

# Occupational Wage Survey Seventh Round



## REPORT ON NINE ENGINEERING INDUSTRIES



सत्यमेव जयते

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



**OCCUPATIONAL WAGE SURVEY  
SEVENTH ROUND  
(April 2017 – December 2017)**

**REPORT**

**ON**

**NINE ENGINEERING INDUSTRIES  
(2017)**

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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 Nine Engineering Industries (Iron & Steel, Casting & Forgings, Agricultural Implements, Textile Machinery, Machine Tools, Electrical Industrial Machinery, Electrical Apparatus, Boilers and Aluminium) 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 Nine Engineering 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.

Amar Singh  
Director General

Chandigarh  
February, 2019

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## MAIN FINDINGS OF THE SURVEY

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

### INTRODUCTION

1. Along with many other industries, the seventh round of the Occupational Wage Survey covered Nine Engineering Industries, viz., Iron & Steel, Casting & Forgings, Agricultural Implements, Textile Machinery, Machine Tools, Electrical Industrial Machinery, Electrical Apparatus, Boilers and Aluminium Industry. The present report relates to these nine engineering industries.
2. The field work for Nine Engineering Industries was carried out during April, 2017 to December, 2017.
3. Information was collected from 1562 sample units, which accounted for 8.31 percent of the total number of units (18799) in the frame.

### STRUCTURE OF WORK FORCE

4. The total number of workers in Nine Engineering Industries is estimated to be 17.48 lakhs. Out of the total Workforce, 13.65 lakh workers were manual workers (78.11 percent) and remaining 3.83 lakh workers were non-manual (21.89 percent).
5. Out of 17.48 lakh workers employed in the Nine Engineering Industries, Iron & Steel Industry had maximum share (50.14 percent), followed by Casting & Forgings Industry (19.98 percent), Electrical Apparatus Industry (15.25 percent), Agricultural Implements Industry (4.69 percent), Machine Tools Industry (4.39 percent), Electrical Industrial Machinery Industry (2.92 percent), Textile Machinery Industry (1.90 percent), Aluminium Industry (0.55 percent) and Boilers Industry (0.18 percent).
6. Out of the total 13.66 lakh manual workers in Nine Engineering Industries, Men workers constituted 97.08 percent, whereas the remaining 2.92 percent were women. Women had highest percentage share in total number of manual workers in Electrical Apparatus Industry (11.15 percent). None of the engineering industries reported employment of adolescents or children during the survey.
7. Almost all workers i.e. 98.98 percent were employed by the time-rated system of payment and the remaining 0.02 percent of the units had piece-rated system of payment.
8. The highest percentage of workforce was employed as Helper (28.54 percent), followed by Machine Operator/Machinist, Supervisor and Coolie/Mazdoor with share of 13.44 percent, 6.38 percent and 6.20 percent, respectively.

## WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rates of men and women workers for all the engineering industries combined together were Rs. 402.29 and Rs. 283.40, respectively. The average daily wage rates for all the workers of all the engineering industries worked out to be Rs. 398.82.
10. The average daily wage rates worked out to be Rs. 388.87 in Iron & Steel, Rs. 422.12 in Casting & Forgings, Rs. 624.69 in Agricultural Implements, Rs. 454.73 in Textile Machinery, 416.68 in Machine Tools, Rs. 351.33 in Electrical Industrial Machinery, Rs. 336.38 in Electrical Apparatus, Rs. 358.84 in Boilers and Rs. 321.83 in Aluminium Industries.
11. The average daily wage rates of women workers were less than that of the men workers in all the engineering Industries. The average daily wage rate of women workers was higher than that of their men counterparts in 3 occupations in Iron & Steel; 2 occupations in Castings & Forgings and Agricultural Implements; 3 occupations in Textile Machinery, 5 occupations in Electrical Industrial Machinery, 4 occupations in Electrical Apparatus, 2 occupations in Boilers and 4 occupations in Aluminium Industries.
12. In each of the nine industries, a substantial variation was observed in average daily wage rate among workers engaged in different occupations. The occupations with highest and lowest average daily wage rates in different industries were as follows:
  - Iron & Steel Industry: Chipper (Rs. 706.51) and Motor Mechanic (Rs. 182.69);
  - Casting & Forgings Industry: Trimmer (Rs. 839.22) and Rigger (Rs. 200.00);
  - Agricultural Implements Industry: Gas Cutter (Rs. 1310.71) and Rigger (Rs. 157.69);
  - Textile Machinery Industry: Machine Operator/Machinist (Rs. 679.40) and Sweeper (Rs. 247.84);
  - Machine Tools Industry: Sheetmetal Worker (Rs. 1198.41) and Boiler Attendant (Rs. 129.23);
  - Electrical Industrial Machinery Industry: Planer (Rs. 801.98) and Polisher (Rs. 75.00);
  - Electrical Apparatus Industry: Shaper Machine Operator (Rs. 854.49) and Sheetmetal Worker (Rs. 155.00);
  - Boilers Industry: Planer (Rs. 700.04) and Apprentice/Trainees (Rs. 153.84);
  - Aluminum Industry: Tester (Rs. 643.07) and Millwright (Rs. 140.00).
13. The highest change in real wage rates in the seventh round (2016) as compared to that in the Sixth round (2008) was observed to be 56.64 percent in the Agricultural Implements Industry, followed by 44.96 percent in Casting & Forgings Industry, 22.56 percent in Electrical Apparatus Industry, 11.11

percent in Electrical Industrial Machinery Industry, 7.70 percent in Textile Machinery Industry, -1.77 percent in Iron & Steel Industry, -16.86 percent in Boilers Industry, -21.80 percent in Machine Tool Industry and -60.65 percent was found in Aluminium Industry.

14. Dearness allowance as a separate component of wages/salaries was paid in 13.33 percent of units covering 18.45 percent of the workers in Nine Engineering Industries.
15. Among different engineering Industries, 10.89 percent units in Iron & Steel Industry, 16.78 percent units in Casting & Forgings Industry, 11.53 percent units in Agricultural Implements Industry, 9.43 percent in Textile Machinery Industry, 18.68 percent in Machine Tools Industry, 13.53 percent in Electrical Industrial Machinery Industry, 12.19 percent in Electrical Apparatus Industry, 8.21 percent in Boilers Industry and 10.14 percent in Aluminium Industry were paying dearness allowance to their employees.

#### PAYROLL EARNINGS

16. The overall average daily earnings of men, women and all workers in the Nine Engineering Industries worked out to Rs. 487.22, Rs. 315.55 and Rs. 482.20, respectively.
17. Women were found to be employed only in few of all the occupations under a given industry and in some of these occupations, their average daily earnings were found to be higher than their men counterparts.

To illustrate further, women were employed in 12 out of 75 occupations in Iron & Steel Industry, 16 out of 66 occupations in Casting & Forgings Industry, 12 out of 50 occupations in Agricultural Implements Industry, 17 out of 52 occupations in Textile Machinery Industry, 9 out of 51 occupations in Machine Tools Industry, 22 out of 53 occupations of Electrical Industrial Machinery Industry, 23 out of 52 occupations in Electrical Apparatus Industry, 6 out of 34 occupations in Boilers Industry and 15 out of 61 occupations in Aluminium Industry.

The occupation where women's average daily earnings were higher than those of their men counterparts were 3 occupations in case of Iron & Steel Industry (Packer, Valve Man and Apprentices/Trainees); 2 occupations in Castings & Forgings Industry (Planer and Watchman); 3 occupations in Agricultural Implements Industry (Marker, Supervisor and Sweeper); 5 occupations in Textile Machinery Industry (Planer, Supervisor, Winder, Apprentices/Trainees and Capstan); 2 occupations in Machine Tools Industry (Assembler and Machine Operator/Machinist); 7 occupations in Electrical Industrial Machinery Industry (Checker, Coolie/Mazdoor, Mech/Elect Foreman, Moulder, Polisher, Setter and Miscellaneous); 2 occupations in Electrical Apparatus Industry (Boiler Attendant and Storekeeper); 3 occupations in Boilers Industry (Grinder, Sweeper and Apprentice/Trainees) and 9 occupations in Aluminium

Industry (Checker, Coolie/Mazdoor, Grinder, Helper, Packer, Supervisor, Sweeper, Watchman and Miscellaneous).

18. The average daily earnings of men workers were the highest at Rs. 763.16 in Agricultural Implements Industry, followed by Rs. 619.01 in Textile Machinery Industry. Similarly, the average daily earnings of women workers were the highest at Rs. 521.73 in Textile Machinery Industry, followed by Rs. 401.00 in Agricultural Implements Industry, whereas the lowest average daily earnings of women workers was in Electrical Apparatus Industry at Rs. 291.72.
19. The highest average daily earnings in different occupations were observed for Mech/Elect Foreman (Rs. 815.07) in Iron & Steel; Tilting Tab Machine Operator (Rs. 1156.53) in Casting & Forgings; Milling Machine Operator (Rs. 1413.56) in Agricultural Implements; Supervisor (Rs. 1261.70) in Textile Machinery; Sheetmetal Worker (Rs. 1753.91) in Machine Tools; Planer (Rs. 1071.10) in Electrical Industrial Machinery; Gas Cutter (Rs. 1124.14) in Electrical Apparatus; Planer (Rs. 1196.88) in Boilers and Tester (Rs. 796.19) in Aluminium.  
  
On the other hand, the lowest average daily earnings were observed for Rigger (Rs. 233.55) in Iron & Steel Industry; Rigger (Rs. 200.00) in Casting & Forging Industry; Rigger (Rs. 182.00) in Agricultural Implements Industry; Pressman (Rs. 164.45) in Textile Machinery Industry; Boiler Attendant (Rs. 123.17) in Machine Tools Industry; Hammer Man (Rs. 140.00) in Electrical Industrial Machinery Industry; Marker (Rs. 256.03) in Electrical Apparatus Industry; Apprentice/Trainees (Rs. 153.85) in Boilers and Millwright (Rs. 140.00) in Aluminium Industry.
20. Piece-rated system of payment was observed in Iron & Steel and Casting & Forging Industries only. The average daily earnings of time-rated workers were recorded at Rs. 482.21 and that of the piece-rated workers at Rs. 398.67.
21. Basic wage and dearness allowance accounted for 73.14 percent of total average daily earnings.
22. The average daily earnings of about 35.42 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 17.04 percent workers between Rs. 375.01 to Rs. 500.00.
23. The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2008) has been observed at 42.75 percent in Agricultural Implements Industry, followed by 40.31 percent in Casting & Forgings Industry, 16.50 percent in Electrical Apparatus Industry, 7.96 percent in Textile Machinery Industry, 1.18 percent in Electrical Industrial Machinery Industry, -1.20 percent in Iron & Steel Industry, -13.57 percent in Machine Tools Industry, -35.15 percent in Boilers Industry and -57.65 percent in Aluminium Industry.

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# 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, 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 Nine Engineering Industries, viz.,

- a. Iron & Steel Industry,
- b. Casting & Forgings Industry,
- c. Agricultural Implements Industry,
- d. Textile Machinery Industry
- e. Machine Tools Industry,
- f. Electrical Industrial Machinery Industry,
- g. Electrical Apparatus Industry,
- h. Steam Generators (Boilers) Industry,
- i. Aluminium Industry

## 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 Nine Engineering 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 7<sup>th</sup> 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 7<sup>th</sup> round.

#### 1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Nine Engineering Industries extends to all the Engineering Industries registered under Sections 2m(i) and 2m(ii) of the Factories Act, 1948. Sections 2m(i) and 2m(ii) of the Act refer to the establishments using power and employing 10 or more workers and those not using power and employing 20 or more workers on any day of the preceding 12 months, respectively.

The frame for the present survey is based on the frame of Nine Engineering industries maintained by CSO (IS Wing) Kolkata for the purpose of Annual Survey of Industries (ASI) 2014-15.

Occupation-wise wage data were collected only for those workers who conform to the definition of worker defined under the Factories Act, 1948 as described below.

'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 machinery or premises used for manufacturing process or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process (but does not include any member of the armed forces of the Union). 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 preceding 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 Engineering Industries are given below:

Sl. No.	Industry	Stratum
1.	Iron & Steel	1. Punjab 2. Jharkhand 3. Odisha

Sl. No.	Industry	Stratum
		4. Chhattisgarh 5. Gujarat 6. Maharashtra 7. Residual (J&K,H.P,Chandigarh, Uttarakhand, Haryana, Delhi, Rajasthan, U.P, Bihar, Arunachal Pradesh, Meghalaya, Assam, W.B, M.P, Daman & Diu, Dadra & N. Haveli, A.P, Karnataka, Goa, Kerala, Tamil Nadu, Puducherry and Telangana)
2.	Casting & Forgings	1. Punjab 2. Gujarat 3. Maharashtra 4. Karnataka 5. Tamil Nadu 6. Residual (H.P, Uttarakhand, Haryana, Rajasthan, U.P, W.B, Jharkhand, Odisha, Chhattisgarh, M.P, Dadra & N. Haveli, A.P, Goa, Kerala, Puducherry and Telangana)
3.	Agricultural Implements	1. Punjab 2. Haryana 3. Uttar Pradesh 4. Gujarat 5. Maharashtra 6. Tamil Nadu 7. Residual (H.P,Chandigarh,Delhi, Rajasthan,Bihar,W.B,Jharkhand, Odisha,Chhattisgarh, M.P,A.P, Karnataka, Kerala and Telangana)
4.	Textile Machinery	1. Punjab 2. Gujarat 3. Maharashtra 4. Tamil Nadu 5. Residual (Chandigarh, Delhi, Rajasthan, U.P, W.B, Dadra & N. Haveli, Karnataka and Puducherry)
5.	Machine Tools	1. Punjab 2. Gujarat 3. Maharashtra 4. Karnataka 5. Tamil Nadu 6. Residual (Haryana,Delhi,Rajasthan, U.P,W.B,Jharkhand, Chhattisgarh, M.P, Daman & Diu, Kerala and Telangana)



Sl. No.	Industry	Stratum
6.	Electrical Industrial Machinery	<ol style="list-style-type: none"> <li>1. Uttar Pradesh</li> <li>2. West Bengal</li> <li>3. Gujarat</li> <li>4. Maharashtra</li> <li>5. Karnataka</li> <li>6. Tamil Nadu</li> <li>7. Residual (J&amp;K, H.P, Punjab, Chandigarh, Uttarakhand, Haryana, Delhi, Rajasthan, Assam, Odisha, Chhattisgarh, M.P, Daman &amp; Diu, Dadra &amp; N. Haveli, A.P, Goa, Kerala and Telangana)</li> </ol>
7.	Electrical Apparatus	<ol style="list-style-type: none"> <li>1. Uttarakhand</li> <li>2. Uttar Pradesh</li> <li>3. Gujarat</li> <li>4. Maharashtra</li> <li>5. Karnataka</li> <li>6. Tamil Nadu</li> <li>7. Residual (J&amp;K, H.P, Punjab, Haryana, Delhi, Rajasthan, W.B, Odisha, Chhattisgarh, M.P, Daman &amp; Diu, Dadra &amp; N. Haveli, Goa, Kerala, Puducherry and Telangana)</li> </ol>
8.	Steam Generators (Boilers)	<ol style="list-style-type: none"> <li>1. Gujarat</li> <li>2. Maharashtra</li> <li>3. Tamil Nadu</li> <li>4. Residual (Haryana, Delhi, U.P, Karnataka and Puducherry)</li> </ol>
9.	Aluminium	<ol style="list-style-type: none"> <li>1. Gujarat</li> <li>2. Maharashtra</li> <li>3. Karnataka</li> <li>4. Tamil Nadu</li> <li>5. Residual (J&amp;K, H.P, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, U.P, Bihar, Tripura, Assam, W.B, Jharkhand, Odisha, Chhattisgarh, M.P, Daman &amp; Diu, Dadra &amp; N. Haveli, A.P, Goa, Kerala, Puducherry and Telangana)</li> </ol>

## 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 engineering industries 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 Nine Engineering 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 Nine Engineering Industries was launched during April, 2017 and completed in December, 2017. 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 30<sup>th</sup> June, 2016 for the Engineering 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 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.

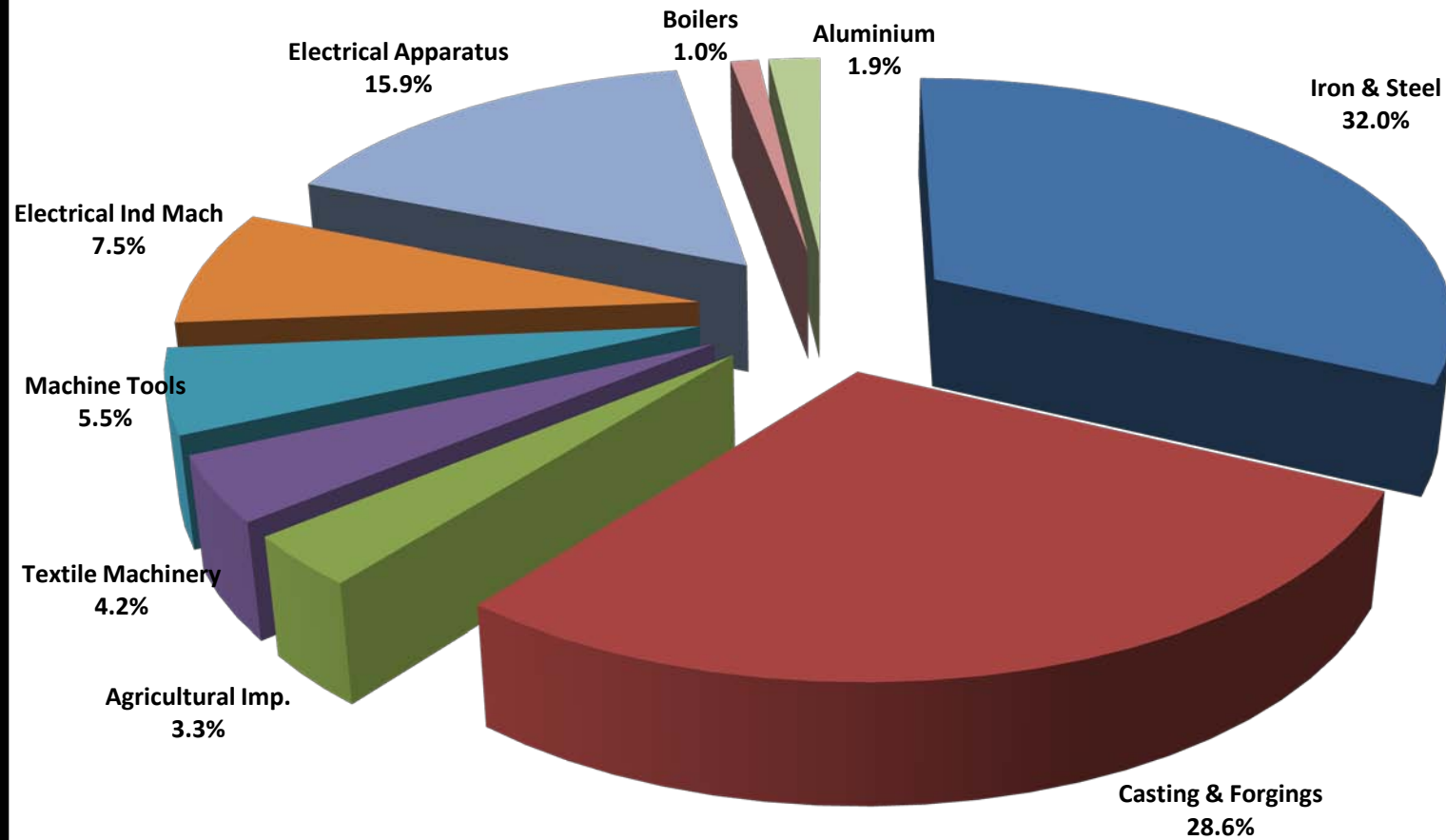
## 1.10 COVERAGE OF UNITS AND SAMPLE SIZE

Table 1.1 shows the coverage of units and the sample size in selected Engineering Industries. A total of 18799 units constituted the overall frame for Nine Engineering Industries. Out of these, 1562 units were selected in the sample, which accounted for 8.31 percent of the total units in the frame. The percentage of units in sample to frame was 5.48 percent in Iron & Steel, 4.16 percent in Casting & Forgings, 26.14 percent in Agricultural Implements, 14.84 percent in Textile Machinery, 10.99 percent in Machine Tools, 12.89 percent in Electrical Industrial Machinery, 6.11 percent in Electrical Apparatus, 41.54 percent in Boilers and 47.89 percent in Aluminium.

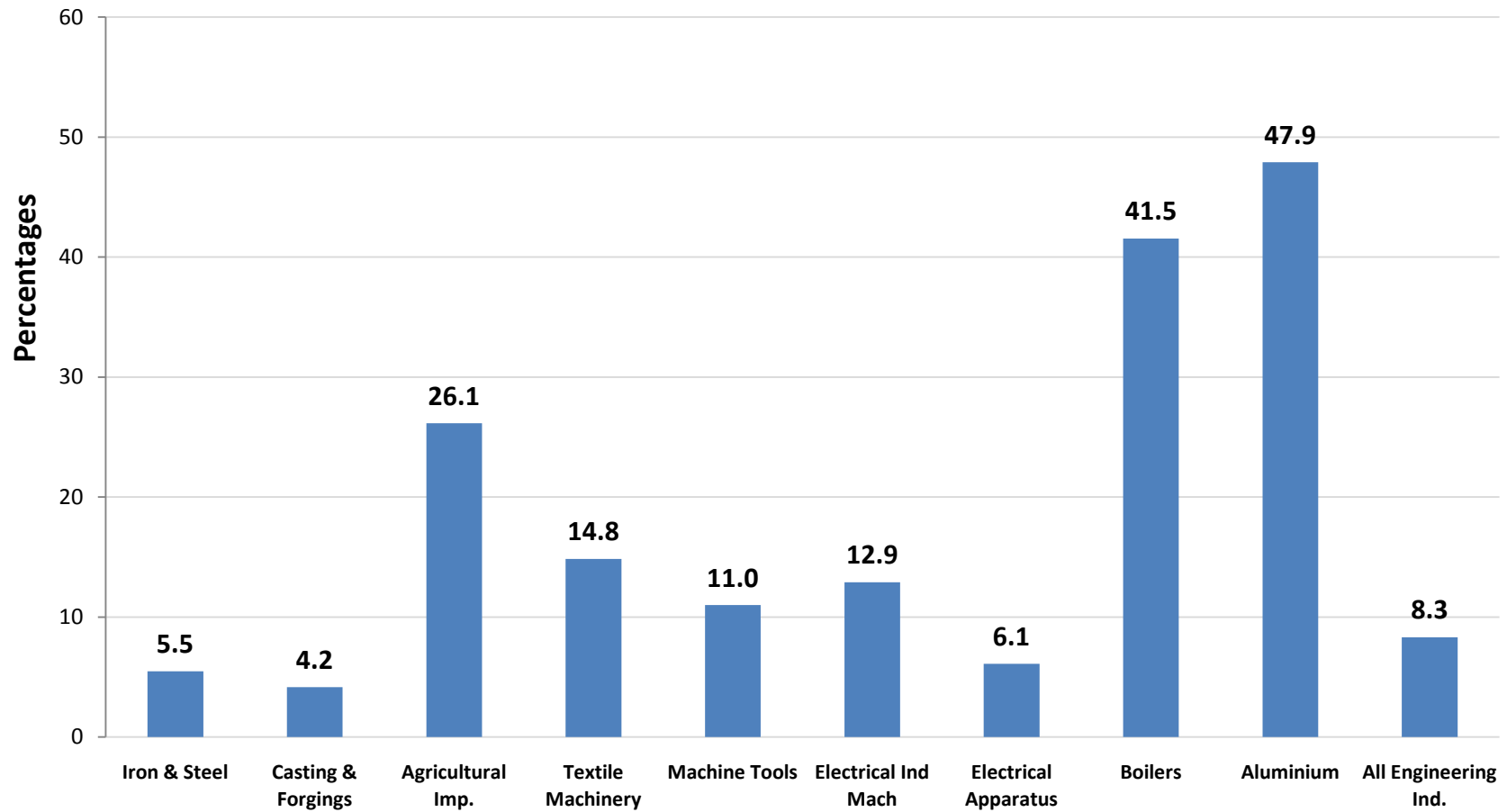
It may be mentioned here that the number of units in the nine engineering industries has increased sharply from 7064 frame units in Sixth Round (2008) to 18799 frame units in Seventh Round (2016) and there are mismatch in the coverage of Textile & Jute Machinery, Electrical Apparatus and Prime Movers, Boilers & Steam Generation Industries in the two rounds. Therefore, there is divergence in the estimates compiled in seventh round as compared to sixth round and hence, users must be cautious in analyzing the results.

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 1.1: Percentage Share of Different Industries in Total No. of Units in the Frame**



**Exhibit 1.2: Percentage of Units in the Sample to the Frame of Nine Engineering Industries**



## CHAPTER-II

### STRUCTURE OF WORK-FORCE

#### 2.0 INTRODUCTION

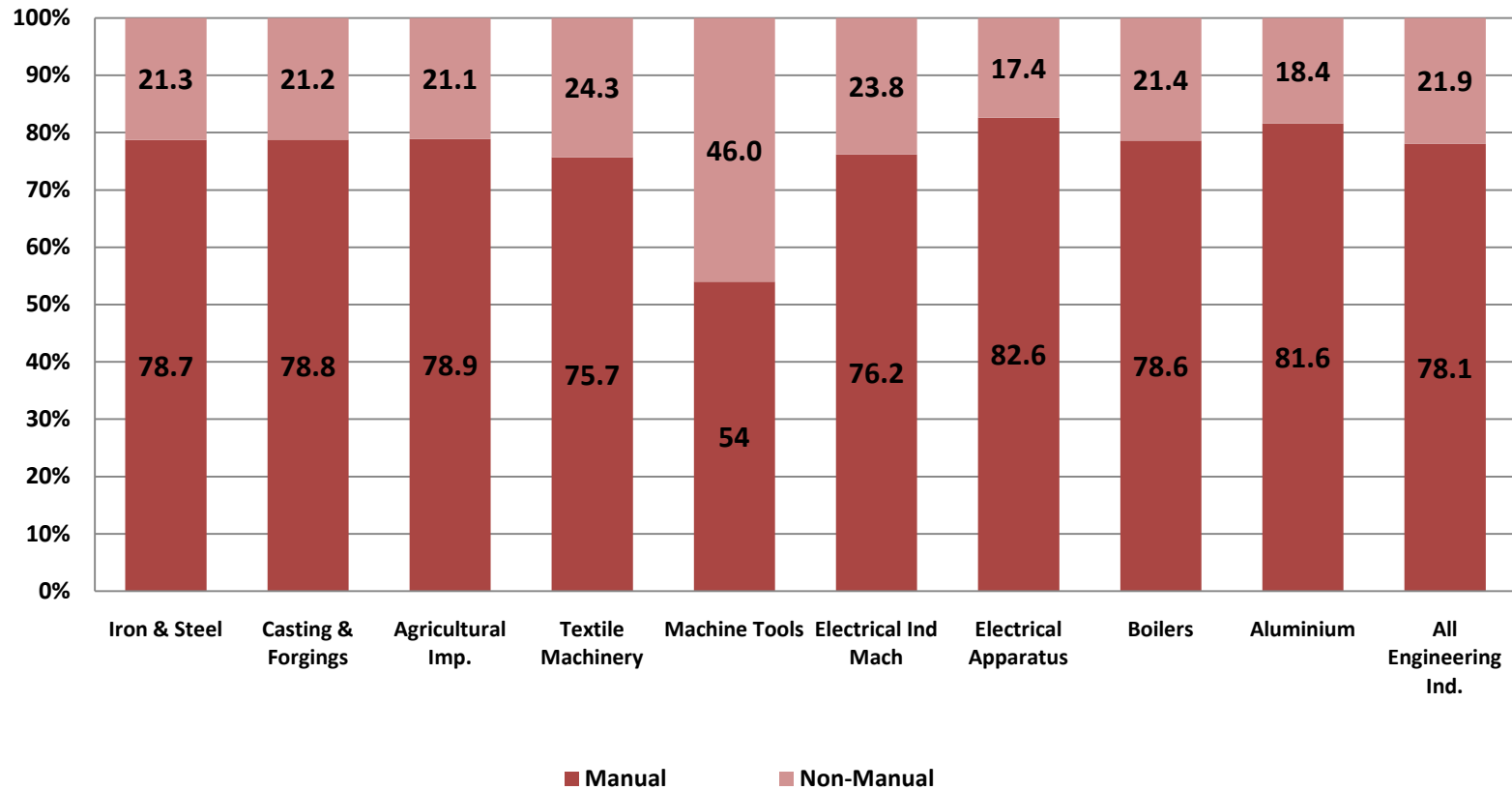
Composition of the work force in an industry varies widely with the nature of its activity, geographical location, operations involved, level of technology available, social and economic conditions of the people and last but, not the least by the Government policies, etc. Variations in these factors 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 Engineering Industries is presented in Table 2.1. The total number of workers in Nine Engineering Industries is estimated to be 17,48,184. Out of 17.48 lakh workers employed in the Nine Engineering Industries, Iron & Steel Industry had maximum share (50.14 percent), followed by Casting & Forgings Industry (19.98 percent), Electrical Apparatus Industry (15.25 percent), Agricultural Implements Industry (4.69 percent), Machine Tools Industry (4.39 percent), Electrical Industrial Machinery Industry (2.92 percent), Textile Machinery Industry (1.90 percent), Aluminium Industry (0.55 percent) and Boilers Industry (0.18 percent).

Out of the total Workforce, 13,65,582 workers were manual workers, which accounted for 78.11 percent of the total number of workers in the nine engineering industries. The percentage of manual workers to total workforce was 78.68 percent in Iron & Steel Industry, 78.78 percent in Casting and Forgings Industry, 78.87 percent in Agricultural Implements Industry, 75.68 percent in Textile Machinery Industry, 54.00 percent in Machine Tools Industry, 76.18 percent in Electrical Industrial Machinery Industry, 82.62 percent in Electrical Apparatus Industry, 78.59 percent in Boilers Industry and 81.63 percent in Aluminium Industry.

**Exhibit 2.1: Distribution of Workers in Nine Engineering Industries**



## 2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage<sup>+</sup> has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the nine engineering industries covered under the survey has been estimated to be about 13.66 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) were employed in Iron & Steel (50.51 percent), followed by 20.15 percent in Castings & Forgings, 16.13 percent in Electrical Apparatus, 4.73 percent in Agricultural Implements, 3.03 percent in Machine Tools, 2.85 percent in Electrical Industrial Machinery, 1.84 percent in Textile Machinery, 0.57 percent in Aluminium and 0.18 percent in Boilers Industry. Men workers constituted 97.08 percent of the total work force, whereas the remaining 2.92 percent were women. None of the engineering industries reported employment of adolescents or children during the survey.

While examining the sexage wise workforce at industry level, it is observed that the share of men workers was highest at 99.39 percent in Iron & Steel Industry, followed by 99.28 percent in Agricultural Implements Industry, 98.28 percent in Machine Tools Industry, 98.19 percent in Casting & Forgings Industry, 97.20 percent in Boilers Industry, 95.33 percent in Textile Machinery Industry, 92.99 percent in Aluminium Industry, 91.86 percent in Electrical Industrial Machinery Industry and 88.85 percent in Electrical Apparatus Industry. The proportion of women workers was found to be highest at 11.15 percent in Electrical Apparatus Industry, followed by 8.14 percent in Electrical Industrial Machinery Industry, 7.01 percent in Aluminium Industry, 4.67 percent in Textile Machinery Industry, 2.80 percent in Boilers Industry, 1.81 percent in Casting & Forgings Industry, 1.72 percent in Machine Tools Industry, 0.72 percent in Agricultural Implements Industry and 0.61 percent in Iron & Steel Industry.

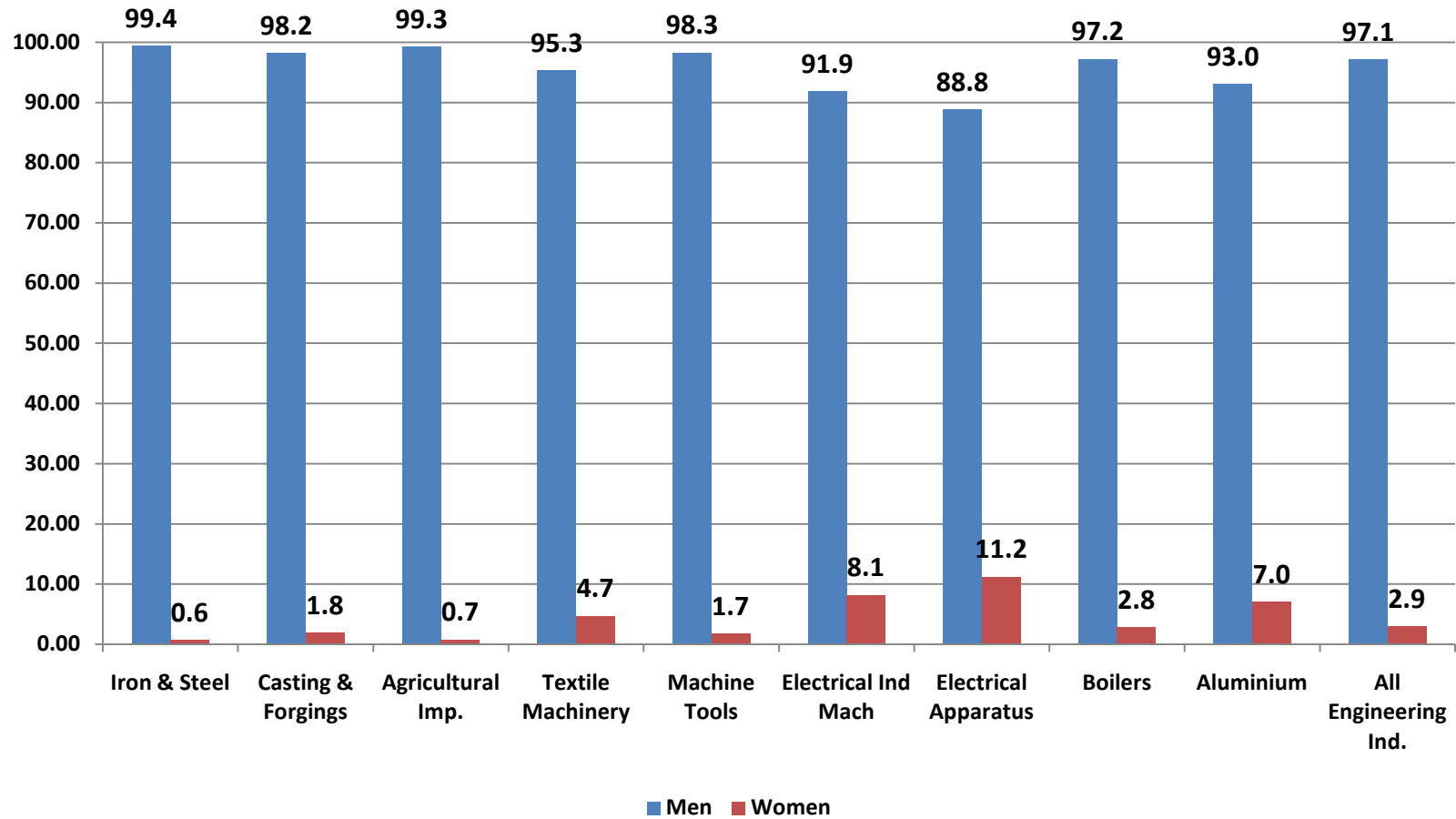
## 2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers by system of wage payment is shown in Table 2.3. Taking the entire engineering industries as a whole, majority of workers i.e. 99.98 percent were employed by the time-rated system and the remaining 0.02 percent by the piece-rated system of payment. At the engineering industries level, piece-rated system of payment was reported in Iron & Steel and Casting & Forgings Industries only. The proportion of piece-rated workers was 0.01 percent in Iron & Steel Industry and 0.04 percent in Casting & Forgings Industry. At the Stratum level, the proportion of piece-rated workers was reported at 0.22 percent in Gujarat stratum of the Iron & Steel Industry and 0.13 percent in Residual stratum of the Casting & Forgings Industry.

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



**Exhibit 2.2: Percentage Distribution of Workforce by Sexage**



**Exhibit 2.3: Percentage Distribution of Workforce by System of Payment**



## 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 the proportion of time-rated men workers was 99.39 percent in Iron & Steel Industry, 98.19 percent in Casting & Forgings Industry, 99.28 percent in Agricultural Implements Industry, 95.33 percent in Textile Machinery Industry, 98.28 percent in Machine Tools Industry, 91.86 percent in Electrical Industrial Machinery Industry, 88.85 percent in Electrical Apparatus Industry, 97.20 percent in Boilers Industry and 92.99 percent in Aluminium Industry. The proportion of time-rated women workers was reported highest at 11.15 percent in Electrical Apparatus Industry, followed by 8.14 percent in Electrical Industrial Machinery Industry, 7.01 percent in Aluminium Industry, 4.67 percent in Textile Machinery Industry, 2.80 percent in Boilers Industry, 1.81 percent in Casting & Forgings Industry, 1.72 percent in Machine Tools Industry, 0.72 percent in Agricultural Implements Industry and 0.61 percent in Iron & Steel Industry. At the Stratum level, the highest proportion of time-rated women workers was observed at 36.03 percent in Uttarakhand Stratum of Electrical Apparatus Industry, followed by 21.48 percent in Karnataka Stratum of Electrical Industrial Machinery Industry, 20.36 percent in Tamil Nadu stratum of Electrical Apparatus Industry, 19.44 percent in Tamil Nadu stratum of Textile Machinery Industry, 13.33 percent in Tamil Nadu stratum of Electrical Industrial Machinery Industry and 12.77 percent in Tamil Nadu stratum of Aluminium Industry.

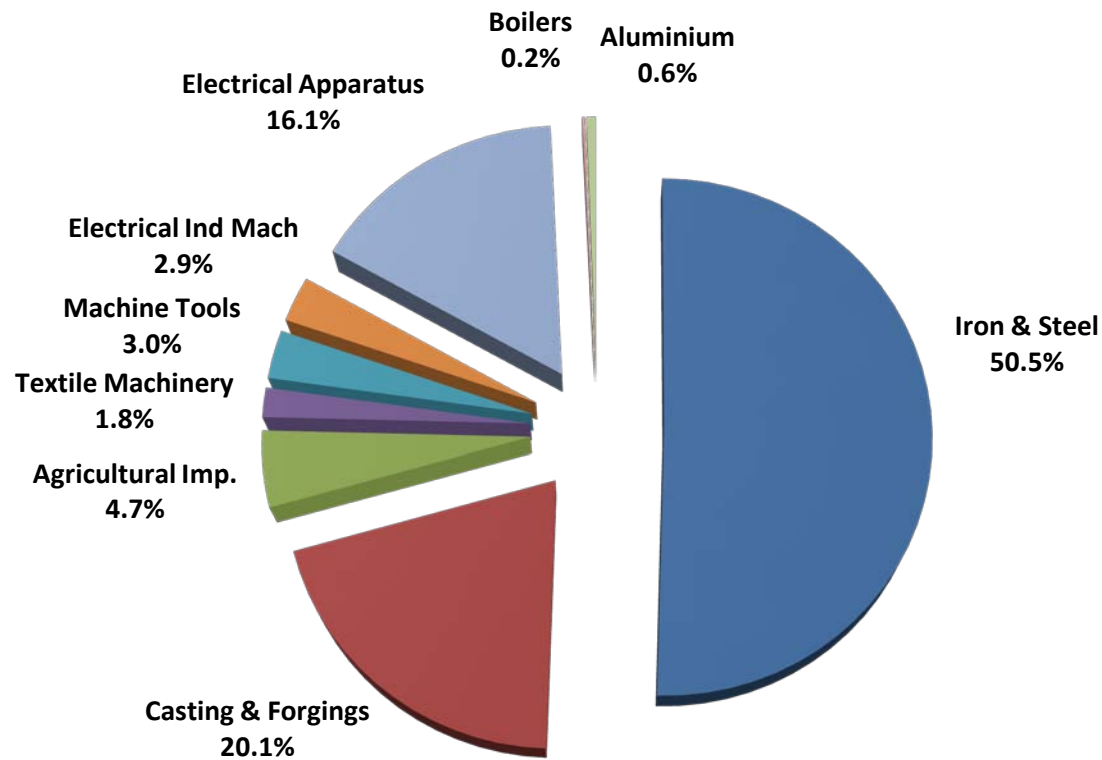
## 2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEXAGE

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 Iron & Steel and Casting & Forgings Industry only.

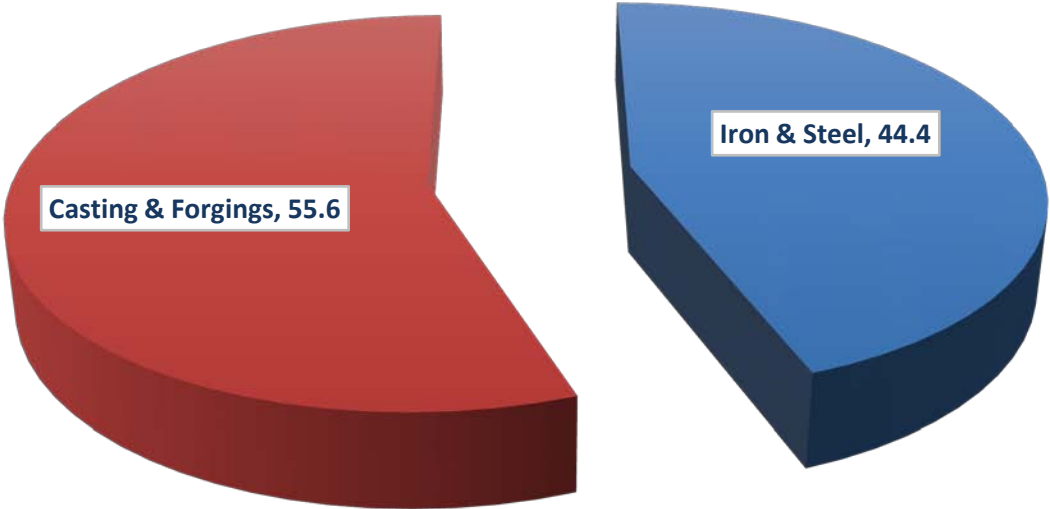
At Industry level, the proportion of piece-rated men workers was 92.59 percent and that of piece-rated women workers was 7.41 percent. The share of men in piece-rated workers was 83.33 percent whereas; the share of women in piece-rated workers was 16.67 percent in Iron & Steel Industry. The share of men in piece rated workers was cent percent in Casting & Forgings Industry.

Further at the Stratum level, the proportion of piece-rated men workers was observed at cent percent in Residual Stratum of Casting & Forgings Industry and 83.33 percent in Gujarat Stratum of Iron & Steel Industry. The proportion of piece-rated women workers was 16.67 percent in Gujarat stratum in Iron & Steel Industry.

**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 engineering industries together, the highest percentage of workforce was employed as Helper (28.54 percent), followed by Machine Operator/Machinist, Supervisor and Coolie/Mazdoor with share of 13.44 percent, 6.38 percent and 6.20 percent, respectively.

The data revealed that in Iron & Steel Industry, 26.55 percent of the total workers were Helper, followed by Machine Operator/Machinist, Coolie/Mazdoor and Fitter occupations with 12.38 percent, 8.42 percent and 7.89 percent share of the work force, respectively.

In Casting & Forgings Industry, Helper, Machine Operator/Machinist and Coolie/Mazdoor occupations accounted for 29.71 percent, 11.68 percent and 6.98 percent of the total employment, respectively.

In Agricultural Implements Industry, Helper occupation observed the highest proportion of workers, i.e. 24.15 percent, followed by the Machine Operator/Machinist, Fitter and Welder with 14.59 percent, 5.59 percent and 5.53 percent of the workers, respectively.

In Textile Machinery Industry, Helper, Machine Operator/Machinist, Fitter and Capstan occupations accounted for 18.00 percent, 16.03 percent, 12.16 percent and 7.53 percent of the total employment, respectively.

In case of Machine Tools Industry, the highest proportion of workers was engaged in Helper occupation with 22.36 percent, followed by Machine Operator/Machinist with 20.07 percent, Fitter with 6.93 percent and Mechanic (General) with 6.61 percent.

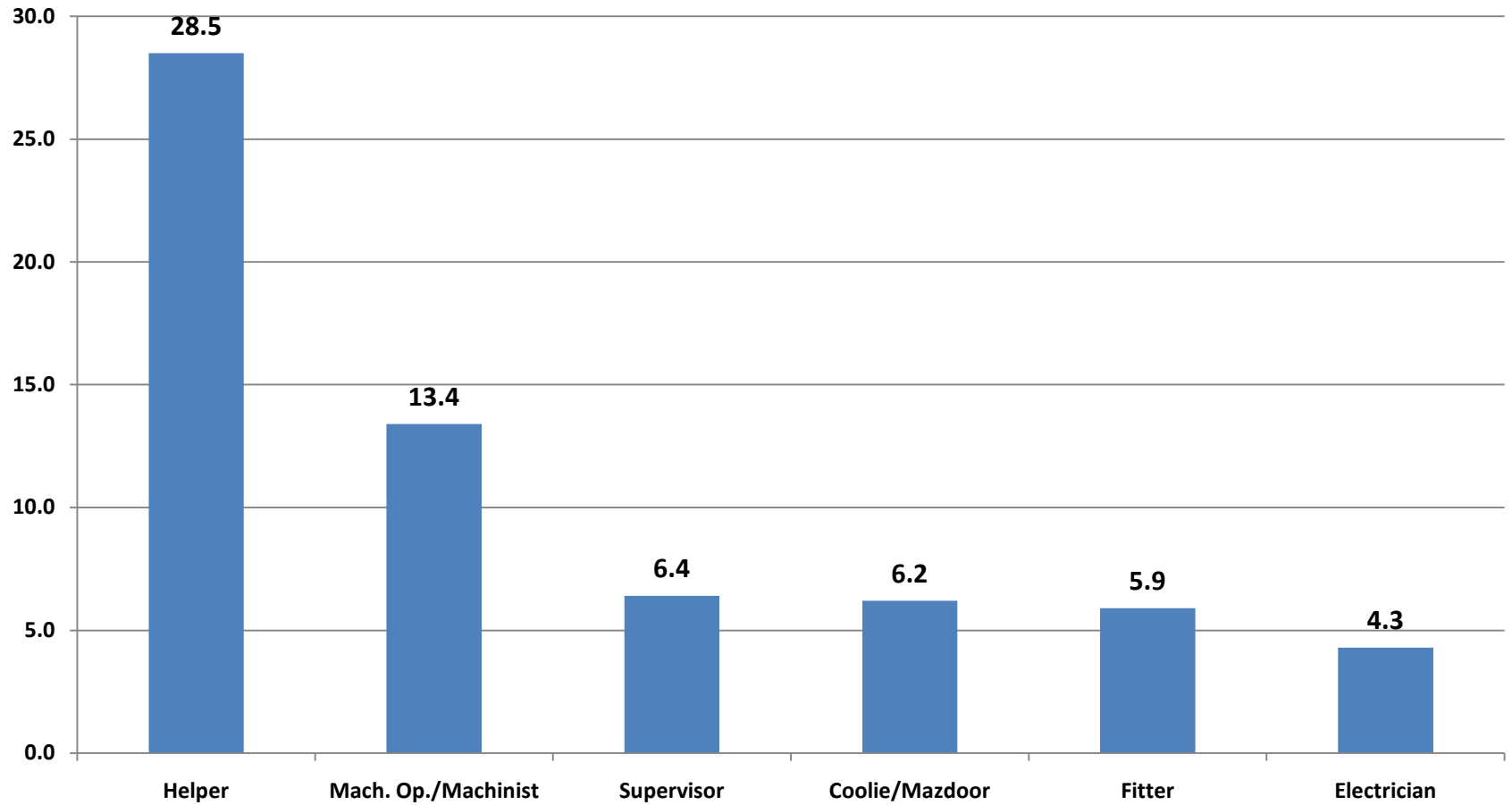
In Electrical Industrial Machinery Industry, 26.53 percent of the total workers were Helper, followed by Machine Operator/Machinist, Electrician and Assembler occupations with 13.50 percent, 7.45 percent and 5.88 percent share of the work force, respectively.

In Electrical Apparatus Industry, Helper occupation observed the highest proportion of workers, i.e. 37.22 percent, followed by the Machine Operator/Machinist and Supervisor with 17.11 percent and 4.79 percent of the workers, respectively.

In Boilers Industry, Helper, Welder, Fitter and Machine Operator/Machinist occupations accounted for 26.96 percent, 13.93 percent, 12.86 percent and 10.92 percent of the total employment, respectively.

In Aluminium Industry, Helper, Machine Operator/Machinist, Supervisor and Capsman occupations accounted for 31.40 percent, 13.91 percent, 8.26 percent and 8.10 percent of the total employment, respectively.

**Exhibit 2.6(a): Topmost Occupations constituting 65 percent of the Total Workforce at All Nine Engineering Industries Level**



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

Srl in order	Iron & Steel	Casting & Forgings	Agricultural Implements	Textile Machinery	Machine Tools
<b>Top Five Occupations (%)</b>					
1	Helper (26.55)	Helper (29.71)	Helper (24.15)	Helper (18.00)	Helper (22.36)
2	Machine Operator/ Machinist (12.38)	Machine Operator/ Machinist (11.68)	Machine Operator/ Machinist (14.59)	Machine Operator/ Machinist (16.03)	Machine Operator/ Machinist (20.07)
3	Coolie/ Mazdoor (8.42)	Coolie/ Mazdoor (6.98)	Fitter (5.59)	Fitter (12.16)	Fitter (6.93)
4	Supervisor (7.80)	Supervisor (4.81)	Welder (5.53)	Capstan (7.53)	Mechanic (General) (6.61)
5	Fitter (7.89)	Fitter (3.53)	Painter (5.51)	Supervisor (7.01)	Supervisor (4.67)
<b>Bottom Five Occupations (%)</b>					
1	Chipper (0.01)	Mate/ Mukaddam (0.01)	Rigger (0.01)	Chargehand (0.03)	Plumber (0.02)
2	Motor Mechanic (0.01)	Millwright (0.01)	Kundiwala (0.01)	Furnaceman (0.03)	Winder (0.02)
3	Plater (0.01)	Rigger (0.01)	Sand Mixer (0.01)	Pattern Maker (0.03)	Mate/ Mukaddam (0.04)
4	Assembler (0.02)	Tongsman (0.01)	Carpenter (0.02)	Winder (0.03)	Sheetmetal Worker (0.04)
5	Plumber (0.02)	Tilting Tab Machine Operator (0.01)	Millwright (0.02)	Casting Man (0.05)	Carpenter (0.05)



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

Srl in order	Electrical Industrial Machinery	Electrical Apparatus	Boilers	Aluminium
<b>Top Five Occupations (%)</b>				
1	Helper (26.53)	Helper (37.22)	Helper (26.96)	Helper (31.40)
2	Machine Opt./ Machinist (13.50)	Machine Opt./ Machinist (17.11)	Welder (13.93)	Machine Opt./ Machinist (13.91)
3	Electrician (7.45)	Supervisor (4.79)	Fitter (12.86)	Supervisor (8.26)
4	Assembler (5.88)	Electrician (4.63)	Machine Opt./ Machinist (10.92)	Capsman (8.10)
5	Winder (5.24)	Assembler (3.68)	Supervisor (9.60)	Coolie/ Mazdoor (7.19)
<b>Bottom Five Occupations (%)</b>				
1	Mason (0.02)	Marker (0.01)	Furnaceman (0.08)	Assembler (0.03)
2	Sorter (0.02)	Pump Attendant (0.01)	Winder (0.08)	Chargehand (0.03)
3	Heater Incharge (0.02)	Sheetmetal Worker (0.01)	Tool Maker (0.08)	Crane Operator (0.03)
4	Valve Man (0.02)	Casting Man (0.01)	Apprentices/ Trainees (0.08)	Millwright (0.03)
5	Tilting Tab Machine Operator (0.02)	Die Maker (0.02)	Boring Machine Operator (0.12)	Tester (0.03)

## 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. The table reveals that there has been a positive growth in the overall employment. As compared with the previous round, the employment has recorded an increase in Iron & Steel Industry, Casting & Forgings Industry, Agricultural Implements Industry, Textile Machinery Industry, Machine Tools Industry and Electrical Apparatus Industry, whereas it declined in Electrical Industrial Machinery Industry, Boilers Industry and Aluminium Industry in the current round. The proportion of time-rated workers was cent percent in Agricultural Implements, Textile Machinery, Machine Tools, Electrical Industrial Machinery, Electrical Apparatus, Boilers and Aluminium industries in the current round as compared to previous round.

**Exhibit 2.7: Trend in Composition of Workforce**

Industries	Seventh Round (2016)	Sixth Round (2008)	%Growth of Seventh Round Over Sixth Round	%Growth of Sixth Round Over Fifth Round
Iron & Steel	6,89,708	1,58,561	334.98	(-)41.34
Casting & Forgings	2,75,198	99,213	177.38	(-)18.63
Agricultural Implements	64,654	18,316	252.99	(-)49.32
Textile Machinery (*)	25,110	7,455	236.82	(-)62.65
Machine Tools	41,419	11,089	273.51	(-)90.21
Electrical Industrial Machinery	38,964	40,824	(-)4.56	(-)52.33
Electrical Apparatus (*)	2,20,255	6,397	3343.10	(-)79.01
Boilers (*)	2,426	28,913	(-)91.61	(-)48.27
Aluminium	7,848	38,091	(-)79.40	7.55
All Nine Engineering Industries	13,65,582	4,08,859	234.00	(-)46.83

(\*) Figures are strictly not comparable in line with the remarks given in Para 1.10 of Chapter-I.

## 2.8 PERCENTAGE DISTRIBUTION OF WORKFORCE 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 Iron & Steel Industry, 99.39 percent were men workers and remaining, 0.61 percent was women workers. Out of the total 75 occupations reported in Iron & Steel Industry, 12 occupations had employment of women workers. Women workers constituted sizeable proportion of the total employment in Chargehand (37.50 percent) and Packer (29.30 percent). On the other hand, Men Workers were employed cent percent in 63 of the occupations.

In Casting & Forgings Industry, 98.19 percent were men workers and remaining, 1.81 percent was women workers. Out of 66 occupations reported in Casting & Forgings Industry, women workers were employed in 16 occupations. Women workers constituted sizeable proportion of 25.00 percent, 21.19 percent and 11.13 percent of the total employment in the occupations of Sweeper, Press Man and Driller, respectively. Men Workers were employed cent percent in 50 occupations reported in the industry.

In Agricultural Implements Industry, 99.28 percent were men workers and remaining, 0.72 percent was women workers. Out of 50 occupations reported in Agricultural Implements Industry, women workers were employed in 12 occupations. Women workers constituted significant proportions of 48.57 percent, 45.71 percent and 21.32 percent of the total employment in the occupations of Grinder, Packer and Sweeper respectively. Men Workers were found to be cent percent in remaining 38 occupations reported in the industry.

In Textile Machinery Industry, 95.33 percent were men workers and remaining, 4.67 percent was women workers. Out of 52 occupations reported under Textile Machinery Industry, women workers were employed in 17 occupations. Women workers constituted cent percent of the total employment in Winder occupation, followed by 50.00 percent in Storekeeper, 46.15 percent in Gen./Turbo Operator, 31.58 percent in Packer, 28.57 percent in Planer, 21.15 percent in Sweeper, 19.15 percent in Apprentices/Trainees, 13.59 percent in Checker and 10.74 percent in Capstan. On the other hand men workers were employed cent percent in remaining 35 occupations.

In Machine Tools Industry, 98.28 percent were men workers and remaining, 1.72 percent was women workers. Out of 51 occupations In Machine Tools Industry, women workers were employed in 9 occupations. Women workers constituted 42.77 percent and 16.39 percent of the total employment in the occupations of Sweeper and Moulder, respectively. On the other hand men workers were employed cent percent in remaining 42 occupations.

In Electrical Industrial Machinery Industry, 91.86 percent were men workers and remaining, 8.14 percent was women workers. Out of 53 occupations reported in Electrical Machinery Industry, women workers were employed in 22 occupations. Women workers constituted cent percent of the total employment in each of the occupations of Moulder, Polisher and Setter, followed by 24.07 percent in Mechanic (General), 22.88 percent in Sweeper, 11.72 percent in Coolie/Mazdoor, 10.19 percent in

Helper and 10.05 percent in Checker. Men workers to be cent percent in remaining 31 occupations reported in the Industry.

In Electrical Apparatus Industry, 88.85 percent were men workers and remaining, 11.15 percent was women workers. Out of 52 occupations reported in Electrical Apparatus Industry, women workers were employed in 23 occupations. Women workers constituted 75.24 percent in Driller, 34.65 percent in Sweeper, 32.89 percent in Winder, 26.22 percent in Packer, 19.87 percent in Electrician, 19.28 percent in Mate/Mukaddam, 17.78 percent in Apprentices/Trainees, 17.64 percent in Assembler, 16.67 percent in Boiler Attendant, 15.15 percent in Helper and 10.81 percent in Compressor Operator occupations, respectively. On the other hand men workers were employed cent percent in remaining 29 occupations.

In Boilers Industry, 97.20 percent were men workers and remaining, 2.80 percent were women workers. Out of 34 occupations reported in Boilers Industry, women workers were employed in 6 occupations. Women workers constituted considerable proportion of the total employment in the occupations of Apprentices/Trainees (Cent percent) and Sweeper (71.43 percent). On the other hand men workers were employed cent percent in remaining 28 occupations.

In Aluminium Industry, 92.99 percent were men workers and remaining, 7.01 percent were women workers. Out of 61 occupations reported in Aluminium Industry, women workers were employed in 15 occupations. Women workers constituted considerable proportion of 79.31 percent in Packer, 60.00 percent in Painter, 34.78 percent in Sweeper, 11.61 percent in Helper and 10.99 percent in Coolie/Mazdoor occupations reported in the industry. Men Workers were found to be cent percent in remaining 46 occupations reported in the 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 Iron & Steel and Casting & Forgings Industries only. Piece-rated workers were reported in 5 occupations in Iron & Steel Industry, v.i.z, Helper (0.02 percent), Mistry/Kangani (3.23 percent), Moulder (0.40 percent), Packer (0.34 percent) and Machine Operator/Machinist (0.02 percent) and 2 occupations in Casting & Forgings Industry, viz, Helper (0.12 percent) and Machine Operator/Machinist (0.07 percent). The remaining occupations in other engineering industries had time-rated workers only.

## 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. Considering all Strata/States, the average minimum daily wage rates varied between Rs. 285.91 (Iron & Steel Industry) and Rs. 573.81 (Agricultural Implements Industry) whereas, the average maximum daily wage rates varied between Rs. 344.43 (Aluminium Industry) and Rs 675.57 (Agricultural Implements Industry). At the stratum level, the lowest average daily minimum wage rate of Rs. 166.95 was in West Bengal stratum of Electrical Industrial Machinery Industry and lowest average daily maximum wage rate of Rs. 227.30 was in West Bengal stratum of Electrical Industrial Machinery Industry. Similarly, the highest average daily minimum wage rate of Rs. 951.99 was found in Haryana stratum of Agricultural Implements Industry and the highest average daily maximum wage rate of Rs. 983.26 was observed in Maharashtra stratum of Agricultural Implements Industry.

The percentage difference in the minimum and maximum wage rates was 46.50 in the Nine Engineering Industries. Furthermore, the difference

was the lowest in Aluminium Industry (15.11 percent) and highest in Iron & Steel Industry (72.02 percent). At the stratum level, it was lowest in Haryana stratum (0.35 percent) under Agricultural Implements Industry and highest in Maharashtra stratum (175.09 percent) under Iron & Steel 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
Iron & Steel	388.87	285.91	491.83	72.02
Casting & Forgings	422.12	366.82	477.42	30.15
Agricultural Implements	624.69	573.81	675.57	17.73
Textile Machinery	454.73	367.63	541.83	47.38
Machine Tools	416.68	373.82	459.52	22.93
Electrical Industrial Machinery	351.33	302.82	399.85	32.04
Electrical Apparatus	336.38	304.17	368.59	21.18
Boilers	358.84	321.46	396.23	23.26
Aluminium	321.83	299.21	344.43	15.11
All Nine Engineering Industries	398.82	323.58	474.04	46.50

### 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 the engineering industries combined together were Rs. 402.29 and Rs. 283.40, respectively. The average daily wage rate for all the workers of all the engineering industries was Rs. 398.82.

Among all the nine engineering industries, average daily wage rate was maximum (Rs. 624.69) in Agricultural Implements Industry, followed by Textile Machinery Industry (Rs. 454.73), Casting & Forgings Industry (Rs. 422.12), Machine Tools Industry (Rs. 416.68), Iron & Steel Industry (Rs. 388.87), Boilers Industry (Rs. 358.84), Electrical Industrial Machinery Industry (Rs. 351.33), Electrical Apparatus Industry (Rs. 336.38) and Aluminium Industry (Rs. 321.83).

At the stratum level taking all engineering industries together the highest average daily wage rate was observed in Haryana stratum (Rs. 953.64) for the Agricultural Implements Industry whereas, the lowest average daily wage rate was found in West Bengal stratum (Rs. 197.13) for Electrical Industrial Machinery Industry.

The Table reveals that average daily wage rates of women workers were less than that of the men workers in all the engineering industries. However, at the stratum level, the average daily wage rate of women workers was higher than that of their male counterparts in the Residual stratum of Agricultural Implements Industry, Punjab stratum of Machine Tools Industry, Gujarat stratum of Electrical Apparatus Industry and Gujarat and Maharashtra stratum of Boilers industry.

**Exhibit 3.2: Average Daily Wage Rates by Sexage**

<b>Industries</b>	<b>Average Daily Wage Rates (Rs.)</b>		
	<b>Men</b>	<b>Women</b>	<b>Combined</b>
<b>Iron &amp; Steel</b>	<b>389.59</b>	<b>272.25</b>	<b>388.87</b>
<b>Casting &amp; Forgings</b>	<b>425.09</b>	<b>261.62</b>	<b>422.12</b>
<b>Agricultural Implements</b>	<b>626.30</b>	<b>403.70</b>	<b>624.69</b>
<b>Textile Machinery</b>	<b>460.71</b>	<b>332.73</b>	<b>454.73</b>
<b>Machine Tools</b>	<b>418.97</b>	<b>285.54</b>	<b>416.68</b>
<b>Electrical Industrial Machinery</b>	<b>356.32</b>	<b>295.15</b>	<b>351.33</b>
<b>Electrical Apparatus</b>	<b>342.95</b>	<b>284.08</b>	<b>336.38</b>
<b>Boilers</b>	<b>361.30</b>	<b>273.62</b>	<b>358.84</b>
<b>Aluminium</b>	<b>326.50</b>	<b>259.78</b>	<b>321.83</b>
<b>All Nine Engineering Industries</b>	<b>402.29</b>	<b>283.40</b>	<b>398.82</b>

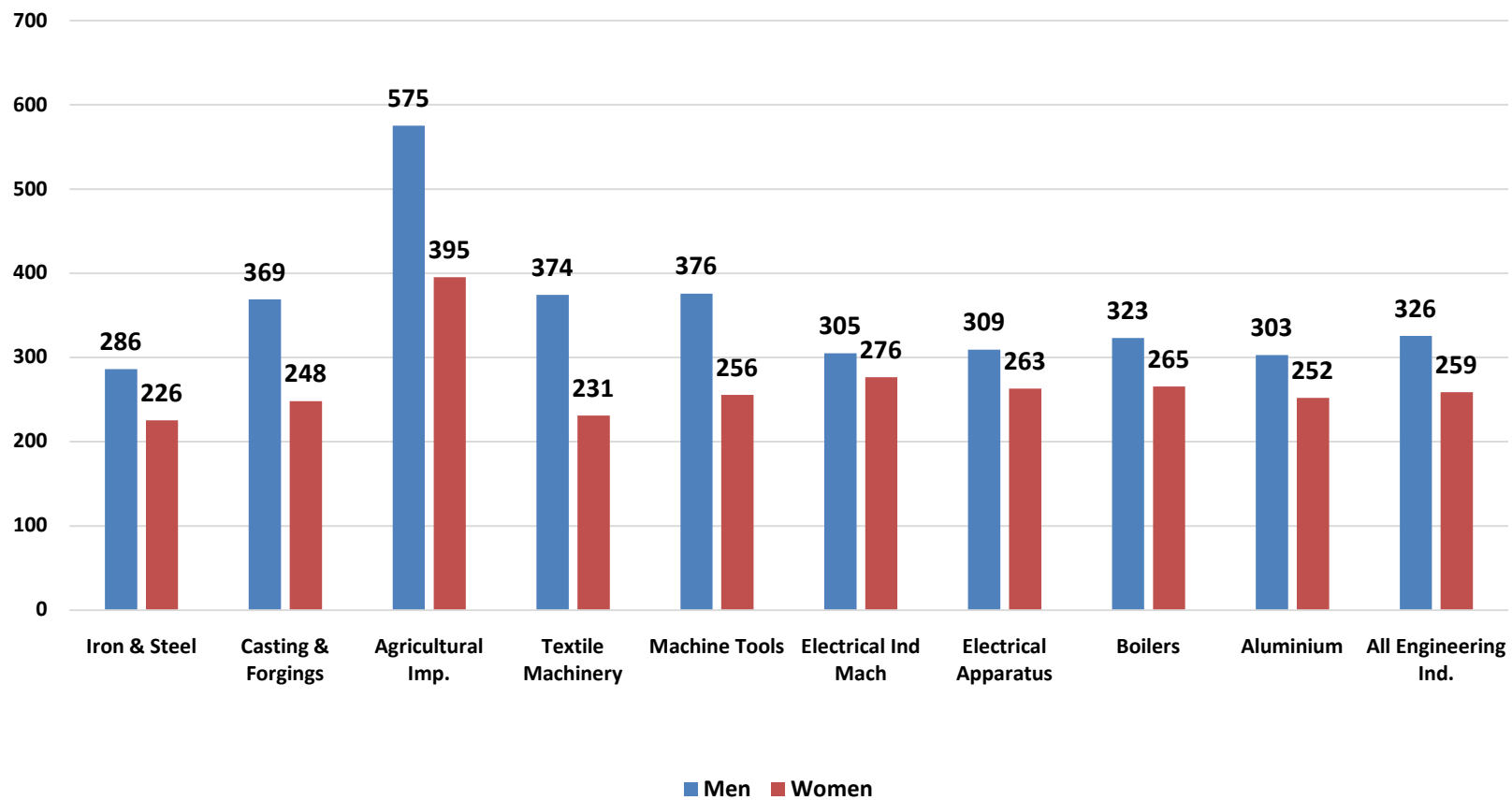


The average daily minimum wage rates for all the engineering industries taken together were Rs. 325.54 for men, Rs. 258.73 for women and Rs. 323.58 for all workers. In Agricultural Implements Industry, the average daily minimum wage rates were found to be the highest at Rs. 573.81, followed by Rs. 373.82 in Machine Tools Industry and Rs. 367.63 in Textile Machinery Industry. The average daily minimum wage rates were lowest in Iron & Steel Industry at Rs. 285.91. At the stratum level taking all engineering industries together, the highest average daily minimum wage rate was observed in Haryana stratum (Rs. 951.99) under Agricultural Implements Industry, followed by Rs. 631.22 in Maharashtra stratum under Machine Tools Industry and Rs. 543.11 in Jharkhand stratum under Iron & Steel Industry. The lowest average daily minimum wage rate was found in West Bengal stratum (Rs. 166.95) under Electrical Industrial Machinery Industry, followed by Rs. 233.94 in Tamil Nadu stratum under Aluminium Industry and Rs. 225.21 in Odisha stratum under Iron & Steel Industry.

