as:

$$RE^{y^1} = \frac{{}_{1960}AICPI^{y^0}}{{}_{1960}AICPI^{y^1}} \times E^{y^1}$$

where,

- E^{y^1} = Actual wage rate for the year y^1
- RE^{y^1} = Real wage rate for the year y^1
- ${}_{1960}AICPI^{y^0}$ = All India CPI Number for year y^0 with base 1960=100
- ${}_{1960}AICPI^{y^1}$ = All India CPI Number for year y^1 with base 1960=100

The real wage rates and percentage increase in real wage rates in the current round (Seventh) with respect to that in the previous round in the mining industries have also been depicted in Table 3.8. It reveals that the real wage rates of the workers have increased during the seventh round in Coal Mines and Manganese Mines industries, whereas Iron Ore Mines and Oil Mines industries have recorded a decline in real wage rates. The highest change in real wage rates during the seventh round (2016) as compared to that in the sixth round (2005) was observed at 99.30 percent in Manganese Mines Industry, followed by 43.72 percent in Coal Mines Industry, (-)8.43 percent in Iron Ore Mines Industry and (-)33.75 percent in Oil Mines Industry.

Exhibit 3.6: Trend in Real Wage Rates in Four Mining Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2005)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Coal Mines	21.40	14.89	43.72	69.78
2	Iron Ore Mines	11.19	12.22	(-) 8.43	55.27
3	Manganese Mines	11.40	5.72	99.30	45.92
4	Oil Mines	17.88	26.99	(-) 33.75	182.03

(⁺) = The prices are at 1960 price.

3.9 DEARNESS ALLOWANCE

Dearness Allowance (DA) is paid to the employees to compensate them for the erosion in their wages due to increase in the price level. The system of payment of DA has its own diversity and disparity in the pattern of payment of remuneration to employees. It not only differs from industry to industry but also within the same industry. A fairly large number of industrial establishments in the country pay a separate allowance known as the dearness allowance to supplement the wages of their employees. It includes any payment made to protect the employees against the inflation and rising prices, such as, dearness allowance (DA), variable dearness allowance (VDA), interim relief, dearness pay, etc. Since the payment of dearness allowance is not occupation specific, therefore, the information collected during the survey covered all the employees in the sample units.

3.10 EXTENT OF DEARNESS ALLOWANCE PAYMENT

Industry-wise and stratum-wise, number of units paying DA as a separate component of wages/salaries is given in Table 3.9. For all mining industries taken together, 73.91 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different mining industries, 92.99 percent units in Coal Mines, 42.13 percent units in Iron Ore Mines, 55.12 percent units in Manganese Mines and 68.24 percent in Oil Mines were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 90.74 percent units were reported to be using CPI numbers

brought out by Labour Bureau for payment of DA, whereas, 1.77 percent of the units were using CPI series brought out by State Governments and remaining 7.49 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Jharkhand, West Bengal, Telangana, Chhattisgarh, Madhya Pradesh and Residual Strata of Coal Mines, Jharkhand and Chhattisgarh Strata of Iron Ore Mines, Madhya Pradesh and Odisha Strata of Manganese Mines and Gujarat, Assam and Residual strata of Oil Mines were using CPI number brought out by Labour Bureau.

Of the units using Labour Bureau CPI Numbers for payment of dearness allowance to their employees, 96.85 percent units were using CPI Numbers for Industrial workers (2001=100), 0.15 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 3.00 percent were using CPI-IW (Other Base).

While analyzing data on the percentage use of Labour Bureau Consumer Price Index Centres, it is observed that cent percent units were using All India Consumer Price Index Numbers (AICPI).

3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

Table 3.10 reveals that 96.14 percent employees in Coal Mines, 52.27 percent employees in Iron Ore Mines, 79.28 percent employees in Manganese Mines and 76.17 percent in Oil Mines were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 20.63 percent was in Residual stratum of Iron Ore Mines. Taking entire four mining industries as a whole, 89.48 percent of employees were receiving dearness allowance. Out of all the units paying dearness allowance in the mining industries, 94.58 percent of employees were receiving dearness allowance.

3.12 PERCENTAGE DISTRIBUTION OF UNITS PAYING DA BY CRITERION FOR PAYMENT OF DA

A number of methods and procedures are adopted by industrial units for compilation and payment of dearness allowance to its employees. The method followed by units are either according to changes in Consumer Price Index Numbers or linked to pay scales/slabs or paid at a flat rate or combination of all these systems. Distribution of units paying dearness allowance by system of payment is presented in Table 3.11.

Among the units paying DA (i.e. 73.91 percent of the total number of units), a vast majority (about 81.61 percent) units were paying DA on CPI numbers, followed by 8.58 percent units were paying DA on flat rates, 6.13 percent units were paying DA on other methods/combination system and 3.68 percent units were paying DA on pay scale/slab system.

Exhibit 3.7: Percentage Units Paying DA & Employees Receiving DA in Mining Industry

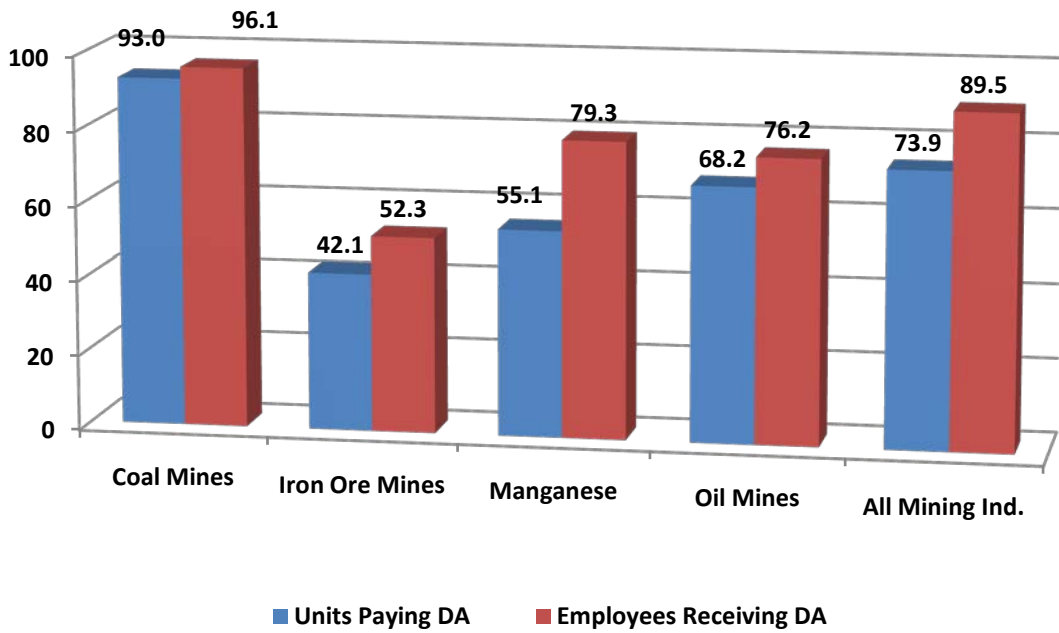
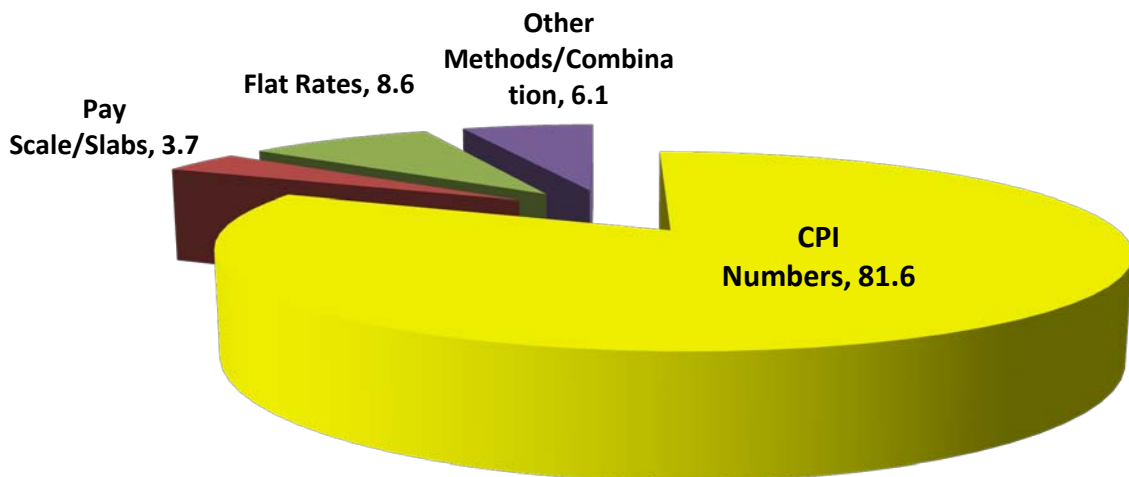


Exhibit 3.8: Percentage Units Paying DA by System of Payment



CHAPTER-IV PAYROLL EARNINGS

4.0 INTRODUCTION

Payroll earnings of workers in different occupations in an industry/region reflect the inter-industry and intra-industry differentials in income and socio-economic conditions of the workers. Data on earnings from payrolls of establishments refer to cash payments received by the workers from the employers. It includes remuneration paid to workers regularly in every wage period for normal working hours, overtime payment, bonus (production, incentive, attendance, etc.), dearness allowance, remuneration for time not worked (public holidays, sick leave and other paid leave), other cash allowances of a regular nature, and regular payments made in kind. Payments of irregular nature, such as, profit sharing bonus, ex-gratia payment, etc. are excluded from the scope of data on earnings. Similarly, payments made towards free housing, ex-gratia payments like gratuity, lay-off compensation, etc. are also excluded from the scope of earnings. The requisite information collected during the course of survey from a sample of workers drawn from each selected occupation in four selected mining industries is analyzed in succeeding paragraphs.

The information on average daily earnings, presented in this Chapter and elsewhere in the Report, relates to wages/earnings per manday paid for. For arriving at the figure of average daily earnings, the total payroll earnings in a pay period is divided by the total number of days paid for during the period i.e. the total number of days worked plus the number of days not worked but paid for.

4.1 AVERAGE DAILY EARNINGS BY SEXAGE

Average daily earnings of workers by sex have been presented in Table 4.1. The overall average daily earnings of men, women and all workers in the Four Mines Industries worked out to Rs. 1419.95, Rs. 1049.10 and Rs. 1411.94, respectively.

The earnings of women workers were less than that of their men counterparts in all the mining industries, except in Oil Mines where no women worker was reported. However, at the stratum level, the average daily earnings of women workers were higher than their men counterparts in the West Bengal Stratum of Coal Mines and Madhya Pradesh Stratum of Maganese Mines.

The average daily earnings of men workers were the highest at Rs. 1515.11 in Coal Mines, followed by Rs. 1470.81 in Oil Mines. Similarly, the average daily earnings of women workers was highest at Rs. 1404.72 in Coal Mines, followed by Rs. 685.18 in Manganese Mines Industry, whereas the lowest average daily earnings of women workers at Rs. 375.78 was in Iron Ore Mines.

Exhibit 4.1: Average Daily Earnings by Sexage

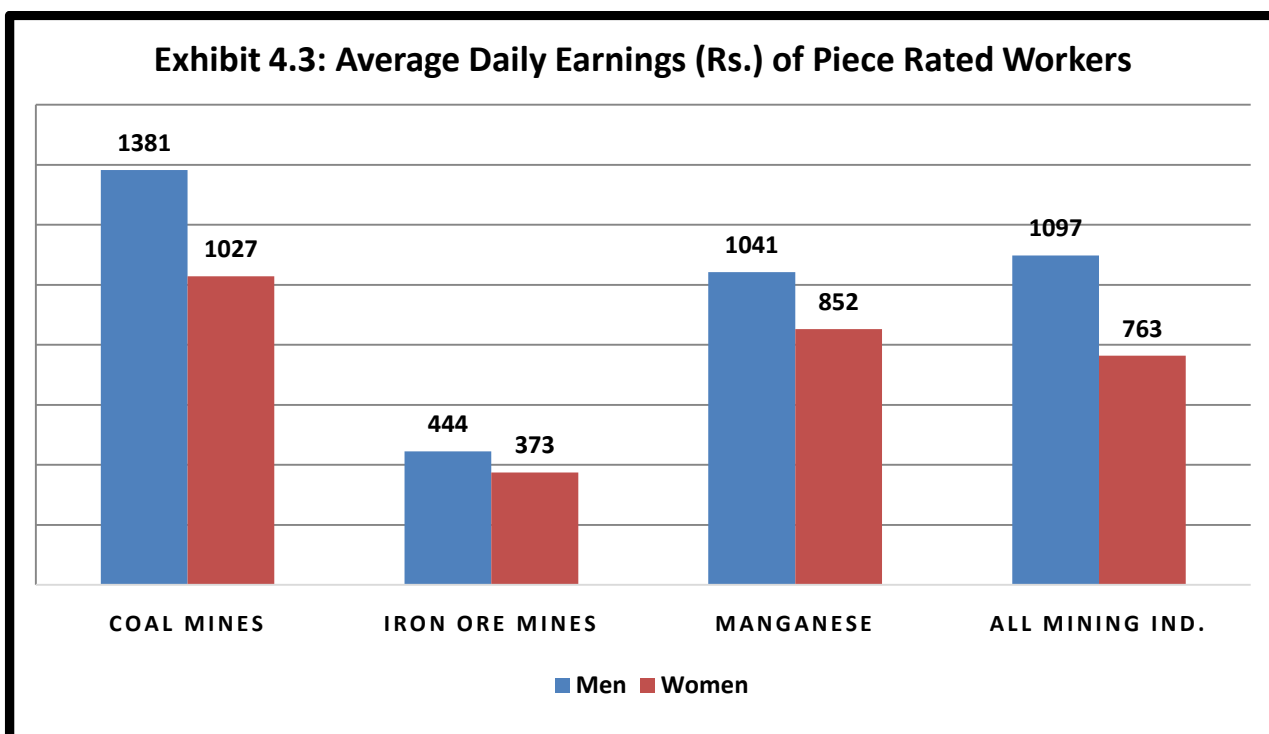
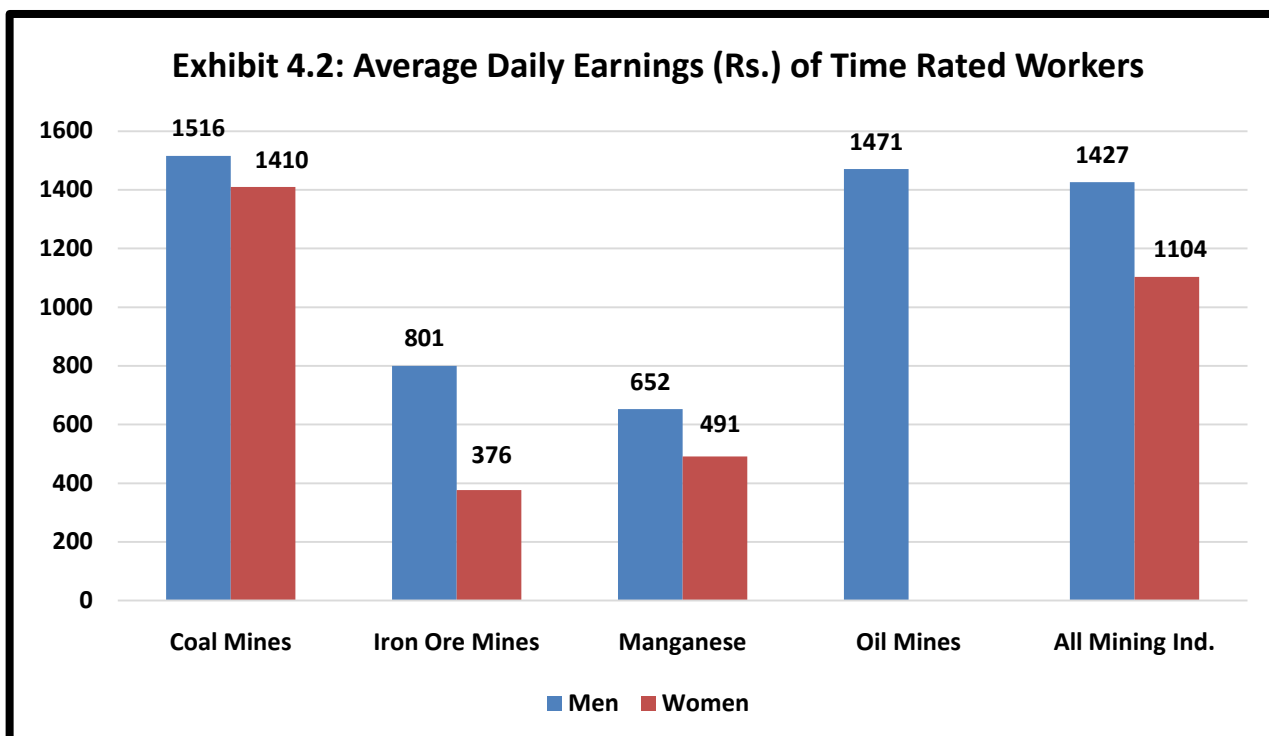
Industries	Average Daily Earnings (Rs.)		
	Men	Women	Combined
Coal Mines	1515.11	1404.72	1513.37
Iron Ore Mines	792.71	375.78	774.09
Manganese Mines	779.51	685.18	768.55
Oil Mines	1470.81	-	1470.81
All Mines Industries	1419.95	1049.10	1411.94

4.2 AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS BY SEXAGE

Average daily earnings of time-rated workers by sex have been presented in Table 4.2. The average daily earnings of time-rated men, women and all workers were observed at Rs. 1426.89, Rs. 1103.54 and Rs. 1420.88, respectively. Further, in time-rated category, average daily earnings of men workers were higher than that of their women counterparts in all the mining industries. The highest average daily earnings of time-rated men and women workers were reported in Coal Mines at the rate of Rs. 1516.26 and Rs. 1409.90, respectively. The lowest average daily earnings of time-rated men and women workers were observed at the rate of Rs. 652.14 in Manganese Mines and Rs. 376.30 in Iron Ore Mines, respectively.

4.3 AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS BY SEXAGE

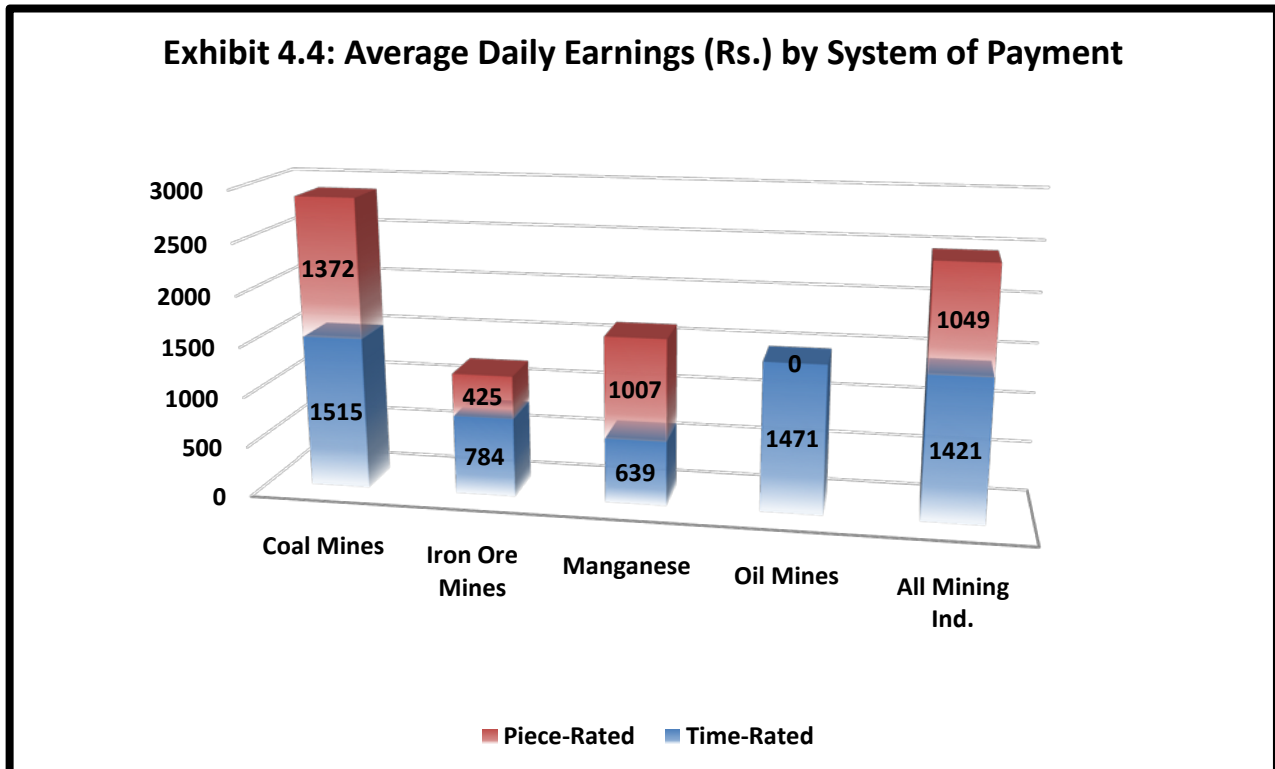
Sex-wise information on average daily earnings of piece-rated workers is given in Table 4.3. The average daily earnings of piece-rated men, women and all workers was found to be Rs. 1096.61, Rs. 762.72 and Rs. 1048.66, respectively. The highest average daily earnings of piece-rated men and women workers were observed at the rate of Rs. 1381.26 and Rs. 1027.20 in Coal Mines, respectively and the lowest at the rate of Rs. 444.14 and Rs. 373.24 in Iron Ore Mines, respectively.



4.4 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.4. For all mining industries taken together, the average daily earnings of time-rated workers (Rs. 1420.88) were higher than that of the piece-rated workers (Rs. 1048.66). At the industry level, the average daily earnings of piece-rated workers was more than

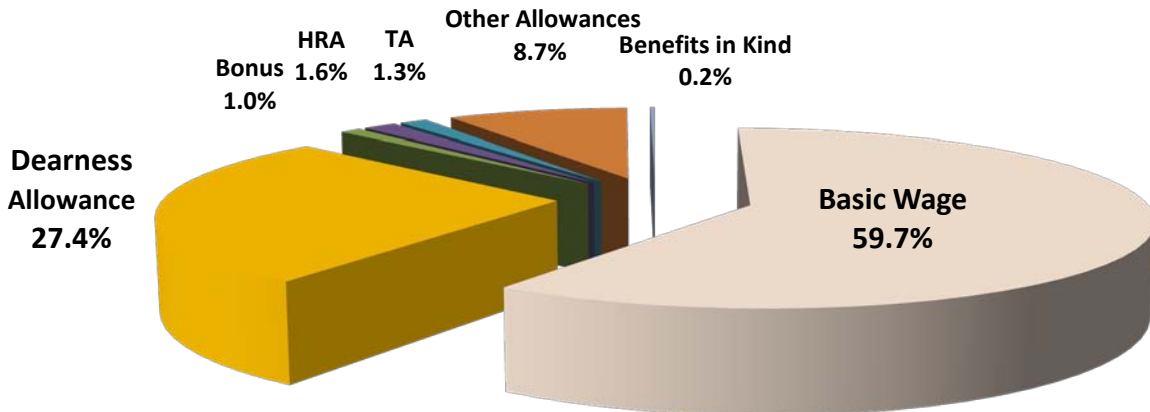
that of their time-rated counterparts in Manganese Mines, whereas it was opposite in remaining mining industries. The highest average daily earnings of the time-rated workers was observed at Rs. 1514.59 in Coal Mines, followed by Rs. 1470.81 in Oil Mines, whereas the lowest average daily earnings of Rs. 638.78 was found in Manganese Mines.



4.5 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.5. It may be seen from the Table that the basic wage and dearness allowance were the two main components of worker's earnings. Both these components taken together accounted for 87.12 percent of total average daily earnings for all the four mining industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were other allowances (8.70 percent), house rent allowances (1.61 percent), travelling allowances (1.33 percent), bonus (1.01 percent) and benefits-in-kind (0.22 percent).

Exhibit 4.5: Share of Different Components in Average Daily Earnings



4.6 DISTRIBUTION OF WORKERS BY LEVELS OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.6. The average daily earnings of 42.65 percent of workers were in the range of Rs. 1500.01 to Rs. 2000.00 per day, followed by 22.87 percent workers between Rs. 1000.01 to Rs. 1500.00 per day.

The percentage workers receiving the average daily earnings in the range of Rs. 1500.01 to Rs. 2000.00 per day were 51.08 percent in Coal Mines, 12.87 percent in Iron Ore Mines, 1.22 percent in Manganese Mines and 4.50 percent in Oil Mines.

At stratum level, 84.88 percent workers in Chhattisgarh stratum of Iron Ore Mines and 68.12 percent in Madhya Pradesh stratum of Coal Mines earned in the range of Rs. 1500.01 to Rs. 2000.00 per day.

4.7 DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

The percentage of workers in each occupation and the percentage of total wage bill accrued to them have been presented in Table 4.7. It is observed that in each Mining Industry, there were only few occupations, which employed majority of workers in that particular industry and accounted for the major portion of the wage bill in the industry.

In Coal Mines, five occupations viz., Coolie/Mazdoor, Driller, Electrician, Fitter and Trammer Underground accounted for 44.71 percent of the employment and 42.61 percent of the wage bill as well.

In Iron Ore Mines, six occupations viz., Coolie/Mazdoor, Driver, Helper, Mechanic (Gen), Supervisor and HEMM Operator accounted for 54.88 percent of the employment and 53.35 percent of the wage bill in the industry.

In Manganese Mines, four occupations viz., Coolie/Mazdoor, Driver, Helper and Miner accounted for 74.97 percent of the employment and 74.38 percent of the wage bill in the industry.

In Oil Mines, five occupations viz., Helper, Watchman, Chemical Attendant/Tradesman, Production Station Operator and Rig Man/Driller, accounted for 78.01 percent and 66.47 percent of the wage bill in the industry.

4.8 AVERAGE DAILY EARNINGS OF WORKERS BY OCCUPATION AND SEXAGE

Average daily earnings of workers by occupation and sex have been presented in Table 4.8. The highest average daily earnings in different occupations were observed for Checker (Rs. 3934.13) in Coal Mines; Chargehand (Rs. 2203.35) in Iron Ore Mines; Dumper Operator (Rs. 2278.17) in Manganese Mines and Mate/Mukaddam (Rs. 4628.20) in Oil Mines Industry.

On the other hand, the lowest average daily earnings were observed for Trainees/Apprentices (Rs. 396.26) in Coal Mines; Hammerman (Rs. 267.80) in Iron Ore Mines; Grinder (Rs. 299.73) in Manganese Mines and Plumber (Rs. 261.00) in Oil Mines Industry.

Out of 84 occupations reported in Coal Mines, women workers were employed in 19 occupations and their earnings were more than their men counterparts in 9 occupations, viz., Coolie/Mazdoor, Electrician, Helper, Sweeper, Clay Cardidge Maker, Dresser, Haulage Operator, Safety Lamp Checker and shalepicking Mazdoor.

Out of 52 occupations in Iron Ore Mines, women were reported in 12 occupations and their earnings were more than their men counterparts in 3 occupations, viz., Helper, Machine Operator/Machinist and Screener & Cleaner.

Out of 46 occupations reported in Manganese Mines, women were employed in 13 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Coolie/Mazdoor, Helper and Mate/Mukaddam.

4.9 AVERAGE DAILY EARNINGS BY OCCUPATIONS, SEXAGE AND SYSTEM OF PAYMENT

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.9, 4.10 and 4.11, respectively. Table 4.11 shows that the average daily earnings of piece-rated workers for all mining industries taken together were lower than the earnings of time-rated workers. The average daily earnings of piece-rated workers were less than time-rated workers in two mining industries, except in Manganese Mines.

An analysis of data presented in Table 4.9, revealed that at occupation level, the average daily earnings of time-rated women workers were higher than that of their men counterparts in 9 occupations, viz. Coolie/Mazdoor, Electrician, Helper, Sweeper, Clay Cardidge Maker, Dresser, Haulage Khalashi, Safety Lamp Checker and Shalepicking Mazdoor in Coal Mines; in 3 occupations, viz. Helper, Machine Operator/Machinist and Screener and Cleaner in Iron Ore Mines and in 3 occupations, viz. Coolie/Mazdoor, Helper and Mate/Mukaddam in Manganese Mines.

The average daily earnings of piece-rated workers by occupation and sex have been presented in Table 4.10. The average daily earnings of piece-rated women workers were less than men workers in all mines for all occupations combined together. Moreover, the earnings of piece-rated women workers were more than that of their men counterparts in occupations, Miner of Coal Mines; Miner of Iron Ore Mines and Miner of Manganese Mines.

4.10 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF EARNINGS

The average daily earnings of workers by components in each occupation are depicted in Table 4.12. It is observed that in all the occupations as well as at industry level, the basic wage and dearness allowance were the major components of the average daily earnings. Among other components of earning, other allowance and house rent allowance were paid in most of the occupations in all the mining industries with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the mining industries. Benefits-in-kind was also paid in most of the occupations of all the mining industries.

4.11 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings of workers by sexage and system of wage payment over different rounds has been presented in Table 4.13. It is seen that the average daily earnings have registered an increase in all Four Mining Industries in the current round (2016) as compared with the previous round (2005).

In order to assess the improvement in the economic conditions of the workers, it is necessary to examine the data on real earnings. The real earnings for the workers have also been presented in the Table 4.13. The real earnings have been defined on the same line as the real wage rate defined in Chapter-III.

The Table shows the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 2005. The Table reveals that the real earnings of the workers have increased in Coal Mines, Iron Ore Mines and Manganese Mines Industries covered during 7th round of Occupational Wage Survey. However, real earnings decreased in Oil Mines Industry. The highest change in real earnings has been observed at 94.46 percent in Manganese Mines, followed by 45.17 percent in Coal Mines, 8.60 percent in Iron Ore Mines and (-)19.86 percent in Oil Mines.

Exhibit 4.6: Trend in Real Earnings (Rs.) in Mining Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2005)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Coal Mines	24.20	16.67	45.17	50.04
2	Iron Ore Mines	12.38	11.40	8.60	41.09
3	Manganese Mines	12.29	6.32	94.46	42.34
4	Oil Mines	23.52	29.35	(-) 19.86	140.38

⁺ () = The prices are at 1960 price.

CHAPTER-V SPECIAL TABLES

5.1 COEFFICIENT OF VARIATION FOR WAGE RATES

The coefficient of variation is a measure of relative dispersion and defined as:

$$\text{Coefficient of Variation (CV)} = \frac{\text{Standard Deviation}}{\text{Mean}} \times 100$$

It is generally expressed in terms of percentage. The use of Coefficient of Variation is important due to the fact that the Mean and Standard Deviation tend to change together in many experiments. Also the Standard Deviation is not a very helpful measure of dispersion when studied alone for any distribution, in general. Hence, knowledge of relative variation i.e. coefficient of variation is valuable in evaluating the consistency of various parameters estimated in a survey.

The coefficient of variation of average daily maximum wage rates, average daily minimum wage rates and average daily mean wage rates have been presented in Table 5.1.

The coefficient of variation in average daily mean wage rates at industry level was observed to be 41.77 percent. The coefficient of variation in average daily minimum wage rates and average daily maximum wage rates were found to be 45.26 percent and 43.62 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation in average daily wage rates was observed at 58.98 percent in Manganese Mines, followed by Iron Ore Mines at 52.77 percent. The lowest coefficient of variation was observed in Oil Mines at 28.71 percent.

It may also, be seen from Table 5.1 that in average daily mean wage rates at Stratum level, the highest coefficient of variation at 84.00 percent was observed in Residual stratum of Manganese Mines, followed by 71.79 percent in Chhattisgarh stratum of Iron Ore Mines. The minimum coefficient of variation was 4.28 percent in Karnataka stratum of Iron Ore Mines.

5.2 COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY OCCUPATIONS AND BETWEEN STRATA

For comparing the variations in the average earnings at industry, stratum and occupation level, the coefficient of variation in average daily earnings for all the strata and occupations in different

industries were worked out. These have been presented in the Tables 5.2 and 5.3, respectively. The coefficient of variation for average daily earnings for some of the occupations could not be worked out because of the reason that only one worker was found employed in these occupations in a textile. The parameter for such occupations has been indicated by putting a dash (-) against these occupations.

It may be seen from Table 5.2 that at Industry level, the maximum coefficient of variation in average daily wage earnings was observed at 78.95 percent in Oil Mines, followed by Manganese Mines at 68.50 percent. The lowest coefficient of variation was found in Coal Mines at 27.32 percent. At stratum level, among the mining industries, the highest coefficient of variation at 104.44 percent was observed in Gujarat stratum of Oil Mines, followed by 82.42 percent in Residual stratum of Manganese Mines. The minimum coefficient of variation was 15.26 percent in Chhattisgarh stratum of Coal Mines.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Coal Mines was observed in Gen/Turbo Operator (99.06 percent) and Banksman (1.19 percent) occupations, respectively. In Iron Ore Mines, the highest and lowest coefficient of variation was found in Mason (119.75 percent) and Hammerman (4.44 percent) occupations, respectively. The highest and lowest coefficient of variation in Manganese Mines was observed in Miner (99.33 percent) and Engine Room Attendant/Operator (0.04 percent) occupations, respectively. The highest and lowest coefficient of variation in Oil Mines was found in Machinist/Boring Operator (122.15 percent) and Engine Room Attendant/Operator (4.65 percent) occupations, respectively.

5.3 WEIGHTING DIAGRAM FOR WAGE RATE INDEX NUMBERS

One of the main objective of the Occupational Wage Survey is to provide the bench mark data for constructing weighting diagram for the new series of the Wage Rate Index Numbers compiled by Labour Bureau. For the purpose, occupation-wise data on average daily employment and average daily mean wage rates within each stratum of an industry has been presented in Table 5.4. Average daily mean wage has been calculated as the mean of the average daily minimum and maximum wage rates.

5.4 LIMITATION OF THE SURVEY

The average daily wage rate at industry level was observed to contain significantly higher coefficient of variation (41.77 percent). The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 45.26 percent and 43.62 percent respectively. Furthermore, the coefficient of variation of average daily earnings was observed to be higher (42.29 percent) than the variations in average daily wage rates. Therefore, results should be analysed keeping in view the variability of the estimates so generated.

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

DETAILED TABLES

ON

**FOUR MINING INDUSTRIES
(2017)**

TABLE 1.1
COVERAGE OF UNITS AND PERCENTAGE SHARE OF UNITS IN SAMPLE TO THE FRAME IN INDUSTRIES

Sl. No.	Industry/Stratum	Number of Units in						Percentage of Units in Sample to Frame
		Frame			Sample			
		Upper	Lower	Total	Upper	Lower	Total	
1	2	3	4	5	6	7	8	9
I.	Coal Mines	196	346	542	14	17	31	5.72
	1 Jharkhand	52	110	162	2	5	7	4.32
	2 West Bengal	38	56	94	2	2	4	4.26
	3 Telangana	36	13	49	2	2	4	8.16
	4 Chhattisgarh	16	49	65	2	2	4	6.15
	5 Madhya Pradesh	17	51	68	2	2	4	5.88
	6 Maharashtra	19	38	57	2	2	4	7.02
	7 Residual	18	29	47	2	2	4	8.51
II.	Iron Ore Mines	42	193	235	19	73	92	39.15
	1 Odisha	22	18	40	10	6	16	40.00
	2 Jharkhand	7	8	15	3	3	6	40.00
	3 Karnataka	5	54	59	2	21	23	38.98
	4 Chhattisgarh	6	3	9	2	1	3	33.33
	5 Goa	2	61	63	2	24	26	41.27
	6 Residual	0	49	49	0	18	18	36.73
III.	Manganese Mines	21	106	127	13	61	74	58.27
	1 Maharashtra	6	18	24	4	10	14	58.33
	2 Madhya Pradesh	6	36	42	4	20	24	57.14
	3 Odisha	5	11	16	3	6	9	56.25
	4 Karnataka	4	10	14	2	6	8	57.14
	5 Residual	0	31	31	0	19	19	61.29
IV.	Oil Mines	13	72	85	7	27	34	40.00
	1 Gujarat	7	28	35	2	12	14	40.00
	2 Assam	0	16	16	0	5	5	31.25
	3 Residual	6	28	34	5	10	15	44.12
All Mining Industries		272	717	989	53	178	231	23.36

TABLE 2.1
CATEGORY-WISE EMPLOYMENT DISTRIBUTION IN INDUSTRIES

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
I.	Coal Mines	253206	61654	314860
	1 Jharkhand	91184	18540	109724
	2 West Bengal	77021	11116	88137
	3 Telangana	7987	275	8262
	4 Chhattisgarh	24697	8737	33434
	5 Madhya Pradesh	12809	8378	21187
	6 Maharashtra	25150	12085	37235
	7 Residual	14358	2523	16881
II.	Iron Ore Mines	29008	10130	39138
	1 Odisha	8578	2046	10624
	2 Jharkhand	4729	3393	8122
	3 Karnataka	5115	1584	6699
	4 Chhattisgarh	3153	1710	4863
	5 Goa	5642	920	6562
	6 Residual	1791	477	2268
III.	Manganese Mines	12922	3542	16464
	1 Maharashtra	3358	586	3944
	2 Madhya Pradesh	5826	1622	7448
	3 Odisha	1552	382	1934
	4 Karnataka	1288	762	2050
	5 Residual	898	190	1088
IV.	Oil Mines	19290	16308	35598
	1 Gujarat	14112	9514	23626
	2 Assam	1395	1119	2514
	3 Residual	3783	5675	9458
All Mining Industries		314426	91634	406060

TABLE 2.2
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Percentage		Percentage of Workers			
		Total No. of Workers	distn of Workers	Men	Women	Adole-scents	Children
1	2	3	4	5	6	7	8
I.	Coal Mines	253206	80.53	98.42	1.58	-	-
	1 Jharkhand	91184	29.00	97.56	2.44	-	-
	2 West Bengal	77021	24.50	98.13	1.87	-	-
	3 Telangana	7987	2.54	100.00	-	-	-
	4 Chhattisgarh	24697	7.85	99.87	0.13	-	-
	5 Madhya Pradesh	12809	4.07	99.80	0.20	-	-
	6 Maharashtra	25150	8.00	99.28	0.72	-	-
	7 Residual	14358	4.57	99.44	0.56	-	-
II.	Iron Ore Mines	29008	9.23	95.54	4.46	-	-
	1 Odisha	8578	2.73	90.44	9.56	-	-
	2 Jharkhand	4729	1.50	95.35	4.65	-	-
	3 Karnataka	5115	1.63	99.82	0.18	-	-
	4 Chhattisgarh	3153	1.00	100.00	-	-	-
	5 Goa	5642	1.79	99.57	0.43	-	-
	6 Residual	1791	0.57	87.60	12.40	-	-
III.	Manganese Mines	12922	4.11	88.38	11.62	-	-
	1 Maharashtra	3358	1.07	84.75	15.25	-	-
	2 Madhya Pradesh	5826	1.85	89.84	10.16	-	-
	3 Odisha	1552	0.49	94.07	5.93	-	-
	4 Karnataka	1288	0.41	100.00	-	-	-
	5 Residual	898	0.29	65.92	34.08	-	-
IV.	Oil Mines	19290	6.13	100.00	-	-	-
	1 Gujarat	14112	4.49	100.00	-	-	-
	2 Assam	1395	0.44	100.00	-	-	-
	3 Residual	3783	1.20	100.00	-	-	-
All Mining Industries		314426	100.00	97.84	2.16	-	-

TABLE 2.3
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY THE SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Coal Mines	253206	99.14	0.86
	1 Jharkhand	91184	97.94	2.06
	2 West Bengal	77021	100.00	0.00
	3 Telangana	7987	97.30	2.70
	4 Chhattisgarh	24697	100.00	0.00
	5 Madhya Pradesh	12809	100.00	0.00
	6 Maharashtra	25150	100.00	0.00
	7 Residual	14358	99.44	0.56
II.	Iron Ore Mines	29008	97.15	2.85
	1 Odisha	8578	95.35	4.65
	2 Jharkhand	4729	93.66	6.34
	3 Karnataka	5115	100.00	0.00
	4 Chhattisgarh	3153	100.00	0.00
	5 Goa	5642	100.00	0.00
	6 Residual	1791	92.80	7.20
III.	Manganese Mines	12922	64.80	35.20
	1 Maharashtra	3358	83.56	16.44
	2 Madhya Pradesh	5826	43.53	56.47
	3 Odisha	1552	69.72	30.28
	4 Karnataka	1288	100.00	0.00
	5 Residual	898	73.72	26.28
IV.	Oil Mines	19290	100.00	0.00
	1 Gujarat	14112	100.00	0.00
	2 Assam	1395	100.00	0.00
	3 Residual	3783	100.00	0.00
All Mining Industries		314426	97.60	2.40

TABLE 2.4
PERCENTAGE DISTRIBUTION OF THE TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Coal Mines	251033	98.43	1.57	-	-
	1 Jharkhand	89308	97.51	2.49	-	-
	2 West Bengal	77021	98.13	1.87	-	-
	3 Telangana	7771	100.00	-	-	-
	4 Chhattisgarh	24697	99.87	0.13	-	-
	5 Madhya Pradesh	12809	99.80	0.20	-	-
	6 Maharashtra	25150	99.28	0.72	-	-
	7 Residual	14277	99.81	0.19	-	-
II.	Iron Ore Mines	28180	96.19	3.81	-	-
	1 Odisha	8179	92.65	7.35	-	-
	2 Jharkhand	4429	95.03	4.97	-	-
	3 Karnataka	5115	99.82	0.18	-	-
	4 Chhattisgarh	3153	100.00	-	-	-
	5 Goa	5642	99.57	0.43	-	-
	6 Residual	1662	86.82	13.18	-	-
III.	Manganese Mines	8374	91.71	8.29	-	-
	1 Maharashtra	2806	85.25	14.75	-	-
	2 Madhya Pradesh	2536	96.14	3.86	-	-
	3 Odisha	1082	97.60	2.40	-	-
	4 Karnataka	1288	100.00	-	-	-
	5 Residual	662	76.44	23.56	-	-
IV.	Oil Mines	19290	100.00	-	-	-
	1 Gujarat	14112	100.00	-	-	-
	2 Assam	1395	100.00	-	-	-
	3 Residual	3783	100.00	-	-	-
All Mining Industries		306877	98.14	1.86	-	-

TABLE 2.5
PERCENTAGE DISTRIBUTION OF THE PIECE-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Total No. of Piece Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Coal Mines	2173	97.51	2.49	-	-
	1 Jharkhand	1876	100.00	-	-	-
	2 Telangana	216	100.00	-	-	-
	3 Residual	81	33.33	66.67	-	-
II.	Iron Ore Mines	828	73.19	26.81	-	-
	1 Odisha	399	45.11	54.89	-	-
	2 Jharkhand	300	100.00	-	-	-
	3 Residual	129	97.67	2.33	-	-
III.	Manganese Mines	4548	82.23	17.77	-	-
	1 Maharashtra	552	82.25	17.75	-	-
	2 Madhya Pradesh	3290	84.98	15.02	-	-
	3 Odisha	470	85.96	14.04	-	-
	4 Residual	236	36.44	63.56	-	-
All Mining Industries		7549	85.64	14.36	-	-

TABLE 2.6
PERCENTAGE DISTRIBUTION OF WORKERS IN MAJOR OCCUPATIONS BY INDUSTRIES

Sl. No.	Occupation	Percentage of Workers				
		Coal Mines	Iron Ore Mines	Manganese Mines	Oil Mines	All Ind.
1	Beltman/Mochi	0.24	-	-	-	0.19
2	Blacksmith	0.14	0.08	0.03	-	0.12
3	Boiler Attendant	0.15	-	-	-	0.12
4	Cable Jointer/Cable	2.26	-	-	-	1.82
5	Carpenter	0.13	0.01	0.08	0.04	0.11
6	Chargehand	-	1.12	0.36	-	0.12
7	Chargeman	0.04	-	0.11	0.56	0.07
8	Checker	0.23	0.76	0.17	-	0.26
9	Compressor Op.	0.21	0.11	0.12	-	0.18
10	Coolie/Mazdoor	17.39	12.46	58.77	0.21	17.58
11	Crane Operator	0.73	0.45	0.03	0.04	0.63
12	Driller	3.90	0.64	1.04	0.08	3.25
13	Driver	1.20	9.19	3.99	0.26	1.99
14	Electrician	4.27	3.01	1.61	3.72	4.01
15	Engine Room Att./Op	-	-	0.06	0.44	0.03
16	Fireman	0.31	0.22	-	-	0.27
17	Fitter	11.19	1.12	0.70	1.16	9.21
18	Mech/Elec Foreman	2.14	2.13	1.55	2.25	2.12
19	Furnaceman	-	0.21	-	-	0.02
20	Gas Cutter	0.09	0.46	-	-	0.12
21	Grinder	0.05	-	0.08	-	0.04
22	Hammerman	0.16	0.14	0.37	-	0.16
23	Helper	2.41	9.53	6.95	14.41	3.99
24	Instrument Mech	0.35	0.15	-	0.98	0.35
25	Lineman	0.34	-	0.05	-	0.27
26	Loader/Unloader	0.27	0.64	0.08	-	0.28
27	Mistry/Kangani	0.17	0.13	-	0.06	0.15
28	Mason	0.07	0.04	0.03	-	0.06
29	Mate/Mukaddam	1.01	2.63	2.23	0.50	1.18
30	Mechanic(General)/T	0.76	7.57	0.51	0.60	1.37
31	Motor Mechanic	0.12	0.60	0.09	-	0.15
32	Moulder	0.01	-	-	-	0.00
33	Oilman/Greaser	0.12	0.19	0.02	0.03	0.11
34	Picker	0.11	0.02	0.33	-	0.10
35	Plumber	0.14	0.04	0.03	0.03	0.12
36	Pump Attendant	3.24	0.38	0.15	-	2.65
37	Rigger	0.01	-	-	-	0.01
38	Shot Firer/Blaster	1.58	0.64	1.35	-	1.39
39	Supervisor	0.95	6.26	1.90	0.52	1.45
40	Sweeper	0.64	0.65	0.67	0.67	0.64
41	Switch Board Atten.	0.38	-	-	-	0.31
42	Tindal	1.99	-	-	-	1.60

Table 2.6

Sl. No.	Occupation	Percentage of Workers				
		Coal Mines	Iron Ore Mines	Manganese Mines	Oil Mines	All Ind.
43	Tongsman	-	0.02	-	-	0.00
44	Turner	0.24	0.02	-	-	0.20
45	Watchman	0.78	5.00	1.86	32.52	3.16
46	Weigher	-	0.22	-	-	0.02
47	Welder	0.65	0.65	0.65	0.58	0.64
48	Winch Driver	0.22	0.04	0.08	0.44	0.21
49	Winder	0.02	-	-	-	0.01
50	Mach. Op./Machinist	0.26	5.61	2.03	-	0.81
51	Gen./Turbo Operator	0.25	0.05	-	-	0.21
52	Storekeeper	0.21	0.37	0.19	0.02	0.21
53	Trainees/Apprentice	0.20	0.27	-	-	0.18
54	Cook	0.12	0.43	0.40	-	0.15
55	Chemist/Dispensary	0.11	-	-	-	0.09
56	Banksman	0.10	-	-	-	0.08
57	Clay Cardidge Maker	0.15	-	-	-	0.12
58	Chainman	0.49	-	-	-	0.40
59	Clipman/Pointsman	0.46	-	-	-	0.37
60	CCM Mazdoor	2.54	-	-	-	2.04
61	Coal Cutting Mistry	0.26	-	-	-	0.21
62	Dresser	1.38	-	-	-	1.11
63	Explosive Carrier	1.42	-	-	-	1.14
64	Haulage Khalasi/Coa	2.79	-	-	-	2.25
65	Haulage Att./Operat	2.14	-	-	-	1.73
66	Khalasi/Fan Operato	0.54	-	-	-	0.43
67	Lamp Fitter	0.33	-	-	-	0.27
68	LHD Helper	0.03	-	-	-	0.02
69	LHD Operator	2.72	-	-	-	2.19
70	Loco Driver	-	-	-	-	0.00
71	Miner	0.05	-	-	-	0.04
72	Mistry/Line Mistry	1.38	-	-	-	1.11
73	Mine Service Crew	0.42	-	-	-	0.34
74	On Setter	0.23	-	-	-	0.19
75	Roof Bolting Crew/S	2.08	-	-	-	1.68
76	Safety Lamp Checker	0.09	-	-	-	0.08
77	Shalepicking Mazdoo	3.67	-	-	-	2.96
78	Sub-Station Atte	0.14	-	-	-	0.11
79	Dragline Operator	0.62	-	-	-	0.50
80	SDL Helper	0.52	-	-	-	0.42
81	Senior Roof Bolter	0.02	-	-	-	0.02
82	SDL Operator	1.10	-	-	-	0.89
83	Timberman/Mistry	0.75	-	-	-	0.60
84	Trammer Underground	7.96	-	-	-	6.41
85	Timber Trea Plant O	0.05	-	-	-	0.04
86	Stone Cutter	0.02	-	-	-	0.01
87	Basket/Tub Loader	0.81	-	-	-	0.65
88	Workshop Mechanic/D	0.48	-	-	-	0.39