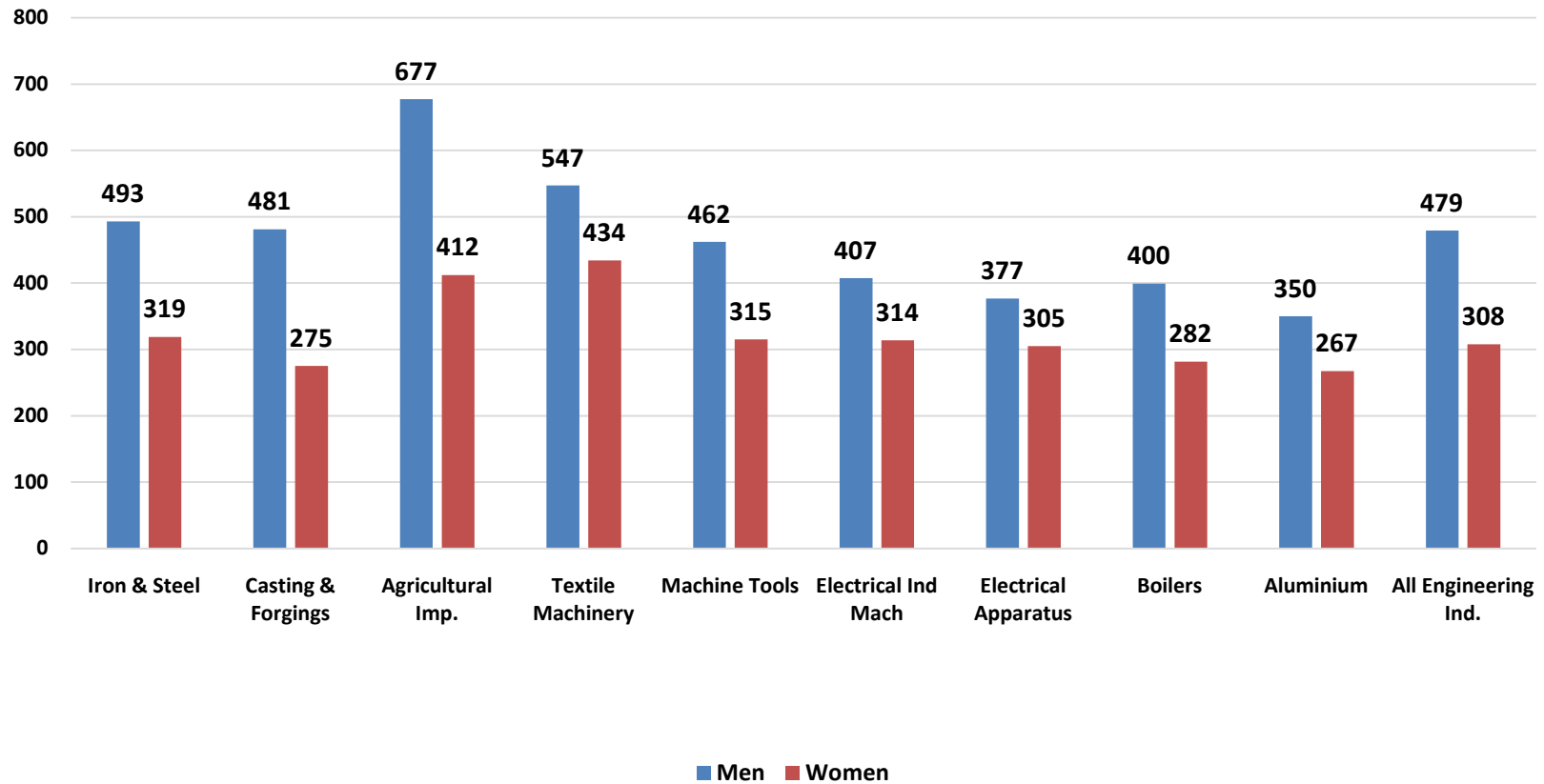
The average daily maximum wage rates for all the engineering industries taken together were Rs. 479.04 for men, Rs. 308.07 for women and Rs. 474.04 for all workers. In Agricultural Implements Industry, the average daily maximum wage rates were found to be the highest at Rs. 675.57, followed by Rs. 541.83 in Textile Machinery Industry and Rs. 491.83 in Iron & Steel Industry. The average daily maximum wage rates were lowest in Aluminium Industry at Rs. 344.43. At the stratum level taking all engineering industries together, the highest average daily maximum wage rate was observed in Maharashtra stratum (Rs. 983.26) under Agricultural Implements Industry, followed by Rs. 955.29 in Haryana stratum under Agricultural Implements Industry and Rs. 838.51 in Residual stratum under Textile Machinery Industry. The lowest average daily maximum wage rate was found in West Bengal stratum (Rs. 227.30) under Electrical Industrial Machinery Industry, followed by Rs. 279.33 in Karnataka and Rs. 289.43 in Tamil Nadu strata under Aluminium Industry, respectively.

The data reveals that the average daily minimum and maximum wage rates for women workers were lower compared to men workers. These differences may have arisen due to insignificant proportion of women workers which have been used as weight in estimating aggregate results, difference in output, difference in length of service and experience in an occupation.

**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. 398.82 and Rs. 400.67, respectively, for all the engineering industries taken together. Amongst nine engineering industries, the average daily wage rate of time-rated workers was the highest at Rs. 624.69 for Agricultural Implements Industry and the lowest at Rs. 321.83 for Aluminium Industry. Piece-Rated system of payment was prevalent in Iron & Steel and Casting & Forgings Industries only. The average daily wage rate of piece-rated workers was Rs. 351.50 and 440.00 in Iron & Steel Industry and Casting & Forgings Industry, respectively.

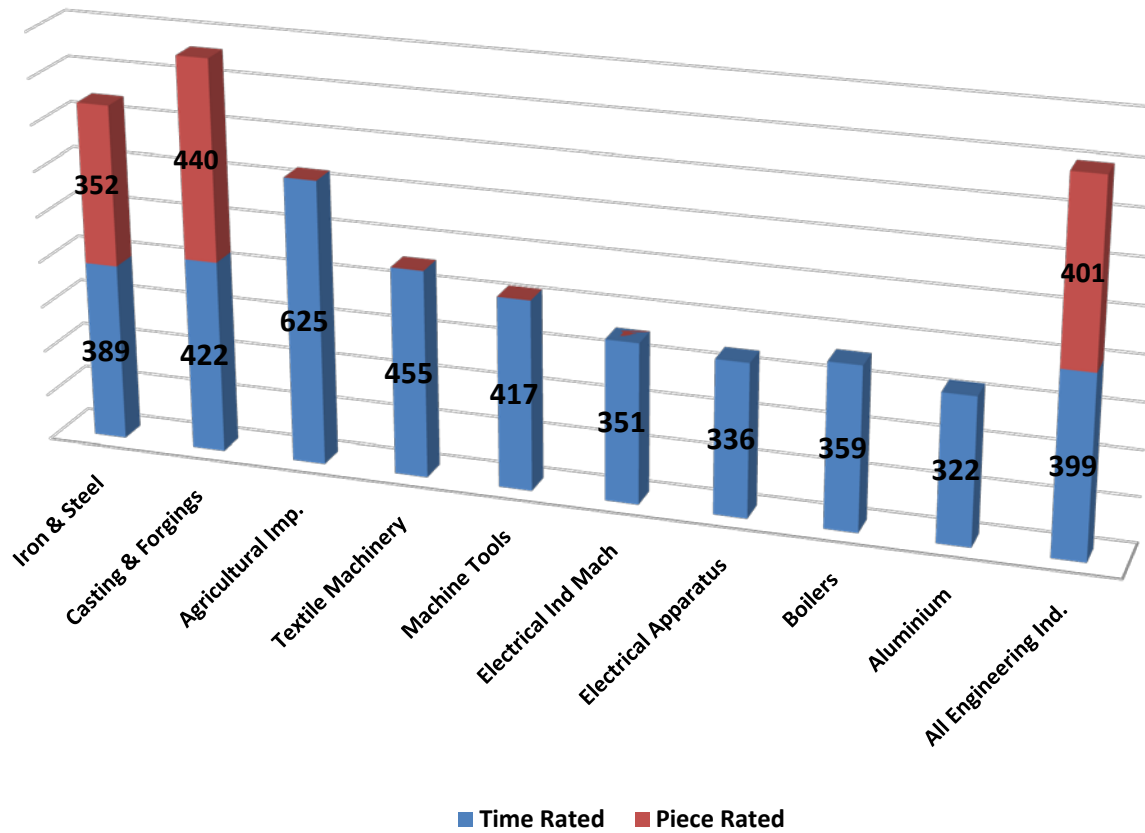
### 3.5 AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS BY SEXAGE

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 engineering industries combined, the average daily wage rates for time-rated men, women and all workers were Rs. 402.29, Rs. 283.40 and Rs. 398.82, respectively. At engineering industries level, the average daily wage rates of time-rated men and women workers were the highest at Rs. 626.30 and Rs. 403.70 in Agricultural Implements Industry, respectively, whereas the lowest average daily wage rates for time-rated men and women workers were Rs. 326.50 and Rs. 259.78 in Aluminium Industry, respectively.

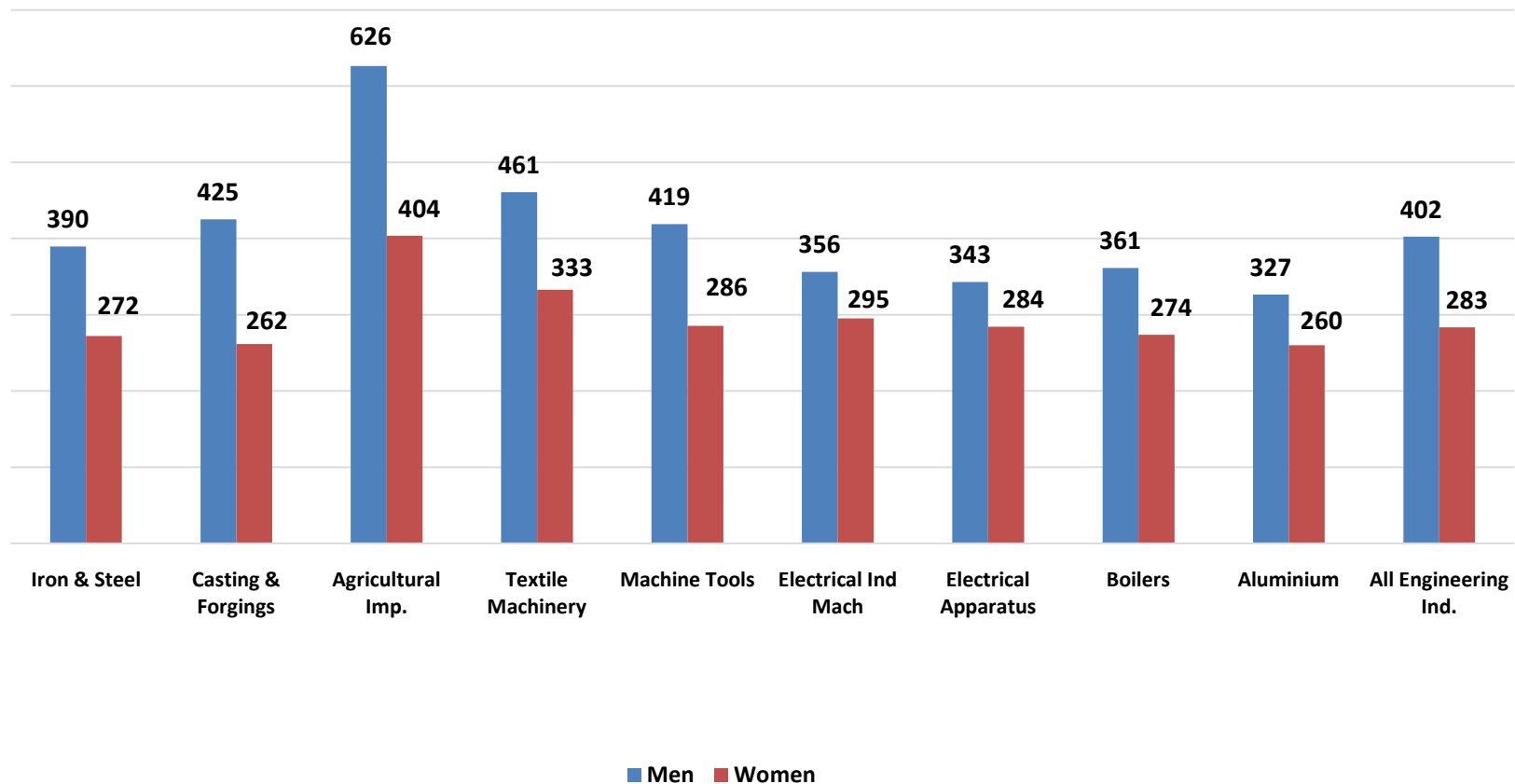
### 3.6 AVERAGE DAILY WAGE RATE OF PIECE-RATED WORKERS BY SEXAGE

The average daily wage rate of piece-rated workers by sexage is presented in Table 3.4. Piece-Rated system of payment was prevalent in Iron & Steel and Casting & Forgings Industries only. For all Engineering industries combined, the average daily wage rates for piece-rated men, women and all workers were reported at Rs. 408.96, Rs. 297.00 and Rs. 400.67, respectively. The average daily wage rates of piece-rated men and women workers at the stratum level was reported at Rs. 362.40 and Rs. 297.00 respectively in Gujarat stratum under Iron & Steel Industry, whereas the average daily wage rate of piece-rated men workers was Rs. 440.00 in Residual stratum of Casting & Forgings Industry.

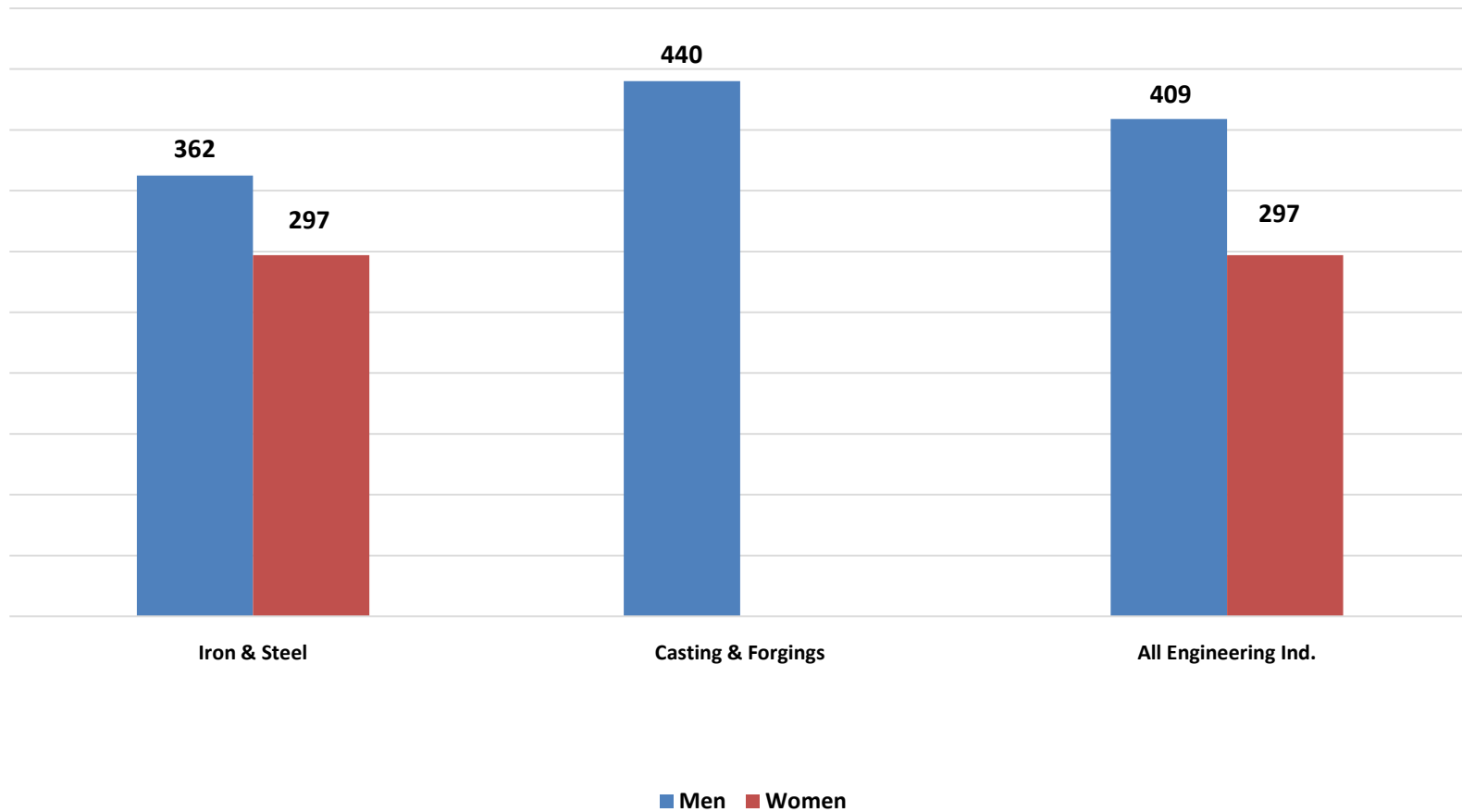
**Exhibit 3.3: Average Daily Wage Rates (Rs.) by System of Payment**



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



**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.

There is a great deal of variation in average daily wage rates amongst workers belonging to different occupations for each of the nine engineering industries.

The occupations with highest and lowest average daily wage rates were Chipper (Rs. 706.51) and Motor Mechanic (Rs. 182.69) for Iron & Steel Industry; Trimmer (Rs. 839.22) and Rigger (Rs. 200.00) for Casting & Forgings Industry; Gas Cutter (Rs. 1310.71) and Rigger (Rs. 157.69) for Agricultural Implements Industry; Machine Operator/Machinist (Rs. 679.40) and Sweeper (Rs. 247.84) for Textile Machinery Industry; Sheetmetal Worker (Rs. 1198.41) and Boiler Attendant (Rs. 129.23) for Machine Tools Industry; Planer (Rs. 801.98) and Polisher (Rs. 75.00) for Electrical Industrial Machinery Industry; Shaper Machine Operator (Rs. 854.49) and Sheetmetal Worker (Rs. 155.00) for Electrical Apparatus Industry; Planer (Rs. 700.04) and Apprentices/Trainees (Rs. 153.84) for Boilers Industry and Tester (Rs. 643.07) and Millwright (Rs. 140.00) for Aluminium Industry.

Women workers were employed in few out of all the occupations in each of the nine industries. Interestingly, among such occupations having both men and women workers, there were some occupations where average daily wage rate of women workers was found to be higher than some of their men counterparts.

The total number of occupations, number of occupations with women engagement, number of occupations where women's average daily wage rates were higher than the same for men workers with names for corresponding occupations were as under:

- Iron & Steel Industry: 75,12,3 (Packer, Supervisor and Valve Man);
- Casting & Forgings Industry: 66,16,2 (Planer and Watchman);
- Agricultural Implements Industry: 50,12,2 (Marker and Sweeper);
- Textile Machinery Industry: 52,17,3 (Planer, Supervisor and Winder);
- Machine Tools Industry: 51,9;
- Electrical Industrial Machinery Industry: 53,22,5 (Coolie/Mazdoor, Mechanic (General), Moulder, Polisher and Setter);
- Electrical Apparatus Industry: 52,23,4 (Boiler Attendant, Electrician, Mech/Elec Foreman and Storekeeper);
- Boilers Industry: 34,6,2 (Sweeper and Apprentices/Trainees); and
- Aluminium Industry: 61,15,4 (Checker, Packer, Watchman and Miscellaneous).



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 Iron & Steel and Casting & Forgings Industries only.

The occupations employing piece-rated workers were Helper, Mistry/Kangani, Moulder, Packer and Machine Operator/Machinist in Iron & Steel Industry and Helper and Machine Operator/Machinist occupations in Casting & Forgings Industry. Out of these occupations, piece-rated women workers were observed in Helper (Rs. 297.00) occupation in Iron & Steel Industry only.

### 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 Engineering 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 Engineering 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 (Sixth) in the engineering 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 Casting & Forgings Industry, Agricultural Implements Industry, Textile Machinery Industry, Electrical Industrial Machinery Industry and Electrical Apparatus Industry, whereas Iron & Steel Industry, Machine Tools Industry, Boilers Industry and Aluminium Industry has recorded a decrease in real wage rates. The highest change in real wage rates during seventh round (2016) as compared to that in

the Sixth round (2008) was observed at 56.64 percent in the Agricultural Implements Industry, followed by 44.96 percent in Casting & Forgings Industry, 22.56 percent in Electrical Apparatus Industry, 11.11 percent in Electrical Industrial Machinery Industry, 7.70 percent in Textile Machinery Industry, -1.77 percent in Iron & Steel Industry, -16.86 percent in Boilers Industry, -21.80 percent in Machine Tools Industry and -60.65 percent was found in Aluminium Industry.

### Exhibit 3.6: Trend in Real Wage Rates in Nine Engineering Industries

Serial in order	Industries	Seventh Round (Rs.) <sup>+</sup> (2016)	Sixth Round (Rs.) <sup>+</sup> (2008)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Iron & Steel	6.09	6.20	(-) 1.77	(-) 22.89
2	Casting & Forgings	6.61	4.56	44.96	(-) 4.80
3	Agricultural Implements	9.79	6.25	56.64	38.89
4	Textile Machinery (*)	7.13	6.62	7.70	28.54
5	Machine Tools	6.53	8.35	(-) 21.80	11.33
6	Electrical Industrial Machinery	5.50	4.95	11.11	(-) 9.67
7	Electrical Apparatus (*)	5.27	4.30	22.56	(-) 4.87
8	Boilers (*)	5.62	6.76	(-) 16.86	6.46
9	Aluminium	5.04	12.81	(-) 60.65	74.76

(\*) Figures are strictly not comparable in line with the remarks given in Para 1.10 of Chapter-I.

(<sup>+</sup>) = 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 engineering industries taken together, 13.33 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different engineering industries, 10.89 percent units in Iron & Steel Industry, 16.78 percent units in Casting & Forgings Industry, 11.53 percent units in Agricultural Implements Industry, 9.43 percent in Textile Machinery Industry, 18.68 percent in Machine Tools Industry, 13.53 percent in Electrical Industrial Machinery Industry, 12.19 percent in Electrical Apparatus Industry, 8.21 percent in Boilers Industry and 10.14 percent in Aluminium Industry were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 18.08 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 64.79 percent of the units were using CPI series brought out by State Governments and 17.13 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Odisha stratum of Iron & Steel Industry, Haryana stratum of Agricultural Implements Industry and Uttar Pradesh stratum of Electrical Apparatus Industry 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, 70.64 percent units were using CPI Numbers for Industrial workers (2001=100), 13.69 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 15.67 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 74.83 percent units were using All India Consumer Price Index Numbers (AICPI) and 25.71 percent were using others.

### 3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

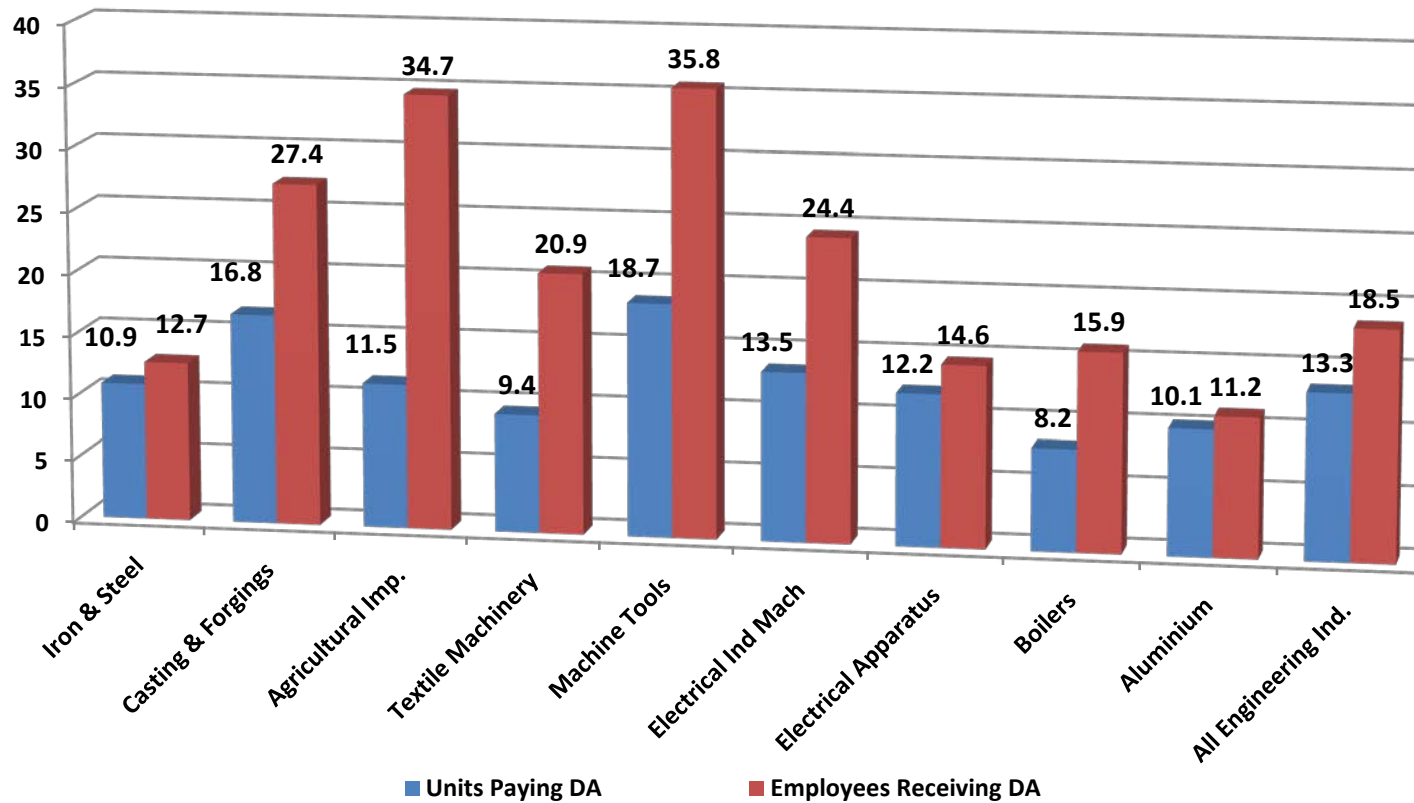
Table 3.10 reveals that 12.69 percent employees in Iron & Steel Industry, 27.37 percent employees in Casting & Forgings Industry, 34.73 percent employees in Agricultural Implements Industry, 20.85 percent in Textile Machinery Industry, 35.78 percent in Machine Tools Industry, 24.35 percent in Electrical Industrial Machinery Industry, 14.57 percent in Electrical Apparatus Industry, 15.94 percent in Boilers Industry and 11.19 percent in Aluminium Industry were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 0.45 percent was in Gujarat stratum of Iron & Steel Industry. Taking entire nine engineering industries as a whole, 18.45 percent of employees were receiving dearness allowance. Out of all the units paying dearness allowance in the engineering industries, 65.17 percent of employees were receiving dearness allowance.

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

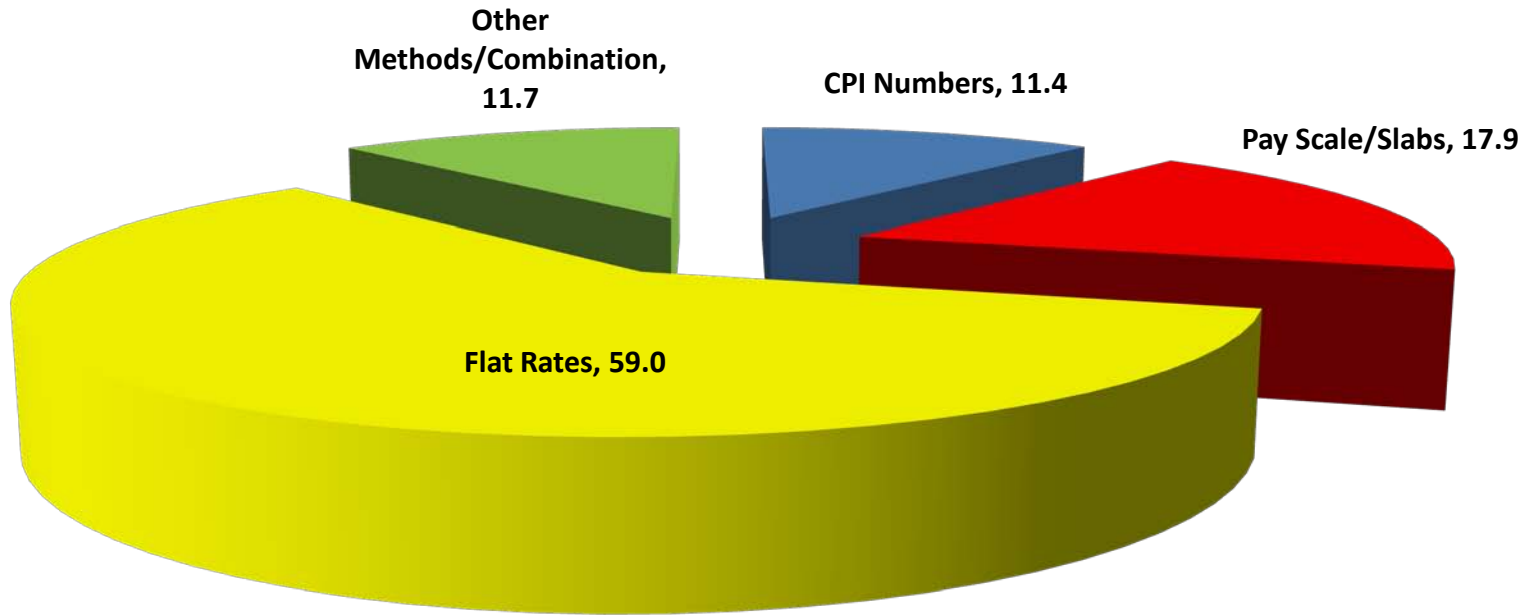
A number of methods and procedures are adopted by industrial units for compilation and payment of dearness allowance to its employees. The method followed by units are either according to changes in Consumer Price Index Numbers or linked to pay scales/slabs or paid at a flat rate or combination of all 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. 13.33 percent of the total number of units), a vast majority (about 58.96 percent) units were paying DA on flat rates, followed by 17.88 percent units paying DA on pay scale/slab system, 11.42 percent of units paying DA on CPI numbers and 11.74 percent units were paying DA on other methods/combination system.

**Exhibit 3.7: Percentage Units Paying DA & Employees Receiving DA in Nine Engineering Industry**



**Exhibit 3.8: Percentage Units Paying DA by System of Payments**



## 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 nine selected engineering 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 Nine Engineering Industries worked out to Rs. 487.22, Rs. 315.55 and Rs. 482.20, respectively.

The earnings of women workers were less than that of their men counterparts in all the Engineering industries. However, at the stratum level, the average daily earnings of women workers were higher than their men counterparts in the Residual stratum of Iron & Steel Industry, Uttar Pradesh stratum of Agricultural Implements Industry, Punjab stratum of Machine Tools Industry, Gujarat stratum of Electrical Apparatus Industry and Gujarat stratum of Boilers Industry.

The average daily earnings of men workers were the highest at Rs. 763.16 in Agricultural Implements Industry, followed by Rs. 619.01 in Textile Machinery Industry. Similarly, the average daily earnings of women workers was the highest at Rs. 521.73 in Textile Machinery Industry, followed by Rs. 401.00 in Agricultural Implements Industry, whereas the lowest average daily earnings of women workers was in Electrical Apparatus Industry at Rs. 291.72.

**Exhibit 4.1: Average Daily Earnings by Sexage**

Industries	Average Daily Earnings (Rs.)		
	Men	Women	Combined
Iron & Steel	474.25	353.68	473.51
Casting & Forgings	516.60	312.70	512.90
Agricultural Implements	763.16	401.00	760.54
Textile Machinery	619.01	521.73	614.47
Machine Tools	510.20	376.09	507.89
Electrical Industrial Machinery	444.42	352.69	436.95
Electrical Apparatus	394.05	291.72	382.64
Boilers	413.70	315.39	410.94
Aluminium	362.53	307.06	358.64
All Nine Engineering Industries	487.22	315.55	482.20



#### 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 recorded at Rs. 487.23, Rs. 315.55 and Rs. 482.21, respectively. Further, in time-rated category, average daily earnings of women workers were lower than that of their men counterparts in all the engineering industries. The highest average daily earnings of time-rated men and women workers were observed at the rate of Rs. 763.16 in Agricultural Implements Industry and Rs. 521.73 in Textile Machinery Industry, respectively. The lowest average daily earnings of time-rated men and women workers were reported at the rate of Rs. 362.53 in Aluminium Industry and Rs. 291.72 in Electrical Apparatus Industry, respectively.

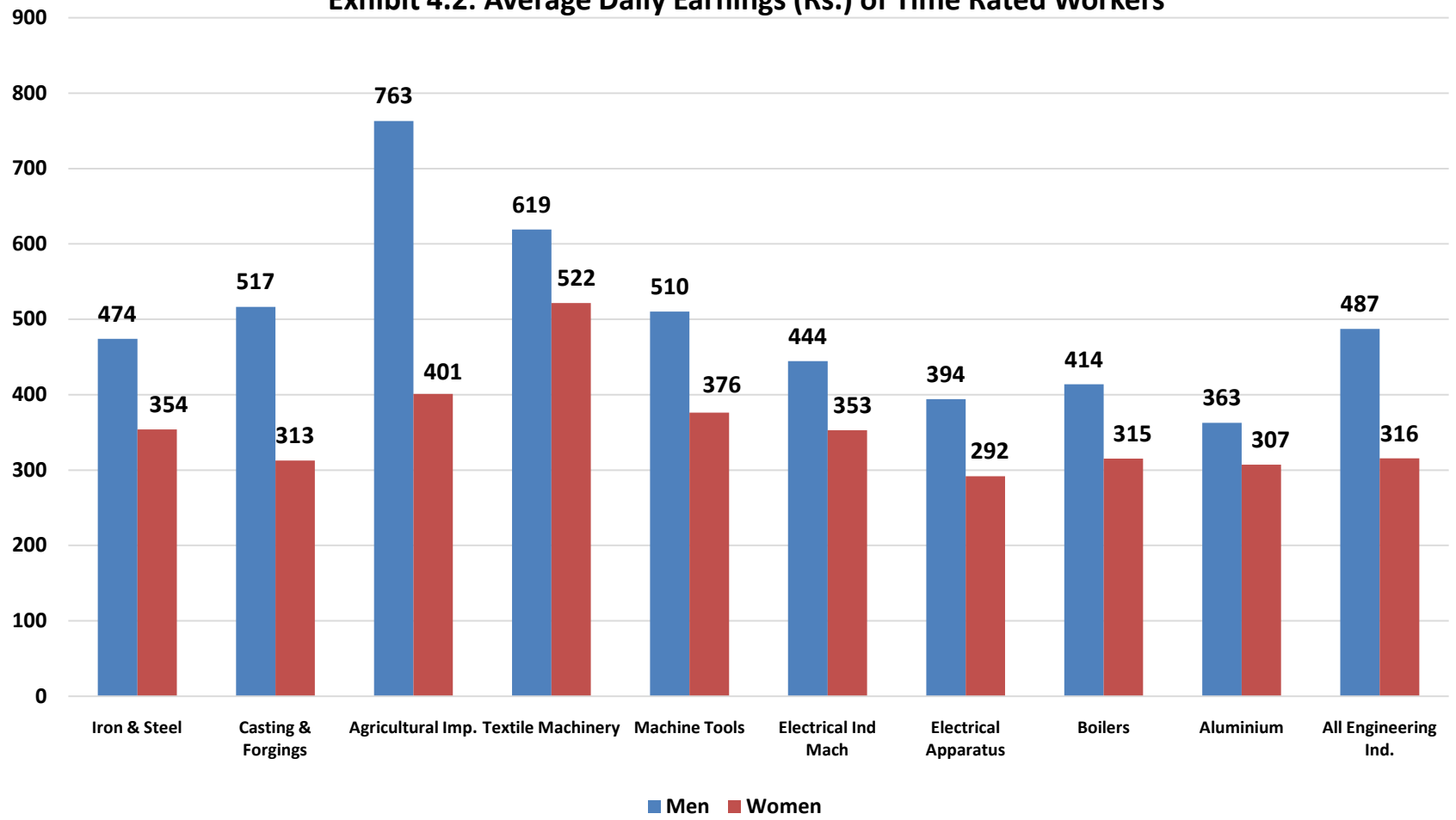
#### 4.3 AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS BY SEXAGE

Sexage-wise information on average daily earnings of piece-rated workers is given in Table 4.3. Piece-Rated system of payment was prevalent in Iron & Steel and Casting & Forgings Industries only. The average daily earnings of piece-rated men, women and all workers worked out to be Rs. 406.16, Rs. 305.00 and Rs. 398.67, respectively. The average daily earnings of piece-rated men workers at the stratum level was reported at Rs. 430.00 in Residual stratum of Casting & Forgings Industry and Rs. 370.40 in Gujarat stratum of Iron & Steel Industry, respectively, whereas the average daily earnings of piece-rated women workers was Rs. 305.00 in Gujarat Stratum of Iron & Steel Industry.

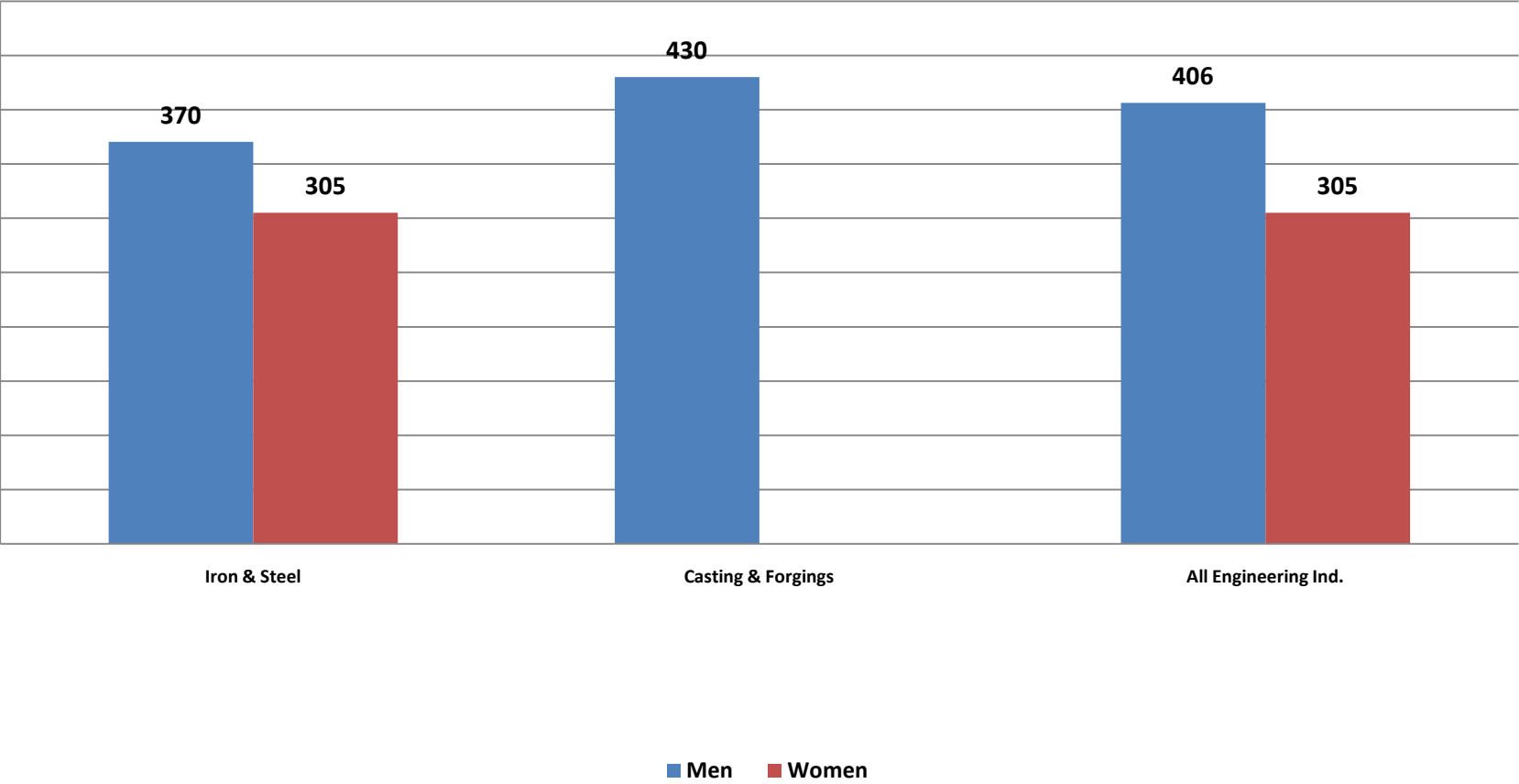
#### 4.4 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.4. For all engineering industries taken together, the average daily earnings of time-rated workers were Rs. 482.21 and that of the piece-rated workers was Rs. 398.67. At the industry level, the average daily earnings of time-rated workers were more than that of their piece-rated counterparts in all the engineering industries. The highest average daily earnings of the time-rated workers was recorded at Rs. 760.54 in Agricultural Implements Industry, followed by Rs. 614.47 in Textile Machinery Industry, whereas the lowest average daily earnings of Rs. 358.64 was reported in Aluminium Industry.

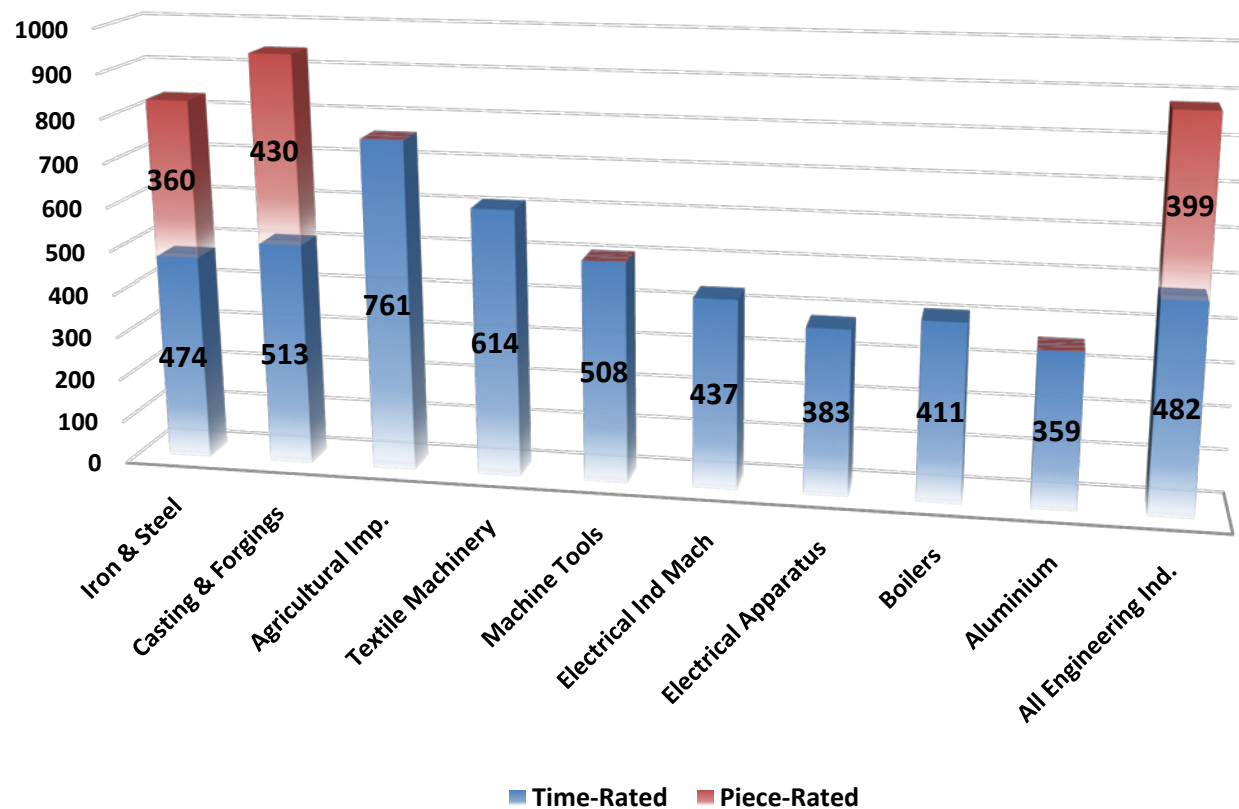
**Exhibit 4.2: Average Daily Earnings (Rs.) of Time Rated Workers**



**Exhibit 4.3: Average Daily Earnings (Rs.) of Piece Rated Workers**

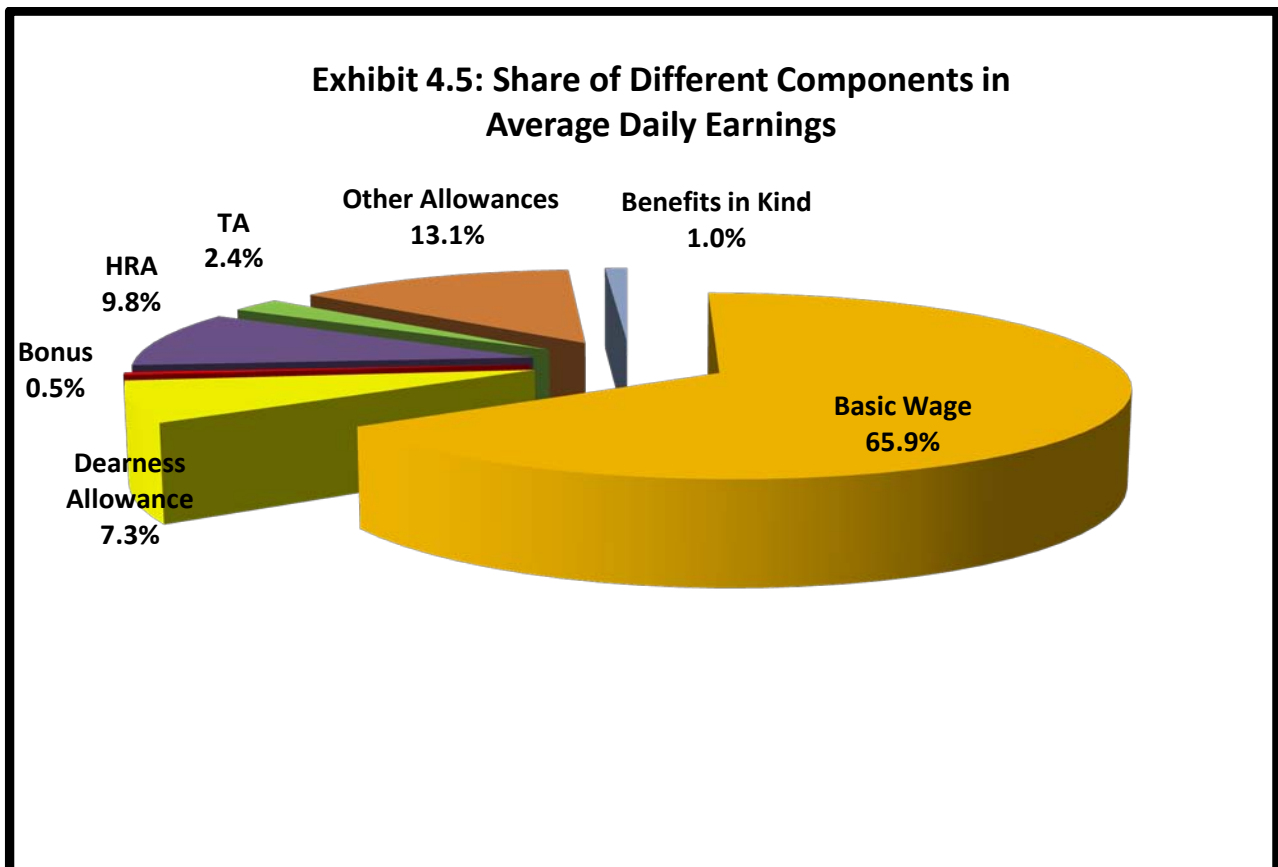


**Exhibit 4.4: Average Daily Earnings (Rs.) by System of Payment**



#### 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 about 73.14 percent of total average daily earnings for all the nine engineering industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were other allowances (13.15 percent), house rent allowances (9.82 percent), travelling allowances (2.40 percent), benefits-in-kind (1.04 percent) and bonus (0.45 percent).



#### 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 35.42 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 17.04 percent workers between Rs. 375.01 to Rs. 500.00 and 16.28 percent workers in the range of Rs. 175.01 to Rs. 250.00.

The workers receiving the average daily earnings between Rs. 250.01 to 375.00 were 31.77 percent in Iron & Steel Industry, 35.53 percent in Casting & Forgings Industry, 33.15 percent in Agricultural Implements Industry, 33.08 percent in Textile Machinery Industry, 46.85 percent in Machine Tools Industry, 40.55 percent in Electrical Industrial Machinery Industry, 44.47 percent in Electrical Apparatus Industry, 31.64 percent in Boilers Industry and 39.86 percent in Aluminium Industry.

At stratum level, 51.62 percent of the workers in Punjab stratum of Iron & Steel Industry, 72.25 percent in Punjab stratum of Casting & Forgings Industry, 71.87 percent in Uttar Pradesh stratum of Agricultural Implements Industry, 50.10 percent in Gujarat stratum of Textile Machinery Industry, 81.97 percent in Gujarat stratum of Machine Tools Industry, 64.08 percent in Uttar Pradesh stratum of Electrical Industrial Machinery Industry, 86.92 percent in Karnataka stratum of Electrical Apparatus Industry, 58.01 percent in Residual stratum of Boilers Industry and 46.25 percent in Residual stratum of Aluminium Industry earned in the range of Rs. 250.01 to 375.00 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 of the Nine Engineering Industries, there were few main occupations, which employed bulk of the workers and accounted for the major portion of the wage bill in the industry.

In Iron & Steel Industry, 67.92 percent of the total workers were employed in six occupations viz., Coolie/Mazdoor, Electrician, Fitter, Helper, Supervisor and Machine Operator/Machinist. These six occupations accounted for 69.37 percent of the wage bill in the industry.

In Casting & Forgings Industry, 56.71 percent of the total workers were employed in five occupations viz., Coolie/Mazdoor, Fitter, Helper, Supervisor and Machine Operator/Machinist. These five occupations accounted for 54.26 percent of the wage bill in the industry.

In Agricultural Implements Industry, 64.37 percent of the total workers were employed in seven occupations viz., Fitter, Helper, Painter, Supervisor, Turner, Welder and Machine Operator/Machinist. These seven occupations accounted for 63.06 percent of the wage bill in the industry.

In Textile Machinery Industry, 60.73 percent of the total workers were employed in five occupations viz., Fitter, Helper, Supervisor, Machine Operator/Machinist and Capstan. These five occupations accounted for 69.32 percent of the wage bill in the industry.

In Machine Tools Industry, 60.64 percent of the total workers were employed in five occupations viz., Fitter, Helper, Mechanic (General), Supervisor and Machine Operator/Machinist. These five occupations accounted for 56.29 percent of the wage bill in the industry.

In Electrical Industrial Machinery Industry, 67.72 percent of the total workers were employed in seven occupations viz., Assembler, Electrician, Mech/Elec Foreman, Helper, Supervisor, Winder and Machine

Operator/Machinist. These seven occupations accounted for 71.15 percent of the wage bill in the industry.

In Electrical Apparatus Industry, 59.12 percent of the total workers were employed in three occupations viz., Helper, Supervisor and Machine Operator/Machinist. These three occupations accounted for 54.42 percent of the wage bill in the industry.

In Boilers Industry, 74.27 percent of the total workers were employed in five occupations viz., Fitter, Helper, Supervisor, Welder and Machine Operator/Machinist. These five occupations accounted for 75.28 percent of the wage bill in the industry.

In Aluminium Industry, 68.86 percent of the total workers were employed in five occupations viz., Coolie/Mazdoor, Helper, Supervisor, Machine Operator/Machinist and Capsman. These five occupations accounted for 66.94 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 Mech/Elect Foreman (Rs. 815.07) in Iron & Steel Industry; Tilting Tab Machine Operator (Rs. 1156.53) in Casting & Forgings Industry; Milling Machine Operator (Rs. 1413.56) in Agricultural Implements Industry; Supervisor (Rs. 1261.70) in Textile Machinery Industry; Sheetmetal Worker (Rs. 1753.91) in Machine Tools Industry; Planer (Rs. 1071.10) in Electrical Industrial Machinery Industry; Gas Cutter (Rs. 1124.14) in Electrical Apparatus Industry; Planer (Rs. 1196.88) in Boilers Industry and Tester (Rs. 796.19) in Aluminium Industry.

On the other hand, the lowest average daily earnings were observed for Rigger (Rs. 233.55) in Iron & Steel Industry; Rigger (Rs. 200.00) in Casting & Forgings Industry; Rigger (Rs. 182.00) in Agricultural Implements Industry; Press Man (Rs. 164.45) in Textile Machinery Industry; Boiler Attendant (Rs. 123.17) in Machine Tools Industry; Hammerman (Rs. 140.00) in Electrical Industrial Machinery Industry; Marker (Rs. 256.03) in Electrical Apparatus Industry; Apprentices/Trainees (Rs. 153.85) in Boilers Industry and Millwright (Rs. 140.00) in Aluminium Industry.

Out of 75 occupations in Iron & Steel Industry, women were employed in 12 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Packer, Valve Man and Apprentices/Trainees.

Out of 66 occupations in Casting & Forgings Industry, women were employed in 16 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Planer and Watchman.

Out of 50 occupations in Agricultural Implements Industry, women were employed in 12 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Marker, Supervisor and Sweeper.

Out of 52 occupations in Textile Machinery Industry, women were employed in 17 occupations and their earnings were more than their men counterparts in 5 occupations, viz. Planer, Supervisor, Winder, Apprentices/Trainees and Capstan.

Out of 51 occupations in Machine Tools Industry, women were employed in 9 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Assembler and Machine Operator/Machinist.

Out of 53 occupations in Electrical Industrial Machinery Industry, women were employed in 22 occupations and their earnings were more than their men counterparts in 7 occupations, viz. Checker, Coolie/Mazdoor, Mech/Elec Foreman, Moulder, Polisher, Setter and Miscellaneous.

Out of 52 occupations in Electrical Apparatus Industry, women were employed in 23 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Boiler Attendant and Storekeeper.

Out of 34 occupations in Boilers Industry, women were employed in 6 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Grinder, Sweeper and Apprentice/Trainees.

Out of 61 occupations in Aluminium Industry, women were employed in 15 occupations and their earnings were more than their men counterparts in 9 occupations, viz. Checker, Coolie/Mazdoor, Grinder, Helper, Packer, Supervisor, Sweeper, Watchman and Miscellaneous.

#### 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 showed that the average daily earnings of piece-rated workers were reported in Iron & Steel and Casting & Forgings Industries, and their earnings were lower than that of the earnings of time-rated workers.

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 3 occupations, viz. Packer, Apprentices/Trainees and Valve Man in Iron & Steel Industry; in 2 occupations, viz. Planer and Watchman in Casting & Forgings Industry; in 3 occupations, viz. Marker, Supervisor and Sweeper in Agricultural Implements Industry; in 5 occupations, viz. Planer, Supervisor, Winder, Apprentice/Trainees and Capstan in Textile Machinery Industry; in 2 occupations, viz. Assembler and Machine Operator/Machinist in Machine Tools Industry; in 7 occupations, viz. Checker, Coolie/Mazdoor, Mech/Elec Foreman, Moulder, Polisher, Setter and Miscellaneous in Electrical Industrial Machinery Industry; in 2 occupations, viz. Boiler Attendant and Storekeeper in Electrical Apparatus Industry; in 3 occupations, viz. Grinder, Sweeper and Apprentice/Trainees in Boilers Industry; in 9 occupations, viz. Checker, Coolie/Mazdoor, Grinder, Helper, Packer, Supervisor, Sweeper, Watchman and Miscellaneous in Aluminium Industry.



The average daily earnings of piece-rated workers by occupation and sex have been presented in Table 4.10. The piece-rated system of payment was prevalent in 5 occupations, viz. Helper, Mistry/Kangani, Moulder, Packer and Machine Operator/Machinist in Iron & Steel Industry and 2 occupations, viz. Helper and Machine Operator/Machinist in Casting and Forgings Industry.

#### 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 allowances, travelling allowance and house rent allowance were paid in most of the occupations in all the engineering industries with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the engineering industries. Benefits-in-kind was also paid in most of the occupations of all the engineering 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, except Aluminium Industry in the year 2016 as compared to 2008.

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 showed the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 2008. The Table reveals that the real earnings of the workers have increased in all engineering industries covered during 7<sup>th</sup> round of Occupational Wage Survey, except, in Iron & Steel, Machine Tools, Boilers and Aluminium Industries.

The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2008) has been observed at 42.75 percent in Agricultural Implements Industry, followed by 40.31 percent in Casting & Forgings Industry, 16.50 percent in Electrical Apparatus Industry, 7.96 percent in Textile Machinery Industry, 1.18 percent in Electrical Industrial Machinery Industry, -1.20 percent in Iron & Steel Industry, -13.57 percent in Machine Tools Industry, -35.15 percent in Boilers Industry and -57.65 percent in Aluminium Industry.

### Exhibit 4.6: Trend in Real Earnings (Rs.) in Nine Engineering Industries

Serial in order	Industries	Seventh Round (Rs.) <sup>+</sup> (2016)	Sixth Round (Rs.) <sup>+</sup> (2008)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Iron & Steel	7.42	7.51	(-)1.20	(-)22.74
2	Casting & Forgings	8.04	5.73	40.31	(-)0.52
3	Agricultural Implements	11.92	8.35	42.75	50.99
4	Textile Machinery (*)	9.63	8.92	7.96	69.26
5	Machine Tools	7.96	9.21	(-)13.57	37.67
6	Electrical Industrial Machinery	6.85	6.77	1.18	12.27
7	Electrical Apparatus (*)	6.00	5.15	16.50	4.04
8	Boilers (*)	6.44	9.93	(-)35.15	43.91
9	Aluminium	5.62	13.27	(-)57.65	61.43

(\*) Figures are strictly not comparable in line with the remarks given in Para 1.10 of Chapter-I

(<sup>+</sup>) = 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 of average daily mean wage rates at industry level was observed to be 24.32 percent. The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 36.41 percent and 41.86 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation of average daily wage rates was observed at 36.27 percent in Agricultural Implements Industry, followed by Machine Tools Industry at 36.02 percent. The lowest coefficient of variation was observed in Boilers Industry at 14.10 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 56.71 percent was observed in Jharkhand stratum of Iron & Steel Industry, followed by 52.55 percent in Maharashtra stratum of Machine Tools Industry. The minimum coefficient of variation was 2.33 percent in Maharashtra stratum of Iron & Steel Industry.

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

For comparing the variations of the average earnings at industry, stratum and occupation level, the coefficient of variation of 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 an engineering industry. 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 coefficient of variation of average daily earnings was observed to be 53.63 percent. The maximum coefficient of variation of average daily wage earnings was observed at 63.87 percent in Agricultural Implements Industry, followed by Machine Tools Industry at 56.18 percent. The lowest coefficient of variation was reported in Electrical Industrial Machinery Industry at 48.38 percent. At stratum level, among the engineering industries, the highest coefficient of variation at 77.79 percent was observed in Residual stratum of Agricultural Implements Industry, followed by 74.40 percent in Karnataka stratum of Aluminium Industry. The minimum coefficient of variation was 22.59 percent in Karnataka stratum of Electrical Apparatus Industry.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Iron & Steel Industry was observed in Roller/Man/Roller (98.02 percent) and Millwright (20.09 percent) occupations, respectively. In Casting & Forgings Industry, the highest and lowest coefficient of variation was observed in Carpenter (98.35 percent) and Sheetmetal Worker (12.41 percent) occupations, respectively. The highest and lowest coefficient of variation in Agricultural Implements Industry was found in Chargehand (88.67 percent) and Blacksmith (7.04 percent) occupations, respectively. The highest and lowest coefficient of variation in Textile Machinery Industry was observed in Watchman (72.44 percent) and Roller/Man/Roller (3.49 percent) occupations, respectively. In Machine Tools Industry, the highest and lowest coefficient of variation was observed in Watchman (94.53 percent) and Crane Operator (0.87 percent) occupations, respectively. The highest and lowest coefficient of variation in Electrical Industrial Machinery Industry was found in Armature Winder (80.72 percent) and Pattern Maker (1.35 percent) occupations, respectively. In Electrical Apparatus Industry, the highest and lowest coefficient of variation was observed in Gas Cutter (95.96 percent) and Boiler Attendant (0.77 percent) occupations, respectively. The highest and lowest coefficient of variation in Boilers Industry was found in Miscellaneous (79.59 percent) and Painter (6.40 percent) occupations, respectively. The highest and lowest coefficient of variation in Aluminium Industry was observed in Welder (66.08 percent) and Heater Incharge (3.61 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 LIMITATIONS OF THE SURVEY

The present report is based on information received from 1562 sample units which accounted for about 94 percent of the total units allocated for Nine Engineering Industries. Appropriate Multipliers based on the information received from 1562 sample units have been applied on the sample data at the stratum level to derive the estimates. Hence, users must carefully evaluate these estimates.

Further, as mentioned in Para 1.10 of Chapter-I, the coverage of units in the seventh round drastically differs from the coverage of sixth round. Thus the estimates of aggregates, particularly the estimates of changes in workforce, real wage rates and real earnings over sixth round, are to be used with a great deal of caution.

The estimates generated in the report are indicative and purported for construction of weighting diagram for the base updation of Wage Rate Index Numbers.

The average daily wage rate at industry level was observed to contain significantly higher coefficient of variation (24.32 percent). The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 36.41 percent and 41.86 percent respectively. Furthermore, the coefficient of variation of average daily earnings was observed to be higher (53.63 percent) than the variations in average daily wage rates. Therefore, results should be analyzed keeping in view the variability of the estimates so generated.

**OCCUPATIONAL WAGE SURVEY  
SEVENTH ROUND**

**DETAILED TABLES**

**ON**

**NINE ENGINEERING 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.	Iron and Steel	305	5718	6023	16	314	330	5.48
	1 Punjab	5	531	536	2	32	34	6.34
	2 Jharkhand	32	237	269	1	11	12	4.46
	3 Odisha	45	255	300	3	14	17	5.67
	4 Chhattisgarh	90	428	518	2	19	21	4.05
	5 Gujarat	17	559	576	2	34	36	6.25
	6 Maharashtra	37	540	577	3	31	34	5.89
	7 Residual	79	3168	3247	3	173	176	5.42
II.	Casting and Forgings	1383	3998	5381	56	168	224	4.16
	1 Punjab	56	438	494	2	19	21	4.25
	2 Gujarat	182	722	904	8	31	39	4.31
	3 Maharashtra	344	654	998	15	25	40	4.01
	4 Karnataka	167	348	515	8	15	23	4.47
	5 Tamil Nadu	204	511	715	9	23	32	4.48
	6 Residual	430	1325	1755	14	55	69	3.93
III.	Agricultural Imp.	76	540	616	22	139	161	26.14
	1 Punjab	24	136	160	6	36	42	26.25
	2 Haryana	9	65	74	2	17	19	25.68
	3 Uttar Pradesh	4	66	70	2	16	18	25.71
	4 Gujarat	2	45	47	2	12	14	29.79
	5 Maharashtra	6	40	46	2	10	12	26.09
	6 Tamil Nadu	8	42	50	2	10	12	24.00
	7 Residual	23	146	169	6	38	44	26.04
IV.	Textile Machinery	91	704	795	16	102	118	14.84
	1 Punjab	5	123	128	2	18	20	15.63
	2 Gujarat	19	286	305	3	41	44	14.43
	3 Maharashtra	8	43	51	2	6	8	15.69
	4 Tamil Nadu	40	162	202	6	24	30	14.85
	5 Residual	19	90	109	3	13	16	14.68
V.	Machine Tools	185	843	1028	20	93	113	10.99
	1 Punjab	16	188	204	2	21	23	11.27
	2 Gujarat	20	146	166	2	17	19	11.45
	3 Maharashtra	33	94	127	4	11	15	11.81

Table 1.1

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
	4 Karnataka	34	101	135	4	11	15	11.11
	5 Tamil Nadu	24	75	99	2	9	11	11.11
	6 Residual	58	239	297	6	24	30	10.10
VI.	Electrical Ind. Mach	454	958	1412	59	123	182	12.89
	1 Uttar Pradesh	32	79	111	4	8	12	10.81
	2 West Bengal	28	61	89	3	5	8	8.99
	3 Gujarat	37	126	163	5	17	22	13.50
	4 Maharashtra	103	177	280	14	24	38	13.57
	5 Karnataka	44	87	131	6	12	18	13.74
	6 Tamil Nadu	51	79	130	5	11	16	12.31
	7 Residual	159	349	508	22	46	68	13.39
VII.	Electrical Apparatus	474	2520	2994	29	154	183	6.11
	1 Uttarakhand	52	107	159	2	4	6	3.77
	2 Uttar Pradesh	33	219	252	2	10	12	4.76
	3 Gujarat	43	211	254	3	14	17	6.69
	4 Maharashtra	65	433	498	4	29	33	6.63
	5 Karnataka	38	174	212	3	11	14	6.60
	6 Tamil Nadu	33	185	218	2	11	13	5.96
	7 Residual	210	1191	1401	13	75	88	6.28
VIII.	Boilers	68	127	195	25	56	81	41.54
	1 Gujarat	2	16	18	2	7	9	50.00
	2 Maharashtra	10	13	23	4	6	10	43.48
	3 Tamil Nadu	51	85	136	17	37	54	39.71
	4 Residual	5	13	18	2	6	8	44.44
IX.	Aluminium	113	242	355	54	116	170	47.89
	1 Gujarat	11	33	44	6	17	23	52.27
	2 Maharashtra	14	39	53	7	20	27	50.94
	3 Karnataka	8	14	22	4	6	10	45.45
	4 Tamil Nadu	15	31	46	8	14	22	47.83
	5 Residual	65	125	190	29	59	88	46.32
All Nine Engineering Ind.		3149	15650	18799	297	1265	1562	8.31



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.	Iron and Steel	689708	186863	876571
	1 Punjab	47681	11629	59310
	2 Jharkhand	49804	9868	59672
	3 Odisha	113868	71805	185673
	4 Chhattisgarh	40267	16470	56737
	5 Gujarat	43648	6552	50200
	6 Maharashtra	146674	22297	168971
	7 Residual	247766	48242	296008
II.	Casting and Forgings	275198	74128	349326
	1 Punjab	46590	5513	52103
	2 Gujarat	22632	6624	29256
	3 Maharashtra	55350	23293	78643
	4 Karnataka	23346	5518	28864
	5 Tamil Nadu	36302	6346	42648
	6 Residual	90978	26834	117812
III.	Agricultural Imp.	64654	17318	81972
	1 Punjab	19968	8392	28360
	2 Haryana	23020	1818	24838
	3 Uttar Pradesh	1502	434	1936
	4 Gujarat	2202	921	3123
	5 Maharashtra	7446	865	8311
	6 Tamil Nadu	1464	1416	2880
	7 Residual	9052	3472	12524
IV.	Textile Machinery	25110	8068	33178
	1 Punjab	3678	643	4321
	2 Gujarat	8886	2671	11557
	3 Maharashtra	1457	517	1974
	4 Tamil Nadu	3997	1358	5355
	5 Residual	7092	2879	9971
V.	Machine Tools	41419	35278	76697
	1 Punjab	4316	1361	5677
	2 Gujarat	12830	8458	21288
	3 Maharashtra	5505	12589	18094
	4 Karnataka	5256	6822	12078

Table 2.1

Sl. No.	Industry/Stratum	Number of Workers in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
	5 Tamil Nadu	4632	988	5620
	6 Residual	8880	5060	13940
VI.	Electrical Ind. Mach	38964	12186	51150
	1 Uttar Pradesh	2094	600	2694
	2 West Bengal	1617	582	2199
	3 Gujarat	4291	1106	5397
	4 Maharashtra	9261	2877	12138
	5 Karnataka	2933	1239	4172
	6 Tamil Nadu	2528	1311	3839
	7 Residual	16240	4471	20711
VII.	Electrical Apparatus	220255	46334	266589
	1 Uttarakhand	26694	4668	31362
	2 Uttar Pradesh	9573	2292	11865
	3 Gujarat	16263	3465	19728
	4 Maharashtra	24429	7095	31524
	5 Karnataka	22672	5252	27924
	6 Tamil Nadu	8432	5066	13498
	7 Residual	112192	18496	130688
VIII.	Boilers	2426	661	3087
	1 Gujarat	213	87	300
	2 Maharashtra	683	164	847
	3 Tamil Nadu	1224	362	1586
	4 Residual	306	48	354
IX.	Aluminium	7848	1766	9614
	1 Gujarat	1008	190	1198
	2 Maharashtra	1650	256	1906
	3 Karnataka	332	100	432
	4 Tamil Nadu	830	260	1090
	5 Residual	4028	960	4988
All Nine Engineering Ind.		1365582	382602	1748184

TABLE 2.2  
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adole- scents	Children
1	2	3	4	5	6	7	8
I.	Iron and Steel	689708	50.51	99.39	0.61	-	-
	1 Punjab	47681	3.49	100.00	-	-	-
	2 Jharkhand	49804	3.65	99.91	0.09	-	-
	3 Odisha	113868	8.34	99.40	0.60	-	-
	4 Chhattisgarh	40267	2.95	99.54	0.46	-	-
	5 Gujarat	43648	3.20	99.78	0.22	-	-
	6 Maharashtra	146674	10.74	99.86	0.14	-	-
	7 Residual	247766	18.14	98.78	1.22	-	-
II.	Casting and Forgings	275198	20.15	98.19	1.81	-	-
	1 Punjab	46590	3.41	99.51	0.49	-	-
	2 Gujarat	22632	1.66	98.48	1.52	-	-
	3 Maharashtra	55350	4.05	99.82	0.18	-	-
	4 Karnataka	23346	1.71	92.78	7.22	-	-
	5 Tamil Nadu	36302	2.66	96.43	3.57	-	-
	6 Residual	90978	6.66	98.54	1.46	-	-
III.	Agricultural Imp.	64654	4.73	99.28	0.72	-	-
	1 Punjab	19968	1.46	99.52	0.48	-	-
	2 Haryana	23020	1.69	99.70	0.30	-	-
	3 Uttar Pradesh	1502	0.11	98.67	1.33	-	-
	4 Gujarat	2202	0.16	98.91	1.09	-	-
	5 Maharashtra	7446	0.55	99.84	0.16	-	-
	6 Tamil Nadu	1464	0.11	98.91	1.09	-	-
	7 Residual	9052	0.66	97.44	2.56	-	-
IV.	Textile Machinery	25110	1.84	95.33	4.67	-	-
	1 Punjab	3678	0.27	97.91	2.09	-	-
	2 Gujarat	8886	0.65	99.61	0.39	-	-
	3 Maharashtra	1457	0.11	100.00	-	-	-
	4 Tamil Nadu	3997	0.29	80.56	19.44	-	-
	5 Residual	7092	0.52	96.00	4.00	-	-
V.	Machine Tools	41419	3.03	98.28	1.72	-	-
	1 Punjab	4316	0.32	99.58	0.42	-	-
	2 Gujarat	12830	0.94	99.86	0.14	-	-
	3 Maharashtra	5505	0.40	99.51	0.49	-	-

Table 2.2

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adole- scents	Children
1	2	3	4	5	6	7	8
4	Karnataka	5256	0.38	96.92	3.08	-	-
5	Tamil Nadu	4632	0.34	95.34	4.66	-	-
6	Residual	8880	0.65	96.96	3.04	-	-
VI.	Electrical Ind. Mach	38964	2.85	91.86	8.14	-	-
1	Uttar Pradesh	2094	0.15	95.22	4.78	-	-
2	West Bengal	1617	0.12	100.00	-	-	-
3	Gujarat	4291	0.31	97.06	2.94	-	-
4	Maharashtra	9261	0.68	96.22	3.78	-	-
5	Karnataka	2933	0.21	78.52	21.48	-	-
6	Tamil Nadu	2528	0.19	86.67	13.33	-	-
7	Residual	16240	1.19	89.96	10.04	-	-
VII.	Electrical Apparatus	220255	16.13	88.85	11.15	-	-
1	Uttarakhand	26694	1.95	63.97	36.03	-	-
2	Uttar Pradesh	9573	0.70	98.85	1.15	-	-
3	Gujarat	16263	1.19	94.82	5.18	-	-
4	Maharashtra	24429	1.79	90.48	9.52	-	-
5	Karnataka	22672	1.66	89.96	10.04	-	-
6	Tamil Nadu	8432	0.62	79.64	20.36	-	-
7	Residual	112192	8.22	93.15	6.85	-	-
VIII.	Boilers	2426	0.18	97.20	2.80	-	-
1	Gujarat	213	0.02	98.12	1.88	-	-
2	Maharashtra	683	0.05	98.68	1.32	-	-
3	Tamil Nadu	1224	0.09	96.00	4.00	-	-
4	Residual	306	0.02	98.04	1.96	-	-
IX.	Aluminium	7848	0.57	92.99	7.01	-	-
1	Gujarat	1008	0.07	99.40	0.60	-	-
2	Maharashtra	1650	0.12	89.45	10.55	-	-
3	Karnataka	332	0.02	100.00	-	-	-
4	Tamil Nadu	830	0.06	87.23	12.77	-	-
5	Residual	4028	0.29	93.45	6.55	-	-
All Nine Engineering Ind.		1365582	100.00	97.08	2.92	-	-

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.	Iron and Steel	689708	99.99	0.01
	1 Punjab	47681	100.00	0.00
	2 Jharkhand	49804	100.00	0.00
	3 Odisha	113868	100.00	0.00
	4 Chhattisgarh	40267	100.00	0.00
	5 Gujarat	43648	99.78	0.22
	6 Maharashtra	146674	100.00	0.00
	7 Residual	247766	100.00	0.00
II.	Casting and Forgings	275198	99.96	0.04
	1 Punjab	46590	100.00	0.00
	2 Gujarat	22632	100.00	0.00
	3 Maharashtra	55350	100.00	0.00
	4 Karnataka	23346	100.00	0.00
	5 Tamil Nadu	36302	100.00	0.00
	6 Residual	90978	99.87	0.13
III.	Agricultural Imp.	64654	100.00	0.00
	1 Punjab	19968	100.00	0.00
	2 Haryana	23020	100.00	0.00
	3 Uttar Pradesh	1502	100.00	0.00
	4 Gujarat	2202	100.00	0.00
	5 Maharashtra	7446	100.00	0.00
	6 Tamil Nadu	1464	100.00	0.00
	7 Residual	9052	100.00	0.00
IV.	Textile Machinery	25110	100.00	0.00
	1 Punjab	3678	100.00	0.00
	2 Gujarat	8886	100.00	0.00
	3 Maharashtra	1457	100.00	0.00
	4 Tamil Nadu	3997	100.00	0.00
	5 Residual	7092	100.00	0.00
V.	Machine Tools	41419	100.00	0.00
	1 Punjab	4316	100.00	0.00
	2 Gujarat	12830	100.00	0.00
	3 Maharashtra	5505	100.00	0.00

Table 2.3

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	4 Karnataka	5256	100.00	0.00
	5 Tamil Nadu	4632	100.00	0.00
	6 Residual	8880	100.00	0.00
VI.	Electrical Ind. Mach	38964	100.00	0.00
	1 Uttar Pradesh	2094	100.00	0.00
	2 West Bengal	1617	100.00	0.00
	3 Gujarat	4291	100.00	0.00
	4 Maharashtra	9261	100.00	0.00
	5 Karnataka	2933	100.00	0.00
	6 Tamil Nadu	2528	100.00	0.00
	7 Residual	16240	100.00	0.00
VII.	Electrical Apparatus	220255	100.00	0.00
	1 Uttarakhand	26694	100.00	0.00
	2 Uttar Pradesh	9573	100.00	0.00
	3 Gujarat	16263	100.00	0.00
	4 Maharashtra	24429	100.00	0.00
	5 Karnataka	22672	100.00	0.00
	6 Tamil Nadu	8432	100.00	0.00
	7 Residual	112192	100.00	0.00
VIII.	Boilers	2426	100.00	0.00
	1 Gujarat	213	100.00	0.00
	2 Maharashtra	683	100.00	0.00
	3 Tamil Nadu	1224	100.00	0.00
	4 Residual	306	100.00	0.00
IX.	Aluminium	7848	100.00	0.00
	1 Gujarat	1008	100.00	0.00
	2 Maharashtra	1650	100.00	0.00
	3 Karnataka	332	100.00	0.00
	4 Tamil Nadu	830	100.00	0.00
	5 Residual	4028	100.00	0.00
All Nine Engineering Ind.		1365582	99.98	0.02

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	Adole- scents	Children
1	2	3	4	5	6	7
I.	Iron and Steel	689612	99.39	0.61	-	-
	1 Punjab	47681	100.00	-	-	-
	2 Jharkhand	49804	99.91	0.09	-	-
	3 Odisha	113868	99.40	0.60	-	-
	4 Chhattisgarh	40267	99.54	0.46	-	-
	5 Gujarat	43552	99.82	0.18	-	-
	6 Maharashtra	146674	99.86	0.14	-	-
	7 Residual	247766	98.78	1.22	-	-
II.	Casting and Forgings	275078	98.19	1.81	-	-
	1 Punjab	46590	99.51	0.49	-	-
	2 Gujarat	22632	98.48	1.52	-	-
	3 Maharashtra	55350	99.82	0.18	-	-
	4 Karnataka	23346	92.78	7.22	-	-
	5 Tamil Nadu	36302	96.43	3.57	-	-
	6 Residual	90858	98.54	1.46	-	-
III.	Agricultural Imp.	64654	99.28	0.72	-	-
	1 Punjab	19968	99.52	0.48	-	-
	2 Haryana	23020	99.70	0.30	-	-
	3 Uttar Pradesh	1502	98.67	1.33	-	-
	4 Gujarat	2202	98.91	1.09	-	-
	5 Maharashtra	7446	99.84	0.16	-	-
	6 Tamil Nadu	1464	98.91	1.09	-	-
	7 Residual	9052	97.44	2.56	-	-
IV.	Textile Machinery	25110	95.33	4.67	-	-
	1 Punjab	3678	97.91	2.09	-	-
	2 Gujarat	8886	99.61	0.39	-	-
	3 Maharashtra	1457	100.00	-	-	-
	4 Tamil Nadu	3997	80.56	19.44	-	-
	5 Residual	7092	96.00	4.00	-	-
V.	Machine Tools	41419	98.28	1.72	-	-
	1 Punjab	4316	99.58	0.42	-	-
	2 Gujarat	12830	99.86	0.14	-	-
	3 Maharashtra	5505	99.51	0.49	-	-

Table 2.4

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	4 Karnataka	5256	96.92	3.08	-	-
	5 Tamil Nadu	4632	95.34	4.66	-	-
	6 Residual	8880	96.96	3.04	-	-
VI.	Electrical Ind. Mach	38964	91.86	8.14	-	-
	1 Uttar Pradesh	2094	95.22	4.78	-	-
	2 West Bengal	1617	100.00	-	-	-
	3 Gujarat	4291	97.06	2.94	-	-
	4 Maharashtra	9261	96.22	3.78	-	-
	5 Karnataka	2933	78.52	21.48	-	-
	6 Tamil Nadu	2528	86.67	13.33	-	-
	7 Residual	16240	89.96	10.04	-	-
VII.	Electrical Apparatus	220255	88.85	11.15	-	-
	1 Uttarakhand	26694	63.97	36.03	-	-
	2 Uttar Pradesh	9573	98.85	1.15	-	-
	3 Gujarat	16263	94.82	5.18	-	-
	4 Maharashtra	24429	90.48	9.52	-	-
	5 Karnataka	22672	89.96	10.04	-	-
	6 Tamil Nadu	8432	79.64	20.36	-	-
	7 Residual	112192	93.15	6.85	-	-
VIII.	Boilers	2426	97.20	2.80	-	-
	1 Gujarat	213	98.12	1.88	-	-
	2 Maharashtra	683	98.68	1.32	-	-
	3 Tamil Nadu	1224	96.00	4.00	-	-
	4 Residual	306	98.04	1.96	-	-
IX.	Aluminium	7848	92.99	7.01	-	-
	1 Gujarat	1008	99.40	0.60	-	-
	2 Maharashtra	1650	89.45	10.55	-	-
	3 Karnataka	332	100.00	-	-	-
	4 Tamil Nadu	830	87.23	12.77	-	-
	5 Residual	4028	93.45	6.55	-	-
All Nine Engineering Ind.		1365366	97.08	2.92	-	-



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	Adole- scents	Children
1	2	3	4	5	6	7
I.	Iron and Steel	96	83.33	16.67	-	-
	1 Gujarat	96	83.33	16.67	-	-
II.	Casting and Forgings	120	100.00	-	-	-
	1 Residual	120	100.00	-	-	-
All Nine Engineering Ind.		216	92.59	7.41	-	-

TABLE 2.6  
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT INDUSTRIES BY OCCUPATIONS

Sl. No.	Occupation	Percentage of Workers									
		Iron & Steel	Casting & Forgings	Agri. Imp.	Textile Machinery	Machine Tools	Elect. Machinery	Elect. App.	Boilers	Aluminium	All Ind.
1	Armature Winder	-	0.02	-	-	-	0.51	-	-	-	0.02
2	Assembler	0.02	0.38	3.42	2.49	2.22	5.88	3.68	0.16	0.03	1.12
3	Beltman/Mochi	0.24	-	-	-	-	-	-	-	-	0.12
4	Blacksmith	0.22	0.23	0.14	0.17	-	-	-	-	-	0.17
5	Boiler Attendan	0.20	0.21	0.03	-	0.10	-	0.05	0.62	-	0.16
6	Carpenter	0.06	0.13	0.02	0.32	0.05	-	-	-	0.05	0.07
7	Chargehand	0.05	0.31	1.40	0.03	0.07	-	1.11	-	0.03	0.34
8	Chargeman	0.14	0.47	-	-	-	0.09	0.19	-	-	0.20
9	Checker	1.28	2.31	2.88	2.46	1.98	1.46	2.30	0.37	2.60	1.78
10	Chipper	0.01	0.08	-	-	-	-	-	-	0.05	0.02
11	Compressor Op.	0.26	0.68	0.13	1.13	1.00	-	0.54	-	0.33	0.41
12	Coolie/Mazdoor	8.42	6.98	0.68	1.84	1.97	3.37	1.71	-	7.19	6.20
13	Core Maker	0.73	0.37	-	-	-	0.41	-	-	-	0.45
14	Crane Operator	2.37	0.28	-	-	0.07	-	-	0.45	0.03	1.26
15	Cupolaman	0.12	0.07	-	-	-	-	-	-	-	0.07
16	Die Maker	0.24	0.40	0.12	0.89	-	0.04	0.02	-	0.59	0.23
17	Driller	0.10	0.38	2.77	1.00	1.21	0.36	0.63	0.37	0.10	0.42
18	Driver	1.59	0.86	0.47	1.10	1.45	1.15	0.54	1.15	1.20	1.19
19	Electrician	4.88	2.96	3.30	2.73	1.69	7.45	4.63	1.24	1.15	4.29
20	Fireman	0.07	0.05	-	-	-	-	-	-	-	0.05
21	Fitter	7.89	3.53	5.59	12.16	6.93	3.79	2.47	12.86	2.68	5.94
22	Mech/Elec Forem	1.56	1.99	3.25	1.52	2.03	4.29	0.98	2.14	0.36	1.72
23	Furnaceman	0.61	0.87	-	0.03	0.31	0.12	-	0.08	1.45	0.50
24	Gas Cutter	0.49	0.45	0.11	1.21	0.17	0.08	0.97	0.70	0.54	0.53
25	Grinder	0.15	1.22	0.22	0.80	2.23	0.11	0.04	3.83	0.38	0.44
26	Hammerman	0.15	1.14	0.08	-	-	0.04	0.06	-	0.05	0.32
27	Helper	26.55	29.71	24.15	18.00	22.36	26.53	37.22	26.96	31.40	28.54
28	Loader/Unloader	0.34	-	-	-	-	-	-	-	-	0.17

Table 2.6

Sl. No.	Occupation	Percentage of Workers									
		Iron & Steel	Casting & Forgings	Agri. Imp.	Textile Machinery	Machine Tools	Elect. Machinery	Elect. App.	Boilers	Aluminium	All Ind.
29	Mistry/Kangani	0.07	0.09	0.05	0.19	0.11	-	-	-	0.28	0.07
30	Marker	0.08	0.77	0.33	1.04	0.09	0.27	0.01	-	0.13	0.25
31	Mason	0.14	-	-	-	-	0.02	-	-	0.05	0.07
32	Mate/Mukaddam	0.10	0.01	0.04	-	0.04	-	0.04	-	0.08	0.06
33	Mechanic(Genera	2.40	0.57	2.03	0.42	6.61	4.48	3.50	1.03	0.61	2.33
34	Millwright	0.13	0.01	0.02	0.12	0.07	-	-	-	0.03	0.07
35	Motor Mechanic	0.01	-	-	-	-	-	-	-	-	0.00
36	Moulder	0.58	2.26	0.66	0.96	0.29	0.04	0.49	-	0.38	0.89
37	Packer	0.69	0.94	0.22	0.53	0.54	0.57	3.55	0.25	1.48	1.17
38	Painter	0.11	0.16	5.51	0.91	1.21	0.47	0.19	0.25	0.13	0.45
39	Pattern Maker	0.05	0.36	0.07	0.03	0.15	0.04	-	-	-	0.11
40	Planer	0.02	0.21	0.23	0.39	1.15	0.16	0.02	0.41	-	0.11
41	Plater	0.01	-	-	-	-	0.13	0.04	-	0.08	0.01
42	Plumber	0.02	-	0.13	-	0.02	-	-	-	-	0.01
43	Polisher	-	0.23	-	0.41	0.07	0.06	0.06	-	0.59	0.07
44	Press Man	0.06	0.87	2.51	0.08	0.11	0.35	0.62	1.32	1.40	0.45
45	Pump Attendant	0.15	-	-	-	-	-	0.01	-	-	0.08
46	Rigger	0.66	0.01	0.01	-	0.19	-	0.09	0.99	0.15	0.36
47	Rollerman/Rolle	0.59	0.06	-	0.50	0.35	-	-	-	0.61	0.34
48	Shaper Machine	1.54	0.72	0.02	0.08	0.34	0.11	0.02	-	1.12	0.95
49	Sheetmetal Work	0.10	0.28	0.09	0.08	0.04	0.09	0.01	-	0.51	0.12
50	Sorter	0.06	-	-	-	-	0.02	0.12	-	0.25	0.05
51	Supervisor	7.80	4.81	4.66	7.01	4.67	4.83	4.79	9.60	8.26	6.38
52	Sweeper	1.14	1.21	0.61	1.32	0.84	1.18	0.84	0.87	1.17	1.08
53	Tester	0.08	0.07	0.31	-	-	1.19	0.59	0.33	0.03	0.20
54	Tongsman	0.24	0.01	-	-	-	-	-	-	-	0.12
55	Trimmer	0.05	0.04	0.02	0.14	-	-	0.02	-	0.03	0.04
56	Turner	1.67	2.10	4.34	4.68	3.27	0.79	0.31	2.27	0.74	1.74
57	Watchman	1.94	2.08	1.18	1.96	2.19	1.85	1.93	2.43	2.73	1.94
58	Welder	2.75	2.14	5.53	2.14	3.16	2.91	0.49	13.93	1.45	2.41
59	Winder	0.14	0.04	-	0.03	0.02	5.24	0.14	0.08	0.05	0.25
60	Wireman	0.08	0.02	-	0.06	-	1.59	1.39	-	0.10	0.32
61	Boring Machine	0.14	0.25	0.15	0.75	0.30	0.07	-	0.12	0.08	0.15
62	Fork Lift Opera	0.23	0.63	-	0.61	0.14	0.04	0.03	-	0.15	0.26
63	Mach. Op./Machi	12.38	11.68	14.59	16.03	20.07	13.50	17.11	10.92	13.91	13.44

Table 2.6

Sl. No.	Occupation	Percentage of Workers									
		Iron & Steel	Casting & Forgings	Agri. Imp.	Textile Machinery	Machine Tools	Elect. Machinery	Elect. App.	Boilers	Aluminium	All Ind.
64	Casting Man	0.28	0.83	-	0.05	-	0.05	0.01	-	0.61	0.32
65	Milling Machine	0.45	0.92	2.42	1.34	1.42	0.12	1.49	0.49	0.15	0.84
66	Setter	0.06	0.04	0.03	0.20	0.25	0.04	0.94	-	1.96	0.21
67	Tool Maker	0.02	0.71	0.34	-	0.88	0.07	0.10	0.08	0.05	0.21
68	Gen./Turbo Oper	-	-	-	0.36	-	-	-	-	-	0.01
69	Store Keeper	0.06	0.09	0.43	0.11	0.07	0.25	1.38	0.49	0.10	0.30
70	Apprentices/Tra	0.44	1.90	4.63	1.31	0.83	2.80	0.29	0.08	0.15	1.00
71	Heater Incharge	0.66	-	-	-	0.50	0.02	-	-	0.10	0.35
72	Kiln Man	0.46	-	-	-	-	-	-	-	0.05	0.23
73	Straightner Mac	0.86	0.33	-	0.06	2.23	0.23	-	-	0.10	0.58
74	Valve Man	0.33	-	-	0.06	-	0.02	-	-	0.05	0.17
75	Tilting Tab Mac	0.82	0.01	-	-	-	0.02	-	-	0.10	0.42
76	Kundiwala	0.10	2.94	0.01	-	-	-	0.03	-	-	0.65
77	Sand Mixer	0.07	2.99	0.01	-	-	-	0.03	-	-	0.65
78	Capstan	-	-	-	7.53	-	-	-	-	-	0.14
79	Hacksaw Man	-	-	-	-	-	-	-	2.93	-	0.01
80	Capsman	-	-	-	-	-	-	-	-	8.10	0.05
81	Miscellaneous	0.46	0.53	0.10	0.61	1.96	0.71	2.18	0.16	1.71	0.80
Total		100.00	100.00	100.00	100.00	100.00	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
<b>I. Iron and Steel</b>								
	First Round(1959)	59200	91.30	8.60	-	0.10	99.60	0.40
	Second Round(1963)	88720	99.60	0.40	-	-	98.80	1.20
	Third Round(1975)	153634	98.44	1.56	-	-	100.00	-
	Fourth Round(1987)	197370	99.70	0.30	-	-	99.77	0.23
	Fifth Round(1996)	270326	99.86	0.14	-	-	100.00	-
	Sixth Round(2008)	158561	99.83	0.17	-	-	100.00	-
	Seventh Round(2016)	689708	99.39	0.61	-	-	99.99	0.01
<b>II. Casting &amp; Forgings</b>								
	First Round(1959)	24900	99.40	0.60	-	-	94.80	5.20
	Second Round(1963)	44133	99.40	0.60	-	-	90.70	9.30
	Third Round(1975)	47695	99.10	0.90	-	-	98.88	1.12
	Fourth Round(1987)	183968	97.28	2.72	-	-	97.86	2.14
	Fifth Round(1996)	121935	99.29	0.71	-	-	100.00	-
	Sixth Round(2008)	99213	98.86	1.14	-	-	98.13	1.87
	Seventh Round(2016)	275198	98.19	1.81	-	-	99.96	0.04
<b>III. Agricultural Imp.</b>								
	First Round(1959)	10800	100.00	-	-	-	92.60	7.40
	Second Round(1963)	15666	99.80	0.10	-	0.10	92.20	7.80
	Third Round(1975)	18322	99.90	0.10	-	-	96.61	3.39
	Fourth Round(1987)	30447	99.86	0.14	-	-	99.39	0.61
	Fifth Round(1996)	36138	99.48	0.52	-	-	98.07	1.93
	Sixth Round(2008)	18316	98.27	1.73	-	-	100.00	-
	Seventh Round(2016)	64654	99.28	0.72	-	-	100.00	-
<b>IV. Textile Machinery (*)</b>								
	First Round(1959)	12600	99.80	0.20	-	-	92.30	7.70
	Second Round(1963)	26240	97.30	-	-	2.20	97.80	2.20
	Third Round(1975)	21080	99.45	1.80	-	-	97.34	2.66
	Fourth Round(1987)	35726	98.30	11.80	-	-	99.89	0.11
	Fifth Round(1996)	19960	99.87	45.16	-	-	100.00	-
	Sixth Round(2008)	7455	98.44	1.56	-	-	100.00	-
	Seventh Round(2016)	25110	95.33	4.67	-	-	100.00	-
<b>V. Machine Tools</b>								
	First Round(1959)	9200	99.80	0.20	-	-	94.00	6.00
	Second Round(1963)	20114	99.10	0.90	-	-	97.00	3.00
	Third Round(1975)	43297	99.56	0.32	0.12	-	99.38	0.62

Table 2.7

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
	Fourth Round(1987)	48006	99.13	0.87	-	-	99.87	0.13
	Fifth Round(1996)	113254	99.67	0.33	-	-	100.00	-
	Sixth Round(2008)	11089	91.03	8.97	-	-	100.00	-
	Seventh Round(2016)	41419	98.28	1.72	-	-	100.00	-
VI.	Electrical Ind. Mach							
	First Round(1959)	46100	96.00	4.00	-	-	98.80	1.20
	Second Round(1963)	110841	96.80	3.20	-	-	96.10	3.90
	Third Round(1975)	54699	98.03	1.97	-	-	100.00	-
	Fourth Round(1987)	104400	98.48	1.52	-	-	100.00	-
	Fifth Round(1996)	85631	97.42	2.58	-	-	100.00	-
	Sixth Round(2008)	40824	97.14	2.86	-	-	95.63	4.37
	Seventh Round(2016)	38964	91.86	8.14	-	-	100.00	-
VII.	Electrical Apparatus (*)							
	First Round(1959)	46100	96.00	4.00	-	-	98.80	1.20
	Second Round(1963)	110841	96.80	3.20	-	-	96.10	3.90
	Third Round(1975)	11318	95.83	4.17	-	-	81.67	18.33
	Fourth Round(1987)	42715	76.38	23.62	-	-	99.06	0.94
	Fifth Round(1996)	30473	84.40	15.60	-	-	99.13	0.87
	Sixth Round(2008)	6397	81.91	18.09	-	-	95.28	4.72
	Seventh Round(2016)	220255	88.85	11.15	-	-	100.00	-
VIII.	Boilers (*)							
	Third Round(1975)	132203	99.95	0.05	-	-	99.81	0.19
	Fourth Round(1987)	78938	99.96	0.04	-	-	100.00	-
	Fifth Round(1996)	55887	100.00	-	-	-	100.00	-
	Sixth Round(2008)	28913	99.16	0.84	-	-	100.00	-
	Seventh Round(2016)	2426	97.20	2.80	-	-	100.00	-
IX.	Aluminium							
	Fourth Round(1987)	27955	99.01	0.99	-	-	100.00	-
	Fifth Round(1996)	35417	98.94	1.06	-	-	100.00	-
	Sixth Round(2008)	38091	99.86	0.14	-	-	99.92	0.08
	Seventh Round(2016)	7848	92.99	7.01	-	-	100.00	-

(\*) Figures of the Seventh Round are not comparable with previous rounds in line with the remarks given in Para 1.10 of Chapter 1.

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.	Iron and Steel	689708	99.39	0.61	-	-
	1 Assembler	108	100.00	-	-	-
	2 Beltman/Mochi	1667	100.00	-	-	-
	3 Blacksmith	1531	100.00	-	-	-
	4 Boiler Attendant	1384	100.00	-	-	-
	5 Carpenter	417	100.00	-	-	-
	6 Chargehand	336	62.50	37.50	-	-
	7 Chargeman	942	100.00	-	-	-
	8 Checker	8818	99.80	0.20	-	-
	9 Chipper	36	100.00	-	-	-
	10 Compressor Op.	1795	100.00	-	-	-
	11 Coolie/Mazdoor	58062	98.52	1.48	-	-
	12 Core Maker	5022	100.00	-	-	-
	13 Crane Operator	16354	100.00	-	-	-
	14 Cupolaman	828	100.00	-	-	-
	15 Die Maker	1674	100.00	-	-	-
	16 Driller	662	100.00	-	-	-
	17 Driver	10954	100.00	-	-	-
	18 Electrician	33655	100.00	-	-	-
	19 Fireman	487	100.00	-	-	-
	20 Fitter	54425	100.00	-	-	-
	21 Mech/Elec Foreman	10766	99.52	0.48	-	-
	22 Furnaceman	4193	100.00	-	-	-
	23 Gas Cutter	3375	100.00	-	-	-
	24 Grinder	1060	100.00	-	-	-
	25 Hammerman	1038	100.00	-	-	-
	26 Helper	183094	99.35	0.65	-	-
	27 Loader/Unloader	2370	100.00	-	-	-
	28 Mistry/Kangani	496	100.00	-	-	-
	29 Marker	583	100.00	-	-	-
	30 Mason	966	100.00	-	-	-
	31 Mate/Mukaddam	720	100.00	-	-	-
	32 Mechanic (General)	16541	100.00	-	-	-
	33 Millwright	929	100.00	-	-	-
	34 Motor Mechanic	51	100.00	-	-	-
	35 Moulder	4030	100.00	-	-	-
	36 Packer	4731	70.70	29.30	-	-
	37 Painter	782	100.00	-	-	-
	38 Pattern Maker	327	100.00	-	-	-
	39 Planer	107	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
40	Plater	36	100.00	-	-	-
41	Plumber	105	100.00	-	-	-
42	Press Man	423	100.00	-	-	-
43	Pump Attendant	1013	100.00	-	-	-
44	Rigger	4571	100.00	-	-	-
45	Rollerman/Roller	4103	100.00	-	-	-
46	Shaper Machine Op	10602	100.00	-	-	-
47	Sheetmetal Worker	674	100.00	-	-	-
48	Sorter	432	100.00	-	-	-
49	Supervisor	53831	99.97	0.03	-	-
50	Sweeper	7863	94.33	5.67	-	-
51	Tester	526	96.58	3.42	-	-
52	Tongsman	1632	100.00	-	-	-
53	Trimmer	329	100.00	-	-	-
54	Turner	11497	100.00	-	-	-
55	Watchman	13406	100.00	-	-	-
56	Welder	18983	100.00	-	-	-
57	Winder	933	100.00	-	-	-
58	Wireman	569	100.00	-	-	-
59	Boring Machine Op.	971	100.00	-	-	-
60	Fork Lift Operator	1559	100.00	-	-	-
61	Mach. Op./Machinist	85369	100.00	-	-	-
62	Casting Man	1960	100.00	-	-	-
63	Milling Machine Op.	3075	98.24	1.76	-	-
64	Setter	415	100.00	-	-	-
65	Tool Maker	114	100.00	-	-	-
66	Store Keeper	418	100.00	-	-	-
67	Apprentices/Trainees	3007	98.20	1.80	-	-
68	Heater Incharge	4557	100.00	-	-	-
69	Kiln Man	3154	100.00	-	-	-
70	Straightner Mach Op	5931	100.00	-	-	-
71	Valve Man	2280	99.21	0.79	-	-
72	Tilting Tab Mach Op	5671	100.00	-	-	-
73	Kundiwala	681	100.00	-	-	-
74	Sand Mixer	504	100.00	-	-	-
75	Miscellaneous	3198	100.00	-	-	-
II.	Casting and Forgings	275198	98.19	1.81	-	-
	1 Armature Winder	46	100.00	-	-	-
	2 Assembler	1051	100.00	-	-	-
	3 Blacksmith	620	100.00	-	-	-
	4 Boiler Attendant	591	92.55	7.45	-	-
	5 Carpenter	355	100.00	-	-	-
	6 Chargehand	861	100.00	-	-	-
	7 Chargeman	1294	100.00	-	-	-
	8 Checker	6353	98.25	1.75	-	-



Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
9	Chipper	209	100.00	-	-	-
10	Compressor Op.	1876	100.00	-	-	-
11	Coolie/Mazdoor	19218	99.38	0.62	-	-
12	Core Maker	1026	95.52	4.48	-	-
13	Crane Operator	779	100.00	-	-	-
14	Cupolaman	185	100.00	-	-	-
15	Die Maker	1102	100.00	-	-	-
16	Driller	1033	88.87	11.13	-	-
17	Driver	2365	100.00	-	-	-
18	Electrician	8143	100.00	-	-	-
19	Fireman	130	100.00	-	-	-
20	Fitter	9717	100.00	-	-	-
21	Mech/Elec Foreman	5474	100.00	-	-	-
22	Furnaceman	2383	100.00	-	-	-
23	Gas Cutter	1248	100.00	-	-	-
24	Grinder	3361	100.00	-	-	-
25	Hammerman	3130	100.00	-	-	-
26	Helper	81768	97.08	2.92	-	-
27	Mistry/Kangani	247	100.00	-	-	-
28	Marker	2120	100.00	-	-	-
29	Mate/Mukaddam	23	100.00	-	-	-
30	Mechanic(General)	1576	100.00	-	-	-
31	Millwright	24	100.00	-	-	-
32	Moulder	6233	98.19	1.81	-	-
33	Packer	2577	91.23	8.77	-	-
34	Painter	436	100.00	-	-	-
35	Pattern Maker	979	100.00	-	-	-
36	Planer	580	96.03	3.97	-	-
37	Polisher	642	100.00	-	-	-
38	Press Man	2388	78.81	21.19	-	-
39	Rigger	31	100.00	-	-	-
40	Rollerman/Roller	168	100.00	-	-	-
41	Shaper Machine Op	1973	100.00	-	-	-
42	Sheetmetal Worker	771	100.00	-	-	-
43	Supervisor	13235	99.83	0.17	-	-
44	Sweeper	3336	75.00	25.00	-	-
45	Tester	196	100.00	-	-	-
46	Tongsman	24	100.00	-	-	-
47	Trimmer	115	100.00	-	-	-
48	Turner	5786	100.00	-	-	-
49	Watchman	5725	98.38	1.62	-	-
50	Welder	5886	100.00	-	-	-
51	Winder	115	100.00	-	-	-
52	Wireman	45	100.00	-	-	-
53	Boring Machine Op.	680	100.00	-	-	-
54	Fork Lift Operator	1726	100.00	-	-	-
55	Mach. Op./Machinist	32155	99.86	0.14	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
56	Casting Man	2281	100.00	-	-	-
57	Milling Machine Op.	2524	100.00	-	-	-
58	Setter	113	100.00	-	-	-
59	Tool Maker	1962	100.00	-	-	-
60	Store Keeper	257	100.00	-	-	-
61	Apprentices/Trainees	5236	99.58	0.42	-	-
62	Straightner Mach Op	899	100.00	-	-	-
63	Tilting Tab Mach Op	21	100.00	-	-	-
64	Kundiwala	8099	96.57	3.43	-	-
65	Sand Mixer	8237	100.00	-	-	-
66	Miscellaneous	1459	100.00	-	-	-
III.	Agricultural Imp.	64654	99.28	0.72	-	-
1	Assembler	2212	99.82	0.18	-	-
2	Blacksmith	92	100.00	-	-	-
3	Boiler Attendant	20	100.00	-	-	-
4	Carpenter	16	100.00	-	-	-
5	Chargehand	904	100.00	-	-	-
6	Checker	1861	99.36	0.64	-	-
7	Compressor Op.	84	100.00	-	-	-
8	Coolie/Mazdoor	440	100.00	-	-	-
9	Die Maker	76	100.00	-	-	-
10	Driller	1793	100.00	-	-	-
11	Driver	302	100.00	-	-	-
12	Electrician	2135	100.00	-	-	-
13	Fitter	3611	99.34	0.66	-	-
14	Mech/Elec Foreman	2100	100.00	-	-	-
15	Gas Cutter	68	100.00	-	-	-
16	Grinder	140	51.43	48.57	-	-
17	Hammerman	52	100.00	-	-	-
18	Helper	15611	99.00	1.00	-	-
19	Mistry/Kangani	34	100.00	-	-	-
20	Marker	212	98.11	1.89	-	-
21	Mate/Mukaddam	24	100.00	-	-	-
22	Mechanic(General)	1315	100.00	-	-	-
23	Millwright	12	100.00	-	-	-
24	Moulder	428	100.00	-	-	-
25	Packer	140	54.29	45.71	-	-
26	Painter	3560	100.00	-	-	-
27	Pattern Maker	45	100.00	-	-	-
28	Planer	150	100.00	-	-	-
29	Plumber	84	100.00	-	-	-
30	Press Man	1626	98.77	1.23	-	-
31	Rigger	4	100.00	-	-	-
32	Shaper Machine Op	10	100.00	-	-	-
33	Sheetmetal Worker	56	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
34	Supervisor	3012	99.60	0.40	-	-
35	Sweeper	394	78.68	21.32	-	-
36	Tester	201	100.00	-	-	-
37	Trimmer	16	100.00	-	-	-
38	Turner	2806	100.00	-	-	-
39	Watchman	760	100.00	-	-	-
40	Welder	3574	100.00	-	-	-
41	Boring Machine Op.	96	100.00	-	-	-
42	Mach. Op./Machinist	9430	99.83	0.17	-	-
43	Milling Machine Op.	1563	100.00	-	-	-
44	Setter	20	100.00	-	-	-
45	Tool Maker	220	100.00	-	-	-
46	Store Keeper	276	100.00	-	-	-
47	Apprentices/Trainees	2993	100.00	-	-	-
48	Kundiwala	4	100.00	-	-	-
49	Sand Mixer	8	100.00	-	-	-
50	Miscellaneous	64	93.75	6.25	-	-
IV.	Textile Machinery	25110	95.33	4.67	-	-
1	Assembler	626	97.76	2.24	-	-
2	Blacksmith	42	100.00	-	-	-
3	Carpenter	81	100.00	-	-	-
4	Chargehand	7	100.00	-	-	-
5	Checker	618	86.41	13.59	-	-
6	Compressor Op.	284	100.00	-	-	-
7	Coolie/Mazdoor	463	100.00	-	-	-
8	Die Maker	223	100.00	-	-	-
9	Driller	252	100.00	-	-	-
10	Driver	275	100.00	-	-	-
11	Electrician	686	100.00	-	-	-
12	Fitter	3054	100.00	-	-	-
13	Mech/Elec Foreman	381	100.00	-	-	-
14	Furnaceman	7	100.00	-	-	-
15	Gas Cutter	305	100.00	-	-	-
16	Grinder	202	93.07	6.93	-	-
17	Helper	4520	92.57	7.43	-	-
18	Mistry/Kangani	48	100.00	-	-	-
19	Marker	262	100.00	-	-	-
20	Mechanic(General)	105	100.00	-	-	-
21	Millwright	30	100.00	-	-	-
22	Moulder	242	100.00	-	-	-
23	Packer	133	68.42	31.58	-	-
24	Painter	229	100.00	-	-	-
25	Pattern Maker	7	100.00	-	-	-
26	Planer	98	71.43	28.57	-	-
27	Polisher	103	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
28	Press Man	21	100.00	-	-	-
29	Rollerman/Roller	126	100.00	-	-	-
30	Shaper Machine Op	20	100.00	-	-	-
31	Sheetmetal Worker	21	100.00	-	-	-
32	Supervisor	1760	97.27	2.73	-	-
33	Sweeper	331	78.85	21.15	-	-
34	Trimmer	35	100.00	-	-	-
35	Turner	1176	98.81	1.19	-	-
36	Watchman	493	100.00	-	-	-
37	Welder	537	100.00	-	-	-
38	Winder	7	-	100.00	-	-
39	Wireman	14	100.00	-	-	-
40	Boring Machine Op.	189	96.30	3.70	-	-
41	Fork Lift Operator	154	100.00	-	-	-
42	Mach. Op./Machinist	4025	96.05	3.95	-	-
43	Casting Man	12	100.00	-	-	-
44	Milling Machine Op.	336	91.67	8.33	-	-
45	Setter	49	100.00	-	-	-
46	Gen./Turbo Operator	91	53.85	46.15	-	-
47	Store Keeper	28	50.00	50.00	-	-
48	Apprentices/Trainees	329	80.85	19.15	-	-
49	Straightner Mach Op	14	100.00	-	-	-
50	Valve Man	14	100.00	-	-	-
51	Capstan	1891	89.26	10.74	-	-
52	Miscellaneous	154	100.00	-	-	-
V.	Machine Tools	41419	98.28	1.72	-	-
1	Assembler	918	92.16	7.84	-	-
2	Boiler Attendant	40	100.00	-	-	-
3	Carpenter	20	100.00	-	-	-
4	Chargehand	30	100.00	-	-	-
5	Checker	820	92.68	7.32	-	-
6	Compressor Op.	414	100.00	-	-	-
7	Coolie/Mazdoor	816	98.77	1.23	-	-
8	Crane Operator	27	100.00	-	-	-
9	Driller	502	100.00	-	-	-
10	Driver	600	100.00	-	-	-
11	Electrician	698	100.00	-	-	-
12	Fitter	2871	100.00	-	-	-
13	Mech/Elec Foreman	841	100.00	-	-	-
14	Furnaceman	128	100.00	-	-	-
15	Gas Cutter	72	100.00	-	-	-
16	Grinder	923	100.00	-	-	-
17	Helper	9261	96.98	3.02	-	-
18	Mistry/Kangani	45	100.00	-	-	-
19	Marker	36	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
20	Mate/Mukaddam	18	100.00	-	-	-
21	Mechanic (General)	2739	100.00	-	-	-
22	Millwright	27	100.00	-	-	-
23	Moulder	122	83.61	16.39	-	-
24	Packer	222	95.95	4.05	-	-
25	Painter	501	100.00	-	-	-
26	Pattern Maker	63	100.00	-	-	-
27	Planer	475	100.00	-	-	-
28	Plumber	10	100.00	-	-	-
29	Polisher	27	100.00	-	-	-
30	Press Man	47	100.00	-	-	-
31	Rigger	80	100.00	-	-	-
32	Rollerman/Roller	144	100.00	-	-	-
33	Shaper Machine Op	140	100.00	-	-	-
34	Sheetmetal Worker	16	100.00	-	-	-
35	Supervisor	1934	100.00	-	-	-
36	Sweeper	346	57.23	42.77	-	-
37	Turner	1354	100.00	-	-	-
38	Watchman	908	95.59	4.41	-	-
39	Welder	1310	100.00	-	-	-
40	Winder	9	100.00	-	-	-
41	Boring Machine Op.	126	100.00	-	-	-
42	Fork Lift Operator	60	100.00	-	-	-
43	Mach. Op./Machinist	8313	99.13	0.87	-	-
44	Milling Machine Op.	590	100.00	-	-	-
45	Setter	103	100.00	-	-	-
46	Tool Maker	364	100.00	-	-	-
47	Store Keeper	27	100.00	-	-	-
48	Apprentices/Trainees	342	100.00	-	-	-
49	Heater Incharge	207	100.00	-	-	-
50	Straightner Mach Op	922	100.00	-	-	-
51	Miscellaneous	811	100.00	-	-	-
VI.	Electrical Ind. Mach	38964	91.86	8.14	-	-
1	Armature Winder	200	100.00	-	-	-
2	Assembler	2293	94.77	5.23	-	-
3	Chargeman	35	100.00	-	-	-
4	Checker	567	89.95	10.05	-	-
5	Coolie/Mazdoor	1314	88.28	11.72	-	-
6	Core Maker	159	91.19	8.81	-	-
7	Die Maker	14	100.00	-	-	-
8	Driller	140	100.00	-	-	-
9	Driver	447	100.00	-	-	-
10	Electrician	2902	91.32	8.68	-	-
11	Fitter	1475	96.34	3.66	-	-
12	Mech/Elec Foreman	1672	93.72	6.28	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
13	Furnaceman	47	100.00	-	-	-
14	Gas Cutter	31	100.00	-	-	-
15	Grinder	44	100.00	-	-	-
16	Hammerman	14	100.00	-	-	-
17	Helper	10338	89.81	10.19	-	-
18	Marker	105	100.00	-	-	-
19	Mason	8	100.00	-	-	-
20	Mechanic(General)	1745	75.93	24.07	-	-
21	Moulder	14	-	100.00	-	-
22	Packer	223	90.13	9.87	-	-
23	Painter	182	100.00	-	-	-
24	Pattern Maker	15	100.00	-	-	-
25	Planer	63	100.00	-	-	-
26	Plater	52	100.00	-	-	-
27	Polisher	24	-	100.00	-	-
28	Press Man	138	100.00	-	-	-
29	Shaper Machine Op	43	100.00	-	-	-
30	Sheetmetal Worker	35	100.00	-	-	-
31	Sorter	7	100.00	-	-	-
32	Supervisor	1882	97.61	2.39	-	-
33	Sweeper	459	77.12	22.88	-	-
34	Tester	464	90.73	9.27	-	-
35	Turner	309	100.00	-	-	-
36	Watchman	721	100.00	-	-	-
37	Welder	1133	97.88	2.12	-	-
38	Winder	2042	94.76	5.24	-	-
39	Wireman	619	92.89	7.11	-	-
40	Boring Machine Op.	28	100.00	-	-	-
41	Fork Lift Operator	15	100.00	-	-	-
42	Mach. Op./Machinist	5262	91.89	8.11	-	-
43	Casting Man	21	100.00	-	-	-
44	Milling Machine Op.	45	100.00	-	-	-
45	Setter	16	-	100.00	-	-
46	Tool Maker	28	100.00	-	-	-
47	Store Keeper	96	100.00	-	-	-
48	Apprentices/Trainees	1090	95.32	4.68	-	-
49	Heater Incharge	8	100.00	-	-	-
50	Straightner Mach Op	88	100.00	-	-	-
51	Valve Man	8	100.00	-	-	-
52	Tilting Tab Mach Op	8	100.00	-	-	-
53	Miscellaneous	276	92.03	7.97	-	-
VII.	Electrical Apparatus	220255	88.85	11.15	-	-
	1 Assembler	8111	82.36	17.64	-	-
	2 Boiler Attendant	102	83.33	16.67	-	-
	3 Chargehand	2446	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
4	Chargeman	420	100.00	-	-	-
5	Checker	5057	92.01	7.99	-	-
6	Compressor Op.	1184	89.19	10.81	-	-
7	Coolie/Mazdoor	3767	92.06	7.94	-	-
8	Die Maker	48	100.00	-	-	-
9	Driller	1377	24.76	75.24	-	-
10	Driver	1184	100.00	-	-	-
11	Electrician	10208	80.13	19.87	-	-
12	Fitter	5443	100.00	-	-	-
13	Mech/Elec Foreman	2161	95.14	4.86	-	-
14	Gas Cutter	2132	94.75	5.25	-	-
15	Grinder	98	100.00	-	-	-
16	Hammerman	128	100.00	-	-	-
17	Helper	81969	84.85	15.15	-	-
18	Marker	32	100.00	-	-	-
19	Mate/Mukaddam	83	80.72	19.28	-	-
20	Mechanic(General)	7709	99.81	0.19	-	-
21	Moulder	1071	100.00	-	-	-
22	Packer	7829	73.78	26.22	-	-
23	Painter	422	100.00	-	-	-
24	Planer	45	100.00	-	-	-
25	Plater	90	100.00	-	-	-
26	Polisher	128	100.00	-	-	-
27	Press Man	1361	100.00	-	-	-
28	Pump Attendant	16	100.00	-	-	-
29	Rigger	208	100.00	-	-	-
30	Shaper Machine Op	48	100.00	-	-	-
31	Sheetmetal Worker	32	100.00	-	-	-
32	Sorter	264	100.00	-	-	-
33	Supervisor	10555	97.24	2.76	-	-
34	Sweeper	1847	65.35	34.65	-	-
35	Tester	1308	98.78	1.22	-	-
36	Trimmer	47	100.00	-	-	-
37	Turner	672	100.00	-	-	-
38	Watchman	4257	96.66	3.34	-	-
39	Welder	1078	94.06	5.94	-	-
40	Winder	298	67.11	32.89	-	-
41	Wireman	3052	100.00	-	-	-
42	Fork Lift Operator	77	100.00	-	-	-
43	Mach. Op./Machinist	37682	91.95	8.05	-	-
44	Casting Man	32	100.00	-	-	-
45	Milling Machine Op.	3283	100.00	-	-	-
46	Setter	2066	100.00	-	-	-
47	Tool Maker	224	100.00	-	-	-
48	Store Keeper	3030	99.01	0.99	-	-
49	Apprentices/Trainees	630	82.22	17.78	-	-
50	Kundiwala	75	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
51	Sand Mixer	60	100.00	-	-	-
52	Miscellaneous	4809	98.34	1.66	-	-
VIII.	Boilers	2426	97.20	2.80	-	-
1	Assembler	4	100.00	-	-	-
2	Boiler Attendant	15	100.00	-	-	-
3	Checker	9	100.00	-	-	-
4	Crane Operator	11	100.00	-	-	-
5	Driller	9	100.00	-	-	-
6	Driver	28	100.00	-	-	-
7	Electrician	30	100.00	-	-	-
8	Fitter	312	100.00	-	-	-
9	Mech/Elec Foreman	52	100.00	-	-	-
10	Furnaceman	2	100.00	-	-	-
11	Gas Cutter	17	100.00	-	-	-
12	Grinder	93	96.77	3.23	-	-
13	Helper	654	94.95	5.05	-	-
14	Mechanic(General)	25	100.00	-	-	-
15	Packer	6	100.00	-	-	-
16	Painter	6	100.00	-	-	-
17	Planer	10	100.00	-	-	-
18	Press Man	32	100.00	-	-	-
19	Rigger	24	100.00	-	-	-
20	Supervisor	233	94.85	5.15	-	-
21	Sweeper	21	28.57	71.43	-	-
22	Tester	8	100.00	-	-	-
23	Turner	55	100.00	-	-	-
24	Watchman	59	100.00	-	-	-
25	Welder	338	100.00	-	-	-
26	Winder	2	100.00	-	-	-
27	Boring Machine Op.	3	100.00	-	-	-
28	Mach. Op./Machinist	265	98.87	1.13	-	-
29	Milling Machine Op.	12	100.00	-	-	-
30	Tool Maker	2	100.00	-	-	-
31	Store Keeper	12	100.00	-	-	-
32	Apprentices/Trainees	2	-	100.00	-	-
33	Hacksaw Man	71	100.00	-	-	-
34	Miscellaneous	4	100.00	-	-	-
IX.	Aluminium	7848	92.99	7.01	-	-
1	Assembler	2	100.00	-	-	-
2	Carpenter	4	100.00	-	-	-
3	Chargehand	2	100.00	-	-	-
4	Checker	204	93.14	6.86	-	-
5	Chipper	4	100.00	-	-	-



Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
6	Compressor Op.	26	100.00	-	-	-
7	Coolie/Mazdoor	564	89.01	10.99	-	-
8	Crane Operator	2	100.00	-	-	-
9	Die Maker	46	100.00	-	-	-
10	Driller	8	100.00	-	-	-
11	Driver	94	100.00	-	-	-
12	Electrician	90	100.00	-	-	-
13	Fitter	210	98.10	1.90	-	-
14	Mech/Elec Foreman	28	100.00	-	-	-
15	Furnaceman	114	100.00	-	-	-
16	Gas Cutter	42	100.00	-	-	-
17	Grinder	30	93.33	6.67	-	-
18	Hammerman	4	100.00	-	-	-
19	Helper	2464	88.39	11.61	-	-
20	Mistry/Kangani	22	100.00	-	-	-
21	Marker	10	100.00	-	-	-
22	Mason	4	100.00	-	-	-
23	Mate/Mukaddam	6	100.00	-	-	-
24	Mechanic(General)	48	100.00	-	-	-
25	Millwright	2	100.00	-	-	-
26	Moulder	30	100.00	-	-	-
27	Packer	116	20.69	79.31	-	-
28	Painter	10	40.00	60.00	-	-
29	Plater	6	100.00	-	-	-
30	Polisher	46	100.00	-	-	-
31	Press Man	110	100.00	-	-	-
32	Rigger	12	100.00	-	-	-
33	Rollerman/Roller	48	91.67	8.33	-	-
34	Shaper Machine Op	88	97.73	2.27	-	-
35	Sheetmetal Worker	40	100.00	-	-	-
36	Sorter	20	100.00	-	-	-
37	Supervisor	648	99.07	0.93	-	-
38	Sweeper	92	65.22	34.78	-	-
39	Tester	2	100.00	-	-	-
40	Trimmer	2	100.00	-	-	-
41	Turner	58	100.00	-	-	-
42	Watchman	214	98.13	1.87	-	-
43	Welder	114	100.00	-	-	-
44	Winder	4	100.00	-	-	-
45	Wireman	8	100.00	-	-	-
46	Boring Machine Op.	6	100.00	-	-	-
47	Fork Lift Operator	12	100.00	-	-	-
48	Mach. Op./Machinist	1092	98.17	1.83	-	-
49	Casting Man	48	100.00	-	-	-
50	Milling Machine Op.	12	100.00	-	-	-
51	Setter	154	100.00	-	-	-
52	Tool Maker	4	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
53	Store Keeper	8	100.00	-	-	-
54	Apprentices/Trainees	12	100.00	-	-	-
55	Heater Incharge	8	100.00	-	-	-
56	Kiln Man	4	100.00	-	-	-
57	Straightner Mach Op	8	100.00	-	-	-
58	Valve Man	4	100.00	-	-	-
59	Tilting Tab Mach Op	8	100.00	-	-	-
60	Capsman	636	98.11	1.89	-	-
61	Miscellaneous	134	97.01	2.99	-	-
<hr/>						
All Nine Engineering Ind.		1365582	97.08	2.92	-	-

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.	Iron and Steel	689708	99.99	0.01
	1 Assembler	108	100.00	0.00
	2 Beltman/Mochi	1667	100.00	0.00
	3 Blacksmith	1531	100.00	0.00
	4 Boiler Attendant	1384	100.00	0.00
	5 Carpenter	417	100.00	0.00
	6 Chargehand	336	100.00	0.00
	7 Chargeman	942	100.00	0.00
	8 Checker	8818	100.00	0.00
	9 Chipper	36	100.00	0.00
	10 Compressor Op.	1795	100.00	0.00
	11 Coolie/Mazdoor	58062	100.00	0.00
	12 Core Maker	5022	100.00	0.00
	13 Crane Operator	16354	100.00	0.00
	14 Cupolaman	828	100.00	0.00
	15 Die Maker	1674	100.00	0.00
	16 Driller	662	100.00	0.00
	17 Driver	10954	100.00	0.00
	18 Electrician	33655	100.00	0.00
	19 Fireman	487	100.00	0.00
	20 Fitter	54425	100.00	0.00
	21 Mech/Elec Foreman	10766	100.00	0.00
	22 Furnaceman	4193	100.00	0.00
	23 Gas Cutter	3375	100.00	0.00
	24 Grinder	1060	100.00	0.00
	25 Hammerman	1038	100.00	0.00
	26 Helper	183094	99.98	0.02
	27 Loader/Unloader	2370	100.00	0.00
	28 Mistry/Kangani	496	96.77	3.23
	29 Marker	583	100.00	0.00
	30 Mason	966	100.00	0.00
	31 Mate/Mukaddam	720	100.00	0.00
	32 Mechanic (General)	16541	100.00	0.00
	33 Millwright	929	100.00	0.00
	34 Motor Mechanic	51	100.00	0.00
	35 Moulder	4030	99.60	0.40
	36 Packer	4731	99.66	0.34
	37 Painter	782	100.00	0.00
	38 Pattern Maker	327	100.00	0.00
	39 Planer	107	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
40	Plater	36	100.00	0.00
41	Plumber	105	100.00	0.00
42	Press Man	423	100.00	0.00
43	Pump Attendant	1013	100.00	0.00
44	Rigger	4571	100.00	0.00
45	Rollerman/Roller	4103	100.00	0.00
46	Shaper Machine Op	10602	100.00	0.00
47	Sheetmetal Worker	674	100.00	0.00
48	Sorter	432	100.00	0.00
49	Supervisor	53831	100.00	0.00
50	Sweeper	7863	100.00	0.00
51	Tester	526	100.00	0.00
52	Tongsman	1632	100.00	0.00
53	Trimmer	329	100.00	0.00
54	Turner	11497	100.00	0.00
55	Watchman	13406	100.00	0.00
56	Welder	18983	100.00	0.00
57	Winder	933	100.00	0.00
58	Wireman	569	100.00	0.00
59	Boring Machine Op.	971	100.00	0.00
60	Fork Lift Operator	1559	100.00	0.00
61	Mach. Op./Machinist	85369	99.98	0.02
62	Casting Man	1960	100.00	0.00
63	Milling Machine Op.	3075	100.00	0.00
64	Setter	415	100.00	0.00
65	Tool Maker	114	100.00	0.00
66	Store Keeper	418	100.00	0.00
67	Apprentices/Trainees	3007	100.00	0.00
68	Heater Incharge	4557	100.00	0.00
69	Kiln Man	3154	100.00	0.00
70	Straightner Mach Op	5931	100.00	0.00
71	Valve Man	2280	100.00	0.00
72	Tilting Tab Mach Op	5671	100.00	0.00
73	Kundiwala	681	100.00	0.00
74	Sand Mixer	504	100.00	0.00
75	Miscellaneous	3198	100.00	0.00
II.	Casting and Forgings	275198	99.96	0.04
1	Armature Winder	46	100.00	0.00
2	Assembler	1051	100.00	0.00
3	Blacksmith	620	100.00	0.00
4	Boiler Attendant	591	100.00	0.00
5	Carpenter	355	100.00	0.00
6	Chargehand	861	100.00	0.00
7	Chargeman	1294	100.00	0.00
8	Checker	6353	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
9	Chipper	209	100.00	0.00
10	Compressor Op.	1876	100.00	0.00
11	Coolie/Mazdoor	19218	100.00	0.00
12	Core Maker	1026	100.00	0.00
13	Crane Operator	779	100.00	0.00
14	Cupolaman	185	100.00	0.00
15	Die Maker	1102	100.00	0.00
16	Driller	1033	100.00	0.00
17	Driver	2365	100.00	0.00
18	Electrician	8143	100.00	0.00
19	Fireman	130	100.00	0.00
20	Fitter	9717	100.00	0.00
21	Mech/Elec Foreman	5474	100.00	0.00
22	Furnaceman	2383	100.00	0.00
23	Gas Cutter	1248	100.00	0.00
24	Grinder	3361	100.00	0.00
25	Hammerman	3130	100.00	0.00
26	Helper	81768	99.88	0.12
27	Mistry/Kangani	247	100.00	0.00
28	Marker	2120	100.00	0.00
29	Mate/Mukaddam	23	100.00	0.00
30	Mechanic(General)	1576	100.00	0.00
31	Millwright	24	100.00	0.00
32	Moulder	6233	100.00	0.00
33	Packer	2577	100.00	0.00
34	Painter	436	100.00	0.00
35	Pattern Maker	979	100.00	0.00
36	Planer	580	100.00	0.00
37	Polisher	642	100.00	0.00
38	Press Man	2388	100.00	0.00
39	Rigger	31	100.00	0.00
40	Rollerman/Roller	168	100.00	0.00
41	Shaper Machine Op	1973	100.00	0.00
42	Sheetmetal Worker	771	100.00	0.00
43	Supervisor	13235	100.00	0.00
44	Sweeper	3336	100.00	0.00
45	Tester	196	100.00	0.00
46	Tongsman	24	100.00	0.00
47	Trimmer	115	100.00	0.00
48	Turner	5786	100.00	0.00
49	Watchman	5725	100.00	0.00
50	Welder	5886	100.00	0.00
51	Winder	115	100.00	0.00
52	Wireman	45	100.00	0.00
53	Boring Machine Op.	680	100.00	0.00
54	Fork Lift Operator	1726	100.00	0.00
55	Mach. Op./Machinist	32155	99.93	0.07