Table 2.6

Sl. No.	Occupation	Percentage of Workers				
		Coal Mines	Iron Ore Mines	Manganese Mines	Oil Mines	All Ind.
89	Attendant	-	2.41	-	-	0.22
90	Miner	-	8.84	-	-	0.82
91	HEMM Operator	-	9.87	-	-	0.91
92	Skip Loader	-	1.20	-	-	0.11
93	Gangman	-	0.04	-	-	0.00
94	Screener and Cleane	-	0.20	-	-	0.02
95	Stone Cutter/Crushe	-	0.71	-	-	0.07
96	Chainman	-	0.02	-	-	0.00
97	Spotter	-	0.28	-	-	0.03
98	Cap Lamp Attendant	-	-	0.42	-	0.02
99	Dresser	-	-	0.03	-	0.00
100	Miner	-	-	5.26	-	0.22
101	Ore Washing Operato	-	-	1.01	-	0.04
102	Screener and Cleane	-	-	0.99	-	0.04
103	Tramline Worker	-	-	0.06	-	0.00
104	Mines Incharge/Engi	-	-	0.02	-	0.00
105	HEMM Operator	-	-	0.39	-	0.02
106	Dumper Operator	-	-	0.22	-	0.01
107	Chem. Att./Tradesma	-	-	-	6.26	0.38
108	Chem. Doser/Op/Wate	-	-	-	0.29	0.02
109	Cleaner	-	-	-	0.34	0.02
110	Khalasi	-	-	-	0.72	0.04
111	Machinist/Boring Op	-	-	-	0.11	0.01
112	Mud Attendant	-	-	-	0.73	0.04
113	Production Man/Prod	-	-	-	1.04	0.06
114	Production Rig Man	-	-	-	0.65	0.04
115	Prod. Station Op	-	-	-	17.62	1.08
116	Rig Man/Driller	-	-	-	7.20	0.44
117	Topeman	-	-	-	0.35	0.02
118	Fireman Gr.I	-	-	-	2.38	0.15
119	Fireman Gr.II	-	-	-	0.75	0.05
120	Fireman Gr.III	-	-	-	0.31	0.02
121	Jr. Fireman	-	-	-	0.20	0.01
122	Miscellaneous	1.71	2.18	2.97	0.96	1.76
Total		100.00	100.00	100.00	100.00	100.00

TABLE 2.7
TREND IN COMPOSITION OF WORKERS IN INDUSTRIES BY SEX-AGE AND SYSTEM OF
WAGE PAYMENT

Sl. No.	Industry/ OWS Round No./ Reference Year	Estimated Total Number of Workers	Percentage of Workers					
			By Sex-age Group				By System of Wage Payment	
			Men	Women	Adole- Scent	Child- ren	Time Rated	Piece Rated
1	2	3	4	5	6	7	8	9
I. Coal Mines								
	First Round(1958)	352800	90.20	9.80	-	-	37.80	62.20
	Second Round(1963)	382985	83.10	16.90	-	-	32.10	67.90
	Third Round(1974)	509864	90.30	9.70	-	-	46.03	53.97
	Fourth Round(1986)	577564	95.19	4.81	-	-	61.77	38.23
	Fifth Round(1993)	574929	95.22	4.78	-	-	66.38	33.62
	Sixth Round(2005)	404446	96.29	3.71	-	-	80.65	19.35
	Seventh Round(2016)	253206	98.42	1.58	-	-	99.14	0.86
II. Iron Ore Mines								
	First Round(1958)	39700	73.60	26.40	-	-	61.70	38.30
	Second Round(1963)	31586	79.90	20.00	-	0.10	54.20	45.80
	Third Round(1974)	47154	83.53	16.47	-	-	60.59	39.41
	Fourth Round(1986)	41172	84.83	15.17	-	-	70.49	29.51
	Fifth Round(1993)	48662	83.16	16.84	-	-	57.26	42.74
	Sixth Round(2005)	27802	90.91	9.09	-	-	85.47	14.53
	Seventh Round(2016)	29008	95.54	4.46	-	-	97.15	2.85
III. Manganese Mines								
	First Round(1958)	89800	55.40	44.60	-	-	36.50	63.50
	Second Round(1963)	39434	57.30	42.60	-	0.10	34.00	66.00
	Third Round(1974)	25810	58.84	41.16	-	-	28.28	71.72
	Fourth Round(1986)	22789	64.75	35.25	-	-	39.33	60.67
	Fifth Round(1993)	22451	68.68	31.32	-	-	55.02	44.98
	Sixth Round(2005)	8271	82.26	17.74	-	-	59.84	40.16
	Seventh Round(2016)	12922	88.38	11.62	-	-	64.80	35.20
IV. Oil Mines								
	Third Round(1974)	12369	99.86	0.14	-	-	100.00	-
	Fourth Round(1986)	17734	99.98	0.02	-	-	100.00	-
	Fifth Round(1993)	22478	100.00	-	-	-	100.00	-
	Sixth Round(2005)	22856	99.68	0.32	-	-	100.00	-
	Seventh Round(2016)	19290	100.00	-	-	-	100.00	-

TABLE 2.8
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS IN INDUSTRIES BY
SEXAGE

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Coal Mines	253206	98.42	1.58	-	-
	1 Beltman/Mochi	613	100.00	-	-	-
	2 Blacksmith	351	100.00	-	-	-
	3 Boiler Attendant	368	100.00	-	-	-
	4 Cable Jointer/Cablem	5724	100.00	-	-	-
	5 Carpenter	329	100.00	-	-	-
	6 Chargeman	111	100.00	-	-	-
	7 Checker	572	100.00	-	-	-
	8 Compressor Op.	522	100.00	-	-	-
	9 Coolie/Mazdoor	44027	95.42	4.58	-	-
	10 Crane Operator	1848	100.00	-	-	-
	11 Driller	9881	100.00	-	-	-
	12 Driver	3030	100.00	-	-	-
	13 Electrician	10820	99.48	0.52	-	-
	14 Fireman	788	96.19	3.81	-	-
	15 Fitter	28322	100.00	-	-	-
	16 Mech/Elec Foreman	5421	100.00	-	-	-
	17 Gas Cutter	240	100.00	-	-	-
	18 Grinder	128	100.00	-	-	-
	19 Hammerman	413	100.00	-	-	-
	20 Helper	6095	99.85	0.15	-	-
	21 Instrument Mech	879	95.68	4.32	-	-
	22 Lineman	854	100.00	-	-	-
	23 Loader/Unloader	685	100.00	-	-	-
	24 Mistry/Kangani	432	100.00	-	-	-
	25 Mason	180	100.00	-	-	-
	26 Mate/Mukaddam	2561	100.00	-	-	-
	27 Mechanic(General)/Te	1916	100.00	-	-	-
	28 Motor Mechanic	294	100.00	-	-	-
	29 Moulder	15	100.00	-	-	-
	30 Oilman/Greaser	292	100.00	-	-	-
	31 Picker	279	100.00	-	-	-
	32 Plumber	342	100.00	-	-	-
	33 Pump Attendant	8203	99.61	0.39	-	-
	34 Rigger	35	100.00	-	-	-
	35 Shot Firer/Blaster	4002	100.00	-	-	-
	36 Supervisor	2398	100.00	-	-	-
	37 Sweeper	1621	94.94	5.06	-	-
	38 Switch Board Atten.	966	100.00	-	-	-
	39 Tindal	5044	100.00	-	-	-
	40 Turner	618	100.00	-	-	-
	41 Watchman	1983	84.27	15.73	-	-
	42 Welder	1635	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
43	Winch Driver	556	100.00	-	-	-
44	Winder	44	54.55	45.45	-	-
45	Mach. Op./Machinist	660	100.00	-	-	-
46	Gen./Turbo Operator	633	100.00	-	-	-
47	Storekeeper	521	100.00	-	-	-
48	Trainees/Apprentices	503	100.00	-	-	-
49	Cook	309	62.14	37.86	-	-
50	Chemist/Dispensary	286	61.54	38.46	-	-
51	Banksman	254	100.00	-	-	-
52	Clay Cardidge Maker	370	-	100.00	-	-
53	Chainman	1250	100.00	-	-	-
54	Clipman/Pointsman	1162	100.00	-	-	-
55	CCM Mazdoor	6423	99.11	0.89	-	-
56	Coal Cutting Mistry	661	100.00	-	-	-
57	Dresser	3503	99.26	0.74	-	-
58	Explosive Carrier	3586	100.00	-	-	-
59	Haulage Khalasi/Coal	7060	96.03	3.97	-	-
60	Haulage Att./Operato	5425	100.00	-	-	-
61	Khalasi/Fan Operator	1357	100.00	-	-	-
62	Lamp Fitter	838	100.00	-	-	-
63	LHD Helper	72	100.00	-	-	-
64	LHD Operator	6898	100.00	-	-	-
65	Loco Driver	10	100.00	-	-	-
66	Miner	130	58.46	41.54	-	-
67	Mistry/Line Mistry	3502	100.00	-	-	-
68	Mine Service Crew	1069	100.00	-	-	-
69	On Setter	583	100.00	-	-	-
70	Roof Bolting Crew/St	5270	100.00	-	-	-
71	Safety Lamp Checker	240	89.17	10.83	-	-
72	Shalepicking Mazdoor	9293	96.63	3.37	-	-
73	Sub-Station Atte	344	100.00	-	-	-
74	Dragline Operator	1568	100.00	-	-	-
75	SDL Helper	1306	100.00	-	-	-
76	Senior Roof Bolter	62	100.00	-	-	-
77	SDL Operator	2785	100.00	-	-	-
78	Timberman/Mistry	1892	100.00	-	-	-
79	Trammer Underground	20167	100.00	-	-	-
80	Timber Trea Plant Op	130	100.00	-	-	-
81	Stone Cutter	46	100.00	-	-	-
82	Basket/Tub Loader	2059	100.00	-	-	-
83	Workshop Mechanic/Do	1213	100.00	-	-	-
84	Miscellaneous	4329	99.10	0.90	-	-
II.	Iron Ore Mines	29008	95.54	4.46	-	-
	1 Blacksmith	22	100.00	-	-	-
	2 Carpenter	4	100.00	-	-	-
	3 Chargehand	326	100.00	-	-	-
	4 Checker	221	100.00	-	-	-
	5 Compressor Op.	32	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
6	Coolie/Mazdoor	3615	88.88	11.12	-	-
7	Crane Operator	130	100.00	-	-	-
8	Driller	186	100.00	-	-	-
9	Driver	2665	100.00	-	-	-
10	Electrician	872	99.31	0.69	-	-
11	Fireman	64	100.00	-	-	-
12	Fitter	324	100.00	-	-	-
13	Mech/Elec Foreman	617	100.00	-	-	-
14	Furnaceman	60	100.00	-	-	-
15	Gas Cutter	133	100.00	-	-	-
16	Hammerman	40	100.00	-	-	-
17	Helper	2764	98.34	1.66	-	-
18	Instrument Mech	43	100.00	-	-	-
19	Loader/Unloader	185	100.00	-	-	-
20	Mistry/Kangani	38	100.00	-	-	-
21	Mason	12	100.00	-	-	-
22	Mate/Mukaddam	763	100.00	-	-	-
23	Mechanic(General)/Te	2196	100.00	-	-	-
24	Motor Mechanic	174	100.00	-	-	-
25	Oilman/Greaser	54	100.00	-	-	-
26	Picker	6	50.00	50.00	-	-
27	Plumber	12	100.00	-	-	-
28	Pump Attendant	111	100.00	-	-	-
29	Shot Firer/Blaster	185	90.27	9.73	-	-
30	Supervisor	1817	100.00	-	-	-
31	Sweeper	188	88.30	11.70	-	-
32	Tongsman	6	100.00	-	-	-
33	Turner	6	100.00	-	-	-
34	Watchman	1451	100.00	-	-	-
35	Weigher	65	100.00	-	-	-
36	Welder	189	100.00	-	-	-
37	Winch Driver	12	100.00	-	-	-
38	Mach. Op./Machinist	1628	99.75	0.25	-	-
39	Gen./Turbo Operator	15	100.00	-	-	-
40	Storekeeper	106	100.00	-	-	-
41	Trainees/Apprentices	77	100.00	-	-	-
42	Cook	126	93.65	6.35	-	-
43	Attendant	700	100.00	-	-	-
44	Miner	2563	71.56	28.44	-	-
45	HEMM Operator	2863	99.27	0.73	-	-
46	Skip Loader	348	100.00	-	-	-
47	Gangman	12	100.00	-	-	-
48	Screeener and Cleaner	58	48.28	51.72	-	-
49	Stone Cutter/Crusher	206	100.00	-	-	-
50	Chainman	5	100.00	-	-	-
51	Spotter	81	100.00	-	-	-
52	Miscellaneous	632	99.05	0.95	-	-
III.	Manganese Mines	12922	88.38	11.62	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
1	Blacksmith	4	100.00	-	-	-
2	Carpenter	10	100.00	-	-	-
3	Chargehand	46	100.00	-	-	-
4	Chargeman	14	100.00	-	-	-
5	Checker	22	90.91	9.09	-	-
6	Compressor Op.	16	100.00	-	-	-
7	Coolie/Mazdoor	7594	86.52	13.48	-	-
8	Crane Operator	4	100.00	-	-	-
9	Driller	134	100.00	-	-	-
10	Driver	516	100.00	-	-	-
11	Electrician	208	100.00	-	-	-
12	Engine Room Att./Opt	8	100.00	-	-	-
13	Fitter	90	100.00	-	-	-
14	Mech/Elec Foreman	200	100.00	-	-	-
15	Grinder	10	100.00	-	-	-
16	Hammerman	48	83.33	16.67	-	-
17	Helper	898	95.99	4.01	-	-
18	Lineman	6	100.00	-	-	-
19	Loader/Unloader	10	100.00	-	-	-
20	Mason	4	100.00	-	-	-
21	Mate/Mukaddam	288	99.31	0.69	-	-
22	Mechanic(General)/Te	66	100.00	-	-	-
23	Motor Mechanic	12	100.00	-	-	-
24	Oilman/Greaser	2	100.00	-	-	-
25	Picker	42	57.14	42.86	-	-
26	Plumber	4	100.00	-	-	-
27	Pump Attendant	20	100.00	-	-	-
28	Shot Firer/Blaster	174	100.00	-	-	-
29	Supervisor	246	99.19	0.81	-	-
30	Sweeper	86	69.77	30.23	-	-
31	Watchman	240	100.00	-	-	-
32	Welder	84	100.00	-	-	-
33	Winch Driver	10	100.00	-	-	-
34	Mach. Op./Machinist	262	100.00	-	-	-
35	Storekeeper	24	100.00	-	-	-
36	Cook	52	69.23	30.77	-	-
37	Cap Lamp Attendant	54	100.00	-	-	-
38	Dresser	4	100.00	-	-	-
39	Miner	680	68.24	31.76	-	-
40	Ore Washing Operator	130	69.23	30.77	-	-
41	Screener and Cleaner	128	73.44	26.56	-	-
42	Tramline Worker	8	100.00	-	-	-
43	Mines Incharge/Engin	2	100.00	-	-	-
44	HEMM Operator	50	100.00	-	-	-
45	Dumper Operator	28	100.00	-	-	-
46	Miscellaneous	384	79.69	20.31	-	-
IV.	Oil Mines	19290	100.00	-	-	-
	1 Carpenter	8	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
2	Chargeman	108	100.00	-	-	-
3	Coolie/Mazdoor	40	100.00	-	-	-
4	Crane Operator	7	100.00	-	-	-
5	Driller	16	100.00	-	-	-
6	Driver	50	100.00	-	-	-
7	Electrician	718	100.00	-	-	-
8	Engine Room Att./Opt	84	100.00	-	-	-
9	Fitter	224	100.00	-	-	-
10	Mech/Elec Foreman	434	100.00	-	-	-
11	Helper	2779	100.00	-	-	-
12	Instrument Mech	189	100.00	-	-	-
13	Mistry/Kangani	12	100.00	-	-	-
14	Mate/Mukaddam	96	100.00	-	-	-
15	Mechanic(General)/Te	116	100.00	-	-	-
16	Oilman/Greaser	6	100.00	-	-	-
17	Plumber	5	100.00	-	-	-
18	Supervisor	100	100.00	-	-	-
19	Sweeper	130	100.00	-	-	-
20	Watchman	6274	100.00	-	-	-
21	Welder	111	100.00	-	-	-
22	Winch Driver	84	100.00	-	-	-
23	Storekeeper	3	100.00	-	-	-
24	Chem. Att./Tradesman	1207	100.00	-	-	-
25	Chem. Doser/Op/Water	56	100.00	-	-	-
26	Cleaner	65	100.00	-	-	-
27	Khalasi	138	100.00	-	-	-
28	Machinist/Boring Op	22	100.00	-	-	-
29	Mud Attendant	140	100.00	-	-	-
30	Production Man/Prod.	201	100.00	-	-	-
31	Production Rig Man	126	100.00	-	-	-
32	Prod. Station Op	3398	100.00	-	-	-
33	Rig Man/Driller	1389	100.00	-	-	-
34	Topeman	67	100.00	-	-	-
35	Fireman Gr.I	459	100.00	-	-	-
36	Fireman Gr.II	144	100.00	-	-	-
37	Fireman Gr.III	60	100.00	-	-	-
38	Jr. Fireman	38	100.00	-	-	-
39	Miscellaneous	186	100.00	-	-	-
All Mining Industries		314426	97.84	2.16	-	-

TABLE 2.9
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT OCCUPATIONS IN INDUSTRIES BY THE
SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Coal Mines	253206	99.14	0.86
	1 Beltman/Mochi	613	100.00	0.00
	2 Blacksmith	351	100.00	0.00
	3 Boiler Attendant	368	100.00	0.00
	4 Cable Jointer/Cablem	5724	100.00	0.00
	5 Carpenter	329	100.00	0.00
	6 Chargeman	111	100.00	0.00
	7 Checker	572	100.00	0.00
	8 Compressor Op.	522	100.00	0.00
	9 Coolie/Mazdoor	44027	100.00	0.00
	10 Crane Operator	1848	100.00	0.00
	11 Driller	9881	100.00	0.00
	12 Driver	3030	100.00	0.00
	13 Electrician	10820	100.00	0.00
	14 Fireman	788	100.00	0.00
	15 Fitter	28322	100.00	0.00
	16 Mech/Elec Foreman	5421	100.00	0.00
	17 Gas Cutter	240	100.00	0.00
	18 Grinder	128	100.00	0.00
	19 Hammerman	413	100.00	0.00
	20 Helper	6095	100.00	0.00
	21 Instrument Mech	879	100.00	0.00
	22 Lineman	854	100.00	0.00
	23 Loader/Unloader	685	25.40	74.60
	24 Mistry/Kangani	432	100.00	0.00
	25 Mason	180	100.00	0.00
	26 Mate/Mukaddam	2561	100.00	0.00
	27 Mechanic(General)/Te	1916	100.00	0.00
	28 Motor Mechanic	294	100.00	0.00
	29 Moulder	15	100.00	0.00
	30 Oilman/Greaser	292	100.00	0.00
	31 Picker	279	100.00	0.00
	32 Plumber	342	100.00	0.00
	33 Pump Attendant	8203	100.00	0.00
	34 Rigger	35	100.00	0.00
	35 Shot Firer/Blaster	4002	100.00	0.00
	36 Supervisor	2398	100.00	0.00
	37 Sweeper	1621	100.00	0.00
	38 Switch Board Atten.	966	100.00	0.00
	39 Tindal	5044	100.00	0.00
	40 Turner	618	100.00	0.00
	41 Watchman	1983	100.00	0.00
	42 Welder	1635	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
43	Winch Driver	556	100.00	0.00
44	Winder	44	100.00	0.00
45	Mach. Op./Machinist	660	100.00	0.00
46	Gen./Turbo Operator	633	100.00	0.00
47	Storekeeper	521	100.00	0.00
48	Trainees/Apprentices	503	100.00	0.00
49	Cook	309	100.00	0.00
50	Chemist/Dispensary	286	100.00	0.00
51	Banksman	254	100.00	0.00
52	Clay Cardidge Maker	370	100.00	0.00
53	Chainman	1250	100.00	0.00
54	Clipman/Pointsman	1162	100.00	0.00
55	CCM Mazdoor	6423	100.00	0.00
56	Coal Cutting Mistry	661	100.00	0.00
57	Dresser	3503	100.00	0.00
58	Explosive Carrier	3586	100.00	0.00
59	Haulage Khalasi/Coal	7060	96.94	3.06
60	Haulage Att./Operato	5425	100.00	0.00
61	Khalasi/Fan Operator	1357	100.00	0.00
62	Lamp Fitter	838	100.00	0.00
63	LHD Helper	72	100.00	0.00
64	LHD Operator	6898	100.00	0.00
65	Loco Driver	10	100.00	0.00
66	Miner	130	58.46	41.54
67	Mistry/Line Mistry	3502	100.00	0.00
68	Mine Service Crew	1069	100.00	0.00
69	On Setter	583	100.00	0.00
70	Roof Bolting Crew/St	5270	100.00	0.00
71	Safety Lamp Checker	240	100.00	0.00
72	Shalepicking Mazdoor	9293	100.00	0.00
73	Sub-Station Atte	344	100.00	0.00
74	Dragline Operator	1568	100.00	0.00
75	SDL Helper	1306	100.00	0.00
76	Senior Roof Bolter	62	100.00	0.00
77	SDL Operator	2785	100.00	0.00
78	Timberman/Mistry	1892	100.00	0.00
79	Trammer Underground	20167	95.42	4.58
80	Timber Trea Plant Op	130	100.00	0.00
81	Stone Cutter	46	100.00	0.00
82	Basket/Tub Loader	2059	77.27	22.73
83	Workshop Mechanic/Do	1213	100.00	0.00
84	Miscellaneous	4329	100.00	0.00
II.	Iron Ore Mines	29008	97.15	2.85
	1 Blacksmith	22	100.00	0.00
	2 Carpenter	4	100.00	0.00
	3 Chargehand	326	100.00	0.00
	4 Checker	221	100.00	0.00
	5 Compressor Op.	32	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
6	Coolie/Mazdoor	3615	90.73	9.27
7	Crane Operator	130	100.00	0.00
8	Driller	186	100.00	0.00
9	Driver	2665	100.00	0.00
10	Electrician	872	100.00	0.00
11	Fireman	64	100.00	0.00
12	Fitter	324	100.00	0.00
13	Mech/Elec Foreman	617	100.00	0.00
14	Furnaceman	60	100.00	0.00
15	Gas Cutter	133	100.00	0.00
16	Hammerman	40	100.00	0.00
17	Helper	2764	100.00	0.00
18	Instrument Mech	43	100.00	0.00
19	Loader/Unloader	185	100.00	0.00
20	Mistry/Kangani	38	100.00	0.00
21	Mason	12	100.00	0.00
22	Mate/Mukaddam	763	100.00	0.00
23	Mechanic(General)/Te	2196	100.00	0.00
24	Motor Mechanic	174	100.00	0.00
25	Oilman/Greaser	54	100.00	0.00
26	Picker	6	100.00	0.00
27	Plumber	12	100.00	0.00
28	Pump Attendant	111	100.00	0.00
29	Shot Firer/Blaster	185	100.00	0.00
30	Supervisor	1817	100.00	0.00
31	Sweeper	188	100.00	0.00
32	Tongsman	6	100.00	0.00
33	Turner	6	100.00	0.00
34	Watchman	1451	100.00	0.00
35	Weigher	65	100.00	0.00
36	Welder	189	100.00	0.00
37	Winch Driver	12	100.00	0.00
38	Mach. Op./Machinist	1628	100.00	0.00
39	Gen./Turbo Operator	15	100.00	0.00
40	Storekeeper	106	100.00	0.00
41	Trainees/Apprentices	77	100.00	0.00
42	Cook	126	100.00	0.00
43	Attendant	700	100.00	0.00
44	Miner	2563	81.35	18.65
45	HEMM Operator	2863	100.00	0.00
46	Skip Loader	348	100.00	0.00
47	Gangman	12	100.00	0.00
48	Screeener and Cleaner	58	74.14	25.86
49	Stone Cutter/Crusher	206	100.00	0.00
50	Chainman	5	100.00	0.00
51	Spotter	81	100.00	0.00
52	Miscellaneous	632	100.00	0.00
III.	Manganese Mines	12922	64.80	35.20

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
1	Blacksmith	4	100.00	0.00
2	Carpenter	10	100.00	0.00
3	Chargehand	46	100.00	0.00
4	Chargeman	14	100.00	0.00
5	Checker	22	100.00	0.00
6	Compressor Op.	16	100.00	0.00
7	Coolie/Mazdoor	7594	44.35	55.65
8	Crane Operator	4	100.00	0.00
9	Driller	134	100.00	0.00
10	Driver	516	100.00	0.00
11	Electrician	208	100.00	0.00
12	Engine Room Att./Opt	8	100.00	0.00
13	Fitter	90	100.00	0.00
14	Mech/Elec Foreman	200	100.00	0.00
15	Grinder	10	100.00	0.00
16	Hammerman	48	91.67	8.33
17	Helper	898	100.00	0.00
18	Lineman	6	100.00	0.00
19	Loader/Unloader	10	100.00	0.00
20	Mason	4	100.00	0.00
21	Mate/Mukaddam	288	100.00	0.00
22	Mechanic(General)/Te	66	100.00	0.00
23	Motor Mechanic	12	100.00	0.00
24	Oilman/Greaser	2	100.00	0.00
25	Picker	42	100.00	0.00
26	Plumber	4	100.00	0.00
27	Pump Attendant	20	100.00	0.00
28	Shot Firer/Blaster	174	100.00	0.00
29	Supervisor	246	100.00	0.00
30	Sweeper	86	100.00	0.00
31	Watchman	240	100.00	0.00
32	Welder	84	100.00	0.00
33	Winch Driver	10	100.00	0.00
34	Mach. Op./Machinist	262	100.00	0.00
35	Storekeeper	24	100.00	0.00
36	Cook	52	100.00	0.00
37	Cap Lamp Attendant	54	100.00	0.00
38	Dresser	4	100.00	0.00
39	Miner	680	62.06	37.94
40	Ore Washing Operator	130	100.00	0.00
41	Screener and Cleaner	128	53.13	46.87
42	Tramline Worker	8	100.00	0.00
43	Mines Incharge/Engin	2	100.00	0.00
44	HEMM Operator	50	100.00	0.00
45	Dumper Operator	28	100.00	0.00
46	Miscellaneous	384	100.00	0.00
IV.	Oil Mines	19290	100.00	0.00
	1 Carpenter	8	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
2	Chargeman	108	100.00	0.00
3	Coolie/Mazdoor	40	100.00	0.00
4	Crane Operator	7	100.00	0.00
5	Driller	16	100.00	0.00
6	Driver	50	100.00	0.00
7	Electrician	718	100.00	0.00
8	Engine Room Att./Opt	84	100.00	0.00
9	Fitter	224	100.00	0.00
10	Mech/Elec Foreman	434	100.00	0.00
11	Helper	2779	100.00	0.00
12	Instrument Mech	189	100.00	0.00
13	Mistry/Kangani	12	100.00	0.00
14	Mate/Mukaddam	96	100.00	0.00
15	Mechanic(General)/Te	116	100.00	0.00
16	Oilman/Greaser	6	100.00	0.00
17	Plumber	5	100.00	0.00
18	Supervisor	100	100.00	0.00
19	Sweeper	130	100.00	0.00
20	Watchman	6274	100.00	0.00
21	Welder	111	100.00	0.00
22	Winch Driver	84	100.00	0.00
23	Storekeeper	3	100.00	0.00
24	Chem. Att./Tradesman	1207	100.00	0.00
25	Chem. Doser/Op/Water	56	100.00	0.00
26	Cleaner	65	100.00	0.00
27	Khalasi	138	100.00	0.00
28	Machinist/Boring Op	22	100.00	0.00
29	Mud Attendant	140	100.00	0.00
30	Production Man/Prod.	201	100.00	0.00
31	Production Rig Man	126	100.00	0.00
32	Prod. Station Op	3398	100.00	0.00
33	Rig Man/Driller	1389	100.00	0.00
34	Topeman	67	100.00	0.00
35	Fireman Gr.I	459	100.00	0.00
36	Fireman Gr.II	144	100.00	0.00
37	Fireman Gr.III	60	100.00	0.00
38	Jr. Fireman	38	100.00	0.00
39	Miscellaneous	186	100.00	0.00
All Mining Industries		314426	97.60	2.40

TABLE 3.1
AVERAGE DAILY MINIMUM AND MAXIMUM WAGE RATES IN INDUSTRIES

Sl. No.	Industry/Stratum	Average Daily Wage Rates(Rs.)		Percentage Difference in Minimum & Maximum Wage Rates
		Minimum	Maximum	
1	2	3	4	5
I.	Coal Mines	1063.24	1613.08	51.71
	1 Jharkhand	1124.37	1687.23	50.06
	2 West Bengal	947.99	1497.43	57.96
	3 Telangana	927.57	934.45	0.74
	4 Chhattisgarh	1540.51	1834.04	19.05
	5 Madhya Pradesh	1120.38	2036.19	81.74
	6 Maharashtra	766.53	1463.96	90.99
	7 Residual	1016.54	1643.69	61.69
II.	Iron Ore Mines	513.13	887.13	72.89
	1 Odisha	426.85	704.65	65.08
	2 Jharkhand	661.90	1204.96	82.05
	3 Karnataka	295.92	435.02	47.01
	4 Chhattisgarh	980.21	2232.17	127.72
	5 Goa	514.02	709.65	38.06
	6 Residual	328.76	404.29	22.97
III.	Manganese Mines	559.12	866.71	55.01
	1 Maharashtra	618.71	802.16	29.65
	2 Madhya Pradesh	609.55	1039.06	70.46
	3 Odisha	550.11	815.76	48.29
	4 Karnataka	344.43	652.09	89.32
	5 Residual	332.60	385.81	16.00
IV.	Oil Mines	706.95	1529.75	116.39
	1 Gujarat	637.91	1510.09	136.72
	2 Assam	1449.62	1759.67	21.39
	3 Residual	690.63	1518.28	119.84
All Mining Industries		969.91	1510.32	55.72

TABLE 3.2
AVERAGE DAILY WAGE RATES OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1343.21	1022.87	-	-	1338.16
	1 Jharkhand	1419.54	856.83	-	-	1405.80
	2 West Bengal	1222.41	1238.18	-	-	1222.71
	3 Telangana	931.01	-	-	-	931.01
	4 Chhattisgarh	1687.57	1465.77	-	-	1687.28
	5 Madhya Pradesh	1577.96	1737.00	-	-	1578.29
	6 Maharashtra	1114.56	1209.68	-	-	1115.25
	7 Residual	1332.40	927.86	-	-	1330.11
II.	Iron Ore Mines	713.51	413.88	-	-	700.13
	1 Odisha	584.66	386.86	-	-	565.75
	2 Jharkhand	944.94	697.55	-	-	933.43
	3 Karnataka	365.72	226.00	-	-	365.47
	4 Chhattisgarh	1606.19	-	-	-	1606.19
	5 Goa	612.85	375.88	-	-	611.84
	6 Residual	383.82	244.28	-	-	366.53
III.	Manganese Mines	722.01	643.79	-	-	712.92
	1 Maharashtra	722.98	640.71	-	-	710.43
	2 Madhya Pradesh	816.15	896.38	-	-	824.31
	3 Odisha	706.47	309.61	-	-	682.94
	4 Karnataka	498.26	-	-	-	498.26
	5 Residual	410.10	260.74	-	-	359.21
IV.	Oil Mines	1118.35	-	-	-	1118.35
	1 Gujarat	1074.00	-	-	-	1074.00
	2 Assam	1604.65	-	-	-	1604.65
	3 Residual	1104.45	-	-	-	1104.45
All Mining Industries		1249.32	822.75	-	-	1240.12

TABLE 3.2(a)
AVERAGE DAILY MINIMUM WAGE RATES OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1065.40	928.45	-	-	1063.24
	1 Jharkhand	1132.63	794.39	-	-	1124.37
	2 West Bengal	945.55	1075.80	-	-	947.99
	3 Telangana	927.57	-	-	-	927.57
	4 Chhattisgarh	1540.67	1418.75	-	-	1540.51
	5 Madhya Pradesh	1119.13	1737.00	-	-	1120.38
	6 Maharashtra	763.39	1201.92	-	-	766.53
	7 Residual	1017.06	924.95	-	-	1016.54
II.	Iron Ore Mines	518.91	389.37	-	-	513.13
	1 Odisha	433.06	368.09	-	-	426.85
	2 Jharkhand	663.22	634.92	-	-	661.90
	3 Karnataka	296.07	210.00	-	-	295.92
	4 Chhattisgarh	980.21	-	-	-	980.21
	5 Goa	514.61	375.88	-	-	514.02
	6 Residual	342.26	233.36	-	-	328.76
III.	Manganese Mines	555.13	589.43	-	-	559.12
	1 Maharashtra	628.56	563.96	-	-	618.71
	2 Madhya Pradesh	584.54	830.68	-	-	609.55
	3 Odisha	565.90	299.61	-	-	550.11
	4 Karnataka	344.43	-	-	-	344.43
	5 Residual	374.02	252.46	-	-	332.60
IV.	Oil Mines	706.95	-	-	-	706.95
	1 Gujarat	637.91	-	-	-	637.91
	2 Assam	1449.62	-	-	-	1449.62
	3 Residual	690.63	-	-	-	690.63
All Mining Industries		974.75	750.54	-	-	969.91

TABLE 3.2(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1621.01	1117.28	-	-	1613.08
	1 Jharkhand	1706.44	919.27	-	-	1687.23
	2 West Bengal	1499.28	1400.57	-	-	1497.43
	3 Telangana	934.45	-	-	-	934.45
	4 Chhattisgarh	1834.46	1512.78	-	-	1834.04
	5 Madhya Pradesh	2036.80	1737.00	-	-	2036.19
	6 Maharashtra	1465.73	1217.43	-	-	1463.96
	7 Residual	1647.73	930.78	-	-	1643.69
II.	Iron Ore Mines	908.10	438.38	-	-	887.13
	1 Odisha	736.25	405.63	-	-	704.65
	2 Jharkhand	1226.67	760.17	-	-	1204.96
	3 Karnataka	435.36	242.00	-	-	435.02
	4 Chhattisgarh	2232.17	-	-	-	2232.17
	5 Goa	711.08	375.88	-	-	709.65
	6 Residual	425.38	255.20	-	-	404.29
III.	Manganese Mines	888.88	698.15	-	-	866.71
	1 Maharashtra	817.40	717.45	-	-	802.16
	2 Madhya Pradesh	1047.77	962.09	-	-	1039.06
	3 Odisha	847.03	319.61	-	-	815.76
	4 Karnataka	652.09	-	-	-	652.09
	5 Residual	446.18	269.01	-	-	385.81
IV.	Oil Mines	1529.75	-	-	-	1529.75
	1 Gujarat	1510.09	-	-	-	1510.09
	2 Assam	1759.67	-	-	-	1759.67
	3 Residual	1518.28	-	-	-	1518.28
All Mining Industries		1523.89	894.95	-	-	1510.32

TABLE 3.3
AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1342.38	1024.89	-	-	1337.40
	1 Jharkhand	1417.76	856.83	-	-	1403.78
	2 West Bengal	1222.41	1238.18	-	-	1222.71
	3 Telangana	930.23	-	-	-	930.23
	4 Chhattisgarh	1687.57	1465.77	-	-	1687.28
	5 Madhya Pradesh	1577.96	1737.00	-	-	1578.29
	6 Maharashtra	1114.56	1209.68	-	-	1115.25
	7 Residual	1333.10	1032.27	-	-	1332.53
II.	Iron Ore Mines	722.49	374.50	-	-	709.24
	1 Odisha	590.96	306.17	-	-	570.04
	2 Jharkhand	990.06	697.55	-	-	975.53
	3 Karnataka	365.72	226.00	-	-	365.47
	4 Chhattisgarh	1606.19	-	-	-	1606.19
	5 Goa	612.85	375.88	-	-	611.84
	6 Residual	391.12	243.42	-	-	371.66
III.	Manganese Mines	667.44	494.57	-	-	653.11
	1 Maharashtra	731.54	648.29	-	-	719.25
	2 Madhya Pradesh	667.55	422.54	-	-	658.08
	3 Odisha	850.37	294.54	-	-	837.01
	4 Karnataka	498.26	-	-	-	498.26
	5 Residual	412.73	165.19	-	-	354.40
IV.	Oil Mines	1118.35	-	-	-	1118.35
	1 Gujarat	1074.00	-	-	-	1074.00
	2 Assam	1604.65	-	-	-	1604.65
	3 Residual	1104.45	-	-	-	1104.45
All Mining Industries		1255.03	837.95	-	-	1247.28

TABLE 3.3(a)
AVERAGE DAILY MINIMUM WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1067.94	929.18	-	-	1065.77
	1 Jharkhand	1141.00	794.39	-	-	1132.36
	2 West Bengal	945.55	1075.80	-	-	947.99
	3 Telangana	926.69	-	-	-	926.69
	4 Chhattisgarh	1540.67	1418.75	-	-	1540.51
	5 Madhya Pradesh	1119.13	1737.00	-	-	1120.38
	6 Maharashtra	763.39	1201.92	-	-	766.53
	7 Residual	1017.16	1023.52	-	-	1017.18
II.	Iron Ore Mines	523.54	352.93	-	-	517.05
	1 Odisha	435.77	294.86	-	-	425.41
	2 Jharkhand	688.25	634.92	-	-	685.60
	3 Karnataka	296.07	210.00	-	-	295.92
	4 Chhattisgarh	980.21	-	-	-	980.21
	5 Goa	514.61	375.88	-	-	514.02
	6 Residual	345.93	232.36	-	-	330.96
III.	Manganese Mines	551.31	437.68	-	-	541.89
	1 Maharashtra	637.38	559.08	-	-	625.83
	2 Madhya Pradesh	564.36	401.59	-	-	558.07
	3 Odisha	665.04	282.62	-	-	655.85
	4 Karnataka	344.43	-	-	-	344.43
	5 Residual	370.81	164.02	-	-	322.08
IV.	Oil Mines	706.95	-	-	-	706.95
	1 Gujarat	637.91	-	-	-	637.91
	2 Assam	1449.62	-	-	-	1449.62
	3 Residual	690.63	-	-	-	690.63
All Mining Industries		982.65	760.92	-	-	978.53

TABLE 3.3(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1616.81	1120.59	-	-	1609.03
	1 Jharkhand	1694.52	919.27	-	-	1675.20
	2 West Bengal	1499.28	1400.57	-	-	1497.43
	3 Telangana	933.76	-	-	-	933.76
	4 Chhattisgarh	1834.46	1512.78	-	-	1834.04
	5 Madhya Pradesh	2036.80	1737.00	-	-	2036.19
	6 Maharashtra	1465.73	1217.43	-	-	1463.96
	7 Residual	1649.04	1041.02	-	-	1647.89
II.	Iron Ore Mines	921.43	396.06	-	-	901.43
	1 Odisha	746.16	317.48	-	-	714.66
	2 Jharkhand	1291.86	760.17	-	-	1265.45
	3 Karnataka	435.36	242.00	-	-	435.02
	4 Chhattisgarh	2232.17	-	-	-	2232.17
	5 Goa	711.08	375.88	-	-	709.65
	6 Residual	436.31	254.49	-	-	412.36
III.	Manganese Mines	783.56	551.45	-	-	764.33
	1 Maharashtra	825.69	737.50	-	-	812.68
	2 Madhya Pradesh	770.74	443.48	-	-	758.09
	3 Odisha	1035.69	306.46	-	-	1018.17
	4 Karnataka	652.09	-	-	-	652.09
	5 Residual	454.66	166.36	-	-	386.72
IV.	Oil Mines	1529.75	-	-	-	1529.75
	1 Gujarat	1510.09	-	-	-	1510.09
	2 Assam	1759.67	-	-	-	1759.67
	3 Residual	1518.28	-	-	-	1518.28
All Mining Industries		1527.40	914.98	-	-	1516.02

TABLE 3.4
AVERAGE DAILY WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1439.72	875.66	-	-	1425.70
	1 Jharkhand	1501.96	-	-	-	1501.96
	2 Telangana	959.27	-	-	-	959.27
	3 Residual	959.27	875.66	-	-	903.53
II.	Iron Ore Mines	311.67	604.22	-	-	390.11
	1 Odisha	319.14	608.30	-	-	477.85
	2 Jharkhand	312.00	-	-	-	312.00
	3 Residual	300.21	307.00	-	-	300.37
III.	Manganese Mines	834.07	771.96	-	-	823.03
	1 Maharashtra	677.89	608.66	-	-	665.60
	2 Madhya Pradesh	945.73	990.38	-	-	952.44
	3 Odisha	330.33	315.55	-	-	328.25
	4 Residual	394.63	360.11	-	-	372.69
All Mining Industries		983.61	742.77	-	-	949.03

TABLE 3.4(a)
AVERAGE DAILY MINIMUM WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	768.87	875.66	-	-	771.53
	1 Jharkhand	744.21	-	-	-	744.21
	2 Telangana	959.27	-	-	-	959.27
	3 Residual	959.27	875.66	-	-	903.53
II.	Iron Ore Mines	311.67	565.49	-	-	379.72
	1 Odisha	319.14	569.03	-	-	456.30
	2 Jharkhand	312.00	-	-	-	312.00
	3 Residual	300.21	307.00	-	-	300.37
III.	Manganese Mines	562.99	719.77	-	-	590.84
	1 Maharashtra	582.06	584.57	-	-	582.51
	2 Madhya Pradesh	602.14	915.80	-	-	649.24
	3 Odisha	306.77	306.30	-	-	306.71
	4 Residual	392.95	344.44	-	-	362.12
All Mining Industries		606.91	695.94	-	-	619.70

TABLE 3.4(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	2110.57	875.66	-	-	2079.88
	1 Jharkhand	2259.70	-	-	-	2259.70
	2 Telangana	959.27	-	-	-	959.27
	3 Residual	959.27	875.66	-	-	903.53
II.	Iron Ore Mines	311.67	642.95	-	-	400.49
	1 Odisha	319.14	647.55	-	-	499.39
	2 Jharkhand	312.00	-	-	-	312.00
	3 Residual	300.21	307.00	-	-	300.37
III.	Manganese Mines	1105.15	824.14	-	-	1055.23
	1 Maharashtra	773.71	632.75	-	-	748.68
	2 Madhya Pradesh	1289.32	1064.97	-	-	1255.64
	3 Odisha	353.88	324.79	-	-	349.80
	4 Residual	396.30	375.77	-	-	383.25
All Mining Industries		1360.31	789.60	-	-	1278.36

TABLE 3.5
AVERAGE DAILY WAGE RATES OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1343.21	1022.87	-	-	1338.16
	1 Beltman/Mochi	1677.58	-	-	-	1677.58
	2 Blacksmith	1733.04	-	-	-	1733.04
	3 Boiler Attendant	986.55	-	-	-	986.55
	4 Cable Jointer/Cablem	1335.51	-	-	-	1335.51
	5 Carpenter	1256.59	-	-	-	1256.59
	6 Chargeman	1727.63	-	-	-	1727.63
	7 Checker	1134.65	-	-	-	1134.65
	8 Compressor Op.	1136.60	-	-	-	1136.60
	9 Coolie/Mazdoor	1084.77	844.07	-	-	1073.73
	10 Crane Operator	1574.60	-	-	-	1574.60
	11 Driller	1394.55	-	-	-	1394.55
	12 Driver	1352.12	-	-	-	1352.12
	13 Electrician	1486.42	1304.08	-	-	1485.47
	14 Fireman	1859.30	1200.70	-	-	1834.23
	15 Fitter	1375.01	-	-	-	1375.01
	16 Mech/Elec Foreman	1555.84	-	-	-	1555.84
	17 Gas Cutter	1841.35	-	-	-	1841.35
	18 Grinder	1785.02	-	-	-	1785.02
	19 Hammerman	1299.89	-	-	-	1299.89
	20 Helper	1585.15	1320.73	-	-	1584.76
	21 Instrument Mech	1937.33	1168.42	-	-	1904.09
	22 Lineman	1304.84	-	-	-	1304.84
	23 Loader/Unloader	1261.92	-	-	-	1261.92
	24 Mistry/Kangani	1768.50	-	-	-	1768.50
	25 Mason	1231.74	-	-	-	1231.74
	26 Mate/Mukaddam	1449.28	-	-	-	1449.28
	27 Mechanic(General)/Te	1658.49	-	-	-	1658.49
	28 Motor Mechanic	1547.38	-	-	-	1547.38
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1278.50	-	-	-	1278.50
	31 Picker	2155.76	-	-	-	2155.76
	32 Plumber	1313.34	-	-	-	1313.34
	33 Pump Attendant	1335.47	1220.73	-	-	1335.03
	34 Rigger	1230.50	-	-	-	1230.50
	35 Shot Firer/Blaster	1428.53	-	-	-	1428.53
	36 Supervisor	1411.21	-	-	-	1411.21
	37 Sweeper	1059.96	1625.86	-	-	1088.58
	38 Switch Board Atten.	1810.99	-	-	-	1810.99
	39 Tindal	1539.15	-	-	-	1539.15
	40 Turner	1736.97	-	-	-	1736.97
	41 Watchman	1364.67	1258.35	-	-	1347.94
	42 Welder	1525.01	-	-	-	1525.01
	43 Winch Driver	1508.27	-	-	-	1508.27

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
44	Winder	1762.39	1419.02	-	-	1606.31
45	Mach. Op./Machinist	1170.71	-	-	-	1170.71
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	1101.58	-	-	-	1101.58
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1553.03	1456.81	-	-	1516.60
50	Chemist/Dispensary	856.09	873.90	-	-	862.94
51	Banksman	1658.87	-	-	-	1658.87
52	Clay Cardidge Maker	-	1183.17	-	-	1183.17
53	Chainman	1341.68	-	-	-	1341.68
54	Clipman/Pointsman	1718.20	-	-	-	1718.20
55	CCM Mazdoor	1036.59	974.72	-	-	1036.04
56	Coal Cutting Mistry	1313.45	-	-	-	1313.45
57	Dresser	1368.81	1737.00	-	-	1371.54
58	Explosive Carrier	1112.25	-	-	-	1112.25
59	Haulage Khalasi/Coal	1056.43	1166.70	-	-	1060.81
60	Haulage Att./Operato	1559.43	-	-	-	1559.43
61	Khalasi/Fan Operator	1452.97	-	-	-	1452.97
62	Lamp Fitter	1666.80	-	-	-	1666.80
63	LHD Helper	1530.46	-	-	-	1530.46
64	LHD Operator	1804.17	-	-	-	1804.17
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1008.70	875.66	-	-	953.44
67	Mistry/Line Mistry	1477.55	-	-	-	1477.55
68	Mine Service Crew	1481.84	-	-	-	1481.84
69	On Setter	1459.17	-	-	-	1459.17
70	Roof Bolting Crew/St	1281.26	-	-	-	1281.26
71	Safety Lamp Checker	790.50	1235.74	-	-	838.73
72	Shalepicking Mazdoor	708.27	1187.99	-	-	724.42
73	Sub-Station Atte	1585.11	-	-	-	1585.11
74	Dragline Operator	1573.93	-	-	-	1573.93
75	SDL Helper	1823.03	-	-	-	1823.03
76	Senior Roof Bolter	1735.57	-	-	-	1735.57
77	SDL Operator	1368.95	-	-	-	1368.95
78	Timberman/Mistry	1407.32	-	-	-	1407.32
79	Trammer Underground	1588.08	-	-	-	1588.08
80	Timber Trea Plant Op	1916.37	-	-	-	1916.37
81	Stone Cutter	1336.25	-	-	-	1336.25
82	Basket/Tub Loader	939.19	-	-	-	939.19
83	Workshop Mechanic/Do	1616.32	-	-	-	1616.32
84	Miscellaneous	1430.20	901.91	-	-	1425.44
II.	Iron Ore Mines	713.51	413.88	-	-	700.13
1	Blacksmith	892.16	-	-	-	892.16
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	2068.76	-	-	-	2068.76
4	Checker	748.88	-	-	-	748.88
5	Compressor Op.	456.29	-	-	-	456.29
6	Coolie/Mazdoor	341.68	260.45	-	-	332.65

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
7	Crane Operator	1078.32	-	-	-	1078.32
8	Driller	1298.02	-	-	-	1298.02
9	Driver	610.59	-	-	-	610.59
10	Electrician	1045.78	1279.23	-	-	1047.39
11	Fireman	1705.91	-	-	-	1705.91
12	Fitter	870.82	-	-	-	870.82
13	Mech/Elec Foreman	796.39	-	-	-	796.39
14	Furnaceman	1685.66	-	-	-	1685.66
15	Gas Cutter	276.57	-	-	-	276.57
16	Hammerman	308.99	-	-	-	308.99
17	Helper	465.71	1265.45	-	-	479.02
18	Instrument Mech	1813.84	-	-	-	1813.84
19	Loader/Unloader	283.11	-	-	-	283.11
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	468.71	-	-	-	468.71
23	Mechanic(General)/Te	1227.58	-	-	-	1227.58
24	Motor Mechanic	1464.56	-	-	-	1464.56
25	Oilman/Greaser	661.31	-	-	-	661.31
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	524.99	-	-	-	524.99
28	Pump Attendant	533.14	-	-	-	533.14
29	Shot Firer/Blaster	882.86	246.00	-	-	820.90
30	Supervisor	567.20	-	-	-	567.20
31	Sweeper	362.79	317.28	-	-	357.46
32	Tongsman	273.38	-	-	-	273.38
33	Turner	794.85	-	-	-	794.85
34	Watchman	275.43	-	-	-	275.43
35	Weigher	512.76	-	-	-	512.76
36	Welder	754.15	-	-	-	754.15
37	Winch Driver	2168.13	-	-	-	2168.13
38	Mach. Op./Machinist	884.54	1177.65	-	-	885.26
39	Gen./Turbo Operator	360.00	-	-	-	360.00
40	Storekeeper	709.30	-	-	-	709.30
41	Trainees/Apprentices	222.64	-	-	-	222.64
42	Cook	632.69	760.88	-	-	640.83
43	Attendant	622.69	-	-	-	622.69
44	Miner	603.57	401.44	-	-	546.08
45	HEMM Operator	987.32	246.00	-	-	981.88
46	Skip Loader	865.16	-	-	-	865.16
47	Gangman	645.72	-	-	-	645.72
48	Screener and Cleaner	485.86	1336.94	-	-	926.07
49	Stone Cutter/Crusher	1561.50	-	-	-	1561.50
50	Chainman	402.49	-	-	-	402.49
51	Spotter	230.70	-	-	-	230.70
52	Miscellaneous	866.80	765.53	-	-	865.84
III.	Manganese Mines	722.01	643.79	-	-	712.92
1	Blacksmith	1090.00	-	-	-	1090.00

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	2 Carpenter	491.71	-	-	-	491.71
	3 Chargehand	1663.60	-	-	-	1663.60
	4 Chargeman	919.00	-	-	-	919.00
	5 Checker	1160.82	971.50	-	-	1143.61
	6 Compressor Op.	644.36	-	-	-	644.36
	7 Coolie/Mazdoor	719.69	797.34	-	-	730.16
	8 Crane Operator	1299.04	-	-	-	1299.04
	9 Driller	990.50	-	-	-	990.50
	10 Driver	712.16	-	-	-	712.16
	11 Electrician	1059.26	-	-	-	1059.26
	12 Engine Room Att./Opt	1189.78	-	-	-	1189.78
	13 Fitter	803.78	-	-	-	803.78
	14 Mech/Elec Foreman	951.33	-	-	-	951.33
	15 Grinder	314.50	-	-	-	314.50
	16 Hammerman	543.40	300.00	-	-	502.84
	17 Helper	718.65	547.04	-	-	711.77
	18 Lineman	733.68	-	-	-	733.68
	19 Loader/Unloader	319.00	-	-	-	319.00
	20 Mason	922.30	-	-	-	922.30
	21 Mate/Mukaddam	815.51	924.50	-	-	816.27
	22 Mechanic(General)/Te	965.08	-	-	-	965.08
	23 Motor Mechanic	1136.34	-	-	-	1136.34
	24 Oilman/Greaser	396.00	-	-	-	396.00
	25 Picker	505.00	369.72	-	-	447.02
	26 Plumber	378.00	-	-	-	378.00
	27 Pump Attendant	638.07	-	-	-	638.07
	28 Shot Firer/Blaster	854.62	-	-	-	854.62
	29 Supervisor	566.80	292.00	-	-	564.57
	30 Sweeper	833.27	810.71	-	-	826.45
	31 Watchman	658.74	-	-	-	658.74
	32 Welder	852.37	-	-	-	852.37
	33 Winch Driver	1114.31	-	-	-	1114.31
	34 Mach. Op./Machinist	744.59	-	-	-	744.59
	35 Storekeeper	613.98	-	-	-	613.98
	36 Cook	520.84	309.83	-	-	455.92
	37 Cap Lamp Attendant	557.11	-	-	-	557.11
	38 Dresser	1084.50	-	-	-	1084.50
	39 Miner	295.01	256.56	-	-	282.80
	40 Ore Washing Operator	248.92	144.00	-	-	216.63
	41 Screener and Cleaner	760.80	260.12	-	-	627.80
	42 Tramline Worker	968.06	-	-	-	968.06
	43 Mines Incharge/Engin	365.38	-	-	-	365.38
	44 HEMM Operator	1481.04	-	-	-	1481.04
	45 Dumper Operator	2298.37	-	-	-	2298.37
	46 Miscellaneous	572.01	273.24	-	-	511.32
IV.	Oil Mines	1118.35	-	-	-	1118.35
	1 Carpenter	386.23	-	-	-	386.23
	2 Chargeman	2000.95	-	-	-	2000.95

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	975.13	-	-	-	975.13
7	Electrician	2023.00	-	-	-	2023.00
8	Engine Room Att./Opt	954.99	-	-	-	954.99
9	Fitter	2202.00	-	-	-	2202.00
10	Mech/Elec Foreman	3101.24	-	-	-	3101.24
11	Helper	594.08	-	-	-	594.08
12	Instrument Mech	1940.86	-	-	-	1940.86
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	3857.84	-	-	-	3857.84
15	Mechanic(General)/Te	1948.83	-	-	-	1948.83
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	455.97	-	-	-	455.97
19	Sweeper	394.61	-	-	-	394.61
20	Watchman	460.90	-	-	-	460.90
21	Welder	1076.06	-	-	-	1076.06
22	Winch Driver	2543.29	-	-	-	2543.29
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	1925.10	-	-	-	1925.10
25	Chem. Doser/Op/Water	1984.61	-	-	-	1984.61
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	777.19	-	-	-	777.19
29	Mud Attendant	1270.62	-	-	-	1270.62
30	Production Man/Prod.	1761.72	-	-	-	1761.72
31	Production Rig Man	2232.57	-	-	-	2232.57
32	Prod. Station Op	1270.01	-	-	-	1270.01
33	Rig Man/Driller	1913.70	-	-	-	1913.70
34	Topeman	2425.35	-	-	-	2425.35
35	Fireman Gr.I	2108.85	-	-	-	2108.85
36	Fireman Gr.II	1439.04	-	-	-	1439.04
37	Fireman Gr.III	1550.61	-	-	-	1550.61
38	Jr. Fireman	790.08	-	-	-	790.08
39	Miscellaneous	1103.96	-	-	-	1103.96
All Mining Industries		1249.32	822.75	-	-	1240.12

TABLE 3.5(a)
AVERAGE DAILY MINIMUM WAGE RATES OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1065.40	928.45	-	-	1063.24
	1 Beltman/Mochi	1513.11	-	-	-	1513.11
	2 Blacksmith	1612.77	-	-	-	1612.77
	3 Boiler Attendant	953.32	-	-	-	953.32
	4 Cable Jointer/Cablem	1051.80	-	-	-	1051.80
	5 Carpenter	971.72	-	-	-	971.72
	6 Chargeman	1581.11	-	-	-	1581.11
	7 Checker	848.67	-	-	-	848.67
	8 Compressor Op.	1038.89	-	-	-	1038.89
	9 Coolie/Mazdoor	730.07	779.29	-	-	732.32
	10 Crane Operator	1099.24	-	-	-	1099.24
	11 Driller	1116.97	-	-	-	1116.97
	12 Driver	1083.16	-	-	-	1083.16
	13 Electrician	1282.59	921.07	-	-	1280.72
	14 Fireman	1622.27	1200.70	-	-	1606.22
	15 Fitter	1103.01	-	-	-	1103.01
	16 Mech/Elec Foreman	1261.37	-	-	-	1261.37
	17 Gas Cutter	1386.15	-	-	-	1386.15
	18 Grinder	1153.34	-	-	-	1153.34
	19 Hammerman	860.51	-	-	-	860.51
	20 Helper	1411.09	1320.73	-	-	1410.96
	21 Instrument Mech	1696.65	985.35	-	-	1665.90
	22 Lineman	1116.88	-	-	-	1116.88
	23 Loader/Unloader	574.24	-	-	-	574.24
	24 Mistry/Kangani	1294.00	-	-	-	1294.00
	25 Mason	1129.80	-	-	-	1129.80
	26 Mate/Mukaddam	1131.05	-	-	-	1131.05
	27 Mechanic(General)/Te	1436.38	-	-	-	1436.38
	28 Motor Mechanic	1070.64	-	-	-	1070.64
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1049.90	-	-	-	1049.90
	31 Picker	1932.68	-	-	-	1932.68
	32 Plumber	1093.06	-	-	-	1093.06
	33 Pump Attendant	1117.77	1220.73	-	-	1118.17
	34 Rigger	924.10	-	-	-	924.10
	35 Shot Firer/Blaster	1245.65	-	-	-	1245.65
	36 Supervisor	1138.93	-	-	-	1138.93
	37 Sweeper	912.19	1615.08	-	-	947.74
	38 Switch Board Atten.	1641.72	-	-	-	1641.72
	39 Tindal	1268.89	-	-	-	1268.89
	40 Turner	1546.97	-	-	-	1546.97
	41 Watchman	1240.34	1146.36	-	-	1225.56
	42 Welder	1220.02	-	-	-	1220.02
	43 Winch Driver	1270.20	-	-	-	1270.20

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
44	Winder	1710.32	1418.99	-	-	1577.90
45	Mach. Op./Machinist	612.12	-	-	-	612.12
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	733.72	-	-	-	733.72
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1304.22	1283.29	-	-	1296.30
50	Chemist/Dispensary	798.99	801.19	-	-	799.84
51	Banksman	1434.65	-	-	-	1434.65
52	Clay Cardidge Maker	-	1063.13	-	-	1063.13
53	Chainman	1129.94	-	-	-	1129.94
54	Clipman/Pointsman	1449.93	-	-	-	1449.93
55	CCM Mazdoor	958.48	865.07	-	-	957.65
56	Coal Cutting Mistry	1089.52	-	-	-	1089.52
57	Dresser	1117.83	1737.00	-	-	1122.43
58	Explosive Carrier	820.53	-	-	-	820.53
59	Haulage Khalasi/Coal	903.66	900.26	-	-	903.53
60	Haulage Att./Operato	1164.17	-	-	-	1164.17
61	Khalasi/Fan Operator	1276.28	-	-	-	1276.28
62	Lamp Fitter	1573.43	-	-	-	1573.43
63	LHD Helper	1299.78	-	-	-	1299.78
64	LHD Operator	1325.49	-	-	-	1325.49
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	930.16	875.66	-	-	907.52
67	Mistry/Line Mistry	1169.54	-	-	-	1169.54
68	Mine Service Crew	1326.51	-	-	-	1326.51
69	On Setter	1244.05	-	-	-	1244.05
70	Roof Bolting Crew/St	901.89	-	-	-	901.89
71	Safety Lamp Checker	746.82	1235.74	-	-	799.78
72	Shalepicking Mazdoor	649.64	1098.21	-	-	664.75
73	Sub-Station Atte	1377.33	-	-	-	1377.33
74	Dragline Operator	1356.18	-	-	-	1356.18
75	SDL Helper	1516.20	-	-	-	1516.20
76	Senior Roof Bolter	1654.52	-	-	-	1654.52
77	SDL Operator	1035.44	-	-	-	1035.44
78	Timberman/Mistry	1132.75	-	-	-	1132.75
79	Trammer Underground	1221.31	-	-	-	1221.31
80	Timber Trea Plant Op	1671.12	-	-	-	1671.12
81	Stone Cutter	1174.91	-	-	-	1174.91
82	Basket/Tub Loader	813.41	-	-	-	813.41
83	Workshop Mechanic/Do	1300.00	-	-	-	1300.00
84	Miscellaneous	1142.23	901.91	-	-	1140.06
II.	Iron Ore Mines	518.91	389.37	-	-	513.13
1	Blacksmith	823.78	-	-	-	823.78
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	1365.76	-	-	-	1365.76
4	Checker	594.06	-	-	-	594.06
5	Compressor Op.	433.16	-	-	-	433.16
6	Coolie/Mazdoor	311.39	238.70	-	-	303.31

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
7	Crane Operator	823.10	-	-	-	823.10
8	Driller	896.86	-	-	-	896.86
9	Driver	455.09	-	-	-	455.09
10	Electrician	702.17	1222.61	-	-	705.75
11	Fireman	1165.63	-	-	-	1165.63
12	Fitter	662.95	-	-	-	662.95
13	Mech/Elec Foreman	573.57	-	-	-	573.57
14	Furnaceman	1194.76	-	-	-	1194.76
15	Gas Cutter	267.93	-	-	-	267.93
16	Hammerman	308.99	-	-	-	308.99
17	Helper	390.32	1148.04	-	-	402.93
18	Instrument Mech	1127.29	-	-	-	1127.29
19	Loader/Unloader	274.85	-	-	-	274.85
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	407.70	-	-	-	407.70
23	Mechanic(General)/Te	762.17	-	-	-	762.17
24	Motor Mechanic	1081.90	-	-	-	1081.90
25	Oilman/Greaser	619.66	-	-	-	619.66
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	486.52	-	-	-	486.52
28	Pump Attendant	472.08	-	-	-	472.08
29	Shot Firer/Blaster	742.08	246.00	-	-	693.81
30	Supervisor	428.04	-	-	-	428.04
31	Sweeper	305.31	304.59	-	-	305.22
32	Tongsman	269.49	-	-	-	269.49
33	Turner	794.85	-	-	-	794.85
34	Watchman	264.47	-	-	-	264.47
35	Weigher	505.21	-	-	-	505.21
36	Welder	578.70	-	-	-	578.70
37	Winch Driver	1673.99	-	-	-	1673.99
38	Mach. Op./Machinist	586.03	1177.65	-	-	587.48
39	Gen./Turbo Operator	279.20	-	-	-	279.20
40	Storekeeper	664.99	-	-	-	664.99
41	Trainees/Apprentices	211.24	-	-	-	211.24
42	Cook	558.01	760.88	-	-	570.89
43	Attendant	510.36	-	-	-	510.36
44	Miner	398.71	385.57	-	-	394.97
45	HEMM Operator	660.61	246.00	-	-	657.57
46	Skip Loader	638.45	-	-	-	638.45
47	Gangman	359.90	-	-	-	359.90
48	Screeener and Cleaner	456.83	1156.67	-	-	818.82
49	Stone Cutter/Crusher	873.98	-	-	-	873.98
50	Chainman	402.49	-	-	-	402.49
51	Spotter	194.40	-	-	-	194.40
52	Miscellaneous	695.72	765.53	-	-	696.38
III.	Manganese Mines	555.13	589.43	-	-	559.12
1	Blacksmith	970.00	-	-	-	970.00

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	2 Carpenter	482.38	-	-	-	482.38
	3 Chargehand	1389.88	-	-	-	1389.88
	4 Chargeman	919.00	-	-	-	919.00
	5 Checker	999.58	838.00	-	-	984.89
	6 Compressor Op.	579.23	-	-	-	579.23
	7 Coolie/Mazdoor	519.74	724.77	-	-	547.39
	8 Crane Operator	1299.04	-	-	-	1299.04
	9 Driller	852.59	-	-	-	852.59
	10 Driver	561.07	-	-	-	561.07
	11 Electrician	850.03	-	-	-	850.03
	12 Engine Room Att./Opt	1189.78	-	-	-	1189.78
	13 Fitter	717.45	-	-	-	717.45
	14 Mech/Elec Foreman	842.72	-	-	-	842.72
	15 Grinder	198.00	-	-	-	198.00
	16 Hammerman	504.85	250.00	-	-	462.38
	17 Helper	548.99	515.53	-	-	547.65
	18 Lineman	733.68	-	-	-	733.68
	19 Loader/Unloader	319.00	-	-	-	319.00
	20 Mason	922.30	-	-	-	922.30
	21 Mate/Mukaddam	684.07	768.00	-	-	684.65
	22 Mechanic(General)/Te	708.03	-	-	-	708.03
	23 Motor Mechanic	761.83	-	-	-	761.83
	24 Oilman/Greaser	396.00	-	-	-	396.00
	25 Picker	380.83	248.33	-	-	324.05
	26 Plumber	378.00	-	-	-	378.00
	27 Pump Attendant	565.37	-	-	-	565.37
	28 Shot Firer/Blaster	712.57	-	-	-	712.57
	29 Supervisor	500.68	292.00	-	-	498.98
	30 Sweeper	716.35	731.40	-	-	720.90
	31 Watchman	608.87	-	-	-	608.87
	32 Welder	719.14	-	-	-	719.14
	33 Winch Driver	869.47	-	-	-	869.47
	34 Mach. Op./Machinist	623.30	-	-	-	623.30
	35 Storekeeper	590.65	-	-	-	590.65
	36 Cook	496.40	309.83	-	-	438.99
	37 Cap Lamp Attendant	393.67	-	-	-	393.67
	38 Dresser	1084.50	-	-	-	1084.50
	39 Miner	278.41	256.56	-	-	271.47
	40 Ore Washing Operator	242.97	144.00	-	-	212.51
	41 Screener and Cleaner	673.75	260.12	-	-	563.88
	42 Tramline Worker	936.73	-	-	-	936.73
	43 Mines Incharge/Engin	365.38	-	-	-	365.38
	44 HEMM Operator	894.00	-	-	-	894.00
	45 Dumper Operator	1672.79	-	-	-	1672.79
	46 Miscellaneous	527.37	260.82	-	-	473.23
IV.	Oil Mines	706.95	-	-	-	706.95
	1 Carpenter	379.70	-	-	-	379.70
	2 Chargeman	1145.55	-	-	-	1145.55

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	871.83	-	-	-	871.83
7	Electrician	868.27	-	-	-	868.27
8	Engine Room Att./Opt	847.88	-	-	-	847.88
9	Fitter	921.39	-	-	-	921.39
10	Mech/Elec Foreman	1959.65	-	-	-	1959.65
11	Helper	459.87	-	-	-	459.87
12	Instrument Mech	1148.11	-	-	-	1148.11
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	3703.68	-	-	-	3703.68
15	Mechanic(General)/Te	1783.03	-	-	-	1783.03
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	454.89	-	-	-	454.89
19	Sweeper	387.23	-	-	-	387.23
20	Watchman	417.57	-	-	-	417.57
21	Welder	866.20	-	-	-	866.20
22	Winch Driver	898.00	-	-	-	898.00
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	879.79	-	-	-	879.79
25	Chem. Doser/Op/Water	781.29	-	-	-	781.29
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	225.47	-	-	-	225.47
29	Mud Attendant	1231.07	-	-	-	1231.07
30	Production Man/Prod.	1595.43	-	-	-	1595.43
31	Production Rig Man	1251.64	-	-	-	1251.64
32	Prod. Station Op	693.97	-	-	-	693.97
33	Rig Man/Driller	775.09	-	-	-	775.09
34	Topeman	1786.15	-	-	-	1786.15
35	Fireman Gr.I	1997.10	-	-	-	1997.10
36	Fireman Gr.II	1339.37	-	-	-	1339.37
37	Fireman Gr.III	1292.62	-	-	-	1292.62
38	Jr. Fireman	781.19	-	-	-	781.19
39	Miscellaneous	783.26	-	-	-	783.26
All Mining Industries		974.75	750.54	-	-	969.91

TABLE 3.5(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1621.01	1117.28	-	-	1613.08
	1 Beltman/Mochi	1842.03	-	-	-	1842.03
	2 Blacksmith	1853.31	-	-	-	1853.31
	3 Boiler Attendant	1019.77	-	-	-	1019.77
	4 Cable Jointer/Cablem	1619.21	-	-	-	1619.21
	5 Carpenter	1541.45	-	-	-	1541.45
	6 Chargeman	1874.14	-	-	-	1874.14
	7 Checker	1420.63	-	-	-	1420.63
	8 Compressor Op.	1234.31	-	-	-	1234.31
	9 Coolie/Mazdoor	1439.46	908.85	-	-	1415.14
	10 Crane Operator	2049.95	-	-	-	2049.95
	11 Driller	1672.12	-	-	-	1672.12
	12 Driver	1621.09	-	-	-	1621.09
	13 Electrician	1690.24	1687.08	-	-	1690.22
	14 Fireman	2096.33	1200.70	-	-	2062.23
	15 Fitter	1647.01	-	-	-	1647.01
	16 Mech/Elec Foreman	1850.30	-	-	-	1850.30
	17 Gas Cutter	2296.54	-	-	-	2296.54
	18 Grinder	2416.68	-	-	-	2416.68
	19 Hammerman	1739.27	-	-	-	1739.27
	20 Helper	1759.20	1320.73	-	-	1758.55
	21 Instrument Mech	2178.00	1351.49	-	-	2142.27
	22 Lineman	1492.81	-	-	-	1492.81
	23 Loader/Unloader	1949.61	-	-	-	1949.61
	24 Mistry/Kangani	2243.00	-	-	-	2243.00
	25 Mason	1333.67	-	-	-	1333.67
	26 Mate/Mukaddam	1767.49	-	-	-	1767.49
	27 Mechanic(General)/Te	1880.58	-	-	-	1880.58
	28 Motor Mechanic	2024.12	-	-	-	2024.12
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1507.09	-	-	-	1507.09
	31 Picker	2378.84	-	-	-	2378.84
	32 Plumber	1533.61	-	-	-	1533.61
	33 Pump Attendant	1553.18	1220.73	-	-	1551.88
	34 Rigger	1536.90	-	-	-	1536.90
	35 Shot Firer/Blaster	1611.41	-	-	-	1611.41
	36 Supervisor	1683.47	-	-	-	1683.47
	37 Sweeper	1207.73	1636.64	-	-	1229.43
	38 Switch Board Atten.	1980.25	-	-	-	1980.25
	39 Tindal	1809.41	-	-	-	1809.41
	40 Turner	1926.96	-	-	-	1926.96
	41 Watchman	1488.98	1370.33	-	-	1470.31
	42 Welder	1830.00	-	-	-	1830.00
	43 Winch Driver	1746.33	-	-	-	1746.33

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
44	Winder	1814.45	1419.05	-	-	1634.72
45	Mach. Op./Machinist	1729.29	-	-	-	1729.29
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	1469.43	-	-	-	1469.43
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1801.85	1630.31	-	-	1736.90
50	Chemist/Dispensary	913.19	946.61	-	-	926.04
51	Banksman	1883.09	-	-	-	1883.09
52	Clay Cardidge Maker	-	1303.19	-	-	1303.19
53	Chainman	1553.41	-	-	-	1553.41
54	Clipman/Pointsman	1986.46	-	-	-	1986.46
55	CCM Mazdoor	1114.71	1084.37	-	-	1114.44
56	Coal Cutting Mistry	1537.38	-	-	-	1537.38
57	Dresser	1619.78	1737.00	-	-	1620.65
58	Explosive Carrier	1403.97	-	-	-	1403.97
59	Haulage Khalasi/Coal	1209.20	1433.13	-	-	1218.08
60	Haulage Att./Operato	1954.69	-	-	-	1954.69
61	Khalasi/Fan Operator	1629.67	-	-	-	1629.67
62	Lamp Fitter	1760.15	-	-	-	1760.15
63	LHD Helper	1761.13	-	-	-	1761.13
64	LHD Operator	2282.85	-	-	-	2282.85
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1087.24	875.66	-	-	999.35
67	Mistry/Line Mistry	1785.55	-	-	-	1785.55
68	Mine Service Crew	1637.17	-	-	-	1637.17
69	On Setter	1674.29	-	-	-	1674.29
70	Roof Bolting Crew/St	1660.63	-	-	-	1660.63
71	Safety Lamp Checker	834.18	1235.74	-	-	877.68
72	Shalepicking Mazdoor	766.89	1277.77	-	-	784.10
73	Sub-Station Atte	1792.90	-	-	-	1792.90
74	Dragline Operator	1791.67	-	-	-	1791.67
75	SDL Helper	2129.85	-	-	-	2129.85
76	Senior Roof Bolter	1816.62	-	-	-	1816.62
77	SDL Operator	1702.46	-	-	-	1702.46
78	Timberman/Mistry	1681.89	-	-	-	1681.89
79	Trammer Underground	1954.85	-	-	-	1954.85
80	Timber Trea Plant Op	2161.61	-	-	-	2161.61
81	Stone Cutter	1497.59	-	-	-	1497.59
82	Basket/Tub Loader	1064.97	-	-	-	1064.97
83	Workshop Mechanic/Do	1932.63	-	-	-	1932.63
84	Miscellaneous	1718.17	901.91	-	-	1710.82
II.	Iron Ore Mines	908.10	438.38	-	-	887.13
1	Blacksmith	960.54	-	-	-	960.54
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	2771.76	-	-	-	2771.76
4	Checker	903.69	-	-	-	903.69
5	Compressor Op.	479.41	-	-	-	479.41
6	Coolie/Mazdoor	371.97	282.19	-	-	361.99

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
7	Crane Operator	1333.55	-	-	-	1333.55
8	Driller	1699.18	-	-	-	1699.18
9	Driver	766.08	-	-	-	766.08
10	Electrician	1389.39	1335.85	-	-	1389.02
11	Fireman	2246.17	-	-	-	2246.17
12	Fitter	1078.69	-	-	-	1078.69
13	Mech/Elec Foreman	1019.21	-	-	-	1019.21
14	Furnaceman	2176.56	-	-	-	2176.56
15	Gas Cutter	285.20	-	-	-	285.20
16	Hammerman	308.99	-	-	-	308.99
17	Helper	541.09	1382.86	-	-	555.10
18	Instrument Mech	2500.39	-	-	-	2500.39
19	Loader/Unloader	291.38	-	-	-	291.38
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	529.73	-	-	-	529.73
23	Mechanic(General)/Te	1692.98	-	-	-	1692.98
24	Motor Mechanic	1847.22	-	-	-	1847.22
25	Oilman/Greaser	702.95	-	-	-	702.95
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	563.45	-	-	-	563.45
28	Pump Attendant	594.19	-	-	-	594.19
29	Shot Firer/Blaster	1023.64	246.00	-	-	947.98
30	Supervisor	706.36	-	-	-	706.36
31	Sweeper	420.27	329.97	-	-	409.70
32	Tongsman	277.26	-	-	-	277.26
33	Turner	794.85	-	-	-	794.85
34	Watchman	286.40	-	-	-	286.40
35	Weigher	520.30	-	-	-	520.30
36	Welder	929.60	-	-	-	929.60
37	Winch Driver	2662.27	-	-	-	2662.27
38	Mach. Op./Machinist	1183.05	1177.65	-	-	1183.04
39	Gen./Turbo Operator	440.80	-	-	-	440.80
40	Storekeeper	753.60	-	-	-	753.60
41	Trainees/Apprentices	234.03	-	-	-	234.03
42	Cook	707.36	760.88	-	-	710.76
43	Attendant	735.02	-	-	-	735.02
44	Miner	808.43	417.31	-	-	697.18
45	HEMM Operator	1314.03	246.00	-	-	1306.19
46	Skip Loader	1091.87	-	-	-	1091.87
47	Gangman	931.53	-	-	-	931.53
48	Screener and Cleaner	514.88	1517.20	-	-	1033.32
49	Stone Cutter/Crusher	2249.03	-	-	-	2249.03
50	Chainman	402.49	-	-	-	402.49
51	Spotter	267.00	-	-	-	267.00
52	Miscellaneous	1037.88	765.53	-	-	1035.29
III.	Manganese Mines	888.88	698.15	-	-	866.71
1	Blacksmith	1210.00	-	-	-	1210.00

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	2 Carpenter	501.04	-	-	-	501.04
	3 Chargehand	1937.33	-	-	-	1937.33
	4 Chargeman	919.00	-	-	-	919.00
	5 Checker	1322.05	1105.00	-	-	1302.31
	6 Compressor Op.	709.49	-	-	-	709.49
	7 Coolie/Mazdoor	919.63	869.91	-	-	912.93
	8 Crane Operator	1299.04	-	-	-	1299.04
	9 Driller	1128.40	-	-	-	1128.40
	10 Driver	863.25	-	-	-	863.25
	11 Electrician	1268.48	-	-	-	1268.48
	12 Engine Room Att./Opt	1189.78	-	-	-	1189.78
	13 Fitter	890.11	-	-	-	890.11
	14 Mech/Elec Foreman	1059.95	-	-	-	1059.95
	15 Grinder	431.00	-	-	-	431.00
	16 Hammerman	581.95	350.00	-	-	543.29
	17 Helper	888.32	578.55	-	-	875.90
	18 Lineman	733.68	-	-	-	733.68
	19 Loader/Unloader	319.00	-	-	-	319.00
	20 Mason	922.30	-	-	-	922.30
	21 Mate/Mukaddam	946.95	1081.00	-	-	947.88
	22 Mechanic(General)/Te	1222.12	-	-	-	1222.12
	23 Motor Mechanic	1510.86	-	-	-	1510.86
	24 Oilman/Greaser	396.00	-	-	-	396.00
	25 Picker	629.17	491.11	-	-	570.00
	26 Plumber	378.00	-	-	-	378.00
	27 Pump Attendant	710.77	-	-	-	710.77
	28 Shot Firer/Blaster	996.66	-	-	-	996.66
	29 Supervisor	632.92	292.00	-	-	630.15
	30 Sweeper	950.18	890.02	-	-	931.99
	31 Watchman	708.61	-	-	-	708.61
	32 Welder	985.60	-	-	-	985.60
	33 Winch Driver	1359.14	-	-	-	1359.14
	34 Mach. Op./Machinist	865.87	-	-	-	865.87
	35 Storekeeper	637.31	-	-	-	637.31
	36 Cook	545.29	309.83	-	-	472.84
	37 Cap Lamp Attendant	720.56	-	-	-	720.56
	38 Dresser	1084.50	-	-	-	1084.50
	39 Miner	311.61	256.56	-	-	294.13
	40 Ore Washing Operator	254.86	144.00	-	-	220.75
	41 Screener and Cleaner	847.84	260.12	-	-	691.73
	42 Tramline Worker	999.39	-	-	-	999.39
	43 Mines Incharge/Engin	365.38	-	-	-	365.38
	44 HEMM Operator	2068.08	-	-	-	2068.08
	45 Dumper Operator	2923.95	-	-	-	2923.95
	46 Miscellaneous	616.64	285.66	-	-	549.41
IV.	Oil Mines	1529.75	-	-	-	1529.75
	1 Carpenter	392.75	-	-	-	392.75
	2 Chargeman	2856.35	-	-	-	2856.35

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	1078.44	-	-	-	1078.44
7	Electrician	3177.73	-	-	-	3177.73
8	Engine Room Att./Opt	1062.10	-	-	-	1062.10
9	Fitter	3482.62	-	-	-	3482.62
10	Mech/Elec Foreman	4242.83	-	-	-	4242.83
11	Helper	728.29	-	-	-	728.29
12	Instrument Mech	2733.60	-	-	-	2733.60
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	4012.00	-	-	-	4012.00
15	Mechanic(General)/Te	2114.63	-	-	-	2114.63
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	457.05	-	-	-	457.05
19	Sweeper	401.99	-	-	-	401.99
20	Watchman	504.23	-	-	-	504.23
21	Welder	1285.92	-	-	-	1285.92
22	Winch Driver	4188.57	-	-	-	4188.57
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	2970.41	-	-	-	2970.41
25	Chem. Doser/Op/Water	3187.93	-	-	-	3187.93
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	1328.91	-	-	-	1328.91
29	Mud Attendant	1310.18	-	-	-	1310.18
30	Production Man/Prod.	1928.01	-	-	-	1928.01
31	Production Rig Man	3213.49	-	-	-	3213.49
32	Prod. Station Op	1846.05	-	-	-	1846.05
33	Rig Man/Driller	3052.31	-	-	-	3052.31
34	Topeman	3064.54	-	-	-	3064.54
35	Fireman Gr.I	2220.60	-	-	-	2220.60
36	Fireman Gr.II	1538.71	-	-	-	1538.71
37	Fireman Gr.III	1808.59	-	-	-	1808.59
38	Jr. Fireman	798.96	-	-	-	798.96
39	Miscellaneous	1424.65	-	-	-	1424.65
All Mining Industries		1523.89	894.95	-	-	1510.32

TABLE 3.6
AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1342.38	1024.89	-	-	1337.40
	1 Beltman/Mochi	1677.58	-	-	-	1677.58
	2 Blacksmith	1733.04	-	-	-	1733.04
	3 Boiler Attendant	986.55	-	-	-	986.55
	4 Cable Jointer/Cablem	1335.51	-	-	-	1335.51
	5 Carpenter	1256.59	-	-	-	1256.59
	6 Chargeman	1727.63	-	-	-	1727.63
	7 Checker	1134.65	-	-	-	1134.65
	8 Compressor Op.	1136.60	-	-	-	1136.60
	9 Coolie/Mazdoor	1084.77	844.07	-	-	1073.73
	10 Crane Operator	1574.60	-	-	-	1574.60
	11 Driller	1394.55	-	-	-	1394.55
	12 Driver	1352.12	-	-	-	1352.12
	13 Electrician	1486.42	1304.08	-	-	1485.47
	14 Fireman	1859.30	1200.70	-	-	1834.23
	15 Fitter	1375.01	-	-	-	1375.01
	16 Mech/Elec Foreman	1555.84	-	-	-	1555.84
	17 Gas Cutter	1841.35	-	-	-	1841.35
	18 Grinder	1785.02	-	-	-	1785.02
	19 Hammerman	1299.89	-	-	-	1299.89
	20 Helper	1585.15	1320.73	-	-	1584.76
	21 Instrument Mech	1937.33	1168.42	-	-	1904.09
	22 Lineman	1304.84	-	-	-	1304.84
	23 Loader/Unloader	763.76	-	-	-	763.76
	24 Mistry/Kangani	1768.50	-	-	-	1768.50
	25 Mason	1231.74	-	-	-	1231.74
	26 Mate/Mukaddam	1449.28	-	-	-	1449.28
	27 Mechanic(General)/Te	1658.49	-	-	-	1658.49
	28 Motor Mechanic	1547.38	-	-	-	1547.38
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1278.50	-	-	-	1278.50
	31 Picker	2155.76	-	-	-	2155.76
	32 Plumber	1313.34	-	-	-	1313.34
	33 Pump Attendant	1335.47	1220.73	-	-	1335.03
	34 Rigger	1230.50	-	-	-	1230.50
	35 Shot Firer/Blaster	1428.53	-	-	-	1428.53
	36 Supervisor	1411.21	-	-	-	1411.21
	37 Sweeper	1059.96	1625.86	-	-	1088.58
	38 Switch Board Atten.	1810.99	-	-	-	1810.99
	39 Tindal	1539.15	-	-	-	1539.15
	40 Turner	1736.97	-	-	-	1736.97
	41 Watchman	1364.67	1258.35	-	-	1347.94
	42 Welder	1525.01	-	-	-	1525.01

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
43	Winch Driver	1508.27	-	-	-	1508.27
44	Winder	1762.39	1419.02	-	-	1606.31
45	Mach. Op./Machinist	1170.71	-	-	-	1170.71
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	1101.58	-	-	-	1101.58
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1553.03	1456.81	-	-	1516.60
50	Chemist/Dispensary	856.09	873.90	-	-	862.94
51	Banksman	1658.87	-	-	-	1658.87
52	Clay Cardidge Maker	-	1183.17	-	-	1183.17
53	Chainman	1341.68	-	-	-	1341.68
54	Clipman/Pointsman	1718.20	-	-	-	1718.20
55	CCM Mazdoor	1036.59	974.72	-	-	1036.04
56	Coal Cutting Mistry	1313.45	-	-	-	1313.45
57	Dresser	1368.81	1737.00	-	-	1371.54
58	Explosive Carrier	1112.25	-	-	-	1112.25
59	Haulage Khalasi/Coal	1059.63	1166.70	-	-	1064.01
60	Haulage Att./Operato	1559.43	-	-	-	1559.43
61	Khalasi/Fan Operator	1452.97	-	-	-	1452.97
62	Lamp Fitter	1666.80	-	-	-	1666.80
63	LHD Helper	1530.46	-	-	-	1530.46
64	LHD Operator	1804.17	-	-	-	1804.17
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1008.70	-	-	-	1008.70
67	Mistry/Line Mistry	1477.55	-	-	-	1477.55
68	Mine Service Crew	1481.84	-	-	-	1481.84
69	On Setter	1459.17	-	-	-	1459.17
70	Roof Bolting Crew/St	1281.26	-	-	-	1281.26
71	Safety Lamp Checker	790.50	1235.74	-	-	838.73
72	Shalepicking Mazdoor	708.27	1187.99	-	-	724.42
73	Sub-Station Atte	1585.11	-	-	-	1585.11
74	Dragline Operator	1573.93	-	-	-	1573.93
75	SDL Helper	1823.03	-	-	-	1823.03
76	Senior Roof Bolter	1735.57	-	-	-	1735.57
77	SDL Operator	1368.95	-	-	-	1368.95
78	Timberman/Mistry	1407.32	-	-	-	1407.32
79	Trammer Underground	1579.70	-	-	-	1579.70
80	Timber Trea Plant Op	1916.37	-	-	-	1916.37
81	Stone Cutter	1336.25	-	-	-	1336.25
82	Basket/Tub Loader	911.60	-	-	-	911.60
83	Workshop Mechanic/Do	1616.32	-	-	-	1616.32
84	Miscellaneous	1430.20	901.91	-	-	1425.44
II.	Iron Ore Mines	722.49	374.50	-	-	709.24
1	Blacksmith	892.16	-	-	-	892.16
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	2068.76	-	-	-	2068.76
4	Checker	748.88	-	-	-	748.88
5	Compressor Op.	456.29	-	-	-	456.29

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
6	Coolie/Mazdoor	344.74	261.83	-	-	335.46
7	Crane Operator	1078.32	-	-	-	1078.32
8	Driller	1298.02	-	-	-	1298.02
9	Driver	610.59	-	-	-	610.59
10	Electrician	1045.78	1279.23	-	-	1047.39
11	Fireman	1705.91	-	-	-	1705.91
12	Fitter	870.82	-	-	-	870.82
13	Mech/Elec Foreman	796.39	-	-	-	796.39
14	Furnaceman	1685.66	-	-	-	1685.66
15	Gas Cutter	276.57	-	-	-	276.57
16	Hammerman	308.99	-	-	-	308.99
17	Helper	465.71	1265.45	-	-	479.02
18	Instrument Mech	1813.84	-	-	-	1813.84
19	Loader/Unloader	283.11	-	-	-	283.11
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	468.71	-	-	-	468.71
23	Mechanic(General)/Te	1227.58	-	-	-	1227.58
24	Motor Mechanic	1464.56	-	-	-	1464.56
25	Oilman/Greaser	661.31	-	-	-	661.31
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	524.99	-	-	-	524.99
28	Pump Attendant	533.14	-	-	-	533.14
29	Shot Firer/Blaster	882.86	246.00	-	-	820.90
30	Supervisor	567.20	-	-	-	567.20
31	Sweeper	362.79	317.28	-	-	357.46
32	Tongsman	273.38	-	-	-	273.38
33	Turner	794.85	-	-	-	794.85
34	Watchman	275.43	-	-	-	275.43
35	Weigher	512.76	-	-	-	512.76
36	Welder	754.15	-	-	-	754.15
37	Winch Driver	2168.13	-	-	-	2168.13
38	Mach. Op./Machinist	884.54	1177.65	-	-	885.26
39	Gen./Turbo Operator	360.00	-	-	-	360.00
40	Storekeeper	709.30	-	-	-	709.30
41	Trainees/Apprentices	222.64	-	-	-	222.64
42	Cook	632.69	760.88	-	-	640.83
43	Attendant	622.69	-	-	-	622.69
44	Miner	658.09	308.34	-	-	567.17
45	HEMM Operator	987.32	246.00	-	-	981.88
46	Skip Loader	865.16	-	-	-	865.16
47	Gangman	645.72	-	-	-	645.72
48	Screeener and Cleaner	758.00	1336.94	-	-	1161.91
49	Stone Cutter/Crusher	1561.50	-	-	-	1561.50
50	Chainman	402.49	-	-	-	402.49
51	Spotter	230.70	-	-	-	230.70
52	Miscellaneous	866.80	765.53	-	-	865.84
III.	Manganese Mines	667.44	494.57	-	-	653.11

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	1090.00	-	-	-	1090.00
2	Carpenter	491.71	-	-	-	491.71
3	Chargehand	1663.60	-	-	-	1663.60
4	Chargeman	919.00	-	-	-	919.00
5	Checker	1160.82	971.50	-	-	1143.61
6	Compressor Op.	644.36	-	-	-	644.36
7	Coolie/Mazdoor	555.59	662.64	-	-	567.10
8	Crane Operator	1299.04	-	-	-	1299.04
9	Driller	990.50	-	-	-	990.50
10	Driver	712.16	-	-	-	712.16
11	Electrician	1059.26	-	-	-	1059.26
12	Engine Room Att./Opt	1189.78	-	-	-	1189.78
13	Fitter	803.78	-	-	-	803.78
14	Mech/Elec Foreman	951.33	-	-	-	951.33
15	Grinder	314.50	-	-	-	314.50
16	Hammerman	559.34	300.00	-	-	512.18
17	Helper	718.65	547.04	-	-	711.77
18	Lineman	733.68	-	-	-	733.68
19	Loader/Unloader	319.00	-	-	-	319.00
20	Mason	922.30	-	-	-	922.30
21	Mate/Mukaddam	815.51	924.50	-	-	816.27
22	Mechanic(General)/Te	965.08	-	-	-	965.08
23	Motor Mechanic	1136.34	-	-	-	1136.34
24	Oilman/Greaser	396.00	-	-	-	396.00
25	Picker	505.00	369.72	-	-	447.02
26	Plumber	378.00	-	-	-	378.00
27	Pump Attendant	638.07	-	-	-	638.07
28	Shot Firer/Blaster	854.62	-	-	-	854.62
29	Supervisor	566.80	292.00	-	-	564.57
30	Sweeper	833.27	810.71	-	-	826.45
31	Watchman	658.74	-	-	-	658.74
32	Welder	852.37	-	-	-	852.37
33	Winch Driver	1114.31	-	-	-	1114.31
34	Mach. Op./Machinist	744.59	-	-	-	744.59
35	Storekeeper	613.98	-	-	-	613.98
36	Cook	520.84	309.83	-	-	455.92
37	Cap Lamp Attendant	557.11	-	-	-	557.11
38	Dresser	1084.50	-	-	-	1084.50
39	Miner	279.61	164.62	-	-	251.27
40	Ore Washing Operator	248.92	144.00	-	-	216.63
41	Screener and Cleaner	880.92	-	-	-	880.92
42	Tramline Worker	968.06	-	-	-	968.06
43	Mines Incharge/Engin	365.38	-	-	-	365.38
44	HEMM Operator	1481.04	-	-	-	1481.04
45	Dumper Operator	2298.37	-	-	-	2298.37
46	Miscellaneous	572.01	273.24	-	-	511.32
IV.	Oil Mines	1118.35	-	-	-	1118.35
	1 Carpenter	386.23	-	-	-	386.23

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
2	Chargeman	2000.95	-	-	-	2000.95
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	975.13	-	-	-	975.13
7	Electrician	2023.00	-	-	-	2023.00
8	Engine Room Att./Opt	954.99	-	-	-	954.99
9	Fitter	2202.00	-	-	-	2202.00
10	Mech/Elec Foreman	3101.24	-	-	-	3101.24
11	Helper	594.08	-	-	-	594.08
12	Instrument Mech	1940.86	-	-	-	1940.86
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	3857.84	-	-	-	3857.84
15	Mechanic(General)/Te	1948.83	-	-	-	1948.83
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	455.97	-	-	-	455.97
19	Sweeper	394.61	-	-	-	394.61
20	Watchman	460.90	-	-	-	460.90
21	Welder	1076.06	-	-	-	1076.06
22	Winch Driver	2543.29	-	-	-	2543.29
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	1925.10	-	-	-	1925.10
25	Chem. Doser/Op/Water	1984.61	-	-	-	1984.61
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	777.19	-	-	-	777.19
29	Mud Attendant	1270.62	-	-	-	1270.62
30	Production Man/Prod.	1761.72	-	-	-	1761.72
31	Production Rig Man	2232.57	-	-	-	2232.57
32	Prod. Station Op	1270.01	-	-	-	1270.01
33	Rig Man/Driller	1913.70	-	-	-	1913.70
34	Topeman	2425.35	-	-	-	2425.35
35	Fireman Gr.I	2108.85	-	-	-	2108.85
36	Fireman Gr.II	1439.04	-	-	-	1439.04
37	Fireman Gr.III	1550.61	-	-	-	1550.61
38	Jr. Fireman	790.08	-	-	-	790.08
39	Miscellaneous	1103.96	-	-	-	1103.96
All Mining Industries		1255.03	837.95	-	-	1247.28

TABLE 3.6(a)
AVERAGE DAILY MINIMUM WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY OCCUPATION
AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1067.94	929.18	-	-	1065.77
	1 Beltman/Mochi	1513.11	-	-	-	1513.11
	2 Blacksmith	1612.77	-	-	-	1612.77
	3 Boiler Attendant	953.32	-	-	-	953.32
	4 Cable Jointer/Cablem	1051.80	-	-	-	1051.80
	5 Carpenter	971.72	-	-	-	971.72
	6 Chargeman	1581.11	-	-	-	1581.11
	7 Checker	848.67	-	-	-	848.67
	8 Compressor Op.	1038.89	-	-	-	1038.89
	9 Coolie/Mazdoor	730.07	779.29	-	-	732.32
	10 Crane Operator	1099.24	-	-	-	1099.24
	11 Driller	1116.97	-	-	-	1116.97
	12 Driver	1083.16	-	-	-	1083.16
	13 Electrician	1282.59	921.07	-	-	1280.72
	14 Fireman	1622.27	1200.70	-	-	1606.22
	15 Fitter	1103.01	-	-	-	1103.01
	16 Mech/Elec Foreman	1261.37	-	-	-	1261.37
	17 Gas Cutter	1386.15	-	-	-	1386.15
	18 Grinder	1153.34	-	-	-	1153.34
	19 Hammerman	860.51	-	-	-	860.51
	20 Helper	1411.09	1320.73	-	-	1410.96
	21 Instrument Mech	1696.65	985.35	-	-	1665.90
	22 Lineman	1116.88	-	-	-	1116.88
	23 Loader/Unloader	675.32	-	-	-	675.32
	24 Mistry/Kangani	1294.00	-	-	-	1294.00
	25 Mason	1129.80	-	-	-	1129.80
	26 Mate/Mukaddam	1131.05	-	-	-	1131.05
	27 Mechanic(General)/Te	1436.38	-	-	-	1436.38
	28 Motor Mechanic	1070.64	-	-	-	1070.64
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1049.90	-	-	-	1049.90
	31 Picker	1932.68	-	-	-	1932.68
	32 Plumber	1093.06	-	-	-	1093.06
	33 Pump Attendant	1117.77	1220.73	-	-	1118.17
	34 Rigger	924.10	-	-	-	924.10
	35 Shot Firer/Blaster	1245.65	-	-	-	1245.65
	36 Supervisor	1138.93	-	-	-	1138.93
	37 Sweeper	912.19	1615.08	-	-	947.74
	38 Switch Board Atten.	1641.72	-	-	-	1641.72
	39 Tindal	1268.89	-	-	-	1268.89
	40 Turner	1546.97	-	-	-	1546.97
	41 Watchman	1240.34	1146.36	-	-	1225.56
	42 Welder	1220.02	-	-	-	1220.02

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
43	Winch Driver	1270.20	-	-	-	1270.20
44	Winder	1710.32	1418.99	-	-	1577.90
45	Mach. Op./Machinist	612.12	-	-	-	612.12
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	733.72	-	-	-	733.72
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1304.22	1283.29	-	-	1296.30
50	Chemist/Dispensary	798.99	801.19	-	-	799.84
51	Banksman	1434.65	-	-	-	1434.65
52	Clay Cardidge Maker	-	1063.13	-	-	1063.13
53	Chainman	1129.94	-	-	-	1129.94
54	Clipman/Pointsman	1449.93	-	-	-	1449.93
55	CCM Mazdoor	958.48	865.07	-	-	957.65
56	Coal Cutting Mistry	1089.52	-	-	-	1089.52
57	Dresser	1117.83	1737.00	-	-	1122.43
58	Explosive Carrier	820.53	-	-	-	820.53
59	Haulage Khalasi/Coal	901.83	900.26	-	-	901.77
60	Haulage Att./Operato	1164.17	-	-	-	1164.17
61	Khalasi/Fan Operator	1276.28	-	-	-	1276.28
62	Lamp Fitter	1573.43	-	-	-	1573.43
63	LHD Helper	1299.78	-	-	-	1299.78
64	LHD Operator	1325.49	-	-	-	1325.49
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	930.16	-	-	-	930.16
67	Mistry/Line Mistry	1169.54	-	-	-	1169.54
68	Mine Service Crew	1326.51	-	-	-	1326.51
69	On Setter	1244.05	-	-	-	1244.05
70	Roof Bolting Crew/St	901.89	-	-	-	901.89
71	Safety Lamp Checker	746.82	1235.74	-	-	799.78
72	Shalepicking Mazdoor	649.64	1098.21	-	-	664.75
73	Sub-Station Atte	1377.33	-	-	-	1377.33
74	Dragline Operator	1356.18	-	-	-	1356.18
75	SDL Helper	1516.20	-	-	-	1516.20
76	Senior Roof Bolter	1654.52	-	-	-	1654.52
77	SDL Operator	1035.44	-	-	-	1035.44
78	Timberman/Mistry	1132.75	-	-	-	1132.75
79	Trammer Underground	1232.95	-	-	-	1232.95
80	Timber Trea Plant Op	1671.12	-	-	-	1671.12
81	Stone Cutter	1174.91	-	-	-	1174.91
82	Basket/Tub Loader	900.76	-	-	-	900.76
83	Workshop Mechanic/Do	1300.00	-	-	-	1300.00
84	Miscellaneous	1142.23	901.91	-	-	1140.06
II.	Iron Ore Mines	523.54	352.93	-	-	517.05
1	Blacksmith	823.78	-	-	-	823.78
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	1365.76	-	-	-	1365.76
4	Checker	594.06	-	-	-	594.06
5	Compressor Op.	433.16	-	-	-	433.16