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
56	Casting Man	2281	100.00	0.00
57	Milling Machine Op.	2524	100.00	0.00
58	Setter	113	100.00	0.00
59	Tool Maker	1962	100.00	0.00
60	Store Keeper	257	100.00	0.00
61	Apprentices/Trainees	5236	100.00	0.00
62	Straightner Mach Op	899	100.00	0.00
63	Tilting Tab Mach Op	21	100.00	0.00
64	Kundiwala	8099	100.00	0.00
65	Sand Mixer	8237	100.00	0.00
66	Miscellaneous	1459	100.00	0.00
III.	Agricultural Imp.	64654	100.00	0.00
1	Assembler	2212	100.00	0.00
2	Blacksmith	92	100.00	0.00
3	Boiler Attendant	20	100.00	0.00
4	Carpenter	16	100.00	0.00
5	Chargehand	904	100.00	0.00
6	Checker	1861	100.00	0.00
7	Compressor Op.	84	100.00	0.00
8	Coolie/Mazdoor	440	100.00	0.00
9	Die Maker	76	100.00	0.00
10	Driller	1793	100.00	0.00
11	Driver	302	100.00	0.00
12	Electrician	2135	100.00	0.00
13	Fitter	3611	100.00	0.00
14	Mech/Elec Foreman	2100	100.00	0.00
15	Gas Cutter	68	100.00	0.00
16	Grinder	140	100.00	0.00
17	Hammerman	52	100.00	0.00
18	Helper	15611	100.00	0.00
19	Mistry/Kangani	34	100.00	0.00
20	Marker	212	100.00	0.00
21	Mate/Mukaddam	24	100.00	0.00
22	Mechanic(General)	1315	100.00	0.00
23	Millwright	12	100.00	0.00
24	Moulder	428	100.00	0.00
25	Packer	140	100.00	0.00
26	Painter	3560	100.00	0.00
27	Pattern Maker	45	100.00	0.00
28	Planer	150	100.00	0.00
29	Plumber	84	100.00	0.00
30	Press Man	1626	100.00	0.00
31	Rigger	4	100.00	0.00
32	Shaper Machine Op	10	100.00	0.00
33	Sheetmetal Worker	56	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
34	Supervisor	3012	100.00	0.00
35	Sweeper	394	100.00	0.00
36	Tester	201	100.00	0.00
37	Trimmer	16	100.00	0.00
38	Turner	2806	100.00	0.00
39	Watchman	760	100.00	0.00
40	Welder	3574	100.00	0.00
41	Boring Machine Op.	96	100.00	0.00
42	Mach. Op./Machinist	9430	100.00	0.00
43	Milling Machine Op.	1563	100.00	0.00
44	Setter	20	100.00	0.00
45	Tool Maker	220	100.00	0.00
46	Store Keeper	276	100.00	0.00
47	Apprentices/Trainees	2993	100.00	0.00
48	Kundiwala	4	100.00	0.00
49	Sand Mixer	8	100.00	0.00
50	Miscellaneous	64	100.00	0.00
IV.	Textile Machinery	25110	100.00	0.00
1	Assembler	626	100.00	0.00
2	Blacksmith	42	100.00	0.00
3	Carpenter	81	100.00	0.00
4	Chargehand	7	100.00	0.00
5	Checker	618	100.00	0.00
6	Compressor Op.	284	100.00	0.00
7	Coolie/Mazdoor	463	100.00	0.00
8	Die Maker	223	100.00	0.00
9	Driller	252	100.00	0.00
10	Driver	275	100.00	0.00
11	Electrician	686	100.00	0.00
12	Fitter	3054	100.00	0.00
13	Mech/Elec Foreman	381	100.00	0.00
14	Furnaceman	7	100.00	0.00
15	Gas Cutter	305	100.00	0.00
16	Grinder	202	100.00	0.00
17	Helper	4520	100.00	0.00
18	Mistry/Kangani	48	100.00	0.00
19	Marker	262	100.00	0.00
20	Mechanic(General)	105	100.00	0.00
21	Millwright	30	100.00	0.00
22	Moulder	242	100.00	0.00
23	Packer	133	100.00	0.00
24	Painter	229	100.00	0.00
25	Pattern Maker	7	100.00	0.00
26	Planer	98	100.00	0.00
27	Polisher	103	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
28	Press Man	21	100.00	0.00
29	Rollerman/Roller	126	100.00	0.00
30	Shaper Machine Op	20	100.00	0.00
31	Sheetmetal Worker	21	100.00	0.00
32	Supervisor	1760	100.00	0.00
33	Sweeper	331	100.00	0.00
34	Trimmer	35	100.00	0.00
35	Turner	1176	100.00	0.00
36	Watchman	493	100.00	0.00
37	Welder	537	100.00	0.00
38	Winder	7	100.00	0.00
39	Wireman	14	100.00	0.00
40	Boring Machine Op.	189	100.00	0.00
41	Fork Lift Operator	154	100.00	0.00
42	Mach. Op./Machinist	4025	100.00	0.00
43	Casting Man	12	100.00	0.00
44	Milling Machine Op.	336	100.00	0.00
45	Setter	49	100.00	0.00
46	Gen./Turbo Operator	91	100.00	0.00
47	Store Keeper	28	100.00	0.00
48	Apprentices/Trainees	329	100.00	0.00
49	Straightner Mach Op	14	100.00	0.00
50	Valve Man	14	100.00	0.00
51	Capstan	1891	100.00	0.00
52	Miscellaneous	154	100.00	0.00
V.	Machine Tools	41419	100.00	0.00
1	Assembler	918	100.00	0.00
2	Boiler Attendant	40	100.00	0.00
3	Carpenter	20	100.00	0.00
4	Chargehand	30	100.00	0.00
5	Checker	820	100.00	0.00
6	Compressor Op.	414	100.00	0.00
7	Coolie/Mazdoor	816	100.00	0.00
8	Crane Operator	27	100.00	0.00
9	Driller	502	100.00	0.00
10	Driver	600	100.00	0.00
11	Electrician	698	100.00	0.00
12	Fitter	2871	100.00	0.00
13	Mech/Elec Foreman	841	100.00	0.00
14	Furnaceman	128	100.00	0.00
15	Gas Cutter	72	100.00	0.00
16	Grinder	923	100.00	0.00
17	Helper	9261	100.00	0.00
18	Mistry/Kangani	45	100.00	0.00
19	Marker	36	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
20	Mate/Mukaddam	18	100.00	0.00
21	Mechanic (General)	2739	100.00	0.00
22	Millwright	27	100.00	0.00
23	Moulder	122	100.00	0.00
24	Packer	222	100.00	0.00
25	Painter	501	100.00	0.00
26	Pattern Maker	63	100.00	0.00
27	Planer	475	100.00	0.00
28	Plumber	10	100.00	0.00
29	Polisher	27	100.00	0.00
30	Press Man	47	100.00	0.00
31	Rigger	80	100.00	0.00
32	Rollerman/Roller	144	100.00	0.00
33	Shaper Machine Op	140	100.00	0.00
34	Sheetmetal Worker	16	100.00	0.00
35	Supervisor	1934	100.00	0.00
36	Sweeper	346	100.00	0.00
37	Turner	1354	100.00	0.00
38	Watchman	908	100.00	0.00
39	Welder	1310	100.00	0.00
40	Winder	9	100.00	0.00
41	Boring Machine Op.	126	100.00	0.00
42	Fork Lift Operator	60	100.00	0.00
43	Mach. Op./Machinist	8313	100.00	0.00
44	Milling Machine Op.	590	100.00	0.00
45	Setter	103	100.00	0.00
46	Tool Maker	364	100.00	0.00
47	Store Keeper	27	100.00	0.00
48	Apprentices/Trainees	342	100.00	0.00
49	Heater Incharge	207	100.00	0.00
50	Straightner Mach Op	922	100.00	0.00
51	Miscellaneous	811	100.00	0.00
VI.	Electrical Ind. Mach	38964	100.00	0.00
1	Armature Winder	200	100.00	0.00
2	Assembler	2293	100.00	0.00
3	Chargeman	35	100.00	0.00
4	Checker	567	100.00	0.00
5	Coolie/Mazdoor	1314	100.00	0.00
6	Core Maker	159	100.00	0.00
7	Die Maker	14	100.00	0.00
8	Driller	140	100.00	0.00
9	Driver	447	100.00	0.00
10	Electrician	2902	100.00	0.00
11	Fitter	1475	100.00	0.00
12	Mech/Elec Foreman	1672	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
13	Furnaceman	47	100.00	0.00
14	Gas Cutter	31	100.00	0.00
15	Grinder	44	100.00	0.00
16	Hammerman	14	100.00	0.00
17	Helper	10338	100.00	0.00
18	Marker	105	100.00	0.00
19	Mason	8	100.00	0.00
20	Mechanic(General)	1745	100.00	0.00
21	Moulder	14	100.00	0.00
22	Packer	223	100.00	0.00
23	Painter	182	100.00	0.00
24	Pattern Maker	15	100.00	0.00
25	Planer	63	100.00	0.00
26	Plater	52	100.00	0.00
27	Polisher	24	100.00	0.00
28	Press Man	138	100.00	0.00
29	Shaper Machine Op	43	100.00	0.00
30	Sheetmetal Worker	35	100.00	0.00
31	Sorter	7	100.00	0.00
32	Supervisor	1882	100.00	0.00
33	Sweeper	459	100.00	0.00
34	Tester	464	100.00	0.00
35	Turner	309	100.00	0.00
36	Watchman	721	100.00	0.00
37	Welder	1133	100.00	0.00
38	Winder	2042	100.00	0.00
39	Wireman	619	100.00	0.00
40	Boring Machine Op.	28	100.00	0.00
41	Fork Lift Operator	15	100.00	0.00
42	Mach. Op./Machinist	5262	100.00	0.00
43	Casting Man	21	100.00	0.00
44	Milling Machine Op.	45	100.00	0.00
45	Setter	16	100.00	0.00
46	Tool Maker	28	100.00	0.00
47	Store Keeper	96	100.00	0.00
48	Apprentices/Trainees	1090	100.00	0.00
49	Heater Incharge	8	100.00	0.00
50	Straightner Mach Op	88	100.00	0.00
51	Valve Man	8	100.00	0.00
52	Tilting Tab Mach Op	8	100.00	0.00
53	Miscellaneous	276	100.00	0.00
VII.	Electrical Apparatus	220255	100.00	0.00
	1 Assembler	8111	100.00	0.00
	2 Boiler Attendant	102	100.00	0.00
	3 Chargehand	2446	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
4	Chargeman	420	100.00	0.00
5	Checker	5057	100.00	0.00
6	Compressor Op.	1184	100.00	0.00
7	Coolie/Mazdoor	3767	100.00	0.00
8	Die Maker	48	100.00	0.00
9	Driller	1377	100.00	0.00
10	Driver	1184	100.00	0.00
11	Electrician	10208	100.00	0.00
12	Fitter	5443	100.00	0.00
13	Mech/Elec Foreman	2161	100.00	0.00
14	Gas Cutter	2132	100.00	0.00
15	Grinder	98	100.00	0.00
16	Hammerman	128	100.00	0.00
17	Helper	81969	100.00	0.00
18	Marker	32	100.00	0.00
19	Mate/Mukaddam	83	100.00	0.00
20	Mechanic(General)	7709	100.00	0.00
21	Moulder	1071	100.00	0.00
22	Packer	7829	100.00	0.00
23	Painter	422	100.00	0.00
24	Planer	45	100.00	0.00
25	Plater	90	100.00	0.00
26	Polisher	128	100.00	0.00
27	Press Man	1361	100.00	0.00
28	Pump Attendant	16	100.00	0.00
29	Rigger	208	100.00	0.00
30	Shaper Machine Op	48	100.00	0.00
31	Sheetmetal Worker	32	100.00	0.00
32	Sorter	264	100.00	0.00
33	Supervisor	10555	100.00	0.00
34	Sweeper	1847	100.00	0.00
35	Tester	1308	100.00	0.00
36	Trimmer	47	100.00	0.00
37	Turner	672	100.00	0.00
38	Watchman	4257	100.00	0.00
39	Welder	1078	100.00	0.00
40	Winder	298	100.00	0.00
41	Wireman	3052	100.00	0.00
42	Fork Lift Operator	77	100.00	0.00
43	Mach. Op./Machinist	37682	100.00	0.00
44	Casting Man	32	100.00	0.00
45	Milling Machine Op.	3283	100.00	0.00
46	Setter	2066	100.00	0.00
47	Tool Maker	224	100.00	0.00
48	Store Keeper	3030	100.00	0.00
49	Apprentices/Trainees	630	100.00	0.00
50	Kundiwala	75	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
51	Sand Mixer	60	100.00	0.00
52	Miscellaneous	4809	100.00	0.00
VIII.	Boilers	2426	100.00	0.00
1	Assembler	4	100.00	0.00
2	Boiler Attendant	15	100.00	0.00
3	Checker	9	100.00	0.00
4	Crane Operator	11	100.00	0.00
5	Driller	9	100.00	0.00
6	Driver	28	100.00	0.00
7	Electrician	30	100.00	0.00
8	Fitter	312	100.00	0.00
9	Mech/Elec Foreman	52	100.00	0.00
10	Furnaceman	2	100.00	0.00
11	Gas Cutter	17	100.00	0.00
12	Grinder	93	100.00	0.00
13	Helper	654	100.00	0.00
14	Mechanic(General)	25	100.00	0.00
15	Packer	6	100.00	0.00
16	Painter	6	100.00	0.00
17	Planer	10	100.00	0.00
18	Press Man	32	100.00	0.00
19	Rigger	24	100.00	0.00
20	Supervisor	233	100.00	0.00
21	Sweeper	21	100.00	0.00
22	Tester	8	100.00	0.00
23	Turner	55	100.00	0.00
24	Watchman	59	100.00	0.00
25	Welder	338	100.00	0.00
26	Winder	2	100.00	0.00
27	Boring Machine Op.	3	100.00	0.00
28	Mach. Op./Machinist	265	100.00	0.00
29	Milling Machine Op.	12	100.00	0.00
30	Tool Maker	2	100.00	0.00
31	Store Keeper	12	100.00	0.00
32	Apprentices/Trainees	2	100.00	0.00
33	Hacksaw Man	71	100.00	0.00
34	Miscellaneous	4	100.00	0.00
IX.	Aluminium	7848	100.00	0.00
1	Assembler	2	100.00	0.00
2	Carpenter	4	100.00	0.00
3	Chargehand	2	100.00	0.00
4	Checker	204	100.00	0.00
5	Chipper	4	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	Compressor Op.	26	100.00	0.00
7	Coolie/Mazdoor	564	100.00	0.00
8	Crane Operator	2	100.00	0.00
9	Die Maker	46	100.00	0.00
10	Driller	8	100.00	0.00
11	Driver	94	100.00	0.00
12	Electrician	90	100.00	0.00
13	Fitter	210	100.00	0.00
14	Mech/Elec Foreman	28	100.00	0.00
15	Furnaceman	114	100.00	0.00
16	Gas Cutter	42	100.00	0.00
17	Grinder	30	100.00	0.00
18	Hammerman	4	100.00	0.00
19	Helper	2464	100.00	0.00
20	Mistry/Kangani	22	100.00	0.00
21	Marker	10	100.00	0.00
22	Mason	4	100.00	0.00
23	Mate/Mukaddam	6	100.00	0.00
24	Mechanic(General)	48	100.00	0.00
25	Millwright	2	100.00	0.00
26	Moulder	30	100.00	0.00
27	Packer	116	100.00	0.00
28	Painter	10	100.00	0.00
29	Plater	6	100.00	0.00
30	Polisher	46	100.00	0.00
31	Press Man	110	100.00	0.00
32	Rigger	12	100.00	0.00
33	Rollerman/Roller	48	100.00	0.00
34	Shaper Machine Op	88	100.00	0.00
35	Sheetmetal Worker	40	100.00	0.00
36	Sorter	20	100.00	0.00
37	Supervisor	648	100.00	0.00
38	Sweeper	92	100.00	0.00
39	Tester	2	100.00	0.00
40	Trimmer	2	100.00	0.00
41	Turner	58	100.00	0.00
42	Watchman	214	100.00	0.00
43	Welder	114	100.00	0.00
44	Winder	4	100.00	0.00
45	Wireman	8	100.00	0.00
46	Boring Machine Op.	6	100.00	0.00
47	Fork Lift Operator	12	100.00	0.00
48	Mach. Op./Machinist	1092	100.00	0.00
49	Casting Man	48	100.00	0.00
50	Milling Machine Op.	12	100.00	0.00
51	Setter	154	100.00	0.00
52	Tool Maker	4	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
53	Store Keeper	8	100.00	0.00
54	Apprentices/Trainees	12	100.00	0.00
55	Heater Incharge	8	100.00	0.00
56	Kiln Man	4	100.00	0.00
57	Straightner Mach Op	8	100.00	0.00
58	Valve Man	4	100.00	0.00
59	Tilting Tab Mach Op	8	100.00	0.00
60	Capsman	636	100.00	0.00
61	Miscellaneous	134	100.00	0.00
All Nine Engineering Ind.		1365582	99.98	0.02

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.	Iron and Steel	285.91	491.83	72.02
	1 Punjab	307.96	448.80	45.73
	2 Jharkhand	543.11	779.18	43.47
	3 Odisha	225.21	338.60	50.35
	4 Chhattisgarh	291.34	533.10	82.98
	5 Gujarat	286.34	550.33	92.19
	6 Maharashtra	262.35	721.70	175.09
	7 Residual	270.86	359.67	32.79
II.	Casting and Forgings	366.82	477.42	30.15
	1 Punjab	308.19	400.30	29.89
	2 Gujarat	323.58	415.89	28.53
	3 Maharashtra	414.14	489.36	18.16
	4 Karnataka	316.02	454.01	43.66
	5 Tamil Nadu	318.93	509.18	59.65
	6 Residual	410.97	518.29	26.11
III.	Agricultural Imp.	573.81	675.57	17.73
	1 Punjab	312.87	362.02	15.71
	2 Haryana	951.99	955.29	0.35
	3 Uttar Pradesh	305.53	355.49	16.35
	4 Gujarat	268.26	433.53	61.61
	5 Maharashtra	456.88	983.26	115.21
	6 Tamil Nadu	284.00	588.84	107.34
	7 Residual	449.57	528.76	17.61
IV.	Textile Machinery	367.63	541.83	47.38
	1 Punjab	311.61	401.32	28.79
	2 Gujarat	332.48	405.66	22.01
	3 Maharashtra	475.19	544.21	14.52
	4 Tamil Nadu	291.92	446.60	52.99
	5 Residual	461.30	838.51	81.77
V.	Machine Tools	373.82	459.52	22.93
	1 Punjab	331.71	439.59	32.52
	2 Gujarat	292.71	323.87	10.65
	3 Maharashtra	631.22	654.56	3.70

Table 3.1

Sl. No.	Industry/Stratum	Average Daily Wage Rates(Rs.)		Percentage Difference in Minimum & Maximum Wage Rates
		Minimum	Maximum	
1	2	3	4	5
	4 Karnataka	380.45	491.87	29.29
	5 Tamil Nadu	277.19	519.81	87.53
	6 Residual	398.41	493.70	23.92
VI.	Electrical Ind. Mach	302.82	399.85	32.04
	1 Uttar Pradesh	309.57	373.35	20.60
	2 West Bengal	166.95	227.30	36.15
	3 Gujarat	341.47	401.75	17.65
	4 Maharashtra	339.45	535.41	57.73
	5 Karnataka	290.37	381.49	31.38
	6 Tamil Nadu	256.59	396.68	54.60
	7 Residual	293.82	346.44	17.91
VII.	Electrical Apparatus	304.17	368.59	21.18
	1 Uttarakhand	276.32	335.62	21.46
	2 Uttar Pradesh	288.95	355.19	22.92
	3 Gujarat	321.26	405.38	26.18
	4 Maharashtra	369.30	439.80	19.09
	5 Karnataka	371.52	376.03	1.21
	6 Tamil Nadu	251.74	392.00	55.72
	7 Residual	285.77	353.47	23.69
VIII.	Boilers	321.46	396.23	23.26
	1 Gujarat	372.54	499.04	33.96
	2 Maharashtra	403.51	462.15	14.53
	3 Tamil Nadu	269.09	340.41	26.50
	4 Residual	312.22	400.80	28.37
IX.	Aluminium	299.21	344.43	15.11
	1 Gujarat	405.77	451.57	11.29
	2 Maharashtra	346.06	374.63	8.26
	3 Karnataka	272.10	279.33	2.66
	4 Tamil Nadu	233.94	289.43	23.72
	5 Residual	269.05	321.96	19.67
All Nine Engineering Ind.		323.58	474.04	46.50



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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	389.59	272.25	-	-	388.87
	1 Punjab	378.38	-	-	-	378.38
	2 Jharkhand	661.58	174.88	-	-	661.15
	3 Odisha	282.61	165.68	-	-	281.90
	4 Chhattisgarh	413.18	204.23	-	-	412.22
	5 Gujarat	418.63	285.16	-	-	418.34
	6 Maharashtra	492.21	358.47	-	-	492.03
	7 Residual	315.51	295.78	-	-	315.26
II.	Casting and Forgings	425.09	261.62	-	-	422.12
	1 Punjab	354.77	248.97	-	-	354.25
	2 Gujarat	370.81	300.41	-	-	369.73
	3 Maharashtra	451.88	384.04	-	-	451.75
	4 Karnataka	392.70	286.23	-	-	385.02
	5 Tamil Nadu	421.57	211.27	-	-	414.06
	6 Residual	467.63	262.37	-	-	464.63
III.	Agricultural Imp.	626.30	403.70	-	-	624.69
	1 Punjab	337.49	329.63	-	-	337.45
	2 Haryana	955.58	298.05	-	-	953.64
	3 Uttar Pradesh	330.92	300.00	-	-	330.51
	4 Gujarat	351.59	288.00	-	-	350.90
	5 Maharashtra	720.60	392.50	-	-	720.07
	6 Tamil Nadu	438.72	228.17	-	-	436.42
	7 Residual	488.91	498.90	-	-	489.16
IV.	Textile Machinery	460.71	332.73	-	-	454.73
	1 Punjab	357.76	295.94	-	-	356.47
	2 Gujarat	369.59	238.77	-	-	369.08
	3 Maharashtra	509.70	-	-	-	509.70
	4 Tamil Nadu	393.70	267.96	-	-	369.26
	5 Residual	654.85	531.51	-	-	649.91
V.	Machine Tools	418.97	285.54	-	-	416.68
	1 Punjab	385.57	405.00	-	-	385.65
	2 Gujarat	308.42	220.00	-	-	308.29
	3 Maharashtra	644.44	328.84	-	-	642.89

Table 3.2

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	440.80	290.46	-	-	436.16
	5 Tamil Nadu	404.29	280.26	-	-	398.50
	6 Residual	451.30	278.91	-	-	446.06
VI.	Electrical Ind. Mach	356.32	295.15	-	-	351.33
	1 Uttar Pradesh	343.98	291.35	-	-	341.46
	2 West Bengal	197.13	-	-	-	197.13
	3 Gujarat	373.28	316.65	-	-	371.61
	4 Maharashtra	441.28	339.51	-	-	437.43
	5 Karnataka	346.82	296.15	-	-	335.93
	6 Tamil Nadu	347.13	193.41	-	-	326.64
	7 Residual	321.84	304.84	-	-	320.13
VII.	Electrical Apparatus	342.95	284.08	-	-	336.38
	1 Uttarakhand	316.44	287.39	-	-	305.97
	2 Uttar Pradesh	322.38	295.48	-	-	322.07
	3 Gujarat	363.29	363.93	-	-	363.32
	4 Maharashtra	416.22	293.69	-	-	404.56
	5 Karnataka	380.17	316.48	-	-	373.78
	6 Tamil Nadu	348.34	218.37	-	-	321.87
	7 Residual	323.03	273.19	-	-	319.62
VIII.	Boilers	361.30	273.62	-	-	358.84
	1 Gujarat	433.09	576.92	-	-	435.79
	2 Maharashtra	432.01	494.00	-	-	432.83
	3 Tamil Nadu	308.71	209.90	-	-	304.75
	4 Residual	358.42	261.28	-	-	356.51
IX.	Aluminium	326.50	259.78	-	-	321.83
	1 Gujarat	429.72	253.82	-	-	428.67
	2 Maharashtra	366.44	308.61	-	-	360.34
	3 Karnataka	275.71	-	-	-	275.71
	4 Tamil Nadu	268.93	212.23	-	-	261.69
	5 Residual	298.92	246.82	-	-	295.50
All Nine Engineering Ind.		402.29	283.40	-	-	398.82

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	286.29	225.51	-	-	285.91
	1 Punjab	307.96	-	-	-	307.96
	2 Jharkhand	543.43	174.88	-	-	543.11
	3 Odisha	225.66	150.31	-	-	225.21
	4 Chhattisgarh	291.86	178.85	-	-	291.34
	5 Gujarat	286.35	285.16	-	-	286.34
	6 Maharashtra	262.30	298.61	-	-	262.35
	7 Residual	271.25	239.34	-	-	270.86
II.	Casting and Forgings	369.01	248.17	-	-	366.82
	1 Punjab	308.49	246.27	-	-	308.19
	2 Gujarat	323.94	300.41	-	-	323.58
	3 Maharashtra	414.20	384.04	-	-	414.14
	4 Karnataka	320.36	260.15	-	-	316.02
	5 Tamil Nadu	323.41	198.13	-	-	318.93
	6 Residual	413.23	258.28	-	-	410.97
III.	Agricultural Imp.	575.11	395.15	-	-	573.81
	1 Punjab	312.81	325.26	-	-	312.87
	2 Haryana	954.01	269.20	-	-	951.99
	3 Uttar Pradesh	306.28	250.00	-	-	305.53
	4 Gujarat	268.04	288.00	-	-	268.26
	5 Maharashtra	456.99	390.00	-	-	456.88
	6 Tamil Nadu	284.62	228.17	-	-	284.00
	7 Residual	448.33	496.37	-	-	449.57
IV.	Textile Machinery	374.32	231.15	-	-	367.63
	1 Punjab	311.98	294.25	-	-	311.61
	2 Gujarat	332.97	209.57	-	-	332.48
	3 Maharashtra	475.19	-	-	-	475.19
	4 Tamil Nadu	313.21	203.67	-	-	291.92
	5 Residual	468.37	291.89	-	-	461.30
V.	Machine Tools	375.89	255.76	-	-	373.82
	1 Punjab	332.00	263.07	-	-	331.71
	2 Gujarat	292.81	220.00	-	-	292.71
	3 Maharashtra	632.79	311.53	-	-	631.22

Table 3.2(a)

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	383.66	279.39	-	-	380.45
	5 Tamil Nadu	279.50	230.07	-	-	277.19
	6 Residual	402.80	258.45	-	-	398.41
VI.	Electrical Ind. Mach	305.15	276.49	-	-	302.82
	1 Uttar Pradesh	310.66	287.88	-	-	309.57
	2 West Bengal	166.95	-	-	-	166.95
	3 Gujarat	342.48	308.21	-	-	341.47
	4 Maharashtra	341.35	291.09	-	-	339.45
	5 Karnataka	294.44	275.50	-	-	290.37
	6 Tamil Nadu	269.48	172.78	-	-	256.59
	7 Residual	294.02	292.03	-	-	293.82
VII.	Electrical Apparatus	309.31	263.25	-	-	304.17
	1 Uttarakhand	283.05	264.38	-	-	276.32
	2 Uttar Pradesh	288.91	292.65	-	-	288.95
	3 Gujarat	319.99	344.64	-	-	321.26
	4 Maharashtra	380.00	267.66	-	-	369.30
	5 Karnataka	377.67	316.48	-	-	371.52
	6 Tamil Nadu	272.66	169.91	-	-	251.74
	7 Residual	287.94	256.25	-	-	285.77
VIII.	Boilers	323.07	265.40	-	-	321.46
	1 Gujarat	368.63	576.92	-	-	372.54
	2 Maharashtra	402.30	494.00	-	-	403.51
	3 Tamil Nadu	272.03	198.49	-	-	269.09
	4 Residual	313.24	261.28	-	-	312.22
IX.	Aluminium	302.76	252.18	-	-	299.21
	1 Gujarat	406.68	253.82	-	-	405.77
	2 Maharashtra	351.95	296.09	-	-	346.06
	3 Karnataka	272.10	-	-	-	272.10
	4 Tamil Nadu	239.15	198.34	-	-	233.94
	5 Residual	270.74	244.83	-	-	269.05
	All Nine Engineering Ind.	325.54	258.73	-	-	323.58

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	492.90	318.98	-	-	491.83
	1 Punjab	448.80	-	-	-	448.80
	2 Jharkhand	779.72	174.88	-	-	779.18
	3 Odisha	339.56	181.04	-	-	338.60
	4 Chhattisgarh	534.49	229.62	-	-	533.10
	5 Gujarat	550.92	285.16	-	-	550.33
	6 Maharashtra	722.12	418.34	-	-	721.70
	7 Residual	359.76	352.23	-	-	359.67
II.	Casting and Forgings	481.15	275.06	-	-	477.42
	1 Punjab	401.04	251.67	-	-	400.30
	2 Gujarat	417.67	300.41	-	-	415.89
	3 Maharashtra	489.56	384.04	-	-	489.36
	4 Karnataka	465.03	312.30	-	-	454.01
	5 Tamil Nadu	519.73	224.40	-	-	509.18
	6 Residual	522.02	266.46	-	-	518.29
III.	Agricultural Imp.	677.49	412.24	-	-	675.57
	1 Punjab	362.16	334.01	-	-	362.02
	2 Haryana	957.16	326.90	-	-	955.29
	3 Uttar Pradesh	355.56	350.00	-	-	355.49
	4 Gujarat	435.13	288.00	-	-	433.53
	5 Maharashtra	984.21	395.00	-	-	983.26
	6 Tamil Nadu	592.83	228.17	-	-	588.84
	7 Residual	529.48	501.43	-	-	528.76
IV.	Textile Machinery	547.10	434.31	-	-	541.83
	1 Punjab	403.54	297.63	-	-	401.32
	2 Gujarat	406.21	267.97	-	-	405.66
	3 Maharashtra	544.21	-	-	-	544.21
	4 Tamil Nadu	474.19	332.24	-	-	446.60
	5 Residual	841.32	771.12	-	-	838.51
V.	Machine Tools	462.04	315.33	-	-	459.52
	1 Punjab	439.14	546.92	-	-	439.59
	2 Gujarat	324.02	220.00	-	-	323.87
	3 Maharashtra	656.08	346.15	-	-	654.56

Table 3.2(b)

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	497.93	301.52	-	-	491.87
	5 Tamil Nadu	529.08	330.44	-	-	519.81
	6 Residual	499.79	299.37	-	-	493.70
VI.	Electrical Ind. Mach	407.48	313.80	-	-	399.85
	1 Uttar Pradesh	377.29	294.80	-	-	373.35
	2 West Bengal	227.30	-	-	-	227.30
	3 Gujarat	404.07	325.09	-	-	401.75
	4 Maharashtra	541.20	387.93	-	-	535.41
	5 Karnataka	399.19	316.79	-	-	381.49
	6 Tamil Nadu	424.78	214.03	-	-	396.68
	7 Residual	349.65	317.65	-	-	346.44
VII.	Electrical Apparatus	376.58	304.91	-	-	368.59
	1 Uttarakhand	349.82	310.41	-	-	335.62
	2 Uttar Pradesh	355.86	298.30	-	-	355.19
	3 Gujarat	406.59	383.21	-	-	405.38
	4 Maharashtra	452.44	319.71	-	-	439.80
	5 Karnataka	382.68	316.48	-	-	376.03
	6 Tamil Nadu	424.01	266.83	-	-	392.00
	7 Residual	358.13	290.14	-	-	353.47
VIII.	Boilers	399.53	281.84	-	-	396.23
	1 Gujarat	497.55	576.92	-	-	499.04
	2 Maharashtra	461.72	494.00	-	-	462.15
	3 Tamil Nadu	345.38	221.30	-	-	340.41
	4 Residual	403.59	261.28	-	-	400.80
IX.	Aluminium	350.24	267.37	-	-	344.43
	1 Gujarat	452.75	253.82	-	-	451.57
	2 Maharashtra	380.93	321.13	-	-	374.63
	3 Karnataka	279.33	-	-	-	279.33
	4 Tamil Nadu	298.70	226.13	-	-	289.43
	5 Residual	327.09	248.81	-	-	321.96
	All Nine Engineering Ind.	479.04	308.07	-	-	474.04

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.	Iron and Steel	389.60	272.15	-	-	388.88
	1 Punjab	378.38	-	-	-	378.38
	2 Jharkhand	661.58	174.88	-	-	661.15
	3 Odisha	282.61	165.68	-	-	281.90
	4 Chhattisgarh	413.18	204.23	-	-	412.22
	5 Gujarat	418.74	282.80	-	-	418.49
	6 Maharashtra	492.21	358.47	-	-	492.03
	7 Residual	315.51	295.78	-	-	315.26
II.	Casting and Forgings	425.08	261.62	-	-	422.12
	1 Punjab	354.77	248.97	-	-	354.25
	2 Gujarat	370.81	300.41	-	-	369.73
	3 Maharashtra	451.88	384.04	-	-	451.75
	4 Karnataka	392.70	286.23	-	-	385.02
	5 Tamil Nadu	421.57	211.27	-	-	414.06
	6 Residual	467.67	262.37	-	-	464.67
III.	Agricultural Imp.	626.30	403.70	-	-	624.69
	1 Punjab	337.49	329.63	-	-	337.45
	2 Haryana	955.58	298.05	-	-	953.64
	3 Uttar Pradesh	330.92	300.00	-	-	330.51
	4 Gujarat	351.59	288.00	-	-	350.90
	5 Maharashtra	720.60	392.50	-	-	720.07
	6 Tamil Nadu	438.72	228.17	-	-	436.42
	7 Residual	488.91	498.90	-	-	489.16
IV.	Textile Machinery	460.71	332.73	-	-	454.73
	1 Punjab	357.76	295.94	-	-	356.47
	2 Gujarat	369.59	238.77	-	-	369.08
	3 Maharashtra	509.70	-	-	-	509.70
	4 Tamil Nadu	393.70	267.96	-	-	369.26
	5 Residual	654.85	531.51	-	-	649.91
V.	Machine Tools	418.97	285.54	-	-	416.68
	1 Punjab	385.57	405.00	-	-	385.65
	2 Gujarat	308.42	220.00	-	-	308.29
	3 Maharashtra	644.44	328.84	-	-	642.89

Table 3.3

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	440.80	290.46	-	-	436.16
	5 Tamil Nadu	404.29	280.26	-	-	398.50
	6 Residual	451.30	278.91	-	-	446.06
VI.	Electrical Ind. Mach	356.32	295.15	-	-	351.33
	1 Uttar Pradesh	343.98	291.35	-	-	341.46
	2 West Bengal	197.13	-	-	-	197.13
	3 Gujarat	373.28	316.65	-	-	371.61
	4 Maharashtra	441.28	339.51	-	-	437.43
	5 Karnataka	346.82	296.15	-	-	335.93
	6 Tamil Nadu	347.13	193.41	-	-	326.64
	7 Residual	321.84	304.84	-	-	320.13
VII.	Electrical Apparatus	342.95	284.08	-	-	336.38
	1 Uttarakhand	316.44	287.39	-	-	305.97
	2 Uttar Pradesh	322.38	295.48	-	-	322.07
	3 Gujarat	363.29	363.93	-	-	363.32
	4 Maharashtra	416.22	293.69	-	-	404.56
	5 Karnataka	380.17	316.48	-	-	373.78
	6 Tamil Nadu	348.34	218.37	-	-	321.87
	7 Residual	323.03	273.19	-	-	319.62
VIII.	Boilers	361.30	273.62	-	-	358.84
	1 Gujarat	433.09	576.92	-	-	435.79
	2 Maharashtra	432.01	494.00	-	-	432.83
	3 Tamil Nadu	308.71	209.90	-	-	304.75
	4 Residual	358.42	261.28	-	-	356.51
IX.	Aluminium	326.50	259.78	-	-	321.83
	1 Gujarat	429.72	253.82	-	-	428.67
	2 Maharashtra	366.44	308.61	-	-	360.34
	3 Karnataka	275.71	-	-	-	275.71
	4 Tamil Nadu	268.93	212.23	-	-	261.69
	5 Residual	298.92	246.82	-	-	295.50
All Nine Engineering Ind.		402.29	283.40	-	-	398.82



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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	286.28	225.24	-	-	285.90
	1 Punjab	307.96	-	-	-	307.96
	2 Jharkhand	543.43	174.88	-	-	543.11
	3 Odisha	225.66	150.31	-	-	225.21
	4 Chhattisgarh	291.86	178.85	-	-	291.34
	5 Gujarat	286.21	282.80	-	-	286.20
	6 Maharashtra	262.30	298.61	-	-	262.35
	7 Residual	271.25	239.34	-	-	270.86
II.	Casting and Forgings	368.99	248.17	-	-	366.80
	1 Punjab	308.49	246.27	-	-	308.19
	2 Gujarat	323.94	300.41	-	-	323.58
	3 Maharashtra	414.20	384.04	-	-	414.14
	4 Karnataka	320.36	260.15	-	-	316.02
	5 Tamil Nadu	323.41	198.13	-	-	318.93
	6 Residual	413.22	258.28	-	-	410.96
III.	Agricultural Imp.	575.11	395.15	-	-	573.81
	1 Punjab	312.81	325.26	-	-	312.87
	2 Haryana	954.01	269.20	-	-	951.99
	3 Uttar Pradesh	306.28	250.00	-	-	305.53
	4 Gujarat	268.04	288.00	-	-	268.26
	5 Maharashtra	456.99	390.00	-	-	456.88
	6 Tamil Nadu	284.62	228.17	-	-	284.00
	7 Residual	448.33	496.37	-	-	449.57
IV.	Textile Machinery	374.32	231.15	-	-	367.63
	1 Punjab	311.98	294.25	-	-	311.61
	2 Gujarat	332.97	209.57	-	-	332.48
	3 Maharashtra	475.19	-	-	-	475.19
	4 Tamil Nadu	313.21	203.67	-	-	291.92
	5 Residual	468.37	291.89	-	-	461.30
V.	Machine Tools	375.89	255.76	-	-	373.82
	1 Punjab	332.00	263.07	-	-	331.71
	2 Gujarat	292.81	220.00	-	-	292.71
	3 Maharashtra	632.79	311.53	-	-	631.22

Table 3.3(a)

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	383.66	279.39	-	-	380.45
	5 Tamil Nadu	279.50	230.07	-	-	277.19
	6 Residual	402.80	258.45	-	-	398.41
VI.	Electrical Ind. Mach	305.15	276.49	-	-	302.82
	1 Uttar Pradesh	310.66	287.88	-	-	309.57
	2 West Bengal	166.95	-	-	-	166.95
	3 Gujarat	342.48	308.21	-	-	341.47
	4 Maharashtra	341.35	291.09	-	-	339.45
	5 Karnataka	294.44	275.50	-	-	290.37
	6 Tamil Nadu	269.48	172.78	-	-	256.59
	7 Residual	294.02	292.03	-	-	293.82
VII.	Electrical Apparatus	309.31	263.25	-	-	304.17
	1 Uttarakhand	283.05	264.38	-	-	276.32
	2 Uttar Pradesh	288.91	292.65	-	-	288.95
	3 Gujarat	319.99	344.64	-	-	321.26
	4 Maharashtra	380.00	267.66	-	-	369.30
	5 Karnataka	377.67	316.48	-	-	371.52
	6 Tamil Nadu	272.66	169.91	-	-	251.74
	7 Residual	287.94	256.25	-	-	285.77
VIII.	Boilers	323.07	265.40	-	-	321.46
	1 Gujarat	368.63	576.92	-	-	372.54
	2 Maharashtra	402.30	494.00	-	-	403.51
	3 Tamil Nadu	272.03	198.49	-	-	269.09
	4 Residual	313.24	261.28	-	-	312.22
IX.	Aluminium	302.76	252.18	-	-	299.21
	1 Gujarat	406.68	253.82	-	-	405.77
	2 Maharashtra	351.95	296.09	-	-	346.06
	3 Karnataka	272.10	-	-	-	272.10
	4 Tamil Nadu	239.15	198.34	-	-	233.94
	5 Residual	270.74	244.83	-	-	269.05
	All Nine Engineering Ind.	325.53	258.72	-	-	323.57

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	492.91	319.07	-	-	491.85
	1 Punjab	448.80	-	-	-	448.80
	2 Jharkhand	779.72	174.88	-	-	779.18
	3 Odisha	339.56	181.04	-	-	338.60
	4 Chhattisgarh	534.49	229.62	-	-	533.10
	5 Gujarat	551.26	282.80	-	-	550.77
	6 Maharashtra	722.12	418.34	-	-	721.70
	7 Residual	359.76	352.23	-	-	359.67
II.	Casting and Forgings	481.16	275.06	-	-	477.43
	1 Punjab	401.04	251.67	-	-	400.30
	2 Gujarat	417.67	300.41	-	-	415.89
	3 Maharashtra	489.56	384.04	-	-	489.36
	4 Karnataka	465.03	312.30	-	-	454.01
	5 Tamil Nadu	519.73	224.40	-	-	509.18
	6 Residual	522.10	266.46	-	-	518.37
III.	Agricultural Imp.	677.49	412.24	-	-	675.57
	1 Punjab	362.16	334.01	-	-	362.02
	2 Haryana	957.16	326.90	-	-	955.29
	3 Uttar Pradesh	355.56	350.00	-	-	355.49
	4 Gujarat	435.13	288.00	-	-	433.53
	5 Maharashtra	984.21	395.00	-	-	983.26
	6 Tamil Nadu	592.83	228.17	-	-	588.84
	7 Residual	529.48	501.43	-	-	528.76
IV.	Textile Machinery	547.10	434.31	-	-	541.83
	1 Punjab	403.54	297.63	-	-	401.32
	2 Gujarat	406.21	267.97	-	-	405.66
	3 Maharashtra	544.21	-	-	-	544.21
	4 Tamil Nadu	474.19	332.24	-	-	446.60
	5 Residual	841.32	771.12	-	-	838.51
V.	Machine Tools	462.04	315.33	-	-	459.52
	1 Punjab	439.14	546.92	-	-	439.59
	2 Gujarat	324.02	220.00	-	-	323.87
	3 Maharashtra	656.08	346.15	-	-	654.56

Table 3.3(b)

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	497.93	301.52	-	-	491.87
	5 Tamil Nadu	529.08	330.44	-	-	519.81
	6 Residual	499.79	299.37	-	-	493.70
VI.	Electrical Ind. Mach	407.48	313.80	-	-	399.85
	1 Uttar Pradesh	377.29	294.80	-	-	373.35
	2 West Bengal	227.30	-	-	-	227.30
	3 Gujarat	404.07	325.09	-	-	401.75
	4 Maharashtra	541.20	387.93	-	-	535.41
	5 Karnataka	399.19	316.79	-	-	381.49
	6 Tamil Nadu	424.78	214.03	-	-	396.68
	7 Residual	349.65	317.65	-	-	346.44
VII.	Electrical Apparatus	376.58	304.91	-	-	368.59
	1 Uttarakhand	349.82	310.41	-	-	335.62
	2 Uttar Pradesh	355.86	298.30	-	-	355.19
	3 Gujarat	406.59	383.21	-	-	405.38
	4 Maharashtra	452.44	319.71	-	-	439.80
	5 Karnataka	382.68	316.48	-	-	376.03
	6 Tamil Nadu	424.01	266.83	-	-	392.00
	7 Residual	358.13	290.14	-	-	353.47
VIII.	Boilers	399.53	281.84	-	-	396.23
	1 Gujarat	497.55	576.92	-	-	499.04
	2 Maharashtra	461.72	494.00	-	-	462.15
	3 Tamil Nadu	345.38	221.30	-	-	340.41
	4 Residual	403.59	261.28	-	-	400.80
IX.	Aluminium	350.24	267.37	-	-	344.43
	1 Gujarat	452.75	253.82	-	-	451.57
	2 Maharashtra	380.93	321.13	-	-	374.63
	3 Karnataka	279.33	-	-	-	279.33
	4 Tamil Nadu	298.70	226.13	-	-	289.43
	5 Residual	327.09	248.81	-	-	321.96
All Nine Engineering Ind.		479.05	308.08	-	-	474.05

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	362.40	297.00	-	-	351.50
	1 Gujarat	362.40	297.00	-	-	351.50
II.	Casting and Forgings	440.00	-	-	-	440.00
	1 Residual	440.00	-	-	-	440.00
All Nine Engineering Ind.		408.96	297.00	-	-	400.67

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	362.40	297.00	-	-	351.50
	1 Gujarat	362.40	297.00	-	-	351.50
II.	Casting and Forgings	420.00	-	-	-	420.00
	1 Residual	420.00	-	-	-	420.00
All Nine Engineering Ind.		396.96	297.00	-	-	389.56

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	362.40	297.00	-	-	351.50
	1 Gujarat	362.40	297.00	-	-	351.50
II.	Casting and Forgings	460.00	-	-	-	460.00
	1 Residual	460.00	-	-	-	460.00
All Nine Engineering Ind.		420.96	297.00	-	-	411.78

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	389.59	272.25	-	-	388.87
	1 Assembler	433.14	-	-	-	433.14
	2 Beltman/Mochi	187.43	-	-	-	187.43
	3 Blacksmith	258.76	-	-	-	258.76
	4 Boiler Attendant	366.36	-	-	-	366.36
	5 Carpenter	287.11	-	-	-	287.11
	6 Chargehand	287.25	219.23	-	-	261.74
	7 Chargeman	344.33	-	-	-	344.33
	8 Checker	362.04	191.92	-	-	361.69
	9 Chipper	706.51	-	-	-	706.51
	10 Compressor Op.	381.92	-	-	-	381.92
	11 Coolie/Mazdoor	381.39	252.77	-	-	379.49
	12 Core Maker	422.11	-	-	-	422.11
	13 Crane Operator	536.70	-	-	-	536.70
	14 Cupolaman	543.38	-	-	-	543.38
	15 Die Maker	412.42	-	-	-	412.42
	16 Driller	217.43	-	-	-	217.43
	17 Driver	315.52	-	-	-	315.52
	18 Electrician	487.48	-	-	-	487.48
	19 Fireman	453.12	-	-	-	453.12
	20 Fitter	463.38	-	-	-	463.38
	21 Mech/Elec Foreman	636.74	379.61	-	-	635.50
	22 Furnaceman	355.18	-	-	-	355.18
	23 Gas Cutter	322.79	-	-	-	322.79
	24 Grinder	359.54	-	-	-	359.54
	25 Hammerman	252.97	-	-	-	252.97
	26 Helper	311.41	204.87	-	-	310.72
	27 Loader/Unloader	245.11	-	-	-	245.11
	28 Mistry/Kangani	269.71	-	-	-	269.71
	29 Marker	374.88	-	-	-	374.88
	30 Mason	463.27	-	-	-	463.27
	31 Mate/Mukaddam	273.26	-	-	-	273.26
	32 Mechanic (General)	331.57	-	-	-	331.57
	33 Millwright	393.54	-	-	-	393.54
	34 Motor Mechanic	182.69	-	-	-	182.69
	35 Moulder	397.13	-	-	-	397.13
	36 Packer	305.97	347.50	-	-	318.14
	37 Painter	321.68	-	-	-	321.68
	38 Pattern Maker	291.79	-	-	-	291.79
	39 Planer	396.44	-	-	-	396.44
	40 Plater	215.00	-	-	-	215.00



Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
41	Plumber	324.86	-	-	-	324.86
42	Press Man	334.03	-	-	-	334.03
43	Pump Attendant	229.44	-	-	-	229.44
44	Rigger	258.97	-	-	-	258.97
45	Rollerman/Roller	289.77	-	-	-	289.77
46	Shaper Machine Op	375.87	-	-	-	375.87
47	Sheetmetal Worker	242.88	-	-	-	242.88
48	Sorter	360.83	-	-	-	360.83
49	Supervisor	474.85	600.00	-	-	474.89
50	Sweeper	270.28	257.02	-	-	269.52
51	Tester	273.35	250.00	-	-	272.55
52	Tongsman	348.74	-	-	-	348.74
53	Trimmer	214.25	-	-	-	214.25
54	Turner	386.65	-	-	-	386.65
55	Watchman	285.66	-	-	-	285.66
56	Welder	372.90	-	-	-	372.90
57	Winder	309.58	-	-	-	309.58
58	Wireman	313.65	-	-	-	313.65
59	Boring Machine Op.	329.96	-	-	-	329.96
60	Fork Lift Operator	253.25	-	-	-	253.25
61	Mach. Op./Machinist	473.97	-	-	-	473.97
62	Casting Man	275.32	-	-	-	275.32
63	Milling Machine Op.	511.87	213.46	-	-	506.63
64	Setter	288.67	-	-	-	288.67
65	Tool Maker	227.00	-	-	-	227.00
66	Store Keeper	306.78	-	-	-	306.78
67	Apprentices/Trainees	251.76	244.15	-	-	251.62
68	Heater Incharge	417.75	-	-	-	417.75
69	Kiln Man	324.12	-	-	-	324.12
70	Straightner Mach Op	337.68	-	-	-	337.68
71	Valve Man	350.79	360.00	-	-	350.87
72	Tilting Tab Mach Op	403.26	-	-	-	403.26
73	Kundiwala	248.50	-	-	-	248.50
74	Sand Mixer	318.46	-	-	-	318.46
75	Miscellaneous	336.94	-	-	-	336.94
II.	Casting and Forgings	425.09	261.62	-	-	422.12
1	Armature Winder	308.66	-	-	-	308.66
2	Assembler	469.34	-	-	-	469.34
3	Blacksmith	329.55	-	-	-	329.55
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	725.70	-	-	-	725.70
6	Chargehand	485.05	-	-	-	485.05
7	Chargeman	543.06	-	-	-	543.06
8	Checker	465.45	231.03	-	-	461.35
9	Chipper	228.08	-	-	-	228.08

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
10	Compressor Op.	525.28	-	-	-	525.28
11	Coolie/Mazdoor	290.08	200.00	-	-	289.52
12	Core Maker	389.51	359.79	-	-	388.18
13	Crane Operator	603.34	-	-	-	603.34
14	Cupolaman	562.11	-	-	-	562.11
15	Die Maker	467.77	-	-	-	467.77
16	Driller	356.01	221.96	-	-	341.09
17	Driver	399.97	-	-	-	399.97
18	Electrician	646.98	-	-	-	646.98
19	Fireman	794.83	-	-	-	794.83
20	Fitter	672.42	-	-	-	672.42
21	Mech/Elec Foreman	541.97	-	-	-	541.97
22	Furnaceman	465.89	-	-	-	465.89
23	Gas Cutter	381.89	-	-	-	381.89
24	Grinder	340.88	-	-	-	340.88
25	Hammerman	323.24	-	-	-	323.24
26	Helper	379.72	268.61	-	-	376.48
27	Mistry/Kangani	524.37	-	-	-	524.37
28	Marker	293.61	-	-	-	293.61
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic(General)	354.68	-	-	-	354.68
31	Millwright	329.26	-	-	-	329.26
32	Moulder	505.58	301.34	-	-	501.88
33	Packer	302.78	160.04	-	-	290.26
34	Painter	351.32	-	-	-	351.32
35	Pattern Maker	639.19	-	-	-	639.19
36	Planer	353.22	816.87	-	-	371.60
37	Polisher	333.52	-	-	-	333.52
38	Press Man	341.51	233.65	-	-	318.66
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	342.31	-	-	-	342.31
41	Shaper Machine Op	388.58	-	-	-	388.58
42	Sheetmetal Worker	406.05	-	-	-	406.05
43	Supervisor	508.64	288.46	-	-	508.26
44	Sweeper	330.09	260.28	-	-	312.64
45	Tester	378.62	-	-	-	378.62
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	839.22	-	-	-	839.22
48	Turner	468.04	-	-	-	468.04
49	Watchman	339.80	385.41	-	-	340.54
50	Welder	527.76	-	-	-	527.76
51	Winder	327.82	-	-	-	327.82
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	390.43	-	-	-	390.43
54	Fork Lift Operator	420.06	-	-	-	420.06
55	Mach. Op./Machinist	478.04	175.00	-	-	477.60
56	Casting Man	296.64	-	-	-	296.64

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
57	Milling Machine Op.	370.58	-	-	-	370.58
58	Setter	260.39	-	-	-	260.39
59	Tool Maker	344.23	-	-	-	344.23
60	Store Keeper	490.03	-	-	-	490.03
61	Apprentices/Trainees	311.81	205.61	-	-	311.36
62	Straightner Mach Op	459.29	-	-	-	459.29
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	365.10	305.64	-	-	363.06
65	Sand Mixer	450.79	-	-	-	450.79
66	Miscellaneous	349.26	-	-	-	349.26
III.	Agricultural Imp.	626.30	403.70	-	-	624.69
1	Assembler	364.78	144.23	-	-	364.38
2	Blacksmith	294.74	-	-	-	294.74
3	Boiler Attendant	333.03	-	-	-	333.03
4	Carpenter	303.85	-	-	-	303.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	798.33	233.72	-	-	794.69
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	276.37	-	-	-	276.37
9	Die Maker	401.08	-	-	-	401.08
10	Driller	919.77	-	-	-	919.77
11	Driver	403.01	-	-	-	403.01
12	Electrician	906.22	-	-	-	906.22
13	Fitter	655.54	282.82	-	-	653.06
14	Mech/Elec Foreman	457.03	-	-	-	457.03
15	Gas Cutter	1310.71	-	-	-	1310.71
16	Grinder	310.50	298.05	-	-	304.45
17	Hammerman	380.71	-	-	-	380.71
18	Helper	475.19	296.68	-	-	473.40
19	Mistry/Kangani	304.27	-	-	-	304.27
20	Marker	339.67	480.00	-	-	342.32
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	681.41	-	-	-	681.41
23	Millwright	280.40	-	-	-	280.40
24	Moulder	309.24	-	-	-	309.24
25	Packer	338.14	271.93	-	-	307.87
26	Painter	806.98	-	-	-	806.98
27	Pattern Maker	317.06	-	-	-	317.06
28	Planer	1060.26	-	-	-	1060.26
29	Plumber	321.53	-	-	-	321.53
30	Press Man	893.16	277.69	-	-	885.59
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	325.65	-	-	-	325.65
34	Supervisor	747.29	694.35	-	-	747.07

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
35	Sweeper	544.99	825.58	-	-	604.81
36	Tester	908.23	-	-	-	908.23
37	Trimmer	323.45	-	-	-	323.45
38	Turner	748.13	-	-	-	748.13
39	Watchman	494.74	-	-	-	494.74
40	Welder	668.42	-	-	-	668.42
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	649.61	540.87	-	-	649.42
43	Milling Machine Op.	1042.14	-	-	-	1042.14
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	810.37	-	-	-	810.37
46	Store Keeper	357.27	-	-	-	357.27
47	Apprentices/Trainees	362.70	-	-	-	362.70
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	233.08	-	-	-	233.08
50	Miscellaneous	435.83	250.00	-	-	424.21
IV.	Textile Machinery	460.71	332.73	-	-	454.73
1	Assembler	377.26	176.54	-	-	372.77
2	Blacksmith	285.58	-	-	-	285.58
3	Carpenter	354.31	-	-	-	354.31
4	Chargehand	603.85	-	-	-	603.85
5	Checker	384.40	197.79	-	-	359.04
6	Compressor Op.	636.39	-	-	-	636.39
7	Coolie/Mazdoor	305.69	-	-	-	305.69
8	Die Maker	509.55	-	-	-	509.55
9	Driller	321.22	-	-	-	321.22
10	Driver	379.40	-	-	-	379.40
11	Electrician	588.60	-	-	-	588.60
12	Fitter	410.24	-	-	-	410.24
13	Mech/Elec Foreman	559.51	-	-	-	559.51
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	301.20	-	-	-	301.20
16	Grinder	589.97	200.00	-	-	562.94
17	Helper	331.19	218.68	-	-	322.83
18	Mistry/Kangani	596.15	-	-	-	596.15
19	Marker	295.23	-	-	-	295.23
20	Mechanic(General)	466.65	-	-	-	466.65
21	Millwright	272.70	-	-	-	272.70
22	Moulder	350.72	-	-	-	350.72
23	Packer	393.91	324.10	-	-	371.87
24	Painter	383.98	-	-	-	383.98
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	491.90	542.71	-	-	506.42
27	Polisher	319.69	-	-	-	319.69
28	Press Man	284.62	-	-	-	284.62

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
29	Rollerman/Roller	366.17	-	-	-	366.17
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	668.05	817.11	-	-	672.11
33	Sweeper	268.78	169.76	-	-	247.84
34	Trimmer	503.08	-	-	-	503.08
35	Turner	452.23	266.42	-	-	450.01
36	Watchman	396.59	-	-	-	396.59
37	Welder	375.41	-	-	-	375.41
38	Winder	-	292.15	-	-	292.15
39	Wireman	310.10	-	-	-	310.10
40	Boring Machine Op.	327.01	291.15	-	-	325.68
41	Fork Lift Operator	369.95	-	-	-	369.95
42	Mach. Op./Machinist	683.72	574.26	-	-	679.40
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	372.08	342.50	-	-	369.61
45	Setter	448.62	-	-	-	448.62
46	Gen./Turbo Operator	571.50	362.00	-	-	474.81
47	Store Keeper	644.23	223.00	-	-	433.62
48	Apprentices/Trainees	312.05	107.69	-	-	272.92
49	Straightner Mach Op	556.44	-	-	-	556.44
50	Valve Man	338.00	-	-	-	338.00
51	Capstan	414.27	400.00	-	-	412.74
52	Miscellaneous	400.74	-	-	-	400.74
V.	Machine Tools	418.97	285.54	-	-	416.68
1	Assembler	448.23	419.50	-	-	445.98
2	Boiler Attendant	129.23	-	-	-	129.23
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	302.31	-	-	-	302.31
5	Checker	426.16	260.60	-	-	414.05
6	Compressor Op.	997.98	-	-	-	997.98
7	Coolie/Mazdoor	297.77	211.53	-	-	296.72
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	400.29	-	-	-	400.29
10	Driver	360.87	-	-	-	360.87
11	Electrician	404.50	-	-	-	404.50
12	Fitter	478.57	-	-	-	478.57
13	Mech/Elec Foreman	782.18	-	-	-	782.18
14	Furnaceman	388.21	-	-	-	388.21
15	Gas Cutter	591.24	-	-	-	591.24
16	Grinder	498.02	-	-	-	498.02
17	Helper	353.19	284.46	-	-	351.11
18	Mistry/Kangani	390.50	-	-	-	390.50
19	Marker	336.64	-	-	-	336.64
20	Mate/Mukaddam	311.72	-	-	-	311.72

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
21	Mechanic (General)	337.71	-	-	-	337.71
22	Millwright	391.18	-	-	-	391.18
23	Moulder	381.39	137.31	-	-	341.38
24	Packer	388.15	374.30	-	-	387.59
25	Painter	414.97	-	-	-	414.97
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	493.20	-	-	-	493.20
28	Plumber	407.69	-	-	-	407.69
29	Polisher	358.22	-	-	-	358.22
30	Press Man	405.03	-	-	-	405.03
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	469.19	-	-	-	469.19
33	Shaper Machine Op	380.32	-	-	-	380.32
34	Sheetmetal Worker	1198.41	-	-	-	1198.41
35	Supervisor	629.10	-	-	-	629.10
36	Sweeper	338.23	246.86	-	-	299.15
37	Turner	410.74	-	-	-	410.74
38	Watchman	306.09	230.77	-	-	302.77
39	Welder	372.81	-	-	-	372.81
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	419.19	-	-	-	419.19
42	Fork Lift Operator	510.82	-	-	-	510.82
43	Mach. Op./Machinist	393.59	326.88	-	-	393.01
44	Milling Machine Op.	375.27	-	-	-	375.27
45	Setter	362.39	-	-	-	362.39
46	Tool Maker	364.79	-	-	-	364.79
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	386.77	-	-	-	386.77
49	Heater Incharge	194.57	-	-	-	194.57
50	Straightner Mach Op	385.90	-	-	-	385.90
51	Miscellaneous	715.75	-	-	-	715.75
VI.	Electrical Ind. Mach	356.32	295.15	-	-	351.33
1	Armature Winder	257.85	-	-	-	257.85
2	Assembler	402.44	261.72	-	-	395.08
3	Chargeman	578.46	-	-	-	578.46
4	Checker	359.90	256.38	-	-	349.50
5	Coolie/Mazdoor	215.83	234.96	-	-	218.07
6	Core Maker	326.81	230.76	-	-	318.36
7	Die Maker	622.75	-	-	-	622.75
8	Driller	339.91	-	-	-	339.91
9	Driver	317.36	-	-	-	317.36
10	Electrician	372.56	253.62	-	-	362.26
11	Fitter	336.10	242.95	-	-	332.69
12	Mech/Elec Foreman	727.47	571.71	-	-	717.69
13	Furnaceman	453.42	-	-	-	453.42

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	295.54	-	-	-	295.54
16	Hammerman	140.00	-	-	-	140.00
17	Helper	284.86	263.61	-	-	282.69
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	380.78	462.46	-	-	400.44
21	Moulder	-	227.80	-	-	227.80
22	Packer	295.76	164.58	-	-	282.82
23	Painter	381.73	-	-	-	381.73
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	801.98	-	-	-	801.98
26	Plater	381.60	-	-	-	381.60
27	Polisher	-	75.00	-	-	75.00
28	Press Man	339.73	-	-	-	339.73
29	Shaper Machine Op	478.15	-	-	-	478.15
30	Sheetmetal Worker	442.89	-	-	-	442.89
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	441.99	231.11	-	-	436.95
33	Sweeper	266.73	242.43	-	-	261.17
34	Tester	400.72	181.32	-	-	380.39
35	Turner	396.19	-	-	-	396.19
36	Watchman	319.52	-	-	-	319.52
37	Welder	348.56	75.00	-	-	342.77
38	Winder	368.71	267.87	-	-	363.42
39	Wireman	406.39	118.98	-	-	385.96
40	Boring Machine Op.	102.13	-	-	-	102.13
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	363.35	327.80	-	-	360.47
43	Casting Man	424.00	-	-	-	424.00
44	Milling Machine Op.	214.76	-	-	-	214.76
45	Setter	-	83.33	-	-	83.33
46	Tool Maker	400.13	-	-	-	400.13
47	Store Keeper	356.72	-	-	-	356.72
48	Apprentices/Trainees	286.93	130.20	-	-	279.59
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	354.50	285.98	-	-	349.04
VII.	Electrical Apparatus	342.95	284.08	-	-	336.38
	1 Assembler	353.83	264.00	-	-	337.98
	2 Boiler Attendant	249.87	270.64	-	-	253.33
	3 Chargehand	391.00	-	-	-	391.00
	4 Chargeman	430.51	-	-	-	430.51

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
5	Checker	347.58	299.28	-	-	343.72
6	Compressor Op.	602.43	458.05	-	-	586.82
7	Coolie/Mazdoor	358.00	219.23	-	-	346.98
8	Die Maker	482.43	-	-	-	482.43
9	Driller	323.36	300.00	-	-	305.78
10	Driver	329.83	-	-	-	329.83
11	Electrician	389.75	446.15	-	-	400.96
12	Fitter	340.85	-	-	-	340.85
13	Mech/Elec Foreman	423.15	602.79	-	-	431.87
14	Gas Cutter	307.24	301.00	-	-	306.91
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	264.42	-	-	-	264.42
17	Helper	299.25	259.30	-	-	293.19
18	Marker	278.76	-	-	-	278.76
19	Mate/Mukaddam	423.10	191.73	-	-	378.50
20	Mechanic(General)	343.93	326.92	-	-	343.90
21	Moulder	311.31	-	-	-	311.31
22	Packer	327.26	255.73	-	-	308.51
23	Painter	294.59	-	-	-	294.59
24	Planer	583.33	-	-	-	583.33
25	Plater	461.53	-	-	-	461.53
26	Polisher	219.23	-	-	-	219.23
27	Press Man	448.93	-	-	-	448.93
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	346.76	-	-	-	346.76
30	Shaper Machine Op	854.49	-	-	-	854.49
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	423.10	378.07	-	-	421.86
34	Sweeper	294.23	249.28	-	-	278.66
35	Tester	378.09	84.62	-	-	374.50
36	Trimmer	423.09	-	-	-	423.09
37	Turner	397.99	-	-	-	397.99
38	Watchman	319.38	270.97	-	-	317.76
39	Welder	317.01	154.62	-	-	307.37
40	Winder	327.82	183.96	-	-	280.51
41	Wireman	345.19	-	-	-	345.19
42	Fork Lift Operator	334.50	-	-	-	334.50
43	Mach. Op./Machinist	379.51	290.12	-	-	372.31
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	323.77	-	-	-	323.77
46	Setter	363.01	-	-	-	363.01
47	Tool Maker	581.81	-	-	-	581.81
48	Store Keeper	338.77	521.37	-	-	340.58
49	Apprentices/Trainees	342.43	306.36	-	-	336.01
50	Kundiwala	415.38	-	-	-	415.38
51	Sand Mixer	380.77	-	-	-	380.77



Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	52 Miscellaneous	337.18	238.08	-	-	335.53
VIII.	Boilers	361.30	273.62	-	-	358.84
	1 Assembler	264.92	-	-	-	264.92
	2 Boiler Attendant	424.13	-	-	-	424.13
	3 Checker	342.43	-	-	-	342.43
	4 Crane Operator	257.90	-	-	-	257.90
	5 Driller	363.95	-	-	-	363.95
	6 Driver	343.41	-	-	-	343.41
	7 Electrician	321.78	-	-	-	321.78
	8 Fitter	385.63	-	-	-	385.63
	9 Mech/Elec Foreman	400.75	-	-	-	400.75
	10 Furnaceman	297.69	-	-	-	297.69
	11 Gas Cutter	265.21	-	-	-	265.21
	12 Grinder	261.36	178.84	-	-	258.70
	13 Helper	329.78	319.53	-	-	329.26
	14 Mechanic(General)	409.72	-	-	-	409.72
	15 Packer	446.15	-	-	-	446.15
	16 Painter	350.33	-	-	-	350.33
	17 Planer	700.04	-	-	-	700.04
	18 Press Man	372.61	-	-	-	372.61
	19 Rigger	475.00	-	-	-	475.00
	20 Supervisor	428.45	341.67	-	-	423.98
	21 Sweeper	155.00	167.60	-	-	164.00
	22 Tester	503.88	-	-	-	503.88
	23 Turner	334.58	-	-	-	334.58
	24 Watchman	253.27	-	-	-	253.27
	25 Welder	386.06	-	-	-	386.06
	26 Winder	346.15	-	-	-	346.15
	27 Boring Machine Op.	500.00	-	-	-	500.00
	28 Mach. Op./Machinist	364.25	201.25	-	-	362.40
	29 Milling Machine Op.	286.25	-	-	-	286.25
	30 Tool Maker	402.50	-	-	-	402.50
	31 Store Keeper	420.54	-	-	-	420.54
	32 Apprentices/Trainees	-	153.84	-	-	153.84
	33 Hacksaw Man	339.19	-	-	-	339.19
	34 Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	326.50	259.78	-	-	321.83
	1 Assembler	300.77	-	-	-	300.77
	2 Carpenter	480.77	-	-	-	480.77
	3 Chargehand	276.92	-	-	-	276.92
	4 Checker	276.32	342.03	-	-	280.83
	5 Chipper	384.62	-	-	-	384.62
	6 Compressor Op.	261.36	-	-	-	261.36

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
7	Coolie/Mazdoor	243.92	226.11	-	-	241.96
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	341.11	-	-	-	341.11
10	Driller	467.31	-	-	-	467.31
11	Driver	292.79	-	-	-	292.79
12	Electrician	341.30	-	-	-	341.30
13	Fitter	373.98	307.50	-	-	372.72
14	Mech/Elec Foreman	385.19	-	-	-	385.19
15	Furnaceman	258.85	-	-	-	258.85
16	Gas Cutter	292.70	-	-	-	292.70
17	Grinder	317.82	288.00	-	-	315.83
18	Hammerman	155.00	-	-	-	155.00
19	Helper	275.77	253.72	-	-	273.21
20	Mistry/Kangani	168.04	-	-	-	168.04
21	Marker	322.16	-	-	-	322.16
22	Mason	280.00	-	-	-	280.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	391.61	-	-	-	391.61
25	Millwright	140.00	-	-	-	140.00
26	Moulder	371.72	-	-	-	371.72
27	Packer	205.76	272.62	-	-	258.79
28	Painter	374.00	288.46	-	-	322.68
29	Plater	423.07	-	-	-	423.07
30	Polisher	232.39	-	-	-	232.39
31	Press Man	365.37	-	-	-	365.37
32	Rigger	144.30	-	-	-	144.30
33	Rollerman/Roller	277.88	180.00	-	-	269.72
34	Shaper Machine Op	398.23	273.46	-	-	395.39
35	Sheetmetal Worker	252.94	-	-	-	252.94
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	424.47	345.26	-	-	423.74
38	Sweeper	251.05	237.39	-	-	246.30
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	373.74	-	-	-	373.74
42	Watchman	242.12	283.83	-	-	242.90
43	Welder	368.71	-	-	-	368.71
44	Winder	626.91	-	-	-	626.91
45	Wireman	343.64	-	-	-	343.64
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	174.69	-	-	-	174.69
48	Mach. Op./Machinist	340.61	273.11	-	-	339.38
49	Casting Man	349.12	-	-	-	349.12
50	Milling Machine Op.	220.83	-	-	-	220.83
51	Setter	584.17	-	-	-	584.17
52	Tool Maker	203.99	-	-	-	203.99
53	Store Keeper	299.10	-	-	-	299.10

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
54	Apprentices/Trainees	234.46	-	-	-	234.46
55	Heater Incharge	340.00	-	-	-	340.00
56	Kiln Man	394.23	-	-	-	394.23
57	Straightner Mach Op	642.70	-	-	-	642.70
58	Valve Man	265.38	-	-	-	265.38
59	Tilting Tab Mach Op	642.70	-	-	-	642.70
60	Capsman	411.33	288.35	-	-	409.01
61	Miscellaneous	350.06	474.28	-	-	353.77
All Nine Engineering Ind.		402.29	283.40	-	-	398.82