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
6	Coolie/Mazdoor	311.33	238.01	-	-	303.13
7	Crane Operator	823.10	-	-	-	823.10
8	Driller	896.86	-	-	-	896.86
9	Driver	455.09	-	-	-	455.09
10	Electrician	702.17	1222.61	-	-	705.75
11	Fireman	1165.63	-	-	-	1165.63
12	Fitter	662.95	-	-	-	662.95
13	Mech/Elec Foreman	573.57	-	-	-	573.57
14	Furnaceman	1194.76	-	-	-	1194.76
15	Gas Cutter	267.93	-	-	-	267.93
16	Hammerman	308.99	-	-	-	308.99
17	Helper	390.32	1148.04	-	-	402.93
18	Instrument Mech	1127.29	-	-	-	1127.29
19	Loader/Unloader	274.85	-	-	-	274.85
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	407.70	-	-	-	407.70
23	Mechanic(General)/Te	762.17	-	-	-	762.17
24	Motor Mechanic	1081.90	-	-	-	1081.90
25	Oilman/Greaser	619.66	-	-	-	619.66
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	486.52	-	-	-	486.52
28	Pump Attendant	472.08	-	-	-	472.08
29	Shot Firer/Blaster	742.08	246.00	-	-	693.81
30	Supervisor	428.04	-	-	-	428.04
31	Sweeper	305.31	304.59	-	-	305.22
32	Tongsman	269.49	-	-	-	269.49
33	Turner	794.85	-	-	-	794.85
34	Watchman	264.47	-	-	-	264.47
35	Weigher	505.21	-	-	-	505.21
36	Welder	578.70	-	-	-	578.70
37	Winch Driver	1673.99	-	-	-	1673.99
38	Mach. Op./Machinist	586.03	1177.65	-	-	587.48
39	Gen./Turbo Operator	279.20	-	-	-	279.20
40	Storekeeper	664.99	-	-	-	664.99
41	Trainees/Apprentices	211.24	-	-	-	211.24
42	Cook	558.01	760.88	-	-	570.89
43	Attendant	510.36	-	-	-	510.36
44	Miner	414.59	302.86	-	-	385.55
45	HEMM Operator	660.61	246.00	-	-	657.57
46	Skip Loader	638.45	-	-	-	638.45
47	Gangman	359.90	-	-	-	359.90
48	Screeener and Cleaner	695.49	1156.67	-	-	1017.24
49	Stone Cutter/Crusher	873.98	-	-	-	873.98
50	Chainman	402.49	-	-	-	402.49
51	Spotter	194.40	-	-	-	194.40
52	Miscellaneous	695.72	765.53	-	-	696.38
III.	Manganese Mines	551.31	437.68	-	-	541.89

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	970.00	-	-	-	970.00
2	Carpenter	482.38	-	-	-	482.38
3	Chargehand	1389.88	-	-	-	1389.88
4	Chargeman	919.00	-	-	-	919.00
5	Checker	999.58	838.00	-	-	984.89
6	Compressor Op.	579.23	-	-	-	579.23
7	Coolie/Mazdoor	455.72	573.84	-	-	468.42
8	Crane Operator	1299.04	-	-	-	1299.04
9	Driller	852.59	-	-	-	852.59
10	Driver	561.07	-	-	-	561.07
11	Electrician	850.03	-	-	-	850.03
12	Engine Room Att./Opt	1189.78	-	-	-	1189.78
13	Fitter	717.45	-	-	-	717.45
14	Mech/Elec Foreman	842.72	-	-	-	842.72
15	Grinder	198.00	-	-	-	198.00
16	Hammerman	527.61	250.00	-	-	477.14
17	Helper	548.99	515.53	-	-	547.65
18	Lineman	733.68	-	-	-	733.68
19	Loader/Unloader	319.00	-	-	-	319.00
20	Mason	922.30	-	-	-	922.30
21	Mate/Mukaddam	684.07	768.00	-	-	684.65
22	Mechanic(General)/Te	708.03	-	-	-	708.03
23	Motor Mechanic	761.83	-	-	-	761.83
24	Oilman/Greaser	396.00	-	-	-	396.00
25	Picker	380.83	248.33	-	-	324.05
26	Plumber	378.00	-	-	-	378.00
27	Pump Attendant	565.37	-	-	-	565.37
28	Shot Firer/Blaster	712.57	-	-	-	712.57
29	Supervisor	500.68	292.00	-	-	498.98
30	Sweeper	716.35	731.40	-	-	720.90
31	Watchman	608.87	-	-	-	608.87
32	Welder	719.14	-	-	-	719.14
33	Winch Driver	869.47	-	-	-	869.47
34	Mach. Op./Machinist	623.30	-	-	-	623.30
35	Storekeeper	590.65	-	-	-	590.65
36	Cook	496.40	309.83	-	-	438.99
37	Cap Lamp Attendant	393.67	-	-	-	393.67
38	Dresser	1084.50	-	-	-	1084.50
39	Miner	255.39	164.62	-	-	233.02
40	Ore Washing Operator	242.97	144.00	-	-	212.51
41	Screener and Cleaner	760.60	-	-	-	760.60
42	Tramline Worker	936.73	-	-	-	936.73
43	Mines Incharge/Engin	365.38	-	-	-	365.38
44	HEMM Operator	894.00	-	-	-	894.00
45	Dumper Operator	1672.79	-	-	-	1672.79
46	Miscellaneous	527.37	260.82	-	-	473.23
IV.	Oil Mines	706.95	-	-	-	706.95
	1 Carpenter	379.70	-	-	-	379.70

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
2	Chargeman	1145.55	-	-	-	1145.55
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	871.83	-	-	-	871.83
7	Electrician	868.27	-	-	-	868.27
8	Engine Room Att./Opt	847.88	-	-	-	847.88
9	Fitter	921.39	-	-	-	921.39
10	Mech/Elec Foreman	1959.65	-	-	-	1959.65
11	Helper	459.87	-	-	-	459.87
12	Instrument Mech	1148.11	-	-	-	1148.11
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	3703.68	-	-	-	3703.68
15	Mechanic(General)/Te	1783.03	-	-	-	1783.03
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	454.89	-	-	-	454.89
19	Sweeper	387.23	-	-	-	387.23
20	Watchman	417.57	-	-	-	417.57
21	Welder	866.20	-	-	-	866.20
22	Winch Driver	898.00	-	-	-	898.00
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	879.79	-	-	-	879.79
25	Chem. Doser/Op/Water	781.29	-	-	-	781.29
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	225.47	-	-	-	225.47
29	Mud Attendant	1231.07	-	-	-	1231.07
30	Production Man/Prod.	1595.43	-	-	-	1595.43
31	Production Rig Man	1251.64	-	-	-	1251.64
32	Prod. Station Op	693.97	-	-	-	693.97
33	Rig Man/Driller	775.09	-	-	-	775.09
34	Topeman	1786.15	-	-	-	1786.15
35	Fireman Gr.I	1997.10	-	-	-	1997.10
36	Fireman Gr.II	1339.37	-	-	-	1339.37
37	Fireman Gr.III	1292.62	-	-	-	1292.62
38	Jr. Fireman	781.19	-	-	-	781.19
39	Miscellaneous	783.26	-	-	-	783.26
All Mining Industries		982.65	760.92	-	-	978.53

TABLE 3.6(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY OCCUPATION
AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1616.81	1120.59	-	-	1609.03
	1 Beltman/Mochi	1842.03	-	-	-	1842.03
	2 Blacksmith	1853.31	-	-	-	1853.31
	3 Boiler Attendant	1019.77	-	-	-	1019.77
	4 Cable Jointer/Cablem	1619.21	-	-	-	1619.21
	5 Carpenter	1541.45	-	-	-	1541.45
	6 Chargeman	1874.14	-	-	-	1874.14
	7 Checker	1420.63	-	-	-	1420.63
	8 Compressor Op.	1234.31	-	-	-	1234.31
	9 Coolie/Mazdoor	1439.46	908.85	-	-	1415.14
	10 Crane Operator	2049.95	-	-	-	2049.95
	11 Driller	1672.12	-	-	-	1672.12
	12 Driver	1621.09	-	-	-	1621.09
	13 Electrician	1690.24	1687.08	-	-	1690.22
	14 Fireman	2096.33	1200.70	-	-	2062.23
	15 Fitter	1647.01	-	-	-	1647.01
	16 Mech/Elec Foreman	1850.30	-	-	-	1850.30
	17 Gas Cutter	2296.54	-	-	-	2296.54
	18 Grinder	2416.68	-	-	-	2416.68
	19 Hammerman	1739.27	-	-	-	1739.27
	20 Helper	1759.20	1320.73	-	-	1758.55
	21 Instrument Mech	2178.00	1351.49	-	-	2142.27
	22 Lineman	1492.81	-	-	-	1492.81
	23 Loader/Unloader	852.20	-	-	-	852.20
	24 Mistry/Kangani	2243.00	-	-	-	2243.00
	25 Mason	1333.67	-	-	-	1333.67
	26 Mate/Mukaddam	1767.49	-	-	-	1767.49
	27 Mechanic(General)/Te	1880.58	-	-	-	1880.58
	28 Motor Mechanic	2024.12	-	-	-	2024.12
	29 Moulder	1270.15	-	-	-	1270.15
	30 Oilman/Greaser	1507.09	-	-	-	1507.09
	31 Picker	2378.84	-	-	-	2378.84
	32 Plumber	1533.61	-	-	-	1533.61
	33 Pump Attendant	1553.18	1220.73	-	-	1551.88
	34 Rigger	1536.90	-	-	-	1536.90
	35 Shot Firer/Blaster	1611.41	-	-	-	1611.41
	36 Supervisor	1683.47	-	-	-	1683.47
	37 Sweeper	1207.73	1636.64	-	-	1229.43
	38 Switch Board Atten.	1980.25	-	-	-	1980.25
	39 Tindal	1809.41	-	-	-	1809.41
	40 Turner	1926.96	-	-	-	1926.96
	41 Watchman	1488.98	1370.33	-	-	1470.31
	42 Welder	1830.00	-	-	-	1830.00

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
43	Winch Driver	1746.33	-	-	-	1746.33
44	Winder	1814.45	1419.05	-	-	1634.72
45	Mach. Op./Machinist	1729.29	-	-	-	1729.29
46	Gen./Turbo Operator	984.99	-	-	-	984.99
47	Storekeeper	1469.43	-	-	-	1469.43
48	Trainees/Apprentices	589.10	-	-	-	589.10
49	Cook	1801.85	1630.31	-	-	1736.90
50	Chemist/Dispensary	913.19	946.61	-	-	926.04
51	Banksman	1883.09	-	-	-	1883.09
52	Clay Cardidge Maker	-	1303.19	-	-	1303.19
53	Chainman	1553.41	-	-	-	1553.41
54	Clipman/Pointsman	1986.46	-	-	-	1986.46
55	CCM Mazdoor	1114.71	1084.37	-	-	1114.44
56	Coal Cutting Mistry	1537.38	-	-	-	1537.38
57	Dresser	1619.78	1737.00	-	-	1620.65
58	Explosive Carrier	1403.97	-	-	-	1403.97
59	Haulage Khalasi/Coal	1217.42	1433.13	-	-	1226.25
60	Haulage Att./Operato	1954.69	-	-	-	1954.69
61	Khalasi/Fan Operator	1629.67	-	-	-	1629.67
62	Lamp Fitter	1760.15	-	-	-	1760.15
63	LHD Helper	1761.13	-	-	-	1761.13
64	LHD Operator	2282.85	-	-	-	2282.85
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1087.24	-	-	-	1087.24
67	Mistry/Line Mistry	1785.55	-	-	-	1785.55
68	Mine Service Crew	1637.17	-	-	-	1637.17
69	On Setter	1674.29	-	-	-	1674.29
70	Roof Bolting Crew/St	1660.63	-	-	-	1660.63
71	Safety Lamp Checker	834.18	1235.74	-	-	877.68
72	Shalepicking Mazdoor	766.89	1277.77	-	-	784.10
73	Sub-Station Atte	1792.90	-	-	-	1792.90
74	Dragline Operator	1791.67	-	-	-	1791.67
75	SDL Helper	2129.85	-	-	-	2129.85
76	Senior Roof Bolter	1816.62	-	-	-	1816.62
77	SDL Operator	1702.46	-	-	-	1702.46
78	Timberman/Mistry	1681.89	-	-	-	1681.89
79	Trammer Underground	1926.45	-	-	-	1926.45
80	Timber Trea Plant Op	2161.61	-	-	-	2161.61
81	Stone Cutter	1497.59	-	-	-	1497.59
82	Basket/Tub Loader	922.44	-	-	-	922.44
83	Workshop Mechanic/Do	1932.63	-	-	-	1932.63
84	Miscellaneous	1718.17	901.91	-	-	1710.82
II.	Iron Ore Mines	921.43	396.06	-	-	901.43
1	Blacksmith	960.54	-	-	-	960.54
2	Carpenter	424.65	-	-	-	424.65
3	Chargehand	2771.76	-	-	-	2771.76
4	Checker	903.69	-	-	-	903.69
5	Compressor Op.	479.41	-	-	-	479.41

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
6	Coolie/Mazdoor	378.15	285.65	-	-	367.80
7	Crane Operator	1333.55	-	-	-	1333.55
8	Driller	1699.18	-	-	-	1699.18
9	Driver	766.08	-	-	-	766.08
10	Electrician	1389.39	1335.85	-	-	1389.02
11	Fireman	2246.17	-	-	-	2246.17
12	Fitter	1078.69	-	-	-	1078.69
13	Mech/Elec Foreman	1019.21	-	-	-	1019.21
14	Furnaceman	2176.56	-	-	-	2176.56
15	Gas Cutter	285.20	-	-	-	285.20
16	Hammerman	308.99	-	-	-	308.99
17	Helper	541.09	1382.86	-	-	555.10
18	Instrument Mech	2500.39	-	-	-	2500.39
19	Loader/Unloader	291.38	-	-	-	291.38
20	Mistry/Kangani	670.70	-	-	-	670.70
21	Mason	685.58	-	-	-	685.58
22	Mate/Mukaddam	529.73	-	-	-	529.73
23	Mechanic(General)/Te	1692.98	-	-	-	1692.98
24	Motor Mechanic	1847.22	-	-	-	1847.22
25	Oilman/Greaser	702.95	-	-	-	702.95
26	Picker	546.00	220.96	-	-	383.48
27	Plumber	563.45	-	-	-	563.45
28	Pump Attendant	594.19	-	-	-	594.19
29	Shot Firer/Blaster	1023.64	246.00	-	-	947.98
30	Supervisor	706.36	-	-	-	706.36
31	Sweeper	420.27	329.97	-	-	409.70
32	Tongsman	277.26	-	-	-	277.26
33	Turner	794.85	-	-	-	794.85
34	Watchman	286.40	-	-	-	286.40
35	Weigher	520.30	-	-	-	520.30
36	Welder	929.60	-	-	-	929.60
37	Winch Driver	2662.27	-	-	-	2662.27
38	Mach. Op./Machinist	1183.05	1177.65	-	-	1183.04
39	Gen./Turbo Operator	440.80	-	-	-	440.80
40	Storekeeper	753.60	-	-	-	753.60
41	Trainees/Apprentices	234.03	-	-	-	234.03
42	Cook	707.36	760.88	-	-	710.76
43	Attendant	735.02	-	-	-	735.02
44	Miner	901.58	313.82	-	-	748.79
45	HEMM Operator	1314.03	246.00	-	-	1306.19
46	Skip Loader	1091.87	-	-	-	1091.87
47	Gangman	931.53	-	-	-	931.53
48	Screeener and Cleaner	820.51	1517.20	-	-	1306.57
49	Stone Cutter/Crusher	2249.03	-	-	-	2249.03
50	Chainman	402.49	-	-	-	402.49
51	Spotter	267.00	-	-	-	267.00
52	Miscellaneous	1037.88	765.53	-	-	1035.29
III.	Manganese Mines	783.56	551.45	-	-	764.33

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	1210.00	-	-	-	1210.00
2	Carpenter	501.04	-	-	-	501.04
3	Chargehand	1937.33	-	-	-	1937.33
4	Chargeman	919.00	-	-	-	919.00
5	Checker	1322.05	1105.00	-	-	1302.31
6	Compressor Op.	709.49	-	-	-	709.49
7	Coolie/Mazdoor	655.46	751.45	-	-	665.78
8	Crane Operator	1299.04	-	-	-	1299.04
9	Driller	1128.40	-	-	-	1128.40
10	Driver	863.25	-	-	-	863.25
11	Electrician	1268.48	-	-	-	1268.48
12	Engine Room Att./Opt	1189.78	-	-	-	1189.78
13	Fitter	890.11	-	-	-	890.11
14	Mech/Elec Foreman	1059.95	-	-	-	1059.95
15	Grinder	431.00	-	-	-	431.00
16	Hammerman	591.06	350.00	-	-	547.23
17	Helper	888.32	578.55	-	-	875.90
18	Lineman	733.68	-	-	-	733.68
19	Loader/Unloader	319.00	-	-	-	319.00
20	Mason	922.30	-	-	-	922.30
21	Mate/Mukaddam	946.95	1081.00	-	-	947.88
22	Mechanic(General)/Te	1222.12	-	-	-	1222.12
23	Motor Mechanic	1510.86	-	-	-	1510.86
24	Oilman/Greaser	396.00	-	-	-	396.00
25	Picker	629.17	491.11	-	-	570.00
26	Plumber	378.00	-	-	-	378.00
27	Pump Attendant	710.77	-	-	-	710.77
28	Shot Firer/Blaster	996.66	-	-	-	996.66
29	Supervisor	632.92	292.00	-	-	630.15
30	Sweeper	950.18	890.02	-	-	931.99
31	Watchman	708.61	-	-	-	708.61
32	Welder	985.60	-	-	-	985.60
33	Winch Driver	1359.14	-	-	-	1359.14
34	Mach. Op./Machinist	865.87	-	-	-	865.87
35	Storekeeper	637.31	-	-	-	637.31
36	Cook	545.29	309.83	-	-	472.84
37	Cap Lamp Attendant	720.56	-	-	-	720.56
38	Dresser	1084.50	-	-	-	1084.50
39	Miner	303.83	164.62	-	-	269.52
40	Ore Washing Operator	254.86	144.00	-	-	220.75
41	Screener and Cleaner	1001.25	-	-	-	1001.25
42	Tramline Worker	999.39	-	-	-	999.39
43	Mines Incharge/Engin	365.38	-	-	-	365.38
44	HEMM Operator	2068.08	-	-	-	2068.08
45	Dumper Operator	2923.95	-	-	-	2923.95
46	Miscellaneous	616.64	285.66	-	-	549.41
IV.	Oil Mines	1529.75	-	-	-	1529.75
	1 Carpenter	392.75	-	-	-	392.75

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
2	Chargeman	2856.35	-	-	-	2856.35
3	Coolie/Mazdoor	300.00	-	-	-	300.00
4	Crane Operator	350.00	-	-	-	350.00
5	Driller	298.47	-	-	-	298.47
6	Driver	1078.44	-	-	-	1078.44
7	Electrician	3177.73	-	-	-	3177.73
8	Engine Room Att./Opt	1062.10	-	-	-	1062.10
9	Fitter	3482.62	-	-	-	3482.62
10	Mech/Elec Foreman	4242.83	-	-	-	4242.83
11	Helper	728.29	-	-	-	728.29
12	Instrument Mech	2733.60	-	-	-	2733.60
13	Mistry/Kangani	630.65	-	-	-	630.65
14	Mate/Mukaddam	4012.00	-	-	-	4012.00
15	Mechanic(General)/Te	2114.63	-	-	-	2114.63
16	Oilman/Greaser	246.00	-	-	-	246.00
17	Plumber	246.00	-	-	-	246.00
18	Supervisor	457.05	-	-	-	457.05
19	Sweeper	401.99	-	-	-	401.99
20	Watchman	504.23	-	-	-	504.23
21	Welder	1285.92	-	-	-	1285.92
22	Winch Driver	4188.57	-	-	-	4188.57
23	Storekeeper	161.00	-	-	-	161.00
24	Chem. Att./Tradesman	2970.41	-	-	-	2970.41
25	Chem. Doser/Op/Water	3187.93	-	-	-	3187.93
26	Cleaner	246.00	-	-	-	246.00
27	Khalasi	336.25	-	-	-	336.25
28	Machinist/Boring Op	1328.91	-	-	-	1328.91
29	Mud Attendant	1310.18	-	-	-	1310.18
30	Production Man/Prod.	1928.01	-	-	-	1928.01
31	Production Rig Man	3213.49	-	-	-	3213.49
32	Prod. Station Op	1846.05	-	-	-	1846.05
33	Rig Man/Driller	3052.31	-	-	-	3052.31
34	Topeman	3064.54	-	-	-	3064.54
35	Fireman Gr.I	2220.60	-	-	-	2220.60
36	Fireman Gr.II	1538.71	-	-	-	1538.71
37	Fireman Gr.III	1808.59	-	-	-	1808.59
38	Jr. Fireman	798.96	-	-	-	798.96
39	Miscellaneous	1424.65	-	-	-	1424.65
All Mining Industries		1527.40	914.98	-	-	1516.02

TABLE 3.7
AVERAGE DAILY WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1439.72	875.66	-	-	1425.70
	1 Loader/Unloader	1431.55	-	-	-	1431.55
	2 Haulage Khalasi/Coal	959.27	-	-	-	959.27
	3 Miner	-	875.66	-	-	875.66
	4 Trammer Underground	1762.55	-	-	-	1762.55
	5 Basket/Tub Loader	1033.01	-	-	-	1033.01
II.	Iron Ore Mines	311.67	604.22	-	-	390.11
	1 Coolie/Mazdoor	312.00	246.00	-	-	305.10
	2 Miner	314.51	671.27	-	-	454.08
	3 Screener and Cleaner	250.00	-	-	-	250.00
III.	Manganese Mines	834.07	771.96	-	-	823.03
	1 Coolie/Mazdoor	858.09	870.99	-	-	860.11
	2 Hammerman	400.00	-	-	-	400.00
	3 Miner	328.56	341.95	-	-	334.37
	4 Screener and Cleaner	446.62	260.12	-	-	340.93
All Mining Industries		983.61	742.77	-	-	949.03

TABLE 3.7(a)
AVERAGE DAILY MINIMUM WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY
OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	768.87	875.66	-	-	771.53
	1 Loader/Unloader	539.82	-	-	-	539.82
	2 Haulage Khalasi/Coal	959.27	-	-	-	959.27
	3 Miner	-	875.66	-	-	875.66
	4 Trammer Underground	978.87	-	-	-	978.87
	5 Basket/Tub Loader	516.48	-	-	-	516.48
II.	Iron Ore Mines	311.67	565.49	-	-	379.72
	1 Coolie/Mazdoor	312.00	246.00	-	-	305.10
	2 Miner	314.51	625.29	-	-	436.09
	3 Screener and Cleaner	250.00	-	-	-	250.00
III.	Manganese Mines	562.99	719.77	-	-	590.84
	1 Coolie/Mazdoor	573.73	807.30	-	-	610.32
	2 Hammerman	300.00	-	-	-	300.00
	3 Miner	328.56	341.95	-	-	334.37
	4 Screener and Cleaner	446.62	260.12	-	-	340.93
All Mining Industries		606.91	695.94	-	-	619.70

TABLE 3.7(b)
AVERAGE DAILY MAXIMUM WAGE RATES OF PIECE-RATED WORKERS IN INDUSTRIES BY
OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	2110.57	875.66	-	-	2079.88
	1 Loader/Unloader	2323.29	-	-	-	2323.29
	2 Haulage Khalasi/Coal	959.27	-	-	-	959.27
	3 Miner	-	875.66	-	-	875.66
	4 Trammer Underground	2546.23	-	-	-	2546.23
	5 Basket/Tub Loader	1549.54	-	-	-	1549.54
II.	Iron Ore Mines	311.67	642.95	-	-	400.49
	1 Coolie/Mazdoor	312.00	246.00	-	-	305.10
	2 Miner	314.51	717.24	-	-	472.06
	3 Screener and Cleaner	250.00	-	-	-	250.00
III.	Manganese Mines	1105.15	824.14	-	-	1055.23
	1 Coolie/Mazdoor	1142.45	934.69	-	-	1109.90
	2 Hammerman	500.00	-	-	-	500.00
	3 Miner	328.56	341.95	-	-	334.37
	4 Screener and Cleaner	446.62	260.12	-	-	340.93
All Mining Industries		1360.31	789.60	-	-	1278.36

TABLE 3.8
TREND IN AVERAGE DAILY WAGE RATES AND REAL WAGE RATES OF WORKERS AT FIRST ROUND REFERENCE YEAR PRICE

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Overall	Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
I. Coal Mines											
	First Round(1958)	-	-	-	-	-	-	3.30	3.30	-	-
	Second Round(1963)	4.62	3.91	-	-	-	-	4.50	3.34	36.36	1.37
	Third Round(1974)	14.10	12.07	-	-	13.94	13.96	13.95	4.60	210.00	37.72
	Fourth Round(1986)	50.20	49.90	-	-	46.94	55.41	50.18	7.59	259.71	65.00
	Fifth Round(1993)	109.20	106.31	-	-	101.70	123.62	109.07	8.77	117.36	15.54
	Sixth Round(2005)	395.91	332.39	-	-	390.20	407.60	393.57	14.89	259.19	69.78
	Seventh Round(2016)	1343.21	1022.87	-	-	1337.40	1425.70	1338.16	21.40	240.00	43.72
II. Iron Ore Mines											
	First Round(1958)	-	-	-	-	-	-	1.55	1.55	-	-
	Second Round(1963)	3.58	1.81	1.49	-	-	-	3.23	2.39	108.39	54.19
	Third Round(1974)	14.51	8.34	-	-	16.69	8.48	13.49	4.44	317.65	85.77
	Fourth Round(1986)	43.25	22.93	-	-	49.01	19.05	40.17	6.08	197.78	97.42
	Fifth Round(1993)	100.74	83.44	-	-	105.12	88.06	97.83	7.87	143.54	36.94
	Sixth Round(2005)	332.58	224.63	-	-	354.24	139.61	322.98	12.22	230.14	55.27
	Seventh Round(2016)	713.51	413.88	-	-	709.24	390.11	700.13	11.19	116.77	-8.43

Table 3.8

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Wage Rate at Current Price	Real Wage Rate	
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				Overall
III. Manganese Mines											
	First Round(1958)	-	-	-	-	-	-	1.91	1.91	-	-
	Second Round(1963)	2.40	1.89	1.13	-	-	-	2.18	1.62	14.14	-14.96
	Third Round(1974)	4.99	3.99	-	-	5.65	4.14	4.58	1.50	110.09	- 7.41
	Fourth Round(1986)	23.07	18.74	-	-	22.07	21.19	21.54	3.26	370.31	117.33
	Fifth Round(1993)	51.40	42.57	-	-	51.91	44.64	48.64	3.92	125.81	20.24
	Sixth Round(2005)	154.03	137.91	-	-	162.81	133.84	151.17	5.72	210.79	45.92
	Seventh Round(2016)	722.01	643.79	-	-	653.11	823.03	712.92	11.40	371.60	99.30
IV. Oil Mines											
	Third Round(1974)	17.64	13.70	-	-	17.64	-	17.64	5.81	-	-
	Fourth Round(1986)	58.60	41.69	-	-	58.60	-	58.60	8.86	232.20	52.49
	Fifth Round(1993)	118.73	-	-	-	118.73	-	118.73	9.57	102.61	8.01
	Sixth Round(2005)	713.75	560.51	-	-	713.25	-	713.25	26.99	500.73	182.03
	Seventh Round(2016)	1118.35	-	-	-	1118.35	-	1118.35	17.88	56.79	-33.75

§: Percentage increase has been measured with respect to that in the previous round.

TABLE 3.9
PERCENTAGE OF UNITS PAYING DEARNESS ALLOWANCE, UTILISATION OF CONSUMER PRICE INDEX NUMBERS, BASE YEARS AND SCOPE IN INDUSTRIES

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
I.	Coal Mines	542	92.99	96.25	.	3.75	95.90	.	4.10	100.00	.
	1 Jharkhand	162	100.00	100.00	.	.	100.00	.	.	100.00	.
	2 West Bengal	94	100.00	100.00	.	.	100.00	.	.	100.00	.
	3 Telangana	49	100.00	100.00	.	.	100.00	.	.	100.00	.
	4 Chhattisgarh	65	100.00	100.00	.	.	100.00	.	.	100.00	.
	5 Madhya Pradesh	68	64.71	100.00	.	.	100.00	.	.	100.00	.
	6 Maharashtra	57	100.00	67.24	.	32.76	48.72	.	51.28	100.00	.
	7 Residual	47	70.21	100.00	.	.	100.00	.	.	100.00	.
II.	Iron Ore Mines	235	42.13	70.71	9.09	20.20	100.00	.	.	100.00	.
	1 Odisha	40	47.50	57.89	.	42.11	100.00	.	.	100.00	.
	2 Jharkhand	15	60.00	100.00	.	.	100.00	.	.	100.00	.
	3 Karnataka	59	25.42	20.00	60.00	20.00	100.00	.	.	100.00	.
	4 Chhattisgarh	9	100.00	100.00	.	.	100.00	.	.	100.00	.
	5 Goa	63	65.08	92.68	.	7.32	100.00	.	.	100.00	.
	6 Residual	49	12.24	.	.	100.00	.	.	.	.	.
III.	Manganese Mines	127	55.12	71.43	5.71	22.86	100.00	.	.	100.00	.
	1 Maharashtra	24	58.33	71.43	.	28.57	100.00	.	.	100.00	.
	2 Madhya Pradesh	42	42.86	100.00	.	.	100.00	.	.	100.00	.
	3 Odisha	16	75.00	100.00	.	.	100.00	.	.	100.00	.
	4 Karnataka	14	28.57	.	100.00	.	.	.	.	.	.

Table 3.9

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
	5 Residual	31	70.97	45.45	.	54.55	100.00	.	.	100.00	.
IV.	Oil Mines	85	68.24	100.00	.	.	98.28	1.72	.	100.00	.
	1 Gujarat	35	51.43	100.00	.	.	100.00	.	.	100.00	.
	2 Assam	16	93.75	100.00	.	.	100.00	.	.	100.00	.
	3 Residual	34	73.53	100.00	.	.	96.00	4.00	.	100.00	.
	All Mining Industries	989	73.91	90.74	1.77	7.49	96.85	0.15	3.00	100.00	.

CPI: Consumer Price Index Numbers, Bureau: Labour Bureau and AICPI: All India Consumer Price Index Numbers.

TABLE 3.10
PERCENTAGE OF EMPLOYEES (MANUAL & NON-MANUAL) RECEIVING DEARNESS ALLOWANCE IN
INDUSTRIES

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
I.	Coal Mines	312316	314860	96.93	96.14
	1 Jharkhand	109724	109724	100.00	100.00
	2 West Bengal	88137	88137	89.65	89.65
	3 Telangana	8262	8262	100.00	100.00
	4 Chhattisgarh	33434	33434	98.58	98.58
	5 Madhya Pradesh	19783	21187	100.00	93.37
	6 Maharashtra	37235	37235	100.00	100.00
	7 Residual	15741	16881	100.00	93.25
II.	Iron Ore Mines	23463	39138	87.20	52.27
	1 Odisha	3394	10624	75.34	24.07
	2 Jharkhand	7162	8122	92.82	81.85
	3 Karnataka	2505	6699	61.56	23.02
	4 Chhattisgarh	4863	4863	100.00	100.00
	5 Goa	5071	6562	86.39	66.76
	6 Residual	468	2268	100.00	20.63
III.	Manganese Mines	14050	16464	92.90	79.28
	1 Maharashtra	3750	3944	98.24	93.41
	2 Madhya Pradesh	6674	7448	91.49	81.98
	3 Odisha	1632	1934	78.19	65.98
	4 Karnataka	1208	2050	100.00	58.93
	5 Residual	786	1088	98.98	71.51
IV.	Oil Mines	34344	35598	78.95	76.17
	1 Gujarat	23140	23626	69.32	67.89
	2 Assam	2514	2514	100.00	100.00
	3 Residual	8690	9458	98.52	90.52
All Mining Industries		384173	406060	94.58	89.48

TABLE 3.11
PERCENTAGE DISTRIBUTION OF UNITS PAYING DEARNESS ALLOWANCE BY SYSTEM OF PAYMENT IN
INDUSTRIES

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combina- tion of these
1	2	3	4	5	6	7	8
I.	Coal Mines	504	92.70	3.55	-	3.75	-
	1 Jharkhand	162	100.00	-	-	-	-
	2 West Bengal	94	100.00	-	-	-	-
	3 Telangana	49	100.00	-	-	-	-
	4 Chhattisgarh	65	100.00	-	-	-	-
	5 Madhya Pradesh	44	59.09	40.91	-	-	-
	6 Maharashtra	57	67.24	-	-	32.76	-
	7 Residual	33	100.00	-	-	-	-
II.	Iron Ore Mines	99	39.40	3.03	35.35	20.20	2.02
	1 Odisha	19	47.36	-	-	42.11	10.53
	2 Jharkhand	9	100.00	-	-	-	-
	3 Karnataka	15	60.00	-	20.00	20.00	-
	4 Chhattisgarh	9	100.00	-	-	-	-
	5 Goa	41	7.31	7.32	78.05	7.32	-
	6 Residual	6	-	-	-	100.00	-
III.	Manganese Mines	70	45.72	8.57	40.00	5.71	-
	1 Maharashtra	14	42.85	14.29	14.29	28.57	-
	2 Madhya Pradesh	18	55.56	-	44.44	-	-
	3 Odisha	12	83.33	16.67	-	-	-
	4 Karnataka	4	-	-	100.00	-	-
	5 Residual	22	27.27	9.09	63.64	-	-
IV.	Oil Mines	58	100.00	-	-	-	-
	1 Gujarat	18	100.00	-	-	-	-
	2 Assam	15	100.00	-	-	-	-
	3 Residual	25	100.00	-	-	-	-
All Mining Industries		731	81.61	3.68	8.58	5.86	0.27

TABLE 4.1
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1515.11	1404.72	-	-	1513.37
	1 Jharkhand	1584.76	1290.00	-	-	1577.56
	2 West Bengal	1426.67	1634.61	-	-	1430.57
	3 Telangana	1752.45	-	-	-	1752.45
	4 Chhattisgarh	1722.90	1507.15	-	-	1722.62
	5 Madhya Pradesh	1609.43	1537.05	-	-	1609.28
	6 Maharashtra	1179.72	1086.27	-	-	1179.05
	7 Residual	1559.65	1083.83	-	-	1556.97
II.	Iron Ore Mines	792.71	375.78(*)	-	-	774.09
	1 Odisha	571.69	346.64(*)	-	-	550.18(*)
	2 Jharkhand	1054.63	634.80(*)	-	-	1035.10
	3 Karnataka	509.04	211.54(*)	-	-	508.52
	4 Chhattisgarh	1867.07	-	-	-	1867.07
	5 Goa	661.00	485.00	-	-	660.26
	6 Residual	368.51	221.55(*)	-	-	350.29(*)
III.	Manganese Mines	779.51	685.18	-	-	768.55
	1 Maharashtra	690.79	610.81(*)	-	-	678.59
	2 Madhya Pradesh	970.71	987.39	-	-	972.40
	3 Odisha	664.05	331.87	-	-	644.35(*)
	4 Karnataka	455.52	-	-	-	455.52(*)
	5 Residual	505.25	331.17	-	-	445.93
IV.	Oil Mines	1470.81	-	-	-	1470.81
	1 Gujarat	1478.02	-	-	-	1478.02
	2 Assam	2009.06	-	-	-	2009.06
	3 Residual	1245.42	-	-	-	1245.42
All Mining Industries		1419.95	1049.10	-	-	1411.94

(*)—The average daily earnings are less than the corresponding average daily wage rate figures (Table 3.2) because the average daily earnings rates are worked out as the total earnings in a pay period divided by the total number of days paid (i.e. total days worked plus number of days not worked but paid for i.e. 30 days, 15 days, 7 days as the case may be) whereas average daily wage rates are worked out on the basis of only days worked (i.e. 26 days, 12 days, 6 days as the case may be as per ILO convention).

TABLE 4.2
AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1516.26	1409.90	-	-	1514.59
	1 Jharkhand	1590.10	1290.00	-	-	1582.62
	2 West Bengal	1426.67	1634.61	-	-	1430.57
	3 Telangana	1751.20	-	-	-	1751.20
	4 Chhattisgarh	1722.90	1507.15	-	-	1722.62
	5 Madhya Pradesh	1609.43	1537.05	-	-	1609.28
	6 Maharashtra	1179.72	1086.27	-	-	1179.05
	7 Residual	1560.46	1197.10	-	-	1559.77
II.	Iron Ore Mines	800.50	376.30	-	-	784.35
	1 Odisha	577.53	336.52	-	-	559.82
	2 Jharkhand	1088.25	634.80	-	-	1065.73
	3 Karnataka	509.04	211.54	-	-	508.52
	4 Chhattisgarh	1867.07	-	-	-	1867.07
	5 Goa	661.00	485.00	-	-	660.26
	6 Residual	375.98	220.67	-	-	355.51
III.	Manganese Mines	652.14	490.89	-	-	638.78
	1 Maharashtra	702.93	612.18	-	-	689.54
	2 Madhya Pradesh	668.23	361.27	-	-	656.37
	3 Odisha	806.10	284.28	-	-	793.56
	4 Karnataka	455.52	-	-	-	455.52
	5 Residual	513.79	284.84	-	-	459.83
IV.	Oil Mines	1470.81	-	-	-	1470.81
	1 Gujarat	1478.02	-	-	-	1478.02
	2 Assam	2009.06	-	-	-	2009.06
	3 Residual	1245.42	-	-	-	1245.42
All Mining Industries		1426.89	1103.54	-	-	1420.88

TABLE 4.3
AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1381.26	1027.20	-	-	1372.46
	1 Jharkhand	1336.91	-	-	-	1336.91
	2 Telangana	1797.35	-	-	-	1797.35
	3 Residual	1133.65	1027.20	-	-	1062.68
II.	Iron Ore Mines	444.14	373.24	-	-	425.13
	1 Odisha	325.64	374.43	-	-	352.42
	2 Jharkhand	582.94	-	-	-	582.94
	3 Residual	282.96	286.07	-	-	283.03
III.	Manganese Mines	1041.05	852.05	-	-	1007.48
	1 Maharashtra	626.84	605.00	-	-	622.97
	2 Madhya Pradesh	1234.46	1111.59	-	-	1216.01
	3 Odisha	292.74	350.61	-	-	300.87
	4 Residual	455.05	379.34	-	-	406.93
All Mining Industries		1096.61	762.72	-	-	1048.66

TABLE 4.4
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SYSTEM OF PAYMENT

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Coal Mines	1514.59	1372.46	1513.37
	1 Jharkhand	1582.62	1336.91	1577.56
	2 West Bengal	1430.57	-	1430.57
	3 Telangana	1751.20	1797.35	1752.45
	4 Chhattisgarh	1722.62	-	1722.62
	5 Madhya Pradesh	1609.28	-	1609.28
	6 Maharashtra	1179.05	-	1179.05
	7 Residual	1559.77	1062.68	1556.97
II.	Iron Ore Mines	784.35	425.13	774.09
	1 Odisha	559.82	352.42	550.18
	2 Jharkhand	1065.73	582.94	1035.10
	3 Karnataka	508.52	-	508.52
	4 Chhattisgarh	1867.07	-	1867.07
	5 Goa	660.26	-	660.26
	6 Residual	355.51	283.03	350.29
III.	Manganese Mines	638.78	1007.48	768.55
	1 Maharashtra	689.54	622.97	678.59
	2 Madhya Pradesh	656.37	1216.01	972.40
	3 Odisha	793.56	300.87	644.35
	4 Karnataka	455.52	-	455.52
	5 Residual	459.83	406.93	445.93
IV.	Oil Mines	1470.81	-	1470.81
	1 Gujarat	1478.02	-	1478.02
	2 Assam	2009.06	-	2009.06
	3 Residual	1245.42	-	1245.42
All Mining Industries		1420.88	1048.66	1411.94

TABLE 4.5
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY COMPONENTS

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Coal Mines	931.35	414.26	14.51	20.00	21.01	112.24	-	1513.37
	1 Jharkhand	976.24	441.38	25.06	19.03	25.29	90.56	-	1577.56
	2 West Bengal	881.78	346.98	-	21.60	16.97	163.24	-	1430.57
	3 Telangana	954.18	426.34	94.74	20.96	38.66	217.57	-	1752.45
	4 Chhattisgarh	1112.22	523.15	15.22	22.08	30.93	19.02	-	1722.62
	5 Madhya Pradesh	916.84	401.52	-	8.26	11.68	270.98	-	1609.28
	6 Maharashtra	750.27	411.67	10.18	6.93	-	-	-	1179.05
	7 Residual	918.69	424.74	-	46.84	33.63	133.07	-	1556.97
II.	Iron Ore Mines	475.09	170.19	26.28	16.10	12.46	64.68	9.29	774.09
	1 Odisha	421.01	53.80	16.05	18.67	9.49	23.75	7.41	550.18
	2 Jharkhand	698.94	237.52	-	2.08	17.67	76.40	2.49	1035.10
	3 Karnataka	329.42	37.42	5.68	14.95	4.24	109.47	7.34	508.52
	4 Chhattisgarh	1104.23	408.55	187.71	-	33.37	117.78	15.43	1867.07
	5 Goa	199.15	324.17	-	38.60	12.23	67.25	18.86	660.26
	6 Residual	320.95	24.42	2.11	1.52	0.24	0.21	0.84	350.29
III.	Manganese Mines	371.86	273.90	2.36	15.76	7.24	85.25	12.18	768.55
	1 Maharashtra	301.86	308.65	3.97	12.70	5.50	43.47	2.44	678.59
	2 Madhya Pradesh	402.77	361.25	-	22.28	10.18	151.66	24.26	972.40
	3 Odisha	437.19	161.28	5.73	18.52	9.49	8.90	3.24	644.35
	4 Karnataka	405.10	23.16	-	0.89	0.25	26.12	-	455.52
	5 Residual	272.22	131.56	9.28	1.50	0.90	27.35	3.12	445.93

Table 4.5

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
IV.	Oil Mines	550.20	435.41	1.20	72.64	7.68	374.85	28.83	1470.81
	1 Gujarat	574.78	402.29	-	81.37	5.85	413.73	-	1478.02
	2 Assam	638.87	726.20	-	66.52	11.89	239.74	325.84	2009.06
	3 Residual	425.81	451.75	6.10	42.31	12.95	279.63	26.87	1245.42
All Mining Industries		842.89	387.27	14.28	22.69	18.83	122.85	3.13	1411.94

TABLE 4.6
PERCENTAGE DISTRIBUTION OF WORKERS RECEIVING EARNINGS PER DAY BY SIZE CLASS OF DAILY
EARNINGS IN INDUSTRIES

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 to 1500.00	1500.01 to 2000.00	2000.01 and above
1	2	3	4	5	6	7	8	9	10
I.	Coal Mines	-	2.92	2.63	2.95	4.20	26.44	51.08	9.78
	1 Jharkhand	-	-	-	0.22	4.49	34.04	58.60	2.65
	2 West Bengal	-	-	4.49	7.42	6.54	28.74	42.58	10.23
	3 Telangana	-	-	-	-	-	36.32	23.69	39.99
	4 Chhattisgarh	-	-	1.92	-	-	8.75	67.63	21.70
	5 Madhya Pradesh	-	-	-	9.03	10.15	2.88	68.12	9.82
	6 Maharashtra	-	26.12	10.84	1.52	0.84	11.84	40.20	8.64
	7 Residual	-	5.75	-	-	-	37.37	39.66	17.22
II.	Iron Ore Mines	10.65	26.29	15.23	16.25	10.00	4.65	12.87	4.06
	1 Odisha	7.67	43.55	18.37	14.80	8.18	0.63	2.37	4.43
	2 Jharkhand	28.09	3.50	5.00	22.67	1.55	13.12	16.74	9.33
	3 Karnataka	2.91	33.78	26.72	25.92	4.95	3.54	1.15	1.03
	4 Chhattisgarh	-	-	-	-	1.47	4.04	84.88	9.61
	5 Goa	9.55	22.34	15.59	15.58	31.22	5.72	-	-
	6 Residual	23.26	41.05	20.08	9.41	3.58	2.37	0.25	-
III.	Manganese Mines	9.49	25.18	8.93	24.83	17.16	12.29	1.22	0.90
	1 Maharashtra	4.14	2.74	11.52	47.43	21.55	12.55	0.07	-
	2 Madhya Pradesh	13.03	26.91	1.41	18.55	21.08	18.40	-	0.62
	3 Odisha	8.21	40.82	18.80	8.38	7.43	3.20	9.36	3.80
	4 Karnataka	4.27	39.38	21.79	30.19	3.13	1.24	-	-
	5 Residual	16.23	50.57	12.50	1.78	12.25	3.28	1.07	2.32
IV.	Oil Mines	0.45	3.33	30.02	14.24	0.99	10.57	4.50	35.90
	1 Gujarat	0.46	3.01	29.78	18.36	0.24	10.13	2.47	35.55
	2 Assam	-	-	-	-	-	28.03	28.54	43.43
	3 Residual	0.61	5.77	41.98	4.13	4.13	5.75	3.22	34.41
All Mining Industries		1.40	6.02	5.73	5.77	5.07	22.87	42.65	10.49

TABLE 4.7
DISTRIBUTION OF WORKERS IN INDUSTRIES AND TOTAL WAGE BILL BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
I.	Coal Mines	100.00	100.00
	1 Beltman/Mochi	0.24	0.25
	2 Blacksmith	0.14	0.17
	3 Boiler Attendant	0.15	0.09
	4 Cable Jointer/Cablem	2.26	2.20
	5 Carpenter	0.13	0.11
	6 Chargeman	0.04	0.05
	7 Checker	0.23	0.59
	8 Compressor Op.	0.21	0.17
	9 Coolie/Mazdoor	17.39	12.15
	10 Crane Operator	0.73	0.81
	11 Driller	3.90	4.14
	12 Driver	1.20	1.20
	13 Electrician	4.27	4.67
	14 Fireman	0.31	0.33
	15 Fitter	11.19	13.07
	16 Mech/Elec Foreman	2.14	2.86
	17 Gas Cutter	0.09	0.10
	18 Grinder	0.05	0.06
	19 Hammerman	0.16	0.17
	20 Helper	2.41	2.32
	21 Instrument Mech	0.35	0.48
	22 Lineman	0.34	0.41
	23 Loader/Unloader	0.27	0.21
	24 Mistry/Kangani	0.17	0.20
	25 Mason	0.07	0.07
	26 Mate/Mukaddam	1.01	1.00
	27 Mechanic(General)/Te	0.76	0.92
	28 Motor Mechanic	0.12	0.15
	29 Moulder	0.01	0.00
	30 Oilman/Greaser	0.12	0.12
	31 Picker	0.11	0.15
	32 Plumber	0.14	0.12
	33 Pump Attendant	3.24	3.00
	34 Rigger	0.01	0.03
	35 Shot Firer/Blaster	1.58	1.84
	36 Supervisor	0.95	0.98
	37 Sweeper	0.64	0.47
	38 Switch Board Atten.	0.38	0.41
	39 Tindal	1.99	2.29
	40 Turner	0.24	0.29
	41 Watchman	0.78	0.92
	42 Welder	0.65	0.69
	43 Winch Driver	0.22	0.25
	44 Winder	0.02	0.02