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Iron and Steel	286.29	225.51	-	-	285.91
	1 Assembler	423.38	-	-	-	423.38
	2 Beltman/Mochi	181.72	-	-	-	181.72
	3 Blacksmith	246.53	-	-	-	246.53
	4 Boiler Attendant	304.78	-	-	-	304.78
	5 Carpenter	251.04	-	-	-	251.04
	6 Chargehand	274.06	219.23	-	-	253.50
	7 Chargeman	326.60	-	-	-	326.60
	8 Checker	266.86	191.92	-	-	266.71
	9 Chipper	706.51	-	-	-	706.51
	10 Compressor Op.	139.61	-	-	-	139.61
	11 Coolie/Mazdoor	312.36	241.47	-	-	311.31
	12 Core Maker	349.41	-	-	-	349.41
	13 Crane Operator	419.07	-	-	-	419.07
	14 Cupolaman	462.18	-	-	-	462.18
	15 Die Maker	357.12	-	-	-	357.12
	16 Driller	196.51	-	-	-	196.51
	17 Driver	282.20	-	-	-	282.20
	18 Electrician	373.33	-	-	-	373.33
	19 Fireman	423.29	-	-	-	423.29
	20 Fitter	324.09	-	-	-	324.09
	21 Mech/Elec Foreman	482.08	379.58	-	-	481.58
	22 Furnaceman	297.99	-	-	-	297.99
	23 Gas Cutter	297.65	-	-	-	297.65
	24 Grinder	303.62	-	-	-	303.62
	25 Hammerman	252.03	-	-	-	252.03
	26 Helper	266.16	195.77	-	-	265.70
	27 Loader/Unloader	245.11	-	-	-	245.11
	28 Mistry/Kangani	262.38	-	-	-	262.38
	29 Marker	301.29	-	-	-	301.29
	30 Mason	276.43	-	-	-	276.43
	31 Mate/Mukaddam	257.11	-	-	-	257.11
	32 Mechanic(General)	222.55	-	-	-	222.55
	33 Millwright	343.28	-	-	-	343.28
	34 Motor Mechanic	173.07	-	-	-	173.07
	35 Moulder	317.36	-	-	-	317.36
	36 Packer	259.83	233.00	-	-	251.97
	37 Painter	311.61	-	-	-	311.61
	38 Pattern Maker	185.29	-	-	-	185.29
	39 Planer	375.25	-	-	-	375.25

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Plater	215.00	-	-	-	215.00
41	Plumber	253.80	-	-	-	253.80
42	Press Man	285.53	-	-	-	285.53
43	Pump Attendant	185.66	-	-	-	185.66
44	Rigger	256.14	-	-	-	256.14
45	Rollerman/Roller	252.69	-	-	-	252.69
46	Shaper Machine Op	263.62	-	-	-	263.62
47	Sheetmetal Worker	232.47	-	-	-	232.47
48	Sorter	335.88	-	-	-	335.88
49	Supervisor	251.07	600.00	-	-	251.18
50	Sweeper	245.31	230.04	-	-	244.44
51	Tester	203.22	250.00	-	-	204.82
52	Tongsman	332.78	-	-	-	332.78
53	Trimmer	193.52	-	-	-	193.52
54	Turner	294.58	-	-	-	294.58
55	Watchman	217.16	-	-	-	217.16
56	Welder	289.06	-	-	-	289.06
57	Winder	299.36	-	-	-	299.36
58	Wireman	277.55	-	-	-	277.55
59	Boring Machine Op.	315.49	-	-	-	315.49
60	Fork Lift Operator	235.43	-	-	-	235.43
61	Mach. Op./Machinist	250.42	-	-	-	250.42
62	Casting Man	260.76	-	-	-	260.76
63	Milling Machine Op.	379.76	138.46	-	-	375.53
64	Setter	229.77	-	-	-	229.77
65	Tool Maker	219.17	-	-	-	219.17
66	Store Keeper	273.96	-	-	-	273.96
67	Apprentices/Trainees	170.98	192.30	-	-	171.36
68	Heater Incharge	342.30	-	-	-	342.30
69	Kiln Man	317.08	-	-	-	317.08
70	Straightner Mach Op	317.48	-	-	-	317.48
71	Valve Man	325.32	360.00	-	-	325.59
72	Tilting Tab Mach Op	362.12	-	-	-	362.12
73	Kundiwala	174.75	-	-	-	174.75
74	Sand Mixer	240.77	-	-	-	240.77
75	Miscellaneous	256.23	-	-	-	256.23
II.	Casting and Forgings	369.01	248.17	-	-	366.82
1	Armature Winder	307.69	-	-	-	307.69
2	Assembler	401.76	-	-	-	401.76
3	Blacksmith	295.20	-	-	-	295.20
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	693.21	-	-	-	693.21
6	Chargehand	438.23	-	-	-	438.23
7	Chargeman	366.35	-	-	-	366.35
8	Checker	351.05	203.02	-	-	348.46

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Chipper	214.11	-	-	-	214.11
10	Compressor Op.	492.20	-	-	-	492.20
11	Coolie/Mazdoor	272.11	200.00	-	-	271.66
12	Core Maker	300.26	359.79	-	-	302.93
13	Crane Operator	461.46	-	-	-	461.46
14	Cupolaman	511.48	-	-	-	511.48
15	Die Maker	337.83	-	-	-	337.83
16	Driller	330.36	217.96	-	-	317.84
17	Driver	387.52	-	-	-	387.52
18	Electrician	555.73	-	-	-	555.73
19	Fireman	771.01	-	-	-	771.01
20	Fitter	597.60	-	-	-	597.60
21	Mech/Elec Foreman	410.78	-	-	-	410.78
22	Furnaceman	433.26	-	-	-	433.26
23	Gas Cutter	274.81	-	-	-	274.81
24	Grinder	292.40	-	-	-	292.40
25	Hammerman	276.50	-	-	-	276.50
26	Helper	340.70	247.55	-	-	337.98
27	Mistry/Kangani	449.18	-	-	-	449.18
28	Marker	289.50	-	-	-	289.50
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic(General)	324.33	-	-	-	324.33
31	Millwright	329.26	-	-	-	329.26
32	Moulder	487.30	300.29	-	-	483.91
33	Packer	276.23	155.55	-	-	265.65
34	Painter	313.02	-	-	-	313.02
35	Pattern Maker	561.15	-	-	-	561.15
36	Planer	299.69	816.87	-	-	320.20
37	Polisher	229.26	-	-	-	229.26
38	Press Man	317.98	221.15	-	-	297.46
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	307.69	-	-	-	307.69
41	Shaper Machine Op	350.43	-	-	-	350.43
42	Sheetmetal Worker	289.77	-	-	-	289.77
43	Supervisor	427.39	288.46	-	-	427.15
44	Sweeper	307.04	253.92	-	-	293.76
45	Tester	355.56	-	-	-	355.56
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	833.32	-	-	-	833.32
48	Turner	400.44	-	-	-	400.44
49	Watchman	313.57	385.41	-	-	314.73
50	Welder	453.82	-	-	-	453.82
51	Winder	322.98	-	-	-	322.98
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	327.76	-	-	-	327.76
54	Fork Lift Operator	391.66	-	-	-	391.66
55	Mach. Op./Machinist	402.87	165.38	-	-	402.53

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
56	Casting Man	272.15	-	-	-	272.15
57	Milling Machine Op.	307.42	-	-	-	307.42
58	Setter	257.40	-	-	-	257.40
59	Tool Maker	298.63	-	-	-	298.63
60	Store Keeper	434.97	-	-	-	434.97
61	Apprentices/Trainees	238.01	205.61	-	-	237.87
62	Straightner Mach Op	208.65	-	-	-	208.65
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	317.68	305.64	-	-	317.27
65	Sand Mixer	351.54	-	-	-	351.54
66	Miscellaneous	311.82	-	-	-	311.82
III.	Agricultural Imp.	575.11	395.15	-	-	573.81
1	Assembler	311.64	144.23	-	-	311.34
2	Blacksmith	288.90	-	-	-	288.90
3	Boiler Attendant	320.91	-	-	-	320.91
4	Carpenter	278.85	-	-	-	278.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	758.80	233.72	-	-	755.42
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	257.61	-	-	-	257.61
9	Die Maker	387.50	-	-	-	387.50
10	Driller	918.43	-	-	-	918.43
11	Driver	385.73	-	-	-	385.73
12	Electrician	903.58	-	-	-	903.58
13	Fitter	627.82	282.82	-	-	625.52
14	Mech/Elec Foreman	438.29	-	-	-	438.29
15	Gas Cutter	1283.93	-	-	-	1283.93
16	Grinder	299.07	269.20	-	-	284.56
17	Hammerman	372.55	-	-	-	372.55
18	Helper	452.60	286.50	-	-	450.94
19	Mistry/Kangani	275.96	-	-	-	275.96
20	Marker	278.90	480.00	-	-	282.69
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	465.81	-	-	-	465.81
23	Millwright	271.42	-	-	-	271.42
24	Moulder	296.49	-	-	-	296.49
25	Packer	298.02	271.93	-	-	286.10
26	Painter	806.15	-	-	-	806.15
27	Pattern Maker	264.53	-	-	-	264.53
28	Planer	529.76	-	-	-	529.76
29	Plumber	210.05	-	-	-	210.05
30	Press Man	889.94	277.69	-	-	882.41
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	315.05	-	-	-	315.05

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
34	Supervisor	711.36	693.05	-	-	711.29
35	Sweeper	523.57	820.41	-	-	586.86
36	Tester	357.13	-	-	-	357.13
37	Trimmer	323.45	-	-	-	323.45
38	Turner	710.24	-	-	-	710.24
39	Watchman	476.63	-	-	-	476.63
40	Welder	649.60	-	-	-	649.60
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	555.32	540.87	-	-	555.29
43	Milling Machine Op.	515.53	-	-	-	515.53
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	777.23	-	-	-	777.23
46	Store Keeper	319.56	-	-	-	319.56
47	Apprentices/Trainees	352.56	-	-	-	352.56
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	205.19	-	-	-	205.19
50	Miscellaneous	381.34	250.00	-	-	373.13
IV.	Textile Machinery	374.32	231.15	-	-	367.63
1	Assembler	271.56	161.00	-	-	269.09
2	Blacksmith	197.50	-	-	-	197.50
3	Carpenter	275.54	-	-	-	275.54
4	Chargehand	603.85	-	-	-	603.85
5	Checker	326.84	186.40	-	-	307.76
6	Compressor Op.	612.36	-	-	-	612.36
7	Coolie/Mazdoor	277.20	-	-	-	277.20
8	Die Maker	452.49	-	-	-	452.49
9	Driller	278.39	-	-	-	278.39
10	Driver	341.46	-	-	-	341.46
11	Electrician	521.10	-	-	-	521.10
12	Fitter	327.85	-	-	-	327.85
13	Mech/Elec Foreman	533.28	-	-	-	533.28
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	209.32	-	-	-	209.32
16	Grinder	495.22	200.00	-	-	474.76
17	Helper	303.84	193.88	-	-	295.67
18	Mistry/Kangani	586.53	-	-	-	586.53
19	Marker	292.66	-	-	-	292.66
20	Mechanic(General)	359.94	-	-	-	359.94
21	Millwright	253.56	-	-	-	253.56
22	Moulder	293.73	-	-	-	293.73
23	Packer	309.74	321.00	-	-	313.30
24	Painter	335.89	-	-	-	335.89
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	278.18	130.77	-	-	236.07
27	Polisher	245.48	-	-	-	245.48



Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
28	Press Man	284.62	-	-	-	284.62
29	Rollerman/Roller	317.12	-	-	-	317.12
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	593.23	732.69	-	-	597.04
33	Sweeper	241.80	161.14	-	-	224.74
34	Trimmer	310.00	-	-	-	310.00
35	Turner	382.17	266.42	-	-	380.79
36	Watchman	320.56	-	-	-	320.56
37	Welder	335.41	-	-	-	335.41
38	Winder	-	292.15	-	-	292.15
39	Wireman	306.10	-	-	-	306.10
40	Boring Machine Op.	310.37	291.15	-	-	309.66
41	Fork Lift Operator	345.06	-	-	-	345.06
42	Mach. Op./Machinist	447.59	181.15	-	-	437.06
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	317.21	290.00	-	-	314.94
45	Setter	297.24	-	-	-	297.24
46	Gen./Turbo Operator	347.00	282.00	-	-	317.00
47	Store Keeper	442.30	150.00	-	-	296.15
48	Apprentices/Trainees	292.50	107.69	-	-	257.11
49	Straightner Mach Op	519.23	-	-	-	519.23
50	Valve Man	305.65	-	-	-	305.65
51	Capstan	351.24	277.00	-	-	343.27
52	Miscellaneous	313.67	-	-	-	313.67
V.	Machine Tools	375.89	255.76	-	-	373.82
1	Assembler	369.39	297.00	-	-	363.71
2	Boiler Attendant	105.00	-	-	-	105.00
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	295.00	-	-	-	295.00
5	Checker	336.97	244.65	-	-	330.22
6	Compressor Op.	990.91	-	-	-	990.91
7	Coolie/Mazdoor	296.51	211.53	-	-	295.47
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	341.80	-	-	-	341.80
10	Driver	307.18	-	-	-	307.18
11	Electrician	390.77	-	-	-	390.77
12	Fitter	429.39	-	-	-	429.39
13	Mech/Elec Foreman	759.77	-	-	-	759.77
14	Furnaceman	379.77	-	-	-	379.77
15	Gas Cutter	546.24	-	-	-	546.24
16	Grinder	393.95	-	-	-	393.95
17	Helper	325.75	259.95	-	-	323.77
18	Mistry/Kangani	324.00	-	-	-	324.00
19	Marker	334.62	-	-	-	334.62

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Mate/Mukaddam	311.72	-	-	-	311.72
21	Mechanic (General)	314.19	-	-	-	314.19
22	Millwright	391.18	-	-	-	391.18
23	Moulder	375.98	121.15	-	-	334.20
24	Packer	331.32	374.30	-	-	333.06
25	Painter	394.52	-	-	-	394.52
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	335.33	-	-	-	335.33
28	Plumber	407.69	-	-	-	407.69
29	Polisher	348.60	-	-	-	348.60
30	Press Man	392.47	-	-	-	392.47
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	283.00	-	-	-	283.00
33	Shaper Machine Op	368.04	-	-	-	368.04
34	Sheetmetal Worker	1148.60	-	-	-	1148.60
35	Supervisor	559.16	-	-	-	559.16
36	Sweeper	337.53	244.76	-	-	297.85
37	Turner	358.14	-	-	-	358.14
38	Watchman	295.47	230.77	-	-	292.62
39	Welder	362.50	-	-	-	362.50
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	405.73	-	-	-	405.73
42	Fork Lift Operator	508.04	-	-	-	508.04
43	Mach. Op./Machinist	341.67	272.65	-	-	341.07
44	Milling Machine Op.	308.04	-	-	-	308.04
45	Setter	343.37	-	-	-	343.37
46	Tool Maker	344.08	-	-	-	344.08
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	233.04	-	-	-	233.04
49	Heater Incharge	177.83	-	-	-	177.83
50	Straightner Mach Op	310.93	-	-	-	310.93
51	Miscellaneous	706.96	-	-	-	706.96
VI.	Electrical Ind. Mach	305.15	276.49	-	-	302.82
1	Armature Winder	222.41	-	-	-	222.41
2	Assembler	342.97	256.17	-	-	338.43
3	Chargeman	576.15	-	-	-	576.15
4	Checker	344.07	256.38	-	-	335.25
5	Coolie/Mazdoor	197.92	232.86	-	-	202.02
6	Core Maker	300.93	230.76	-	-	294.75
7	Die Maker	622.75	-	-	-	622.75
8	Driller	325.73	-	-	-	325.73
9	Driver	312.21	-	-	-	312.21
10	Electrician	312.21	219.43	-	-	304.17
11	Fitter	265.17	193.59	-	-	262.55
12	Mech/Elec Foreman	397.73	414.87	-	-	398.81

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
13	Furnaceman	425.11	-	-	-	425.11
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	293.97	-	-	-	293.97
16	Hammerman	140.00	-	-	-	140.00
17	Helper	259.05	247.40	-	-	257.86
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	355.70	458.30	-	-	380.39
21	Moulder	-	224.84	-	-	224.84
22	Packer	270.82	145.94	-	-	258.50
23	Painter	335.42	-	-	-	335.42
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	489.53	-	-	-	489.53
26	Plater	308.10	-	-	-	308.10
27	Polisher	-	66.66	-	-	66.66
28	Press Man	331.01	-	-	-	331.01
29	Shaper Machine Op	339.31	-	-	-	339.31
30	Sheetmetal Worker	413.46	-	-	-	413.46
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	382.42	231.11	-	-	378.80
33	Sweeper	255.10	239.86	-	-	251.61
34	Tester	282.45	181.32	-	-	273.08
35	Turner	370.66	-	-	-	370.66
36	Watchman	310.94	-	-	-	310.94
37	Welder	327.03	66.66	-	-	321.52
38	Winder	313.70	266.15	-	-	311.21
39	Wireman	358.63	64.57	-	-	337.73
40	Boring Machine Op.	86.61	-	-	-	86.61
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	326.02	310.56	-	-	324.76
43	Casting Man	376.00	-	-	-	376.00
44	Milling Machine Op.	191.70	-	-	-	191.70
45	Setter	-	66.66	-	-	66.66
46	Tool Maker	388.65	-	-	-	388.65
47	Store Keeper	343.85	-	-	-	343.85
48	Apprentices/Trainees	258.32	124.51	-	-	252.06
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	310.02	284.71	-	-	308.00
VII.	Electrical Apparatus	309.31	263.25	-	-	304.17
	1 Assembler	302.96	247.99	-	-	293.26
	2 Boiler Attendant	229.10	270.64	-	-	236.02
	3 Chargehand	336.88	-	-	-	336.88

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
4	Chargeman	300.70	-	-	-	300.70
5	Checker	317.38	286.87	-	-	314.94
6	Compressor Op.	436.22	197.61	-	-	410.42
7	Coolie/Mazdoor	250.79	214.41	-	-	247.90
8	Die Maker	479.61	-	-	-	479.61
9	Driller	322.40	300.00	-	-	305.55
10	Driver	311.27	-	-	-	311.27
11	Electrician	330.12	340.00	-	-	332.08
12	Fitter	309.52	-	-	-	309.52
13	Mech/Elec Foreman	386.91	380.11	-	-	386.58
14	Gas Cutter	208.61	301.00	-	-	213.46
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	201.92	-	-	-	201.92
17	Helper	286.81	250.21	-	-	281.26
18	Marker	266.20	-	-	-	266.20
19	Mate/Mukaddam	407.00	191.73	-	-	365.50
20	Mechanic(General)	289.96	326.92	-	-	290.03
21	Moulder	304.35	-	-	-	304.35
22	Packer	318.53	255.73	-	-	302.07
23	Painter	279.72	-	-	-	279.72
24	Planer	544.87	-	-	-	544.87
25	Plater	461.53	-	-	-	461.53
26	Polisher	184.61	-	-	-	184.61
27	Press Man	384.22	-	-	-	384.22
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	303.77	-	-	-	303.77
30	Shaper Machine Op	831.60	-	-	-	831.60
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	365.95	370.28	-	-	366.06
34	Sweeper	282.47	246.29	-	-	269.93
35	Tester	359.51	84.62	-	-	356.15
36	Trimmer	423.09	-	-	-	423.09
37	Turner	388.79	-	-	-	388.79
38	Watchman	309.39	268.05	-	-	308.01
39	Welder	277.36	154.23	-	-	270.05
40	Winder	284.44	174.55	-	-	248.30
41	Wireman	329.98	-	-	-	329.98
42	Fork Lift Operator	330.51	-	-	-	330.51
43	Mach. Op./Machinist	325.33	261.35	-	-	320.18
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	315.02	-	-	-	315.02
46	Setter	292.03	-	-	-	292.03
47	Tool Maker	430.97	-	-	-	430.97
48	Store Keeper	325.65	462.00	-	-	327.00
49	Apprentices/Trainees	324.89	281.53	-	-	317.18
50	Kundiwala	380.76	-	-	-	380.76

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	51 Sand Mixer	334.61	-	-	-	334.61
	52 Miscellaneous	327.58	235.84	-	-	326.06
VIII.	Boilers	323.07	265.40	-	-	321.46
	1 Assembler	231.15	-	-	-	231.15
	2 Boiler Attendant	406.53	-	-	-	406.53
	3 Checker	342.43	-	-	-	342.43
	4 Crane Operator	245.90	-	-	-	245.90
	5 Driller	363.95	-	-	-	363.95
	6 Driver	316.21	-	-	-	316.21
	7 Electrician	320.51	-	-	-	320.51
	8 Fitter	351.77	-	-	-	351.77
	9 Mech/Elec Foreman	380.25	-	-	-	380.25
	10 Furnaceman	297.69	-	-	-	297.69
	11 Gas Cutter	264.32	-	-	-	264.32
	12 Grinder	246.50	178.84	-	-	244.32
	13 Helper	301.61	313.93	-	-	302.23
	14 Mechanic(General)	371.66	-	-	-	371.66
	15 Packer	353.84	-	-	-	353.84
	16 Painter	350.33	-	-	-	350.33
	17 Planer	326.73	-	-	-	326.73
	18 Press Man	242.17	-	-	-	242.17
	19 Rigger	475.00	-	-	-	475.00
	20 Supervisor	357.57	333.98	-	-	356.36
	21 Sweeper	155.00	148.80	-	-	150.57
	22 Tester	468.76	-	-	-	468.76
	23 Turner	317.73	-	-	-	317.73
	24 Watchman	235.90	-	-	-	235.90
	25 Welder	359.23	-	-	-	359.23
	26 Winder	346.15	-	-	-	346.15
	27 Boring Machine Op.	500.00	-	-	-	500.00
	28 Mach. Op./Machinist	285.92	201.25	-	-	284.96
	29 Milling Machine Op.	275.00	-	-	-	275.00
	30 Tool Maker	402.50	-	-	-	402.50
	31 Store Keeper	361.24	-	-	-	361.24
	32 Apprentices/Trainees	-	153.84	-	-	153.84
	33 Hacksaw Man	330.84	-	-	-	330.84
	34 Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	302.76	252.18	-	-	299.21
	1 Assembler	300.77	-	-	-	300.77
	2 Carpenter	461.53	-	-	-	461.53
	3 Chargehand	276.92	-	-	-	276.92
	4 Checker	244.99	270.60	-	-	246.75
	5 Chipper	384.62	-	-	-	384.62

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Compressor Op.	182.48	-	-	-	182.48
7	Coolie/Mazdoor	224.53	213.63	-	-	223.33
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	283.62	-	-	-	283.62
10	Driller	465.38	-	-	-	465.38
11	Driver	287.99	-	-	-	287.99
12	Electrician	321.62	-	-	-	321.62
13	Fitter	328.63	265.00	-	-	327.42
14	Mech/Elec Foreman	379.26	-	-	-	379.26
15	Furnaceman	236.74	-	-	-	236.74
16	Gas Cutter	282.36	-	-	-	282.36
17	Grinder	313.35	288.00	-	-	311.66
18	Hammerman	155.00	-	-	-	155.00
19	Helper	254.93	251.87	-	-	254.57
20	Mistry/Kangani	133.07	-	-	-	133.07
21	Marker	301.00	-	-	-	301.00
22	Mason	270.00	-	-	-	270.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	330.70	-	-	-	330.70
25	Millwright	140.00	-	-	-	140.00
26	Moulder	369.51	-	-	-	369.51
27	Packer	200.20	265.23	-	-	251.78
28	Painter	358.00	288.46	-	-	316.28
29	Plater	423.07	-	-	-	423.07
30	Polisher	222.97	-	-	-	222.97
31	Press Man	348.75	-	-	-	348.75
32	Rigger	128.27	-	-	-	128.27
33	Rollerman/Roller	258.79	180.00	-	-	252.22
34	Shaper Machine Op	373.37	273.46	-	-	371.10
35	Sheetmetal Worker	238.81	-	-	-	238.81
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	376.32	324.26	-	-	375.83
38	Sweeper	246.71	236.36	-	-	243.11
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	368.57	-	-	-	368.57
42	Watchman	237.68	283.83	-	-	238.54
43	Welder	331.62	-	-	-	331.62
44	Winder	600.00	-	-	-	600.00
45	Wireman	343.06	-	-	-	343.06
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	160.27	-	-	-	160.27
48	Mach. Op./Machinist	312.36	273.11	-	-	311.64
49	Casting Man	336.42	-	-	-	336.42
50	Milling Machine Op.	217.95	-	-	-	217.95
51	Setter	554.40	-	-	-	554.40
52	Tool Maker	203.99	-	-	-	203.99

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
53	Store Keeper	261.94	-	-	-	261.94
54	Apprentices/Trainees	234.04	-	-	-	234.04
55	Heater Incharge	340.00	-	-	-	340.00
56	Kiln Man	346.15	-	-	-	346.15
57	Straightner Mach Op	642.70	-	-	-	642.70
58	Valve Man	265.38	-	-	-	265.38
59	Tilting Tab Mach Op	642.70	-	-	-	642.70
60	Capsman	399.16	288.35	-	-	397.07
61	Miscellaneous	335.87	257.67	-	-	333.53
All Nine Engineering Ind.		325.54	258.73	-	-	323.58

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.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Iron and Steel	492.90	318.98	-	-	491.83	
	1 Assembler	442.90	-	-	-	442.90	
	2 Beltman/Mochi	193.13	-	-	-	193.13	
	3 Blacksmith	270.98	-	-	-	270.98	
	4 Boiler Attendant	427.92	-	-	-	427.92	
	5 Carpenter	323.17	-	-	-	323.17	
	6 Chargehand	300.43	219.23	-	-	269.98	
	7 Chargeman	362.05	-	-	-	362.05	
	8 Checker	457.21	191.92	-	-	456.66	
	9 Chipper	706.51	-	-	-	706.51	
	10 Compressor Op.	624.23	-	-	-	624.23	
	11 Coolie/Mazdoor	450.42	264.07	-	-	447.67	
	12 Core Maker	494.80	-	-	-	494.80	
	13 Crane Operator	654.33	-	-	-	654.33	
	14 Cupolaman	624.57	-	-	-	624.57	
	15 Die Maker	467.72	-	-	-	467.72	
	16 Driller	238.35	-	-	-	238.35	
	17 Driver	348.83	-	-	-	348.83	
	18 Electrician	601.62	-	-	-	601.62	
	19 Fireman	482.96	-	-	-	482.96	
	20 Fitter	602.68	-	-	-	602.68	
	21 Mech/Elec Foreman	791.41	379.64	-	-	789.42	
	22 Furnaceman	412.38	-	-	-	412.38	
	23 Gas Cutter	347.92	-	-	-	347.92	
	24 Grinder	415.47	-	-	-	415.47	
	25 Hammerman	253.90	-	-	-	253.90	
	26 Helper	356.65	213.96	-	-	355.73	
	27 Loader/Unloader	245.11	-	-	-	245.11	
	28 Mistry/Kangani	277.04	-	-	-	277.04	
	29 Marker	448.45	-	-	-	448.45	
	30 Mason	650.11	-	-	-	650.11	
	31 Mate/Mukaddam	289.40	-	-	-	289.40	
	32 Mechanic(General)	440.59	-	-	-	440.59	
	33 Millwright	443.81	-	-	-	443.81	
	34 Motor Mechanic	192.30	-	-	-	192.30	
	35 Moulder	476.89	-	-	-	476.89	
	36 Packer	352.12	462.00	-	-	384.31	
	37 Painter	331.76	-	-	-	331.76	
	38 Pattern Maker	398.28	-	-	-	398.28	
	39 Planer	417.63	-	-	-	417.63	



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
40	Plater	215.00	-	-	-	215.00
41	Plumber	395.91	-	-	-	395.91
42	Press Man	382.53	-	-	-	382.53
43	Pump Attendant	273.21	-	-	-	273.21
44	Rigger	261.80	-	-	-	261.80
45	Rollerman/Roller	326.86	-	-	-	326.86
46	Shaper Machine Op	488.11	-	-	-	488.11
47	Sheetmetal Worker	253.29	-	-	-	253.29
48	Sorter	385.77	-	-	-	385.77
49	Supervisor	698.62	600.00	-	-	698.59
50	Sweeper	295.24	283.99	-	-	294.60
51	Tester	343.47	250.00	-	-	340.28
52	Tongsman	364.71	-	-	-	364.71
53	Trimmer	234.97	-	-	-	234.97
54	Turner	478.71	-	-	-	478.71
55	Watchman	354.17	-	-	-	354.17
56	Welder	456.73	-	-	-	456.73
57	Winder	319.79	-	-	-	319.79
58	Wireman	349.75	-	-	-	349.75
59	Boring Machine Op.	344.44	-	-	-	344.44
60	Fork Lift Operator	271.07	-	-	-	271.07
61	Mach. Op./Machinist	697.52	-	-	-	697.52
62	Casting Man	289.87	-	-	-	289.87
63	Milling Machine Op.	643.98	288.46	-	-	637.73
64	Setter	347.58	-	-	-	347.58
65	Tool Maker	234.82	-	-	-	234.82
66	Store Keeper	339.60	-	-	-	339.60
67	Apprentices/Trainees	332.53	296.00	-	-	331.88
68	Heater Incharge	493.20	-	-	-	493.20
69	Kiln Man	331.17	-	-	-	331.17
70	Straightner Mach Op	357.89	-	-	-	357.89
71	Valve Man	376.27	360.00	-	-	376.14
72	Tilting Tab Mach Op	444.39	-	-	-	444.39
73	Kundiwala	322.25	-	-	-	322.25
74	Sand Mixer	396.15	-	-	-	396.15
75	Miscellaneous	417.66	-	-	-	417.66
II.	Casting and Forgings	481.15	275.06	-	-	477.42
1	Armature Winder	309.62	-	-	-	309.62
2	Assembler	536.92	-	-	-	536.92
3	Blacksmith	363.90	-	-	-	363.90
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	758.18	-	-	-	758.18
6	Chargehand	531.86	-	-	-	531.86
7	Chargeman	719.76	-	-	-	719.76
8	Checker	579.84	259.04	-	-	574.24

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
9	Chipper	242.05	-	-	-	242.05
10	Compressor Op.	558.35	-	-	-	558.35
11	Coolie/Mazdoor	308.05	200.00	-	-	307.38
12	Core Maker	478.76	359.79	-	-	473.42
13	Crane Operator	745.21	-	-	-	745.21
14	Cupolaman	612.73	-	-	-	612.73
15	Die Maker	597.70	-	-	-	597.70
16	Driller	381.66	225.96	-	-	364.32
17	Driver	412.42	-	-	-	412.42
18	Electrician	738.22	-	-	-	738.22
19	Fireman	818.64	-	-	-	818.64
20	Fitter	747.24	-	-	-	747.24
21	Mech/Elec Foreman	673.15	-	-	-	673.15
22	Furnaceman	498.51	-	-	-	498.51
23	Gas Cutter	488.97	-	-	-	488.97
24	Grinder	389.36	-	-	-	389.36
25	Hammerman	369.97	-	-	-	369.97
26	Helper	418.74	289.67	-	-	414.98
27	Mistry/Kangani	599.56	-	-	-	599.56
28	Marker	297.71	-	-	-	297.71
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic (General)	385.03	-	-	-	385.03
31	Millwright	329.26	-	-	-	329.26
32	Moulder	523.87	302.40	-	-	519.85
33	Packer	329.32	164.54	-	-	314.87
34	Painter	389.62	-	-	-	389.62
35	Pattern Maker	717.22	-	-	-	717.22
36	Planer	406.74	816.87	-	-	423.00
37	Polisher	437.76	-	-	-	437.76
38	Press Man	365.04	246.15	-	-	339.85
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	376.92	-	-	-	376.92
41	Shaper Machine Op	426.71	-	-	-	426.71
42	Sheetmetal Worker	522.33	-	-	-	522.33
43	Supervisor	589.88	288.46	-	-	589.36
44	Sweeper	353.13	266.63	-	-	331.51
45	Tester	401.68	-	-	-	401.68
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	845.12	-	-	-	845.12
48	Turner	535.64	-	-	-	535.64
49	Watchman	366.03	385.41	-	-	366.35
50	Welder	601.69	-	-	-	601.69
51	Winder	332.65	-	-	-	332.65
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	453.11	-	-	-	453.11
54	Fork Lift Operator	448.46	-	-	-	448.46
55	Mach. Op./Machinist	553.21	184.61	-	-	552.68

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
56	Casting Man	321.13	-	-	-	321.13
57	Milling Machine Op.	433.73	-	-	-	433.73
58	Setter	263.39	-	-	-	263.39
59	Tool Maker	389.81	-	-	-	389.81
60	Store Keeper	545.08	-	-	-	545.08
61	Apprentices/Trainees	385.61	205.61	-	-	384.85
62	Straightner Mach Op	709.92	-	-	-	709.92
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	412.52	305.64	-	-	408.85
65	Sand Mixer	550.03	-	-	-	550.03
66	Miscellaneous	386.69	-	-	-	386.69
III.	Agricultural Imp.	677.49	412.24	-	-	675.57
1	Assembler	417.92	144.23	-	-	417.43
2	Blacksmith	300.58	-	-	-	300.58
3	Boiler Attendant	345.14	-	-	-	345.14
4	Carpenter	328.85	-	-	-	328.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	837.86	233.72	-	-	833.96
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	295.14	-	-	-	295.14
9	Die Maker	414.67	-	-	-	414.67
10	Driller	921.11	-	-	-	921.11
11	Driver	420.28	-	-	-	420.28
12	Electrician	908.85	-	-	-	908.85
13	Fitter	683.25	282.82	-	-	680.59
14	Mech/Elec Foreman	475.78	-	-	-	475.78
15	Gas Cutter	1337.48	-	-	-	1337.48
16	Grinder	321.93	326.90	-	-	324.34
17	Hammerman	388.87	-	-	-	388.87
18	Helper	497.77	306.85	-	-	495.86
19	Mistry/Kangani	332.58	-	-	-	332.58
20	Marker	400.44	480.00	-	-	401.94
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	896.99	-	-	-	896.99
23	Millwright	289.38	-	-	-	289.38
24	Moulder	322.00	-	-	-	322.00
25	Packer	378.25	271.93	-	-	329.64
26	Painter	807.80	-	-	-	807.80
27	Pattern Maker	369.59	-	-	-	369.59
28	Planer	1590.76	-	-	-	1590.76
29	Plumber	433.00	-	-	-	433.00
30	Press Man	896.38	277.69	-	-	888.77
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	336.24	-	-	-	336.24

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
34	Supervisor	783.20	695.64	-	-	782.86
35	Sweeper	566.41	830.73	-	-	622.76
36	Tester	1459.33	-	-	-	1459.33
37	Trimmer	323.45	-	-	-	323.45
38	Turner	786.01	-	-	-	786.01
39	Watchman	512.86	-	-	-	512.86
40	Welder	687.23	-	-	-	687.23
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	743.89	540.87	-	-	743.55
43	Milling Machine Op.	1568.74	-	-	-	1568.74
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	843.51	-	-	-	843.51
46	Store Keeper	394.98	-	-	-	394.98
47	Apprentices/Trainees	372.84	-	-	-	372.84
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	260.96	-	-	-	260.96
50	Miscellaneous	490.31	250.00	-	-	475.30
IV.	Textile Machinery	547.10	434.31	-	-	541.83
1	Assembler	482.95	192.08	-	-	476.44
2	Blacksmith	373.65	-	-	-	373.65
3	Carpenter	433.07	-	-	-	433.07
4	Chargehand	603.85	-	-	-	603.85
5	Checker	441.96	209.17	-	-	410.32
6	Compressor Op.	660.42	-	-	-	660.42
7	Coolie/Mazdoor	334.18	-	-	-	334.18
8	Die Maker	566.62	-	-	-	566.62
9	Driller	364.04	-	-	-	364.04
10	Driver	417.33	-	-	-	417.33
11	Electrician	656.10	-	-	-	656.10
12	Fitter	492.62	-	-	-	492.62
13	Mech/Elec Foreman	585.74	-	-	-	585.74
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	393.09	-	-	-	393.09
16	Grinder	684.72	200.00	-	-	651.12
17	Helper	358.54	243.48	-	-	349.98
18	Mistry/Kangani	605.76	-	-	-	605.76
19	Marker	297.80	-	-	-	297.80
20	Mechanic(General)	573.36	-	-	-	573.36
21	Millwright	291.83	-	-	-	291.83
22	Moulder	407.71	-	-	-	407.71
23	Packer	478.09	327.20	-	-	430.44
24	Painter	432.06	-	-	-	432.06
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	705.61	954.65	-	-	776.77
27	Polisher	393.90	-	-	-	393.90

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
28	Press Man	284.62	-	-	-	284.62
29	Rollerman/Roller	415.20	-	-	-	415.20
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	742.85	901.53	-	-	747.18
33	Sweeper	295.75	178.37	-	-	270.92
34	Trimmer	696.15	-	-	-	696.15
35	Turner	522.28	266.42	-	-	519.23
36	Watchman	472.62	-	-	-	472.62
37	Welder	415.40	-	-	-	415.40
38	Winder	-	292.15	-	-	292.15
39	Wireman	314.10	-	-	-	314.10
40	Boring Machine Op.	343.64	291.15	-	-	341.70
41	Fork Lift Operator	394.84	-	-	-	394.84
42	Mach. Op./Machinist	919.85	967.36	-	-	921.73
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	426.94	395.00	-	-	424.28
45	Setter	600.00	-	-	-	600.00
46	Gen./Turbo Operator	796.00	442.00	-	-	632.62
47	Store Keeper	846.15	296.00	-	-	571.08
48	Apprentices/Trainees	331.60	107.69	-	-	288.73
49	Straightner Mach Op	593.64	-	-	-	593.64
50	Valve Man	370.35	-	-	-	370.35
51	Capstan	477.30	523.00	-	-	482.20
52	Miscellaneous	487.81	-	-	-	487.81
V.	Machine Tools	462.04	315.33	-	-	459.52
1	Assembler	527.07	542.00	-	-	528.24
2	Boiler Attendant	153.46	-	-	-	153.46
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	309.61	-	-	-	309.61
5	Checker	515.34	276.56	-	-	497.87
6	Compressor Op.	1005.04	-	-	-	1005.04
7	Coolie/Mazdoor	299.04	211.53	-	-	297.96
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	458.77	-	-	-	458.77
10	Driver	414.56	-	-	-	414.56
11	Electrician	418.22	-	-	-	418.22
12	Fitter	527.74	-	-	-	527.74
13	Mech/Elec Foreman	804.59	-	-	-	804.59
14	Furnaceman	396.65	-	-	-	396.65
15	Gas Cutter	636.24	-	-	-	636.24
16	Grinder	602.09	-	-	-	602.09
17	Helper	380.62	308.97	-	-	378.45
18	Mistry/Kangani	457.00	-	-	-	457.00
19	Marker	338.66	-	-	-	338.66

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
20	Mate/Mukaddam	311.72	-	-	-	311.72
21	Mechanic (General)	361.23	-	-	-	361.23
22	Millwright	391.18	-	-	-	391.18
23	Moulder	386.79	153.46	-	-	348.54
24	Packer	444.97	374.30	-	-	442.11
25	Painter	435.41	-	-	-	435.41
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	651.07	-	-	-	651.07
28	Plumber	407.69	-	-	-	407.69
29	Polisher	367.83	-	-	-	367.83
30	Press Man	417.59	-	-	-	417.59
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	655.38	-	-	-	655.38
33	Shaper Machine Op	392.60	-	-	-	392.60
34	Sheetmetal Worker	1248.22	-	-	-	1248.22
35	Supervisor	699.04	-	-	-	699.04
36	Sweeper	338.92	248.97	-	-	300.45
37	Turner	463.33	-	-	-	463.33
38	Watchman	316.70	230.77	-	-	312.92
39	Welder	383.12	-	-	-	383.12
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	432.65	-	-	-	432.65
42	Fork Lift Operator	513.59	-	-	-	513.59
43	Mach. Op./Machinist	445.51	381.11	-	-	444.95
44	Milling Machine Op.	442.50	-	-	-	442.50
45	Setter	381.40	-	-	-	381.40
46	Tool Maker	385.51	-	-	-	385.51
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	540.50	-	-	-	540.50
49	Heater Incharge	211.29	-	-	-	211.29
50	Straightner Mach Op	460.87	-	-	-	460.87
51	Miscellaneous	724.54	-	-	-	724.54
VI.	Electrical Ind. Mach	407.48	313.80	-	-	399.85
1	Armature Winder	293.28	-	-	-	293.28
2	Assembler	461.90	267.26	-	-	451.72
3	Chargeman	580.76	-	-	-	580.76
4	Checker	375.74	256.38	-	-	363.74
5	Coolie/Mazdoor	233.73	237.05	-	-	234.12
6	Core Maker	352.70	230.76	-	-	341.96
7	Die Maker	622.75	-	-	-	622.75
8	Driller	354.08	-	-	-	354.08
9	Driver	322.50	-	-	-	322.50
10	Electrician	432.91	287.81	-	-	420.34
11	Fitter	407.02	292.30	-	-	402.82
12	Mech/Elec Foreman	1057.20	728.55	-	-	1036.57

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
13	Furnaceman	481.73	-	-	-	481.73
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	297.12	-	-	-	297.12
16	Hammerman	140.00	-	-	-	140.00
17	Helper	310.67	279.82	-	-	307.52
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	405.85	466.61	-	-	420.48
21	Moulder	-	230.76	-	-	230.76
22	Packer	320.70	183.21	-	-	307.14
23	Painter	428.04	-	-	-	428.04
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	1114.44	-	-	-	1114.44
26	Plater	455.09	-	-	-	455.09
27	Polisher	-	83.33	-	-	83.33
28	Press Man	348.45	-	-	-	348.45
29	Shaper Machine Op	616.99	-	-	-	616.99
30	Sheetmetal Worker	472.30	-	-	-	472.30
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	501.56	231.11	-	-	495.09
33	Sweeper	278.36	245.00	-	-	270.73
34	Tester	519.00	181.32	-	-	487.70
35	Turner	421.70	-	-	-	421.70
36	Watchman	328.10	-	-	-	328.10
37	Welder	370.09	83.33	-	-	364.02
38	Winder	423.71	269.58	-	-	415.63
39	Wireman	454.16	173.39	-	-	434.20
40	Boring Machine Op.	117.65	-	-	-	117.65
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	400.68	345.04	-	-	396.17
43	Casting Man	472.00	-	-	-	472.00
44	Milling Machine Op.	237.81	-	-	-	237.81
45	Setter	-	100.00	-	-	100.00
46	Tool Maker	411.61	-	-	-	411.61
47	Store Keeper	369.60	-	-	-	369.60
48	Apprentices/Trainees	315.53	135.87	-	-	307.13
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	398.97	287.24	-	-	390.07
VII.	Electrical Apparatus	376.58	304.91	-	-	368.59
	1 Assembler	404.70	280.02	-	-	382.70
	2 Boiler Attendant	270.64	270.64	-	-	270.64
	3 Chargehand	445.11	-	-	-	445.11

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
4	Chargeman	560.31	-	-	-	560.31
5	Checker	377.78	311.69	-	-	372.50
6	Compressor Op.	768.64	718.49	-	-	763.22
7	Coolie/Mazdoor	465.21	224.05	-	-	446.07
8	Die Maker	485.25	-	-	-	485.25
9	Driller	324.32	300.00	-	-	306.02
10	Driver	348.40	-	-	-	348.40
11	Electrician	449.38	552.30	-	-	469.83
12	Fitter	372.16	-	-	-	372.16
13	Mech/Elec Foreman	459.38	825.46	-	-	477.16
14	Gas Cutter	405.85	301.00	-	-	400.35
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	326.92	-	-	-	326.92
17	Helper	311.68	268.39	-	-	305.12
18	Marker	291.31	-	-	-	291.31
19	Mate/Mukaddam	439.20	191.73	-	-	391.50
20	Mechanic(General)	397.91	326.92	-	-	397.77
21	Moulder	318.27	-	-	-	318.27
22	Packer	335.99	255.73	-	-	314.95
23	Painter	309.45	-	-	-	309.45
24	Planer	621.79	-	-	-	621.79
25	Plater	461.53	-	-	-	461.53
26	Polisher	253.84	-	-	-	253.84
27	Press Man	513.64	-	-	-	513.64
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	389.76	-	-	-	389.76
30	Shaper Machine Op	877.37	-	-	-	877.37
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	480.25	385.86	-	-	477.65
34	Sweeper	306.00	252.26	-	-	287.38
35	Tester	396.67	84.62	-	-	392.85
36	Trimmer	423.09	-	-	-	423.09
37	Turner	407.17	-	-	-	407.17
38	Watchman	329.37	273.88	-	-	327.51
39	Welder	356.66	155.00	-	-	344.69
40	Winder	371.19	193.35	-	-	312.71
41	Wireman	360.40	-	-	-	360.40
42	Fork Lift Operator	338.50	-	-	-	338.50
43	Mach. Op./Machinist	433.68	318.89	-	-	424.44
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	332.52	-	-	-	332.52
46	Setter	433.98	-	-	-	433.98
47	Tool Maker	732.64	-	-	-	732.64
48	Store Keeper	351.88	580.73	-	-	354.15
49	Apprentices/Trainees	359.96	331.19	-	-	354.84
50	Kundiwala	450.00	-	-	-	450.00



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
	51 Sand Mixer	426.92	-	-	-	426.92
	52 Miscellaneous	346.77	240.31	-	-	345.00
VIII.	Boilers	399.53	281.84	-	-	396.23
	1 Assembler	298.69	-	-	-	298.69
	2 Boiler Attendant	441.73	-	-	-	441.73
	3 Checker	342.43	-	-	-	342.43
	4 Crane Operator	269.90	-	-	-	269.90
	5 Driller	363.95	-	-	-	363.95
	6 Driver	370.60	-	-	-	370.60
	7 Electrician	323.05	-	-	-	323.05
	8 Fitter	419.48	-	-	-	419.48
	9 Mech/Elec Foreman	421.25	-	-	-	421.25
	10 Furnaceman	297.69	-	-	-	297.69
	11 Gas Cutter	266.09	-	-	-	266.09
	12 Grinder	276.22	178.84	-	-	273.08
	13 Helper	357.94	325.12	-	-	356.29
	14 Mechanic(General)	447.78	-	-	-	447.78
	15 Packer	538.46	-	-	-	538.46
	16 Painter	350.33	-	-	-	350.33
	17 Planer	1073.34	-	-	-	1073.34
	18 Press Man	503.05	-	-	-	503.05
	19 Rigger	475.00	-	-	-	475.00
	20 Supervisor	499.33	349.36	-	-	491.61
	21 Sweeper	155.00	186.40	-	-	177.43
	22 Tester	539.00	-	-	-	539.00
	23 Turner	351.43	-	-	-	351.43
	24 Watchman	270.64	-	-	-	270.64
	25 Welder	412.89	-	-	-	412.89
	26 Winder	346.15	-	-	-	346.15
	27 Boring Machine Op.	500.00	-	-	-	500.00
	28 Mach. Op./Machinist	442.57	201.25	-	-	439.84
	29 Milling Machine Op.	297.50	-	-	-	297.50
	30 Tool Maker	402.50	-	-	-	402.50
	31 Store Keeper	479.83	-	-	-	479.83
	32 Apprentices/Trainees	-	153.84	-	-	153.84
	33 Hacksaw Man	347.55	-	-	-	347.55
	34 Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	350.24	267.37	-	-	344.43
	1 Assembler	300.77	-	-	-	300.77
	2 Carpenter	500.00	-	-	-	500.00
	3 Chargehand	276.92	-	-	-	276.92
	4 Checker	307.64	413.46	-	-	314.91
	5 Chipper	384.62	-	-	-	384.62

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
6	Compressor Op.	340.23	-	-	-	340.23
7	Coolie/Mazdoor	263.31	238.58	-	-	260.59
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	398.60	-	-	-	398.60
10	Driller	469.23	-	-	-	469.23
11	Driver	297.59	-	-	-	297.59
12	Electrician	360.98	-	-	-	360.98
13	Fitter	419.33	350.00	-	-	418.01
14	Mech/Elec Foreman	391.12	-	-	-	391.12
15	Furnaceman	280.97	-	-	-	280.97
16	Gas Cutter	303.04	-	-	-	303.04
17	Grinder	322.29	288.00	-	-	320.00
18	Hammerman	155.00	-	-	-	155.00
19	Helper	296.62	255.57	-	-	291.85
20	Mistry/Kangani	203.00	-	-	-	203.00
21	Marker	343.31	-	-	-	343.31
22	Mason	290.00	-	-	-	290.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	452.53	-	-	-	452.53
25	Millwright	140.00	-	-	-	140.00
26	Moulder	373.92	-	-	-	373.92
27	Packer	211.31	280.00	-	-	265.79
28	Painter	390.00	288.46	-	-	329.08
29	Plater	423.07	-	-	-	423.07
30	Polisher	241.80	-	-	-	241.80
31	Press Man	381.99	-	-	-	381.99
32	Rigger	160.32	-	-	-	160.32
33	Rollerman/Roller	296.97	180.00	-	-	287.22
34	Shaper Machine Op	423.08	273.46	-	-	419.68
35	Sheetmetal Worker	267.08	-	-	-	267.08
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	472.62	366.26	-	-	471.64
38	Sweeper	255.38	238.42	-	-	249.48
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	378.91	-	-	-	378.91
42	Watchman	246.57	283.83	-	-	247.27
43	Welder	405.80	-	-	-	405.80
44	Winder	653.81	-	-	-	653.81
45	Wireman	344.21	-	-	-	344.21
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	189.12	-	-	-	189.12
48	Mach. Op./Machinist	368.86	273.11	-	-	367.11
49	Casting Man	361.82	-	-	-	361.82
50	Milling Machine Op.	223.72	-	-	-	223.72
51	Setter	613.94	-	-	-	613.94
52	Tool Maker	203.99	-	-	-	203.99

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
53	Store Keeper	336.25	-	-	-	336.25
54	Apprentices/Trainees	234.87	-	-	-	234.87
55	Heater Incharge	340.00	-	-	-	340.00
56	Kiln Man	442.31	-	-	-	442.31
57	Straightner Mach Op	642.70	-	-	-	642.70
58	Valve Man	265.38	-	-	-	265.38
59	Tilting Tab Mach Op	642.70	-	-	-	642.70
60	Capsman	423.50	288.35	-	-	420.95
61	Miscellaneous	364.25	690.88	-	-	374.00
All Nine Engineering Ind.		479.04	308.07	-	-	474.04

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.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Iron and Steel	389.60	272.15	-	-	388.88	
	1 Assembler	433.14	-	-	-	433.14	
	2 Beltman/Mochi	187.43	-	-	-	187.43	
	3 Blacksmith	258.76	-	-	-	258.76	
	4 Boiler Attendant	366.36	-	-	-	366.36	
	5 Carpenter	287.11	-	-	-	287.11	
	6 Chargehand	287.25	219.23	-	-	261.74	
	7 Chargeman	344.33	-	-	-	344.33	
	8 Checker	362.04	191.92	-	-	361.69	
	9 Chipper	706.51	-	-	-	706.51	
	10 Compressor Op.	381.92	-	-	-	381.92	
	11 Coolie/Mazdoor	381.39	252.77	-	-	379.49	
	12 Core Maker	422.11	-	-	-	422.11	
	13 Crane Operator	536.70	-	-	-	536.70	
	14 Cupolaman	543.38	-	-	-	543.38	
	15 Die Maker	412.42	-	-	-	412.42	
	16 Driller	217.43	-	-	-	217.43	
	17 Driver	315.52	-	-	-	315.52	
	18 Electrician	487.48	-	-	-	487.48	
	19 Fireman	453.12	-	-	-	453.12	
	20 Fitter	463.38	-	-	-	463.38	
	21 Mech/Elec Foreman	636.74	379.61	-	-	635.50	
	22 Furnaceman	355.18	-	-	-	355.18	
	23 Gas Cutter	322.79	-	-	-	322.79	
	24 Grinder	359.54	-	-	-	359.54	
	25 Hammerman	252.97	-	-	-	252.97	
	26 Helper	311.41	203.61	-	-	310.72	
	27 Loader/Unloader	245.11	-	-	-	245.11	
	28 Mistry/Kangani	257.90	-	-	-	257.90	
	29 Marker	374.88	-	-	-	374.88	
	30 Mason	463.27	-	-	-	463.27	
	31 Mate/Mukaddam	273.26	-	-	-	273.26	
	32 Mechanic (General)	331.57	-	-	-	331.57	
	33 Millwright	393.54	-	-	-	393.54	
	34 Motor Mechanic	182.69	-	-	-	182.69	
	35 Moulder	397.52	-	-	-	397.52	
	36 Packer	306.02	347.50	-	-	318.21	
	37 Painter	321.68	-	-	-	321.68	
	38 Pattern Maker	291.79	-	-	-	291.79	
	39 Planer	396.44	-	-	-	396.44	

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Plater	215.00	-	-	-	215.00
41	Plumber	324.86	-	-	-	324.86
42	Press Man	334.03	-	-	-	334.03
43	Pump Attendant	229.44	-	-	-	229.44
44	Rigger	258.97	-	-	-	258.97
45	Rollerman/Roller	289.77	-	-	-	289.77
46	Shaper Machine Op	375.87	-	-	-	375.87
47	Sheetmetal Worker	242.88	-	-	-	242.88
48	Sorter	360.83	-	-	-	360.83
49	Supervisor	474.85	600.00	-	-	474.89
50	Sweeper	270.28	257.02	-	-	269.52
51	Tester	273.35	250.00	-	-	272.55
52	Tongsman	348.74	-	-	-	348.74
53	Trimmer	214.25	-	-	-	214.25
54	Turner	386.65	-	-	-	386.65
55	Watchman	285.66	-	-	-	285.66
56	Welder	372.90	-	-	-	372.90
57	Winder	309.58	-	-	-	309.58
58	Wireman	313.65	-	-	-	313.65
59	Boring Machine Op.	329.96	-	-	-	329.96
60	Fork Lift Operator	253.25	-	-	-	253.25
61	Mach. Op./Machinist	474.01	-	-	-	474.01
62	Casting Man	275.32	-	-	-	275.32
63	Milling Machine Op.	511.87	213.46	-	-	506.63
64	Setter	288.67	-	-	-	288.67
65	Tool Maker	227.00	-	-	-	227.00
66	Store Keeper	306.78	-	-	-	306.78
67	Apprentices/Trainees	251.76	244.15	-	-	251.62
68	Heater Incharge	417.75	-	-	-	417.75
69	Kiln Man	324.12	-	-	-	324.12
70	Straightner Mach Op	337.68	-	-	-	337.68
71	Valve Man	350.79	360.00	-	-	350.87
72	Tilting Tab Mach Op	403.26	-	-	-	403.26
73	Kundiwala	248.50	-	-	-	248.50
74	Sand Mixer	318.46	-	-	-	318.46
75	Miscellaneous	336.94	-	-	-	336.94
II.	Casting and Forgings	425.08	261.62	-	-	422.12
1	Armature Winder	308.66	-	-	-	308.66
2	Assembler	469.34	-	-	-	469.34
3	Blacksmith	329.55	-	-	-	329.55
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	725.70	-	-	-	725.70
6	Chargehand	485.05	-	-	-	485.05
7	Chargeman	543.06	-	-	-	543.06
8	Checker	465.45	231.03	-	-	461.35

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Chipper	228.08	-	-	-	228.08
10	Compressor Op.	525.28	-	-	-	525.28
11	Coolie/Mazdoor	290.08	200.00	-	-	289.52
12	Core Maker	389.51	359.79	-	-	388.18
13	Crane Operator	603.34	-	-	-	603.34
14	Cupolaman	562.11	-	-	-	562.11
15	Die Maker	467.77	-	-	-	467.77
16	Driller	356.01	221.96	-	-	341.09
17	Driver	399.97	-	-	-	399.97
18	Electrician	646.98	-	-	-	646.98
19	Fireman	794.83	-	-	-	794.83
20	Fitter	672.42	-	-	-	672.42
21	Mech/Elec Foreman	541.97	-	-	-	541.97
22	Furnaceman	465.89	-	-	-	465.89
23	Gas Cutter	381.89	-	-	-	381.89
24	Grinder	340.88	-	-	-	340.88
25	Hammerman	323.24	-	-	-	323.24
26	Helper	379.67	268.61	-	-	376.42
27	Mistry/Kangani	524.37	-	-	-	524.37
28	Marker	293.61	-	-	-	293.61
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic(General)	354.68	-	-	-	354.68
31	Millwright	329.26	-	-	-	329.26
32	Moulder	505.58	301.34	-	-	501.88
33	Packer	302.78	160.04	-	-	290.26
34	Painter	351.32	-	-	-	351.32
35	Pattern Maker	639.19	-	-	-	639.19
36	Planer	353.22	816.87	-	-	371.60
37	Polisher	333.52	-	-	-	333.52
38	Press Man	341.51	233.65	-	-	318.66
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	342.31	-	-	-	342.31
41	Shaper Machine Op	388.58	-	-	-	388.58
42	Sheetmetal Worker	406.05	-	-	-	406.05
43	Supervisor	508.64	288.46	-	-	508.26
44	Sweeper	330.09	260.28	-	-	312.64
45	Tester	378.62	-	-	-	378.62
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	839.22	-	-	-	839.22
48	Turner	468.04	-	-	-	468.04
49	Watchman	339.80	385.41	-	-	340.54
50	Welder	527.76	-	-	-	527.76
51	Winder	327.82	-	-	-	327.82
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	390.43	-	-	-	390.43
54	Fork Lift Operator	420.06	-	-	-	420.06
55	Mach. Op./Machinist	478.02	175.00	-	-	477.59

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
56	Casting Man	296.64	-	-	-	296.64
57	Milling Machine Op.	370.58	-	-	-	370.58
58	Setter	260.39	-	-	-	260.39
59	Tool Maker	344.23	-	-	-	344.23
60	Store Keeper	490.03	-	-	-	490.03
61	Apprentices/Trainees	311.81	205.61	-	-	311.36
62	Straightner Mach Op	459.29	-	-	-	459.29
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	365.10	305.64	-	-	363.06
65	Sand Mixer	450.79	-	-	-	450.79
66	Miscellaneous	349.26	-	-	-	349.26
III.	Agricultural Imp.	626.30	403.70	-	-	624.69
1	Assembler	364.78	144.23	-	-	364.38
2	Blacksmith	294.74	-	-	-	294.74
3	Boiler Attendant	333.03	-	-	-	333.03
4	Carpenter	303.85	-	-	-	303.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	798.33	233.72	-	-	794.69
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	276.37	-	-	-	276.37
9	Die Maker	401.08	-	-	-	401.08
10	Driller	919.77	-	-	-	919.77
11	Driver	403.01	-	-	-	403.01
12	Electrician	906.22	-	-	-	906.22
13	Fitter	655.54	282.82	-	-	653.06
14	Mech/Elec Foreman	457.03	-	-	-	457.03
15	Gas Cutter	1310.71	-	-	-	1310.71
16	Grinder	310.50	298.05	-	-	304.45
17	Hammerman	380.71	-	-	-	380.71
18	Helper	475.19	296.68	-	-	473.40
19	Mistry/Kangani	304.27	-	-	-	304.27
20	Marker	339.67	480.00	-	-	342.32
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	681.41	-	-	-	681.41
23	Millwright	280.40	-	-	-	280.40
24	Moulder	309.24	-	-	-	309.24
25	Packer	338.14	271.93	-	-	307.87
26	Painter	806.98	-	-	-	806.98
27	Pattern Maker	317.06	-	-	-	317.06
28	Planer	1060.26	-	-	-	1060.26
29	Plumber	321.53	-	-	-	321.53
30	Press Man	893.16	277.69	-	-	885.59
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	325.65	-	-	-	325.65

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
34	Supervisor	747.29	694.35	-	-	747.07
35	Sweeper	544.99	825.58	-	-	604.81
36	Tester	908.23	-	-	-	908.23
37	Trimmer	323.45	-	-	-	323.45
38	Turner	748.13	-	-	-	748.13
39	Watchman	494.74	-	-	-	494.74
40	Welder	668.42	-	-	-	668.42
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	649.61	540.87	-	-	649.42
43	Milling Machine Op.	1042.14	-	-	-	1042.14
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	810.37	-	-	-	810.37
46	Store Keeper	357.27	-	-	-	357.27
47	Apprentices/Trainees	362.70	-	-	-	362.70
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	233.08	-	-	-	233.08
50	Miscellaneous	435.83	250.00	-	-	424.21
IV.	Textile Machinery	460.71	332.73	-	-	454.73
1	Assembler	377.26	176.54	-	-	372.77
2	Blacksmith	285.58	-	-	-	285.58
3	Carpenter	354.31	-	-	-	354.31
4	Chargehand	603.85	-	-	-	603.85
5	Checker	384.40	197.79	-	-	359.04
6	Compressor Op.	636.39	-	-	-	636.39
7	Coolie/Mazdoor	305.69	-	-	-	305.69
8	Die Maker	509.55	-	-	-	509.55
9	Driller	321.22	-	-	-	321.22
10	Driver	379.40	-	-	-	379.40
11	Electrician	588.60	-	-	-	588.60
12	Fitter	410.24	-	-	-	410.24
13	Mech/Elec Foreman	559.51	-	-	-	559.51
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	301.20	-	-	-	301.20
16	Grinder	589.97	200.00	-	-	562.94
17	Helper	331.19	218.68	-	-	322.83
18	Mistry/Kangani	596.15	-	-	-	596.15
19	Marker	295.23	-	-	-	295.23
20	Mechanic(General)	466.65	-	-	-	466.65
21	Millwright	272.70	-	-	-	272.70
22	Moulder	350.72	-	-	-	350.72
23	Packer	393.91	324.10	-	-	371.87
24	Painter	383.98	-	-	-	383.98
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	491.90	542.71	-	-	506.42
27	Polisher	319.69	-	-	-	319.69



Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
28	Press Man	284.62	-	-	-	284.62
29	Rollerman/Roller	366.17	-	-	-	366.17
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	668.05	817.11	-	-	672.11
33	Sweeper	268.78	169.76	-	-	247.84
34	Trimmer	503.08	-	-	-	503.08
35	Turner	452.23	266.42	-	-	450.01
36	Watchman	396.59	-	-	-	396.59
37	Welder	375.41	-	-	-	375.41
38	Winder	-	292.15	-	-	292.15
39	Wireman	310.10	-	-	-	310.10
40	Boring Machine Op.	327.01	291.15	-	-	325.68
41	Fork Lift Operator	369.95	-	-	-	369.95
42	Mach. Op./Machinist	683.72	574.26	-	-	679.40
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	372.08	342.50	-	-	369.61
45	Setter	448.62	-	-	-	448.62
46	Gen./Turbo Operator	571.50	362.00	-	-	474.81
47	Store Keeper	644.23	223.00	-	-	433.62
48	Apprentices/Trainees	312.05	107.69	-	-	272.92
49	Straightner Mach Op	556.44	-	-	-	556.44
50	Valve Man	338.00	-	-	-	338.00
51	Capstan	414.27	400.00	-	-	412.74
52	Miscellaneous	400.74	-	-	-	400.74
V.	Machine Tools	418.97	285.54	-	-	416.68
1	Assembler	448.23	419.50	-	-	445.98
2	Boiler Attendant	129.23	-	-	-	129.23
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	302.31	-	-	-	302.31
5	Checker	426.16	260.60	-	-	414.05
6	Compressor Op.	997.98	-	-	-	997.98
7	Coolie/Mazdoor	297.77	211.53	-	-	296.72
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	400.29	-	-	-	400.29
10	Driver	360.87	-	-	-	360.87
11	Electrician	404.50	-	-	-	404.50
12	Fitter	478.57	-	-	-	478.57
13	Mech/Elec Foreman	782.18	-	-	-	782.18
14	Furnaceman	388.21	-	-	-	388.21
15	Gas Cutter	591.24	-	-	-	591.24
16	Grinder	498.02	-	-	-	498.02
17	Helper	353.19	284.46	-	-	351.11
18	Mistry/Kangani	390.50	-	-	-	390.50
19	Marker	336.64	-	-	-	336.64

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Mate/Mukaddam	311.72	-	-	-	311.72
21	Mechanic (General)	337.71	-	-	-	337.71
22	Millwright	391.18	-	-	-	391.18
23	Moulder	381.39	137.31	-	-	341.38
24	Packer	388.15	374.30	-	-	387.59
25	Painter	414.97	-	-	-	414.97
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	493.20	-	-	-	493.20
28	Plumber	407.69	-	-	-	407.69
29	Polisher	358.22	-	-	-	358.22
30	Press Man	405.03	-	-	-	405.03
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	469.19	-	-	-	469.19
33	Shaper Machine Op	380.32	-	-	-	380.32
34	Sheetmetal Worker	1198.41	-	-	-	1198.41
35	Supervisor	629.10	-	-	-	629.10
36	Sweeper	338.23	246.86	-	-	299.15
37	Turner	410.74	-	-	-	410.74
38	Watchman	306.09	230.77	-	-	302.77
39	Welder	372.81	-	-	-	372.81
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	419.19	-	-	-	419.19
42	Fork Lift Operator	510.82	-	-	-	510.82
43	Mach. Op./Machinist	393.59	326.88	-	-	393.01
44	Milling Machine Op.	375.27	-	-	-	375.27
45	Setter	362.39	-	-	-	362.39
46	Tool Maker	364.79	-	-	-	364.79
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	386.77	-	-	-	386.77
49	Heater Incharge	194.57	-	-	-	194.57
50	Straightner Mach Op	385.90	-	-	-	385.90
51	Miscellaneous	715.75	-	-	-	715.75
VI.	Electrical Ind. Mach	356.32	295.15	-	-	351.33
1	Armature Winder	257.85	-	-	-	257.85
2	Assembler	402.44	261.72	-	-	395.08
3	Chargeman	578.46	-	-	-	578.46
4	Checker	359.90	256.38	-	-	349.50
5	Coolie/Mazdoor	215.83	234.96	-	-	218.07
6	Core Maker	326.81	230.76	-	-	318.36
7	Die Maker	622.75	-	-	-	622.75
8	Driller	339.91	-	-	-	339.91
9	Driver	317.36	-	-	-	317.36
10	Electrician	372.56	253.62	-	-	362.26
11	Fitter	336.10	242.95	-	-	332.69
12	Mech/Elec Foreman	727.47	571.71	-	-	717.69

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
13	Furnaceman	453.42	-	-	-	453.42
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	295.54	-	-	-	295.54
16	Hammerman	140.00	-	-	-	140.00
17	Helper	284.86	263.61	-	-	282.69
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	380.78	462.46	-	-	400.44
21	Moulder	-	227.80	-	-	227.80
22	Packer	295.76	164.58	-	-	282.82
23	Painter	381.73	-	-	-	381.73
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	801.98	-	-	-	801.98
26	Plater	381.60	-	-	-	381.60
27	Polisher	-	75.00	-	-	75.00
28	Press Man	339.73	-	-	-	339.73
29	Shaper Machine Op	478.15	-	-	-	478.15
30	Sheetmetal Worker	442.89	-	-	-	442.89
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	441.99	231.11	-	-	436.95
33	Sweeper	266.73	242.43	-	-	261.17
34	Tester	400.72	181.32	-	-	380.39
35	Turner	396.19	-	-	-	396.19
36	Watchman	319.52	-	-	-	319.52
37	Welder	348.56	75.00	-	-	342.77
38	Winder	368.71	267.87	-	-	363.42
39	Wireman	406.39	118.98	-	-	385.96
40	Boring Machine Op.	102.13	-	-	-	102.13
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	363.35	327.80	-	-	360.47
43	Casting Man	424.00	-	-	-	424.00
44	Milling Machine Op.	214.76	-	-	-	214.76
45	Setter	-	83.33	-	-	83.33
46	Tool Maker	400.13	-	-	-	400.13
47	Store Keeper	356.72	-	-	-	356.72
48	Apprentices/Trainees	286.93	130.20	-	-	279.59
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	354.50	285.98	-	-	349.04
VII.	Electrical Apparatus	342.95	284.08	-	-	336.38
	1 Assembler	353.83	264.00	-	-	337.98
	2 Boiler Attendant	249.87	270.64	-	-	253.33
	3 Chargehand	391.00	-	-	-	391.00

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
4	Chargeman	430.51	-	-	-	430.51
5	Checker	347.58	299.28	-	-	343.72
6	Compressor Op.	602.43	458.05	-	-	586.82
7	Coolie/Mazdoor	358.00	219.23	-	-	346.98
8	Die Maker	482.43	-	-	-	482.43
9	Driller	323.36	300.00	-	-	305.78
10	Driver	329.83	-	-	-	329.83
11	Electrician	389.75	446.15	-	-	400.96
12	Fitter	340.85	-	-	-	340.85
13	Mech/Elec Foreman	423.15	602.79	-	-	431.87
14	Gas Cutter	307.24	301.00	-	-	306.91
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	264.42	-	-	-	264.42
17	Helper	299.25	259.30	-	-	293.19
18	Marker	278.76	-	-	-	278.76
19	Mate/Mukaddam	423.10	191.73	-	-	378.50
20	Mechanic(General)	343.93	326.92	-	-	343.90
21	Moulder	311.31	-	-	-	311.31
22	Packer	327.26	255.73	-	-	308.51
23	Painter	294.59	-	-	-	294.59
24	Planer	583.33	-	-	-	583.33
25	Plater	461.53	-	-	-	461.53
26	Polisher	219.23	-	-	-	219.23
27	Press Man	448.93	-	-	-	448.93
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	346.76	-	-	-	346.76
30	Shaper Machine Op	854.49	-	-	-	854.49
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	423.10	378.07	-	-	421.86
34	Sweeper	294.23	249.28	-	-	278.66
35	Tester	378.09	84.62	-	-	374.50
36	Trimmer	423.09	-	-	-	423.09
37	Turner	397.99	-	-	-	397.99
38	Watchman	319.38	270.97	-	-	317.76
39	Welder	317.01	154.62	-	-	307.37
40	Winder	327.82	183.96	-	-	280.51
41	Wireman	345.19	-	-	-	345.19
42	Fork Lift Operator	334.50	-	-	-	334.50
43	Mach. Op./Machinist	379.51	290.12	-	-	372.31
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	323.77	-	-	-	323.77
46	Setter	363.01	-	-	-	363.01
47	Tool Maker	581.81	-	-	-	581.81
48	Store Keeper	338.77	521.37	-	-	340.58
49	Apprentices/Trainees	342.43	306.36	-	-	336.01
50	Kundiwala	415.38	-	-	-	415.38

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
51	Sand Mixer	380.77	-	-	-	380.77
52	Miscellaneous	337.18	238.08	-	-	335.53
VIII.	Boilers	361.30	273.62	-	-	358.84
1	Assembler	264.92	-	-	-	264.92
2	Boiler Attendant	424.13	-	-	-	424.13
3	Checker	342.43	-	-	-	342.43
4	Crane Operator	257.90	-	-	-	257.90
5	Driller	363.95	-	-	-	363.95
6	Driver	343.41	-	-	-	343.41
7	Electrician	321.78	-	-	-	321.78
8	Fitter	385.63	-	-	-	385.63
9	Mech/Elec Foreman	400.75	-	-	-	400.75
10	Furnaceman	297.69	-	-	-	297.69
11	Gas Cutter	265.21	-	-	-	265.21
12	Grinder	261.36	178.84	-	-	258.70
13	Helper	329.78	319.53	-	-	329.26
14	Mechanic(General)	409.72	-	-	-	409.72
15	Packer	446.15	-	-	-	446.15
16	Painter	350.33	-	-	-	350.33
17	Planer	700.04	-	-	-	700.04
18	Press Man	372.61	-	-	-	372.61
19	Rigger	475.00	-	-	-	475.00
20	Supervisor	428.45	341.67	-	-	423.98
21	Sweeper	155.00	167.60	-	-	164.00
22	Tester	503.88	-	-	-	503.88
23	Turner	334.58	-	-	-	334.58
24	Watchman	253.27	-	-	-	253.27
25	Welder	386.06	-	-	-	386.06
26	Winder	346.15	-	-	-	346.15
27	Boring Machine Op.	500.00	-	-	-	500.00
28	Mach. Op./Machinist	364.25	201.25	-	-	362.40
29	Milling Machine Op.	286.25	-	-	-	286.25
30	Tool Maker	402.50	-	-	-	402.50
31	Store Keeper	420.54	-	-	-	420.54
32	Apprentices/Trainees	-	153.84	-	-	153.84
33	Hacksaw Man	339.19	-	-	-	339.19
34	Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	326.50	259.78	-	-	321.83
1	Assembler	300.77	-	-	-	300.77
2	Carpenter	480.77	-	-	-	480.77
3	Chargehand	276.92	-	-	-	276.92
4	Checker	276.32	342.03	-	-	280.83
5	Chipper	384.62	-	-	-	384.62

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Compressor Op.	261.36	-	-	-	261.36
7	Coolie/Mazdoor	243.92	226.11	-	-	241.96
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	341.11	-	-	-	341.11
10	Driller	467.31	-	-	-	467.31
11	Driver	292.79	-	-	-	292.79
12	Electrician	341.30	-	-	-	341.30
13	Fitter	373.98	307.50	-	-	372.72
14	Mech/Elec Foreman	385.19	-	-	-	385.19
15	Furnaceman	258.85	-	-	-	258.85
16	Gas Cutter	292.70	-	-	-	292.70
17	Grinder	317.82	288.00	-	-	315.83
18	Hammerman	155.00	-	-	-	155.00
19	Helper	275.77	253.72	-	-	273.21
20	Mistry/Kangani	168.04	-	-	-	168.04
21	Marker	322.16	-	-	-	322.16
22	Mason	280.00	-	-	-	280.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	391.61	-	-	-	391.61
25	Millwright	140.00	-	-	-	140.00
26	Moulder	371.72	-	-	-	371.72
27	Packer	205.76	272.62	-	-	258.79
28	Painter	374.00	288.46	-	-	322.68
29	Plater	423.07	-	-	-	423.07
30	Polisher	232.39	-	-	-	232.39
31	Press Man	365.37	-	-	-	365.37
32	Rigger	144.30	-	-	-	144.30
33	Rollerman/Roller	277.88	180.00	-	-	269.72
34	Shaper Machine Op	398.23	273.46	-	-	395.39
35	Sheetmetal Worker	252.94	-	-	-	252.94
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	424.47	345.26	-	-	423.74
38	Sweeper	251.05	237.39	-	-	246.30
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	373.74	-	-	-	373.74
42	Watchman	242.12	283.83	-	-	242.90
43	Welder	368.71	-	-	-	368.71
44	Winder	626.91	-	-	-	626.91
45	Wireman	343.64	-	-	-	343.64
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	174.69	-	-	-	174.69
48	Mach. Op./Machinist	340.61	273.11	-	-	339.38
49	Casting Man	349.12	-	-	-	349.12
50	Milling Machine Op.	220.83	-	-	-	220.83
51	Setter	584.17	-	-	-	584.17
52	Tool Maker	203.99	-	-	-	203.99

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
53	Store Keeper	299.10	-	-	-	299.10	
54	Apprentices/Trainees	234.46	-	-	-	234.46	
55	Heater Incharge	340.00	-	-	-	340.00	
56	Kiln Man	394.23	-	-	-	394.23	
57	Straightner Mach Op	642.70	-	-	-	642.70	
58	Valve Man	265.38	-	-	-	265.38	
59	Tilting Tab Mach Op	642.70	-	-	-	642.70	
60	Capsman	411.33	288.35	-	-	409.01	
61	Miscellaneous	350.06	474.28	-	-	353.77	
All Nine Engineering Ind.		402.29	283.40	-	-	398.82	

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.	Iron and Steel	286.28	225.24	-	-	285.90
	1 Assembler	423.38	-	-	-	423.38
	2 Beltman/Mochi	181.72	-	-	-	181.72
	3 Blacksmith	246.53	-	-	-	246.53
	4 Boiler Attendant	304.78	-	-	-	304.78
	5 Carpenter	251.04	-	-	-	251.04
	6 Chargehand	274.06	219.23	-	-	253.50
	7 Chargeman	326.60	-	-	-	326.60
	8 Checker	266.86	191.92	-	-	266.71
	9 Chipper	706.51	-	-	-	706.51
	10 Compressor Op.	139.61	-	-	-	139.61
	11 Coolie/Mazdoor	312.36	241.47	-	-	311.31
	12 Core Maker	349.41	-	-	-	349.41
	13 Crane Operator	419.07	-	-	-	419.07
	14 Cupolaman	462.18	-	-	-	462.18
	15 Die Maker	357.12	-	-	-	357.12
	16 Driller	196.51	-	-	-	196.51
	17 Driver	282.20	-	-	-	282.20
	18 Electrician	373.33	-	-	-	373.33
	19 Fireman	423.29	-	-	-	423.29
	20 Fitter	324.09	-	-	-	324.09
	21 Mech/Elec Foreman	482.08	379.58	-	-	481.58
	22 Furnaceman	297.99	-	-	-	297.99
	23 Gas Cutter	297.65	-	-	-	297.65
	24 Grinder	303.62	-	-	-	303.62
	25 Hammerman	252.03	-	-	-	252.03
	26 Helper	266.16	194.39	-	-	265.70
	27 Loader/Unloader	245.11	-	-	-	245.11
	28 Mistry/Kangani	250.32	-	-	-	250.32
	29 Marker	301.29	-	-	-	301.29
	30 Mason	276.43	-	-	-	276.43
	31 Mate/Mukaddam	257.11	-	-	-	257.11
	32 Mechanic(General)	222.55	-	-	-	222.55
	33 Millwright	343.28	-	-	-	343.28
	34 Motor Mechanic	173.07	-	-	-	173.07
	35 Moulder	317.44	-	-	-	317.44
	36 Packer	259.65	233.00	-	-	251.82
	37 Painter	311.61	-	-	-	311.61
	38 Pattern Maker	185.29	-	-	-	185.29
	39 Planer	375.25	-	-	-	375.25



Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Plater	215.00	-	-	-	215.00
41	Plumber	253.80	-	-	-	253.80
42	Press Man	285.53	-	-	-	285.53
43	Pump Attendant	185.66	-	-	-	185.66
44	Rigger	256.14	-	-	-	256.14
45	Rollerman/Roller	252.69	-	-	-	252.69
46	Shaper Machine Op	263.62	-	-	-	263.62
47	Sheetmetal Worker	232.47	-	-	-	232.47
48	Sorter	335.88	-	-	-	335.88
49	Supervisor	251.07	600.00	-	-	251.18
50	Sweeper	245.31	230.04	-	-	244.44
51	Tester	203.22	250.00	-	-	204.82
52	Tongsman	332.78	-	-	-	332.78
53	Trimmer	193.52	-	-	-	193.52
54	Turner	294.58	-	-	-	294.58
55	Watchman	217.16	-	-	-	217.16
56	Welder	289.06	-	-	-	289.06
57	Winder	299.36	-	-	-	299.36
58	Wireman	277.55	-	-	-	277.55
59	Boring Machine Op.	315.49	-	-	-	315.49
60	Fork Lift Operator	235.43	-	-	-	235.43
61	Mach. Op./Machinist	250.41	-	-	-	250.41
62	Casting Man	260.76	-	-	-	260.76
63	Milling Machine Op.	379.76	138.46	-	-	375.53
64	Setter	229.77	-	-	-	229.77
65	Tool Maker	219.17	-	-	-	219.17
66	Store Keeper	273.96	-	-	-	273.96
67	Apprentices/Trainees	170.98	192.30	-	-	171.36
68	Heater Incharge	342.30	-	-	-	342.30
69	Kiln Man	317.08	-	-	-	317.08
70	Straightner Mach Op	317.48	-	-	-	317.48
71	Valve Man	325.32	360.00	-	-	325.59
72	Tilting Tab Mach Op	362.12	-	-	-	362.12
73	Kundiwala	174.75	-	-	-	174.75
74	Sand Mixer	240.77	-	-	-	240.77
75	Miscellaneous	256.23	-	-	-	256.23
II.	Casting and Forgings	368.99	248.17	-	-	366.80
1	Armature Winder	307.69	-	-	-	307.69
2	Assembler	401.76	-	-	-	401.76
3	Blacksmith	295.20	-	-	-	295.20
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	693.21	-	-	-	693.21
6	Chargehand	438.23	-	-	-	438.23
7	Chargeman	366.35	-	-	-	366.35
8	Checker	351.05	203.02	-	-	348.46

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Chipper	214.11	-	-	-	214.11
10	Compressor Op.	492.20	-	-	-	492.20
11	Coolie/Mazdoor	272.11	200.00	-	-	271.66
12	Core Maker	300.26	359.79	-	-	302.93
13	Crane Operator	461.46	-	-	-	461.46
14	Cupolaman	511.48	-	-	-	511.48
15	Die Maker	337.83	-	-	-	337.83
16	Driller	330.36	217.96	-	-	317.84
17	Driver	387.52	-	-	-	387.52
18	Electrician	555.73	-	-	-	555.73
19	Fireman	771.01	-	-	-	771.01
20	Fitter	597.60	-	-	-	597.60
21	Mech/Elec Foreman	410.78	-	-	-	410.78
22	Furnaceman	433.26	-	-	-	433.26
23	Gas Cutter	274.81	-	-	-	274.81
24	Grinder	292.40	-	-	-	292.40
25	Hammerman	276.50	-	-	-	276.50
26	Helper	340.63	247.55	-	-	337.91
27	Mistry/Kangani	449.18	-	-	-	449.18
28	Marker	289.50	-	-	-	289.50
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic(General)	324.33	-	-	-	324.33
31	Millwright	329.26	-	-	-	329.26
32	Moulder	487.30	300.29	-	-	483.91
33	Packer	276.23	155.55	-	-	265.65
34	Painter	313.02	-	-	-	313.02
35	Pattern Maker	561.15	-	-	-	561.15
36	Planer	299.69	816.87	-	-	320.20
37	Polisher	229.26	-	-	-	229.26
38	Press Man	317.98	221.15	-	-	297.46
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	307.69	-	-	-	307.69
41	Shaper Machine Op	350.43	-	-	-	350.43
42	Sheetmetal Worker	289.77	-	-	-	289.77
43	Supervisor	427.39	288.46	-	-	427.15
44	Sweeper	307.04	253.92	-	-	293.76
45	Tester	355.56	-	-	-	355.56
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	833.32	-	-	-	833.32
48	Turner	400.44	-	-	-	400.44
49	Watchman	313.57	385.41	-	-	314.73
50	Welder	453.82	-	-	-	453.82
51	Winder	322.98	-	-	-	322.98
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	327.76	-	-	-	327.76
54	Fork Lift Operator	391.66	-	-	-	391.66
55	Mach. Op./Machinist	402.79	165.38	-	-	402.45

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
56	Casting Man	272.15	-	-	-	272.15
57	Milling Machine Op.	307.42	-	-	-	307.42
58	Setter	257.40	-	-	-	257.40
59	Tool Maker	298.63	-	-	-	298.63
60	Store Keeper	434.97	-	-	-	434.97
61	Apprentices/Trainees	238.01	205.61	-	-	237.87
62	Straightner Mach Op	208.65	-	-	-	208.65
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	317.68	305.64	-	-	317.27
65	Sand Mixer	351.54	-	-	-	351.54
66	Miscellaneous	311.82	-	-	-	311.82
III.	Agricultural Imp.	575.11	395.15	-	-	573.81
1	Assembler	311.64	144.23	-	-	311.34
2	Blacksmith	288.90	-	-	-	288.90
3	Boiler Attendant	320.91	-	-	-	320.91
4	Carpenter	278.85	-	-	-	278.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	758.80	233.72	-	-	755.42
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	257.61	-	-	-	257.61
9	Die Maker	387.50	-	-	-	387.50
10	Driller	918.43	-	-	-	918.43
11	Driver	385.73	-	-	-	385.73
12	Electrician	903.58	-	-	-	903.58
13	Fitter	627.82	282.82	-	-	625.52
14	Mech/Elec Foreman	438.29	-	-	-	438.29
15	Gas Cutter	1283.93	-	-	-	1283.93
16	Grinder	299.07	269.20	-	-	284.56
17	Hammerman	372.55	-	-	-	372.55
18	Helper	452.60	286.50	-	-	450.94
19	Mistry/Kangani	275.96	-	-	-	275.96
20	Marker	278.90	480.00	-	-	282.69
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	465.81	-	-	-	465.81
23	Millwright	271.42	-	-	-	271.42
24	Moulder	296.49	-	-	-	296.49
25	Packer	298.02	271.93	-	-	286.10
26	Painter	806.15	-	-	-	806.15
27	Pattern Maker	264.53	-	-	-	264.53
28	Planer	529.76	-	-	-	529.76
29	Plumber	210.05	-	-	-	210.05
30	Press Man	889.94	277.69	-	-	882.41
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	315.05	-	-	-	315.05

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
34	Supervisor	711.36	693.05	-	-	711.29
35	Sweeper	523.57	820.41	-	-	586.86
36	Tester	357.13	-	-	-	357.13
37	Trimmer	323.45	-	-	-	323.45
38	Turner	710.24	-	-	-	710.24
39	Watchman	476.63	-	-	-	476.63
40	Welder	649.60	-	-	-	649.60
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	555.32	540.87	-	-	555.29
43	Milling Machine Op.	515.53	-	-	-	515.53
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	777.23	-	-	-	777.23
46	Store Keeper	319.56	-	-	-	319.56
47	Apprentices/Trainees	352.56	-	-	-	352.56
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	205.19	-	-	-	205.19
50	Miscellaneous	381.34	250.00	-	-	373.13
IV.	Textile Machinery	374.32	231.15	-	-	367.63
1	Assembler	271.56	161.00	-	-	269.09
2	Blacksmith	197.50	-	-	-	197.50
3	Carpenter	275.54	-	-	-	275.54
4	Chargehand	603.85	-	-	-	603.85
5	Checker	326.84	186.40	-	-	307.76
6	Compressor Op.	612.36	-	-	-	612.36
7	Coolie/Mazdoor	277.20	-	-	-	277.20
8	Die Maker	452.49	-	-	-	452.49
9	Driller	278.39	-	-	-	278.39
10	Driver	341.46	-	-	-	341.46
11	Electrician	521.10	-	-	-	521.10
12	Fitter	327.85	-	-	-	327.85
13	Mech/Elec Foreman	533.28	-	-	-	533.28
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	209.32	-	-	-	209.32
16	Grinder	495.22	200.00	-	-	474.76
17	Helper	303.84	193.88	-	-	295.67
18	Mistry/Kangani	586.53	-	-	-	586.53
19	Marker	292.66	-	-	-	292.66
20	Mechanic(General)	359.94	-	-	-	359.94
21	Millwright	253.56	-	-	-	253.56
22	Moulder	293.73	-	-	-	293.73
23	Packer	309.74	321.00	-	-	313.30
24	Painter	335.89	-	-	-	335.89
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	278.18	130.77	-	-	236.07
27	Polisher	245.48	-	-	-	245.48

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
28	Press Man	284.62	-	-	-	284.62
29	Rollerman/Roller	317.12	-	-	-	317.12
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	593.23	732.69	-	-	597.04
33	Sweeper	241.80	161.14	-	-	224.74
34	Trimmer	310.00	-	-	-	310.00
35	Turner	382.17	266.42	-	-	380.79
36	Watchman	320.56	-	-	-	320.56
37	Welder	335.41	-	-	-	335.41
38	Winder	-	292.15	-	-	292.15
39	Wireman	306.10	-	-	-	306.10
40	Boring Machine Op.	310.37	291.15	-	-	309.66
41	Fork Lift Operator	345.06	-	-	-	345.06
42	Mach. Op./Machinist	447.59	181.15	-	-	437.06
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	317.21	290.00	-	-	314.94
45	Setter	297.24	-	-	-	297.24
46	Gen./Turbo Operator	347.00	282.00	-	-	317.00
47	Store Keeper	442.30	150.00	-	-	296.15
48	Apprentices/Trainees	292.50	107.69	-	-	257.11
49	Straightner Mach Op	519.23	-	-	-	519.23
50	Valve Man	305.65	-	-	-	305.65
51	Capstan	351.24	277.00	-	-	343.27
52	Miscellaneous	313.67	-	-	-	313.67
V.	Machine Tools	375.89	255.76	-	-	373.82
1	Assembler	369.39	297.00	-	-	363.71
2	Boiler Attendant	105.00	-	-	-	105.00
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	295.00	-	-	-	295.00
5	Checker	336.97	244.65	-	-	330.22
6	Compressor Op.	990.91	-	-	-	990.91
7	Coolie/Mazdoor	296.51	211.53	-	-	295.47
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	341.80	-	-	-	341.80
10	Driver	307.18	-	-	-	307.18
11	Electrician	390.77	-	-	-	390.77
12	Fitter	429.39	-	-	-	429.39
13	Mech/Elec Foreman	759.77	-	-	-	759.77
14	Furnaceman	379.77	-	-	-	379.77
15	Gas Cutter	546.24	-	-	-	546.24
16	Grinder	393.95	-	-	-	393.95
17	Helper	325.75	259.95	-	-	323.77
18	Mistry/Kangani	324.00	-	-	-	324.00
19	Marker	334.62	-	-	-	334.62

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Mate/Mukaddam	311.72	-	-	-	311.72
21	Mechanic (General)	314.19	-	-	-	314.19
22	Millwright	391.18	-	-	-	391.18
23	Moulder	375.98	121.15	-	-	334.20
24	Packer	331.32	374.30	-	-	333.06
25	Painter	394.52	-	-	-	394.52
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	335.33	-	-	-	335.33
28	Plumber	407.69	-	-	-	407.69
29	Polisher	348.60	-	-	-	348.60
30	Press Man	392.47	-	-	-	392.47
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	283.00	-	-	-	283.00
33	Shaper Machine Op	368.04	-	-	-	368.04
34	Sheetmetal Worker	1148.60	-	-	-	1148.60
35	Supervisor	559.16	-	-	-	559.16
36	Sweeper	337.53	244.76	-	-	297.85
37	Turner	358.14	-	-	-	358.14
38	Watchman	295.47	230.77	-	-	292.62
39	Welder	362.50	-	-	-	362.50
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	405.73	-	-	-	405.73
42	Fork Lift Operator	508.04	-	-	-	508.04
43	Mach. Op./Machinist	341.67	272.65	-	-	341.07
44	Milling Machine Op.	308.04	-	-	-	308.04
45	Setter	343.37	-	-	-	343.37
46	Tool Maker	344.08	-	-	-	344.08
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	233.04	-	-	-	233.04
49	Heater Incharge	177.83	-	-	-	177.83
50	Straightner Mach Op	310.93	-	-	-	310.93
51	Miscellaneous	706.96	-	-	-	706.96
VI.	Electrical Ind. Mach	305.15	276.49	-	-	302.82
1	Armature Winder	222.41	-	-	-	222.41
2	Assembler	342.97	256.17	-	-	338.43
3	Chargeman	576.15	-	-	-	576.15
4	Checker	344.07	256.38	-	-	335.25
5	Coolie/Mazdoor	197.92	232.86	-	-	202.02
6	Core Maker	300.93	230.76	-	-	294.75
7	Die Maker	622.75	-	-	-	622.75
8	Driller	325.73	-	-	-	325.73
9	Driver	312.21	-	-	-	312.21
10	Electrician	312.21	219.43	-	-	304.17
11	Fitter	265.17	193.59	-	-	262.55
12	Mech/Elec Foreman	397.73	414.87	-	-	398.81

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
13	Furnaceman	425.11	-	-	-	425.11
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	293.97	-	-	-	293.97
16	Hammerman	140.00	-	-	-	140.00
17	Helper	259.05	247.40	-	-	257.86
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	355.70	458.30	-	-	380.39
21	Moulder	-	224.84	-	-	224.84
22	Packer	270.82	145.94	-	-	258.50
23	Painter	335.42	-	-	-	335.42
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	489.53	-	-	-	489.53
26	Plater	308.10	-	-	-	308.10
27	Polisher	-	66.66	-	-	66.66
28	Press Man	331.01	-	-	-	331.01
29	Shaper Machine Op	339.31	-	-	-	339.31
30	Sheetmetal Worker	413.46	-	-	-	413.46
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	382.42	231.11	-	-	378.80
33	Sweeper	255.10	239.86	-	-	251.61
34	Tester	282.45	181.32	-	-	273.08
35	Turner	370.66	-	-	-	370.66
36	Watchman	310.94	-	-	-	310.94
37	Welder	327.03	66.66	-	-	321.52
38	Winder	313.70	266.15	-	-	311.21
39	Wireman	358.63	64.57	-	-	337.73
40	Boring Machine Op.	86.61	-	-	-	86.61
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	326.02	310.56	-	-	324.76
43	Casting Man	376.00	-	-	-	376.00
44	Milling Machine Op.	191.70	-	-	-	191.70
45	Setter	-	66.66	-	-	66.66
46	Tool Maker	388.65	-	-	-	388.65
47	Store Keeper	343.85	-	-	-	343.85
48	Apprentices/Trainees	258.32	124.51	-	-	252.06
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	310.02	284.71	-	-	308.00
VII.	Electrical Apparatus	309.31	263.25	-	-	304.17
	1 Assembler	302.96	247.99	-	-	293.26
	2 Boiler Attendant	229.10	270.64	-	-	236.02
	3 Chargehand	336.88	-	-	-	336.88

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
4	Chargeman	300.70	-	-	-	300.70
5	Checker	317.38	286.87	-	-	314.94
6	Compressor Op.	436.22	197.61	-	-	410.42
7	Coolie/Mazdoor	250.79	214.41	-	-	247.90
8	Die Maker	479.61	-	-	-	479.61
9	Driller	322.40	300.00	-	-	305.55
10	Driver	311.27	-	-	-	311.27
11	Electrician	330.12	340.00	-	-	332.08
12	Fitter	309.52	-	-	-	309.52
13	Mech/Elec Foreman	386.91	380.11	-	-	386.58
14	Gas Cutter	208.61	301.00	-	-	213.46
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	201.92	-	-	-	201.92
17	Helper	286.81	250.21	-	-	281.26
18	Marker	266.20	-	-	-	266.20
19	Mate/Mukaddam	407.00	191.73	-	-	365.50
20	Mechanic(General)	289.96	326.92	-	-	290.03
21	Moulder	304.35	-	-	-	304.35
22	Packer	318.53	255.73	-	-	302.07
23	Painter	279.72	-	-	-	279.72
24	Planer	544.87	-	-	-	544.87
25	Plater	461.53	-	-	-	461.53
26	Polisher	184.61	-	-	-	184.61
27	Press Man	384.22	-	-	-	384.22
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	303.77	-	-	-	303.77
30	Shaper Machine Op	831.60	-	-	-	831.60
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	365.95	370.28	-	-	366.06
34	Sweeper	282.47	246.29	-	-	269.93
35	Tester	359.51	84.62	-	-	356.15
36	Trimmer	423.09	-	-	-	423.09
37	Turner	388.79	-	-	-	388.79
38	Watchman	309.39	268.05	-	-	308.01
39	Welder	277.36	154.23	-	-	270.05
40	Winder	284.44	174.55	-	-	248.30
41	Wireman	329.98	-	-	-	329.98
42	Fork Lift Operator	330.51	-	-	-	330.51
43	Mach. Op./Machinist	325.33	261.35	-	-	320.18
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	315.02	-	-	-	315.02
46	Setter	292.03	-	-	-	292.03
47	Tool Maker	430.97	-	-	-	430.97
48	Store Keeper	325.65	462.00	-	-	327.00
49	Apprentices/Trainees	324.89	281.53	-	-	317.18
50	Kundiwala	380.76	-	-	-	380.76



Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
51	Sand Mixer	334.61	-	-	-	334.61
52	Miscellaneous	327.58	235.84	-	-	326.06
VIII.	Boilers	323.07	265.40	-	-	321.46
1	Assembler	231.15	-	-	-	231.15
2	Boiler Attendant	406.53	-	-	-	406.53
3	Checker	342.43	-	-	-	342.43
4	Crane Operator	245.90	-	-	-	245.90
5	Driller	363.95	-	-	-	363.95
6	Driver	316.21	-	-	-	316.21
7	Electrician	320.51	-	-	-	320.51
8	Fitter	351.77	-	-	-	351.77
9	Mech/Elec Foreman	380.25	-	-	-	380.25
10	Furnaceman	297.69	-	-	-	297.69
11	Gas Cutter	264.32	-	-	-	264.32
12	Grinder	246.50	178.84	-	-	244.32
13	Helper	301.61	313.93	-	-	302.23
14	Mechanic(General)	371.66	-	-	-	371.66
15	Packer	353.84	-	-	-	353.84
16	Painter	350.33	-	-	-	350.33
17	Planer	326.73	-	-	-	326.73
18	Press Man	242.17	-	-	-	242.17
19	Rigger	475.00	-	-	-	475.00
20	Supervisor	357.57	333.98	-	-	356.36
21	Sweeper	155.00	148.80	-	-	150.57
22	Tester	468.76	-	-	-	468.76
23	Turner	317.73	-	-	-	317.73
24	Watchman	235.90	-	-	-	235.90
25	Welder	359.23	-	-	-	359.23
26	Winder	346.15	-	-	-	346.15
27	Boring Machine Op.	500.00	-	-	-	500.00
28	Mach. Op./Machinist	285.92	201.25	-	-	284.96
29	Milling Machine Op.	275.00	-	-	-	275.00
30	Tool Maker	402.50	-	-	-	402.50
31	Store Keeper	361.24	-	-	-	361.24
32	Apprentices/Trainees	-	153.84	-	-	153.84
33	Hacksaw Man	330.84	-	-	-	330.84
34	Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	302.76	252.18	-	-	299.21
1	Assembler	300.77	-	-	-	300.77
2	Carpenter	461.53	-	-	-	461.53
3	Chargehand	276.92	-	-	-	276.92
4	Checker	244.99	270.60	-	-	246.75
5	Chipper	384.62	-	-	-	384.62

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Compressor Op.	182.48	-	-	-	182.48
7	Coolie/Mazdoor	224.53	213.63	-	-	223.33
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	283.62	-	-	-	283.62
10	Driller	465.38	-	-	-	465.38
11	Driver	287.99	-	-	-	287.99
12	Electrician	321.62	-	-	-	321.62
13	Fitter	328.63	265.00	-	-	327.42
14	Mech/Elec Foreman	379.26	-	-	-	379.26
15	Furnaceman	236.74	-	-	-	236.74
16	Gas Cutter	282.36	-	-	-	282.36
17	Grinder	313.35	288.00	-	-	311.66
18	Hammerman	155.00	-	-	-	155.00
19	Helper	254.93	251.87	-	-	254.57
20	Mistry/Kangani	133.07	-	-	-	133.07
21	Marker	301.00	-	-	-	301.00
22	Mason	270.00	-	-	-	270.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	330.70	-	-	-	330.70
25	Millwright	140.00	-	-	-	140.00
26	Moulder	369.51	-	-	-	369.51
27	Packer	200.20	265.23	-	-	251.78
28	Painter	358.00	288.46	-	-	316.28
29	Plater	423.07	-	-	-	423.07
30	Polisher	222.97	-	-	-	222.97
31	Press Man	348.75	-	-	-	348.75
32	Rigger	128.27	-	-	-	128.27
33	Rollerman/Roller	258.79	180.00	-	-	252.22
34	Shaper Machine Op	373.37	273.46	-	-	371.10
35	Sheetmetal Worker	238.81	-	-	-	238.81
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	376.32	324.26	-	-	375.83
38	Sweeper	246.71	236.36	-	-	243.11
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	368.57	-	-	-	368.57
42	Watchman	237.68	283.83	-	-	238.54
43	Welder	331.62	-	-	-	331.62
44	Winder	600.00	-	-	-	600.00
45	Wireman	343.06	-	-	-	343.06
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	160.27	-	-	-	160.27
48	Mach. Op./Machinist	312.36	273.11	-	-	311.64
49	Casting Man	336.42	-	-	-	336.42
50	Milling Machine Op.	217.95	-	-	-	217.95
51	Setter	554.40	-	-	-	554.40
52	Tool Maker	203.99	-	-	-	203.99

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
53	Store Keeper	261.94	-	-	-	261.94
54	Apprentices/Trainees	234.04	-	-	-	234.04
55	Heater Incharge	340.00	-	-	-	340.00
56	Kiln Man	346.15	-	-	-	346.15
57	Straightner Mach Op	642.70	-	-	-	642.70
58	Valve Man	265.38	-	-	-	265.38
59	Tilting Tab Mach Op	642.70	-	-	-	642.70
60	Capsman	399.16	288.35	-	-	397.07
61	Miscellaneous	335.87	257.67	-	-	333.53
All Nine Engineering Ind.		325.53	258.72	-	-	323.57

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.	Iron and Steel	492.91	319.07	-	-	491.85
	1 Assembler	442.90	-	-	-	442.90
	2 Beltman/Mochi	193.13	-	-	-	193.13
	3 Blacksmith	270.98	-	-	-	270.98
	4 Boiler Attendant	427.92	-	-	-	427.92
	5 Carpenter	323.17	-	-	-	323.17
	6 Chargehand	300.43	219.23	-	-	269.98
	7 Chargeman	362.05	-	-	-	362.05
	8 Checker	457.21	191.92	-	-	456.66
	9 Chipper	706.51	-	-	-	706.51
	10 Compressor Op.	624.23	-	-	-	624.23
	11 Coolie/Mazdoor	450.42	264.07	-	-	447.67
	12 Core Maker	494.80	-	-	-	494.80
	13 Crane Operator	654.33	-	-	-	654.33
	14 Cupolaman	624.57	-	-	-	624.57
	15 Die Maker	467.72	-	-	-	467.72
	16 Driller	238.35	-	-	-	238.35
	17 Driver	348.83	-	-	-	348.83
	18 Electrician	601.62	-	-	-	601.62
	19 Fireman	482.96	-	-	-	482.96
	20 Fitter	602.68	-	-	-	602.68
	21 Mech/Elec Foreman	791.41	379.64	-	-	789.42
	22 Furnaceman	412.38	-	-	-	412.38
	23 Gas Cutter	347.92	-	-	-	347.92
	24 Grinder	415.47	-	-	-	415.47
	25 Hammerman	253.90	-	-	-	253.90
	26 Helper	356.66	212.83	-	-	355.74
	27 Loader/Unloader	245.11	-	-	-	245.11
	28 Mistry/Kangani	265.47	-	-	-	265.47
	29 Marker	448.45	-	-	-	448.45
	30 Mason	650.11	-	-	-	650.11
	31 Mate/Mukaddam	289.40	-	-	-	289.40
	32 Mechanic(General)	440.59	-	-	-	440.59
	33 Millwright	443.81	-	-	-	443.81
	34 Motor Mechanic	192.30	-	-	-	192.30
	35 Moulder	477.60	-	-	-	477.60
	36 Packer	352.38	462.00	-	-	384.60
	37 Painter	331.76	-	-	-	331.76
	38 Pattern Maker	398.28	-	-	-	398.28
	39 Planer	417.63	-	-	-	417.63

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
40	Plater	215.00	-	-	-	215.00
41	Plumber	395.91	-	-	-	395.91
42	Press Man	382.53	-	-	-	382.53
43	Pump Attendant	273.21	-	-	-	273.21
44	Rigger	261.80	-	-	-	261.80
45	Rollerman/Roller	326.86	-	-	-	326.86
46	Shaper Machine Op	488.11	-	-	-	488.11
47	Sheetmetal Worker	253.29	-	-	-	253.29
48	Sorter	385.77	-	-	-	385.77
49	Supervisor	698.62	600.00	-	-	698.59
50	Sweeper	295.24	283.99	-	-	294.60
51	Tester	343.47	250.00	-	-	340.28
52	Tongsman	364.71	-	-	-	364.71
53	Trimmer	234.97	-	-	-	234.97
54	Turner	478.71	-	-	-	478.71
55	Watchman	354.17	-	-	-	354.17
56	Welder	456.73	-	-	-	456.73
57	Winder	319.79	-	-	-	319.79
58	Wireman	349.75	-	-	-	349.75
59	Boring Machine Op.	344.44	-	-	-	344.44
60	Fork Lift Operator	271.07	-	-	-	271.07
61	Mach. Op./Machinist	697.59	-	-	-	697.59
62	Casting Man	289.87	-	-	-	289.87
63	Milling Machine Op.	643.98	288.46	-	-	637.73
64	Setter	347.58	-	-	-	347.58
65	Tool Maker	234.82	-	-	-	234.82
66	Store Keeper	339.60	-	-	-	339.60
67	Apprentices/Trainees	332.53	296.00	-	-	331.88
68	Heater Incharge	493.20	-	-	-	493.20
69	Kiln Man	331.17	-	-	-	331.17
70	Straightner Mach Op	357.89	-	-	-	357.89
71	Valve Man	376.27	360.00	-	-	376.14
72	Tilting Tab Mach Op	444.39	-	-	-	444.39
73	Kundiwala	322.25	-	-	-	322.25
74	Sand Mixer	396.15	-	-	-	396.15
75	Miscellaneous	417.66	-	-	-	417.66
II.	Casting and Forgings	481.16	275.06	-	-	477.43
1	Armature Winder	309.62	-	-	-	309.62
2	Assembler	536.92	-	-	-	536.92
3	Blacksmith	363.90	-	-	-	363.90
4	Boiler Attendant	479.44	170.00	-	-	456.40
5	Carpenter	758.18	-	-	-	758.18
6	Chargehand	531.86	-	-	-	531.86
7	Chargeman	719.76	-	-	-	719.76
8	Checker	579.84	259.04	-	-	574.24

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
9	Chipper	242.05	-	-	-	242.05
10	Compressor Op.	558.35	-	-	-	558.35
11	Coolie/Mazdoor	308.05	200.00	-	-	307.38
12	Core Maker	478.76	359.79	-	-	473.42
13	Crane Operator	745.21	-	-	-	745.21
14	Cupolaman	612.73	-	-	-	612.73
15	Die Maker	597.70	-	-	-	597.70
16	Driller	381.66	225.96	-	-	364.32
17	Driver	412.42	-	-	-	412.42
18	Electrician	738.22	-	-	-	738.22
19	Fireman	818.64	-	-	-	818.64
20	Fitter	747.24	-	-	-	747.24
21	Mech/Elec Foreman	673.15	-	-	-	673.15
22	Furnaceman	498.51	-	-	-	498.51
23	Gas Cutter	488.97	-	-	-	488.97
24	Grinder	389.36	-	-	-	389.36
25	Hammerman	369.97	-	-	-	369.97
26	Helper	418.71	289.67	-	-	414.94
27	Mistry/Kangani	599.56	-	-	-	599.56
28	Marker	297.71	-	-	-	297.71
29	Mate/Mukaddam	421.68	-	-	-	421.68
30	Mechanic(General)	385.03	-	-	-	385.03
31	Millwright	329.26	-	-	-	329.26
32	Moulder	523.87	302.40	-	-	519.85
33	Packer	329.32	164.54	-	-	314.87
34	Painter	389.62	-	-	-	389.62
35	Pattern Maker	717.22	-	-	-	717.22
36	Planer	406.74	816.87	-	-	423.00
37	Polisher	437.76	-	-	-	437.76
38	Press Man	365.04	246.15	-	-	339.85
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	376.92	-	-	-	376.92
41	Shaper Machine Op	426.71	-	-	-	426.71
42	Sheetmetal Worker	522.33	-	-	-	522.33
43	Supervisor	589.88	288.46	-	-	589.36
44	Sweeper	353.13	266.63	-	-	331.51
45	Tester	401.68	-	-	-	401.68
46	Tongsman	311.53	-	-	-	311.53
47	Trimmer	845.12	-	-	-	845.12
48	Turner	535.64	-	-	-	535.64
49	Watchman	366.03	385.41	-	-	366.35
50	Welder	601.69	-	-	-	601.69
51	Winder	332.65	-	-	-	332.65
52	Wireman	271.63	-	-	-	271.63
53	Boring Machine Op.	453.11	-	-	-	453.11
54	Fork Lift Operator	448.46	-	-	-	448.46
55	Mach. Op./Machinist	553.25	184.61	-	-	552.72

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
56	Casting Man	321.13	-	-	-	321.13
57	Milling Machine Op.	433.73	-	-	-	433.73
58	Setter	263.39	-	-	-	263.39
59	Tool Maker	389.81	-	-	-	389.81
60	Store Keeper	545.08	-	-	-	545.08
61	Apprentices/Trainees	385.61	205.61	-	-	384.85
62	Straightner Mach Op	709.92	-	-	-	709.92
63	Tilting Tab Mach Op	807.70	-	-	-	807.70
64	Kundiwala	412.52	305.64	-	-	408.85
65	Sand Mixer	550.03	-	-	-	550.03
66	Miscellaneous	386.69	-	-	-	386.69
III.	Agricultural Imp.	677.49	412.24	-	-	675.57
1	Assembler	417.92	144.23	-	-	417.43
2	Blacksmith	300.58	-	-	-	300.58
3	Boiler Attendant	345.14	-	-	-	345.14
4	Carpenter	328.85	-	-	-	328.85
5	Chargehand	992.34	-	-	-	992.34
6	Checker	837.86	233.72	-	-	833.96
7	Compressor Op.	362.80	-	-	-	362.80
8	Coolie/Mazdoor	295.14	-	-	-	295.14
9	Die Maker	414.67	-	-	-	414.67
10	Driller	921.11	-	-	-	921.11
11	Driver	420.28	-	-	-	420.28
12	Electrician	908.85	-	-	-	908.85
13	Fitter	683.25	282.82	-	-	680.59
14	Mech/Elec Foreman	475.78	-	-	-	475.78
15	Gas Cutter	1337.48	-	-	-	1337.48
16	Grinder	321.93	326.90	-	-	324.34
17	Hammerman	388.87	-	-	-	388.87
18	Helper	497.77	306.85	-	-	495.86
19	Mistry/Kangani	332.58	-	-	-	332.58
20	Marker	400.44	480.00	-	-	401.94
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	896.99	-	-	-	896.99
23	Millwright	289.38	-	-	-	289.38
24	Moulder	322.00	-	-	-	322.00
25	Packer	378.25	271.93	-	-	329.64
26	Painter	807.80	-	-	-	807.80
27	Pattern Maker	369.59	-	-	-	369.59
28	Planer	1590.76	-	-	-	1590.76
29	Plumber	433.00	-	-	-	433.00
30	Press Man	896.38	277.69	-	-	888.77
31	Rigger	157.69	-	-	-	157.69
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	336.24	-	-	-	336.24

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
34	Supervisor	783.20	695.64	-	-	782.86
35	Sweeper	566.41	830.73	-	-	622.76
36	Tester	1459.33	-	-	-	1459.33
37	Trimmer	323.45	-	-	-	323.45
38	Turner	786.01	-	-	-	786.01
39	Watchman	512.86	-	-	-	512.86
40	Welder	687.23	-	-	-	687.23
41	Boring Machine Op.	284.57	-	-	-	284.57
42	Mach. Op./Machinist	743.89	540.87	-	-	743.55
43	Milling Machine Op.	1568.74	-	-	-	1568.74
44	Setter	292.69	-	-	-	292.69
45	Tool Maker	843.51	-	-	-	843.51
46	Store Keeper	394.98	-	-	-	394.98
47	Apprentices/Trainees	372.84	-	-	-	372.84
48	Kundiwala	260.96	-	-	-	260.96
49	Sand Mixer	260.96	-	-	-	260.96
50	Miscellaneous	490.31	250.00	-	-	475.30
IV.	Textile Machinery	547.10	434.31	-	-	541.83
1	Assembler	482.95	192.08	-	-	476.44
2	Blacksmith	373.65	-	-	-	373.65
3	Carpenter	433.07	-	-	-	433.07
4	Chargehand	603.85	-	-	-	603.85
5	Checker	441.96	209.17	-	-	410.32
6	Compressor Op.	660.42	-	-	-	660.42
7	Coolie/Mazdoor	334.18	-	-	-	334.18
8	Die Maker	566.62	-	-	-	566.62
9	Driller	364.04	-	-	-	364.04
10	Driver	417.33	-	-	-	417.33
11	Electrician	656.10	-	-	-	656.10
12	Fitter	492.62	-	-	-	492.62
13	Mech/Elec Foreman	585.74	-	-	-	585.74
14	Furnaceman	300.00	-	-	-	300.00
15	Gas Cutter	393.09	-	-	-	393.09
16	Grinder	684.72	200.00	-	-	651.12
17	Helper	358.54	243.48	-	-	349.98
18	Mistry/Kangani	605.76	-	-	-	605.76
19	Marker	297.80	-	-	-	297.80
20	Mechanic(General)	573.36	-	-	-	573.36
21	Millwright	291.83	-	-	-	291.83
22	Moulder	407.71	-	-	-	407.71
23	Packer	478.09	327.20	-	-	430.44
24	Painter	432.06	-	-	-	432.06
25	Pattern Maker	319.23	-	-	-	319.23
26	Planer	705.61	954.65	-	-	776.77
27	Polisher	393.90	-	-	-	393.90



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
28	Press Man	284.62	-	-	-	284.62
29	Rollerman/Roller	415.20	-	-	-	415.20
30	Shaper Machine Op	350.90	-	-	-	350.90
31	Sheetmetal Worker	616.69	-	-	-	616.69
32	Supervisor	742.85	901.53	-	-	747.18
33	Sweeper	295.75	178.37	-	-	270.92
34	Trimmer	696.15	-	-	-	696.15
35	Turner	522.28	266.42	-	-	519.23
36	Watchman	472.62	-	-	-	472.62
37	Welder	415.40	-	-	-	415.40
38	Winder	-	292.15	-	-	292.15
39	Wireman	314.10	-	-	-	314.10
40	Boring Machine Op.	343.64	291.15	-	-	341.70
41	Fork Lift Operator	394.84	-	-	-	394.84
42	Mach. Op./Machinist	919.85	967.36	-	-	921.73
43	Casting Man	307.50	-	-	-	307.50
44	Milling Machine Op.	426.94	395.00	-	-	424.28
45	Setter	600.00	-	-	-	600.00
46	Gen./Turbo Operator	796.00	442.00	-	-	632.62
47	Store Keeper	846.15	296.00	-	-	571.08
48	Apprentices/Trainees	331.60	107.69	-	-	288.73
49	Straightner Mach Op	593.64	-	-	-	593.64
50	Valve Man	370.35	-	-	-	370.35
51	Capstan	477.30	523.00	-	-	482.20
52	Miscellaneous	487.81	-	-	-	487.81
V.	Machine Tools	462.04	315.33	-	-	459.52
1	Assembler	527.07	542.00	-	-	528.24
2	Boiler Attendant	153.46	-	-	-	153.46
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	309.61	-	-	-	309.61
5	Checker	515.34	276.56	-	-	497.87
6	Compressor Op.	1005.04	-	-	-	1005.04
7	Coolie/Mazdoor	299.04	211.53	-	-	297.96
8	Crane Operator	412.64	-	-	-	412.64
9	Driller	458.77	-	-	-	458.77
10	Driver	414.56	-	-	-	414.56
11	Electrician	418.22	-	-	-	418.22
12	Fitter	527.74	-	-	-	527.74
13	Mech/Elec Foreman	804.59	-	-	-	804.59
14	Furnaceman	396.65	-	-	-	396.65
15	Gas Cutter	636.24	-	-	-	636.24
16	Grinder	602.09	-	-	-	602.09
17	Helper	380.62	308.97	-	-	378.45
18	Mistry/Kangani	457.00	-	-	-	457.00
19	Marker	338.66	-	-	-	338.66

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
20	Mate/Mukaddam	311.72	-	-	-	311.72
21	Mechanic (General)	361.23	-	-	-	361.23
22	Millwright	391.18	-	-	-	391.18
23	Moulder	386.79	153.46	-	-	348.54
24	Packer	444.97	374.30	-	-	442.11
25	Painter	435.41	-	-	-	435.41
26	Pattern Maker	634.61	-	-	-	634.61
27	Planer	651.07	-	-	-	651.07
28	Plumber	407.69	-	-	-	407.69
29	Polisher	367.83	-	-	-	367.83
30	Press Man	417.59	-	-	-	417.59
31	Rigger	346.53	-	-	-	346.53
32	Rollerman/Roller	655.38	-	-	-	655.38
33	Shaper Machine Op	392.60	-	-	-	392.60
34	Sheetmetal Worker	1248.22	-	-	-	1248.22
35	Supervisor	699.04	-	-	-	699.04
36	Sweeper	338.92	248.97	-	-	300.45
37	Turner	463.33	-	-	-	463.33
38	Watchman	316.70	230.77	-	-	312.92
39	Welder	383.12	-	-	-	383.12
40	Winder	484.61	-	-	-	484.61
41	Boring Machine Op.	432.65	-	-	-	432.65
42	Fork Lift Operator	513.59	-	-	-	513.59
43	Mach. Op./Machinist	445.51	381.11	-	-	444.95
44	Milling Machine Op.	442.50	-	-	-	442.50
45	Setter	381.40	-	-	-	381.40
46	Tool Maker	385.51	-	-	-	385.51
47	Store Keeper	307.11	-	-	-	307.11
48	Apprentices/Trainees	540.50	-	-	-	540.50
49	Heater Incharge	211.29	-	-	-	211.29
50	Straightner Mach Op	460.87	-	-	-	460.87
51	Miscellaneous	724.54	-	-	-	724.54
VI.	Electrical Ind. Mach	407.48	313.80	-	-	399.85
1	Armature Winder	293.28	-	-	-	293.28
2	Assembler	461.90	267.26	-	-	451.72
3	Chargeman	580.76	-	-	-	580.76
4	Checker	375.74	256.38	-	-	363.74
5	Coolie/Mazdoor	233.73	237.05	-	-	234.12
6	Core Maker	352.70	230.76	-	-	341.96
7	Die Maker	622.75	-	-	-	622.75
8	Driller	354.08	-	-	-	354.08
9	Driver	322.50	-	-	-	322.50
10	Electrician	432.91	287.81	-	-	420.34
11	Fitter	407.02	292.30	-	-	402.82
12	Mech/Elec Foreman	1057.20	728.55	-	-	1036.57

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
13	Furnaceman	481.73	-	-	-	481.73
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	297.12	-	-	-	297.12
16	Hammerman	140.00	-	-	-	140.00
17	Helper	310.67	279.82	-	-	307.52
18	Marker	157.69	-	-	-	157.69
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	405.85	466.61	-	-	420.48
21	Moulder	-	230.76	-	-	230.76
22	Packer	320.70	183.21	-	-	307.14
23	Painter	428.04	-	-	-	428.04
24	Pattern Maker	698.84	-	-	-	698.84
25	Planer	1114.44	-	-	-	1114.44
26	Plater	455.09	-	-	-	455.09
27	Polisher	-	83.33	-	-	83.33
28	Press Man	348.45	-	-	-	348.45
29	Shaper Machine Op	616.99	-	-	-	616.99
30	Sheetmetal Worker	472.30	-	-	-	472.30
31	Sorter	297.00	-	-	-	297.00
32	Supervisor	501.56	231.11	-	-	495.09
33	Sweeper	278.36	245.00	-	-	270.73
34	Tester	519.00	181.32	-	-	487.70
35	Turner	421.70	-	-	-	421.70
36	Watchman	328.10	-	-	-	328.10
37	Welder	370.09	83.33	-	-	364.02
38	Winder	423.71	269.58	-	-	415.63
39	Wireman	454.16	173.39	-	-	434.20
40	Boring Machine Op.	117.65	-	-	-	117.65
41	Fork Lift Operator	490.63	-	-	-	490.63
42	Mach. Op./Machinist	400.68	345.04	-	-	396.17
43	Casting Man	472.00	-	-	-	472.00
44	Milling Machine Op.	237.81	-	-	-	237.81
45	Setter	-	100.00	-	-	100.00
46	Tool Maker	411.61	-	-	-	411.61
47	Store Keeper	369.60	-	-	-	369.60
48	Apprentices/Trainees	315.53	135.87	-	-	307.13
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.70	-	-	-	307.70
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	398.97	287.24	-	-	390.07
VII.	Electrical Apparatus	376.58	304.91	-	-	368.59
	1 Assembler	404.70	280.02	-	-	382.70
	2 Boiler Attendant	270.64	270.64	-	-	270.64
	3 Chargehand	445.11	-	-	-	445.11

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
4	Chargeman	560.31	-	-	-	560.31
5	Checker	377.78	311.69	-	-	372.50
6	Compressor Op.	768.64	718.49	-	-	763.22
7	Coolie/Mazdoor	465.21	224.05	-	-	446.07
8	Die Maker	485.25	-	-	-	485.25
9	Driller	324.32	300.00	-	-	306.02
10	Driver	348.40	-	-	-	348.40
11	Electrician	449.38	552.30	-	-	469.83
12	Fitter	372.16	-	-	-	372.16
13	Mech/Elec Foreman	459.38	825.46	-	-	477.16
14	Gas Cutter	405.85	301.00	-	-	400.35
15	Grinder	369.69	-	-	-	369.69
16	Hammerman	326.92	-	-	-	326.92
17	Helper	311.68	268.39	-	-	305.12
18	Marker	291.31	-	-	-	291.31
19	Mate/Mukaddam	439.20	191.73	-	-	391.50
20	Mechanic(General)	397.91	326.92	-	-	397.77
21	Moulder	318.27	-	-	-	318.27
22	Packer	335.99	255.73	-	-	314.95
23	Painter	309.45	-	-	-	309.45
24	Planer	621.79	-	-	-	621.79
25	Plater	461.53	-	-	-	461.53
26	Polisher	253.84	-	-	-	253.84
27	Press Man	513.64	-	-	-	513.64
28	Pump Attendant	358.61	-	-	-	358.61
29	Rigger	389.76	-	-	-	389.76
30	Shaper Machine Op	877.37	-	-	-	877.37
31	Sheetmetal Worker	155.00	-	-	-	155.00
32	Sorter	346.00	-	-	-	346.00
33	Supervisor	480.25	385.86	-	-	477.65
34	Sweeper	306.00	252.26	-	-	287.38
35	Tester	396.67	84.62	-	-	392.85
36	Trimmer	423.09	-	-	-	423.09
37	Turner	407.17	-	-	-	407.17
38	Watchman	329.37	273.88	-	-	327.51
39	Welder	356.66	155.00	-	-	344.69
40	Winder	371.19	193.35	-	-	312.71
41	Wireman	360.40	-	-	-	360.40
42	Fork Lift Operator	338.50	-	-	-	338.50
43	Mach. Op./Machinist	433.68	318.89	-	-	424.44
44	Casting Man	306.92	-	-	-	306.92
45	Milling Machine Op.	332.52	-	-	-	332.52
46	Setter	433.98	-	-	-	433.98
47	Tool Maker	732.64	-	-	-	732.64
48	Store Keeper	351.88	580.73	-	-	354.15
49	Apprentices/Trainees	359.96	331.19	-	-	354.84
50	Kundiwala	450.00	-	-	-	450.00

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
	51 Sand Mixer	426.92	-	-	-	426.92
	52 Miscellaneous	346.77	240.31	-	-	345.00
VIII.	Boilers	399.53	281.84	-	-	396.23
	1 Assembler	298.69	-	-	-	298.69
	2 Boiler Attendant	441.73	-	-	-	441.73
	3 Checker	342.43	-	-	-	342.43
	4 Crane Operator	269.90	-	-	-	269.90
	5 Driller	363.95	-	-	-	363.95
	6 Driver	370.60	-	-	-	370.60
	7 Electrician	323.05	-	-	-	323.05
	8 Fitter	419.48	-	-	-	419.48
	9 Mech/Elec Foreman	421.25	-	-	-	421.25
	10 Furnaceman	297.69	-	-	-	297.69
	11 Gas Cutter	266.09	-	-	-	266.09
	12 Grinder	276.22	178.84	-	-	273.08
	13 Helper	357.94	325.12	-	-	356.29
	14 Mechanic(General)	447.78	-	-	-	447.78
	15 Packer	538.46	-	-	-	538.46
	16 Painter	350.33	-	-	-	350.33
	17 Planer	1073.34	-	-	-	1073.34
	18 Press Man	503.05	-	-	-	503.05
	19 Rigger	475.00	-	-	-	475.00
	20 Supervisor	499.33	349.36	-	-	491.61
	21 Sweeper	155.00	186.40	-	-	177.43
	22 Tester	539.00	-	-	-	539.00
	23 Turner	351.43	-	-	-	351.43
	24 Watchman	270.64	-	-	-	270.64
	25 Welder	412.89	-	-	-	412.89
	26 Winder	346.15	-	-	-	346.15
	27 Boring Machine Op.	500.00	-	-	-	500.00
	28 Mach. Op./Machinist	442.57	201.25	-	-	439.84
	29 Milling Machine Op.	297.50	-	-	-	297.50
	30 Tool Maker	402.50	-	-	-	402.50
	31 Store Keeper	479.83	-	-	-	479.83
	32 Apprentices/Trainees	-	153.84	-	-	153.84
	33 Hacksaw Man	347.55	-	-	-	347.55
	34 Miscellaneous	416.50	-	-	-	416.50
IX.	Aluminium	350.24	267.37	-	-	344.43
	1 Assembler	300.77	-	-	-	300.77
	2 Carpenter	500.00	-	-	-	500.00
	3 Chargehand	276.92	-	-	-	276.92
	4 Checker	307.64	413.46	-	-	314.91
	5 Chipper	384.62	-	-	-	384.62

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
6	Compressor Op.	340.23	-	-	-	340.23
7	Coolie/Mazdoor	263.31	238.58	-	-	260.59
8	Crane Operator	326.92	-	-	-	326.92
9	Die Maker	398.60	-	-	-	398.60
10	Driller	469.23	-	-	-	469.23
11	Driver	297.59	-	-	-	297.59
12	Electrician	360.98	-	-	-	360.98
13	Fitter	419.33	350.00	-	-	418.01
14	Mech/Elec Foreman	391.12	-	-	-	391.12
15	Furnaceman	280.97	-	-	-	280.97
16	Gas Cutter	303.04	-	-	-	303.04
17	Grinder	322.29	288.00	-	-	320.00
18	Hammerman	155.00	-	-	-	155.00
19	Helper	296.62	255.57	-	-	291.85
20	Mistry/Kangani	203.00	-	-	-	203.00
21	Marker	343.31	-	-	-	343.31
22	Mason	290.00	-	-	-	290.00
23	Mate/Mukaddam	360.00	-	-	-	360.00
24	Mechanic(General)	452.53	-	-	-	452.53
25	Millwright	140.00	-	-	-	140.00
26	Moulder	373.92	-	-	-	373.92
27	Packer	211.31	280.00	-	-	265.79
28	Painter	390.00	288.46	-	-	329.08
29	Plater	423.07	-	-	-	423.07
30	Polisher	241.80	-	-	-	241.80
31	Press Man	381.99	-	-	-	381.99
32	Rigger	160.32	-	-	-	160.32
33	Rollerman/Roller	296.97	180.00	-	-	287.22
34	Shaper Machine Op	423.08	273.46	-	-	419.68
35	Sheetmetal Worker	267.08	-	-	-	267.08
36	Sorter	331.00	-	-	-	331.00
37	Supervisor	472.62	366.26	-	-	471.64
38	Sweeper	255.38	238.42	-	-	249.48
39	Tester	643.07	-	-	-	643.07
40	Trimmer	533.00	-	-	-	533.00
41	Turner	378.91	-	-	-	378.91
42	Watchman	246.57	283.83	-	-	247.27
43	Welder	405.80	-	-	-	405.80
44	Winder	653.81	-	-	-	653.81
45	Wireman	344.21	-	-	-	344.21
46	Boring Machine Op.	489.74	-	-	-	489.74
47	Fork Lift Operator	189.12	-	-	-	189.12
48	Mach. Op./Machinist	368.86	273.11	-	-	367.11
49	Casting Man	361.82	-	-	-	361.82
50	Milling Machine Op.	223.72	-	-	-	223.72
51	Setter	613.94	-	-	-	613.94
52	Tool Maker	203.99	-	-	-	203.99

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
53	Store Keeper	336.25	-	-	-	336.25	
54	Apprentices/Trainees	234.87	-	-	-	234.87	
55	Heater Incharge	340.00	-	-	-	340.00	
56	Kiln Man	442.31	-	-	-	442.31	
57	Straightner Mach Op	642.70	-	-	-	642.70	
58	Valve Man	265.38	-	-	-	265.38	
59	Tilting Tab Mach Op	642.70	-	-	-	642.70	
60	Capsman	423.50	288.35	-	-	420.95	
61	Miscellaneous	364.25	690.88	-	-	374.00	
All Nine Engineering Ind.		479.05	308.08	-	-	474.05	

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.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Iron and Steel	362.40	297.00	-	-	351.50	
	1 Helper	297.00	297.00	-	-	297.00	
	2 Mistry/Kangani	624.00	-	-	-	624.00	
	3 Moulder	297.00	-	-	-	297.00	
	4 Packer	297.00	-	-	-	297.00	
	5 Mach. Op./Machinist	297.00	-	-	-	297.00	
II.	Casting and Forgings	440.00	-	-	-	440.00	
	1 Helper	425.00	-	-	-	425.00	
	2 Mach. Op./Machinist	500.00	-	-	-	500.00	
	All Nine Engineering Ind.	408.96	297.00	-	-	400.67	



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.	Iron and Steel	362.40	297.00	-	-	351.50
	1 Helper	297.00	297.00	-	-	297.00
	2 Mistry/Kangani	624.00	-	-	-	624.00
	3 Moulder	297.00	-	-	-	297.00
	4 Packer	297.00	-	-	-	297.00
	5 Mach. Op./Machinist	297.00	-	-	-	297.00
II.	Casting and Forgings	420.00	-	-	-	420.00
	1 Helper	400.00	-	-	-	400.00
	2 Mach. Op./Machinist	500.00	-	-	-	500.00
	All Nine Engineering Ind.	396.96	297.00	-	-	389.56

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.	Iron and Steel	362.40	297.00	-	-	351.50
	1 Helper	297.00	297.00	-	-	297.00
	2 Mistry/Kangani	624.00	-	-	-	624.00
	3 Moulder	297.00	-	-	-	297.00
	4 Packer	297.00	-	-	-	297.00
	5 Mach. Op./Machinist	297.00	-	-	-	297.00
II.	Casting and Forgings	460.00	-	-	-	460.00
	1 Helper	450.00	-	-	-	450.00
	2 Mach. Op./Machinist	500.00	-	-	-	500.00
	All Nine Engineering Ind.	420.96	297.00	-	-	411.78

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			Wage Rate at Current Price	Real Wage Rate	
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
<b>I. Iron and Steel</b>											
	First Round(1959)	-	-	-	-	-	-	4.83	4.83	-	-
	Second Round(1963)	6.56	2.89	-	-	-	-	6.55	5.17	35.61	7.04
	Third Round(1975)	19.41	15.08	3.00	-	19.34	-	19.34	5.90	195.27	14.12
	Fourth Round(1987)	40.92	20.01	-	-	40.87	38.77	40.86	5.57	111.27	-5.59
	Fifth Round(1996)	135.23	61.03	-	-	135.13	-	135.13	8.04	230.71	44.34
	Sixth Round(2008)	205.14	110.74	-	-	204.98	-	204.98	6.20	51.69	-22.89
	Seventh Round(2016)	389.59	272.25	-	-	388.88	351.50	388.87	6.09	89.71	-1.77
<b>II. Casting &amp; Forgings</b>											
	First Round(1959)	-	-	-	-	-	-	3.30	3.30	-	-
	Second Round(1963)	3.73	1.76	-	2.01	-	-	3.72	2.94	12.73	-10.91
	Third Round(1975)	14.06	10.44	-	-	14.03	-	14.03	4.28	277.15	45.58
	Fourth Round(1987)	46.12	48.19	-	-	46.26	41.99	46.17	6.29	229.08	46.96
	Fifth Round(1996)	80.81	41.29	-	-	80.53	-	80.53	4.79	74.42	-23.85
	Sixth Round(2008)	151.03	118.14	-	-	151.82	89.61	150.66	4.56	87.09	-4.80
	Seventh Round(2016)	425.09	261.62	-	-	422.12	440.00	422.12	6.61	179.87	44.96
<b>III. Agricultural Machinery</b>											
	First Round(1959)	-	-	-	-	-	-	3.09	3.09	-	-
	Second Round(1963)	3.98	2.59	-	1.33	-	-	3.98	3.15	28.80	1.94
	Third Round(1975)	12.18	6.85	-	-	12.24	10.22	12.18	3.72	206.03	18.09
	Fourth Round(1987)	31.55	16.16	-	-	31.53	30.10	31.53	4.30	158.87	15.59
	Fifth Round(1996)	75.72	66.78	-	-	75.99	-	75.67	4.50	140.00	4.65

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				
	Sixth Round(2008)	208.43	96.23	-	-	206.49	-	206.49	6.25	172.88	38.89
	Seventh Round(2016)	626.30	403.70	-	-	624.69	-	624.69	9.79	202.53	56.64
IV.	Textile Machinery										
	First Round(1959)	-	-	-	-	-	-	4.69	4.69	-	-
	Second Round(1963)	5.03	4.35	-	0.36	-	-	4.93	3.90	5.12	-16.84
	Third Round(1975)	15.27	10.02	-	-	15.25	-	15.25	4.65	209.33	19.23
	Fourth Round(1987)	36.60	21.43	-	-	36.36	15.00	36.34	4.95	138.29	6.45
	Fifth Round(1996)	86.67	46.05	-	-	86.62	-	86.62	5.15	138.36	4.04
	Sixth Round(2008)	220.47	117.39	-	-	218.86	-	218.86	6.62	152.67	28.54
	Seventh Round(2016)	460.71	332.73	-	-	454.73	-	454.73	7.13	107.77	7.70
V.	Machine Tools										
	First Round(1959)	-	-	-	-	-	-	3.92	3.92	-	-
	Second Round(1963)	4.58	3.84	-	-	-	-	4.57	3.61	16.58	-7.91
	Third Round(1975)	16.13	8.80	5.38	-	18.10	11.74	18.10	5.52	296.06	52.91
	Fourth Round(1987)	48.96	65.73	-	-	49.10	57.07	49.11	6.69	171.33	21.20
	Fifth Round(1996)	126.25	57.41	-	-	126.02	-	126.02	7.50	156.61	12.11
	Sixth Round(2008)	291.08	124.30	-	-	276.12	-	276.12	8.35	119.11	11.33
	Seventh Round(2016)	418.97	285.54	-	-	416.68	-	416.68	6.53	50.90	-21.80
VI.	Electrical Ind Mach										
	First Round(1959)	-	-	-	-	-	-	3.89	3.89	-	-
	Second Round(1963)	5.35	3.62	-	1.78	-	-	5.30	4.18	36.25	7.45
	Third Round(1975)	17.44	15.55	-	-	17.41	-	17.41	5.31	228.49	27.03
	Fourth Round(1987)	64.71	43.45	-	-	64.39	-	64.39	8.78	269.84	65.35
	Fifth Round(1996)	92.96	59.89	-	-	92.11	-	92.11	5.48	43.05	-37.58
	Sixth Round(2008)	165.32	110.65	-	-	159.95	247.16	163.76	4.95	77.79	-9.67
	Seventh Round(2016)	356.32	295.15	-	-	351.33	-	351.33	5.50	114.54	11.11

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 Rate at Current Price	Real Wage Rate	
		Men	Women	Adole- scents	Children	Wage payment					Overall
						Time Rated	Piece Rated				
<b>VII. Electrical Apparatus</b>											
	First Round(1959)	-	-	-	-	-	-	3.89	3.89	-	-
	Second Round(1963)	5.35	3.62	-	1.78	-	-	5.30	4.18	36.25	7.45
	Third Round(1975)	19.21	7.89	-	-	17.72	24.48	18.81	5.74	254.91	37.32
	Fourth Round(1987)	40.57	32.76	-	-	38.80	30.76	38.72	5.28	105.85	-8.01
	Fifth Round(1996)	81.88	44.48	-	-	76.32	44.10	76.04	4.52	96.38	-14.39
	Sixth Round(2008)	149.97	107.11	-	-	140.44	178.07	142.22	4.30	87.03	-4.87
	Seventh Round(2016)	342.95	284.08	-	-	336.38	-	336.38	5.27	136.52	22.56
<b>VIII. Boilers</b>											
	Third Round(1975)	17.44	15.41	-	-	17.45	9.41	17.44	5.32	-	-
	Fourth Round(1987)	67.22	47.25	-	-	67.22	-	67.22	9.16	285.44	72.18
	Fifth Round(1996)	106.65	-	-	-	106.65	-	106.65	6.35	58.66	-30.68
	Sixth Round(2008)	224.52	96.80	-	-	223.45	-	223.45	6.76	109.52	6.46
	Seventh Round(2016)	361.30	273.62	-	-	358.84	-	358.84	5.62	60.59	-16.86
<b>IX. Aluminium</b>											
	Fourth Round(1987)	46.35	27.02	-	-	46.16	-	46.16	6.29	-	-
	Fifth Round(1996)	124.02	43.57	-	-	123.17	-	123.17	7.33	166.83	16.53
	Sixth Round(2008)	423.76	234.82	-	-	423.77	109.00	423.50	12.81	243.83	74.76
	Seventh Round(2016)	326.50	259.78	-	-	321.83	-	321.83	5.04	-24.01	-60.65

§: 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.	Iron and Steel	6023	10.89	18.29	57.17	24.54	66.67	33.33	.	85.83	14.17
	1 Punjab	536	.	.	.	.	.	.	.	.	.
	2 Jharkhand	269	20.07	40.74	59.26	.	.	100.00	.	100.00	.
	3 Odisha	300	6.00	100.00	.	.	100.00	.	.	100.00	.
	4 Chhattisgarh	518	13.13	66.18	.	33.82	100.00	.	.	100.00	.
	5 Gujarat	576	2.78	.	100.00	.	.	.	.	.	.
	6 Maharashtra	577	33.62	8.76	38.66	52.58	100.00	.	.	.	100.00
	7 Residual	3247	9.42	5.88	82.36	11.76	.	100.00	.	100.00	.
II.	Casting and Forgings	5381	16.78	17.72	73.86	8.42	85.63	.	14.38	100.00	.
	1 Punjab	494	.	.	.	.	.	.	.	.	.
	2 Gujarat	904	10.18	25.00	75.00	.	.	.	100.00	100.00	.
	3 Maharashtra	998	36.37	6.34	93.66	.	100.00	.	.	100.00	.
	4 Karnataka	515	17.09	23.86	76.14	.	100.00	.	.	100.00	.
	5 Tamil Nadu	715	25.31	.	75.14	24.86	.	.	.	.	.
	6 Residual	1755	10.20	51.96	30.72	17.32	100.00	.	.	100.00	.
III.	Agricultural Imp.	616	11.53	36.62	54.93	8.45	46.15	.	53.85	15.38	84.62
	1 Punjab	160	.	.	.	.	.	.	.	.	.
	2 Haryana	74	24.32	100.00	.	.	22.22	.	77.78	.	100.00
	3 Uttar Pradesh	70	8.57	.	.	100.00	.	.	.	.	.
	4 Gujarat	47	17.02	.	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 Maharashtra	46	32.61	.	100.00	.	.	.	.	.	.
	6 Tamil Nadu	50	8.00	.	100.00	.	.	.	.	.	.
	7 Residual	169	11.83	40.00	60.00	.	100.00	.	.	50.00	50.00
IV.	Textile Machinery	795	9.43	8.00	45.33	46.67	100.00	.	.	100.00	.
	1 Punjab	128	.	.	.	.	.	.	.	.	.
	2 Gujarat	305	4.26	.	.	100.00	.	.	.	.	.
	3 Maharashtra	51	43.14	.	.	100.00	.	.	.	.	.
	4 Tamil Nadu	202	13.86	.	100.00	.	.	.	.	.	.
	5 Residual	109	11.01	50.00	50.00	.	100.00	.	.	100.00	.
V.	Machine Tools	1028	18.68	15.10	84.90	.	100.00	.	.	65.52	34.48
	1 Punjab	204	.	.	.	.	.	.	.	.	.
	2 Gujarat	166	5.42	.	100.00	.	.	.	.	.	.
	3 Maharashtra	127	46.46	.	100.00	.	.	.	.	.	.
	4 Karnataka	135	26.67	25.00	75.00	.	100.00	.	.	100.00	.
	5 Tamil Nadu	99	28.28	.	100.00	.	.	.	.	.	.
	6 Residual	297	20.20	33.33	66.67	.	100.00	.	.	50.00	50.00
VI.	Electrical Ind. Mach	1412	13.53	3.66	61.26	35.08	.	100.00	.	100.00	.
	1 Uttar Pradesh	111	25.23	.	28.57	71.43	.	.	.	.	.
	2 West Bengal	89	13.48	.	.	100.00	.	.	.	.	.
	3 Gujarat	163	.	.	.	.	.	.	.	.	.
	4 Maharashtra	280	25.00	10.00	60.00	30.00	.	100.00	.	100.00	.
	5 Karnataka	131	32.06	.	100.00	.	.	.	.	.	.
	6 Tamil Nadu	130	13.08	.	58.82	41.18	.	.	.	.	.
	7 Residual	508	4.33	.	68.18	31.82	.	.	.	.	.