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
45	Mach. Op./Machinist	0.26	0.21
46	Gen./Turbo Operator	0.25	0.38
47	Storekeeper	0.21	0.27
48	Trainees/Apprentices	0.20	0.05
49	Cook	0.12	0.12
50	Chemist/Dispensary	0.11	0.11
51	Banksman	0.10	0.11
52	Clay Cardidge Maker	0.15	0.13
53	Chainman	0.49	0.52
54	Clipman/Pointsman	0.46	0.51
55	CCM Mazdoor	2.54	1.87
56	Coal Cutting Mistry	0.26	0.29
57	Dresser	1.38	1.35
58	Explosive Carrier	1.42	1.14
59	Haulage Khalasi/Coal	2.79	3.61
60	Haulage Att./Operato	2.14	2.59
61	Khalasi/Fan Operator	0.54	0.60
62	Lamp Fitter	0.33	0.39
63	LHD Helper	0.03	0.03
64	LHD Operator	2.72	3.33
65	Loco Driver	0.00	0.00
66	Miner	0.05	0.05
67	Mistry/Line Mistry	1.38	1.51
68	Mine Service Crew	0.42	0.54
69	On Setter	0.23	0.27
70	Roof Bolting Crew/St	2.08	2.03
71	Safety Lamp Checker	0.09	0.06
72	Shalepicking Mazdoor	3.67	2.28
73	Sub-Station Atte	0.14	0.15
74	Dragline Operator	0.62	0.63
75	SDL Helper	0.52	0.64
76	Senior Roof Bolter	0.02	0.03
77	SDL Operator	1.10	1.43
78	Timberman/Mistry	0.75	0.67
79	Trammer Underground	7.96	8.58
80	Timber Trea Plant Op	0.05	0.06
81	Stone Cutter	0.02	0.02
82	Basket/Tub Loader	0.81	0.59
83	Workshop Mechanic/Do	0.48	0.51
84	Miscellaneous	1.71	1.80
II.	Iron Ore Mines	100.00	100.00
1	Blacksmith	0.08	0.08
2	Carpenter	0.01	0.01
3	Chargehand	1.12	3.20
4	Checker	0.76	0.86
5	Compressor Op.	0.11	0.07
6	Coolie/Mazdoor	12.46	7.68
7	Crane Operator	0.45	0.60
8	Driller	0.64	1.03

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
9	Driver	9.19	7.62
10	Electrician	3.01	4.83
11	Fireman	0.22	0.55
12	Fitter	1.12	1.25
13	Mech/Elec Foreman	2.13	2.67
14	Furnaceman	0.21	0.45
15	Gas Cutter	0.46	0.41
16	Hammerman	0.14	0.05
17	Helper	9.53	5.87
18	Instrument Mech	0.15	0.34
19	Loader/Unloader	0.64	0.35
20	Mistry/Kangani	0.13	0.10
21	Mason	0.04	0.03
22	Mate/Mukaddam	2.63	1.30
23	Mechanic(General)/Te	7.57	13.37
24	Motor Mechanic	0.60	1.28
25	Oilman/Greaser	0.19	0.19
26	Picker	0.02	0.01
27	Plumber	0.04	0.03
28	Pump Attendant	0.38	0.30
29	Shot Firer/Blaster	0.64	0.76
30	Supervisor	6.26	4.85
31	Sweeper	0.65	0.28
32	Tongsman	0.02	0.01
33	Turner	0.02	0.02
34	Watchman	5.00	1.92
35	Weigher	0.22	0.14
36	Welder	0.65	0.63
37	Winch Driver	0.04	0.11
38	Mach. Op./Machinist	5.61	7.20
39	Gen./Turbo Operator	0.05	0.04
40	Storekeeper	0.37	0.37
41	Trainees/Apprentices	0.27	0.11
42	Cook	0.43	0.47
43	Attendant	2.41	2.14
44	Miner	8.84	6.46
45	HEMM Operator	9.87	13.96
46	Skip Loader	1.20	1.24
47	Gangman	0.04	0.03
48	Screener and Cleaner	0.20	0.23
49	Stone Cutter/Crusher	0.71	1.60
50	Chainman	0.02	0.01
51	Spotter	0.28	0.15
52	Miscellaneous	2.18	2.71
III.	Manganese Mines	100.00	100.00
	1 Blacksmith	0.03	0.04
	2 Carpenter	0.08	0.05
	3 Chargehand	0.36	0.73
	4 Chargeman	0.11	0.12

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
	5 Checker	0.17	0.37
	6 Compressor Op.	0.12	0.11
	7 Coolie/Mazdoor	58.77	62.43
	8 Crane Operator	0.03	0.05
	9 Driller	1.04	1.26
	10 Driver	3.99	3.37
	11 Electrician	1.61	2.10
	12 Engine Room Att./Opt	0.06	0.09
	13 Fitter	0.70	0.82
	14 Mech/Elec Foreman	1.55	1.98
	15 Grinder	0.08	0.03
	16 Hammerman	0.37	0.23
	17 Helper	6.95	6.03
	18 Lineman	0.05	0.05
	19 Loader/Unloader	0.08	0.04
	20 Mason	0.03	0.03
	21 Mate/Mukaddam	2.23	2.24
	22 Mechanic(General)/Te	0.51	0.62
	23 Motor Mechanic	0.09	0.12
	24 Oilman/Greaser	0.02	0.01
	25 Picker	0.33	0.34
	26 Plumber	0.03	0.02
	27 Pump Attendant	0.15	0.13
	28 Shot Firer/Blaster	1.35	2.23
	29 Supervisor	1.90	1.34
	30 Sweeper	0.67	0.70
	31 Watchman	1.86	1.58
	32 Welder	0.65	0.66
	33 Winch Driver	0.08	0.10
	34 Mach. Op./Machinist	2.03	1.95
	35 Storekeeper	0.19	0.13
	36 Cook	0.40	0.23
	37 Cap Lamp Attendant	0.42	0.24
	38 Dresser	0.03	0.04
	39 Miner	5.26	2.55
	40 Ore Washing Operator	1.01	0.46
	41 Screener and Cleaner	0.99	0.84
	42 Tramline Worker	0.06	0.07
	43 Mines Incharge/Engin	0.02	0.01
	44 HEMM Operator	0.39	0.77
	45 Dumper Operator	0.22	0.64
	46 Miscellaneous	2.97	2.06
IV.	Oil Mines	100.00	100.00
	1 Carpenter	0.04	0.01
	2 Chargeman	0.56	1.01
	3 Coolie/Mazdoor	0.21	0.05
	4 Crane Operator	0.04	0.01
	5 Driller	0.08	0.04
	6 Driver	0.26	0.23

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
7	Electrician	3.72	5.85
8	Engine Room Att./Opt	0.44	0.36
9	Fitter	1.16	2.13
10	Mech/Elec Foreman	2.25	6.26
11	Helper	14.41	8.29
12	Instrument Mech	0.98	1.79
13	Mistry/Kangani	0.06	0.03
14	Mate/Mukaddam	0.50	1.57
15	Mechanic(General)/Te	0.60	0.94
16	Oilman/Greaser	0.03	0.01
17	Plumber	0.03	0.00
18	Supervisor	0.52	1.09
19	Sweeper	0.67	0.18
20	Watchman	32.52	12.37
21	Welder	0.58	0.47
22	Winch Driver	0.44	1.15
23	Storekeeper	0.02	0.00
24	Chem. Att./Tradesman	6.26	9.61
25	Chem. Doser/Op/Water	0.29	0.24
26	Cleaner	0.34	0.06
27	Khalasi	0.72	0.19
28	Machinist/Boring Op	0.11	0.15
29	Mud Attendant	0.73	0.79
30	Production Man/Prod.	1.04	1.59
31	Production Rig Man	0.65	1.25
32	Prod. Station Op	17.62	26.01
33	Rig Man/Driller	7.20	10.19
34	Topeman	0.35	0.74
35	Fireman Gr.I	2.38	3.18
36	Fireman Gr.II	0.75	0.94
37	Fireman Gr.III	0.31	0.23
38	Jr. Fireman	0.20	0.14
39	Miscellaneous	0.96	0.86

TABLE 4.8
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1515.11	1404.72	-	-	1513.37
	1 Beltman/Mochi	1586.31	-	-	-	1586.31
	2 Blacksmith	1802.79	-	-	-	1802.79
	3 Boiler Attendant	972.59	-	-	-	972.59
	4 Cable Jointer/Cablem	1470.69	-	-	-	1470.69
	5 Carpenter	1298.25	-	-	-	1298.25
	6 Chargeman	1668.15	-	-	-	1668.15
	7 Checker	3934.13	-	-	-	3934.13
	8 Compressor Op.	1270.34	-	-	-	1270.34
	9 Coolie/Mazdoor	1048.45	1252.77	-	-	1057.81
	10 Crane Operator	1679.60	-	-	-	1679.60
	11 Driller	1607.43	-	-	-	1607.43
	12 Driver	1521.91	-	-	-	1521.91
	13 Electrician	1650.82	2376.27	-	-	1654.57
	14 Fireman	1620.86	781.93	-	-	1588.92
	15 Fitter	1768.12	-	-	-	1768.12
	16 Mech/Elec Foreman	2022.09	-	-	-	2022.09
	17 Gas Cutter	1554.31	-	-	-	1554.31
	18 Grinder	1661.83	-	-	-	1661.83
	19 Hammerman	1560.13	-	-	-	1560.13
	20 Helper	1455.94	1517.91	-	-	1456.03
	21 Instrument Mech	2143.81	1169.41	-	-	2101.69
	22 Lineman	1845.80	-	-	-	1845.80
	23 Loader/Unloader	1176.57	-	-	-	1176.57
	24 Mistry/Kangani	1733.60	-	-	-	1733.60
	25 Mason	1517.93	-	-	-	1517.93
	26 Mate/Mukaddam	1503.57	-	-	-	1503.57
	27 Mechanic(General)/Te	1846.10	-	-	-	1846.10
	28 Motor Mechanic	2000.81	-	-	-	2000.81
	29 Moulder	1244.06	-	-	-	1244.06
	30 Oilman/Greaser	1515.61	-	-	-	1515.61
	31 Picker	2082.08	-	-	-	2082.08
	32 Plumber	1396.91	-	-	-	1396.91
	33 Pump Attendant	1401.99	1219.89	-	-	1401.28
	34 Rigger	2826.12	-	-	-	2826.12
	35 Shot Firer/Blaster	1762.55	-	-	-	1762.55
	36 Supervisor	1570.29	-	-	-	1570.29
	37 Sweeper	1082.58	1612.52	-	-	1109.39
	38 Switch Board Atten.	1618.58	-	-	-	1618.58
	39 Tindal	1739.07	-	-	-	1739.07
	40 Turner	1803.01	-	-	-	1803.01
	41 Watchman	1807.98	1622.50	-	-	1778.80
	42 Welder	1605.48	-	-	-	1605.48
	43 Winch Driver	1692.25	-	-	-	1692.25

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
44	Winder	1845.50	1368.48	-	-	1628.67
45	Mach. Op./Machinist	1195.80	-	-	-	1195.80
46	Gen./Turbo Operator	2329.49	-	-	-	2329.49
47	Storekeeper	1975.85	-	-	-	1975.85
48	Trainees/Apprentices	396.26	-	-	-	396.26
49	Cook	1523.01	1340.10	-	-	1453.75
50	Chemist/Dispensary	1471.23	1445.40	-	-	1461.30
51	Banksman	1660.68	-	-	-	1660.68
52	Clay Cardidge Maker	-	1374.30	-	-	1374.30
53	Chainman	1599.92	-	-	-	1599.92
54	Clipman/Pointsman	1690.19	-	-	-	1690.19
55	CCM Mazdoor	1118.64	964.76	-	-	1117.28
56	Coal Cutting Mistry	1659.94	-	-	-	1659.94
57	Dresser	1475.57	1537.05	-	-	1476.02
58	Explosive Carrier	1218.84	-	-	-	1218.84
59	Haulage Khalasi/Coal	1949.48	2194.49	-	-	1959.19
60	Haulage Att./Operato	1832.16	-	-	-	1832.16
61	Khalasi/Fan Operator	1682.69	-	-	-	1682.69
62	Lamp Fitter	1782.40	-	-	-	1782.40
63	LHD Helper	1609.10	-	-	-	1609.10
64	LHD Operator	1851.91	-	-	-	1851.91
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1859.55	1027.20	-	-	1513.80
67	Mistry/Line Mistry	1647.96	-	-	-	1647.96
68	Mine Service Crew	1945.76	-	-	-	1945.76
69	On Setter	1783.58	-	-	-	1783.58
70	Roof Bolting Crew/St	1473.42	-	-	-	1473.42
71	Safety Lamp Checker	1018.36	1117.39	-	-	1029.08
72	Shalepicking Mazdoor	915.34	1607.85	-	-	938.66
73	Sub-Station Atte	1647.99	-	-	-	1647.99
74	Dragline Operator	1545.15	-	-	-	1545.15
75	SDL Helper	1877.31	-	-	-	1877.31
76	Senior Roof Bolter	1710.96	-	-	-	1710.96
77	SDL Operator	1965.87	-	-	-	1965.87
78	Timberman/Mistry	1361.79	-	-	-	1361.79
79	Trammer Underground	1629.50	-	-	-	1629.50
80	Timber Trea Plant Op	1806.86	-	-	-	1806.86
81	Stone Cutter	1908.10	-	-	-	1908.10
82	Basket/Tub Loader	1089.16	-	-	-	1089.16
83	Workshop Mechanic/Do	1620.98	-	-	-	1620.98
84	Miscellaneous	1602.25	881.93	-	-	1595.76
II.	Iron Ore Mines	792.71	375.78	-	-	774.09
1	Blacksmith	864.85	-	-	-	864.85
2	Carpenter	562.97	-	-	-	562.97
3	Chargehand	2203.35	-	-	-	2203.35
4	Checker	877.11	-	-	-	877.11
5	Compressor Op.	524.20	-	-	-	524.20
6	Coolie/Mazdoor	507.22	237.03	-	-	477.18

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
7	Crane Operator	1036.07	-	-	-	1036.07
8	Driller	1246.31	-	-	-	1246.31
9	Driver	642.33	-	-	-	642.33
10	Electrician	1243.96	1154.70	-	-	1243.35
11	Fireman	1942.76	-	-	-	1942.76
12	Fitter	867.14	-	-	-	867.14
13	Mech/Elec Foreman	970.29	-	-	-	970.29
14	Furnaceman	1678.99	-	-	-	1678.99
15	Gas Cutter	687.02	-	-	-	687.02
16	Hammerman	267.80	-	-	-	267.80
17	Helper	465.24	1187.52	-	-	477.26
18	Instrument Mech	1770.07	-	-	-	1770.07
19	Loader/Unloader	419.05	-	-	-	419.05
20	Mistry/Kangani	617.01	-	-	-	617.01
21	Mason	620.04	-	-	-	620.04
22	Mate/Mukaddam	381.98	-	-	-	381.98
23	Mechanic(General)/Te	1366.91	-	-	-	1366.91
24	Motor Mechanic	1654.57	-	-	-	1654.57
25	Oilman/Greaser	786.52	-	-	-	786.52
26	Picker	546.15	246.00	-	-	396.08
27	Plumber	534.16	-	-	-	534.16
28	Pump Attendant	612.98	-	-	-	612.98
29	Shot Firer/Blaster	994.34	246.00	-	-	921.53
30	Supervisor	599.84	-	-	-	599.84
31	Sweeper	340.91	310.03	-	-	337.30
32	Tongsman	375.62	-	-	-	375.62
33	Turner	808.68	-	-	-	808.68
34	Watchman	296.65	-	-	-	296.65
35	Weigher	480.17	-	-	-	480.17
36	Welder	751.75	-	-	-	751.75
37	Winch Driver	2117.42	-	-	-	2117.42
38	Mach. Op./Machinist	992.12	1113.40	-	-	992.41
39	Gen./Turbo Operator	598.03	-	-	-	598.03
40	Storekeeper	774.56	-	-	-	774.56
41	Trainees/Apprentices	333.23	-	-	-	333.23
42	Cook	864.33	441.57	-	-	837.48
43	Attendant	685.83	-	-	-	685.83
44	Miner	649.14	356.72	-	-	565.97
45	HEMM Operator	1101.07	246.00	-	-	1094.80
46	Skip Loader	801.57	-	-	-	801.57
47	Gangman	612.87	-	-	-	612.87
48	Screeener and Cleaner	464.53	1297.24	-	-	895.24
49	Stone Cutter/Crusher	1744.33	-	-	-	1744.33
50	Chainman	432.60	-	-	-	432.60
51	Spotter	428.47	-	-	-	428.47
52	Miscellaneous	963.61	948.23	-	-	963.46
III.	Manganese Mines	779.51	685.18	-	-	768.55
1	Blacksmith	958.12	-	-	-	958.12

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	2 Carpenter	504.96	-	-	-	504.96
	3 Chargehand	1568.41	-	-	-	1568.41
	4 Chargeman	874.10	-	-	-	874.10
	5 Checker	1750.27	1031.59	-	-	1684.93
	6 Compressor Op.	663.12	-	-	-	663.12
	7 Coolie/Mazdoor	815.14	825.08	-	-	816.48
	8 Crane Operator	1214.47	-	-	-	1214.47
	9 Driller	933.15	-	-	-	933.15
	10 Driver	649.05	-	-	-	649.05
	11 Electrician	1004.85	-	-	-	1004.85
	12 Engine Room Att./Opt	1115.85	-	-	-	1115.85
	13 Fitter	909.16	-	-	-	909.16
	14 Mech/Elec Foreman	982.76	-	-	-	982.76
	15 Grinder	299.73	-	-	-	299.73
	16 Hammerman	515.22	246.67	-	-	470.46
	17 Helper	664.46	736.40	-	-	667.34
	18 Lineman	826.54	-	-	-	826.54
	19 Loader/Unloader	364.52	-	-	-	364.52
	20 Mason	848.23	-	-	-	848.23
	21 Mate/Mukaddam	768.96	1143.98	-	-	771.56
	22 Mechanic(General)/Te	925.58	-	-	-	925.58
	23 Motor Mechanic	1003.57	-	-	-	1003.57
	24 Oilman/Greaser	408.46	-	-	-	408.46
	25 Picker	900.22	664.31	-	-	799.12
	26 Plumber	399.73	-	-	-	399.73
	27 Pump Attendant	621.59	-	-	-	621.59
	28 Shot Firer/Blaster	1273.01	-	-	-	1273.01
	29 Supervisor	543.24	253.20	-	-	540.88
	30 Sweeper	859.82	685.88	-	-	807.24
	31 Watchman	655.16	-	-	-	655.16
	32 Welder	779.31	-	-	-	779.31
	33 Winch Driver	967.47	-	-	-	967.47
	34 Mach. Op./Machinist	740.31	-	-	-	740.31
	35 Storekeeper	540.57	-	-	-	540.57
	36 Cook	499.34	287.15	-	-	434.05
	37 Cap Lamp Attendant	436.19	-	-	-	436.19
	38 Dresser	986.86	-	-	-	986.86
	39 Miner	380.52	355.50	-	-	372.57
	40 Ore Washing Operator	378.66	281.12	-	-	348.65
	41 Screener and Cleaner	794.05	266.31	-	-	653.87
	42 Tramline Worker	849.10	-	-	-	849.10
	43 Mines Incharge/Engin	415.38	-	-	-	415.38
	44 HEMM Operator	1535.29	-	-	-	1535.29
	45 Dumper Operator	2278.17	-	-	-	2278.17
	46 Miscellaneous	603.85	249.20	-	-	531.81
IV.	Oil Mines	1470.81	-	-	-	1470.81
	1 Carpenter	290.14	-	-	-	290.14
	2 Chargeman	2654.30	-	-	-	2654.30

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
3	Coolie/Mazdoor	373.08	-	-	-	373.08
4	Crane Operator	405.13	-	-	-	405.13
5	Driller	627.63	-	-	-	627.63
6	Driver	1301.61	-	-	-	1301.61
7	Electrician	2313.39	-	-	-	2313.39
8	Engine Room Att./Opt	1219.25	-	-	-	1219.25
9	Fitter	2697.68	-	-	-	2697.68
10	Mech/Elec Foreman	4093.42	-	-	-	4093.42
11	Helper	846.61	-	-	-	846.61
12	Instrument Mech	2690.45	-	-	-	2690.45
13	Mistry/Kangani	634.80	-	-	-	634.80
14	Mate/Mukaddam	4628.20	-	-	-	4628.20
15	Mechanic(General)/Te	2306.46	-	-	-	2306.46
16	Oilman/Greaser	269.87	-	-	-	269.87
17	Plumber	261.00	-	-	-	261.00
18	Supervisor	3079.87	-	-	-	3079.87
19	Sweeper	384.21	-	-	-	384.21
20	Watchman	559.33	-	-	-	559.33
21	Welder	1210.18	-	-	-	1210.18
22	Winch Driver	3899.48	-	-	-	3899.48
23	Storekeeper	383.20	-	-	-	383.20
24	Chem. Att./Tradesman	2259.68	-	-	-	2259.68
25	Chem. Doser/Op/Water	1197.68	-	-	-	1197.68
26	Cleaner	271.00	-	-	-	271.00
27	Khalasi	390.40	-	-	-	390.40
28	Machinist/Boring Op	1912.49	-	-	-	1912.49
29	Mud Attendant	1602.64	-	-	-	1602.64
30	Production Man/Prod.	2247.48	-	-	-	2247.48
31	Production Rig Man	2810.55	-	-	-	2810.55
32	Prod. Station Op	2171.39	-	-	-	2171.39
33	Rig Man/Driller	2080.98	-	-	-	2080.98
34	Topeman	3117.29	-	-	-	3117.29
35	Fireman Gr.I	1963.26	-	-	-	1963.26
36	Fireman Gr.II	1845.68	-	-	-	1845.68
37	Fireman Gr.III	1081.71	-	-	-	1081.71
38	Jr. Fireman	1018.80	-	-	-	1018.80
39	Miscellaneous	1319.17	-	-	-	1319.17
All Mining Industries		1419.95	1049.10	-	-	1411.94

TABLE 4.9
AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS IN INDUSTRIES BY OCCUPATION AND
SEXAGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1516.26	1409.90	-	-	1514.59
	1 Beltman/Mochi	1586.31	-	-	-	1586.31
	2 Blacksmith	1802.79	-	-	-	1802.79
	3 Boiler Attendant	972.59	-	-	-	972.59
	4 Cable Jointer/Cablem	1470.69	-	-	-	1470.69
	5 Carpenter	1298.25	-	-	-	1298.25
	6 Chargeman	1668.15	-	-	-	1668.15
	7 Checker	3934.13	-	-	-	3934.13
	8 Compressor Op.	1270.34	-	-	-	1270.34
	9 Coolie/Mazdoor	1048.45	1252.77	-	-	1057.81
	10 Crane Operator	1679.60	-	-	-	1679.60
	11 Driller	1607.43	-	-	-	1607.43
	12 Driver	1521.91	-	-	-	1521.91
	13 Electrician	1650.82	2376.27	-	-	1654.57
	14 Fireman	1620.86	781.93	-	-	1588.92
	15 Fitter	1768.12	-	-	-	1768.12
	16 Mech/Elec Foreman	2022.09	-	-	-	2022.09
	17 Gas Cutter	1554.31	-	-	-	1554.31
	18 Grinder	1661.83	-	-	-	1661.83
	19 Hammerman	1560.13	-	-	-	1560.13
	20 Helper	1455.94	1517.91	-	-	1456.03
	21 Instrument Mech	2143.81	1169.41	-	-	2101.69
	22 Lineman	1845.80	-	-	-	1845.80
	23 Loader/Unloader	1022.02	-	-	-	1022.02
	24 Mistry/Kangani	1733.60	-	-	-	1733.60
	25 Mason	1517.93	-	-	-	1517.93
	26 Mate/Mukaddam	1503.57	-	-	-	1503.57
	27 Mechanic(General)/Te	1846.10	-	-	-	1846.10
	28 Motor Mechanic	2000.81	-	-	-	2000.81
	29 Moulder	1244.06	-	-	-	1244.06
	30 Oilman/Greaser	1515.61	-	-	-	1515.61
	31 Picker	2082.08	-	-	-	2082.08
	32 Plumber	1396.91	-	-	-	1396.91
	33 Pump Attendant	1401.99	1219.89	-	-	1401.28
	34 Rigger	2826.12	-	-	-	2826.12
	35 Shot Firer/Blaster	1762.55	-	-	-	1762.55
	36 Supervisor	1570.29	-	-	-	1570.29
	37 Sweeper	1082.58	1612.52	-	-	1109.39
	38 Switch Board Atten.	1618.58	-	-	-	1618.58
	39 Tindal	1739.07	-	-	-	1739.07
	40 Turner	1803.01	-	-	-	1803.01
	41 Watchman	1807.98	1622.50	-	-	1778.80
	42 Welder	1605.48	-	-	-	1605.48

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
43	Winch Driver	1692.25	-	-	-	1692.25
44	Winder	1845.50	1368.48	-	-	1628.67
45	Mach. Op./Machinist	1195.80	-	-	-	1195.80
46	Gen./Turbo Operator	2329.49	-	-	-	2329.49
47	Storekeeper	1975.85	-	-	-	1975.85
48	Trainees/Apprentices	396.26	-	-	-	396.26
49	Cook	1523.01	1340.10	-	-	1453.75
50	Chemist/Dispensary	1471.23	1445.40	-	-	1461.30
51	Banksman	1660.68	-	-	-	1660.68
52	Clay Cardidge Maker	-	1374.30	-	-	1374.30
53	Chainman	1599.92	-	-	-	1599.92
54	Clipman/Pointsman	1690.19	-	-	-	1690.19
55	CCM Mazdoor	1118.64	964.76	-	-	1117.28
56	Coal Cutting Mistry	1659.94	-	-	-	1659.94
57	Dresser	1475.57	1537.05	-	-	1476.02
58	Explosive Carrier	1218.84	-	-	-	1218.84
59	Haulage Khalasi/Coal	1954.48	2194.49	-	-	1964.30
60	Haulage Att./Operato	1832.16	-	-	-	1832.16
61	Khalasi/Fan Operator	1682.69	-	-	-	1682.69
62	Lamp Fitter	1782.40	-	-	-	1782.40
63	LHD Helper	1609.10	-	-	-	1609.10
64	LHD Operator	1851.91	-	-	-	1851.91
65	Loco Driver	1442.77	-	-	-	1442.77
66	Miner	1859.55	-	-	-	1859.55
67	Mistry/Line Mistry	1647.96	-	-	-	1647.96
68	Mine Service Crew	1945.76	-	-	-	1945.76
69	On Setter	1783.58	-	-	-	1783.58
70	Roof Bolting Crew/St	1473.42	-	-	-	1473.42
71	Safety Lamp Checker	1018.36	1117.39	-	-	1029.08
72	Shalepicking Mazdoor	915.34	1607.85	-	-	938.66
73	Sub-Station Atte	1647.99	-	-	-	1647.99
74	Dragline Operator	1545.15	-	-	-	1545.15
75	SDL Helper	1877.31	-	-	-	1877.31
76	Senior Roof Bolter	1710.96	-	-	-	1710.96
77	SDL Operator	1965.87	-	-	-	1965.87
78	Timberman/Mistry	1361.79	-	-	-	1361.79
79	Trammer Underground	1631.18	-	-	-	1631.18
80	Timber Trea Plant Op	1806.86	-	-	-	1806.86
81	Stone Cutter	1908.10	-	-	-	1908.10
82	Basket/Tub Loader	1134.76	-	-	-	1134.76
83	Workshop Mechanic/Do	1620.98	-	-	-	1620.98
84	Miscellaneous	1602.25	881.93	-	-	1595.76
II.	Iron Ore Mines	800.50	376.30	-	-	784.35
1	Blacksmith	864.85	-	-	-	864.85
2	Carpenter	562.97	-	-	-	562.97
3	Chargehand	2203.35	-	-	-	2203.35
4	Checker	877.11	-	-	-	877.11
5	Compressor Op.	524.20	-	-	-	524.20

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Coolie/Mazdoor	499.43	236.18	-	-	469.97
7	Crane Operator	1036.07	-	-	-	1036.07
8	Driller	1246.31	-	-	-	1246.31
9	Driver	642.33	-	-	-	642.33
10	Electrician	1243.96	1154.70	-	-	1243.35
11	Fireman	1942.76	-	-	-	1942.76
12	Fitter	867.14	-	-	-	867.14
13	Mech/Elec Foreman	970.29	-	-	-	970.29
14	Furnaceman	1678.99	-	-	-	1678.99
15	Gas Cutter	687.02	-	-	-	687.02
16	Hammerman	267.80	-	-	-	267.80
17	Helper	465.24	1187.52	-	-	477.26
18	Instrument Mech	1770.07	-	-	-	1770.07
19	Loader/Unloader	419.05	-	-	-	419.05
20	Mistry/Kangani	617.01	-	-	-	617.01
21	Mason	620.04	-	-	-	620.04
22	Mate/Mukaddam	381.98	-	-	-	381.98
23	Mechanic(General)/Te	1366.91	-	-	-	1366.91
24	Motor Mechanic	1654.57	-	-	-	1654.57
25	Oilman/Greaser	786.52	-	-	-	786.52
26	Picker	546.15	246.00	-	-	396.08
27	Plumber	534.16	-	-	-	534.16
28	Pump Attendant	612.98	-	-	-	612.98
29	Shot Firer/Blaster	994.34	246.00	-	-	921.53
30	Supervisor	599.84	-	-	-	599.84
31	Sweeper	340.91	310.03	-	-	337.30
32	Tongsman	375.62	-	-	-	375.62
33	Turner	808.68	-	-	-	808.68
34	Watchman	296.65	-	-	-	296.65
35	Weigher	480.17	-	-	-	480.17
36	Welder	751.75	-	-	-	751.75
37	Winch Driver	2117.42	-	-	-	2117.42
38	Mach. Op./Machinist	992.12	1113.40	-	-	992.41
39	Gen./Turbo Operator	598.03	-	-	-	598.03
40	Storekeeper	774.56	-	-	-	774.56
41	Trainees/Apprentices	333.23	-	-	-	333.23
42	Cook	864.33	441.57	-	-	837.48
43	Attendant	685.83	-	-	-	685.83
44	Miner	713.00	342.80	-	-	616.76
45	HEMM Operator	1101.07	246.00	-	-	1094.80
46	Skip Loader	801.57	-	-	-	801.57
47	Gangman	612.87	-	-	-	612.87
48	Screeener and Cleaner	700.62	1297.24	-	-	1116.87
49	Stone Cutter/Crusher	1744.33	-	-	-	1744.33
50	Chainman	432.60	-	-	-	432.60
51	Spotter	428.47	-	-	-	428.47
52	Miscellaneous	963.61	948.23	-	-	963.46
III.	Manganese Mines	652.14	490.89	-	-	638.78

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Blacksmith	958.12	-	-	-	958.12
2	Carpenter	504.96	-	-	-	504.96
3	Chargehand	1568.41	-	-	-	1568.41
4	Chargeman	874.10	-	-	-	874.10
5	Checker	1750.27	1031.59	-	-	1684.93
6	Compressor Op.	663.12	-	-	-	663.12
7	Coolie/Mazdoor	510.70	589.71	-	-	519.19
8	Crane Operator	1214.47	-	-	-	1214.47
9	Driller	933.15	-	-	-	933.15
10	Driver	649.05	-	-	-	649.05
11	Electrician	1004.85	-	-	-	1004.85
12	Engine Room Att./Opt	1115.85	-	-	-	1115.85
13	Fitter	909.16	-	-	-	909.16
14	Mech/Elec Foreman	982.76	-	-	-	982.76
15	Grinder	299.73	-	-	-	299.73
16	Hammerman	528.76	246.67	-	-	477.47
17	Helper	664.46	736.40	-	-	667.34
18	Lineman	826.54	-	-	-	826.54
19	Loader/Unloader	364.52	-	-	-	364.52
20	Mason	848.23	-	-	-	848.23
21	Mate/Mukaddam	768.96	1143.98	-	-	771.56
22	Mechanic(General)/Te	925.58	-	-	-	925.58
23	Motor Mechanic	1003.57	-	-	-	1003.57
24	Oilman/Greaser	408.46	-	-	-	408.46
25	Picker	900.22	664.31	-	-	799.12
26	Plumber	399.73	-	-	-	399.73
27	Pump Attendant	621.59	-	-	-	621.59
28	Shot Firer/Blaster	1273.01	-	-	-	1273.01
29	Supervisor	543.24	253.20	-	-	540.88
30	Sweeper	859.82	685.88	-	-	807.24
31	Watchman	655.16	-	-	-	655.16
32	Welder	779.31	-	-	-	779.31
33	Winch Driver	967.47	-	-	-	967.47
34	Mach. Op./Machinist	740.31	-	-	-	740.31
35	Storekeeper	540.57	-	-	-	540.57
36	Cook	499.34	287.15	-	-	434.05
37	Cap Lamp Attendant	436.19	-	-	-	436.19
38	Dresser	986.86	-	-	-	986.86
39	Miner	368.25	276.82	-	-	345.72
40	Ore Washing Operator	378.66	281.12	-	-	348.65
41	Screener and Cleaner	918.15	-	-	-	918.15
42	Tramline Worker	849.10	-	-	-	849.10
43	Mines Incharge/Engin	415.38	-	-	-	415.38
44	HEMM Operator	1535.29	-	-	-	1535.29
45	Dumper Operator	2278.17	-	-	-	2278.17
46	Miscellaneous	603.85	249.20	-	-	531.81
IV.	Oil Mines	1470.81	-	-	-	1470.81
	1 Carpenter	290.14	-	-	-	290.14

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
2	Chargeman	2654.30	-	-	-	2654.30
3	Coolie/Mazdoor	373.08	-	-	-	373.08
4	Crane Operator	405.13	-	-	-	405.13
5	Driller	627.63	-	-	-	627.63
6	Driver	1301.61	-	-	-	1301.61
7	Electrician	2313.39	-	-	-	2313.39
8	Engine Room Att./Opt	1219.25	-	-	-	1219.25
9	Fitter	2697.68	-	-	-	2697.68
10	Mech/Elec Foreman	4093.42	-	-	-	4093.42
11	Helper	846.61	-	-	-	846.61
12	Instrument Mech	2690.45	-	-	-	2690.45
13	Mistry/Kangani	634.80	-	-	-	634.80
14	Mate/Mukaddam	4628.20	-	-	-	4628.20
15	Mechanic(General)/Te	2306.46	-	-	-	2306.46
16	Oilman/Greaser	269.87	-	-	-	269.87
17	Plumber	261.00	-	-	-	261.00
18	Supervisor	3079.87	-	-	-	3079.87
19	Sweeper	384.21	-	-	-	384.21
20	Watchman	559.33	-	-	-	559.33
21	Welder	1210.18	-	-	-	1210.18
22	Winch Driver	3899.48	-	-	-	3899.48
23	Storekeeper	383.20	-	-	-	383.20
24	Chem. Att./Tradesman	2259.68	-	-	-	2259.68
25	Chem. Doser/Op/Water	1197.68	-	-	-	1197.68
26	Cleaner	271.00	-	-	-	271.00
27	Khalasi	390.40	-	-	-	390.40
28	Machinist/Boring Op	1912.49	-	-	-	1912.49
29	Mud Attendant	1602.64	-	-	-	1602.64
30	Production Man/Prod.	2247.48	-	-	-	2247.48
31	Production Rig Man	2810.55	-	-	-	2810.55
32	Prod. Station Op	2171.39	-	-	-	2171.39
33	Rig Man/Driller	2080.98	-	-	-	2080.98
34	Topeman	3117.29	-	-	-	3117.29
35	Fireman Gr.I	1963.26	-	-	-	1963.26
36	Fireman Gr.II	1845.68	-	-	-	1845.68
37	Fireman Gr.III	1081.71	-	-	-	1081.71
38	Jr. Fireman	1018.80	-	-	-	1018.80
39	Miscellaneous	1319.17	-	-	-	1319.17
All Mining Industries		1426.89	1103.54	-	-	1420.88

TABLE 4.10
AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS IN INDUSTRIES BY OCCUPATION AND SEXAGE

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coal Mines	1381.26	1027.20	-	-	1372.46
	1 Loader/Unloader	1229.20	-	-	-	1229.20
	2 Haulage Khalasi/Coal	1797.35	-	-	-	1797.35
	3 Miner	-	1027.20	-	-	1027.20
	4 Trammer Underground	1594.53	-	-	-	1594.53
	5 Basket/Tub Loader	934.17	-	-	-	934.17
II.	Iron Ore Mines	444.14	373.24	-	-	425.13
	1 Coolie/Mazdoor	582.94	246.00	-	-	547.74
	2 Miner	310.54	397.05	-	-	344.39
	3 Screener and Cleaner	259.91	-	-	-	259.91
III.	Manganese Mines	1041.05	852.05	-	-	1007.48
	1 Coolie/Mazdoor	1071.91	953.79	-	-	1053.41
	2 Hammerman	393.33	-	-	-	393.33
	3 Miner	407.24	428.55	-	-	416.49
	4 Screener and Cleaner	469.47	266.31	-	-	354.35
All Mining Industries		1096.61	762.72	-	-	1048.66

TABLE 4.11
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY OCCUPATION AND SYSTEM OF
PAYMENT

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Coal Mines	1514.59	1372.46	1513.37
	1 Beltman/Mochi	1586.31	-	1586.31
	2 Blacksmith	1802.79	-	1802.79
	3 Boiler Attendant	972.59	-	972.59
	4 Cable Jointer/Cablem	1470.69	-	1470.69
	5 Carpenter	1298.25	-	1298.25
	6 Chargeman	1668.15	-	1668.15
	7 Checker	3934.13	-	3934.13
	8 Compressor Op.	1270.34	-	1270.34
	9 Coolie/Mazdoor	1057.81	-	1057.81
	10 Crane Operator	1679.60	-	1679.60
	11 Driller	1607.43	-	1607.43
	12 Driver	1521.91	-	1521.91
	13 Electrician	1654.57	-	1654.57
	14 Fireman	1588.92	-	1588.92
	15 Fitter	1768.12	-	1768.12
	16 Mech/Elec Foreman	2022.09	-	2022.09
	17 Gas Cutter	1554.31	-	1554.31
	18 Grinder	1661.83	-	1661.83
	19 Hammerman	1560.13	-	1560.13
	20 Helper	1456.03	-	1456.03
	21 Instrument Mech	2101.69	-	2101.69
	22 Lineman	1845.80	-	1845.80
	23 Loader/Unloader	1022.02	1229.20	1176.57
	24 Mistry/Kangani	1733.60	-	1733.60
	25 Mason	1517.93	-	1517.93
	26 Mate/Mukaddam	1503.57	-	1503.57
	27 Mechanic(General)/Te	1846.10	-	1846.10
	28 Motor Mechanic	2000.81	-	2000.81
	29 Moulder	1244.06	-	1244.06
	30 Oilman/Greaser	1515.61	-	1515.61
	31 Picker	2082.08	-	2082.08
	32 Plumber	1396.91	-	1396.91
	33 Pump Attendant	1401.28	-	1401.28
	34 Rigger	2826.12	-	2826.12
	35 Shot Firer/Blaster	1762.55	-	1762.55
	36 Supervisor	1570.29	-	1570.29
	37 Sweeper	1109.39	-	1109.39
	38 Switch Board Atten.	1618.58	-	1618.58
	39 Tindal	1739.07	-	1739.07
	40 Turner	1803.01	-	1803.01
	41 Watchman	1778.80	-	1778.80
	42 Welder	1605.48	-	1605.48
	43 Winch Driver	1692.25	-	1692.25

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
44	Winder	1628.67	-	1628.67
45	Mach. Op./Machinist	1195.80	-	1195.80
46	Gen./Turbo Operator	2329.49	-	2329.49
47	Storekeeper	1975.85	-	1975.85
48	Trainees/Apprentices	396.26	-	396.26
49	Cook	1453.75	-	1453.75
50	Chemist/Dispensary	1461.30	-	1461.30
51	Banksman	1660.68	-	1660.68
52	Clay Cardidge Maker	1374.30	-	1374.30
53	Chainman	1599.92	-	1599.92
54	Clipman/Pointsman	1690.19	-	1690.19
55	CCM Mazdoor	1117.28	-	1117.28
56	Coal Cutting Mistry	1659.94	-	1659.94
57	Dresser	1476.02	-	1476.02
58	Explosive Carrier	1218.84	-	1218.84
59	Haulage Khalasi/Coal	1964.30	1797.35	1959.19
60	Haulage Att./Operato	1832.16	-	1832.16
61	Khalasi/Fan Operator	1682.69	-	1682.69
62	Lamp Fitter	1782.40	-	1782.40
63	LHD Helper	1609.10	-	1609.10
64	LHD Operator	1851.91	-	1851.91
65	Loco Driver	1442.77	-	1442.77
66	Miner	1859.55	1027.20	1513.80
67	Mistry/Line Mistry	1647.96	-	1647.96
68	Mine Service Crew	1945.76	-	1945.76
69	On Setter	1783.58	-	1783.58
70	Roof Bolting Crew/St	1473.42	-	1473.42
71	Safety Lamp Checker	1029.08	-	1029.08
72	Shalepicking Mazdoor	938.66	-	938.66
73	Sub-Station Atte	1647.99	-	1647.99
74	Dragline Operator	1545.15	-	1545.15
75	SDL Helper	1877.31	-	1877.31
76	Senior Roof Bolter	1710.96	-	1710.96
77	SDL Operator	1965.87	-	1965.87
78	Timberman/Mistry	1361.79	-	1361.79
79	Trammer Underground	1631.18	1594.53	1629.50
80	Timber Trea Plant Op	1806.86	-	1806.86
81	Stone Cutter	1908.10	-	1908.10
82	Basket/Tub Loader	1134.76	934.17	1089.16
83	Workshop Mechanic/Do	1620.98	-	1620.98
84	Miscellaneous	1595.76	-	1595.76
II.	Iron Ore Mines	784.35	425.13	774.09
1	Blacksmith	864.85	-	864.85
2	Carpenter	562.97	-	562.97
3	Chargehand	2203.35	-	2203.35
4	Checker	877.11	-	877.11
5	Compressor Op.	524.20	-	524.20
6	Coolie/Mazdoor	469.97	547.74	477.18
7	Crane Operator	1036.07	-	1036.07

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
8	Driller	1246.31	-	1246.31
9	Driver	642.33	-	642.33
10	Electrician	1243.35	-	1243.35
11	Fireman	1942.76	-	1942.76
12	Fitter	867.14	-	867.14
13	Mech/Elec Foreman	970.29	-	970.29
14	Furnaceman	1678.99	-	1678.99
15	Gas Cutter	687.02	-	687.02
16	Hammerman	267.80	-	267.80
17	Helper	477.26	-	477.26
18	Instrument Mech	1770.07	-	1770.07
19	Loader/Unloader	419.05	-	419.05
20	Mistry/Kangani	617.01	-	617.01
21	Mason	620.04	-	620.04
22	Mate/Mukaddam	381.98	-	381.98
23	Mechanic(General)/Te	1366.91	-	1366.91
24	Motor Mechanic	1654.57	-	1654.57
25	Oilman/Greaser	786.52	-	786.52
26	Picker	396.08	-	396.08
27	Plumber	534.16	-	534.16
28	Pump Attendant	612.98	-	612.98
29	Shot Firer/Blaster	921.53	-	921.53
30	Supervisor	599.84	-	599.84
31	Sweeper	337.30	-	337.30
32	Tongsman	375.62	-	375.62
33	Turner	808.68	-	808.68
34	Watchman	296.65	-	296.65
35	Weigher	480.17	-	480.17
36	Welder	751.75	-	751.75
37	Winch Driver	2117.42	-	2117.42
38	Mach. Op./Machinist	992.41	-	992.41
39	Gen./Turbo Operator	598.03	-	598.03
40	Storekeeper	774.56	-	774.56
41	Trainees/Apprentices	333.23	-	333.23
42	Cook	837.48	-	837.48
43	Attendant	685.83	-	685.83
44	Miner	616.76	344.39	565.97
45	HEMM Operator	1094.80	-	1094.80
46	Skip Loader	801.57	-	801.57
47	Gangman	612.87	-	612.87
48	Screeener and Cleaner	1116.87	259.91	895.24
49	Stone Cutter/Crusher	1744.33	-	1744.33
50	Chainman	432.60	-	432.60
51	Spotter	428.47	-	428.47
52	Miscellaneous	963.46	-	963.46
III.	Manganese Mines	638.78	1007.48	768.55
1	Blacksmith	958.12	-	958.12
2	Carpenter	504.96	-	504.96
3	Chargehand	1568.41	-	1568.41

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
4	Chargeman	874.10	-	874.10
5	Checker	1684.93	-	1684.93
6	Compressor Op.	663.12	-	663.12
7	Coolie/Mazdoor	519.19	1053.41	816.48
8	Crane Operator	1214.47	-	1214.47
9	Driller	933.15	-	933.15
10	Driver	649.05	-	649.05
11	Electrician	1004.85	-	1004.85
12	Engine Room Att./Opt	1115.85	-	1115.85
13	Fitter	909.16	-	909.16
14	Mech/Elec Foreman	982.76	-	982.76
15	Grinder	299.73	-	299.73
16	Hammerman	477.47	393.33	470.46
17	Helper	667.34	-	667.34
18	Lineman	826.54	-	826.54
19	Loader/Unloader	364.52	-	364.52
20	Mason	848.23	-	848.23
21	Mate/Mukaddam	771.56	-	771.56
22	Mechanic(General)/Te	925.58	-	925.58
23	Motor Mechanic	1003.57	-	1003.57
24	Oilman/Greaser	408.46	-	408.46
25	Picker	799.12	-	799.12
26	Plumber	399.73	-	399.73
27	Pump Attendant	621.59	-	621.59
28	Shot Firer/Blaster	1273.01	-	1273.01
29	Supervisor	540.88	-	540.88
30	Sweeper	807.24	-	807.24
31	Watchman	655.16	-	655.16
32	Welder	779.31	-	779.31
33	Winch Driver	967.47	-	967.47
34	Mach. Op./Machinist	740.31	-	740.31
35	Storekeeper	540.57	-	540.57
36	Cook	434.05	-	434.05
37	Cap Lamp Attendant	436.19	-	436.19
38	Dresser	986.86	-	986.86
39	Miner	345.72	416.49	372.57
40	Ore Washing Operator	348.65	-	348.65
41	Screener and Cleaner	918.15	354.35	653.87
42	Tramline Worker	849.10	-	849.10
43	Mines Incharge/Engin	415.38	-	415.38
44	HEMM Operator	1535.29	-	1535.29
45	Dumper Operator	2278.17	-	2278.17
46	Miscellaneous	531.81	-	531.81
IV.	Oil Mines	1470.81	-	1470.81
1	Carpenter	290.14	-	290.14
2	Chargeman	2654.30	-	2654.30
3	Coolie/Mazdoor	373.08	-	373.08
4	Crane Operator	405.13	-	405.13
5	Driller	627.63	-	627.63

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
6	Driver	1301.61	-	1301.61
7	Electrician	2313.39	-	2313.39
8	Engine Room Att./Opt	1219.25	-	1219.25
9	Fitter	2697.68	-	2697.68
10	Mech/Elec Foreman	4093.42	-	4093.42
11	Helper	846.61	-	846.61
12	Instrument Mech	2690.45	-	2690.45
13	Mistry/Kangani	634.80	-	634.80
14	Mate/Mukaddam	4628.20	-	4628.20
15	Mechanic(General)/Te	2306.46	-	2306.46
16	Oilman/Greaser	269.87	-	269.87
17	Plumber	261.00	-	261.00
18	Supervisor	3079.87	-	3079.87
19	Sweeper	384.21	-	384.21
20	Watchman	559.33	-	559.33
21	Welder	1210.18	-	1210.18
22	Winch Driver	3899.48	-	3899.48
23	Storekeeper	383.20	-	383.20
24	Chem. Att./Tradesman	2259.68	-	2259.68
25	Chem. Doser/Op/Water	1197.68	-	1197.68
26	Cleaner	271.00	-	271.00
27	Khalasi	390.40	-	390.40
28	Machinist/Boring Op	1912.49	-	1912.49
29	Mud Attendant	1602.64	-	1602.64
30	Production Man/Prod.	2247.48	-	2247.48
31	Production Rig Man	2810.55	-	2810.55
32	Prod. Station Op	2171.39	-	2171.39
33	Rig Man/Driller	2080.98	-	2080.98
34	Topeman	3117.29	-	3117.29
35	Fireman Gr.I	1963.26	-	1963.26
36	Fireman Gr.II	1845.68	-	1845.68
37	Fireman Gr.III	1081.71	-	1081.71
38	Jr. Fireman	1018.80	-	1018.80
39	Miscellaneous	1319.17	-	1319.17
All Mining Industries		1420.88	1048.66	1411.94

TABLE 4.12
AVERAGE DAILY EARNINGS OF WORKERS IN DIFFERENT OCCUPATIONS BY COMPONENTS

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Coal Mines	931.35	414.26	14.51	20.00	21.01	112.24	-	1513.37
	1 Beltman/Mochi	1051.55	499.49	-	21.03	14.24	-	-	1586.31
	2 Blacksmith	1155.99	511.86	-	31.01	28.92	75.01	-	1802.79
	3 Boiler Attendant	572.31	291.33	15.28	9.32	7.40	76.95	-	972.59
	4 Cable Jointer/Cablem	928.06	404.04	0.83	17.09	16.37	104.30	-	1470.69
	5 Carpenter	805.95	364.25	2.90	14.56	13.82	96.77	-	1298.25
	6 Chargeman	1018.45	470.33	-	20.36	20.86	138.15	-	1668.15
	7 Checker	2782.73	634.70	128.76	23.38	33.84	330.72	-	3934.13
	8 Compressor Op.	739.75	313.89	2.74	9.60	3.19	201.17	-	1270.34
	9 Coolie/Mazdoor	654.60	277.85	10.74	12.89	19.35	82.38	-	1057.81
	10 Crane Operator	1121.89	518.47	2.13	13.61	13.54	9.96	-	1679.60
	11 Driller	995.23	466.15	6.25	19.41	18.10	102.29	-	1607.43
	12 Driver	980.91	449.25	12.23	20.86	12.26	46.40	-	1521.91
	13 Electrician	1012.80	494.56	16.13	21.92	17.85	91.31	-	1654.57
	14 Fireman	1057.74	482.71	-	24.86	20.23	3.38	-	1588.92
	15 Fitter	1057.57	495.59	35.98	21.19	22.97	134.82	-	1768.12
	16 Mech/Elec Foreman	1184.10	554.47	44.15	35.65	31.43	172.29	-	2022.09
	17 Gas Cutter	1034.72	510.08	-	9.51	-	-	-	1554.31
	18 Grinder	1107.07	515.52	-	3.84	25.20	10.20	-	1661.83
	19 Hammerman	989.88	466.39	17.11	32.21	14.71	39.83	-	1560.13
	20 Helper	957.40	423.91	1.76	23.45	28.96	20.55	-	1456.03
	21 Instrument Mech	1196.55	851.01	-	16.14	17.60	20.39	-	2101.69
	22 Lineman	1089.70	493.22	70.19	10.34	33.88	148.47	-	1845.80
	23 Loader/Unloader	729.77	300.19	3.42	35.42	37.53	70.24	-	1176.57
	24 Mistry/Kangani	919.47	405.48	-	2.14	-	406.51	-	1733.60
	25 Mason	960.49	404.57	26.95	13.69	20.94	91.29	-	1517.93
	26 Mate/Mukaddam	908.18	417.17	4.13	22.22	31.00	120.87	-	1503.57
	27 Mechanic(General)/Te	1126.06	485.68	37.47	50.92	35.79	110.18	-	1846.10
	28 Motor Mechanic	1207.35	550.91	-	118.12	34.70	89.73	-	2000.81
	29 Moulder	512.33	588.13	-	-	-	143.60	-	1244.06

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
30	Oilman/Greaser	923.24	396.60	19.46	39.95	29.97	106.39	-	1515.61
31	Picker	1359.29	663.58	-	11.90	4.47	42.84	-	2082.08
32	Plumber	948.71	422.27	-	5.86	20.07	-	-	1396.91
33	Pump Attendant	880.83	410.75	8.18	15.56	17.49	68.47	-	1401.28
34	Rigger	1685.36	623.14	24.55	144.00	32.46	316.61	-	2826.12
35	Shot Firer/Blaster	1026.87	489.34	3.64	18.87	22.41	201.42	-	1762.55
36	Supervisor	896.94	423.37	13.33	12.18	22.22	202.25	-	1570.29
37	Sweeper	684.64	323.51	7.66	12.45	10.63	70.50	-	1109.39
38	Switch Board Atten.	1080.64	477.26	-	23.25	32.59	4.84	-	1618.58
39	Tindal	1069.13	482.58	4.34	24.83	24.29	133.90	-	1739.07
40	Turner	1168.85	549.83	5.02	26.37	35.25	17.69	-	1803.01
41	Watchman	1010.07	462.24	30.13	23.06	25.18	228.12	-	1778.80
42	Welder	1008.35	471.25	6.37	22.46	19.76	77.29	-	1605.48
43	Winch Driver	1040.41	463.70	-	24.75	18.35	145.04	-	1692.25
44	Winder	1068.80	515.05	-	21.37	23.45	-	-	1628.67
45	Mach. Op./Machinist	721.43	437.67	15.51	1.65	-	19.54	-	1195.80
46	Gen./Turbo Operator	1212.51	534.95	120.81	120.81	41.62	298.79	-	2329.49
47	Storekeeper	1106.13	553.23	73.86	17.66	15.72	209.25	-	1975.85
48	Trainees/Apprentices	218.32	88.10	19.98	-	40.61	29.25	-	396.26
49	Cook	935.07	449.74	-	13.69	13.77	41.48	-	1453.75
50	Chemist/Dispensary	856.26	250.88	85.63	5.75	36.75	226.03	-	1461.30
51	Banksman	1002.26	455.91	-	20.03	17.13	165.35	-	1660.68
52	Clay Cardidge Maker	866.28	391.43	-	17.32	18.47	80.80	-	1374.30
53	Chainman	885.87	427.96	19.41	14.97	17.10	234.61	-	1599.92
54	Clipman/Pointsman	1024.88	473.97	-	18.23	24.90	148.21	-	1690.19
55	CCM Mazdoor	647.32	293.91	17.82	9.27	29.00	119.96	-	1117.28
56	Coal Cutting Mistry	1011.67	442.57	-	20.22	18.56	166.92	-	1659.94
57	Dresser	922.83	416.44	5.99	16.71	19.46	94.59	-	1476.02
58	Explosive Carrier	769.43	328.25	5.33	11.38	11.27	93.18	-	1218.84
59	Haulage Khalasi/Coal	1056.02	446.96	57.74	52.77	27.94	317.76	-	1959.19
60	Haulage Att./Operato	1117.05	470.28	8.89	28.39	21.74	185.81	-	1832.16
61	Khalasi/Fan Operator	1055.61	486.34	16.50	17.84	22.04	84.36	-	1682.69
62	Lamp Fitter	1134.14	517.39	13.16	23.34	36.77	57.60	-	1782.40
63	LHD Helper	947.59	417.88	-	18.95	36.57	188.11	-	1609.10
64	LHD Operator	1213.12	558.80	5.50	23.77	21.91	28.81	-	1851.91

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	65 Loco Driver	919.67	523.10	-	-	-	-	-	1442.77
	66 Miner	930.28	383.66	-	18.59	26.73	154.54	-	1513.80
	67 Mistry/Line Mistry	1016.54	462.24	-	17.37	20.89	130.92	-	1647.96
	68 Mine Service Crew	1150.02	512.77	80.31	20.84	38.00	143.82	-	1945.76
	69 On Setter	1086.41	484.14	-	21.08	17.98	173.97	-	1783.58
	70 Roof Bolting Crew/St	891.33	376.62	5.96	14.57	13.99	170.95	-	1473.42
	71 Safety Lamp Checker	603.39	282.44	30.77	9.02	13.82	89.64	-	1029.08
	72 Shalepicking Mazdoor	627.54	186.59	3.08	17.72	10.65	93.08	-	938.66
	73 Sub-Station Atte	1036.94	449.28	3.69	16.62	14.30	127.16	-	1647.99
	74 Dragline Operator	972.47	424.90	-	25.11	24.10	98.57	-	1545.15
	75 SDL Helper	1208.35	558.43	21.96	17.10	35.49	35.98	-	1877.31
	76 Senior Roof Bolter	1043.82	460.37	-	34.68	15.61	156.48	-	1710.96
	77 SDL Operator	1166.19	531.04	2.82	21.05	17.72	227.05	-	1965.87
	78 Timberman/Mistry	851.75	378.16	-	18.02	13.62	100.24	-	1361.79
	79 Trammer Underground	1041.52	431.24	0.02	20.85	20.72	115.15	-	1629.50
	80 Timber Trea Plant Op	1210.48	533.82	-	26.54	24.25	11.77	-	1806.86
	81 Stone Cutter	1040.15	467.43	-	17.20	15.30	368.02	-	1908.10
	82 Basket/Tub Loader	652.00	286.08	39.85	14.97	20.61	75.65	-	1089.16
	83 Workshop Mechanic/Do	1023.67	457.40	-	32.65	36.60	70.66	-	1620.98
	84 Miscellaneous	1049.53	472.97	10.18	6.96	22.75	33.37	-	1595.76
II.	Iron Ore Mines	475.09	170.19	26.28	16.10	12.46	64.68	9.29	774.09
	1 Blacksmith	332.53	395.98	-	29.20	24.50	50.72	31.92	864.85
	2 Carpenter	455.83	-	44.17	-	-	36.47	26.50	562.97
	3 Chargehand	1535.22	567.22	-	30.86	45.53	17.57	6.95	2203.35
	4 Checker	356.07	346.72	10.19	56.76	19.08	65.31	22.98	877.11
	5 Compressor Op.	364.46	49.07	0.21	38.79	13.33	58.34	-	524.20
	6 Coolie/Mazdoor	322.38	114.76	1.02	7.42	8.51	20.02	3.07	477.18
	7 Crane Operator	727.44	239.56	-	15.42	16.25	34.94	2.46	1036.07
	8 Driller	843.27	285.78	34.93	12.15	22.07	44.64	3.47	1246.31
	9 Driver	422.80	110.06	12.96	14.13	8.06	67.51	6.81	642.33
	10 Electrician	708.91	264.12	58.50	15.39	21.34	168.53	6.56	1243.35
	11 Fireman	1322.89	486.78	-	65.18	45.74	5.81	16.36	1942.76
	12 Fitter	630.89	150.55	1.88	27.41	15.55	38.99	1.87	867.14

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
13	Mech/Elec Foreman	652.07	74.53	9.52	50.32	15.99	163.36	4.50	970.29
14	Furnaceman	1000.20	369.49	160.03	5.88	30.00	113.22	0.17	1678.99
15	Gas Cutter	538.16	129.32	-	1.80	10.93	6.81	-	687.02
16	Hammerman	267.80	-	-	-	-	-	-	267.80
17	Helper	302.86	95.60	4.56	14.45	5.21	44.09	10.49	477.26
18	Instrument Mech	1235.87	463.91	-	9.30	36.18	24.81	-	1770.07
19	Loader/Unloader	315.13	25.60	-	23.62	20.04	33.58	1.08	419.05
20	Mistry/Kangani	429.00	152.27	-	-	-	35.74	-	617.01
21	Mason	433.55	160.62	-	-	6.67	19.20	-	620.04
22	Mate/Mukaddam	288.89	39.75	7.70	10.97	3.14	30.55	0.98	381.98
23	Mechanic(General)/Te	727.11	406.45	81.64	20.64	27.22	92.27	11.58	1366.91
24	Motor Mechanic	954.18	373.16	3.47	7.77	33.00	279.03	3.96	1654.57
25	Oilman/Greaser	256.22	394.72	-	47.55	10.61	52.14	25.28	786.52
26	Picker	333.08	63.00	-	-	-	-	-	396.08
27	Plumber	477.30	-	11.67	-	4.85	33.34	7.00	534.16
28	Pump Attendant	220.87	270.07	-	39.86	11.48	55.57	15.13	612.98
29	Shot Firer/Blaster	596.36	148.25	46.84	9.76	10.40	76.37	33.55	921.53
30	Supervisor	402.83	85.72	27.08	14.60	5.53	46.01	18.07	599.84
31	Sweeper	234.90	45.97	5.42	18.54	0.22	27.63	4.62	337.30
32	Tongsman	206.57	26.36	-	82.69	-	53.33	6.67	375.62
33	Turner	401.23	287.89	-	36.98	14.67	57.07	10.84	808.68
34	Watchman	216.02	38.24	0.18	17.26	1.79	22.55	0.61	296.65
35	Weigher	409.91	37.07	19.82	5.74	3.83	3.80	-	480.17
36	Welder	439.21	182.78	7.76	34.02	10.98	60.94	16.06	751.75
37	Winch Driver	1454.06	535.19	-	60.00	45.50	6.00	16.67	2117.42
38	Mach. Op./Machinist	580.83	196.62	14.02	21.02	14.77	159.59	5.56	992.41
39	Gen./Turbo Operator	295.04	11.09	-	71.88	-	220.02	-	598.03
40	Storekeeper	497.79	153.11	45.02	19.74	14.27	38.20	6.43	774.56
41	Trainees/Apprentices	240.43	9.82	1.11	4.16	2.08	58.58	17.05	333.23
42	Cook	488.00	123.59	22.83	3.48	23.28	174.49	1.81	837.48
43	Attendant	433.23	121.31	24.45	13.67	11.02	73.25	8.90	685.83
44	Miner	390.27	80.89	45.59	0.07	5.41	33.11	10.63	565.97
45	HEMM Operator	571.31	329.58	54.97	23.71	19.83	84.53	10.87	1094.80
46	Skip Loader	541.43	118.25	52.09	17.40	14.92	57.11	0.37	801.57
47	Gangman	612.87	-	-	-	-	-	-	612.87

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
48	Screeener and Cleaner	658.26	202.87	-	-	19.66	14.45	-	895.24
49	Stone Cutter/Crusher	1009.06	371.09	168.77	1.94	32.68	61.51	99.28	1744.33
50	Chainman	381.67	-	-	-	-	50.93	-	432.60
51	Spotter	184.60	24.33	7.81	-	-	211.73	-	428.47
52	Miscellaneous	594.47	203.18	19.40	34.04	25.24	53.61	33.52	963.46
III.	Manganese Mines	371.86	273.90	2.36	15.76	7.24	85.25	12.18	768.55
1	Blacksmith	944.67	-	-	-	-	13.45	-	958.12
2	Carpenter	439.28	29.31	-	9.47	-	26.90	-	504.96
3	Chargehand	922.71	532.69	1.51	44.90	26.10	30.35	10.15	1568.41
4	Chargeman	392.22	432.15	-	6.33	16.67	26.73	-	874.10
5	Checker	629.99	403.56	-	68.26	27.05	553.04	3.03	1684.93
6	Compressor Op.	400.44	219.14	6.53	37.01	-	-	-	663.12
7	Coolie/Mazdoor	344.38	320.66	1.56	17.34	6.52	112.75	13.27	816.48
8	Crane Operator	863.58	262.33	-	30.00	22.75	27.47	8.34	1214.47
9	Driller	596.63	268.29	1.82	20.34	6.38	33.81	5.88	933.15
10	Driver	464.90	144.76	0.47	9.47	5.38	18.21	5.86	649.05
11	Electrician	571.71	344.60	2.20	18.95	14.56	31.17	21.66	1004.85
12	Engine Room Att./Opt	494.99	543.27	-	49.50	16.67	11.42	-	1115.85
13	Fitter	442.82	374.42	1.55	15.51	7.68	56.07	11.11	909.16
14	Mech/Elec Foreman	631.97	245.71	1.58	13.75	8.50	66.02	15.23	982.76
15	Grinder	227.32	38.46	-	-	-	33.95	-	299.73
16	Hammerman	291.62	90.86	14.41	8.59	5.71	2.60	56.67	470.46
17	Helper	340.67	241.44	0.31	17.26	11.69	41.10	14.87	667.34
18	Lineman	516.26	217.35	51.63	25.81	15.49	-	-	826.54
19	Loader/Unloader	303.85	-	-	-	7.90	42.36	10.41	364.52
20	Mason	454.60	351.21	-	32.00	10.42	-	-	848.23
21	Mate/Mukaddam	412.59	276.87	0.97	8.74	7.06	52.60	12.73	771.56
22	Mechanic(General)/Te	646.88	207.58	-	13.23	11.38	35.88	10.63	925.58
23	Motor Mechanic	655.29	266.38	-	38.50	27.20	7.86	8.34	1003.57
24	Oilman/Greaser	396.92	-	-	-	11.54	-	-	408.46
25	Picker	321.97	294.50	-	11.89	8.57	139.97	22.22	799.12
26	Plumber	382.18	-	-	9.00	8.55	-	-	399.73
27	Pump Attendant	385.89	182.76	1.74	12.54	4.63	27.36	6.67	621.59

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	28 Shot Firer/Blaster	408.02	356.96	1.00	19.89	10.24	461.65	15.25	1273.01
	29 Supervisor	370.48	125.75	0.33	7.52	6.61	22.60	7.59	540.88
	30 Sweeper	379.51	348.42	2.02	18.68	10.06	35.12	13.43	807.24
	31 Watchman	377.22	221.03	-	5.56	8.09	24.72	18.54	655.16
	32 Welder	513.81	216.43	0.41	18.95	10.95	10.38	8.38	779.31
	33 Winch Driver	485.20	381.34	22.35	11.17	16.71	10.70	40.00	967.47
	34 Mach. Op./Machinist	418.74	244.65	-	23.84	16.84	23.29	12.95	740.31
	35 Storekeeper	315.69	188.71	-	11.52	6.57	17.91	0.17	540.57
	36 Cook	284.93	123.70	0.67	3.78	3.12	12.72	5.13	434.05
	37 Cap Lamp Attendant	436.19	-	-	-	-	-	-	436.19
	38 Dresser	700.84	236.54	-	-	8.62	6.37	34.49	986.86
	39 Miner	261.40	68.97	20.42	2.89	0.10	15.28	3.51	372.57
	40 Ore Washing Operator	169.04	144.81	-	0.92	0.70	30.43	2.75	348.65
	41 Screener and Cleaner	355.64	221.67	3.82	11.36	8.12	39.19	14.07	653.87
	42 Tramline Worker	553.93	209.20	27.83	49.79	8.35	-	-	849.10
	43 Mines Incharge/Engin	365.38	-	-	-	-	50.00	-	415.38
	44 HEMM Operator	1005.87	408.98	-	40.10	21.84	50.50	8.00	1535.29
	45 Dumper Operator	1603.47	593.28	-	81.42	-	-	-	2278.17
	46 Miscellaneous	365.64	121.60	0.53	14.90	9.83	14.09	5.22	531.81
IV.	Oil Mines	550.20	435.41	1.20	72.64	7.68	374.85	28.83	1470.81
	1 Carpenter	126.82	132.05	-	3.68	7.37	20.22	-	290.14
	2 Chargeman	808.26	890.43	-	211.77	30.04	670.54	43.26	2654.30
	3 Coolie/Mazdoor	170.00	130.00	38.46	-	-	23.08	11.54	373.08
	4 Crane Operator	190.00	160.00	25.64	-	-	21.80	7.69	405.13
	5 Driller	202.43	81.25	-	57.70	20.00	266.25	-	627.63
	6 Driver	507.45	398.70	9.39	101.18	42.77	205.07	37.05	1301.61
	7 Electrician	734.17	801.60	0.16	148.51	17.69	550.59	60.67	2313.39
	8 Engine Room Att./Opt	390.59	418.39	-	42.27	10.75	178.75	178.50	1219.25
	9 Fitter	848.84	959.46	2.03	141.68	17.93	694.16	33.58	2697.68
	10 Mech/Elec Foreman	1244.20	1390.74	-	232.46	23.64	1143.90	58.53	4093.42
	11 Helper	399.94	190.72	0.33	32.90	6.39	205.68	10.65	846.61
	12 Instrument Mech	901.16	1002.13	-	81.67	16.54	556.92	132.03	2690.45
	13 Mistry/Kangani	420.57	214.23	-	-	-	-	-	634.80

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
14	Mate/Mukaddam	1507.54	1703.90	-	153.68	27.94	521.31	713.83	4628.20
15	Mechanic(General)/Te	734.93	727.98	-	150.63	27.90	649.47	15.55	2306.46
16	Oilman/Greaser	120.00	126.00	-	-	-	23.87	-	269.87
17	Plumber	120.00	126.00	-	-	-	15.00	-	261.00
18	Supervisor	1007.64	1031.72	-	243.76	26.05	770.70	-	3079.87
19	Sweeper	322.86	23.31	-	1.61	7.05	20.85	8.53	384.21
20	Watchman	396.26	25.80	-	-	-	137.27	-	559.33
21	Welder	403.32	436.73	-	37.39	10.76	149.76	172.22	1210.18
22	Winch Driver	1178.30	1324.42	-	336.03	23.02	1037.70	-	3899.48
23	Storekeeper	140.00	-	-	100.00	60.00	83.20	-	383.20
24	Chem. Att./Tradesman	662.90	834.93	-	80.18	3.30	640.54	37.83	2259.68
25	Chem. Doser/Op/Water	450.22	420.97	-	43.73	13.10	269.66	-	1197.68
26	Cleaner	120.00	126.00	-	-	-	25.00	-	271.00
27	Khalasi	202.77	125.41	32.74	-	-	19.65	9.83	390.40
28	Machinist/Boring Op	773.09	-	-	392.88	36.36	710.16	-	1912.49
29	Mud Attendant	518.26	566.43	6.32	49.08	9.78	177.53	275.24	1602.64
30	Production Man/Prod.	730.80	792.35	-	87.13	17.10	293.43	326.67	2247.48
31	Production Rig Man	854.53	1087.75	-	66.87	4.82	677.42	119.16	2810.55
32	Prod. Station Op	663.86	724.32	1.85	141.76	9.65	629.40	0.55	2171.39
33	Rig Man/Driller	649.23	710.32	5.45	161.20	10.57	515.46	28.75	2080.98
34	Topeman	949.47	1190.03	-	42.23	-	935.56	-	3117.29
35	Fireman Gr.I	589.80	665.46	-	84.22	13.25	531.25	79.28	1963.26
36	Fireman Gr.II	590.12	570.04	-	132.01	13.89	262.11	277.51	1845.68
37	Fireman Gr.III	407.38	336.51	-	26.50	16.63	205.14	89.55	1081.71
38	Jr. Fireman	332.01	354.82	-	45.07	13.99	126.62	146.29	1018.80
39	Miscellaneous	472.88	347.82	0.90	123.78	68.88	212.13	92.78	1319.17
All Mining Industries		842.89	387.27	14.28	22.69	18.83	122.85	3.13	1411.94

TABLE 4.13

TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS IN MINES AT FIRST ROUND REFERENCE YEAR PRICE

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$		
		By Sex-age Groups				By System of Wage payment			Earnings at Current Price	Change in Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				Overall
I. Coal Mines											
	First Round(1958)	3.51	3.05	-	-	3.33	3.55	3.46	3.46	-	-
	Second Round(1963)	4.73	3.70	-	-	5.04	4.18	4.60	3.41	32.95	-1.45
	Third Round(1974)	16.36	13.34	-	-	16.39	14.78	14.82	4.88	222.17	43.11
	Fourth Round(1986)	68.02	54.77	-	-	64.51	72.02	67.34	10.19	354.39	108.81
	Fifth Round(1993)	139.00	120.38	-	-	133.06	147.82	138.02	11.11	104.96	9.03
	Sixth Round(2005)	444.42	351.91	-	-	429.83	487.57	441.00	16.67	219.52	50.04
	Seventh Round(2016)	1515.11	1404.72	-	-	1514.59	1372.46	1513.37	24.20	243.17	45.17
II. Iron Ore Mines											
	First Round(1958)	1.99	1.58	-	-	2.37	1.45	1.86	1.86	-	-
	Second Round(1963)	4.23	2.01	1.50	-	3.93	2.73	3.93	2.92	111.29	56.99
	Third Round(1974)	14.07	9.70	-	-	13.48	7.07	11.81	3.89	200.51	33.22
	Fourth Round(1986)	42.17	19.94	-	-	47.67	17.60	38.80	5.87	228.54	50.90
	Fifth Round(1993)	105.45	75.40	-	-	112.41	84.27	100.39	8.08	158.74	37.65
	Sixth Round(2005)	312.21	190.44	-	-	328.70	141.15	301.38	11.40	200.21	41.09
	Seventh Round(2016)	792.71	375.78	-	-	784.35	425.13	774.09	12.38	156.85	8.60

Table 4.13

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$		
		By Sex-age Groups				By System of Wage payment			Earnings at Current Price	Change in Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				Overall
III. Manganese Mines											
	First Round(1958)	2.06	1.83	1.00	-	1.86	2.02	1.96	1.96	-	-
	Second Round(1963)	2.32	1.68	0.90	-	2.10	1.90	2.08	1.54	6.12	-21.43
	Third Round(1974)	7.19	4.45	-	-	7.41	4.58	5.33	1.76	156.25	14.28
	Fourth Round(1986)	21.67	17.48	-	-	20.92	19.72	20.18	3.05	278.61	73.29
	Fifth Round(1993)	58.29	48.25	-	-	62.90	45.81	55.21	4.44	173.59	45.57
	Sixth Round(2005)	173.31	137.79	-	-	173.98	156.62	167.01	6.32	202.50	42.34
	Seventh Round(2016)	779.51	685.18	-	-	638.78	1007.48	768.55	12.29	360.18	94.46
IV. Oil Mines											
	Third Round(1974)	18.75	11.70	-	-	18.74	-	18.74	6.17	-	-
	Fourth Round(1986)	60.82	42.46	-	-	60.82	-	60.82	9.20	224.55	49.10
	Fifth Round(1993)	151.71	-	-	-	151.71	-	151.71	12.21	149.44	32.72
	Sixth Round(2005)	776.09	680.23	-	-	775.78	-	775.78	29.35	411.36	140.38
	Seventh Round(2016)	1470.81	-	-	-	1470.81	-	1470.81	23.52	89.59	-19.86

\$: Percentage increase has been measured with respect to that in the previous round.

TABLE 5.1
COEFFICIENT OF VARIATION IN AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
I.	Coal Mines	40.76	36.25	37.88
	1 Jharkhand	31.98	20.53	43.09
	2 West Bengal	24.61	35.42	45.59
	3 Telangana	4.08	3.86	4.30
	4 Chhattisgarh	8.16	10.49	34.50
	5 Madhya Pradesh	43.21	54.26	33.32
	6 Maharashtra	81.85	56.01	36.17
	7 Residual	51.62	49.29	14.47
II.	Iron Ore Mines	44.79	51.27	52.77
	1 Odisha	57.05	77.91	49.27
	2 Jharkhand	46.74	67.98	26.21
	3 Karnataka	45.43	34.84	4.28
	4 Chhattisgarh	21.24	1.32	71.79
	5 Goa	47.77	52.51	35.24
	6 Residual	35.72	36.89	18.65
III.	Manganese Mines	58.60	74.38	58.98
	1 Maharashtra	49.43	47.69	38.02
	2 Madhya Pradesh	42.80	61.67	42.32
	3 Odisha	71.62	83.28	66.20
	4 Karnataka	30.59	14.06	41.39
	5 Residual	75.65	108.28	84.00
IV.	Oil Mines	48.72	57.51	28.71
	1 Gujarat	63.76	79.67	51.58
	2 Assam	5.15	4.28	33.64
	3 Residual	63.67	62.19	6.05
All Mining Industries		45.26	43.62	41.77

TABLE 5.2
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Coal Mines	27.32
	1 Jharkhand	25.48
	2 West Bengal	23.76
	3 Telangana	20.25
	4 Chhattisgarh	15.26
	5 Madhya Pradesh	30.75
	6 Maharashtra	49.80
	7 Residual	35.81
II.	Iron Ore Mines	59.50
	1 Odisha	82.00
	2 Jharkhand	73.35
	3 Karnataka	64.49
	4 Chhattisgarh	21.33
	5 Goa	42.78
	6 Residual	59.05
III.	Manganese Mines	68.50
	1 Maharashtra	45.19
	2 Madhya Pradesh	66.52
	3 Odisha	72.25
	4 Karnataka	39.14
	5 Residual	82.42
IV.	Oil Mines	78.95
	1 Gujarat	104.44
	2 Assam	44.64
	3 Residual	78.85
All Mining Industries		42.29

TABLE 5.3
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Coal Mines	27.32
	1 Beltman/Mochi	21.77
	2 Blacksmith	11.49
	3 Boiler Attendant	67.36
	4 Cable Jointer/Cablem	12.00
	5 Carpenter	36.23
	6 Chargeman	11.82
	7 Checker	-
	8 Compressor Op.	58.63
	9 Coolie/Mazdoor	36.69
	10 Crane Operator	40.93
	11 Driller	26.52
	12 Driver	34.31
	13 Electrician	28.64
	14 Fireman	32.89
	15 Fitter	31.11
	16 Mech/Elec Foreman	39.40
	17 Gas Cutter	-
	18 Grinder	21.26
	19 Hammerman	25.92
	20 Helper	37.81
	21 Instrument Mech	36.41
	22 Lineman	16.83
	23 Loader/Unloader	29.56
	24 Mistry/Kangani	-
	25 Mason	27.84
	26 Mate/Mukaddam	24.74
	27 Mechanic(General)/Te	28.80
	28 Motor Mechanic	34.38
	29 Moulder	-
	30 Oilman/Greaser	42.89
	31 Picker	18.71
	32 Plumber	6.98
	33 Pump Attendant	27.81
	34 Rigger	24.48
	35 Shot Firer/Blaster	13.52
	36 Supervisor	46.87
	37 Sweeper	29.07
	38 Switch Board Atten.	11.02
	39 Tindal	24.29
	40 Turner	11.06
	41 Watchman	23.21
	42 Welder	17.55
	43 Winch Driver	10.68
	44 Winder	20.99
	45 Mach. Op./Machinist	60.51

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
46	Gen./Turbo Operator	99.06
47	Storekeeper	64.40
48	Trainees/Apprentices	2.62
49	Cook	12.35
50	Chemist/Dispensary	1.25
51	Banksman	1.19
52	Clay Cardidge Maker	17.72
53	Chainman	37.91
54	Clipman/Pointsman	12.33
55	CCM Mazdoor	45.42
56	Coal Cutting Mistry	3.97
57	Dresser	26.51
58	Explosive Carrier	36.91
59	Haulage Khalasi/Coal	8.83
60	Haulage Att./Operato	17.28
61	Khalasi/Fan Operator	31.85
62	Lamp Fitter	11.97
63	LHD Helper	-
64	LHD Operator	14.87
65	Loco Driver	-
66	Miner	40.78
67	Mistry/Line Mistry	17.71
68	Mine Service Crew	11.82
69	On Setter	7.39
70	Roof Bolting Crew/St	22.42
71	Safety Lamp Checker	49.62
72	Shalepicking Mazdoor	43.40
73	Sub-Station Atte	26.63
74	Dragline Operator	19.31
75	SDL Helper	10.55
76	Senior Roof Bolter	20.10
77	SDL Operator	9.43
78	Timberman/Mistry	28.08
79	Trammer Underground	28.58
80	Timber Trea Plant Op	-
81	Stone Cutter	5.42
82	Basket/Tub Loader	47.39
83	Workshop Mechanic/Do	12.32
84	Miscellaneous	26.57
II.	Iron Ore Mines	59.50
1	Blacksmith	73.30
2	Carpenter	13.91
3	Chargehand	5.17
4	Checker	82.33
5	Compressor Op.	44.16
6	Coolie/Mazdoor	47.43
7	Crane Operator	71.47
8	Driller	82.66
9	Driver	65.76
10	Electrician	72.71

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
11	Fireman	48.01
12	Fitter	59.77
13	Mech/Elec Foreman	43.27
14	Furnaceman	35.21
15	Gas Cutter	101.46
16	Hammerman	4.44
17	Helper	65.48
18	Instrument Mech	100.59
19	Loader/Unloader	104.33
20	Mistry/Kangani	-
21	Mason	119.75
22	Mate/Mukaddam	45.98
23	Mechanic(General)/Te	60.14
24	Motor Mechanic	52.46
25	Oilman/Greaser	32.52
26	Picker	53.59
27	Plumber	7.84
28	Pump Attendant	50.78
29	Shot Firer/Blaster	69.18
30	Supervisor	68.52
31	Sweeper	41.99
32	Tongsman	-
33	Turner	52.82
34	Watchman	47.34
35	Weigher	39.82
36	Welder	58.15
37	Winch Driver	-
38	Mach. Op./Machinist	65.62
39	Gen./Turbo Operator	47.02
40	Storekeeper	57.87
41	Trainees/Apprentices	38.01
42	Cook	81.47
43	Attendant	77.88
44	Miner	90.88
45	HEMM Operator	72.61
46	Skip Loader	76.96
47	Gangman	-
48	Screeener and Cleaner	84.37
49	Stone Cutter/Crusher	67.48
50	Chainman	17.76
51	Spotter	18.78
52	Miscellaneous	48.28
III.	Manganese Mines	68.50
1	Blacksmith	-
2	Carpenter	44.83
3	Chargehand	40.37
4	Chargeman	-
5	Checker	30.59
6	Compressor Op.	26.84
7	Coolie/Mazdoor	65.95

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	8 Crane Operator	85.35
	9 Driller	68.29
	10 Driver	67.42
	11 Electrician	63.71
	12 Engine Room Att./Opt	0.04
	13 Fitter	42.51
	14 Mech/Elec Foreman	55.35
	15 Grinder	-
	16 Hammerman	55.64
	17 Helper	64.34
	18 Lineman	-
	19 Loader/Unloader	24.78
	20 Mason	96.54
	21 Mate/Mukaddam	45.08
	22 Mechanic(General)/Te	75.12
	23 Motor Mechanic	70.58
	24 Oilman/Greaser	-
	25 Picker	71.50
	26 Plumber	16.18
	27 Pump Attendant	48.28
	28 Shot Firer/Blaster	60.52
	29 Supervisor	52.25
	30 Sweeper	67.80
	31 Watchman	56.75
	32 Welder	61.95
	33 Winch Driver	7.52
	34 Mach. Op./Machinist	52.65
	35 Storekeeper	50.47
	36 Cook	68.79
	37 Cap Lamp Attendant	14.38
	38 Dresser	0.50
	39 Miner	99.33
	40 Ore Washing Operator	59.68
	41 Screener and Cleaner	58.65
	42 Tramline Worker	5.62
	43 Mines Incharge/Engin	-
	44 HEMM Operator	49.88
	45 Dumper Operator	-
	46 Miscellaneous	73.50
IV.	Oil Mines	78.95
	1 Carpenter	17.50
	2 Chargeman	48.71
	3 Coolie/Mazdoor	-
	4 Crane Operator	-
	5 Driller	78.33
	6 Driver	92.07
	7 Electrician	80.35
	8 Engine Room Att./Opt	4.65
	9 Fitter	51.74
	10 Mech/Elec Foreman	45.75

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
11	Helper	67.82
12	Instrument Mech	49.49
13	Mistry/Kangani	-
14	Mate/Mukaddam	12.59
15	Mechanic(General)/Te	69.24
16	Oilman/Greaser	-
17	Plumber	-
18	Supervisor	97.82
19	Sweeper	57.67
20	Watchman	22.74
21	Welder	43.62
22	Winch Driver	92.49
23	Storekeeper	-
24	Chem. Att./Tradesman	27.30
25	Chem. Doser/Op/Water	85.20
26	Cleaner	-
27	Khalasi	24.97
28	Machinist/Boring Op	122.15
29	Mud Attendant	51.68
30	Production Man/Prod.	39.93
31	Production Rig Man	44.10
32	Prod. Station Op	84.70
33	Rig Man/Driller	46.17
34	Topeman	68.62
35	Fireman Gr.I	20.83
36	Fireman Gr.II	21.01
37	Fireman Gr.III	31.07
38	Jr. Fireman	44.47
39	Miscellaneous	102.96
All Mining Industries		42.29

TABLE 5.4
OCCUPATIONAL EMPLOYMENT AND MEAN WAGE RATES OF SAMPLE WORKERS BY INDUSTRY/STRATUM

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
I.	Coal Mines	14552	200	14752	1092.44	1659.19	1375.82
	1 Jharkhand	3885	101	3986	1113.99	1678.76	1396.38
	1 Blacksmith	7	0	7	1784.57	2048.90	1916.74
	2 Cable Jointer/Cablem	42	0	42	909.51	1602.31	1255.91
	3 Checker	26	0	26	848.67	1420.63	1134.65
	4 Coolie/Mazdoor	800	90	890	736.90	1470.00	1103.45
	5 Crane Operator	17	0	17	1520.12	2082.37	1801.25
	6 Driller	111	0	111	1286.51	1775.80	1531.16
	7 Driver	44	0	44	1185.07	1339.24	1262.16
	8 Electrician	130	0	130	1167.30	1607.08	1387.19
	9 Fireman	29	0	29	1687.03	2105.86	1896.45
	10 Fitter	779	0	779	1073.92	1455.87	1264.90
	11 Mech/Elec Foreman	74	0	74	958.32	1525.06	1241.69
	12 Grinder	14	0	14	1054.97	2443.60	1749.29
	13 Hammerman	4	0	4	1585.11	1621.05	1603.08
	14 Helper	223	0	223	1536.84	1919.29	1728.07
	15 Instrument Mech	10	0	10	1700.36	2095.41	1897.89
	16 Lineman	2	0	2	1742.31	1984.74	1863.53
	17 Loader/Unloader	22	0	22	516.42	2399.38	1457.90
	18 Mason	2	0	2	1508.12	1508.12	1508.12
	19 Mechanic(General)/Te	23	0	23	1820.30	2192.09	2006.20
	20 Oilman/Greaser	8	0	8	1247.34	2005.86	1626.60
	21 Plumber	12	0	12	1133.99	1514.95	1324.47
	22 Pump Attendant	133	1	134	1281.75	1860.98	1571.37
	23 Shot Firer/Blaster	5	0	5	1504.01	1706.40	1605.21
	24 Supervisor	4	0	4	1241.58	1981.02	1611.30

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	25 Sweeper	13	0	13	1569.67	1773.46	1671.57
	26 Switch Board Atten.	41	0	41	1627.09	1976.07	1801.58
	27 Tindal	43	0	43	1488.81	2009.34	1749.08
	28 Turner	2	0	2	2161.55	2204.75	2183.15
	29 Watchman	28	4	32	904.52	1110.01	1007.27
	30 Welder	16	0	16	1245.90	1987.29	1616.60
	31 Storekeeper	12	0	12	839.33	1420.63	1129.98
	32 Cook	1	0	1	1910.12	1910.12	1910.12
	33 Chemist/Dispensary	8	5	13	799.84	926.04	862.94
	34 Chainman	5	0	5	1194.40	1953.26	1573.83
	35 Dresser	29	0	29	1217.33	1764.72	1491.03
	36 Explosive Carrier	41	0	41	910.47	1641.99	1276.23
	37 Haulage Khalasi/Coal	186	0	186	891.71	1076.55	984.13
	38 Haulage Att./Operato	88	0	88	1425.01	2263.15	1844.08
	39 Khalasi/Fan Operator	3	0	3	750.84	1853.91	1302.38
	40 Lamp Fitter	11	0	11	1735.55	1992.12	1863.84
	41 LHD Operator	136	0	136	1435.26	2424.57	1929.92
	42 Mistry/Line Mistry	42	0	42	1273.29	1872.35	1572.82
	43 Roof Bolting Crew/St	59	0	59	519.24	1630.68	1074.96
	44 Safety Lamp Checker	0	1	1	1235.74	1235.74	1235.74
	45 Shalepicking Mazdoor	80	0	80	1551.99	1989.08	1770.54
	46 Dragline Operator	26	0	26	1640.71	2102.88	1871.80
	47 Senior Roof Bolter	2	0	2	1721.01	1726.05	1723.53
	48 Timberman/Mistry	45	0	45	1117.43	1534.15	1325.79
	49 Trammer Underground	270	0	270	1553.45	2255.70	1904.58
	50 Timber Trea Plant Op	5	0	5	1671.12	2161.61	1916.37
	51 Basket/Tub Loader	21	0	21	706.09	1615.07	1160.58
	52 Workshop Mechanic/Do	21	0	21	1372.69	1810.69	1591.69
	53 Miscellaneous	130	0	130	1107.54	1723.96	1415.75
2	West Bengal	3343	67	3410	961.80	1500.52	1231.16
	1 Blacksmith	5	0	5	1413.41	1629.30	1521.36
	2 Boiler Attendant	6	0	6	1780.05	1925.62	1852.84
	3 Cable Jointer/Cablem	160	0	160	986.17	1559.32	1272.75

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	4 Carpenter	8	0	8	1107.57	1728.27	1417.92
	5 Chargeman	5	0	5	1542.99	1869.80	1706.40
	6 Coolie/Mazdoor	546	0	546	691.01	1552.78	1121.90
	7 Driller	140	0	140	1054.38	1605.03	1329.71
	8 Driver	3	0	3	1740.13	2050.33	1895.23
	9 Electrician	97	2	99	1028.84	1647.46	1338.15
	10 Fitter	117	0	117	1124.14	1534.11	1329.13
	11 Mech/Elec Foreman	2	0	2	921.07	1687.08	1304.08
	12 Hammerman	2	0	2	988.09	1242.85	1115.47
	13 Instrument Mech	3	2	5	1281.33	1551.50	1416.42
	14 Lineman	3	0	3	1052.73	1541.61	1297.17
	15 Mason	2	0	2	930.16	1087.24	1008.70
	16 Mate/Mukaddam	30	0	30	1034.31	1456.11	1245.21
	17 Mechanic(General)/Te	1	0	1	921.07	1687.08	1304.08
	18 Pump Attendant	85	0	85	1298.20	1568.11	1433.16
	19 Rigger	1	0	1	921.07	1687.08	1304.08
	20 Shot Firer/Blaster	56	0	56	1103.33	1293.59	1198.46
	21 Supervisor	41	0	41	1130.93	1807.20	1469.07
	22 Sweeper	20	3	23	1239.16	1592.62	1415.89
	23 Tindal	118	0	118	1087.36	1726.29	1406.83
	24 Turner	1	0	1	930.16	1087.24	1008.70
	25 Watchman	24	8	32	1399.70	1789.80	1594.75
	26 Welder	18	0	18	1349.95	1666.99	1508.47
	27 Winch Driver	23	0	23	1222.30	1716.65	1469.48
	28 Trainees/Apprentices	1	0	1	330.73	330.73	330.73
	29 Cook	0	3	3	928.53	1606.84	1267.69
	30 Banksman	11	0	11	1407.20	1888.42	1647.81
	31 Clay Cardidge Maker	0	19	19	1046.98	1293.02	1170.00
	32 Chainman	5	0	5	1250.59	1348.99	1299.79
	33 Clipman/Pointsman	23	0	23	1538.24	1771.27	1654.76
	34 CCM Mazdoor	221	3	224	934.55	1093.29	1013.92
	35 Coal Cutting Mistry	31	0	31	1090.14	1495.81	1292.98
	36 Dresser	55	0	55	1090.69	1703.60	1397.15
	37 Explosive Carrier	72	0	72	922.13	1736.15	1329.14
	38 Haulage Khalasi/Coal	86	10	96	900.26	1433.13	1166.70

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	39 Haulage Att./Operato	100	0	100	986.89	1864.88	1425.89
	40 Khalasi/Fan Operator	11	0	11	1389.14	1851.36	1620.25
	41 Lamp Fitter	4	0	4	991.76	1281.28	1136.52
	42 Miner	4	0	4	930.16	1087.24	1008.70
	43 Mistry/Line Mistry	84	0	84	1056.46	1717.68	1387.07
	44 Mine Service Crew	9	0	9	1377.96	1895.17	1636.57
	45 On Setter	25	0	25	1224.71	1622.78	1423.75
	46 Roof Bolting Crew/St	141	0	141	972.12	1580.70	1276.41
	47 Safety Lamp Checker	2	0	2	1528.76	1688.49	1608.63
	48 Shalepicking Mazdoor	207	16	223	446.66	483.41	465.04
	49 Sub-Station Atte	13	0	13	1271.41	1802.07	1536.74
	50 Dragline Operator	47	0	47	1164.18	1574.73	1369.46
	51 SDL Operator	112	0	112	954.91	1576.13	1265.52
	52 Timberman/Mistry	28	0	28	1180.17	1898.36	1539.27
	53 Trammer Underground	520	0	520	1036.70	1607.99	1322.35
	54 Stone Cutter	1	0	1	991.76	1281.28	1136.52
	55 Miscellaneous	13	1	14	1574.78	1807.33	1691.06
3	Telangana	646	0	646	931.39	936.12	933.76
	1 Coolie/Mazdoor	91	0	91	870.84	870.84	870.84
	2 Driller	6	0	6	975.10	975.10	975.10
	3 Driver	3	0	3	975.10	975.10	975.10
	4 Electrician	34	0	34	917.80	951.44	934.62
	5 Fitter	35	0	35	944.43	944.43	944.43
	6 Hammerman	4	0	4	917.59	917.59	917.59
	7 Helper	2	0	2	890.45	890.45	890.45
	8 Lineman	26	0	26	936.20	936.20	936.20
	9 Mason	6	0	6	936.20	936.20	936.20
	10 Mechanic(General)/Te	15	0	15	993.79	993.79	993.79
	11 Oilman/Greaser	7	0	7	993.79	993.79	993.79
	12 Pump Attendant	14	0	14	917.59	917.59	917.59
	13 Rigger	1	0	1	936.20	936.20	936.20
	14 Tindal	9	0	9	723.86	936.20	830.03
	15 Welder	1	0	1	936.20	936.20	936.20

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	16 Gen./Turbo Operator	89	0	89	993.79	993.79	993.79
	17 CCM Mazdoor	92	0	92	975.11	975.11	975.11
	18 Haulage Khalasi/Coal	12	0	12	959.27	959.27	959.27
	19 Haulage Att./Operato	23	0	23	936.20	936.20	936.20
	20 Khalasi/Fan Operator	9	0	9	917.59	917.59	917.59
	21 Lamp Fitter	3	0	3	890.45	890.45	890.45
	22 LHD Operator	19	0	19	936.20	936.20	936.20
	23 Mine Service Crew	41	0	41	936.20	936.20	936.20
	24 Roof Bolting Crew/St	16	0	16	936.20	936.20	936.20
	25 Safety Lamp Checker	5	0	5	936.20	936.20	936.20
	26 Sub-Station Atte	3	0	3	890.45	890.45	890.45
	27 SDL Operator	6	0	6	936.20	936.20	936.20
	28 Basket/Tub Loader	71	0	71	870.84	870.84	870.84
	29 Miscellaneous	3	0	3	936.20	936.20	936.20
4	Chhattisgarh	2146	4	2150	1583.44	1896.12	1739.78
	1 Beltman/Mochi	66	0	66	1520.44	1902.31	1711.38
	2 Blacksmith	5	0	5	1531.21	1796.18	1663.70
	3 Cable Jointer/Cablem	63	0	63	1476.11	1770.33	1623.22
	4 Carpenter	2	0	2	1657.29	1724.49	1690.89
	5 Chargeman	2	0	2	1807.45	1899.90	1853.68
	6 Coolie/Mazdoor	250	0	250	1311.95	1711.89	1511.92
	7 Crane Operator	23	0	23	1593.70	2143.36	1868.53
	8 Driller	103	0	103	1563.48	2216.90	1890.19
	9 Driver	57	0	57	1754.37	2114.65	1934.51
	10 Electrician	367	0	367	1722.04	1812.42	1767.23
	11 Fitter	116	0	116	1371.93	1856.31	1614.12
	12 Mech/Elec Foreman	215	0	215	1650.43	1893.15	1771.79
	13 Instrument Mech	18	0	18	1545.37	1830.78	1688.08
	14 Lineman	6	0	6	1564.47	1617.39	1590.93
	15 Loader/Unloader	1	0	1	1509.76	1509.76	1509.76
	16 Mason	2	0	2	1684.37	1757.66	1721.02
	17 Mate/Mukaddam	113	0	113	1091.86	2078.06	1584.96
	18 Mechanic(General)/Te	22	0	22	1385.23	1754.74	1569.99

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
19	Picker	4	0	4	1457.87	1962.11	1709.99
20	Pump Attendant	32	0	32	1308.64	1484.13	1396.39
21	Shot Firer/Blaster	37	0	37	1661.16	1868.15	1764.66
22	Supervisor	23	0	23	1345.72	1971.24	1658.48
23	Sweeper	4	2	6	1582.46	1618.52	1600.49
24	Switch Board Atten.	2	0	2	1724.48	1921.32	1822.90
25	Tindal	38	0	38	1823.60	1896.85	1860.23
26	Turner	25	0	25	1609.05	1910.40	1759.73
27	Watchman	31	2	33	1702.53	1749.84	1726.19
28	Welder	20	0	20	1484.14	1693.52	1588.83
29	Winder	3	0	3	1710.32	1814.45	1762.39
30	Trainees/Apprentices	19	0	19	604.33	604.33	604.33
31	Cook	3	0	3	1429.92	1824.13	1627.03
32	Chainman	23	0	23	1519.09	1710.45	1614.77
33	Clipman/Pointsman	1	0	1	1873.44	1873.44	1873.44
34	Dresser	25	0	25	1590.17	1976.64	1783.41
35	Explosive Carrier	19	0	19	1545.38	1591.73	1568.56
36	Haulage Khalasi/Coal	8	0	8	1608.45	2108.54	1858.50
37	Haulage Att./Operato	8	0	8	1741.70	1966.22	1853.96
38	Khalasi/Fan Operator	53	0	53	1713.81	2036.52	1875.17
39	Lamp Fitter	27	0	27	1720.99	1849.44	1785.22
40	LHD Operator	149	0	149	2260.59	2328.42	2294.51
41	Mistry/Line Mistry	24	0	24	1885.69	2003.84	1944.77
42	Mine Service Crew	26	0	26	1585.98	2032.38	1809.18
43	Sub-Station Atte	2	0	2	1811.11	1899.90	1855.51
44	SDL Helper	30	0	30	1851.79	1932.47	1892.13
45	SDL Operator	12	0	12	1591.71	2288.78	1940.25
46	Basket/Tub Loader	14	0	14	1255.11	1466.10	1360.61
47	Workshop Mechanic/Do	32	0	32	1111.56	2102.95	1607.26
48	Miscellaneous	21	0	21	1654.73	1671.46	1663.10
5	Madhya Pradesh	950	1	951	1093.16	1984.05	1538.61
	1 Blacksmith	1	0	1	1957.00	1957.00	1957.00
	2 Compressor Op.	23	0	23	1173.26	1404.57	1288.92