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
VII.	Electrical Apparatus	2994	12.19	27.67	51.51	20.82	53.47	14.85	31.68	37.62	62.38
	1 Uttarakhand	159	16.98	.	.	100.00	.	.	.	.	.
	2 Uttar Pradesh	252	8.73	100.00	.	.	100.00	.	.	100.00	.
	3 Gujarat	254	.	.	.	.	.	.	.	.	.
	4 Maharashtra	498	21.49	14.02	56.07	29.91	.	100.00	.	.	100.00
	5 Karnataka	212	6.13	.	100.00	.	.	.	.	.	.
	6 Tamil Nadu	218	31.19	.	75.00	25.00	.	.	.	.	.
	7 Residual	1401	9.14	50.00	50.00	.	50.00	.	50.00	25.00	75.00
VIII.	Boilers	195	8.21	.	62.50	37.50	.	.	.	.	.
	1 Gujarat	18	11.11	.	100.00	.	.	.	.	.	.
	2 Maharashtra	23	34.78	.	25.00	75.00	.	.	.	.	.
	3 Tamil Nadu	136	4.41	.	100.00	.	.	.	.	.	.
	4 Residual	18	.	.	.	.	.	.	.	.	.
IX.	Aluminium	355	10.14	11.11	83.33	5.56	50.00	.	50.00	50.00	50.00
	1 Gujarat	44	4.55	.	.	100.00	.	.	.	.	.
	2 Maharashtra	53	30.19	.	100.00	.	.	.	.	.	.
	3 Karnataka	22	.	.	.	.	.	.	.	.	.
	4 Tamil Nadu	46	21.74	.	100.00	.	.	.	.	.	.
	5 Residual	190	4.21	50.00	50.00	.	50.00	.	50.00	50.00	50.00
	All Nine Engineering Ind.	18799	13.33	18.08	64.79	17.13	70.64	13.69	15.67	74.83	25.17

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.	Iron and Steel	236519	876571	47.05	12.69
	1 Punjab	-	59310	-	-
	2 Jharkhand	34130	59672	94.97	54.32
	3 Odisha	36558	185673	10.24	2.02
	4 Chhattisgarh	10689	56737	100.00	18.84
	5 Gujarat	288	50200	77.78	0.45
	6 Maharashtra	112680	168971	26.64	17.77
	7 Residual	42174	296008	81.05	11.55
II.	Casting and Forgings	129385	349326	73.91	27.37
	1 Punjab	-	52103	-	-
	2 Gujarat	6348	29256	92.75	20.13
	3 Maharashtra	31327	78643	98.91	39.40
	4 Karnataka	12749	28864	43.01	19.00
	5 Tamil Nadu	21819	42648	59.66	30.52
	6 Residual	57142	117812	70.43	34.16
III.	Agricultural Imp.	29404	81972	96.82	34.73
	1 Punjab	-	28360	-	-
	2 Haryana	22902	24838	99.88	92.09
	3 Uttar Pradesh	386	1936	97.93	19.52
	4 Gujarat	196	3123	100.00	6.28
	5 Maharashtra	584	8311	92.12	6.47
	6 Tamil Nadu	32	2880	100.00	1.11
	7 Residual	5304	12524	83.94	35.55
IV.	Textile Machinery	9833	33178	70.37	20.85
	1 Punjab	-	4321	-	-
	2 Gujarat	777	11557	99.10	6.66
	3 Maharashtra	1120	1974	100.00	56.74
	4 Tamil Nadu	448	5355	95.31	7.97
	5 Residual	7488	9971	61.46	46.15
V.	Machine Tools	30218	76697	90.83	35.78
	1 Punjab	-	5677	-	-

Table 3.10

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
	2 Gujarat	243	21288	100.00	1.14
	3 Maharashtra	16366	18094	99.07	89.61
	4 Karnataka	1953	12078	97.24	15.72
	5 Tamil Nadu	4016	5620	94.62	67.62
	6 Residual	7640	13940	69.24	37.95
VI.	Electrical Ind. Mach	14082	51150	88.44	24.35
	1 Uttar Pradesh	452	2694	100.00	16.78
	2 West Bengal	624	2199	100.00	28.38
	3 Gujarat	-	5397	-	-
	4 Maharashtra	6020	12138	85.93	42.62
	5 Karnataka	2107	4172	90.03	45.47
	6 Tamil Nadu	1403	3839	75.77	27.69
	7 Residual	3476	20711	93.35	15.67
VII.	Electrical Apparatus	43253	266589	89.79	14.57
	1 Uttarakhand	351	31362	100.00	1.12
	2 Uttar Pradesh	2948	11865	44.78	11.13
	3 Gujarat	-	19728	-	-
	4 Maharashtra	11623	31524	92.36	34.05
	5 Karnataka	12350	27924	100.00	44.23
	6 Tamil Nadu	7293	13498	96.97	52.39
	7 Residual	8688	130688	80.66	5.36
VIII.	Boilers	512	3087	96.09	15.94
	1 Gujarat	34	300	100.00	11.33
	2 Maharashtra	356	847	100.00	42.03
	3 Tamil Nadu	122	1586	83.61	6.43
	4 Residual	-	354	-	-
IX.	Aluminium	1780	9614	60.45	11.19
	1 Gujarat	30	1198	86.67	2.17
	2 Maharashtra	796	1906	63.32	26.44
	3 Karnataka	-	432	-	-
	4 Tamil Nadu	254	1090	73.23	17.06
	5 Residual	700	4988	51.43	7.22
All Nine Engineering Ind.		494986	1748184	65.17	18.45

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.	Iron and Steel	656	15.55	21.19	49.24	11.28	2.74
	1 Punjab	-	-	-	-	-	-
	2 Jharkhand	54	40.74	59.26	-	-	-
	3 Odisha	18	-	100.00	-	-	-
	4 Chhattisgarh	68	66.18	-	-	33.82	-
	5 Gujarat	16	-	-	100.00	-	-
	6 Maharashtra	194	8.76	8.76	56.19	26.29	-
	7 Residual	306	5.88	23.53	64.71	-	5.88
II.	Casting and Forgings	903	8.75	12.85	67.33	11.07	-
	1 Punjab	-	-	-	-	-	-
	2 Gujarat	92	-	-	100.00	-	-
	3 Maharashtra	363	7.17	19.83	73.00	-	-
	4 Karnataka	88	-	23.86	76.14	-	-
	5 Tamil Nadu	181	12.15	12.71	50.28	24.86	-
	6 Residual	179	17.31	-	51.96	30.73	-
III.	Agricultural Imp.	71	5.64	16.90	69.01	8.45	-
	1 Punjab	-	-	-	-	-	-
	2 Haryana	18	22.22	-	77.78	-	-
	3 Uttar Pradesh	6	-	-	-	100.00	-
	4 Gujarat	8	-	-	100.00	-	-
	5 Maharashtra	15	-	-	100.00	-	-
	6 Tamil Nadu	4	-	100.00	-	-	-
	7 Residual	20	-	40.00	60.00	-	-
IV.	Textile Machinery	75	18.67	9.33	58.67	13.33	-
	1 Punjab	-	-	-	-	-	-
	2 Gujarat	13	-	53.85	-	46.15	-
	3 Maharashtra	22	-	-	81.82	18.18	-
	4 Tamil Nadu	28	50.00	-	50.00	-	-
	5 Residual	12	-	-	100.00	-	-
V.	Machine Tools	192	-	35.94	59.90	4.17	-

Table 3.11

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
	1 Punjab	-	-	-	-	-	-
	2 Gujarat	9	-	-	100.00	-	-
	3 Maharashtra	59	-	-	86.44	13.56	-
	4 Karnataka	36	-	25.00	75.00	-	-
	5 Tamil Nadu	28	-	71.43	28.57	-	-
	6 Residual	60	-	66.67	33.33	-	-
VI.	Electrical Ind. Mach	191	7.33	3.66	61.26	27.75	-
	1 Uttar Pradesh	28	-	-	28.57	71.43	-
	2 West Bengal	12	-	-	-	100.00	-
	3 Gujarat	-	-	-	-	-	-
	4 Maharashtra	70	20.00	-	70.00	10.00	-
	5 Karnataka	42	-	16.67	83.33	-	-
	6 Tamil Nadu	17	-	-	58.82	41.18	-
	7 Residual	22	-	-	68.18	31.82	-
VII.	Electrical Apparatus	365	19.45	25.75	50.14	4.66	-
	1 Uttarakhand	27	-	-	100.00	-	-
	2 Uttar Pradesh	22	100.00	-	-	-	-
	3 Gujarat	-	-	-	-	-	-
	4 Maharashtra	107	-	28.04	71.96	-	-
	5 Karnataka	13	-	-	100.00	-	-
	6 Tamil Nadu	68	25.00	-	50.00	25.00	-
	7 Residual	128	25.00	50.00	25.00	-	-
VIII.	Boilers	16	-	12.50	50.00	37.50	-
	1 Gujarat	2	-	-	100.00	-	-
	2 Maharashtra	8	-	-	25.00	75.00	-
	3 Tamil Nadu	6	-	33.33	66.67	-	-
	4 Residual	-	-	-	-	-	-
IX.	Aluminium	36	5.55	5.56	83.33	5.56	-
	1 Gujarat	2	-	-	-	100.00	-
	2 Maharashtra	16	-	-	100.00	-	-
	3 Karnataka	-	-	-	-	-	-
	4 Tamil Nadu	10	-	-	100.00	-	-
	5 Residual	8	25.00	25.00	50.00	-	-
All Nine Engineering Ind.		2505	11.42	17.88	58.96	11.02	0.72

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.	Iron and Steel	474.25	353.68	-	-	473.51
	1 Punjab	367.61(*)	-	-	-	367.61(*)
	2 Jharkhand	670.09(*)	277.71	-	-	669.74
	3 Odisha	346.06	219.57	-	-	345.29
	4 Chhattisgarh	413.12(*)	195.44(*)	-	-	412.13(*)
	5 Gujarat	553.26	291.05	-	-	552.68
	6 Maharashtra	696.63	445.31	-	-	696.28
	7 Residual	377.36	390.69	-	-	377.52
II.	Casting and Forgings	516.60	312.70	-	-	512.90
	1 Punjab	368.50	249.70	-	-	367.92
	2 Gujarat	398.10	294.77(*)	-	-	396.52
	3 Maharashtra	547.67	397.18	-	-	547.40
	4 Karnataka	570.80	344.99	-	-	554.50
	5 Tamil Nadu	616.81	329.27	-	-	606.53
	6 Residual	551.27	264.68	-	-	547.09
III.	Agricultural Imp.	763.16	401.00(*)	-	-	760.54
	1 Punjab	351.89	256.64(*)	-	-	351.43
	2 Haryana	1230.31	259.78(*)	-	-	1227.44
	3 Uttar Pradesh	310.36(*)	311.22	-	-	310.37(*)
	4 Gujarat	513.77	288.00	-	-	511.31
	5 Maharashtra	869.35	417.91	-	-	868.63
	6 Tamil Nadu	617.47	307.50	-	-	614.09
	7 Residual	546.18	527.13	-	-	545.69
IV.	Textile Machinery	619.01	521.73	-	-	614.47
	1 Punjab	315.34(*)	256.74(*)	-	-	314.11(*)
	2 Gujarat	409.67	264.67	-	-	409.10
	3 Maharashtra	605.42	-	-	-	605.42
	4 Tamil Nadu	523.40	396.79	-	-	498.79
	5 Residual	1099.93	967.11	-	-	1094.61
V.	Machine Tools	510.20	376.09	-	-	507.89
	1 Punjab	376.44(*)	585.00	-	-	377.31(*)
	2 Gujarat	364.65	220.00	-	-	364.45
	3 Maharashtra	785.76	283.33(*)	-	-	783.29
	4 Karnataka	624.48	406.67	-	-	617.77
	5 Tamil Nadu	661.95	468.89	-	-	652.95

Table 4.1

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	6 Residual	472.76	289.26	-	-	467.18
VI.	Electrical Ind. Mach	444.42	352.69	-	-	436.95
	1 Uttar Pradesh	349.87	255.22(*)	-	-	345.35
	2 West Bengal	212.37	-	-	-	212.37
	3 Gujarat	453.38	312.82(*)	-	-	449.26
	4 Maharashtra	641.46	640.94	-	-	641.44
	5 Karnataka	495.09	297.61	-	-	452.67
	6 Tamil Nadu	472.18	265.14	-	-	444.58
	7 Residual	348.12	339.24	-	-	347.23
VII.	Electrical Apparatus	394.05	291.72	-	-	382.64
	1 Uttarakhand	295.26(*)	257.00(*)	-	-	281.47(*)
	2 Uttar Pradesh	311.46(*)	293.78(*)	-	-	311.26(*)
	3 Gujarat	451.66	554.79	-	-	457.00
	4 Maharashtra	514.42	339.65	-	-	497.79
	5 Karnataka	332.02(*)	274.29(*)	-	-	326.23(*)
	6 Tamil Nadu	522.30	274.71	-	-	471.88
	7 Residual	387.58	300.79	-	-	381.64
VIII.	Boilers	413.70	315.39	-	-	410.94
	1 Gujarat	525.37	1009.61	-	-	534.46
	2 Maharashtra	507.47	497.70	-	-	507.34
	3 Tamil Nadu	343.79	235.42	-	-	339.45
	4 Residual	399.04	232.22(*)	-	-	395.77
IX.	Aluminium	362.53	307.06	-	-	358.64
	1 Gujarat	409.03(*)	254.92	-	-	408.11(*)
	2 Maharashtra	493.86	457.85	-	-	490.06
	3 Karnataka	243.52(*)	-	-	-	243.52(*)
	4 Tamil Nadu	345.91	228.32	-	-	330.90
	5 Residual	312.35	240.48(*)	-	-	307.64
	All Nine Engineering Ind.	487.22	315.55	-	-	482.20

(\*)—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.	Iron and Steel	474.26	353.86	-	-	473.53
	1 Punjab	367.61	-	-	-	367.61
	2 Jharkhand	670.09	277.71	-	-	669.74
	3 Odisha	346.06	219.57	-	-	345.29
	4 Chhattisgarh	413.12	195.44	-	-	412.13
	5 Gujarat	553.60	288.26	-	-	553.11
	6 Maharashtra	696.63	445.31	-	-	696.28
	7 Residual	377.36	390.69	-	-	377.52
II.	Casting and Forgings	516.64	312.70	-	-	512.94
	1 Punjab	368.50	249.70	-	-	367.92
	2 Gujarat	398.10	294.77	-	-	396.52
	3 Maharashtra	547.67	397.18	-	-	547.40
	4 Karnataka	570.80	344.99	-	-	554.50
	5 Tamil Nadu	616.81	329.27	-	-	606.53
	6 Residual	551.43	264.68	-	-	547.24
III.	Agricultural Imp.	763.16	401.00	-	-	760.54
	1 Punjab	351.89	256.64	-	-	351.43
	2 Haryana	1230.31	259.78	-	-	1227.44
	3 Uttar Pradesh	310.36	311.22	-	-	310.37
	4 Gujarat	513.77	288.00	-	-	511.31
	5 Maharashtra	869.35	417.91	-	-	868.63
	6 Tamil Nadu	617.47	307.50	-	-	614.09
	7 Residual	546.18	527.13	-	-	545.69
IV.	Textile Machinery	619.01	521.73	-	-	614.47
	1 Punjab	315.34	256.74	-	-	314.11
	2 Gujarat	409.67	264.67	-	-	409.10
	3 Maharashtra	605.42	-	-	-	605.42
	4 Tamil Nadu	523.40	396.79	-	-	498.79
	5 Residual	1099.93	967.11	-	-	1094.61
V.	Machine Tools	510.20	376.09	-	-	507.89
	1 Punjab	376.44	585.00	-	-	377.31
	2 Gujarat	364.65	220.00	-	-	364.45
	3 Maharashtra	785.76	283.33	-	-	783.29

Table 4.2

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	4 Karnataka	624.48	406.67	-	-	617.77
	5 Tamil Nadu	661.95	468.89	-	-	652.95
	6 Residual	472.76	289.26	-	-	467.18
VI.	Electrical Ind. Mach	444.42	352.69	-	-	436.95
	1 Uttar Pradesh	349.87	255.22	-	-	345.35
	2 West Bengal	212.37	-	-	-	212.37
	3 Gujarat	453.38	312.82	-	-	449.26
	4 Maharashtra	641.46	640.94	-	-	641.44
	5 Karnataka	495.09	297.61	-	-	452.67
	6 Tamil Nadu	472.18	265.14	-	-	444.58
	7 Residual	348.12	339.24	-	-	347.23
VII.	Electrical Apparatus	394.05	291.72	-	-	382.64
	1 Uttarakhand	295.26	257.00	-	-	281.47
	2 Uttar Pradesh	311.46	293.78	-	-	311.26
	3 Gujarat	451.66	554.79	-	-	457.00
	4 Maharashtra	514.42	339.65	-	-	497.79
	5 Karnataka	332.02	274.29	-	-	326.23
	6 Tamil Nadu	522.30	274.71	-	-	471.88
	7 Residual	387.58	300.79	-	-	381.64
VIII.	Boilers	413.70	315.39	-	-	410.94
	1 Gujarat	525.37	1009.61	-	-	534.46
	2 Maharashtra	507.47	497.70	-	-	507.34
	3 Tamil Nadu	343.79	235.42	-	-	339.45
	4 Residual	399.04	232.22	-	-	395.77
IX.	Aluminium	362.53	307.06	-	-	358.64
	1 Gujarat	409.03	254.92	-	-	408.11
	2 Maharashtra	493.86	457.85	-	-	490.06
	3 Karnataka	243.52	-	-	-	243.52
	4 Tamil Nadu	345.91	228.32	-	-	330.90
	5 Residual	312.35	240.48	-	-	307.64
	All Nine Engineering Ind.	487.23	315.55	-	-	482.21



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.	Iron and Steel	370.40	305.00	-	-	359.50
	1 Gujarat	370.40	305.00	-	-	359.50
II.	Casting and Forgings	430.00	-	-	-	430.00
	1 Residual	430.00	-	-	-	430.00
All Nine Engineering Ind.		406.16	305.00	-	-	398.67

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.	Iron and Steel	473.53	359.50	473.51
	1 Punjab	367.61	-	367.61
	2 Jharkhand	669.74	-	669.74
	3 Odisha	345.29	-	345.29
	4 Chhattisgarh	412.13	-	412.13
	5 Gujarat	553.11	359.50	552.68
	6 Maharashtra	696.28	-	696.28
	7 Residual	377.52	-	377.52
II.	Casting and Forgings	512.94	430.00	512.90
	1 Punjab	367.92	-	367.92
	2 Gujarat	396.52	-	396.52
	3 Maharashtra	547.40	-	547.40
	4 Karnataka	554.50	-	554.50
	5 Tamil Nadu	606.53	-	606.53
	6 Residual	547.24	430.00	547.09
III.	Agricultural Imp.	760.54	-	760.54
	1 Punjab	351.43	-	351.43
	2 Haryana	1227.44	-	1227.44
	3 Uttar Pradesh	310.37	-	310.37
	4 Gujarat	511.31	-	511.31
	5 Maharashtra	868.63	-	868.63
	6 Tamil Nadu	614.09	-	614.09
	7 Residual	545.69	-	545.69
IV.	Textile Machinery	614.47	-	614.47
	1 Punjab	314.11	-	314.11
	2 Gujarat	409.10	-	409.10
	3 Maharashtra	605.42	-	605.42
	4 Tamil Nadu	498.79	-	498.79
	5 Residual	1094.61	-	1094.61
V.	Machine Tools	507.89	-	507.89
	1 Punjab	377.31	-	377.31
	2 Gujarat	364.45	-	364.45
	3 Maharashtra	783.29	-	783.29
	4 Karnataka	617.77	-	617.77

Table 4.4

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	5 Tamil Nadu	652.95	-	652.95
	6 Residual	467.18	-	467.18
VI.	Electrical Ind. Mach	436.95	-	436.95
	1 Uttar Pradesh	345.35	-	345.35
	2 West Bengal	212.37	-	212.37
	3 Gujarat	449.26	-	449.26
	4 Maharashtra	641.44	-	641.44
	5 Karnataka	452.67	-	452.67
	6 Tamil Nadu	444.58	-	444.58
	7 Residual	347.23	-	347.23
VII.	Electrical Apparatus	382.64	-	382.64
	1 Uttarakhand	281.47	-	281.47
	2 Uttar Pradesh	311.26	-	311.26
	3 Gujarat	457.00	-	457.00
	4 Maharashtra	497.79	-	497.79
	5 Karnataka	326.23	-	326.23
	6 Tamil Nadu	471.88	-	471.88
	7 Residual	381.64	-	381.64
VIII.	Boilers	410.94	-	410.94
	1 Gujarat	534.46	-	534.46
	2 Maharashtra	507.34	-	507.34
	3 Tamil Nadu	339.45	-	339.45
	4 Residual	395.77	-	395.77
IX.	Aluminium	358.64	-	358.64
	1 Gujarat	408.11	-	408.11
	2 Maharashtra	490.06	-	490.06
	3 Karnataka	243.52	-	243.52
	4 Tamil Nadu	330.90	-	330.90
	5 Residual	307.64	-	307.64
All Nine Engineering Ind.		482.21	398.67	482.20

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.	Iron and Steel	305.49	23.67	1.59	50.17	11.91	76.80	3.88	473.51
	1 Punjab	315.35	-	2.15	35.16	3.55	8.11	3.29	367.61
	2 Jharkhand	466.22	139.35	0.39	38.69	2.00	23.03	0.06	669.74
	3 Odisha	238.44	5.82	0.50	35.72	13.15	49.60	2.06	345.29
	4 Chhattisgarh	338.84	6.62	-	27.70	10.04	28.93	-	412.13
	5 Gujarat	341.88	0.95	0.01	68.07	28.06	95.86	17.85	552.68
	6 Maharashtra	360.25	21.22	0.81	92.56	15.94	201.89	3.61	696.28
	7 Residual	257.85	21.39	3.21	37.42	10.03	43.69	3.93	377.52
II.	Casting and Forgings	342.32	57.19	1.70	37.17	12.79	56.70	5.03	512.90
	1 Punjab	338.18	-	-	21.98	5.14	2.17	0.45	367.92
	2 Gujarat	344.16	3.56	2.95	27.77	1.89	14.76	1.43	396.52
	3 Maharashtra	390.95	45.90	0.60	36.89	15.22	54.42	3.42	547.40
	4 Karnataka	333.34	27.07	2.69	26.60	34.75	91.03	39.02	554.50
	5 Tamil Nadu	279.28	77.53	3.90	97.71	25.39	121.51	1.21	606.53
	6 Residual	341.89	106.29	1.80	26.02	7.27	61.76	2.06	547.09
III.	Agricultural Imp.	452.38	112.46	1.96	120.73	20.15	29.26	23.60	760.54
	1 Punjab	292.23	-	5.29	27.75	11.76	14.36	0.04	351.43
	2 Haryana	558.39	267.99	-	268.62	43.59	23.38	65.47	1227.44
	3 Uttar Pradesh	287.53	7.01	1.10	1.40	0.69	12.64	-	310.37
	4 Gujarat	302.48	5.53	1.91	116.25	2.07	81.90	1.17	511.31
	5 Maharashtra	790.36	5.72	0.22	43.10	0.44	28.50	0.29	868.63

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
	6 Tamil Nadu	414.98	0.24	-	12.90	2.21	183.76	-	614.09
	7 Residual	327.88	114.49	1.49	51.92	5.76	42.67	1.48	545.69
IV.	Textile Machinery	407.40	23.22	5.50	69.74	14.04	90.29	4.28	614.47
	1 Punjab	306.33	-	-	7.78	-	-	-	314.11
	2 Gujarat	342.92	2.61	12.90	23.95	5.98	13.37	7.37	409.10
	3 Maharashtra	361.21	140.79	7.65	33.95	5.95	27.94	27.93	605.42
	4 Tamil Nadu	336.73	18.73	2.87	89.62	20.81	29.68	0.35	498.79
	5 Residual	589.86	39.47	0.14	155.40	29.27	280.47	-	1094.61
V.	Machine Tools	302.12	85.97	1.34	54.07	10.29	49.48	4.62	507.89
	1 Punjab	328.40	-	-	33.33	4.65	9.36	1.57	377.31
	2 Gujarat	299.61	0.26	-	37.31	3.94	16.06	7.27	364.45
	3 Maharashtra	388.61	228.39	1.58	65.89	3.01	93.81	2.00	783.29
	4 Karnataka	344.08	45.56	2.25	47.20	17.75	160.63	0.30	617.77
	5 Tamil Nadu	187.16	182.27	-	154.11	42.19	78.20	9.02	652.95
	6 Residual	274.52	136.98	3.93	32.93	5.65	9.00	4.17	467.18
VI.	Electrical Ind. Mach	286.88	27.78	4.90	46.58	17.26	48.81	4.74	436.95
	1 Uttar Pradesh	296.97	17.00	-	13.32	9.30	8.76	-	345.35
	2 West Bengal	156.21	15.49	-	12.90	7.24	20.53	-	212.37
	3 Gujarat	327.90	-	2.82	41.10	10.64	65.34	1.46	449.26
	4 Maharashtra	334.24	49.17	7.50	92.22	37.13	106.74	14.44	641.44
	5 Karnataka	239.18	64.12	22.97	71.99	4.95	44.82	4.64	452.67
	6 Tamil Nadu	262.88	32.64	-	76.56	34.58	37.92	-	444.58
	7 Residual	273.08	18.20	2.58	20.39	9.24	21.82	1.92	347.23
VII.	Electrical Apparatus	283.81	15.07	4.04	27.27	5.36	43.63	3.46	382.64

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
	1 Uttarakhand	257.37	0.47	-	5.39	2.28	15.96	-	281.47
	2 Uttar Pradesh	293.27	6.79	-	2.21	4.62	4.37	-	311.26
	3 Gujarat	338.39	-	0.86	35.77	-	80.64	1.34	457.00
	4 Maharashtra	338.16	32.83	6.10	32.18	12.19	63.19	13.14	497.79
	5 Karnataka	300.54	25.14	-	0.49	-	0.06	-	326.23
	6 Tamil Nadu	220.64	81.11	8.99	63.10	6.00	74.78	17.26	471.88
	7 Residual	270.93	10.57	5.81	35.02	6.47	50.40	2.44	381.64
VIII.	Boilers	337.28	13.66	0.07	20.42	1.48	37.02	1.01	410.94
	1 Gujarat	415.14	1.12	-	57.65	-	58.79	1.76	534.46
	2 Maharashtra	387.17	37.84	-	23.36	4.17	54.80	-	507.34
	3 Tamil Nadu	294.79	5.78	0.14	17.16	0.53	19.36	1.69	339.45
	4 Residual	341.70	-	-	0.97	0.32	52.78	-	395.77
IX.	Aluminium	280.06	15.35	0.59	23.81	10.94	25.01	2.88	358.64
	1 Gujarat	382.68	0.51	-	9.77	1.13	3.13	10.89	408.11
	2 Maharashtra	322.03	28.50	2.48	29.86	19.63	84.60	2.96	490.06
	3 Karnataka	243.52	-	-	-	-	-	-	243.52
	4 Tamil Nadu	232.47	24.83	0.16	36.99	11.58	24.87	-	330.90
	5 Residual	250.01	12.99	0.09	24.10	10.60	8.17	1.68	307.64
	All Nine Engineering Ind.	317.53	35.17	2.17	47.37	11.54	63.40	5.02	482.20

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 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
I.	Iron and Steel	0.01	1.92	19.83	31.77	15.52	14.87	13.45	2.63
	1 Punjab	-	1.22	19.23	51.62	15.97	10.21	1.11	0.64
	2 Jharkhand	-	0.85	8.84	24.50	4.02	5.65	55.60	0.54
	3 Odisha	-	0.36	35.08	38.88	8.20	16.17	0.70	0.61
	4 Chhattisgarh	-	2.22	16.18	31.85	21.66	25.95	1.88	0.26
	5 Gujarat	-	-	1.17	42.17	15.15	18.55	20.23	2.73
	6 Maharashtra	-	-	1.21	12.21	27.30	19.82	31.77	7.69
	7 Residual	0.02	4.42	30.05	35.90	13.20	11.63	3.05	1.73
II.	Casting and Forgings	0.10	1.23	8.84	35.53	22.16	18.44	6.38	7.32
	1 Punjab	-	0.16	7.01	72.25	12.63	5.44	1.50	1.01
	2 Gujarat	-	-	3.54	54.15	26.01	10.78	4.61	0.91
	3 Maharashtra	-	0.23	0.23	12.24	40.76	27.74	10.14	8.66
	4 Karnataka	0.56	0.56	6.63	26.22	34.53	21.13	4.94	5.43
	5 Tamil Nadu	-	1.91	3.37	17.51	17.18	40.68	19.06	0.29
	6 Residual	0.16	2.60	19.09	35.79	13.59	11.79	2.35	14.63
III.	Agricultural Imp.	0.05	0.09	5.34	33.15	14.52	6.47	0.69	39.69
	1 Punjab	-	0.05	8.93	54.73	31.31	4.66	0.26	0.06
	2 Haryana	-	-	0.18	6.25	1.03	0.35	0.12	92.07
	3 Uttar Pradesh	-	-	14.95	71.87	9.41	3.77	-	-
	4 Gujarat	-	-	1.41	18.77	20.69	56.72	2.41	-
	5 Maharashtra	-	-	0.40	43.94	4.85	13.83	0.11	36.87
	6 Tamil Nadu	-	0.66	8.63	26.58	32.53	1.64	11.38	18.58
	7 Residual	0.38	0.44	13.43	43.21	16.16	8.99	1.53	15.86
IV.	Textile Machinery	0.06	0.15	10.25	33.08	16.69	16.12	8.48	15.17
	1 Punjab	0.41	0.57	36.82	45.56	5.41	11.23	-	-
	2 Gujarat	-	-	6.17	50.10	22.15	19.02	2.56	-
	3 Maharashtra	-	-	-	26.10	26.71	25.32	1.28	20.59
	4 Tamil Nadu	-	0.18	8.92	28.00	20.74	30.03	6.57	5.56
	5 Residual	-	0.15	4.43	9.54	11.37	5.31	22.87	46.33
V.	Machine Tools	-	0.33	4.81	46.85	16.22	17.55	4.78	9.46

Table 4.6

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
1	Punjab	-	-	18.05	54.44	14.53	10.49	0.82	1.67
2	Gujarat	-	-	1.63	81.97	11.94	3.49	0.83	0.14
3	Maharashtra	-	-	0.90	23.88	19.70	13.73	0.36	41.43
4	Karnataka	-	-	0.47	35.89	21.84	13.72	13.08	15.00
5	Tamil Nadu	-	-	3.15	3.80	18.84	52.48	18.27	3.46
6	Residual	-	1.55	8.82	35.64	16.39	27.69	3.19	6.72
VI.	Electrical Ind. Mach	0.16	3.23	12.81	40.55	21.26	14.95	5.22	1.82
1	Uttar Pradesh	-	-	5.49	64.08	18.55	8.19	-	3.69
2	West Bengal	3.96	35.13	34.64	23.25	3.02	-	-	-
3	Gujarat	-	-	5.15	47.21	20.72	23.10	3.51	0.31
4	Maharashtra	-	1.13	3.78	34.97	23.01	17.63	13.59	5.89
5	Karnataka	-	-	14.05	28.85	17.71	26.10	11.58	1.71
6	Tamil Nadu	-	-	12.29	17.44	40.81	27.12	2.06	0.28
7	Residual	-	3.60	18.61	46.37	20.17	9.71	1.44	0.10
VII.	Electrical Apparatus	0.12	0.54	20.93	44.47	15.52	14.29	2.09	2.04
1	Uttarakhand	-	-	63.16	30.58	5.15	0.71	0.20	0.20
2	Uttar Pradesh	-	-	22.43	58.89	8.32	10.13	-	0.23
3	Gujarat	-	-	2.48	50.74	19.63	23.12	1.73	2.30
4	Maharashtra	-	0.83	7.55	28.99	22.99	29.02	6.19	4.43
5	Karnataka	-	-	3.45	86.92	8.56	0.86	0.21	-
6	Tamil Nadu	-	2.13	13.28	46.90	14.66	10.05	3.30	9.68
7	Residual	0.23	0.72	20.45	40.27	17.84	16.41	2.17	1.91
VIII.	Boilers	0.15	3.84	14.08	31.64	27.05	15.67	5.59	1.98
1	Gujarat	-	-	-	19.18	43.76	23.09	9.90	4.07
2	Maharashtra	-	-	0.59	11.64	45.84	30.19	6.52	5.22
3	Tamil Nadu	0.29	6.39	25.12	38.39	19.59	8.60	1.31	0.31
4	Residual	-	4.90	9.80	58.01	3.27	6.37	17.65	-
IX.	Aluminium	0.25	5.76	21.57	39.86	16.14	13.62	2.37	0.43
1	Gujarat	-	1.83	8.63	45.91	18.08	25.35	0.20	-
2	Maharashtra	0.12	1.25	5.55	30.62	24.70	28.33	8.16	1.27
3	Karnataka	-	-	63.22	35.18	1.00	-	-	0.60
4	Tamil Nadu	1.66	16.37	22.05	21.68	19.05	17.28	1.91	-
5	Residual	0.10	6.88	27.84	46.25	12.79	5.03	0.84	0.27
All Nine Engineering Ind.		0.05	1.46	16.28	35.42	17.04	15.20	8.92	5.63



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.	Iron and Steel	100.00	100.00
	1 Assembler	0.02	0.02
	2 Beltman/Mochi	0.24	0.14
	3 Blacksmith	0.22	0.14
	4 Boiler Attendant	0.20	0.25
	5 Carpenter	0.06	0.05
	6 Chargehand	0.05	0.03
	7 Chargeman	0.14	0.11
	8 Checker	1.28	1.25
	9 Chipper	0.01	0.00
	10 Compressor Op.	0.26	0.32
	11 Coolie/Mazdoor	8.42	6.16
	12 Core Maker	0.73	0.99
	13 Crane Operator	2.37	2.92
	14 Cupolaman	0.12	0.17
	15 Die Maker	0.24	0.27
	16 Driller	0.10	0.05
	17 Driver	1.59	1.24
	18 Electrician	4.88	5.92
	19 Fireman	0.07	0.08
	20 Fitter	7.89	10.10
	21 Mech/Elec Foreman	1.56	2.69
	22 Furnaceman	0.61	0.58
	23 Gas Cutter	0.49	0.44
	24 Grinder	0.15	0.13
	25 Hammerman	0.15	0.09
	26 Helper	26.55	19.38
	27 Loader/Unloader	0.34	0.24
	28 Mistry/Kangani	0.07	0.04
	29 Marker	0.08	0.08
	30 Mason	0.14	0.15
	31 Mate/Mukaddam	0.10	0.07
	32 Mechanic (General)	2.40	2.34
	33 Millwright	0.13	0.12
	34 Motor Mechanic	0.01	0.00
	35 Moulder	0.58	0.47
	36 Packer	0.69	0.67
	37 Painter	0.11	0.11
	38 Pattern Maker	0.05	0.04
	39 Planer	0.02	0.01
	40 Plater	0.01	0.00
	41 Plumber	0.02	0.01

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
42	Press Man	0.06	0.04
43	Pump Attendant	0.15	0.11
44	Rigger	0.66	0.33
45	Rollerman/Roller	0.59	0.45
46	Shaper Machine Op	1.54	1.71
47	Sheetmetal Worker	0.10	0.06
48	Sorter	0.06	0.05
49	Supervisor	7.80	11.59
50	Sweeper	1.14	0.71
51	Tester	0.08	0.06
52	Tongsman	0.24	0.17
53	Trimmer	0.05	0.03
54	Turner	1.67	1.72
55	Watchman	1.94	1.51
56	Welder	2.75	2.38
57	Winder	0.14	0.11
58	Wireman	0.08	0.06
59	Boring Machine Op.	0.14	0.15
60	Fork Lift Operator	0.23	0.17
61	Mach. Op./Machinist	12.38	16.22
62	Casting Man	0.28	0.24
63	Milling Machine Op.	0.45	0.49
64	Setter	0.06	0.06
65	Tool Maker	0.02	0.01
66	Store Keeper	0.06	0.05
67	Apprentices/Trainees	0.44	0.31
68	Heater Incharge	0.66	0.73
69	Kiln Man	0.46	0.35
70	Straightner Mach Op	0.86	0.73
71	Valve Man	0.33	0.25
72	Tilting Tab Mach Op	0.82	0.80
73	Kundiwala	0.10	0.07
74	Sand Mixer	0.07	0.06
75	Miscellaneous	0.46	0.37
II.	Casting and Forgings	100.00	100.00
1	Armature Winder	0.02	0.01
2	Assembler	0.38	0.45
3	Blacksmith	0.23	0.18
4	Boiler Attendant	0.21	0.21
5	Carpenter	0.13	0.21
6	Chargehand	0.31	0.40
7	Chargeman	0.47	0.56
8	Checker	2.31	2.64
9	Chipper	0.08	0.05
10	Compressor Op.	0.68	0.88
11	Coolie/Mazdoor	6.98	3.95

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
12	Core Maker	0.37	0.40
13	Crane Operator	0.28	0.42
14	Cupolaman	0.07	0.11
15	Die Maker	0.40	0.40
16	Driller	0.38	0.30
17	Driver	0.86	0.85
18	Electrician	2.96	4.88
19	Fireman	0.05	0.09
20	Fitter	3.53	5.31
21	Mech/Elec Foreman	1.99	3.25
22	Furnaceman	0.87	1.05
23	Gas Cutter	0.45	0.47
24	Grinder	1.22	0.94
25	Hammerman	1.14	0.78
26	Helper	29.71	25.04
27	Mistry/Kangani	0.09	0.10
28	Marker	0.77	0.64
29	Mate/Mukaddam	0.01	0.02
30	Mechanic(General)	0.57	0.49
31	Millwright	0.01	0.01
32	Moulder	2.26	2.52
33	Packer	0.94	0.58
34	Painter	0.16	0.18
35	Pattern Maker	0.36	0.56
36	Planer	0.21	0.19
37	Polisher	0.23	0.22
38	Press Man	0.87	0.69
39	Rigger	0.01	0.00
40	Rollerman/Roller	0.06	0.04
41	Shaper Machine Op	0.72	0.72
42	Sheetmetal Worker	0.28	0.38
43	Supervisor	4.81	5.74
44	Sweeper	1.21	0.80
45	Tester	0.07	0.06
46	Tongsman	0.01	0.01
47	Trimmer	0.04	0.09
48	Turner	2.10	2.03
49	Watchman	2.08	1.51
50	Welder	2.14	3.04
51	Winder	0.04	0.04
52	Wireman	0.02	0.02
53	Boring Machine Op.	0.25	0.24
54	Fork Lift Operator	0.63	0.73
55	Mach. Op./Machinist	11.68	14.22
56	Casting Man	0.83	0.58
57	Milling Machine Op.	0.92	1.31
58	Setter	0.04	0.03
59	Tool Maker	0.71	0.71

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
60	Store Keeper	0.09	0.13
61	Apprentices/Trainees	1.90	1.48
62	Straightner Mach Op	0.33	0.51
63	Tilting Tab Mach Op	0.01	0.02
64	Kundiwala	2.94	2.22
65	Sand Mixer	2.99	2.92
66	Miscellaneous	0.53	0.43
III.	Agricultural Imp.	100.00	100.00
1	Assembler	3.42	2.15
2	Blacksmith	0.14	0.05
3	Boiler Attendant	0.03	0.01
4	Carpenter	0.02	0.01
5	Chargehand	1.40	2.37
6	Checker	2.88	3.73
7	Compressor Op.	0.13	0.08
8	Coolie/Mazdoor	0.68	0.24
9	Die Maker	0.12	0.05
10	Driller	2.77	4.26
11	Driver	0.47	0.25
12	Electrician	3.30	4.93
13	Fitter	5.59	5.87
14	Mech/Elec Foreman	3.25	1.88
15	Gas Cutter	0.11	0.17
16	Grinder	0.22	0.08
17	Hammerman	0.08	0.04
18	Helper	24.15	16.80
19	Mistry/Kangani	0.05	0.02
20	Marker	0.33	0.16
21	Mate/Mukaddam	0.04	0.02
22	Mechanic(General)	2.03	2.51
23	Millwright	0.02	0.01
24	Moulder	0.66	0.28
25	Packer	0.22	0.09
26	Painter	5.51	7.42
27	Pattern Maker	0.07	0.06
28	Planer	0.23	0.43
29	Plumber	0.13	0.06
30	Press Man	2.51	3.73
31	Rigger	0.01	0.00
32	Shaper Machine Op	0.02	0.01
33	Sheetmetal Worker	0.09	0.05
34	Supervisor	4.66	5.85
35	Sweeper	0.61	0.56
36	Tester	0.31	0.25
37	Trimmer	0.02	0.01
38	Turner	4.34	5.26

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
39	Watchman	1.18	0.85
40	Welder	5.53	6.02
41	Boring Machine Op.	0.15	0.08
42	Mach. Op./Machinist	14.59	15.84
43	Milling Machine Op.	2.42	4.49
44	Setter	0.03	0.02
45	Tool Maker	0.34	0.35
46	Store Keeper	0.43	0.22
47	Apprentices/Trainees	4.63	2.31
48	Kundiwala	0.01	0.00
49	Sand Mixer	0.01	0.00
50	Miscellaneous	0.10	0.06
IV.	Textile Machinery	100.00	100.00
1	Assembler	2.49	1.57
2	Blacksmith	0.17	0.12
3	Carpenter	0.32	0.25
4	Chargehand	0.03	0.02
5	Checker	2.46	2.26
6	Compressor Op.	1.13	1.44
7	Coolie/Mazdoor	1.84	0.95
8	Die Maker	0.89	0.63
9	Driller	1.00	0.64
10	Driver	1.10	0.85
11	Electrician	2.73	3.49
12	Fitter	12.16	9.23
13	Mech/Elec Foreman	1.52	1.50
14	Furnaceman	0.03	0.03
15	Gas Cutter	1.21	0.85
16	Grinder	0.80	0.99
17	Helper	18.00	10.58
18	Mistry/Kangani	0.19	0.17
19	Marker	1.04	0.44
20	Mechanic(General)	0.42	0.40
21	Millwright	0.12	0.07
22	Moulder	0.96	0.59
23	Packer	0.53	0.30
24	Painter	0.91	0.65
25	Pattern Maker	0.03	0.03
26	Planer	0.39	0.42
27	Polisher	0.41	0.26
28	Press Man	0.08	0.02
29	Rollerman/Roller	0.50	0.25
30	Shaper Machine Op	0.08	0.04
31	Sheetmetal Worker	0.08	0.14
32	Supervisor	7.01	14.39
33	Sweeper	1.32	0.61

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
34	Trimmer	0.14	0.10
35	Turner	4.68	4.06
36	Watchman	1.96	1.55
37	Welder	2.14	1.46
38	Winder	0.03	0.02
39	Wireman	0.06	0.03
40	Boring Machine Op.	0.75	0.40
41	Fork Lift Operator	0.61	0.34
42	Mach. Op./Machinist	16.03	28.55
43	Casting Man	0.05	0.02
44	Milling Machine Op.	1.34	0.92
45	Setter	0.20	0.15
46	Gen./Turbo Operator	0.36	0.42
47	Store Keeper	0.11	0.04
48	Apprentices/Trainees	1.31	0.66
49	Straightner Mach Op	0.06	0.05
50	Valve Man	0.06	0.03
51	Capstan	7.53	6.57
52	Miscellaneous	0.61	0.40
V.	Machine Tools	100.00	100.00
1	Assembler	2.22	2.68
2	Boiler Attendant	0.10	0.02
3	Carpenter	0.05	0.04
4	Chargehand	0.07	0.05
5	Checker	1.98	2.52
6	Compressor Op.	1.00	2.33
7	Coolie/Mazdoor	1.97	1.21
8	Crane Operator	0.07	0.06
9	Driller	1.21	1.27
10	Driver	1.45	1.23
11	Electrician	1.69	1.73
12	Fitter	6.93	8.14
13	Mech/Elec Foreman	2.03	4.55
14	Furnaceman	0.31	0.31
15	Gas Cutter	0.17	0.27
16	Grinder	2.23	3.33
17	Helper	22.36	16.33
18	Mistry/Kangani	0.11	0.13
19	Marker	0.09	0.05
20	Mate/Mukaddam	0.04	0.05
21	Mechanic(General)	6.61	5.91
22	Millwright	0.07	0.06
23	Moulder	0.29	0.18
24	Packer	0.54	0.61
25	Painter	1.21	1.14
26	Pattern Maker	0.15	0.20

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
27	Planer	1.15	1.63
28	Plumber	0.02	0.02
29	Polisher	0.07	0.06
30	Press Man	0.11	0.09
31	Rigger	0.19	0.13
32	Rollerman/Roller	0.35	0.26
33	Shaper Machine Op	0.34	0.30
34	Sheetmetal Worker	0.04	0.13
35	Supervisor	4.67	7.37
36	Sweeper	0.84	0.56
37	Turner	3.27	3.06
38	Watchman	2.19	1.49
39	Welder	3.16	2.73
40	Winder	0.02	0.02
41	Boring Machine Op.	0.30	0.28
42	Fork Lift Operator	0.14	0.13
43	Mach. Op./Machinist	20.07	18.54
44	Milling Machine Op.	1.42	1.57
45	Setter	0.25	0.25
46	Tool Maker	0.88	0.64
47	Store Keeper	0.07	0.05
48	Apprentices/Trainees	0.83	0.70
49	Heater Incharge	0.50	0.41
50	Straightner Mach Op	2.23	2.18
51	Miscellaneous	1.96	2.98
VI.	Electrical Ind. Mach	100.00	100.00
1	Armature Winder	0.51	0.48
2	Assembler	5.88	6.13
3	Chargeman	0.09	0.10
4	Checker	1.46	1.37
5	Coolie/Mazdoor	3.37	1.72
6	Core Maker	0.41	0.29
7	Die Maker	0.04	0.06
8	Driller	0.36	0.33
9	Driver	1.15	1.02
10	Electrician	7.45	8.09
11	Fitter	3.79	3.58
12	Mech/Elec Foreman	4.29	9.17
13	Furnaceman	0.12	0.11
14	Gas Cutter	0.08	0.05
15	Grinder	0.11	0.10
16	Hammerman	0.04	0.01
17	Helper	26.53	19.38
18	Marker	0.27	0.16
19	Mason	0.02	0.01
20	Mechanic(General)	4.48	4.87

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
21	Moulder	0.04	0.02
22	Packer	0.57	0.43
23	Painter	0.47	0.46
24	Pattern Maker	0.04	0.06
25	Planer	0.16	0.40
26	Plater	0.13	0.11
27	Polisher	0.06	0.02
28	Press Man	0.35	0.29
29	Shaper Machine Op	0.11	0.11
30	Sheetmetal Worker	0.09	0.10
31	Sorter	0.02	0.03
32	Supervisor	4.83	5.80
33	Sweeper	1.18	0.82
34	Tester	1.19	1.67
35	Turner	0.79	0.77
36	Watchman	1.85	1.41
37	Welder	2.91	3.24
38	Winder	5.24	7.31
39	Wireman	1.59	1.43
40	Boring Machine Op.	0.07	0.03
41	Fork Lift Operator	0.04	0.06
42	Mach. Op./Machinist	13.50	15.27
43	Casting Man	0.05	0.05
44	Milling Machine Op.	0.12	0.09
45	Setter	0.04	0.02
46	Tool Maker	0.07	0.06
47	Store Keeper	0.25	0.23
48	Apprentices/Trainees	2.80	1.81
49	Heater Incharge	0.02	0.02
50	Straightner Mach Op	0.23	0.15
51	Valve Man	0.02	0.01
52	Tilting Tab Mach Op	0.02	0.02
53	Miscellaneous	0.71	0.68
VII.	Electrical Apparatus	100.00	100.00
1	Assembler	3.68	3.87
2	Boiler Attendant	0.05	0.04
3	Chargehand	1.11	1.82
4	Chargeman	0.19	0.34
5	Checker	2.30	2.31
6	Compressor Op.	0.54	1.23
7	Coolie/Mazdoor	1.71	2.15
8	Die Maker	0.02	0.02
9	Driller	0.63	0.45
10	Driver	0.54	0.57
11	Electrician	4.63	4.51
12	Fitter	2.47	2.73



Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
13	Mech/Elec Foreman	0.98	1.47
14	Gas Cutter	0.97	2.84
15	Grinder	0.04	0.05
16	Hammerman	0.06	0.06
17	Helper	37.22	28.68
18	Marker	0.01	0.01
19	Mate/Mukaddam	0.04	0.06
20	Mechanic(General)	3.50	4.44
21	Moulder	0.49	0.39
22	Packer	3.55	2.72
23	Painter	0.19	0.16
24	Planer	0.02	0.04
25	Plater	0.04	0.06
26	Polisher	0.06	0.05
27	Press Man	0.62	0.95
28	Pump Attendant	0.01	0.01
29	Rigger	0.09	0.08
30	Shaper Machine Op	0.02	0.05
31	Sheetmetal Worker	0.01	0.01
32	Sorter	0.12	0.09
33	Supervisor	4.79	7.13
34	Sweeper	0.84	0.70
35	Tester	0.59	0.56
36	Trimmer	0.02	0.03
37	Turner	0.31	0.34
38	Watchman	1.93	1.67
39	Welder	0.49	0.67
40	Winder	0.14	0.14
41	Wireman	1.39	1.33
42	Fork Lift Operator	0.03	0.05
43	Mach. Op./Machinist	17.11	18.61
44	Casting Man	0.01	0.02
45	Milling Machine Op.	1.49	1.26
46	Setter	0.94	1.48
47	Tool Maker	0.10	0.29
48	Store Keeper	1.38	1.20
49	Apprentices/Trainees	0.29	0.23
50	Kundiwala	0.03	0.03
51	Sand Mixer	0.03	0.02
52	Miscellaneous	2.18	1.94
VIII.	Boilers	100.00	100.00
1	Assembler	0.16	0.24
2	Boiler Attendant	0.62	0.68
3	Checker	0.37	0.42
4	Crane Operator	0.45	0.37
5	Driller	0.37	0.35

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
6	Driver	1.15	1.09
7	Electrician	1.24	1.18
8	Fitter	12.86	13.75
9	Mech/Elec Foreman	2.14	3.02
10	Furnaceman	0.08	0.10
11	Gas Cutter	0.70	0.80
12	Grinder	3.83	2.50
13	Helper	26.96	24.11
14	Mechanic(General)	1.03	1.28
15	Packer	0.25	0.34
16	Painter	0.25	0.20
17	Planer	0.41	1.20
18	Press Man	1.32	1.17
19	Rigger	0.99	1.14
20	Supervisor	9.60	10.97
21	Sweeper	0.87	0.40
22	Tester	0.33	0.35
23	Turner	2.27	2.20
24	Watchman	2.43	1.64
25	Welder	13.93	14.33
26	Winder	0.08	0.09
27	Boring Machine Op.	0.12	0.15
28	Mach. Op./Machinist	10.92	12.12
29	Milling Machine Op.	0.49	0.38
30	Tool Maker	0.08	0.13
31	Store Keeper	0.49	0.70
32	Apprentices/Trainees	0.08	0.03
33	Hacksaw Man	2.93	2.28
34	Miscellaneous	0.16	0.29
IX.	Aluminium	100.00	100.00
1	Assembler	0.03	0.02
2	Carpenter	0.05	0.09
3	Chargehand	0.03	0.03
4	Checker	2.60	2.53
5	Chipper	0.05	0.05
6	Compressor Op.	0.33	0.26
7	Coolie/Mazdoor	7.19	5.05
8	Crane Operator	0.03	0.04
9	Die Maker	0.59	0.61
10	Driller	0.10	0.14
11	Driver	1.20	1.25
12	Electrician	1.15	1.37
13	Fitter	2.68	3.32
14	Mech/Elec Foreman	0.36	0.39
15	Furnaceman	1.45	1.32
16	Gas Cutter	0.54	0.47

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
17	Grinder	0.38	0.41
18	Hammerman	0.05	0.02
19	Helper	31.40	26.08
20	Mistry/Kangani	0.28	0.27
21	Marker	0.13	0.10
22	Mason	0.05	0.05
23	Mate/Mukaddam	0.08	0.07
24	Mechanic(General)	0.61	0.78
25	Millwright	0.03	0.01
26	Moulder	0.38	0.37
27	Packer	1.48	1.41
28	Painter	0.13	0.14
29	Plater	0.08	0.10
30	Polisher	0.59	0.41
31	Press Man	1.40	1.87
32	Rigger	0.15	0.12
33	Rollerman/Roller	0.61	0.46
34	Shaper Machine Op	1.12	1.16
35	Sheetmetal Worker	0.51	0.37
36	Sorter	0.25	0.24
37	Supervisor	8.26	10.40
38	Sweeper	1.17	0.79
39	Tester	0.03	0.06
40	Trimmer	0.03	0.06
41	Turner	0.74	0.81
42	Watchman	2.73	1.93
43	Welder	1.45	1.79
44	Winder	0.05	0.09
45	Wireman	0.10	0.15
46	Boring Machine Op.	0.08	0.14
47	Fork Lift Operator	0.15	0.12
48	Mach. Op./Machinist	13.91	15.21
49	Casting Man	0.61	0.84
50	Milling Machine Op.	0.15	0.15
51	Setter	1.96	3.26
52	Tool Maker	0.05	0.03
53	Store Keeper	0.10	0.12
54	Apprentices/Trainees	0.15	0.14
55	Heater Incharge	0.10	0.09
56	Kiln Man	0.05	0.05
57	Straightner Mach Op	0.10	0.18
58	Valve Man	0.05	0.03
59	Tilting Tab Mach Op	0.10	0.18
60	Capsman	8.10	10.20
61	Miscellaneous	1.71	1.84

TABLE 4.8  
AVERAGE DAILY EARNINGS OF 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.	Iron and Steel	474.25	353.68	-	-	473.51
	1 Assembler	666.11	-	-	-	666.11
	2 Beltman/Mochi	266.12	-	-	-	266.12
	3 Blacksmith	292.80	-	-	-	292.80
	4 Boiler Attendant	583.67	-	-	-	583.67
	5 Carpenter	417.62	-	-	-	417.62
	6 Chargehand	345.40	219.23	-	-	298.08
	7 Chargeman	391.71	-	-	-	391.71
	8 Checker	462.00	389.82	-	-	461.85
	9 Chipper	367.67	-	-	-	367.67
	10 Compressor Op.	581.97	-	-	-	581.97
	11 Coolie/Mazdoor	347.89	243.64	-	-	346.35
	12 Core Maker	643.68	-	-	-	643.68
	13 Crane Operator	582.41	-	-	-	582.41
	14 Cupolaman	672.47	-	-	-	672.47
	15 Die Maker	530.87	-	-	-	530.87
	16 Driller	234.50	-	-	-	234.50
	17 Driver	368.43	-	-	-	368.43
	18 Electrician	574.64	-	-	-	574.64
	19 Fireman	559.96	-	-	-	559.96
	20 Fitter	606.11	-	-	-	606.11
	21 Mech/Elec Foreman	815.67	692.69	-	-	815.07
	22 Furnaceman	454.49	-	-	-	454.49
	23 Gas Cutter	428.44	-	-	-	428.44
	24 Grinder	402.98	-	-	-	402.98
	25 Hammerman	285.41	-	-	-	285.41
	26 Helper	346.18	260.17	-	-	345.62
	27 Loader/Unloader	324.03	-	-	-	324.03
	28 Mistry/Kangani	273.49	-	-	-	273.49
	29 Marker	443.32	-	-	-	443.32
	30 Mason	519.09	-	-	-	519.09
	31 Mate/Mukaddam	299.02	-	-	-	299.02
	32 Mechanic(General)	462.24	-	-	-	462.24
	33 Millwright	416.76	-	-	-	416.76
	34 Motor Mechanic	305.56	-	-	-	305.56
	35 Moulder	384.79	-	-	-	384.79
	36 Packer	432.35	530.62	-	-	461.14
	37 Painter	475.55	-	-	-	475.55
	38 Pattern Maker	367.58	-	-	-	367.58
	39 Planer	434.31	-	-	-	434.31
	40 Plater	310.00	-	-	-	310.00
	41 Plumber	395.00	-	-	-	395.00
	42 Press Man	287.41	-	-	-	287.41

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
43	Pump Attendant	363.79	-	-	-	363.79
44	Rigger	233.55	-	-	-	233.55
45	Rollerman/Roller	361.33	-	-	-	361.33
46	Shaper Machine Op	525.22	-	-	-	525.22
47	Sheetmetal Worker	273.88	-	-	-	273.88
48	Sorter	348.47	-	-	-	348.47
49	Supervisor	703.39	630.00	-	-	703.37
50	Sweeper	295.38	268.32	-	-	293.84
51	Tester	367.38	250.00	-	-	363.36
52	Tongsman	335.35	-	-	-	335.35
53	Trimmer	251.00	-	-	-	251.00
54	Turner	487.90	-	-	-	487.90
55	Watchman	367.07	-	-	-	367.07
56	Welder	410.01	-	-	-	410.01
57	Winder	374.21	-	-	-	374.21
58	Wireman	338.37	-	-	-	338.37
59	Boring Machine Op.	491.92	-	-	-	491.92
60	Fork Lift Operator	348.29	-	-	-	348.29
61	Mach. Op./Machinist	620.46	-	-	-	620.46
62	Casting Man	393.64	-	-	-	393.64
63	Milling Machine Op.	528.26	248.64	-	-	523.35
64	Setter	484.77	-	-	-	484.77
65	Tool Maker	323.88	-	-	-	323.88
66	Store Keeper	385.23	-	-	-	385.23
67	Apprentices/Trainees	335.35	355.47	-	-	335.71
68	Heater Incharge	523.12	-	-	-	523.12
69	Kiln Man	361.64	-	-	-	361.64
70	Straightner Mach Op	401.71	-	-	-	401.71
71	Valve Man	353.15	360.00	-	-	353.21
72	Tilting Tab Mach Op	460.72	-	-	-	460.72
73	Kundiwala	345.42	-	-	-	345.42
74	Sand Mixer	416.17	-	-	-	416.17
75	Miscellaneous	378.98	-	-	-	378.98
II.	Casting and Forgings	516.60	312.70	-	-	512.90
1	Armature Winder	319.49	-	-	-	319.49
2	Assembler	602.22	-	-	-	602.22
3	Blacksmith	404.56	-	-	-	404.56
4	Boiler Attendant	521.19	170.00	-	-	495.05
5	Carpenter	840.18	-	-	-	840.18
6	Chargehand	648.03	-	-	-	648.03
7	Chargeman	614.69	-	-	-	614.69
8	Checker	590.53	320.21	-	-	585.81
9	Chipper	309.30	-	-	-	309.30
10	Compressor Op.	665.02	-	-	-	665.02
11	Coolie/Mazdoor	290.45	200.00	-	-	289.88
12	Core Maker	556.23	502.40	-	-	553.82

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
13	Crane Operator	769.06	-	-	-	769.06
14	Cupolaman	830.86	-	-	-	830.86
15	Die Maker	511.82	-	-	-	511.82
16	Driller	434.85	223.29	-	-	411.30
17	Driver	506.29	-	-	-	506.29
18	Electrician	846.27	-	-	-	846.27
19	Fireman	994.15	-	-	-	994.15
20	Fitter	771.24	-	-	-	771.24
21	Mech/Elec Foreman	837.27	-	-	-	837.27
22	Furnaceman	622.34	-	-	-	622.34
23	Gas Cutter	531.76	-	-	-	531.76
24	Grinder	393.54	-	-	-	393.54
25	Hammerman	351.10	-	-	-	351.10
26	Helper	435.54	324.05	-	-	432.28
27	Mistry/Kangani	546.23	-	-	-	546.23
28	Marker	423.53	-	-	-	423.53
29	Mate/Mukaddam	959.15	-	-	-	959.15
30	Mechanic(General)	443.09	-	-	-	443.09
31	Millwright	325.36	-	-	-	325.36
32	Moulder	573.47	381.28	-	-	569.98
33	Packer	326.81	239.67	-	-	319.17
34	Painter	572.06	-	-	-	572.06
35	Pattern Maker	801.83	-	-	-	801.83
36	Planer	451.71	874.56	-	-	468.47
37	Polisher	474.19	-	-	-	474.19
38	Press Man	426.99	333.05	-	-	407.08
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	298.89	-	-	-	298.89
41	Shaper Machine Op	517.47	-	-	-	517.47
42	Sheetmetal Worker	701.47	-	-	-	701.47
43	Supervisor	612.36	250.00	-	-	611.73
44	Sweeper	356.54	283.89	-	-	338.37
45	Tester	442.78	-	-	-	442.78
46	Tongsman	311.54	-	-	-	311.54
47	Trimmer	1156.29	-	-	-	1156.29
48	Turner	495.64	-	-	-	495.64
49	Watchman	371.00	385.41	-	-	371.24
50	Welder	728.34	-	-	-	728.34
51	Winder	487.39	-	-	-	487.39
52	Wireman	496.86	-	-	-	496.86
53	Boring Machine Op.	502.63	-	-	-	502.63
54	Fork Lift Operator	600.23	-	-	-	600.23
55	Mach. Op./Machinist	624.62	293.27	-	-	624.15
56	Casting Man	361.10	-	-	-	361.10
57	Milling Machine Op.	730.03	-	-	-	730.03
58	Setter	435.87	-	-	-	435.87
59	Tool Maker	513.53	-	-	-	513.53
60	Store Keeper	691.09	-	-	-	691.09