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Coolie/Mazdoor	90	0	90	859.73	1452.02	1155.88
	4 Crane Operator	1	0	1	1143.00	1143.00	1143.00
	5 Driller	67	0	67	728.22	1726.01	1227.12
	6 Driver	5	0	5	1212.20	1539.80	1376.00
	7 Electrician	21	0	21	1174.90	1925.81	1550.36
	8 Fitter	60	0	60	1203.38	2300.55	1751.97
	9 Mech/Elec Foreman	24	0	24	1691.75	2309.04	2000.40
10	Helper	4	0	4	258.00	258.00	258.00
11	Lineman	9	0	9	904.44	2405.33	1654.89
12	Loader/Unloader	4	0	4	329.00	329.00	329.00
13	Mistry/Kangani	48	0	48	1294.00	2243.00	1768.50
14	Mate/Mukaddam	5	0	5	1307.00	1732.00	1519.50
15	Mechanic(General)/Te	6	0	6	1031.00	1801.00	1416.00
16	Oilman/Greaser	2	0	2	371.00	371.00	371.00
17	Picker	3	0	3	1425.00	1667.00	1546.00
18	Pump Attendant	26	0	26	1529.27	2262.58	1895.93
19	Shot Firer/Blaster	92	0	92	1089.65	1681.57	1385.61
20	Supervisor	1	0	1	405.00	405.00	405.00
21	Sweeper	16	0	16	622.31	1629.19	1125.75
22	Tindal	15	0	15	981.00	1848.00	1414.50
23	Watchman	6	0	6	1054.83	1055.83	1055.33
24	Welder	6	0	6	1242.00	2076.00	1659.00
25	Chainman	67	0	67	834.64	1474.58	1154.61
26	Clipman/Pointsman	14	0	14	1711.29	2505.93	2108.61
27	CCM Mazdoor	47	0	47	1271.00	2044.00	1657.50
28	Dresser	29	1	30	1296.47	2024.47	1660.47
29	Haulage Att./Operato	4	0	4	1582.00	1912.00	1747.00
30	Lamp Fitter	1	0	1	1701.00	1701.00	1701.00
31	Mistry/Line Mistry	12	0	12	1154.00	1912.00	1533.00
32	Roof Bolting Crew/St	54	0	54	1225.78	2065.11	1645.45
33	Dragline Operator	3	0	3	1503.00	1749.00	1626.00
34	SDL Helper	21	0	21	1053.00	2410.00	1731.50
35	Senior Roof Bolter	2	0	2	1492.00	2038.00	1765.00
36	SDL Operator	22	0	22	1344.00	1951.64	1647.82
37	Timberman/Mistry	3	0	3	864.00	1660.00	1262.00

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	38 Trammer Underground	133	0	133	1039.77	2802.90	1921.34
	39 Stone Cutter	2	0	2	1232.00	1751.00	1491.50
	40 Workshop Mechanic/Do	1	0	1	1503.00	1503.00	1503.00
6	Maharashtra	2047	18	2065	856.72	1706.13	1281.43
	1 Blacksmith	1	0	1	1650.78	1650.78	1650.78
	2 Boiler Attendant	11	0	11	343.90	343.90	343.90
	3 Cable Jointer/Cablem	51	0	51	1237.34	1654.05	1445.70
	4 Carpenter	8	0	8	720.21	1340.71	1030.46
	5 Compressor Op.	22	0	22	1196.41	1442.46	1319.44
	6 Coolie/Mazdoor	187	2	189	394.09	857.75	625.92
	7 Crane Operator	84	0	84	911.41	2424.68	1668.05
	8 Driller	129	0	129	890.73	1600.51	1245.62
	9 Driver	66	0	66	526.10	2248.74	1387.42
	10 Electrician	97	0	97	1203.78	1897.71	1550.75
	11 Fireman	6	3	9	834.23	1621.67	1227.95
	12 Fitter	453	0	453	1048.42	2174.54	1611.48
	13 Mech/Elec Foreman	20	0	20	745.06	1487.99	1116.53
	14 Gas Cutter	24	0	24	1386.15	2296.54	1841.35
	15 Grinder	4	0	4	1910.77	2209.43	2060.10
	16 Hammerman	20	0	20	487.28	2184.59	1335.94
	17 Helper	24	0	24	588.15	662.80	625.48
	18 Instrument Mech	39	0	39	1815.08	2494.72	2154.90
	19 Mason	4	0	4	884.79	1623.63	1254.21
	20 Mate/Mukaddam	15	0	15	2319.39	2533.61	2426.50
	21 Mechanic(General)/Te	7	0	7	1159.00	2171.75	1665.38
	22 Picker	22	0	22	2064.05	2526.82	2295.44
	23 Plumber	3	0	3	667.43	1727.69	1197.56
	24 Pump Attendant	135	1	136	627.49	1143.86	885.68
	25 Shot Firer/Blaster	26	0	26	1387.43	1653.25	1520.34
	26 Supervisor	26	0	26	537.65	548.29	542.97
	27 Sweeper	39	0	39	522.04	748.17	635.11
	28 Tindal	2	0	2	1288.68	1288.68	1288.68
	29 Turner	9	0	9	987.25	2063.78	1525.52

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	30 Watchman	0	2	2	897.83	940.48	919.16
	31 Welder	40	0	40	934.09	1948.60	1441.35
	32 Winch Driver	2	0	2	1473.49	1528.56	1501.03
	33 Winder	0	2	2	1418.99	1419.05	1419.02
	34 Mach. Op./Machinist	48	0	48	540.29	1922.84	1231.57
	35 Gen./Turbo Operator	1	0	1	436.89	436.89	436.89
	36 Storekeeper	23	0	23	655.41	1654.72	1155.07
	37 Cook	11	6	17	1411.40	1800.77	1606.09
	38 CCM Mazdoor	6	0	6	321.60	321.60	321.60
	39 Dresser	27	0	27	381.61	381.61	381.61
	40 Explosive Carrier	40	0	40	321.60	321.60	321.60
	41 Haulage Att./Operato	9	0	9	608.90	2388.98	1498.94
	42 Khalasi/Fan Operator	6	0	6	321.60	321.60	321.60
	43 LHD Operator	153	0	153	682.79	2450.73	1566.76
	44 Loco Driver	1	0	1	1442.77	1442.77	1442.77
	45 Safety Lamp Checker	6	0	6	325.93	325.93	325.93
	46 Shalepicking Mazdoor	60	0	60	321.60	321.60	321.60
	47 Sub-Station Atte	6	0	6	1868.08	2042.47	1955.28
	48 Dragline Operator	4	0	4	1354.99	2388.98	1871.99
	49 SDL Helper	1	0	1	1637.70	1637.70	1637.70
	50 SDL Operator	29	0	29	1257.03	2434.86	1845.95
	51 Trammer Underground	1	0	1	376.73	376.73	376.73
	52 Miscellaneous	39	2	41	779.50	1574.14	1176.82
9	Residual	1535	9	1544	1023.79	1668.83	1346.31
	1 Blacksmith	2	0	2	1318.41	1599.41	1458.91
	2 Cable Jointer/Cablem	17	0	17	1166.48	1898.41	1532.45
	3 Carpenter	1	0	1	1055.43	1055.43	1055.43
	4 Coolie/Mazdoor	424	2	426	836.22	1393.06	1114.64
	5 Crane Operator	17	0	17	643.80	748.27	696.04
	6 Driller	78	0	78	1082.80	1746.89	1414.85
	7 Driver	58	0	58	1049.97	1249.52	1149.75
	8 Electrician	47	0	47	969.62	1718.95	1344.29
	9 Fitter	38	0	38	1345.70	2081.70	1713.70

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
10	Mech/Elec Foreman	102	0	102	861.00	2318.41	1589.71
11	Hammerman	2	0	2	870.84	1457.58	1164.21
12	Helper	43	1	44	904.02	1339.75	1121.89
13	Instrument Mech	2	0	2	1270.15	1270.15	1270.15
14	Lineman	2	0	2	1266.86	1266.86	1266.86
15	Loader/Unloader	8	0	8	992.31	1419.76	1206.04
16	Mate/Mukaddam	41	0	41	905.42	1398.16	1151.79
17	Mechanic(General)/Te	67	0	67	1330.38	1870.69	1600.54
18	Motor Mechanic	9	0	9	1055.86	2079.97	1567.92
19	Moulder	1	0	1	1270.15	1270.15	1270.15
20	Oilman/Greaser	1	0	1	1270.15	1270.15	1270.15
21	Pump Attendant	18	0	18	1259.54	1643.23	1451.39
22	Shot Firer/Blaster	119	0	119	1194.19	1734.19	1464.19
23	Supervisor	35	0	35	1749.96	2436.45	2093.21
24	Tindal	27	0	27	1342.31	1961.00	1651.66
25	Turner	4	0	4	1480.11	1615.66	1547.89
26	Watchman	5	0	5	1046.85	1710.44	1378.65
27	Welder	13	0	13	1253.18	1730.05	1491.62
28	Mach. Op./Machinist	3	0	3	1669.65	3307.64	2488.65
29	Cook	4	0	4	870.84	1477.18	1174.01
30	Chainman	5	0	5	1285.10	1601.42	1443.26
31	Clipman/Pointsman	40	0	40	1041.47	1748.99	1395.23
32	Dresser	24	0	24	1070.74	1645.49	1358.12
33	Khalasi/Fan Operator	14	0	14	870.84	2071.71	1471.28
34	Lamp Fitter	6	0	6	999.50	1387.33	1193.42
35	LHD Helper	8	0	8	1299.78	1761.13	1530.46
36	LHD Operator	96	0	96	937.58	1930.65	1434.12
37	Miner	0	6	6	875.66	875.66	875.66
38	Mistry/Line Mistry	15	0	15	1017.01	1184.61	1100.81
39	Roof Bolting Crew/St	14	0	14	1437.14	1479.54	1458.34
40	Safety Lamp Checker	3	0	3	1177.89	1645.50	1411.70
41	Dragline Operator	4	0	4	1489.25	1596.61	1542.93
42	Timberman/Mistry	12	0	12	870.84	1328.71	1099.78
43	Trammer Underground	42	0	42	934.09	1962.42	1448.26
44	Stone Cutter	1	0	1	1447.40	1447.40	1447.40

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	45 Basket/Tub Loader	9	0	9	429.00	429.00	429.00
	46 Workshop Mechanic/Do	54	0	54	1326.40	1966.78	1646.59
II.	Iron Ore Mines	11402	592	11994	519.09	897.92	708.51
	1 Odisha	3808	405	4213	427.37	706.87	567.12
	1 Blacksmith	2	0	2	283.84	283.84	283.84
	2 Carpenter	2	0	2	424.65	424.65	424.65
	3 Chargehand	68	0	68	1534.03	3256.65	2395.34
	4 Checker	23	0	23	883.42	1786.63	1335.03
	5 Compressor Op.	5	0	5	545.57	693.57	619.57
	6 Coolie/Mazdoor	328	31	359	315.46	372.37	343.92
	7 Crane Operator	9	0	9	1102.09	1493.43	1297.76
	8 Driller	27	0	27	1033.45	2019.26	1526.36
	9 Driver	463	0	463	433.58	927.90	680.74
	10 Electrician	55	0	55	529.64	977.47	753.56
	11 Fireman	32	0	32	1165.63	2246.17	1705.90
	12 Fitter	49	0	49	381.58	682.34	531.96
	13 Mech/Elec Foreman	77	0	77	684.83	1428.58	1056.71
	14 Gas Cutter	49	0	49	298.81	302.67	300.74
	15 Hammerman	20	0	20	308.99	308.99	308.99
	16 Helper	456	7	463	387.82	568.99	478.41
	17 Instrument Mech	1	0	1	331.14	331.14	331.14
	18 Loader/Unloader	69	0	69	275.51	283.87	279.69
	19 Mason	4	0	4	322.59	322.59	322.59
	20 Mate/Mukaddam	54	0	54	342.14	634.29	488.22
	21 Mechanic(General)/Te	70	0	70	762.52	2085.11	1423.82
	22 Motor Mechanic	10	0	10	1222.64	2545.61	1884.13
	23 Plumber	5	0	5	496.14	569.98	533.06
	24 Shot Firer/Blaster	26	0	26	665.58	740.80	703.19
	25 Supervisor	309	0	309	370.97	761.97	566.47
	26 Sweeper	68	4	72	248.00	381.86	314.93
	27 Tongsmen	3	0	3	269.49	277.26	273.38

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	28	192	0	192	250.12	250.69	250.41
	29	18	0	18	489.29	516.53	502.91
	30	35	0	35	701.10	1475.60	1088.35
	31	6	0	6	1673.99	2662.27	2168.13
	32	227	0	227	291.76	726.65	509.21
	33	13	0	13	360.08	518.24	439.16
	34	10	0	10	66.13	95.20	80.67
	35	10	0	10	308.58	308.58	308.58
	36	89	0	89	370.11	374.01	372.06
	37	442	363	805	340.75	361.36	351.06
	38	224	0	224	488.32	1006.10	747.21
	39	109	0	109	358.88	429.95	394.42
	40	4	0	4	595.85	595.85	595.85
	41	1	0	1	394.23	394.23	394.23
	42	144	0	144	689.56	785.55	737.56
2	Jharkhand	2120	102	2222	685.45	1259.18	972.32
	1	1	0	1	2547.15	2547.15	2547.15
	2	95	0	95	1245.31	2424.68	1835.00
	3	621	45	666	271.19	346.49	308.84
	4	36	0	36	993.73	1667.92	1330.83
	5	17	0	17	1542.50	3163.39	2352.95
	6	106	0	106	507.18	783.53	645.36
	7	55	3	58	1150.85	2262.55	1706.70
	8	44	0	44	1445.18	2364.32	1904.75
	9	20	0	20	840.75	2178.75	1509.75
	10	17	0	17	180.81	237.23	209.02
	11	131	16	147	876.29	1206.06	1041.18
	12	20	0	20	1187.00	2663.08	1925.04
	13	8	0	8	225.58	256.58	241.08
	14	19	0	19	670.70	670.70	670.70
	15	1	0	1	2547.15	2547.15	2547.15
	16	215	0	215	371.01	436.79	403.90
	17	110	0	110	1129.75	2268.63	1699.19

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
18	Motor Mechanic	71	0	71	1075.88	1824.07	1449.98
19	Picker	0	1	1	220.96	220.96	220.96
20	Shot Firer/Blaster	7	6	13	671.54	726.23	698.89
21	Supervisor	17	0	17	529.49	645.59	587.54
22	Sweeper	0	4	4	384.61	384.61	384.61
23	Watchman	4	0	4	250.00	250.00	250.00
24	Mach. Op./Machinist	192	2	194	1167.24	2721.28	1944.26
25	Trainees/Apprentices	17	0	17	278.50	307.01	292.76
26	Cook	4	4	8	934.44	1261.44	1097.94
27	Attendant	19	0	19	1508.85	2600.98	2054.92
28	Miner	143	0	143	646.77	1863.08	1254.93
29	HEMM Operator	38	7	45	1237.51	2425.97	1831.74
30	Skip Loader	2	0	2	2272.04	2404.95	2338.50
31	Screener and Cleaner	2	14	16	1242.05	1630.83	1436.44
32	Chainman	1	0	1	408.00	408.00	408.00
33	Miscellaneous	87	0	87	514.07	1274.69	894.38
3	Karnataka	1702	3	1705	295.92	435.02	365.47
1	Checker	4	0	4	189.00	189.50	189.25
2	Coolie/Mazdoor	93	3	96	259.39	273.27	266.33
3	Crane Operator	8	0	8	236.75	578.50	407.63
4	Driller	12	0	12	395.60	412.60	404.10
5	Driver	274	0	274	273.41	462.46	367.94
6	Electrician	82	0	82	278.57	562.55	420.56
7	Fitter	30	0	30	265.00	404.00	334.50
8	Mech/Elec Foreman	107	0	107	505.19	758.63	631.91
9	Furnaceman	2	0	2	923.22	923.22	923.22
10	Helper	308	0	308	218.56	312.05	265.31
11	Loader/Unloader	7	0	7	299.29	354.57	326.93
12	Mate/Mukaddam	45	0	45	421.84	613.58	517.71
13	Mechanic(General)/Te	27	0	27	321.14	432.69	376.92
14	Motor Mechanic	2	0	2	596.00	673.00	634.50
15	Shot Firer/Blaster	19	0	19	489.13	582.36	535.75
16	Supervisor	188	0	188	261.91	424.41	343.16

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	17 Sweeper	2	0	2	350.00	411.00	380.50
	18 Watchman	18	0	18	353.11	413.78	383.45
	19 Weigher	3	0	3	342.30	342.30	342.30
	20 Welder	17	0	17	318.59	362.24	340.42
	21 Mach. Op./Machinist	112	0	112	240.88	408.83	324.86
	22 Gen./Turbo Operator	4	0	4	253.00	455.00	354.00
	23 Storekeeper	10	0	10	367.69	398.09	382.89
	24 Trainees/Apprentices	2	0	2	154.00	188.00	171.00
	25 Cook	18	0	18	502.40	617.56	559.98
	26 Attendant	89	0	89	245.84	391.65	318.75
	27 Miner	83	0	83	379.43	379.43	379.43
	28 HEMM Operator	106	0	106	375.55	488.48	432.02
	29 Gangman	4	0	4	359.90	931.53	645.72
	30 Spotter	25	0	25	176.36	254.76	215.56
	31 Miscellaneous	1	0	1	307.00	307.00	307.00
4	Chhattisgarh	1051	0	1051	980.21	2232.17	1606.19
	1 Driller	13	0	13	884.91	1869.51	1377.21
	2 Driver	36	0	36	1584.44	2315.82	1950.13
	3 Electrician	81	0	81	1050.77	2315.82	1683.30
	4 Mech/Elec Foreman	4	0	4	885.22	939.13	912.18
	5 Furnaceman	18	0	18	1224.93	2315.82	1770.38
	6 Mate/Mukaddam	5	0	5	905.26	989.27	947.27
	7 Mechanic(General)/Te	292	0	292	833.16	2306.46	1569.81
	8 Motor Mechanic	1	0	1	1869.51	1869.51	1869.51
	9 Shot Firer/Blaster	11	0	11	1224.98	2315.82	1770.40
	10 Supervisor	36	0	36	1644.40	2315.82	1980.11
	11 Mach. Op./Machinist	32	0	32	1457.22	1862.51	1659.87
	12 Storekeeper	7	0	7	1584.44	1707.94	1646.19
	13 Cook	5	0	5	1270.40	1584.44	1427.42
	14 Attendant	44	0	44	873.65	1385.43	1129.54
	15 Miner	75	0	75	558.77	2307.73	1433.25
	16 HEMM Operator	264	0	264	931.51	2315.82	1623.67
	17 Skip Loader	39	0	39	1117.23	2315.82	1716.53

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	18 Stone Cutter/Crusher	66	0	66	885.22	2315.82	1600.52
	19 Miscellaneous	22	0	22	1648.42	2186.77	1917.60
5	Goa	2198	8	2206	531.02	754.57	642.80
	1 Blacksmith	9	0	9	737.80	1072.09	904.95
	2 Checker	59	0	59	543.66	711.80	627.73
	3 Coolie/Mazdoor	256	4	260	391.38	463.64	427.51
	4 Crane Operator	4	0	4	679.88	894.00	786.94
	5 Driller	1	0	1	959.93	959.93	959.93
	6 Driver	125	0	125	675.40	859.70	767.55
	7 Electrician	58	0	58	675.22	987.18	831.20
	8 Fitter	5	0	5	845.25	1097.39	971.32
	9 Mech/Elec Foreman	19	0	19	283.23	472.05	377.64
	10 Helper	239	0	239	572.34	749.14	660.74
	11 Mate/Mukaddam	8	0	8	528.30	553.55	540.93
	12 Mechanic(General)/Te	288	0	288	655.72	1023.42	839.57
	13 Oilman/Greaser	16	0	16	652.87	746.57	699.72
	14 Pump Attendant	34	0	34	485.41	618.30	551.86
	15 Supervisor	132	0	132	535.19	838.41	686.80
	16 Sweeper	6	2	8	596.46	596.46	596.46
	17 Turner	1	0	1	1005.70	1005.70	1005.70
	18 Watchman	289	0	289	266.46	299.08	282.77
	19 Welder	22	0	22	708.25	944.49	826.37
	20 Mach. Op./Machinist	74	0	74	562.05	859.90	710.98
	21 Storekeeper	5	0	5	689.61	721.28	705.45
	22 Trainees/Apprentices	2	0	2	300.00	300.00	300.00
	23 Cook	6	0	6	201.26	282.44	241.85
	24 Attendant	22	0	22	687.73	811.83	749.78
	25 HEMM Operator	498	0	498	588.75	942.82	765.79
	26 Spotter	2	0	2	420.00	420.00	420.00
	27 Miscellaneous	18	2	20	611.62	803.81	707.72
9	Residual	523	74	597	328.76	404.29	366.53

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Blacksmith	1	0	1	368.00	368.00	368.00
	2 Compressor Op.	7	0	7	364.29	364.29	364.29
	3 Coolie/Mazdoor	47	73	120	243.99	273.44	258.72
	4 Crane Operator	1	0	1	490.00	490.00	490.00
	5 Driller	6	0	6	338.67	437.67	388.17
	6 Driver	80	0	80	324.05	432.94	378.50
	7 Electrician	9	0	9	421.78	705.11	563.45
	8 Fitter	8	0	8	405.75	723.00	564.38
	9 Mech/Elec Foreman	6	0	6	957.76	1206.76	1082.26
	10 Helper	45	0	45	313.55	348.80	331.18
	11 Loader/Unloader	2	0	2	322.00	322.00	322.00
	12 Mate/Mukaddam	13	0	13	666.95	706.38	686.67
	13 Mechanic(General)/Te	17	0	17	390.00	538.06	464.03
	14 Motor Mechanic	1	0	1	613.00	613.00	613.00
	15 Oilman/Greaser	2	0	2	354.00	354.00	354.00
	16 Picker	1	0	1	546.00	546.00	546.00
	17 Pump Attendant	3	0	3	321.00	321.00	321.00
	18 Shot Firer/Blaster	1	0	1	537.00	537.00	537.00
	19 Supervisor	69	0	69	336.90	481.85	409.38
	20 Sweeper	2	0	2	363.00	363.00	363.00
	21 Turner	1	0	1	584.00	584.00	584.00
	22 Watchman	44	0	44	273.36	288.82	281.09
	23 Weigher	6	0	6	644.00	644.00	644.00
	24 Welder	6	0	6	434.33	494.67	464.50
	25 Mach. Op./Machinist	60	0	60	307.35	463.58	385.47
	26 Gen./Turbo Operator	1	0	1	384.00	384.00	384.00
	27 Storekeeper	4	0	4	488.00	519.50	503.75
	28 Attendant	4	0	4	363.25	363.25	363.25
	29 Miner	62	1	63	304.50	304.50	304.50
	30 HEMM Operator	3	0	3	384.00	384.00	384.00
	31 Skip Loader	3	0	3	460.00	630.00	545.00
	32 Screener and Cleaner	8	0	8	302.25	302.25	302.25
III.	Manganese Mines	5710	751	6461	559.12	866.71	712.92

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
1	Maharashtra	1423	256	1679	618.71	802.16	710.44
	1 Carpenter	2	0	2	516.44	563.11	539.78
	2 Chargehand	10	0	10	1132.81	1149.51	1141.16
	3 Chargeman	7	0	7	919.00	919.00	919.00
	4 Checker	2	1	3	838.00	1105.00	971.50
	5 Compressor Op.	5	0	5	524.73	658.83	591.78
	6 Coolie/Mazdoor	939	191	1130	638.10	845.99	742.05
	7 Driller	17	0	17	738.84	977.85	858.35
	8 Driver	30	0	30	668.85	910.64	789.75
	9 Electrician	26	0	26	697.66	799.18	748.42
	10 Engine Room Att./Opt	3	0	3	1183.00	1183.00	1183.00
	11 Fitter	23	0	23	661.81	879.84	770.83
	12 Mech/Elec Foreman	30	0	30	769.53	971.08	870.31
	13 Hammerman	14	4	18	343.44	451.33	397.39
	14 Helper	37	8	45	540.78	693.42	617.10
	15 Mate/Mukaddam	53	1	54	688.25	859.87	774.06
	16 Mechanic(General)/Te	3	0	3	979.67	979.67	979.67
	17 Picker	12	9	21	324.05	570.00	447.03
	18 Pump Attendant	3	0	3	773.76	1027.76	900.76
	19 Shot Firer/Blaster	36	0	36	656.14	834.60	745.37
	20 Supervisor	38	0	38	645.15	792.62	718.89
	21 Sweeper	9	3	12	715.27	820.10	767.69
	22 Watchman	39	0	39	593.40	659.60	626.50
	23 Welder	6	0	6	606.08	606.08	606.08
	24 Storekeeper	7	0	7	781.68	839.68	810.68
	25 Cook	3	0	3	823.69	886.36	855.03
	26 Miner	2	0	2	331.00	381.00	356.00
	27 Miscellaneous	67	39	106	276.89	331.46	304.18
2	Madhya Pradesh	2617	296	2913	609.55	1039.06	824.31
	1 Blacksmith	2	0	2	970.00	1210.00	1090.00
	2 Carpenter	1	0	1	246.00	246.00	246.00

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Chargehand	3	0	3	1298.29	1348.82	1323.56
	4 Checker	4	0	4	1012.00	1171.00	1091.50
	5 Coolie/Mazdoor	1767	276	2043	580.23	1078.51	829.37
	6 Driller	13	0	13	650.27	786.96	718.62
	7 Driver	68	0	68	544.30	738.06	641.18
	8 Electrician	51	0	51	755.23	923.00	839.12
	9 Engine Room Att./Opt	1	0	1	1210.11	1210.11	1210.11
	10 Fitter	18	0	18	839.21	992.27	915.74
	11 Mech/Elec Foreman	40	0	40	747.15	926.06	836.61
	12 Helper	259	4	263	664.85	1068.82	866.84
	13 Loader/Unloader	5	0	5	319.00	319.00	319.00
	14 Mason	2	0	2	922.30	922.30	922.30
	15 Mate/Mukaddam	65	0	65	699.55	1036.49	868.02
	16 Mechanic(General)/Te	5	0	5	577.68	577.68	577.68
	17 Motor Mechanic	3	0	3	647.80	647.80	647.80
	18 Oilman/Greaser	1	0	1	396.00	396.00	396.00
	19 Plumber	2	0	2	378.00	378.00	378.00
	20 Pump Attendant	6	0	6	502.73	618.06	560.40
	21 Shot Firer/Blaster	46	0	46	785.48	1161.47	973.48
	22 Supervisor	39	1	40	453.19	619.89	536.54
	23 Sweeper	19	10	29	706.97	931.83	819.40
	24 Watchman	57	0	57	683.99	830.67	757.33
	25 Welder	22	0	22	607.62	882.49	745.06
	26 Winch Driver	3	0	3	919.69	1569.32	1244.51
	27 Mach. Op./Machinist	60	0	60	791.42	1022.47	906.95
	28 Storekeeper	5	0	5	323.20	354.00	338.60
	29 Cook	15	5	20	391.94	426.54	409.24
	30 Dresser	2	0	2	1084.50	1084.50	1084.50
	31 Screener and Cleaner	27	0	27	826.00	1122.20	974.10
	32 Miscellaneous	6	0	6	973.88	990.01	981.95
3	Odisha	730	46	776	550.11	815.76	682.94
	1 Chargehand	10	0	10	1674.42	2901.69	2288.06
	2 Checker	2	0	2	1409.92	2343.23	1876.58

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Compressor Op.	3	0	3	670.07	793.91	731.99
	4 Coolie/Mazdoor	382	20	402	295.50	412.75	354.13
	5 Crane Operator	1	0	1	2099.07	2099.07	2099.07
	6 Driller	16	0	16	1707.24	2368.13	2037.69
	7 Driver	37	0	37	987.03	1484.30	1235.67
	8 Electrician	18	0	18	1311.94	2985.06	2148.50
	9 Mech/Elec Foreman	9	0	9	1774.58	2167.79	1971.19
	10 Helper	10	0	10	936.42	1084.61	1010.52
	11 Mate/Mukaddam	4	0	4	221.82	370.64	296.23
	12 Mechanic(General)/Te	7	0	7	1019.73	2373.92	1696.83
	13 Motor Mechanic	3	0	3	875.86	2373.92	1624.89
	14 Shot Firer/Blaster	1	0	1	174.57	174.57	174.57
	15 Supervisor	5	0	5	556.14	580.54	568.34
	16 Watchman	11	0	11	327.14	327.14	327.14
	17 Welder	8	0	8	1267.60	1841.38	1554.49
	18 Mach. Op./Machinist	31	0	31	657.00	902.57	779.79
	19 Cook	0	3	3	368.00	368.00	368.00
	20 Miner	63	23	86	400.38	488.79	444.59
	21 Ore Washing Operator	23	0	23	320.84	340.79	330.82
	22 Screener and Cleaner	6	0	6	558.12	588.90	573.51
	23 Tramline Worker	2	0	2	1082.53	1207.84	1145.19
	24 HEMM Operator	20	0	20	861.29	1995.97	1428.63
	25 Dumper Operator	14	0	14	1672.79	2923.95	2298.37
	26 Miscellaneous	44	0	44	792.04	900.86	846.45
4	Karnataka	644	0	644	344.43	652.09	498.26
	1 Carpenter	2	0	2	566.50	566.50	566.50
	2 Checker	2	0	2	726.00	820.00	773.00
	3 Coolie/Mazdoor	185	0	185	193.24	651.97	422.61
	4 Crane Operator	1	0	1	499.00	499.00	499.00
	5 Driller	21	0	21	418.76	517.10	467.93
	6 Driver	123	0	123	415.91	734.09	575.00
	7 Electrician	5	0	5	663.20	663.20	663.20
	8 Fitter	4	0	4	489.50	489.50	489.50

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	9 Mech/Elec Foreman	16	0	16	727.88	901.31	814.60
	10 Grinder	5	0	5	198.00	431.00	314.50
	11 Helper	116	0	116	291.53	568.92	430.23
	12 Mate/Mukaddam	13	0	13	663.46	777.08	720.27
	13 Mechanic(General)/Te	16	0	16	442.44	772.38	607.41
	14 Pump Attendant	1	0	1	316.00	316.00	316.00
	15 Shot Firer/Blaster	4	0	4	516.50	765.50	641.00
	16 Supervisor	32	0	32	400.25	517.13	458.69
	17 Watchman	10	0	10	644.80	718.80	681.80
	18 Welder	6	0	6	509.83	602.17	556.00
	19 Mach. Op./Machinist	23	0	23	428.26	876.13	652.20
	20 Cap Lamp Attendant	27	0	27	393.67	720.56	557.12
	21 Ore Washing Operator	1	0	1	362.00	362.00	362.00
	22 HEMM Operator	2	0	2	654.00	673.00	663.50
	23 Miscellaneous	29	0	29	301.69	433.14	367.42
9	Residual	296	153	449	332.60	385.81	359.21
	1 Coolie/Mazdoor	12	25	37	470.52	553.47	512.00
	2 Electrician	4	0	4	1204.10	1755.92	1480.01
	3 Mech/Elec Foreman	5	0	5	736.49	1177.79	957.14
	4 Hammerman	6	0	6	819.17	819.17	819.17
	5 Helper	9	6	15	234.83	275.62	255.23
	6 Lineman	3	0	3	733.68	733.68	733.68
	7 Mate/Mukaddam	8	0	8	805.11	1388.22	1096.67
	8 Mechanic(General)/Te	2	0	2	1660.25	2763.61	2211.93
	9 Supervisor	8	0	8	392.84	392.84	392.84
	10 Sweeper	2	0	2	956.74	1605.73	1281.24
	11 Watchman	3	0	3	295.98	391.17	343.58
	12 Winch Driver	2	0	2	794.15	1043.86	919.01
	13 Mach. Op./Machinist	17	0	17	232.35	232.35	232.35
	14 Miner	167	85	252	227.01	227.01	227.01
	15 Ore Washing Operator	21	20	41	148.10	149.97	149.04
	16 Screener and Cleaner	14	17	31	336.70	336.70	336.70
	17 Tramline Worker	2	0	2	790.93	790.93	790.93

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	18 Mines Incharge/Engin	1	0	1	365.38	365.38	365.38
	19 HEMM Operator	3	0	3	1272.10	3478.84	2375.47
	20 Miscellaneous	7	0	7	1723.97	1744.74	1734.36
IV.	Oil Mines	6886	0	6886	658.15	1366.56	1012.36
	1 Gujarat	3834	0	3834	623.49	1451.71	1037.60
	1 Chageman	18	0	18	1224.00	3675.00	2449.50
	2 Driver	3	0	3	604.47	662.67	633.57
	3 Electrician	118	0	118	847.57	4058.19	2452.88
	4 Fitter	49	0	49	898.00	3961.00	2429.50
	5 Mech/Elec Foreman	101	0	101	1870.59	4360.09	3115.34
	6 Helper	693	0	693	408.99	651.94	530.47
	7 Instrument Mech	30	0	30	898.00	3961.00	2429.50
	8 Mechanic(General)/Te	19	0	19	2214.84	2482.95	2348.90
	9 Supervisor	22	0	22	487.11	492.02	489.57
	10 Sweeper	32	0	32	354.81	381.69	368.25
	11 Watchman	1518	0	1518	412.87	442.04	427.46
	12 Welder	4	0	4	898.00	3961.00	2429.50
	13 Winch Driver	24	0	24	898.00	3777.25	2337.63
	14 Chem. Att./Tradesman	48	0	48	898.00	3961.00	2429.50
	15 Chem. Doser/Op/Water	17	0	17	705.76	2687.71	1696.74
	16 Khalasi	14	0	14	278.30	278.30	278.30
	17 Machinist/Boring Op	2	0	2	278.30	278.30	278.30
	18 Prod. Station Op	811	0	811	694.62	1926.69	1310.66
	19 Rig Man/Driller	223	0	223	898.00	4288.00	2593.00
	20 Fireman Gr.I	87	0	87	2114.00	2377.00	2245.50
	21 Jr. Fireman	1	0	1	192.30	192.30	192.30
	2 Assam	465	0	465	1449.62	1759.67	1604.65
	1 Electrician	51	0	51	914.12	1110.83	1012.48
	2 Engine Room Att./Opt	26	0	26	889.21	1105.00	997.11

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Mech/Elec Foreman	18	0	18	2428.16	3138.59	2783.38
	4 Helper	35	0	35	984.15	1422.93	1203.54
	5 Instrument Mech	25	0	25	1619.21	1682.66	1650.94
	6 Mate/Mukaddam	32	0	32	3703.68	4012.00	3857.84
	7 Welder	26	0	26	939.64	1198.85	1069.25
	8 Chem. Att./Tradesman	38	0	38	1556.98	1610.45	1583.72
	9 Mud Attendant	37	0	37	1416.25	1504.43	1460.34
10	Production Man/Prod.	31	0	31	1195.51	1318.77	1257.14
11	Production Rig Man	12	0	12	1400.67	2820.97	2110.82
12	Rig Man/Driller	36	0	36	1197.64	2486.32	1841.98
13	Fireman Gr.I	35	0	35	1599.95	1669.07	1634.51
14	Fireman Gr.II	44	0	44	1385.83	1544.87	1465.35
15	Fireman Gr.III	8	0	8	954.77	954.77	954.77
16	Jr. Fireman	11	0	11	871.71	892.18	881.95
9	Residual	2587	0	2587	567.26	1169.69	868.48
	1 Carpenter	8	0	8	379.70	392.75	386.23
	2 Chargeman	12	0	12	988.66	1219.04	1103.85
	3 Coolie/Mazdoor	40	0	40	300.00	300.00	300.00
	4 Crane Operator	7	0	7	350.00	350.00	350.00
	5 Driller	12	0	12	299.32	299.32	299.32
	6 Driver	24	0	24	700.29	855.58	777.94
	7 Electrician	51	0	51	767.18	1846.13	1306.66
	8 Engine Room Att./Opt	2	0	2	310.53	504.34	407.44
	9 Fitter	20	0	20	785.97	954.72	870.35
10	Mech/Elec Foreman	2	0	2	731.65	731.65	731.65
11	Helper	126	0	126	590.93	758.99	674.96
12	Instrument Mech	6	0	6	519.15	566.44	542.80
13	Mistry/Kangani	4	0	4	630.65	630.65	630.65
14	Mechanic(General)/Te	14	0	14	959.51	1390.21	1174.86
15	Oilman/Greaser	6	0	6	246.00	246.00	246.00
16	Plumber	5	0	5	246.00	246.00	246.00
17	Supervisor	8	0	8	285.00	285.00	285.00
18	Sweeper	10	0	10	362.15	368.72	365.44

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
19	Watchman	730	0	730	457.00	961.00	709.00
20	Welder	15	0	15	457.61	499.07	478.34
21	Storekeeper	1	0	1	161.00	161.00	161.00
22	Chem. Att./Tradesman	397	0	397	786.05	2914.31	1850.18
23	Cleaner	65	0	65	246.00	246.00	246.00
24	Khalasi	110	0	110	351.00	351.00	351.00
25	Machinist/Boring Op	6	0	6	213.73	1562.38	888.06
26	Mud Attendant	23	0	23	393.42	412.07	402.75
27	Production Man/Prod.	36	0	36	1939.81	2452.63	2196.22
28	Production Rig Man	48	0	48	1148.12	3175.22	2161.67
29	Prod. Station Op	310	0	310	435.88	497.01	466.45
30	Rig Man/Driller	363	0	363	357.54	357.54	357.54
31	Topeman	39	0	39	1901.01	3298.59	2599.80
32	Fireman Gr.I	2	0	2	2166.85	2801.56	2484.21
33	Fireman Gr.II	4	0	4	828.30	1470.96	1149.63
34	Fireman Gr.III	12	0	12	1517.85	2377.80	1947.83
35	Jr. Fireman	1	0	1	178.00	178.00	178.00
36	Miscellaneous	68	0	68	750.17	1341.55	1045.86
All Mining Industries		38550	1543	40093	760.39	1253.48	1006.94

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

ANNEXURES

ON

**FOUR MINING INDUSTRIES
(2017)**

List of 56 Industries selected for coverage under 7th round of Occupational Wage Survey.**(A) MINING SECTOR (The Mines Act, 1952)**

- 1 Coal Mines Industry
- 2 Iron Ore Mines Industry
- 3 Manganese Mines Industry
- 4 Oil Mines Industry

(B) PLANTATION SECTOR (The Plantation Labour Act, 1951)

- 1 Coffee Plantations Industry
- 2 Rubber Plantations Industry
- 3 Tea Plantations Industry

(C) SERVICE SECTOR

- 1 Railways Industry
- 2 Public Motor Transport Undertakings Industry
- 3 Ports and Docks Industry
- 4 Electricity Generation and Distribution Industry

(D) MANUFACTURING INDUSTRY (The Factories Act, 1948)

- 1 Sugar Industry
- 2 Oils and Fats Industry
- 3 Processing of Edible Nuts Industry
- 4 Tobacco Products Industry
- 5 Cotton Textiles Industry
- 6 Woolen Textiles Industry
- 7 Silk Textiles Industry
- 8 Synthetic Textiles Industry
- 9 Jute & Others Textiles Industry
- 10 Textile Garments Industry
- 11 Paper and Paper Products Industry
- 12 Printing and Publishing Industry
- 13 Footwear Industry
- 14 Petroleum Refineries Industry
- 15 Chemicals & Gases Industry

List of 56 Industries selected for coverage under 7th round of Occupational Wage Survey.

- 16 Fertilizers Industry
- 17 Drugs & Medicines Industry
- 18 Soaps & Detergents Industry
- 19 Match Industry
- 20 Glass & Glass Products Industry
- 21 Cement Industry
- 22 Iron and Steel Industry
- 23 Castings and Forgings Industry
- 24 Agricultural Machinery Industry
- 25 Textile Machinery Industry
- 26 Machine Tools Industry
- 27 Electrical Industrial Machinery Industry
- 28 Electrical Apparatus Industry
- 29 Ship Building Industry
- 30 Locomotives/Wagons Industry
- 31 Motor Vehicles (Motor Vehicles/Trailors/Semi-Trailors) Industry
- 32 Motor Cycle/Scooter Industry
- 33 Bicycles/Rickshaws Industry
- 34 Aircrafts/Spacecrafts & Parts Industry
- 35 Tea Processing Industry
- 36 Tyre and Tube Industries
- 37 Steam Generators (Boilers) Industry
- 38 Dairy Products Industry
- 39 Soft Drink Industry
- 40 Aluminium Industry

List of 56 Industries selected for coverage under 7th round of Occupational Wage Survey.

- 41 Domestic Appliances Industry**
- 42 Televisions Industry**
- 43 Computers and Peripheral Equipments Industry**
- 44 Watches & Clocks Industry**
- 45 Plastic Articles Industry**

CONCEPTS AND DEFINITIONS

2.1 UNITS/MINES/PLANTATIONS/FACTORIES/ESTABLISHMENTS

The Mines, Services, Plantations and Manufacturing industries registered under the respective Acts constitute the frame for the survey.

2.2 SAMPLE OR SELECTED UNITS/ESTABLISHMENTS

Data collection in the present survey was carried out only in those units which had been selected (or provided as substitute) from the frame of registered factories/Mines/Plantations/Service sector units through the sampling method.

2.3 ESTABLISHMENTS

The establishment is a unit situated in a single location in which predominantly one kind of economic activity is carried out in such a way that at least a part of the goods and/or services produced by the unit goes for sale (i.e. entire produce is not for sole consumption. It means that an establishment is a physical entity where mainly one entrepreneurial activity (or sometimes more than one, with no separate accounts) is carried out. The examples of a unit are: workshop, factory, manufacturing plant, warehouse, shop, office, firm, school, hospital, place of worship, depot, mine, etc.

2.3.1 PUBLIC SECTOR: Establishments which are wholly owned/run/managed by Central or State governments, quasi-government institutions, local bodies like Panchayat, Zilla Parishad, City Corporation, Municipal authorities, etc., autonomous bodies like Universities, Education boards, and institutions like schools, libraries etc. set up by the Government, Panchayat, etc. or those run with more than 50% share of the government are to be treated as government/public sector undertaking.

2.3.2 PRIVATE SECTOR: Establishment owned/managed by a single person or a group of persons with share/participation of the Government / local body less than or equal to 50%, both in terms of management and shares, is to be treated as private sector establishment. An establishment should not be treated as a public sector establishment if it is run on a loan granted by government, local body, etc.

2.3.3 JOINT SECTOR: This sector includes all the establishments which are owned jointly by the Government and Private individuals or

companies (e.g. Corporations). Government here means Central or State Government including Local bodies.

2.4 EMPLOYERS

The self-employed persons who work on their own account with one or a few partners and by and large run their establishments by hiring labor are the employers.

2.5 WORKER

Persons who, during the reference period, were engaged in any economic activity or who, despite their attachment to economic activity, have temporarily abstained themselves from work for reason of illness, injury or other physical disability, bad weather, festivals, social or religious functions or other contingencies constitute workers.

Worker/employees defined as per different Acts relevant to the survey are as under:

2.5.1 The Factories Act, 1948: 'Worker' means a person employed directly or through any agency (including a contractor) with or without the knowledge of the principal employer, whether for remuneration or not, in any manufacturing process or in cleaning any part of the machinery or premises used for manufacturing process or subject to the manufacturing process (but does not include any member of the armed forces of the Union).

2.5.2 The Mines Act, 1952: A person who works as the manager or who works under appointment by the owner, agent or manager of the mine or with knowledge of the manager, whether for wage or not is said to be employed in a mine. It includes persons who work as under:

- (i) In any mining operation (including the concomitant operation of handing and transport of minerals up to the point of dispatch and of gathering sand and transport thereof to the mine).
- (ii) In operation of services relating to the development of the mine including construction of plant therein but excluding construction of building, roads, wells and any building work not directly connected with any existing or future mining operation.
- (iii) In operating, servicing, maintaining or repairing any part or any machinery used in or about the mine.
- (iv) In operations, within the premises of the mine, of loading for dispatch- of minerals.
- (v) In any office of the mine.
- (vi) In any welfare, health, sanitary or conservancy services required to be provided under this act, or watch and ward, within the premises of the mine excluding residential area or.

(vii) In any kind of work whatsoever is preparatory or incidental to or connected with mining operation.

2.5.3 The Plantations Labour Act, 1951: Worker means a person employed in a plantation for hire or reward, whether directly or through any agency, to do any work-skilled, unskilled, manual or clerical, but does not include;

- (i) A Medical Officer employed in Plantation;
- (ii) Any person employed in the plantation (including any member of medical Staff) whose monthly wage exceeds Rupees Seven hundred and fifty only;
- (iii) Any person employed in plantation primarily in a managerial capacity not withstanding that his monthly wages do not exceed Rs. 750/- or,
- (iv) Any person temporarily employed in the plantation in any work relating to the construction/development or maintenance of buildings, roads bridges, drains or canals.

2.5.4. The Indian Railways Act, 1890: Railway servant means any person employed by a Railways Administration in connection with the service of a Railway. The scope of this definition is restricted to such railway servants who are not covered by the Factories Act, 1948, the Mines Act, 1952 and the Merchant Shipping Act, 1958.

2.5.5. The Motor Transport Workers Act, 1961: Motor transport worker means a person who is employed in a motor transport undertaking directly or through an agency, whether for wages or not, to work in a professional capacity on a transport vehicle or to attend duties in connection with the arrival, departure, loading or unloading of such transport vehicle & includes a driver, conductor, cleaner, station staff, line checking staff, booking clerk, cash clerk, depot clerk, time keeper, watchman or attendant, but except in section 8 does not include:

- a) Any such person who is employed in a factory as defined in the factories act, 1948.
- b) Any such person to whom the provision of any law for the time being in force regulating the condition of service of persons employed in shops or commercial establishments apply.

2.5.6. Dock Workers (Regulations of employment) Act, 1948: Dock workers means a person employed or to be employed in a port, or in the vicinity of any port on work in connection with the loading, unloading, movement of storage of cargoes or work in connection with preparation of ships or other vessels for the receipt or discharge of cargoes or leaving port.

2.6 WORKERS COVERED (TYPE OF WORKERS)

Full-time manual workers on pay rolls of the establishment as covered under the respective acts were considered. Persons employed in fire services, watch & ward, sanitary department, etc. was also covered if they were performing manual jobs. The data was not collected in respect of workers holding a non manual post (i.e. managerial, technical, administrative, clerical, etc.) even though they are covered under the respective act. All types of full time manual workers viz regular, contract, casual, badli & apprentices, working more or less on regular basis, were covered.

2.6.1 Manual Workers: Workers whose job involves physical labour are called manual workers. The emphasis is on considerable element of manual work. Thus, workers engaged primarily on jobs which can easily be classified as manual were covered. For instance, foreman & jobbers & other supervisory staff, whose duties, besides supervision, generally involve manual work, were considered manual workers.

2.6.2 Time Rated worker: Time rated worker means persons who are paid according to the time of their engagement. The payment may be made on monthly, fortnightly, weekly or daily basis. However, the wages of time-rated workers are pre determined for a specific period of time and are not directly related to their output.

2.6.3 Piece Rated Worker: The piece rate system is that system of wage payment in which the workers are paid on the basis of the units of output produced. Piece rate system does not consider the time spent by the workers. It is the system of remunerating the workers according to the number of units produced or job completed. It is also known as payment by result or output. Piece rate system pays wages at a fixed piece rate for each unit of output produced. The wages of piece rated workers are linked to their individual or group output.

2.6.4 Full Time Worker and Regular Worker: Full time worker means the worker who works for entire time of a shift wherein the employee works and earns the normal wage prescribed for the shift. The actual hours of work for an employee in a particular job or industry are agreed between the employer and the employee and/or set by an award or registered agreement. The workers, who work on permanent/regular basis, are directly employed by the employer for relatively longer unspecified period and are entitled to certain legal protections and benefits such as pension, paid/job protected leaves etc. are termed as regular workers.

2.6.5 Contract workers: Workers, who are employed for a specified period/specific job & are usually paid only for days of work, are known as contract workers. They may be employed directly by the principal employer or by the intermediate employer, called contractors. Such workers usually do not receive benefit packages, pensions or other perquisites provided to employees and do not have entitlements to basic

employment rights such as health and safety protections, job-protected leaves and some legal rights applicable to regular employees. Contract workers may not be borne directly on the establishment strength, yet work within the premises of the establishment.

Information was collected from contract labour as well. In certain cases, the employers entrust the execution of certain jobs to persons known as Headman or Sirdars. These Headmen or Sirdars are given the necessary equipments & raw materials but not the manpower, which they employ through their resources for execution of the job. In such cases, Headmen featured in the pay roll for the purpose of the survey but not the workers engaged by them. If the workers engaged by the Headman or the Sirdars worked within the premises of the establishment, then such workers were covered under the Survey. If employer maintained records in respect of such workers then data was collected from such records, otherwise attempts were made to obtain the necessary information from Sirdars/Contractors/Headmen themselves. If it was found that neither the principal employers nor the Sirdar, etc. maintained any record of employment and earnings of contract labour and it was not possible to collect necessary data, then the contract labour data was ignored.

2.6.6 Badli Workers: A Badli worker is a substitute working in place of an absentee worker. There are some production processes which involve working like in a chain, making each worker's performance a link in that chain. If for some reason, a regular worker in that chain does not turn up for duty, the work will, evidently come to a stop. To meet such situation the management recruit badli worker before the start of each shift replacement at the factory gate. The replacements are known as Badli. For the purpose of this survey, these workers were classified into following three groups:

1. Badli workers who are recruited on a day to day basis to work in place of regular workers who are absent,
2. Badli workers who are working continuously for at least a month and,
3. Regular group of badlies in permanent employment of units who are put on different jobs to meet casual requirements of different sections.

So far as workers in group-1 above were concerned, they were ignored outrightly. Those in group -2 & group-3, above generally known as regular badlies & they were taken into account in the occupations in which they worked during the pay period covered only if they had worked for a period of at least one month, preceding the reference date (and received wages , full or part even for those working days on which no work was given to them).The badlies of group-2 & group-3 were considered as part of the occupation to which they were attached for the major part of the reference pay period.

2.6.7 Casual Workers: A casual worker is one whose employment is of a casual nature. That means he is a person who is employed on day to day

basis, as and when the occasion arises, without any assurance for future employment. He is in employment when he is at work. Workers with this designation/token are ordinarily to be ignored like badli workers of group-1 referred under para-2.6.6. But sometimes in terms of mutual agreement, etc. between workers & employers some units merely designate a group of workers as casual workers and employ them on a regular basis, such workers were termed as regular casual workers & covered in the survey.

2.6.8 Apprentices: An 'apprentice' is a person/learner who is learning a trade/work from a skilled employer, having agreed to work for a fixed period and who may or may not be paid an allowance during the period of his training. Data in respect of them is also to be collected only for Block II & III.

2.7 REFERENCE PERIOD

Reference date for collection of data in the schedule for 7th round of OWS was 30th June, 2016 for all the four sectors.

2.8 SURVEY PERIOD

The survey period for Four Mining Industries during the Seventh round of OWS was July, 2016 to December, 2016.

2.9 PAY PERIOD

Pay period means the duration of interval at the expiry of which wages due in the interval are payable. It may be month or a fortnight, a week or even a day. The data was collected from each unit in respect of a pay period ending on the reference date or wherein the reference date falls.

2.10 WAGE RATE

Wage rate may be defined as the price of working energy spent by a worker either for a specified period of time or for a specified measure of performance. This rate is settled in advance between the employer & employee. Basic Wage & Dearness Allowances are the reliable indicators of the wage rate. Besides, fairly significant proportion of the industrial units in the country, do not pay separate dearness allowance to their employees, what they pay is consolidated wage. The consolidated wage is not comparable with the basic wage paid by the

units, which pay separate dearness allowance. The existence & extent of other components of remuneration such as overtime, house rent allowance, medical allowance, etc. differ not only from industry to industry but from unit to unit within the same industry and cannot therefore be included as part of wage rate.

2.11 PAY ROLL EARNINGS

This term represents the total amount received by an employee in a pay period and includes basic wage, dearness allowance, special allowance, production bonus, compensatory allowance, overtime earnings & other cash allowances which are paid to the workers more or less on regular basis. As such wage rates are distinct from Pay roll earnings, as the former reflects the rate at which wages are paid while the latter indicates the sum of wages & allowances actually earned by an employee.

2.12 CHILDREN & ADOLESCENTS

Child labour & adolescent workers as prescribed under the relevant acts are given below:

Act	Children	Adolescent
Factories act	14 years & above and up to 15 years	15 years & above & up to 18 years
Mines act	Not permitted	a) Above ground-15 years & above & up to 18 years. b) Underground -16 years & above & up to 18 years.
Plantation Labour act	Below 14 years of age	14 years & above & up to 18 years
Motor transport act	Below 14 years of age	14 years & above & up to 18 years

2.13 DEARNESS ALLOWANCE

Dearness allowance is an adjustment, either fully or partly, in the pay packet of workers, for any rise or fall in cost of living due to fluctuations in the general price level. Dearness allowance is also known as Dearness pay, Variable Dearness Allowance (VDA), Inertia Relief (IR) & Additional Dearness Allowance (ADA).

2.14 OCCUPATION

An occupation is a brief description of distinct group of workers engaged in well defined jobs or similar type of work, requiring operation skill in production of goods/services viz. Fitters, Welders, Weavers, Carpenters, driller, etc.

2.15 MATCHING OF OCCUPATIONS

Matching of occupations means classification of workers of the selected establishment into appropriate occupations as shown in the lists of occupations. The workers of an occupation may have been given variety of designations in different establishments according to the work requirements of the establishments concerned. The primary purpose of the list is to enable the classification of these titled occupations into single and well defined occupation. This can best be done by comparing the occupations obtained in the units with those given in the lists, on the basis of job contents. While matching the occupations, the fundamental criterion to be kept in view is the type of work performed. For this purpose, the help of the knowledgeable persons of the unit concerned should be taken and their expert advice followed.

It may happen that in some of the units some workers worked in more than one occupation, within a pay period. In such a situation, the worker(s) were shown as belonging to that occupation wherein they have worked for the largest number of days in the pay period. Their wage rates related to the occupations in which they were classified.

For purpose of Earnings Block, the earnings of such workers (whether time-rated or piece-rated) related to the whole pay period and not merely to the period for which they had worked in the occupation wherein categorized.

The Field officers during the course of the survey came across situations where the workers in a unit were classified differently in categories say A, B, C, D or according to their degree of skill i.e. highly skilled, semi-skilled, skilled etc and break-up of workers according to occupation in which they were actually engaged was not available. In such a case the Field Officers had discussions with knowledgeable persons in the unit and identified the workers according to the occupations in which they were actually engaged during the reference period. In case where a worker remained engaged in more than one occupation during the reference period, the Field Officer classified the worker under that occupation wherein the worker remained engaged for the major portion of the reference period.

2.16 CLOSURES

A unit was treated as closed in the following situations:

- a) Permanent Closure i.e. the unit has not been functioning since the reference period and has also not worked during the three succeeding months of the reference month and is also not likely to function in the near future.
- b) Registration of the unit, is under the industry other than the one under which it is shown in the sample list.
- c) Change in the line of production of the unit from the industry under which it was selected to some other industry.
- d) Not traceable even after local postal enquiries and verification from the State Authority of the area.
- e) De-registration of the unit, e.g. due to amalgamation, fragmentation, or coverage under some other Act, etc.
- f) Records not available for the reference period or the period one month preceding or succeeding the reference period.
- g) Shifting of unit from one stratum of the industry to another.

In the situations given below, the unit was not treated as closed and was covered:

- a) Temporary closure during the reference period i.e., the unit did not function during the reference period but has started functioning subsequent to the reference period or is likely to start functioning in the near future. In such cases, the data may be collected for the pay period nearest to the reference period falling within 1 to 3 months preceding or succeeding the reference month.
- b) Reference period not being a normal period of working for the unit due to any reason, such as power cut, go slow, labour trouble, shortage of raw material, etc. In such cases, data should be collected for normal pay period nearest to the reference period and falling in the one preceding or succeeding the reference month.
- c) The unit is not in a position to supply the required data, as the records are not available at the premises due to one reason or the other. In such a situation, the unit has to be covered by going to the place where records are available, be at the Headquarters of the Unit or at the changed address. If, however, the management

assures the Field Officers that it will make available the records and suggests a subsequent date for the Field Officer's visit, the same may be done and action taken. In both the above situations, Supervising Officer should be consulted under intimation to the Headquarters.

- d) Mere change in either the name of the unit or its premises/ownership will not warrant its exclusion from coverage.
- e) If in a unit, the production relates to more than one industry, including the industry under which it is selected, the unit is to be treated as working and data has to be collected in respect of only those persons who are engaged in the occupations relevant to the industry in which the unit is shown in the sample list. In case a person employed in the unit is engaged in the work pertaining to more than one industry, then he should be taken as belonging to the industry to which he devotes the major portion of his working hours.

SAMPLING DESIGN AND ESTIMATION PROCEDURE

1.0 SAMPLING DESIGN

1.1 INTRODUCTION

The sampling design for the Seventh Round of Occupational Wage Survey (OWS) consisted of two stages. The first stage sampling units were the registered factories, while the second stage sampling units were the workers employed in different occupations in the first stage units.

1.2 SELECTION OF ESTABLISHMENTS (FIRST STAGE)

The first step in the selection of sample establishment was the determination of sample size. It was found desirable to determine the sample size in such a way that the permissible error in the average maximum wage rate would be 5 percent with 95 percent confidence interval. For the purpose of statistical exercise, average maximum wage rate was derived as weighted average of maximum wage rate of all the occupations in each of the sample units covered during the Sixth Round. The weights were the number of workers employed in the different occupations in the sample units. The formula used for the determination of the sample size at the industry level is given below.

$$n_o = \frac{\sum W_i \cdot S_i^2}{[0.05 \cdot \bar{Y} / 1.96]^2} \quad \text{and} \quad n = \frac{n_o}{1 + n_o/N}$$

where,

N = Number of units in the frame

n_o = First approximation for the sample size

n = Required sample size

W_i = $(N_i - 1)/(N - 1)$ = Weight for the i^{th} stratum

N_i = Number of units in the i^{th} stratum in the frame

S_i^2 = $\frac{1}{N_i - 1} \sum_{j=1}^{N_i} (Y_{ij} - \bar{Y}_i)^2$ = Variance of the i^{th} stratum

Y_{ij} = Average maximum wage rate in the j^{th} unit of the i^{th} stratum

\bar{Y}_i = Mean of the average maximum wage rate in the i^{th} stratum

As the sample size yielded by the above formula related to stratified random sampling with proportional allocation, the share of each stratum was allocated in proportion to its share in the frame at all India level.

For this purpose, the frame in each stratum was divided into two size classes, viz. Upper Size Class and Lower Size Class. The average daily employment at the national level for an industry was used as the cut-off

point for classifying the units in an industry into these classes. All the units with employment above the cut-off point were taken in the upper size class while the remaining was taken in the lower size class in each stratum. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.

In order to draw the required number of sample units determined in accordance with the procedure described above, the frame units in each size class within a stratum were arranged in the alphabetical order of states and within each state in the descending order of employment.

The required number of sample units in each of the two size classes of a stratum was then drawn on the basis of simple random sampling without replacement. Provision for the selection of substitute units was also made so that the required sample size in each industry was obtained.

1.3 SELECTION OF WORKERS (SECOND STAGE)

The Second Stage Sampling was used for collecting data for estimating payroll earnings only and not for other variables where data in respect of entire sample unit was collected. For the purpose of obtaining reliable estimates in respect of the pay roll earnings of workers in each occupation, it was decided to draw a sample of workers belonging to each category of sexage, type of workers and system of payment in proportion to the number of workers in each such category in the total work force in an occupation. For this purpose, the following sample size was adopted.

Sl. No.	Occupations Employing Workers	Maximum Sample Size
1	Up to 20	6
2	21 - 50	8
3	51 - 100	12
4	Above 100	16

The number of workers required for the study was drawn from each occupation in each establishment on the basis of random sampling in such a way as to ensure that each category (by sex-age and system of payment) was represented in the sample in proportion to the respective strength in the total workforce of the occupation.

2.0 ESTIMATION PROCEDURE

The estimation procedure for the Survey was, designed to obtain estimates for all the three important characteristics, namely, employment, wage rates and earnings by occupations. The estimation procedure adopted for each of these characteristics is given below.

2.0.1 AGGREGATES (EMPLOYMENT AND TOTAL WAGE)

Estimation of the number of workers was done for each sexage group and each category of workers by system of payment of wages in each occupation in a stratum of an industry. The corresponding multiplicative inverse of the sampling fraction in each employment size class of a stratum was used as the multiplier for the estimation.

$$\hat{Y} = \frac{N_u}{n_u} \sum_{i=1}^{n_u} y_i + \frac{N_l}{n_l} \sum_{i=1}^{n_l} y_i$$

where,

- \hat{Y} = Estimated value of the characteristic under study
- N_u = Total number of units in frame in the upper size class
- N_l = Total number of units in frame in the lower size class
- n_u = Total number of units in sample in the upper size class
- n_l = Total number of units in sample in the lower size class
- y_i = The value of the characteristic under study (like number of time-related male workers, number of workers engaged in a given occupation, total daily wages paid to women workers in given occupation, and so on) for the i-th sample unit in the upper or lower size class of the stratum as the case may be.

PAY ROLL EARNINGS

On the basis of the data on pay roll earnings collected for the sample workers in each occupation in each sample unit, average daily earnings per day paid for were estimated for men, women, adolescents and children. The formula for estimating total pay roll earnings, y_i for the i-th sample unit is estimated based on data pertaining to sample workers in the unit as given below:

$$\hat{y}_i = \sum_{j=1}^K \frac{W_{ij}}{w_{ij}} \sum_{k=1}^{w_{ij}} y_{ijk}$$

Where,

- y_{ijk} = pay roll earnings of k-th sample worker in j-th occupation of i-th sample unit in the upper/lower size class of a stratum
- W_{ij} = total number of workers engaged in j-th occupation of i-th sample unit
- w_{ij} = number of sample workers in j-th occupation of i-th sample unit in respect of whom the information on pay roll earnings were collected
- K = Total number of distinct occupations having workers in the i-th sample unit

The sum of stratum level aggregates over all strata gives the overall i.e. all-India estimate of aggregate of any given characteristic.

All-India estimates of average daily earnings of workers are obtained as the weighted average of the corresponding stratum level estimates, weights being the estimated number of workers in each stratum.

Average daily earnings of workers were separately estimated for basic wage, dearness allowance, and house rent allowance, etc. These figures were estimated without any reference to either sexage or the system of payment. The procedure involved in the estimation of these figures was the same as that described earlier.

2.0.2 RATIOS

For any given domain of study, ratios like average daily wage rates and average daily earnings are estimated by dividing estimated total daily wages / earnings by corresponding estimated total number of workers.

2.2 COEFFICIENT OF VARIATION

(a) The coefficient of variation of average daily earnings was calculated for each stratum in an industry after obtaining the estimates of mean square S^2 for the population and mean per unit of the population \bar{Y} separately for the stratum. The mean square for the population of a stratum in an industry was estimated by the sample mean square of the stratum, whereas, the mean per unit of the population of a stratum in an industry was estimated by the sample mean of the stratum.

In symbol, the sample mean square and sample mean of average daily earnings in j^{th} stratum in the i^{th} industry are defined, respectively, by:

$$\hat{S}^2_{ij} = \frac{1}{(n_{ij} - 1)} \cdot \sum_{k=1}^{n_{ij}} (y_{ijk} - \hat{Y}_{ij})^2$$

And

$$\hat{Y}_{ij} = \frac{1}{n_{ij}} \cdot \sum_{k=1}^{n_{ij}} y_{ijk}$$

where,

- \hat{S}^2_{ij} = Sample mean square of average daily earnings in j^{th} stratum in the i^{th} industry
- \hat{Y}_{ij} = Sample mean of average daily earnings in j^{th} stratum in the i^{th} industry
- y_{ijk} = Average daily earnings of the k^{th} sample worker in j^{th} stratum in the i^{th} industry

n_{ij} = Total number of sample worker in j^{th} stratum in i^{th} industry

Sample mean square and sample mean of average daily earnings for an industry were calculated as the weighted average of sample mean squares and sample means respectively, of different strata in an industry, weights being the proportion of number of units in the frame in different strata in an industry. In symbol,

$$\hat{S}^2_i = \frac{1}{(N_i - 1)} \cdot \sum_{j=1} (N_{ij} - 1) \cdot \hat{S}^2_{ij}$$

and

$$\hat{y}_i = \frac{1}{N_i} \cdot \sum_{j=1} N_{ij} \cdot \hat{Y}_{ij}$$

where,

\hat{S}^2_i = Sample Variance of average daily earnings in the i^{th} industry

\hat{y}_i = Sample mean of average daily earnings in the i^{th} industry

N_{ij} = Number of units in the frame in j^{th} stratum in the i^{th} industry

N_i = Number of units in the frame in the i^{th} industry

Sample mean square and sample mean of average daily earnings combined for four mining industries were then calculated as the weighted average of sample mean squares and sample means respectively, of different industries, weights being the proportion of number of units in the frame in different industries.

The coefficient of variation was calculated for each occupation in an industry using the same method described above.

(b) The coefficient of variation of average daily wage rates was calculated for each stratum in an industry using the same methodology as adopted in calculation of the coefficient of variation for the average daily earnings described in part 2.2(a).

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
MINING INDUSTRIES

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the factories and performs other jobs connected with the smithy shop.
0006	Boiler Attendant	Operates boilers to generate steam of required pressure by controlling and adjusting water feed, draught, evaporation, fire, etc., for heat or power.
0009	Cable Jointer/ Cableman	Joints multi conductor cables consisting of a number of coloured wires. Selects strands of wires to be joined from cable ends according to colour code.
0010	Carpenter	Makes, assembles, alters and repairs wooden structures and articles using hand or power tools or both.
0011	Chargehand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc.
0012	Chargeman	Operates motor generator and other electrical equipment.
0013	Checker	Verifies quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications. Checks proper markings and labels according to instructions.
0015	Compressor Operator	Operates and services power driven air compressor which generates and supplies compressed air to drive pneumatic tools, hoists and other mechanical equipment.
0016	Coolie/ Mazdoor	Performs various unskilled jobs such as lifting and carrying loads, cleaning and sweeping loom sheds, machine rooms, etc.
0018	Crane Operator	Operates stationary or mobile overhead crane to transport material.

0022	Driller	Drills holes in metals according to specifications by means of twist drill or other drilling machines, or by hand
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.
0025	Engine Room Attendant/ Operator (Power)	Looks after engine room. Operates steam engine in the event of failure of electricity.
0026	Fireman	Shovels coal into boiler to generate steam at required pressure. Adjusts steam pressure by regulating feed of coal and water.
0027	Fitter	Sizes metal parts accurately according to drawings by sawing, chipping, filling, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs himself.
0028	Foreman (Mechanical/ Electrical)	In-charge of group of workers in his department. Supervises & guides workers engaged in various processes and controls operations of respective departments.
0029	Furnaceman	Operates various types of furnaces for smelting, converting and refining of metals and performs a variety of related tasks such as, tending stove to heat blast for blast furnace.
0030	Gas Cutter/ Flame Cutter	Cuts metal to required shape and size by flame either manually or mechanically.
0032	Hammerman	Hammers iron and steel to required dimension with sledges according to the direction of Blacksmith. Selects sledges according to the nature of forging and strikes hot metal hard or light as per direction of the Blacksmith.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.
0034	Instrument Mechanic	Tests, repairs and overhauls various instruments and their parts for efficient performance.
0035	Lineman	Erects and maintains overhead electric power

		lines to supply electricity to the place of use.
0036	Loader/Unloader	Loads/unloads heavy materials, etc. from wagons and trucks.
0037	Mistry/Kangani	Guides & supervises the <i>kangani</i> workers under his charge and does intricate jobs himself.
0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0040	Mate/Mukaddam	Supervises and directs a group of mazdoors or unskilled/semi-skilled workers doing such jobs as carrying material/finished products, bottling, packing, and operating different types of machines, engines, etc.
0041	Mechanic (General)/ Technician	Attends to installation, repair, maintenance and examination of various types of machinery.
0043	Motor Mechanic	Repairs, overhauls and services motor vehicles to keep them in good running order. Also carries out repairs of internal combustion engines.
0044	Moulder	Prepares, moulds and cores from foundry sand using pattern for casting metal parts and helps in casting the same.
0045	Oilman/ Greaser	Cleans and lubricates various types of engines or machinery or looms etc. May make minor adjustments, tighten loose parts and assist machine operators or mechanics.
0049	Picker	Picks up waste from the raw material.
0052	Plumber	Lays out, assembles, installs and maintains sanitary fittings and fixtures, sewage and drainage system, gas & water pipelines, etc.
0055	Pump Attendant	Operates power driven pumps for pumping, storing and supplying liquids. May also repairs and clean, oil and grease the pump.
0056	Rigger	Erects lifting and hauling pulleys, wire ropes, etc. to lift, move or lower heavy articles.
0061	Shot Firer/Blaster	Transports explosives to the destination in a safe manner, guides for safe transport when unskilled persons are deployed for the job, prepares explosives for charging blast

		holes, charges and blasts them, trains and guides unskilled workmen deployed for the job, inspects the mine when blasting is over and defuses unexploded explosives. Takes prescribed precautions in case of misfire. Maintains the magazine in a neat, clean and safe manner, accounts for the receipt and usage of explosives, number of shots fired and does all other work incidental there to.
0065	Supervisor	In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.
0066	Sweeper	Cleans and sweeps factory premises, toilets and removes garbage.
0067	Switch Board Attendant	Operates and attends to switches and switch gears on switch board to regulate flow of electric current from power house or sub-station to different feeding units
0070	Tindal	Handles machinery in the workshop and helps its erection and dismantling.
0072	Tongsman	Holds billets as they come out of rolls with the help of tongs and swiftly returns the same to the roller for re-rolling.
0075	Turner	Makes metal articles to required specifications using lathe and cutting tools, cleans and oils machine.
0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0078	Weigher	Weighs materials and products to determine whether they conform to specifications for use in production processes or for purposes of trade and commerce, using balance, platform or floor.
0079	Welder	Welds, cuts or fuses metal parts with electric arc/gas flame by hand or machine. May strengthen the joints with molten metal.
0080	Winch Driver	Operates power driven winch (winding engine) for hauling up and down men or materials.
0085	Machine Operator/ Machinist	Operates one or more types of machines such as grinding boring, milling, moulding, shaping, drilling, computer numerical control etc. used for various operations. May clean and oil machine.

0091	Gen./Turbo Operator	Operates the generator/turbo generator used for producing electricity. May clean and oil machine.
0092	Khalasi	Loads and unloads heavy goods. Assists the driver in operating the instruments. Cleans and lubricates the machines.
0093	Store Keeper/ Staff	Receives and issues various types of goods, tools, equipment and raw materials and maintains records of each such items. Ensures proper storage and preservations of these items in the storeroom.
0094	Apprentices/ Trainees	Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.
0095	Cook	Directly engaged in preparation of food/meals.
0096	Chemist/ Dispensary	One who keeps first aid medicines and other materials for immediate treatment in case of accidents, etc.
0097	Banksman	He is responsible for all banking related jobs and requirements of office.
0098	Clay Cardidge Maker	One who is engaged in clay making activity for mining operations.
9900	Miscellaneous	Other minor occupations not classified elsewhere are classified as miscellaneous occupation.

INDUSTRY:

COAL MINES

3601	Chain Man	Goes underground with the surveyor and holds the measuring line, etc. for determining proper height for digging of gallery for mining operations.
3602	Calipman/ Pointsman	Couples and uncouples sets of trains of coal carrying tubs. Directs the movement of tubs so that they do not clash at point of crossing and give signals to haulage khalasi.
3603	Coal Cutting Machine Mazdoor	Assists coal cutting machine operator in positioning the machine against working face, carries his tools and renders him other assistance in his work.

3604	Coal Cutting Mistry	Sets and operates electric or pneumatic coal cutting machine for loosening coal working face for blasting by making undercuts below coal seam upto specified depth. Lubricates, adjusts and does minor repairs to the machine.
3605	Dresser	Dresses the roof, sides and floor of a pillar or gallery of coal generally after shots have been fired, in order to render the working place safe for work.
3606	Explosive Carrier	Carries explosives detonator and fuses to different places as directed.
3607	Haulage Khalasi/ Coal Filler	Operates the engine which pulls loaded and unloaded tubs on the haulage tracks by means of wire rope. May also undertake repairs.
3608	Haulage-Cum- Switch Attendant/Opt.	Operates haulage from 125 HP and above and also puts on and off mine switches placed at a nearby distance.
3609	Khalashi/Fan/ Survey	Operates the engine/motor which drives the fan, pump, compressor, crane, conveyor etc. Cleans and lubricates the motors and assists fitter and electrician. Also takes and records readings of instruments.
3610	Lamp Fitter	Assist the lamp room incharge in his work.
3611	Long Hole Drill Helper	Assists the machine operator in setting with drawing, extending and shifting the machine and other allied matter in connection with the operation of the machine.
3612	Load Haul Dumper Operator Grade-II	A skilled workman who operates the equipment and has working knowledge of the same for undertaking minor running maintenance and operates the loader of bucket capacity of less than 0.75 cubic metre.
3613	Loco Driver	A workman employed to drive locos which are engined by petrol/diesel or electric motors. Light locos are employed for various haulage works on the surface, while diesel or electric locomotives of considerable horse power, tractive effort and weight may be used underground.
3614	Miner	Extract coal from coal pillars inside mines using crowbar and pick axe after coal pillars are blasted by shot firer.
3615	Mistry/Line Mistry	Lays and maintains tracks or lines on which then tubs or mine cars run.

3616	Mine Service Crew	A group of workmen engaged in transporting and withdrawal of the material use in mining operations, conveyors, ventilation tubes, pipes, rails, support materials etc. manually by using mechanical devices. They have to handle tubs/mine cars, trolleys for transporting materials. They will work along with fitters and helpers wherever required.
3617	On Setter	Controls the movement of cage at shaft bottom and directs winding engine driver and banksman for its repairing and lowering by electrical or mechanical signal system.
3618	Roof Bolting/ Stitching Crew/ Stitching Mistry	A workman engaged in roof bolting, side bolting and roof stitching in all types of strata for the purpose of mine support. They carry all materials and equipments and accessories for the purpose and assist the mistry in all connected operations.
3619	Safety Lamp Checker/Lamp Room Incharge	Repairs, tests, cleans and changes safety lamps used by underground workers. Issues the lamps to miners and receives them back. May keep a record of men underground by number of lamps issued.
3620	Shale Picking Mazdoor	Separate shale or interior coal in the picking belt or when steam coal or rubble coal is being loaded direct into the wagon from the depot.
3621	Sub-Station Attendant-Cum- Electrician Helper	Attends to the main switches in an electric sub-station in order to put circuits into commission and to restore the electric current to any circuit in case the switch trips. He also ensures that the transformers in the sub-station are not overloaded.
3622	Screening Plant Worker	Switches the motor driving the machine 'on' or 'off' as required, attends to lubrication and calls a member of the supervisory staff as required. Such men are almost invariably surface workers. Steam engines may also be employed to drive the machine.
3623	Dragline Operator	Drives scrapper/dragline which collects sand for stowing purposes. The degree of aptitude required varies but for large scrapers with which 100 tons per hour may be hauled, the operator ranks in status with a man operating large haulages or winders. His duties include paying attention to signals, periodic and necessary cleaning and lubrication.
3624	Side Dump	A workman assisting the operator for all

	Loader Helper	work in connection with the operating and maintenance of the machine.
3625	Senior Roof Bolter	A skilled workman, who along with the crew attached with him, drills in all types of strata and installs roof bolts, side bolts, ropes and other accessories for the purpose of mine supports and controls work of the new workers attached to him. He ensures from time to time that numbers of bolts are kept in proper order.
3626	Side Dump Loader Operator Grade-III	A skilled workman operates the equipment and has working knowledge of the same for undertaking minor running maintenance. Operates loader of bucket capacity less than 0.75 cubic metre.
3627	Timberman/ Timber Mistry	Examine roof and side walls of haulage ways, air passages, shafts, galleries etc. inside the mines and erects timber or steel props, frames etc. To support them. Also removes or repairs the defective props fixed earlier.
3628	Trammer Underground or Surface/Trolley Man	Pushes loads and empty cars or tubs on rails to specified places in the mine. Sets track points and controls movement of cars or tub while pushing.
3629	Timber Treatment Plant Operator	A skilled workman who operates the plant and its accessories according to schedule of operation and maintenance and maintaining correct pressures and specifications of the preservative required for the purpose. He keeps the plant in neat and tidy condition and maintains log book for the plant.
3630	Stone Cutter	Cuts drains in the floor strata, makes sumps for water and holes in stone for blasting etc.
3631	Basket/Tub Loader	Worker engaged in loading of blasted coal with basket/shovels into the tub,. Mine cars.
3632	Workshop Mechanic/ Dozer opt./ Shovel Opt.	Workers on various types of machines such as drilling machine, lathe sawing machine, welding equipment etc.
	INDUSTRY:	IRON ORE MINES
3701	Attendant	Operates pumps, belt conveyors, compressors,

		feeders, crushers, screens and other mining equipment. Attends to lubrication of the equipment.
3703	Miner	Extracts iron ore rolls down the loose boulders with the help of crowbar.
3704	HEMM Operator	Operates pneumatic or electric shovel machine to load mine cars or tubs with wastes or mineral rocks. May also operate tractor and heavy earth moving equipments like bulldozer, motor grader and excavator, etc. Undertake minor repairs of these machines.
3706	Skip Loader	Operates the lever of the bunker for loading/unloading and skip.
3707	Gangman	Carries out maintenance and repairs of tracks and clears obstructions to tracks.
3708	Screeener and Cleaner	Cleans out dust from ore by passing it through sieves and jigs the same for separating jigged ore and tailings.
3709	Stone Cutter/ Cutter/ Crusher	Cuts drains in the floor strata, makes sumps for water and holes in stone for blasting etc.
3710	Chainman	Goes underground with the surveyor and holds the measuring line, etc. for determining proper height for digging of gallery for mining operations.
3711	Spotter	Ensures dumping area is not cracking and is safe, safety beams are at required height. Works with dozer operator to ensure dump is carried at required level. Follows instructions, procedures and regulations from respective supervisors.
	INDUSTRY:	MANGANESE MINES
3801	Cap Lamp Attendant	Repairs, tests and changes safety and cap lamps used by underground workers. Issue lighted lamps to miners and receives them back. May keep a record of the number of lamps issued.
3802	Dresser	Dresses roofs of working galleries in underground and open cast mines before the commencement of actual mining operations to ensure that there are no loose stones hanging from the walls after the previous shift's blasting. He may also attend to the

work of breaking the ore in convenient sizes with the help of hammer and classify it according to grade.

3803	Miner/Miner Metal Excavator	Develops and extracts ore from open cast workings by breaking blasted slabs and dressing roof, sides and face of working places with crowbar, shovel, hammer, etc. Also loads the ore and other materials into the tubs for transporting them to the destination.
3804	Ore Washing Operator	Washes manganese ore to remove dirt and impurities.
3805	Screener and Cleaner/Jigger	Cleans out dust from ore by passing it through sieves and jigs the same for separating jiggered ore and tailings.
3806	Tramline Worker	Lays and maintains underground and surface tramlines.
3807	Mines Incharge/ Engineer	Incharge and responsible for all mining activities carried out within the premises of factory.
3808	Spotter	Ensures dumping area is not cracking and is safe, safety beams are at required height. Works with dozer operator to ensure dump is carried at required level. Follows instructions, procedures and regulations from respective supervisors.
3809	Hemm Operator	Operates pneumatic or electric shovel machine to load mine cars or tubs with wastes or mineral rocks. May also operate tractor and heavy earth moving equipments like bulldozer, motor grader and excavator, etc. Undertake minor repairs of these machines.
3810	Dumper Operator	Operates dumper machine to load mine cars or tubs with wastes or mineral rocks. Undertake minor repairs of these machines.

INDUSTRY: OIL MINES

4603	Chemical Attendant/ Tradesman (Chemical)	Supervises the work of mud juggles in the manufacture, maintenance and reconditioning of drilling muds including chemical treatment, watches the circulating system, tests cement, and air/gas mixtures for combustibility.
4604	Chemical	Starts and switches off chemical pumps,

	Doser/Operator (Water Injection)	operates valves to adjust injection, rates and pressures. Places and removes charts from meter and records. Makes minor adjustment to meters. Prepares chemical.
4605	Cleaner	Cleans and lubricates moving parts of machinery of vehicles and performs other related tasks. Reports apparent defects to mechanic. May fill radiator with water, tighten loose parts such as bolts and nuts.
4607	Khalasi	Loads and unload heavy goods. Assists the oil well driller in setting and operating power driven drilling machines.
4608	Machinist Boring Operator	Sets up and does the job on the table or on the fixtures. Selects appropriate cutting and grinding tools for the job. Fixes cutting tools and machines to the required dimension by operating valves.
4609	Meter Att./ Technician (Power)/ Opt.(Power)	Records meter readings and makes minor adjustments. Checks the fittings of the meters.
4610	Motor Fitter/ Technician (Electronic)	Fits and assembles Electronic Motor as required and does necessary repairs himself.
4611	Mud Attendant	Prepares drilling mud of required consistency by mixing clay and chemicals in specified proportions and controls mud circulation pumps. Mixes clay, chemicals and water in required proportions to soften earth formation for drilling operations.
4612	COC Plant Opt.	Implements safety measures in regard to operation of plant/machinery and in handling and processing materials such as acids, oils and maintains machinery.
4613	Pointsman	Operates crossing points, couples and uncouples wagons, signals loco drivers and goes along with loco. Also cleans, oils and greases loco running parts.
4614	Process man	Processes chemical Ingredients by mixing in specific proportions, heating, distilling, cooling, filtering, blending, percolating, refining, pulverising, etc for causing chemical reactions for production.
4615	Production Man/Production Second Man	Drives and operates wings tractor. Goes up the derrick with cat-line, passes it over crown pulley and stays there to rig up the lock line.
4616	Production Rig Man	Responsible for erection and dismantling of production derrick.

4617	Production Station Operator	Operates the indirect heaters and gas/oil separators and oil despatching pumps. Also responsible for the maintenance and repairs. Supervises the workers in the shift.
4618	Rig Building Man	Responsible for erection and dismantling of drilling and production derrick.
4619	Rig Man Drilling	Works on derrick floor, operates tongs, slips, spinning ropes, etc. Clamps elevator, repair chains, rolls pipe and casings on rack. Lifts and shifts materials. Works on rigs at drill site and maintains them.
4620	Road Roller Driver	Drives steam or diesel road roller to consolidate and level roads, pavement or other surface to desired compact and smoothness.
4621	Tank Gauzer	Controls flow lines in oil head tanks, dries off accumulated moisture by operating steam, heating valves and delivers oil to oil pumps.
4622	Topeman	Works with Rigman other persons on the Rig (a set up for drilling at a particular place to locate a gas/oil). Work involves tripping and drilling.
4623	Fireman Gr-I	Seniormost Fireman who is overall incharge of boiler operations for steam generation at required pressure.
4624	Fireman Gr-II	Incharge of Coals and Boiler to generate steam at required pressure.
4625	Fireman Gr-III	Shovels coal into boiler to generate steam at required pressure. Adjusts steam pressure by regulating feed of coal and water.
4626	Jr. Fireman	Assists Fireman Gr-II in boiler operations to generate steam at required pressure. Adjusts steam pressure by regulating feed of coal and water.

CONFIDENTIAL

Original	Substituted
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GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LABOUR BUREAU, CHANDIGARH
OCCUPATIONAL WAGE SURVEY (7th ROUND)

Block-I Identification Particulars

1. NIC at the time of visit (5 digit level)
(to be filled by supervisor)
2. Description of the Industry/Activity

3. Stratum Code
4. Size Group Code
(for Upper-1, Lower-2)
5. Frame Serial Number
6. Sample Serial Number
11. Name of the Establishment _____

12. Complete Postal Address with Name of Person Contacted

13. E-mail address and Phone No. _____

14. Name and Address of the Employer's Association of which the Employer is a Member. _____

15. In case of Substitution, the reasons thereof:
(Code: Unit not in existence-1, Unit locked out for some time / temporary shutdown-2, Not permitting to access-3, Adequate co-operation was not extended-4)
7. Sector Code
(Public-1, Private-2, Joint-3)
8. Rural/Urban
(Code: Rural-1; Urban-2)
9. Reference Date
10. Number of Persons employed on the Reference Date
- | Manual | Non-Manual | Total |
|----------------------|----------------------|----------------------|
| <input type="text"/> | <input type="text"/> | <input type="text"/> |
16. Is the Unit covered by any Wage Agreement? If yes, attach a copy.
(Yes-1, No-2)

BLOCK-VI	PARTICULARS OF FIELD OPERATIONS
-----------------	--

FOR FIELD OFFICER ONLY

1. Name of the Field Officer _____

2. Date of investigation

From _____ To _____

3. Date of dispatch of the Schedule to the Supervising Officer _____

4. Signature of the Field Officer _____

Comments/Remarks

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A. FOR SUPERVISING OFFICER ONLY
--

5. Name of the Supervising Officer _____

6. Date of receipt of Schedule _____

7. Date of dispatch of the Schedule to the Headquarters after scrutiny/ rectification _____

8. Signature(s) of the official(s) scrutinizing the Schedule _____

Comments/Remarks

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BLOCK-VII FOR HEADQUARTER USE ONLY

1. **Date of receipt and Diary No. of the Schedule** _____
2. **Name of the official(s) Scrutinizing the Schedule** _____
3. **Date of Scrutiny/Rectification** _____
4. **Signature(s) of the official(s) scrutinizing the Schedule** _____
5. **Passed for tabulation on** _____
6. **Signature of the Competent Authority** _____

Comments/Remarks

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List of Reports brought out by the Labour Bureau on
Occupational Wage Surveys (OWS)

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
1963	DLB-37	Occupational Wage Survey 1958-59 (General Report)	14.00
1966	DLB-82	Vol.I, OWS Report on Plantation and Mines	6.75
	DLB-81	Vol.II, OWS Report on Paper and Paper Products, Printing Presses, Electric Lights and Power Station Stations, Tanneries, Footwear and Clothing Manufacturing Industries	7.50
1967	DLB-99	Vol.IV, OWS Report on Sugar, Hydrogenated Oil, Cigarette, Bidi, Tobacco Curing and Cashewnut Industries	9.00
	DLB-101	Vol.V, OWS Report on Engineering Group of Industries	13.00
1968	DLB-95	Vol.III, OWS Report on Cement, Heavy & Fine Chemicals, Match, Glass, Petroleum, Soap and Artificial Manure Industries	14.50
	DLB-116	Vol.VI, OWS Report on Textile Group of Industries	16.50
1975	PDLB-175	Report on II OWS (1963-65), Vol.I	14.00
	PDLB-(I)	Report on II OWS (1963-65), Vol.II, Part-I	12.00
1977	PDLB-196(II)	Report on II OWS (1963-65), Vol.II, Part-II	11.00
	BP.2/77	Brochure on Dearness Allowance in Textile Industries-III OWS	NS
	BP.3/77	Brochure on Dearness Allowance in Mines & Plantation Industries-III OWS	NS
	BP.5/77	Brochure on Dearness Allowance in Tea factories-III OWS	NS
1978	PDLB-196(III)	Report on II OWS (1963-65), Vol.II, Part-III	14.00

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
	PDLB-201	Brochure on Bonus in Mines and Plantation, Mica and Tea Factories and Textiles Industries	3.80
	BP.1/78	Brochure on Bonus in Engineering Industries-III OWS	NS
1979	PDLB-208	Report on III OWS (1974-75)- Plantation Industries	8.75
1981	PB.1/80	Brochure on Dearness Allowance in Engineering Industries-III OWS (1974-75)	NS
	PDLB-223	Report on Mining Industries-III OWS (1974-75)	23.00
	PDLB-224	Report on Tea Factories-III OWS (1974-75)	34.00
	PDLB-225	Report on Mica Factories-III OWS (1974-75)	8.50
1982	PDLB-237	Report on Textile Industries-III OWS, 1975	22.00
1983	BP.1/83	Brochure on Dearness Allowance in Selected Manufacturing Industries (1977-79)	NS
	BP.2/83	Brochure on Bonus in Selected Manufacturing Industries (1977-79)	NS
1984	PDLB-242-I	Report on Selected Manufacturing Industries, Vol.I (1977-79), III OWS	21.50
	PDLB-240	Report on Engineering Industries (1976)-III OWS	67.50
	PDLB-242-II	Report on Selected Manufacturing Industries, Vol.II (1977-79), III OWS	21.50
1985	PDLB-242-III	Report on Selected Manufacturing Industries, Vol.III (1977-79), III OWS	17.50
	PDLB-242-IV	Report on Selected Manufacturing Industries, Vol.IV (1977-79), III OWS	21.50

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
	PDLB-242-V	Report on Selected Manufacturing Industries, Vol.V (1977-79), III OWS	19.50
	PDLB-243	Report on Bidi Industries (1978), III OWS	7.00
1987	PDLB-280(N)	Report on Plantation Industries (1985-86)-IV OWS	17.50
1988	PDLB-346(N)	Report on Tea Processing Industry (1985-86)-IV OWS	15.00
1989	PDLB-353(N)	Report on Mining Industry (1986-87)-IV OWS	33.00
1990	PDLB-354(N)	Report on Textile Garments Industry (1987-88)-IV Occupational Wage Survey	17.00
	PDLB-355(N)	Report on Textile Industry (1986-87)-IV OWS	40.00
1991	PDLB-377	Report on Selected Engineering Industries (1987-88), Vol.I, IV OWS	86.00
	PDLB-392	Report on Four Engineering Industries (1987-88), Vol.IV, IV OWS	27.00
1992	PDLB-377	Report on Selected Engineering Industries (1987-88), Vol.II, IV OWS	112.00
	PDLB-377(Vol.III)	IV OWS-Report on Six Engineering Industries (1987-88), Vol.III	118.00
1993	PDLB-402(II)	IV OWS-Report on Selected Manufacturing Industries (1990-91), Vol.II	81.00
1994	<u>PDLB-41(I)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1990-91), Vol.I	351.04
	<u>PDLB-41(III)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1991-92), Vol.III	305.66
	<u>PDLB-41(IV)</u> <u>300-1993(DSK-II)</u>	IV OWS-Report on Selected Manufacturing Industries (1993),	329.17

ANNEXURE-VI

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
		Vol.IV	
1995	<u>PDL-419(I)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Tea Processing Industries (1993)	106.00
	<u>PDL-419(II)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Plantation Industries (1993)	128.00
	<u>PDL-419(III)</u> <u>150-1995(DSK-II)</u>	V OWS-Report on Mining Industries (1994)	127.00
1996	<u>PDL-419(IV)</u> <u>160-1995(DSK-II)</u>	V OWS-Report on Textile Garments Industries (1995-96)	75.00
	<u>PDL-419(V)</u> <u>160-1995(DSK-II)</u>	V OWS-Report on Textile Industries (1995-96)	160.00
1997	<u>PDLB-436(Vol.I)</u> <u>200-1996(DSK-II)</u>	V OWS-Report on Ten Engineering Industries (1995-96)	160.00
1999	<u>PDLB-436(Vol.II)</u> <u>200-1996(DSK-II)</u>	V OWS-Report on Nine Engineering Industries (1996-97)	160.00
2001	<u>PDLB-485</u> <u>300-2001(DSK-II)</u>	V OWS-Report on Ten Manufacturing Industries (1997-98)	150.00
	<u>PDLB-484</u> <u>300-2001(DSK-II)</u>	V OWS-Report on Nine Manufacturing Industries (1997-98)	140.00
2005	<u>PDLB-527</u> <u>100-2005(DSK-II)</u>	VI OWS-Report on Four Service Sector Industries	115.00
2006	<u>PDLB-534</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Plantation Industries	50.00
2006	<u>PDLB-535</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Tea Processing Industries	45.00
2007	<u>PDLB-536</u> <u>170-2006(DSK-II)</u>	VI OWS-Report on Mining Industries	80.00
2008	<u>PDLB-621</u> <u>180-2007(DSK-II)</u>	VI OWS-Report on Textiles Industries	134.00
2008	<u>PDLB-622</u> <u>180-2007(DSK-II)</u>	VI OWS-Report on Textile Garments Industry	57.00
2009	<u>PDLB-630</u> <u>170-2008(DSK-II)</u>	VI OWS-Report on Ten Engineering Industries	146.00
2009	<u>PDLB-640</u> <u>176-2010(DSK-II)</u>	VI OWS-Report on Nine Engineering Industries	176.00

ANNEXURE-VI

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
2018	<u>PDLB-681</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Five Textile Industries	555.00
2018	<u>PDLB-682</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Textile Garments Industry	405.00
2018	<u>PDLB-678</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Three Plantation Industries	359.00
2018	<u>PDLB-680</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Tea Processing Industry	301.00
2018	<u>PDLB-677</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Four Mining Industries	483.00

NS = Not for Sale

Priced publications can be obtained from the Controller of Publication, Civil Lines, Delhi-110054 by remitting the price in advance and by quoting the Symbol Number of the publication to facilitate its immediate delivery.

No. Y-16011/3/2014-ESA
Government of India
Ministry of Labour & Employment
(ESA Section)

Shram Shakti Bhawan,
New Delhi-110001
Dated 06.11.2017

ORDER

Ministry of Labour & Employment hereby constitutes a Technical Advisory Committee (TAC) for Occupational Wage Survey being conducted by Labour Bureau. The Composition of the TAC would be as follows;

S.No	Composition of the TAC	
1	Shri G.C.Manna, Ex. DG, CSO	Chairman
2	Shri Sunil Choudhary, DDG, Labour Bureau	Member
3	Shri I.S.Negi, DDG, Labour Bureau	Member
4	Shri N.K.Santoshi, DDG, MoLE	Member
5	Shri Kailash G.Sharma	Member Secretary

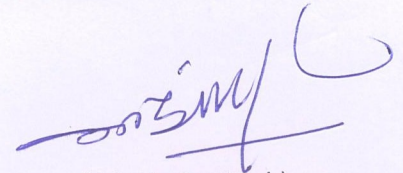
2. Terms of References:

1. Examine the various technical aspects of the Occupational Wage Survey Reports to be released under 7th round scheme including selection of sample size, methodology and deriving various parameters brought out in the reports.
2. Examine the inconsistencies, if any, in the survey reports to be released under Occupational Wage Survey (7th round).
3. Take-up the exercise for base revision of WRI.
4. To make recommendations for the further improvements.
5. Consider any other relevant issue/ matter as may be necessary.

3. The period of Expert Group shall be of **Two Years** and the necessary secretariat assistance to be the Technical Advisory Committee (TAC) will be provided by the Labour Bureau.

4. The Expenditure on payment of TA & DA to non-official members and all other expenditure in connection with the work of the TAC shall be met from the funds of the Labour Bureau, Chandigarh, an attached office under the Ministry of Labour & Employment, while the expenditure on TA/DA in respect of official members will be met from the source from which their pay and allowances are drawn.

5. This issues with the approval of **Secretary (L&E)**.



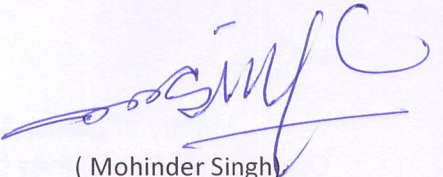
(Mohinder Singh)
Section Officer

To.

1. Shri Shri G.C.Manna, D-505, MS Apartments K.G.Marg, New Delhi-110001
2. Shri Sunil Choudhary, DDG, Labour Bureau, Chandigarh
3. Shri I.S.Negi, DDG, Labour Bureau, Shimla
4. Shri N.K.Santoshi, DDG, MoLE, Shram Shakti Bhawan, New Delhi-110001
5. Shri Kailash G.Sharma, Director, Labour Bureau, Chandigarh

Copy To;

1. PPS to Secretary, L&E for information please
2. PS to Sr. LEA, Ministry of Labour & Employment.
3. PS to DG, Labour Bureau, Chandigarh,


(Mohinder Singh)
Section Officer

LIST OF OFFICERS/OFFICIALS ASSOCIATED WITH
THE OCCUPATIONAL WAGE SURVEY REPORT

Shri I.S.Negi
Deputy Director General

Shri Sunil Chaudhry
Deputy Director General

Shri Brijendra Singh
Director

Shri Kailash G. Sharma
Director

Shri Amrit Lal Jangid
Deputy Director

Shri Ashok Kumar
Deputy Director

Shri S. Subburaj
Assistant Director

Shri Rajiv Kumar
Assistant Director

Shri B. K. Dutta
Assistant Director

SUPERVISING OFFICERS

Smt Rama Sharma
Smt Dolly Sood

FIELD OFFICERS

Sh S.C. Jugran	Investigator Gr.II
Smt Om Kalia	Investigator Gr.II
Smt Madhu Sharma	Investigator Gr.II
Sh Vishavjeet	Investigator Gr.II
Smt Ena Ahuja	Junior Statistical Officer
Sh Balbir Singh	Investigator Gr.II
Sh Jitender Kumar Yadav	Investigator Gr.II
Ms Suman Kumari	Investigator Gr.II
Sh Dinesh Kumar	Investigator Gr.II
Ms Nirmala Pandia	Investigator Gr.II
Sh Surinder Kumar	Investigator Gr.II

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.....about the Labour Bureau

An apex organization for providing data base at the national level for policy formulation, evaluation and research, the Labour Bureau in the Union Ministry of Labour and Employment is the epicenter of all activities involving planning, collection and dissemination of data on various facets of Labour which forms a sound basis for decision making in the Government, industry and by various other user organizations/individuals. Labour Bureau is a store house of important economic indicators like the Consumer Price Index Numbers for industrial and agricultural workers, wage rates, industrial relations, socio-economic conditions in unorganized sector, evaluation and review of working of labour legislations in the country and the like. Labour Bureau has been providing an uninterrupted service to the national and international fora like ILO for the last fifty years. Today, it has assumed an important role in the labour matters and has acquired an un-disputed and indispensable status in the field of labour statistics. Equipped with the expertise of conducting surveys at the national/regional level in diverse fields and in providing in-depth analysis, the organization continues in its pursuit of excellence.