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
61	Apprentices/Trainees	398.99	337.16	-	-	398.73
62	Straightner Mach Op	801.37	-	-	-	801.37
63	Tilting Tab Mach Op	1156.53	-	-	-	1156.53
64	Kundiwala	388.94	305.64	-	-	386.08
65	Sand Mixer	500.11	-	-	-	500.11
66	Miscellaneous	416.80	-	-	-	416.80
III.	Agricultural Imp.	763.16	401.00	-	-	760.54
1	Assembler	477.57	250.00	-	-	477.15
2	Blacksmith	265.90	-	-	-	265.90
3	Boiler Attendant	342.41	-	-	-	342.41
4	Carpenter	287.95	-	-	-	287.95
5	Chargehand	1288.28	-	-	-	1288.28
6	Checker	990.04	354.80	-	-	985.94
7	Compressor Op.	450.48	-	-	-	450.48
8	Coolie/Mazdoor	271.04	-	-	-	271.04
9	Die Maker	351.67	-	-	-	351.67
10	Driller	1169.10	-	-	-	1169.10
11	Driver	408.23	-	-	-	408.23
12	Electrician	1135.17	-	-	-	1135.17
13	Fitter	803.21	282.82	-	-	799.75
14	Mech/Elec Foreman	439.83	-	-	-	439.83
15	Gas Cutter	1207.11	-	-	-	1207.11
16	Grinder	292.26	259.78	-	-	276.49
17	Hammerman	402.16	-	-	-	402.16
18	Helper	531.62	295.38	-	-	529.26
19	Mistry/Kangani	287.68	-	-	-	287.68
20	Marker	372.47	480.00	-	-	374.50
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	938.33	-	-	-	938.33
23	Millwright	305.22	-	-	-	305.22
24	Moulder	321.62	-	-	-	321.62
25	Packer	349.21	255.99	-	-	306.59
26	Painter	1024.92	-	-	-	1024.92
27	Pattern Maker	639.27	-	-	-	639.27
28	Planer	1412.44	-	-	-	1412.44
29	Plumber	324.48	-	-	-	324.48
30	Press Man	1138.40	240.67	-	-	1127.35
31	Rigger	182.00	-	-	-	182.00
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	416.18	-	-	-	416.18
34	Supervisor	954.51	1090.71	-	-	955.05
35	Sweeper	661.92	845.27	-	-	701.01
36	Tester	622.50	-	-	-	622.50
37	Trimmer	370.98	-	-	-	370.98
38	Turner	922.57	-	-	-	922.57
39	Watchman	551.13	-	-	-	551.13

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Welder	827.84	-	-	-	827.84
41	Boring Machine Op.	413.35	-	-	-	413.35
42	Mach. Op./Machinist	826.82	237.69	-	-	825.82
43	Milling Machine Op.	1413.56	-	-	-	1413.56
44	Setter	499.35	-	-	-	499.35
45	Tool Maker	786.33	-	-	-	786.33
46	Store Keeper	394.68	-	-	-	394.68
47	Apprentices/Trainees	379.59	-	-	-	379.59
48	Kundiwala	314.81	-	-	-	314.81
49	Sand Mixer	286.93	-	-	-	286.93
50	Miscellaneous	450.62	216.67	-	-	436.00
IV.	Textile Machinery	619.01	521.73	-	-	614.47
1	Assembler	391.96	221.63	-	-	388.15
2	Blacksmith	436.14	-	-	-	436.14
3	Carpenter	466.74	-	-	-	466.74
4	Chargehand	523.33	-	-	-	523.33
5	Checker	611.08	267.42	-	-	564.37
6	Compressor Op.	783.06	-	-	-	783.06
7	Coolie/Mazdoor	317.23	-	-	-	317.23
8	Die Maker	433.19	-	-	-	433.19
9	Driller	392.39	-	-	-	392.39
10	Driver	476.88	-	-	-	476.88
11	Electrician	785.45	-	-	-	785.45
12	Fitter	466.37	-	-	-	466.37
13	Mech/Elec Foreman	608.96	-	-	-	608.96
14	Furnaceman	601.35	-	-	-	601.35
15	Gas Cutter	430.89	-	-	-	430.89
16	Grinder	791.14	250.00	-	-	753.63
17	Helper	365.27	312.17	-	-	361.33
18	Mistry/Kangani	560.45	-	-	-	560.45
19	Marker	258.23	-	-	-	258.23
20	Mechanic(General)	580.97	-	-	-	580.97
21	Millwright	357.01	-	-	-	357.01
22	Moulder	376.50	-	-	-	376.50
23	Packer	366.05	323.30	-	-	352.55
24	Painter	440.08	-	-	-	440.08
25	Pattern Maker	592.31	-	-	-	592.31
26	Planer	604.73	811.94	-	-	663.94
27	Polisher	390.90	-	-	-	390.90
28	Press Man	164.45	-	-	-	164.45
29	Rollerman/Roller	310.87	-	-	-	310.87
30	Shaper Machine Op	346.20	-	-	-	346.20
31	Sheetmetal Worker	1037.91	-	-	-	1037.91
32	Supervisor	1249.92	1681.85	-	-	1261.70
33	Sweeper	290.12	261.85	-	-	284.14
34	Trimmer	448.00	-	-	-	448.00



Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
35	Turner	535.35	280.88	-	-	532.32
36	Watchman	483.69	-	-	-	483.69
37	Welder	420.92	-	-	-	420.92
38	Winder	-	417.39	-	-	417.39
39	Wireman	328.11	-	-	-	328.11
40	Boring Machine Op.	330.85	253.52	-	-	327.98
41	Fork Lift Operator	342.59	-	-	-	342.59
42	Mach. Op./Machinist	1096.11	1055.26	-	-	1094.50
43	Casting Man	266.50	-	-	-	266.50
44	Milling Machine Op.	432.59	325.00	-	-	423.63
45	Setter	478.52	-	-	-	478.52
46	Gen./Turbo Operator	885.29	511.91	-	-	712.96
47	Store Keeper	295.27	193.27	-	-	244.27
48	Apprentices/Trainees	300.29	355.76	-	-	310.91
49	Straightner Mach Op	568.58	-	-	-	568.58
50	Valve Man	320.47	-	-	-	320.47
51	Capstan	535.17	544.51	-	-	536.17
52	Miscellaneous	402.73	-	-	-	402.73
V.	Machine Tools	510.20	376.09	-	-	507.89
1	Assembler	601.56	772.50	-	-	614.96
2	Boiler Attendant	123.17	-	-	-	123.17
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	353.60	-	-	-	353.60
5	Checker	665.78	391.41	-	-	645.70
6	Compressor Op.	1183.05	-	-	-	1183.05
7	Coolie/Mazdoor	313.74	218.60	-	-	312.57
8	Crane Operator	440.21	-	-	-	440.21
9	Driller	532.41	-	-	-	532.41
10	Driver	432.23	-	-	-	432.23
11	Electrician	522.66	-	-	-	522.66
12	Fitter	596.56	-	-	-	596.56
13	Mech/Elec Foreman	1138.53	-	-	-	1138.53
14	Furnaceman	517.47	-	-	-	517.47
15	Gas Cutter	783.03	-	-	-	783.03
16	Grinder	758.26	-	-	-	758.26
17	Helper	373.08	305.57	-	-	371.04
18	Mistry/Kangani	630.57	-	-	-	630.57
19	Marker	301.74	-	-	-	301.74
20	Mate/Mukaddam	601.41	-	-	-	601.41
21	Mechanic(General)	453.93	-	-	-	453.93
22	Millwright	492.54	-	-	-	492.54
23	Moulder	350.08	137.31	-	-	315.20
24	Packer	587.82	428.00	-	-	581.34
25	Painter	476.99	-	-	-	476.99
26	Pattern Maker	655.47	-	-	-	655.47
27	Planer	720.36	-	-	-	720.36

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
28	Plumber	487.68	-	-	-	487.68
29	Polisher	446.05	-	-	-	446.05
30	Press Man	396.80	-	-	-	396.80
31	Rigger	346.52	-	-	-	346.52
32	Rollerman/Roller	383.65	-	-	-	383.65
33	Shaper Machine Op	444.87	-	-	-	444.87
34	Sheetmetal Worker	1753.91	-	-	-	1753.91
35	Supervisor	801.26	-	-	-	801.26
36	Sweeper	365.89	304.51	-	-	339.63
37	Turner	474.82	-	-	-	474.82
38	Watchman	351.48	230.77	-	-	346.16
39	Welder	438.75	-	-	-	438.75
40	Winder	561.66	-	-	-	561.66
41	Boring Machine Op.	462.00	-	-	-	462.00
42	Fork Lift Operator	472.83	-	-	-	472.83
43	Mach. Op./Machinist	468.39	550.76	-	-	469.11
44	Milling Machine Op.	558.31	-	-	-	558.31
45	Setter	514.03	-	-	-	514.03
46	Tool Maker	369.39	-	-	-	369.39
47	Store Keeper	385.54	-	-	-	385.54
48	Apprentices/Trainees	428.42	-	-	-	428.42
49	Heater Incharge	414.26	-	-	-	414.26
50	Straightner Mach Op	498.11	-	-	-	498.11
51	Miscellaneous	771.82	-	-	-	771.82
VI.	Electrical Ind. Mach	444.42	352.69	-	-	436.95
1	Armature Winder	407.80	-	-	-	407.80
2	Assembler	461.79	332.52	-	-	455.02
3	Chargeman	502.00	-	-	-	502.00
4	Checker	410.90	417.20	-	-	411.53
5	Coolie/Mazdoor	220.66	235.75	-	-	222.43
6	Core Maker	313.00	230.77	-	-	305.76
7	Die Maker	737.29	-	-	-	737.29
8	Driller	401.53	-	-	-	401.53
9	Driver	386.96	-	-	-	386.96
10	Electrician	498.11	229.87	-	-	474.81
11	Fitter	415.57	348.80	-	-	413.12
12	Mech/Elec Foreman	915.77	1202.48	-	-	933.77
13	Furnaceman	406.54	-	-	-	406.54
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	392.55	-	-	-	392.55
16	Hammerman	140.00	-	-	-	140.00
17	Helper	319.88	313.21	-	-	319.20
18	Marker	260.81	-	-	-	260.81
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	490.03	428.41	-	-	475.20
21	Moulder	-	227.81	-	-	227.81

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Packer	341.14	192.46	-	-	326.47
23	Painter	434.42	-	-	-	434.42
24	Pattern Maker	681.40	-	-	-	681.40
25	Planer	1071.10	-	-	-	1071.10
26	Plater	375.18	-	-	-	375.18
27	Polisher	-	148.89	-	-	148.89
28	Press Man	354.46	-	-	-	354.46
29	Shaper Machine Op	446.22	-	-	-	446.22
30	Sheetmetal Worker	500.21	-	-	-	500.21
31	Sorter	735.43	-	-	-	735.43
32	Supervisor	529.88	307.16	-	-	524.55
33	Sweeper	307.03	289.64	-	-	303.05
34	Tester	649.72	245.42	-	-	612.25
35	Turner	423.25	-	-	-	423.25
36	Watchman	332.76	-	-	-	332.76
37	Welder	494.05	148.89	-	-	486.74
38	Winder	625.15	318.75	-	-	609.10
39	Wireman	410.67	170.29	-	-	393.59
40	Boring Machine Op.	196.64	-	-	-	196.64
41	Fork Lift Operator	635.54	-	-	-	635.54
42	Mach. Op./Machinist	502.90	393.78	-	-	494.04
43	Casting Man	440.84	-	-	-	440.84
44	Milling Machine Op.	326.70	-	-	-	326.70
45	Setter	-	160.01	-	-	160.01
46	Tool Maker	348.47	-	-	-	348.47
47	Store Keeper	410.28	-	-	-	410.28
48	Apprentices/Trainees	287.09	209.71	-	-	283.47
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.69	-	-	-	307.69
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	414.12	488.08	-	-	420.01
VII.	Electrical Apparatus	394.05	291.72	-	-	382.64
1	Assembler	403.87	395.03	-	-	402.31
2	Boiler Attendant	346.47	350.24	-	-	347.10
3	Chargehand	628.08	-	-	-	628.08
4	Chargeman	677.75	-	-	-	677.75
5	Checker	390.01	336.81	-	-	385.76
6	Compressor Op.	909.46	601.74	-	-	876.19
7	Coolie/Mazdoor	500.33	253.41	-	-	480.73
8	Die Maker	435.00	-	-	-	435.00
9	Driller	326.48	260.00	-	-	276.46
10	Driver	406.65	-	-	-	406.65
11	Electrician	374.29	365.09	-	-	372.46
12	Fitter	423.45	-	-	-	423.45
13	Mech/Elec Foreman	571.61	569.99	-	-	571.53

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
14	Gas Cutter	1172.00	260.87	-	-	1124.14
15	Grinder	428.98	-	-	-	428.98
16	Hammerman	363.71	-	-	-	363.71
17	Helper	301.79	256.12	-	-	294.87
18	Marker	256.03	-	-	-	256.03
19	Mate/Mukaddam	714.22	273.91	-	-	629.34
20	Mechanic(General)	486.27	293.33	-	-	485.90
21	Moulder	308.31	-	-	-	308.31
22	Packer	314.78	230.66	-	-	292.72
23	Painter	329.52	-	-	-	329.52
24	Planer	706.67	-	-	-	706.67
25	Plater	584.40	-	-	-	584.40
26	Polisher	305.27	-	-	-	305.27
27	Press Man	589.77	-	-	-	589.77
28	Pump Attendant	718.08	-	-	-	718.08
29	Rigger	328.08	-	-	-	328.08
30	Shaper Machine Op	946.85	-	-	-	946.85
31	Sheetmetal Worker	295.57	-	-	-	295.57
32	Sorter	299.87	-	-	-	299.87
33	Supervisor	573.16	437.21	-	-	569.42
34	Sweeper	330.38	303.39	-	-	321.03
35	Tester	361.28	84.65	-	-	357.90
36	Trimmer	467.11	-	-	-	467.11
37	Turner	428.89	-	-	-	428.89
38	Watchman	333.83	248.02	-	-	330.97
39	Welder	537.67	290.80	-	-	523.02
40	Winder	447.00	263.13	-	-	386.53
41	Wireman	368.54	-	-	-	368.54
42	Fork Lift Operator	535.38	-	-	-	535.38
43	Mach. Op./Machinist	421.64	354.28	-	-	416.22
44	Casting Man	416.67	-	-	-	416.67
45	Milling Machine Op.	323.48	-	-	-	323.48
46	Setter	603.85	-	-	-	603.85
47	Tool Maker	1095.08	-	-	-	1095.08
48	Store Keeper	331.40	548.20	-	-	333.55
49	Apprentices/Trainees	312.49	257.43	-	-	302.70
50	Kundiwala	358.00	-	-	-	358.00
51	Sand Mixer	343.75	-	-	-	343.75
52	Miscellaneous	340.97	288.15	-	-	340.10
VIII.	Boilers	413.70	315.39	-	-	410.94
1	Assembler	604.79	-	-	-	604.79
2	Boiler Attendant	451.85	-	-	-	451.85
3	Checker	460.75	-	-	-	460.75
4	Crane Operator	337.42	-	-	-	337.42
5	Driller	384.41	-	-	-	384.41
6	Driver	387.15	-	-	-	387.15

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	Electrician	391.57	-	-	-	391.57
8	Fitter	439.36	-	-	-	439.36
9	Mech/Elec Foreman	579.90	-	-	-	579.90
10	Furnaceman	497.48	-	-	-	497.48
11	Gas Cutter	468.00	-	-	-	468.00
12	Grinder	267.11	310.97	-	-	268.52
13	Helper	368.55	348.36	-	-	367.53
14	Mechanic(General)	510.88	-	-	-	510.88
15	Packer	556.78	-	-	-	556.78
16	Painter	330.49	-	-	-	330.49
17	Planer	1196.88	-	-	-	1196.88
18	Press Man	364.56	-	-	-	364.56
19	Rigger	475.00	-	-	-	475.00
20	Supervisor	471.64	425.00	-	-	469.24
21	Sweeper	165.31	200.43	-	-	190.40
22	Tester	438.96	-	-	-	438.96
23	Turner	399.26	-	-	-	399.26
24	Watchman	276.48	-	-	-	276.48
25	Welder	422.72	-	-	-	422.72
26	Winder	439.88	-	-	-	439.88
27	Boring Machine Op.	500.00	-	-	-	500.00
28	Mach. Op./Machinist	459.04	201.25	-	-	456.12
29	Milling Machine Op.	313.21	-	-	-	313.21
30	Tool Maker	670.77	-	-	-	670.77
31	Store Keeper	577.96	-	-	-	577.96
32	Apprentices/Trainees	-	153.85	-	-	153.85
33	Hacksaw Man	320.32	-	-	-	320.32
34	Miscellaneous	715.95	-	-	-	715.95
IX.	Aluminium	362.53	307.06	-	-	358.64
1	Assembler	260.67	-	-	-	260.67
2	Carpenter	629.05	-	-	-	629.05
3	Chargehand	389.33	-	-	-	389.33
4	Checker	348.84	358.22	-	-	349.49
5	Chipper	384.62	-	-	-	384.62
6	Compressor Op.	278.98	-	-	-	278.98
7	Coolie/Mazdoor	251.76	251.93	-	-	251.78
8	Crane Operator	550.00	-	-	-	550.00
9	Die Maker	374.89	-	-	-	374.89
10	Driller	490.39	-	-	-	490.39
11	Driver	374.04	-	-	-	374.04
12	Electrician	427.40	-	-	-	427.40
13	Fitter	448.27	307.50	-	-	445.59
14	Mech/Elec Foreman	391.52	-	-	-	391.52
15	Furnaceman	325.66	-	-	-	325.66
16	Gas Cutter	314.53	-	-	-	314.53
17	Grinder	384.44	409.00	-	-	386.08

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
18	Hammerman	155.00	-	-	-	155.00
19	Helper	297.61	300.21	-	-	297.91
20	Mistry/Kangani	341.32	-	-	-	341.32
21	Marker	293.59	-	-	-	293.59
22	Mason	317.30	-	-	-	317.30
23	Mate/Mukaddam	312.00	-	-	-	312.00
24	Mechanic(General)	458.21	-	-	-	458.21
25	Millwright	140.00	-	-	-	140.00
26	Moulder	344.89	-	-	-	344.89
27	Packer	297.14	353.60	-	-	341.91
28	Painter	486.00	333.33	-	-	394.40
29	Plater	478.63	-	-	-	478.63
30	Polisher	248.12	-	-	-	248.12
31	Press Man	479.65	-	-	-	479.65
32	Rigger	283.88	-	-	-	283.88
33	Rollerman/Roller	274.76	180.00	-	-	266.87
34	Shaper Machine Op	374.77	237.00	-	-	371.64
35	Sheetmetal Worker	258.04	-	-	-	258.04
36	Sorter	336.02	-	-	-	336.02
37	Supervisor	450.86	558.07	-	-	451.85
38	Sweeper	238.52	243.59	-	-	240.28
39	Tester	796.19	-	-	-	796.19
40	Trimmer	775.00	-	-	-	775.00
41	Turner	390.92	-	-	-	390.92
42	Watchman	251.60	355.59	-	-	253.54
43	Welder	442.54	-	-	-	442.54
44	Winder	638.92	-	-	-	638.92
45	Wireman	515.98	-	-	-	515.98
46	Boring Machine Op.	637.18	-	-	-	637.18
47	Fork Lift Operator	279.78	-	-	-	279.78
48	Mach. Op./Machinist	394.19	275.91	-	-	392.02
49	Casting Man	491.52	-	-	-	491.52
50	Milling Machine Op.	343.72	-	-	-	343.72
51	Setter	596.55	-	-	-	596.55
52	Tool Maker	185.76	-	-	-	185.76
53	Store Keeper	429.69	-	-	-	429.69
54	Apprentices/Trainees	332.87	-	-	-	332.87
55	Heater Incharge	303.43	-	-	-	303.43
56	Kiln Man	351.67	-	-	-	351.67
57	Straightner Mach Op	637.00	-	-	-	637.00
58	Valve Man	240.00	-	-	-	240.00
59	Tilting Tab Mach Op	637.00	-	-	-	637.00
60	Capsman	454.28	300.46	-	-	451.38
61	Miscellaneous	374.96	731.34	-	-	385.60
All Nine Engineering Ind.		487.22	315.55	-	-	482.20

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.	Iron and Steel	474.26	353.86	-	-	473.53
	1 Assembler	666.11	-	-	-	666.11
	2 Beltman/Mochi	266.12	-	-	-	266.12
	3 Blacksmith	292.80	-	-	-	292.80
	4 Boiler Attendant	583.67	-	-	-	583.67
	5 Carpenter	417.62	-	-	-	417.62
	6 Chargehand	345.40	219.23	-	-	298.08
	7 Chargeman	391.71	-	-	-	391.71
	8 Checker	462.00	389.82	-	-	461.85
	9 Chipper	367.67	-	-	-	367.67
	10 Compressor Op.	581.97	-	-	-	581.97
	11 Coolie/Mazdoor	347.89	243.64	-	-	346.35
	12 Core Maker	643.68	-	-	-	643.68
	13 Crane Operator	582.41	-	-	-	582.41
	14 Cupolaman	672.47	-	-	-	672.47
	15 Die Maker	530.87	-	-	-	530.87
	16 Driller	234.50	-	-	-	234.50
	17 Driver	368.43	-	-	-	368.43
	18 Electrician	574.64	-	-	-	574.64
	19 Fireman	559.96	-	-	-	559.96
	20 Fitter	606.11	-	-	-	606.11
	21 Mech/Elec Foreman	815.67	692.69	-	-	815.07
	22 Furnaceman	454.49	-	-	-	454.49
	23 Gas Cutter	428.44	-	-	-	428.44
	24 Grinder	402.98	-	-	-	402.98
	25 Hammerman	285.41	-	-	-	285.41
	26 Helper	346.18	259.56	-	-	345.63
	27 Loader/Unloader	324.03	-	-	-	324.03
	28 Mistry/Kangani	261.54	-	-	-	261.54
	29 Marker	443.32	-	-	-	443.32
	30 Mason	519.09	-	-	-	519.09
	31 Mate/Mukaddam	299.02	-	-	-	299.02
	32 Mechanic(General)	462.24	-	-	-	462.24
	33 Millwright	416.76	-	-	-	416.76
	34 Motor Mechanic	305.56	-	-	-	305.56
	35 Moulder	385.11	-	-	-	385.11
	36 Packer	432.96	530.62	-	-	461.67
	37 Painter	475.55	-	-	-	475.55
	38 Pattern Maker	367.58	-	-	-	367.58
	39 Planer	434.31	-	-	-	434.31
	40 Plater	310.00	-	-	-	310.00
	41 Plumber	395.00	-	-	-	395.00

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
42	Press Man	287.41	-	-	-	287.41
43	Pump Attendant	363.79	-	-	-	363.79
44	Rigger	233.55	-	-	-	233.55
45	Rollerman/Roller	361.33	-	-	-	361.33
46	Shaper Machine Op	525.22	-	-	-	525.22
47	Sheetmetal Worker	273.88	-	-	-	273.88
48	Sorter	348.47	-	-	-	348.47
49	Supervisor	703.39	630.00	-	-	703.37
50	Sweeper	295.38	268.32	-	-	293.84
51	Tester	367.38	250.00	-	-	363.36
52	Tongsman	335.35	-	-	-	335.35
53	Trimmer	251.00	-	-	-	251.00
54	Turner	487.90	-	-	-	487.90
55	Watchman	367.07	-	-	-	367.07
56	Welder	410.01	-	-	-	410.01
57	Winder	374.21	-	-	-	374.21
58	Wireman	338.37	-	-	-	338.37
59	Boring Machine Op.	491.92	-	-	-	491.92
60	Fork Lift Operator	348.29	-	-	-	348.29
61	Mach. Op./Machinist	620.52	-	-	-	620.52
62	Casting Man	393.64	-	-	-	393.64
63	Milling Machine Op.	528.26	248.64	-	-	523.35
64	Setter	484.77	-	-	-	484.77
65	Tool Maker	323.88	-	-	-	323.88
66	Store Keeper	385.23	-	-	-	385.23
67	Apprentices/Trainees	335.35	355.47	-	-	335.71
68	Heater Incharge	523.12	-	-	-	523.12
69	Kiln Man	361.64	-	-	-	361.64
70	Straightner Mach Op	401.71	-	-	-	401.71
71	Valve Man	353.15	360.00	-	-	353.21
72	Tilting Tab Mach Op	460.72	-	-	-	460.72
73	Kundiwala	345.42	-	-	-	345.42
74	Sand Mixer	416.17	-	-	-	416.17
75	Miscellaneous	378.98	-	-	-	378.98
II.	Casting and Forgings	516.64	312.70	-	-	512.94
1	Armature Winder	319.49	-	-	-	319.49
2	Assembler	602.22	-	-	-	602.22
3	Blacksmith	404.56	-	-	-	404.56
4	Boiler Attendant	521.19	170.00	-	-	495.05
5	Carpenter	840.18	-	-	-	840.18
6	Chargehand	648.03	-	-	-	648.03
7	Chargeman	614.69	-	-	-	614.69
8	Checker	590.53	320.21	-	-	585.81
9	Chipper	309.30	-	-	-	309.30
10	Compressor Op.	665.02	-	-	-	665.02
11	Coolie/Mazdoor	290.45	200.00	-	-	289.88



Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
12	Core Maker	556.23	502.40	-	-	553.82
13	Crane Operator	769.06	-	-	-	769.06
14	Cupolaman	830.86	-	-	-	830.86
15	Die Maker	511.82	-	-	-	511.82
16	Driller	434.85	223.29	-	-	411.30
17	Driver	506.29	-	-	-	506.29
18	Electrician	846.27	-	-	-	846.27
19	Fireman	994.15	-	-	-	994.15
20	Fitter	771.24	-	-	-	771.24
21	Mech/Elec Foreman	837.27	-	-	-	837.27
22	Furnaceman	622.34	-	-	-	622.34
23	Gas Cutter	531.76	-	-	-	531.76
24	Grinder	393.54	-	-	-	393.54
25	Hammerman	351.10	-	-	-	351.10
26	Helper	435.56	324.05	-	-	432.31
27	Mistry/Kangani	546.23	-	-	-	546.23
28	Marker	423.53	-	-	-	423.53
29	Mate/Mukaddam	959.15	-	-	-	959.15
30	Mechanic(General)	443.09	-	-	-	443.09
31	Millwright	325.36	-	-	-	325.36
32	Moulder	573.47	381.28	-	-	569.98
33	Packer	326.81	239.67	-	-	319.17
34	Painter	572.06	-	-	-	572.06
35	Pattern Maker	801.83	-	-	-	801.83
36	Planer	451.71	874.56	-	-	468.47
37	Polisher	474.19	-	-	-	474.19
38	Press Man	426.99	333.05	-	-	407.08
39	Rigger	200.00	-	-	-	200.00
40	Rollerman/Roller	298.89	-	-	-	298.89
41	Shaper Machine Op	517.47	-	-	-	517.47
42	Sheetmetal Worker	701.47	-	-	-	701.47
43	Supervisor	612.36	250.00	-	-	611.73
44	Sweeper	356.54	283.89	-	-	338.37
45	Tester	442.78	-	-	-	442.78
46	Tongsman	311.54	-	-	-	311.54
47	Trimmer	1156.29	-	-	-	1156.29
48	Turner	495.64	-	-	-	495.64
49	Watchman	371.00	385.41	-	-	371.24
50	Welder	728.34	-	-	-	728.34
51	Winder	487.39	-	-	-	487.39
52	Wireman	496.86	-	-	-	496.86
53	Boring Machine Op.	502.63	-	-	-	502.63
54	Fork Lift Operator	600.23	-	-	-	600.23
55	Mach. Op./Machinist	624.71	293.27	-	-	624.24
56	Casting Man	361.10	-	-	-	361.10
57	Milling Machine Op.	730.03	-	-	-	730.03
58	Setter	435.87	-	-	-	435.87
59	Tool Maker	513.53	-	-	-	513.53

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
60	Store Keeper	691.09	-	-	-	691.09
61	Apprentices/Trainees	398.99	337.16	-	-	398.73
62	Straightner Mach Op	801.37	-	-	-	801.37
63	Tilting Tab Mach Op	1156.53	-	-	-	1156.53
64	Kundiwala	388.94	305.64	-	-	386.08
65	Sand Mixer	500.11	-	-	-	500.11
66	Miscellaneous	416.80	-	-	-	416.80
III.	Agricultural Imp.	763.16	401.00	-	-	760.54
1	Assembler	477.57	250.00	-	-	477.15
2	Blacksmith	265.90	-	-	-	265.90
3	Boiler Attendant	342.41	-	-	-	342.41
4	Carpenter	287.95	-	-	-	287.95
5	Chargehand	1288.28	-	-	-	1288.28
6	Checker	990.04	354.80	-	-	985.94
7	Compressor Op.	450.48	-	-	-	450.48
8	Coolie/Mazdoor	271.04	-	-	-	271.04
9	Die Maker	351.67	-	-	-	351.67
10	Driller	1169.10	-	-	-	1169.10
11	Driver	408.23	-	-	-	408.23
12	Electrician	1135.17	-	-	-	1135.17
13	Fitter	803.21	282.82	-	-	799.75
14	Mech/Elec Foreman	439.83	-	-	-	439.83
15	Gas Cutter	1207.11	-	-	-	1207.11
16	Grinder	292.26	259.78	-	-	276.49
17	Hammerman	402.16	-	-	-	402.16
18	Helper	531.62	295.38	-	-	529.26
19	Mistry/Kangani	287.68	-	-	-	287.68
20	Marker	372.47	480.00	-	-	374.50
21	Mate/Mukaddam	348.62	-	-	-	348.62
22	Mechanic(General)	938.33	-	-	-	938.33
23	Millwright	305.22	-	-	-	305.22
24	Moulder	321.62	-	-	-	321.62
25	Packer	349.21	255.99	-	-	306.59
26	Painter	1024.92	-	-	-	1024.92
27	Pattern Maker	639.27	-	-	-	639.27
28	Planer	1412.44	-	-	-	1412.44
29	Plumber	324.48	-	-	-	324.48
30	Press Man	1138.40	240.67	-	-	1127.35
31	Rigger	182.00	-	-	-	182.00
32	Shaper Machine Op	282.69	-	-	-	282.69
33	Sheetmetal Worker	416.18	-	-	-	416.18
34	Supervisor	954.51	1090.71	-	-	955.05
35	Sweeper	661.92	845.27	-	-	701.01
36	Tester	622.50	-	-	-	622.50
37	Trimmer	370.98	-	-	-	370.98
38	Turner	922.57	-	-	-	922.57

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
39	Watchman	551.13	-	-	-	551.13
40	Welder	827.84	-	-	-	827.84
41	Boring Machine Op.	413.35	-	-	-	413.35
42	Mach. Op./Machinist	826.82	237.69	-	-	825.82
43	Milling Machine Op.	1413.56	-	-	-	1413.56
44	Setter	499.35	-	-	-	499.35
45	Tool Maker	786.33	-	-	-	786.33
46	Store Keeper	394.68	-	-	-	394.68
47	Apprentices/Trainees	379.59	-	-	-	379.59
48	Kundiwala	314.81	-	-	-	314.81
49	Sand Mixer	286.93	-	-	-	286.93
50	Miscellaneous	450.62	216.67	-	-	436.00
IV.	Textile Machinery	619.01	521.73	-	-	614.47
1	Assembler	391.96	221.63	-	-	388.15
2	Blacksmith	436.14	-	-	-	436.14
3	Carpenter	466.74	-	-	-	466.74
4	Chargehand	523.33	-	-	-	523.33
5	Checker	611.08	267.42	-	-	564.37
6	Compressor Op.	783.06	-	-	-	783.06
7	Coolie/Mazdoor	317.23	-	-	-	317.23
8	Die Maker	433.19	-	-	-	433.19
9	Driller	392.39	-	-	-	392.39
10	Driver	476.88	-	-	-	476.88
11	Electrician	785.45	-	-	-	785.45
12	Fitter	466.37	-	-	-	466.37
13	Mech/Elec Foreman	608.96	-	-	-	608.96
14	Furnaceman	601.35	-	-	-	601.35
15	Gas Cutter	430.89	-	-	-	430.89
16	Grinder	791.14	250.00	-	-	753.63
17	Helper	365.27	312.17	-	-	361.33
18	Mistry/Kangani	560.45	-	-	-	560.45
19	Marker	258.23	-	-	-	258.23
20	Mechanic(General)	580.97	-	-	-	580.97
21	Millwright	357.01	-	-	-	357.01
22	Moulder	376.50	-	-	-	376.50
23	Packer	366.05	323.30	-	-	352.55
24	Painter	440.08	-	-	-	440.08
25	Pattern Maker	592.31	-	-	-	592.31
26	Planer	604.73	811.94	-	-	663.94
27	Polisher	390.90	-	-	-	390.90
28	Press Man	164.45	-	-	-	164.45
29	Rollerman/Roller	310.87	-	-	-	310.87
30	Shaper Machine Op	346.20	-	-	-	346.20
31	Sheetmetal Worker	1037.91	-	-	-	1037.91
32	Supervisor	1249.92	1681.85	-	-	1261.70
33	Sweeper	290.12	261.85	-	-	284.14

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
34	Trimmer	448.00	-	-	-	448.00
35	Turner	535.35	280.88	-	-	532.32
36	Watchman	483.69	-	-	-	483.69
37	Welder	420.92	-	-	-	420.92
38	Winder	-	417.39	-	-	417.39
39	Wireman	328.11	-	-	-	328.11
40	Boring Machine Op.	330.85	253.52	-	-	327.98
41	Fork Lift Operator	342.59	-	-	-	342.59
42	Mach. Op./Machinist	1096.11	1055.26	-	-	1094.50
43	Casting Man	266.50	-	-	-	266.50
44	Milling Machine Op.	432.59	325.00	-	-	423.63
45	Setter	478.52	-	-	-	478.52
46	Gen./Turbo Operator	885.29	511.91	-	-	712.96
47	Store Keeper	295.27	193.27	-	-	244.27
48	Apprentices/Trainees	300.29	355.76	-	-	310.91
49	Straightner Mach Op	568.58	-	-	-	568.58
50	Valve Man	320.47	-	-	-	320.47
51	Capstan	535.17	544.51	-	-	536.17
52	Miscellaneous	402.73	-	-	-	402.73
V.	Machine Tools	510.20	376.09	-	-	507.89
1	Assembler	601.56	772.50	-	-	614.96
2	Boiler Attendant	123.17	-	-	-	123.17
3	Carpenter	457.69	-	-	-	457.69
4	Chargehand	353.60	-	-	-	353.60
5	Checker	665.78	391.41	-	-	645.70
6	Compressor Op.	1183.05	-	-	-	1183.05
7	Coolie/Mazdoor	313.74	218.60	-	-	312.57
8	Crane Operator	440.21	-	-	-	440.21
9	Driller	532.41	-	-	-	532.41
10	Driver	432.23	-	-	-	432.23
11	Electrician	522.66	-	-	-	522.66
12	Fitter	596.56	-	-	-	596.56
13	Mech/Elec Foreman	1138.53	-	-	-	1138.53
14	Furnaceman	517.47	-	-	-	517.47
15	Gas Cutter	783.03	-	-	-	783.03
16	Grinder	758.26	-	-	-	758.26
17	Helper	373.08	305.57	-	-	371.04
18	Mistry/Kangani	630.57	-	-	-	630.57
19	Marker	301.74	-	-	-	301.74
20	Mate/Mukaddam	601.41	-	-	-	601.41
21	Mechanic(General)	453.93	-	-	-	453.93
22	Millwright	492.54	-	-	-	492.54
23	Moulder	350.08	137.31	-	-	315.20
24	Packer	587.82	428.00	-	-	581.34
25	Painter	476.99	-	-	-	476.99
26	Pattern Maker	655.47	-	-	-	655.47

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
27	Planer	720.36	-	-	-	720.36
28	Plumber	487.68	-	-	-	487.68
29	Polisher	446.05	-	-	-	446.05
30	Press Man	396.80	-	-	-	396.80
31	Rigger	346.52	-	-	-	346.52
32	Rollerman/Roller	383.65	-	-	-	383.65
33	Shaper Machine Op	444.87	-	-	-	444.87
34	Sheetmetal Worker	1753.91	-	-	-	1753.91
35	Supervisor	801.26	-	-	-	801.26
36	Sweeper	365.89	304.51	-	-	339.63
37	Turner	474.82	-	-	-	474.82
38	Watchman	351.48	230.77	-	-	346.16
39	Welder	438.75	-	-	-	438.75
40	Winder	561.66	-	-	-	561.66
41	Boring Machine Op.	462.00	-	-	-	462.00
42	Fork Lift Operator	472.83	-	-	-	472.83
43	Mach. Op./Machinist	468.39	550.76	-	-	469.11
44	Milling Machine Op.	558.31	-	-	-	558.31
45	Setter	514.03	-	-	-	514.03
46	Tool Maker	369.39	-	-	-	369.39
47	Store Keeper	385.54	-	-	-	385.54
48	Apprentices/Trainees	428.42	-	-	-	428.42
49	Heater Incharge	414.26	-	-	-	414.26
50	Straightner Mach Op	498.11	-	-	-	498.11
51	Miscellaneous	771.82	-	-	-	771.82
VI.	Electrical Ind. Mach	444.42	352.69	-	-	436.95
1	Armature Winder	407.80	-	-	-	407.80
2	Assembler	461.79	332.52	-	-	455.02
3	Chargeman	502.00	-	-	-	502.00
4	Checker	410.90	417.20	-	-	411.53
5	Coolie/Mazdoor	220.66	235.75	-	-	222.43
6	Core Maker	313.00	230.77	-	-	305.76
7	Die Maker	737.29	-	-	-	737.29
8	Driller	401.53	-	-	-	401.53
9	Driver	386.96	-	-	-	386.96
10	Electrician	498.11	229.87	-	-	474.81
11	Fitter	415.57	348.80	-	-	413.12
12	Mech/Elec Foreman	915.77	1202.48	-	-	933.77
13	Furnaceman	406.54	-	-	-	406.54
14	Gas Cutter	254.94	-	-	-	254.94
15	Grinder	392.55	-	-	-	392.55
16	Hammerman	140.00	-	-	-	140.00
17	Helper	319.88	313.21	-	-	319.20
18	Marker	260.81	-	-	-	260.81
19	Mason	283.33	-	-	-	283.33
20	Mechanic(General)	490.03	428.41	-	-	475.20

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
21	Moulder	-	227.81	-	-	227.81
22	Packer	341.14	192.46	-	-	326.47
23	Painter	434.42	-	-	-	434.42
24	Pattern Maker	681.40	-	-	-	681.40
25	Planer	1071.10	-	-	-	1071.10
26	Plater	375.18	-	-	-	375.18
27	Polisher	-	148.89	-	-	148.89
28	Press Man	354.46	-	-	-	354.46
29	Shaper Machine Op	446.22	-	-	-	446.22
30	Sheetmetal Worker	500.21	-	-	-	500.21
31	Sorter	735.43	-	-	-	735.43
32	Supervisor	529.88	307.16	-	-	524.55
33	Sweeper	307.03	289.64	-	-	303.05
34	Tester	649.72	245.42	-	-	612.25
35	Turner	423.25	-	-	-	423.25
36	Watchman	332.76	-	-	-	332.76
37	Welder	494.05	148.89	-	-	486.74
38	Winder	625.15	318.75	-	-	609.10
39	Wireman	410.67	170.29	-	-	393.59
40	Boring Machine Op.	196.64	-	-	-	196.64
41	Fork Lift Operator	635.54	-	-	-	635.54
42	Mach. Op./Machinist	502.90	393.78	-	-	494.04
43	Casting Man	440.84	-	-	-	440.84
44	Milling Machine Op.	326.70	-	-	-	326.70
45	Setter	-	160.01	-	-	160.01
46	Tool Maker	348.47	-	-	-	348.47
47	Store Keeper	410.28	-	-	-	410.28
48	Apprentices/Trainees	287.09	209.71	-	-	283.47
49	Heater Incharge	346.15	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	288.46
51	Valve Man	307.69	-	-	-	307.69
52	Tilting Tab Mach Op	384.62	-	-	-	384.62
53	Miscellaneous	414.12	488.08	-	-	420.01
VII.	Electrical Apparatus	394.05	291.72	-	-	382.64
1	Assembler	403.87	395.03	-	-	402.31
2	Boiler Attendant	346.47	350.24	-	-	347.10
3	Chargehand	628.08	-	-	-	628.08
4	Chargeman	677.75	-	-	-	677.75
5	Checker	390.01	336.81	-	-	385.76
6	Compressor Op.	909.46	601.74	-	-	876.19
7	Coolie/Mazdoor	500.33	253.41	-	-	480.73
8	Die Maker	435.00	-	-	-	435.00
9	Driller	326.48	260.00	-	-	276.46
10	Driver	406.65	-	-	-	406.65
11	Electrician	374.29	365.09	-	-	372.46
12	Fitter	423.45	-	-	-	423.45

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
13	Mech/Elec Foreman	571.61	569.99	-	-	571.53
14	Gas Cutter	1172.00	260.87	-	-	1124.14
15	Grinder	428.98	-	-	-	428.98
16	Hammerman	363.71	-	-	-	363.71
17	Helper	301.79	256.12	-	-	294.87
18	Marker	256.03	-	-	-	256.03
19	Mate/Mukaddam	714.22	273.91	-	-	629.34
20	Mechanic(General)	486.27	293.33	-	-	485.90
21	Moulder	308.31	-	-	-	308.31
22	Packer	314.78	230.66	-	-	292.72
23	Painter	329.52	-	-	-	329.52
24	Planer	706.67	-	-	-	706.67
25	Plater	584.40	-	-	-	584.40
26	Polisher	305.27	-	-	-	305.27
27	Press Man	589.77	-	-	-	589.77
28	Pump Attendant	718.08	-	-	-	718.08
29	Rigger	328.08	-	-	-	328.08
30	Shaper Machine Op	946.85	-	-	-	946.85
31	Sheetmetal Worker	295.57	-	-	-	295.57
32	Sorter	299.87	-	-	-	299.87
33	Supervisor	573.16	437.21	-	-	569.42
34	Sweeper	330.38	303.39	-	-	321.03
35	Tester	361.28	84.65	-	-	357.90
36	Trimmer	467.11	-	-	-	467.11
37	Turner	428.89	-	-	-	428.89
38	Watchman	333.83	248.02	-	-	330.97
39	Welder	537.67	290.80	-	-	523.02
40	Winder	447.00	263.13	-	-	386.53
41	Wireman	368.54	-	-	-	368.54
42	Fork Lift Operator	535.38	-	-	-	535.38
43	Mach. Op./Machinist	421.64	354.28	-	-	416.22
44	Casting Man	416.67	-	-	-	416.67
45	Milling Machine Op.	323.48	-	-	-	323.48
46	Setter	603.85	-	-	-	603.85
47	Tool Maker	1095.08	-	-	-	1095.08
48	Store Keeper	331.40	548.20	-	-	333.55
49	Apprentices/Trainees	312.49	257.43	-	-	302.70
50	Kundiwala	358.00	-	-	-	358.00
51	Sand Mixer	343.75	-	-	-	343.75
52	Miscellaneous	340.97	288.15	-	-	340.10
VIII.	Boilers	413.70	315.39	-	-	410.94
1	Assembler	604.79	-	-	-	604.79
2	Boiler Attendant	451.85	-	-	-	451.85
3	Checker	460.75	-	-	-	460.75
4	Crane Operator	337.42	-	-	-	337.42
5	Driller	384.41	-	-	-	384.41

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	Driver	387.15	-	-	-	387.15
7	Electrician	391.57	-	-	-	391.57
8	Fitter	439.36	-	-	-	439.36
9	Mech/Elec Foreman	579.90	-	-	-	579.90
10	Furnaceman	497.48	-	-	-	497.48
11	Gas Cutter	468.00	-	-	-	468.00
12	Grinder	267.11	310.97	-	-	268.52
13	Helper	368.55	348.36	-	-	367.53
14	Mechanic(General)	510.88	-	-	-	510.88
15	Packer	556.78	-	-	-	556.78
16	Painter	330.49	-	-	-	330.49
17	Planer	1196.88	-	-	-	1196.88
18	Press Man	364.56	-	-	-	364.56
19	Rigger	475.00	-	-	-	475.00
20	Supervisor	471.64	425.00	-	-	469.24
21	Sweeper	165.31	200.43	-	-	190.40
22	Tester	438.96	-	-	-	438.96
23	Turner	399.26	-	-	-	399.26
24	Watchman	276.48	-	-	-	276.48
25	Welder	422.72	-	-	-	422.72
26	Winder	439.88	-	-	-	439.88
27	Boring Machine Op.	500.00	-	-	-	500.00
28	Mach. Op./Machinist	459.04	201.25	-	-	456.12
29	Milling Machine Op.	313.21	-	-	-	313.21
30	Tool Maker	670.77	-	-	-	670.77
31	Store Keeper	577.96	-	-	-	577.96
32	Apprentices/Trainees	-	153.85	-	-	153.85
33	Hacksaw Man	320.32	-	-	-	320.32
34	Miscellaneous	715.95	-	-	-	715.95
IX.	Aluminium	362.53	307.06	-	-	358.64
1	Assembler	260.67	-	-	-	260.67
2	Carpenter	629.05	-	-	-	629.05
3	Chargehand	389.33	-	-	-	389.33
4	Checker	348.84	358.22	-	-	349.49
5	Chipper	384.62	-	-	-	384.62
6	Compressor Op.	278.98	-	-	-	278.98
7	Coolie/Mazdoor	251.76	251.93	-	-	251.78
8	Crane Operator	550.00	-	-	-	550.00
9	Die Maker	374.89	-	-	-	374.89
10	Driller	490.39	-	-	-	490.39
11	Driver	374.04	-	-	-	374.04
12	Electrician	427.40	-	-	-	427.40
13	Fitter	448.27	307.50	-	-	445.59
14	Mech/Elec Foreman	391.52	-	-	-	391.52
15	Furnaceman	325.66	-	-	-	325.66
16	Gas Cutter	314.53	-	-	-	314.53



Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
17	Grinder	384.44	409.00	-	-	386.08
18	Hammerman	155.00	-	-	-	155.00
19	Helper	297.61	300.21	-	-	297.91
20	Mistry/Kangani	341.32	-	-	-	341.32
21	Marker	293.59	-	-	-	293.59
22	Mason	317.30	-	-	-	317.30
23	Mate/Mukaddam	312.00	-	-	-	312.00
24	Mechanic (General)	458.21	-	-	-	458.21
25	Millwright	140.00	-	-	-	140.00
26	Moulder	344.89	-	-	-	344.89
27	Packer	297.14	353.60	-	-	341.91
28	Painter	486.00	333.33	-	-	394.40
29	Plater	478.63	-	-	-	478.63
30	Polisher	248.12	-	-	-	248.12
31	Press Man	479.65	-	-	-	479.65
32	Rigger	283.88	-	-	-	283.88
33	Rollerman/Roller	274.76	180.00	-	-	266.87
34	Shaper Machine Op	374.77	237.00	-	-	371.64
35	Sheetmetal Worker	258.04	-	-	-	258.04
36	Sorter	336.02	-	-	-	336.02
37	Supervisor	450.86	558.07	-	-	451.85
38	Sweeper	238.52	243.59	-	-	240.28
39	Tester	796.19	-	-	-	796.19
40	Trimmer	775.00	-	-	-	775.00
41	Turner	390.92	-	-	-	390.92
42	Watchman	251.60	355.59	-	-	253.54
43	Welder	442.54	-	-	-	442.54
44	Winder	638.92	-	-	-	638.92
45	Wireman	515.98	-	-	-	515.98
46	Boring Machine Op.	637.18	-	-	-	637.18
47	Fork Lift Operator	279.78	-	-	-	279.78
48	Mach. Op./Machinist	394.19	275.91	-	-	392.02
49	Casting Man	491.52	-	-	-	491.52
50	Milling Machine Op.	343.72	-	-	-	343.72
51	Setter	596.55	-	-	-	596.55
52	Tool Maker	185.76	-	-	-	185.76
53	Store Keeper	429.69	-	-	-	429.69
54	Apprentices/Trainees	332.87	-	-	-	332.87
55	Heater Incharge	303.43	-	-	-	303.43
56	Kiln Man	351.67	-	-	-	351.67
57	Straightner Mach Op	637.00	-	-	-	637.00
58	Valve Man	240.00	-	-	-	240.00
59	Tilting Tab Mach Op	637.00	-	-	-	637.00
60	Capsman	454.28	300.46	-	-	451.38
61	Miscellaneous	374.96	731.34	-	-	385.60
All Nine Engineering Ind.		487.23	315.55	-	-	482.21

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.	Iron and Steel	370.40	305.00	-	-	359.50
	1 Helper	305.00	305.00	-	-	305.00
	2 Mistry/Kangani	632.00	-	-	-	632.00
	3 Moulder	305.00	-	-	-	305.00
	4 Packer	305.00	-	-	-	305.00
	5 Mach. Op./Machinist	305.00	-	-	-	305.00
II.	Casting and Forgings	430.00	-	-	-	430.00
	1 Helper	412.50	-	-	-	412.50
	2 Mach. Op./Machinist	500.00	-	-	-	500.00
	All Nine Engineering Ind.	406.16	305.00	-	-	398.67

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.	Iron and Steel	473.53	359.50	473.51
	1 Assembler	666.11	-	666.11
	2 Beltman/Mochi	266.12	-	266.12
	3 Blacksmith	292.80	-	292.80
	4 Boiler Attendant	583.67	-	583.67
	5 Carpenter	417.62	-	417.62
	6 Chargehand	298.08	-	298.08
	7 Chargeman	391.71	-	391.71
	8 Checker	461.85	-	461.85
	9 Chipper	367.67	-	367.67
	10 Compressor Op.	581.97	-	581.97
	11 Coolie/Mazdoor	346.35	-	346.35
	12 Core Maker	643.68	-	643.68
	13 Crane Operator	582.41	-	582.41
	14 Cupolaman	672.47	-	672.47
	15 Die Maker	530.87	-	530.87
	16 Driller	234.50	-	234.50
	17 Driver	368.43	-	368.43
	18 Electrician	574.64	-	574.64
	19 Fireman	559.96	-	559.96
	20 Fitter	606.11	-	606.11
	21 Mech/Elec Foreman	815.07	-	815.07
	22 Furnaceman	454.49	-	454.49
	23 Gas Cutter	428.44	-	428.44
	24 Grinder	402.98	-	402.98
	25 Hammerman	285.41	-	285.41
	26 Helper	345.63	305.00	345.62
	27 Loader/Unloader	324.03	-	324.03
	28 Mistry/Kangani	261.54	632.00	273.49
	29 Marker	443.32	-	443.32
	30 Mason	519.09	-	519.09
	31 Mate/Mukaddam	299.02	-	299.02
	32 Mechanic(General)	462.24	-	462.24
	33 Millwright	416.76	-	416.76
	34 Motor Mechanic	305.56	-	305.56
	35 Moulder	385.11	305.00	384.79
	36 Packer	461.67	305.00	461.14
	37 Painter	475.55	-	475.55
	38 Pattern Maker	367.58	-	367.58
	39 Planer	434.31	-	434.31
	40 Plater	310.00	-	310.00
	41 Plumber	395.00	-	395.00
	42 Press Man	287.41	-	287.41

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
43	Pump Attendant	363.79	-	363.79
44	Rigger	233.55	-	233.55
45	Rollerman/Roller	361.33	-	361.33
46	Shaper Machine Op	525.22	-	525.22
47	Sheetmetal Worker	273.88	-	273.88
48	Sorter	348.47	-	348.47
49	Supervisor	703.37	-	703.37
50	Sweeper	293.84	-	293.84
51	Tester	363.36	-	363.36
52	Tongsman	335.35	-	335.35
53	Trimmer	251.00	-	251.00
54	Turner	487.90	-	487.90
55	Watchman	367.07	-	367.07
56	Welder	410.01	-	410.01
57	Winder	374.21	-	374.21
58	Wireman	338.37	-	338.37
59	Boring Machine Op.	491.92	-	491.92
60	Fork Lift Operator	348.29	-	348.29
61	Mach. Op./Machinist	620.52	305.00	620.46
62	Casting Man	393.64	-	393.64
63	Milling Machine Op.	523.35	-	523.35
64	Setter	484.77	-	484.77
65	Tool Maker	323.88	-	323.88
66	Store Keeper	385.23	-	385.23
67	Apprentices/Trainees	335.71	-	335.71
68	Heater Incharge	523.12	-	523.12
69	Kiln Man	361.64	-	361.64
70	Straightner Mach Op	401.71	-	401.71
71	Valve Man	353.21	-	353.21
72	Tilting Tab Mach Op	460.72	-	460.72
73	Kundiwala	345.42	-	345.42
74	Sand Mixer	416.17	-	416.17
75	Miscellaneous	378.98	-	378.98
II.	Casting and Forgings	512.94	430.00	512.90
1	Armature Winder	319.49	-	319.49
2	Assembler	602.22	-	602.22
3	Blacksmith	404.56	-	404.56
4	Boiler Attendant	495.05	-	495.05
5	Carpenter	840.18	-	840.18
6	Chargehand	648.03	-	648.03
7	Chargeman	614.69	-	614.69
8	Checker	585.81	-	585.81
9	Chipper	309.30	-	309.30
10	Compressor Op.	665.02	-	665.02
11	Coolie/Mazdoor	289.88	-	289.88
12	Core Maker	553.82	-	553.82
13	Crane Operator	769.06	-	769.06

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
14	Cupolaman	830.86	-	830.86
15	Die Maker	511.82	-	511.82
16	Driller	411.30	-	411.30
17	Driver	506.29	-	506.29
18	Electrician	846.27	-	846.27
19	Fireman	994.15	-	994.15
20	Fitter	771.24	-	771.24
21	Mech/Elec Foreman	837.27	-	837.27
22	Furnaceman	622.34	-	622.34
23	Gas Cutter	531.76	-	531.76
24	Grinder	393.54	-	393.54
25	Hammerman	351.10	-	351.10
26	Helper	432.31	412.50	432.28
27	Mistry/Kangani	546.23	-	546.23
28	Marker	423.53	-	423.53
29	Mate/Mukaddam	959.15	-	959.15
30	Mechanic(General)	443.09	-	443.09
31	Millwright	325.36	-	325.36
32	Moulder	569.98	-	569.98
33	Packer	319.17	-	319.17
34	Painter	572.06	-	572.06
35	Pattern Maker	801.83	-	801.83
36	Planer	468.47	-	468.47
37	Polisher	474.19	-	474.19
38	Press Man	407.08	-	407.08
39	Rigger	200.00	-	200.00
40	Rollerman/Roller	298.89	-	298.89
41	Shaper Machine Op	517.47	-	517.47
42	Sheetmetal Worker	701.47	-	701.47
43	Supervisor	611.73	-	611.73
44	Sweeper	338.37	-	338.37
45	Tester	442.78	-	442.78
46	Tongsman	311.54	-	311.54
47	Trimmer	1156.29	-	1156.29
48	Turner	495.64	-	495.64
49	Watchman	371.24	-	371.24
50	Welder	728.34	-	728.34
51	Winder	487.39	-	487.39
52	Wireman	496.86	-	496.86
53	Boring Machine Op.	502.63	-	502.63
54	Fork Lift Operator	600.23	-	600.23
55	Mach. Op./Machinist	624.24	500.00	624.15
56	Casting Man	361.10	-	361.10
57	Milling Machine Op.	730.03	-	730.03
58	Setter	435.87	-	435.87
59	Tool Maker	513.53	-	513.53
60	Store Keeper	691.09	-	691.09
61	Apprentices/Trainees	398.73	-	398.73
62	Straightner Mach Op	801.37	-	801.37

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
63	Tilting Tab Mach Op	1156.53	-	1156.53
64	Kundiwala	386.08	-	386.08
65	Sand Mixer	500.11	-	500.11
66	Miscellaneous	416.80	-	416.80
III.	Agricultural Imp.	760.54	-	760.54
1	Assembler	477.15	-	477.15
2	Blacksmith	265.90	-	265.90
3	Boiler Attendant	342.41	-	342.41
4	Carpenter	287.95	-	287.95
5	Chargehand	1288.28	-	1288.28
6	Checker	985.94	-	985.94
7	Compressor Op.	450.48	-	450.48
8	Coolie/Mazdoor	271.04	-	271.04
9	Die Maker	351.67	-	351.67
10	Driller	1169.10	-	1169.10
11	Driver	408.23	-	408.23
12	Electrician	1135.17	-	1135.17
13	Fitter	799.75	-	799.75
14	Mech/Elec Foreman	439.83	-	439.83
15	Gas Cutter	1207.11	-	1207.11
16	Grinder	276.49	-	276.49
17	Hammerman	402.16	-	402.16
18	Helper	529.26	-	529.26
19	Mistry/Kangani	287.68	-	287.68
20	Marker	374.50	-	374.50
21	Mate/Mukaddam	348.62	-	348.62
22	Mechanic(General)	938.33	-	938.33
23	Millwright	305.22	-	305.22
24	Moulder	321.62	-	321.62
25	Packer	306.59	-	306.59
26	Painter	1024.92	-	1024.92
27	Pattern Maker	639.27	-	639.27
28	Planer	1412.44	-	1412.44
29	Plumber	324.48	-	324.48
30	Press Man	1127.35	-	1127.35
31	Rigger	182.00	-	182.00
32	Shaper Machine Op	282.69	-	282.69
33	Sheetmetal Worker	416.18	-	416.18
34	Supervisor	955.05	-	955.05
35	Sweeper	701.01	-	701.01
36	Tester	622.50	-	622.50
37	Trimmer	370.98	-	370.98
38	Turner	922.57	-	922.57
39	Watchman	551.13	-	551.13
40	Welder	827.84	-	827.84
41	Boring Machine Op.	413.35	-	413.35
42	Mach. Op./Machinist	825.82	-	825.82

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	43 Milling Machine Op.	1413.56	-	1413.56
	44 Setter	499.35	-	499.35
	45 Tool Maker	786.33	-	786.33
	46 Store Keeper	394.68	-	394.68
	47 Apprentices/Trainees	379.59	-	379.59
	48 Kundiwala	314.81	-	314.81
	49 Sand Mixer	286.93	-	286.93
	50 Miscellaneous	436.00	-	436.00
IV.	Textile Machinery	614.47	-	614.47
	1 Assembler	388.15	-	388.15
	2 Blacksmith	436.14	-	436.14
	3 Carpenter	466.74	-	466.74
	4 Chargehand	523.33	-	523.33
	5 Checker	564.37	-	564.37
	6 Compressor Op.	783.06	-	783.06
	7 Coolie/Mazdoor	317.23	-	317.23
	8 Die Maker	433.19	-	433.19
	9 Driller	392.39	-	392.39
	10 Driver	476.88	-	476.88
	11 Electrician	785.45	-	785.45
	12 Fitter	466.37	-	466.37
	13 Mech/Elec Foreman	608.96	-	608.96
	14 Furnaceman	601.35	-	601.35
	15 Gas Cutter	430.89	-	430.89
	16 Grinder	753.63	-	753.63
	17 Helper	361.33	-	361.33
	18 Mistry/Kangani	560.45	-	560.45
	19 Marker	258.23	-	258.23
	20 Mechanic(General)	580.97	-	580.97
	21 Millwright	357.01	-	357.01
	22 Moulder	376.50	-	376.50
	23 Packer	352.55	-	352.55
	24 Painter	440.08	-	440.08
	25 Pattern Maker	592.31	-	592.31
	26 Planer	663.94	-	663.94
	27 Polisher	390.90	-	390.90
	28 Press Man	164.45	-	164.45
	29 Rollerman/Roller	310.87	-	310.87
	30 Shaper Machine Op	346.20	-	346.20
	31 Sheetmetal Worker	1037.91	-	1037.91
	32 Supervisor	1261.70	-	1261.70
	33 Sweeper	284.14	-	284.14
	34 Trimmer	448.00	-	448.00
	35 Turner	532.32	-	532.32
	36 Watchman	483.69	-	483.69
	37 Welder	420.92	-	420.92
	38 Winder	417.39	-	417.39

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
39	Wireman	328.11	-	328.11
40	Boring Machine Op.	327.98	-	327.98
41	Fork Lift Operator	342.59	-	342.59
42	Mach. Op./Machinist	1094.50	-	1094.50
43	Casting Man	266.50	-	266.50
44	Milling Machine Op.	423.63	-	423.63
45	Setter	478.52	-	478.52
46	Gen./Turbo Operator	712.96	-	712.96
47	Store Keeper	244.27	-	244.27
48	Apprentices/Trainees	310.91	-	310.91
49	Straightner Mach Op	568.58	-	568.58
50	Valve Man	320.47	-	320.47
51	Capstan	536.17	-	536.17
52	Miscellaneous	402.73	-	402.73
V.	Machine Tools	507.89	-	507.89
1	Assembler	614.96	-	614.96
2	Boiler Attendant	123.17	-	123.17
3	Carpenter	457.69	-	457.69
4	Chargehand	353.60	-	353.60
5	Checker	645.70	-	645.70
6	Compressor Op.	1183.05	-	1183.05
7	Coolie/Mazdoor	312.57	-	312.57
8	Crane Operator	440.21	-	440.21
9	Driller	532.41	-	532.41
10	Driver	432.23	-	432.23
11	Electrician	522.66	-	522.66
12	Fitter	596.56	-	596.56
13	Mech/Elec Foreman	1138.53	-	1138.53
14	Furnaceman	517.47	-	517.47
15	Gas Cutter	783.03	-	783.03
16	Grinder	758.26	-	758.26
17	Helper	371.04	-	371.04
18	Mistry/Kangani	630.57	-	630.57
19	Marker	301.74	-	301.74
20	Mate/Mukaddam	601.41	-	601.41
21	Mechanic(General)	453.93	-	453.93
22	Millwright	492.54	-	492.54
23	Moulder	315.20	-	315.20
24	Packer	581.34	-	581.34
25	Painter	476.99	-	476.99
26	Pattern Maker	655.47	-	655.47
27	Planer	720.36	-	720.36
28	Plumber	487.68	-	487.68
29	Polisher	446.05	-	446.05
30	Press Man	396.80	-	396.80
31	Rigger	346.52	-	346.52
32	Rollerman/Roller	383.65	-	383.65



Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	33 Shaper Machine Op	444.87	-	444.87
	34 Sheetmetal Worker	1753.91	-	1753.91
	35 Supervisor	801.26	-	801.26
	36 Sweeper	339.63	-	339.63
	37 Turner	474.82	-	474.82
	38 Watchman	346.16	-	346.16
	39 Welder	438.75	-	438.75
	40 Winder	561.66	-	561.66
	41 Boring Machine Op.	462.00	-	462.00
	42 Fork Lift Operator	472.83	-	472.83
	43 Mach. Op./Machinist	469.11	-	469.11
	44 Milling Machine Op.	558.31	-	558.31
	45 Setter	514.03	-	514.03
	46 Tool Maker	369.39	-	369.39
	47 Store Keeper	385.54	-	385.54
	48 Apprentices/Trainees	428.42	-	428.42
	49 Heater Incharge	414.26	-	414.26
	50 Straightner Mach Op	498.11	-	498.11
	51 Miscellaneous	771.82	-	771.82
VI.	Electrical Ind. Mach	436.95	-	436.95
	1 Armature Winder	407.80	-	407.80
	2 Assembler	455.02	-	455.02
	3 Chargeman	502.00	-	502.00
	4 Checker	411.53	-	411.53
	5 Coolie/Mazdoor	222.43	-	222.43
	6 Core Maker	305.76	-	305.76
	7 Die Maker	737.29	-	737.29
	8 Driller	401.53	-	401.53
	9 Driver	386.96	-	386.96
	10 Electrician	474.81	-	474.81
	11 Fitter	413.12	-	413.12
	12 Mech/Elec Foreman	933.77	-	933.77
	13 Furnaceman	406.54	-	406.54
	14 Gas Cutter	254.94	-	254.94
	15 Grinder	392.55	-	392.55
	16 Hammerman	140.00	-	140.00
	17 Helper	319.20	-	319.20
	18 Marker	260.81	-	260.81
	19 Mason	283.33	-	283.33
	20 Mechanic(General)	475.20	-	475.20
	21 Moulder	227.81	-	227.81
	22 Packer	326.47	-	326.47
	23 Painter	434.42	-	434.42
	24 Pattern Maker	681.40	-	681.40
	25 Planer	1071.10	-	1071.10
	26 Plater	375.18	-	375.18
	27 Polisher	148.89	-	148.89

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
28	Press Man	354.46	-	354.46
29	Shaper Machine Op	446.22	-	446.22
30	Sheetmetal Worker	500.21	-	500.21
31	Sorter	735.43	-	735.43
32	Supervisor	524.55	-	524.55
33	Sweeper	303.05	-	303.05
34	Tester	612.25	-	612.25
35	Turner	423.25	-	423.25
36	Watchman	332.76	-	332.76
37	Welder	486.74	-	486.74
38	Winder	609.10	-	609.10
39	Wireman	393.59	-	393.59
40	Boring Machine Op.	196.64	-	196.64
41	Fork Lift Operator	635.54	-	635.54
42	Mach. Op./Machinist	494.04	-	494.04
43	Casting Man	440.84	-	440.84
44	Milling Machine Op.	326.70	-	326.70
45	Setter	160.01	-	160.01
46	Tool Maker	348.47	-	348.47
47	Store Keeper	410.28	-	410.28
48	Apprentices/Trainees	283.47	-	283.47
49	Heater Incharge	346.15	-	346.15
50	Straightner Mach Op	288.46	-	288.46
51	Valve Man	307.69	-	307.69
52	Tilting Tab Mach Op	384.62	-	384.62
53	Miscellaneous	420.01	-	420.01
VII.	Electrical Apparatus	382.64	-	382.64
1	Assembler	402.31	-	402.31
2	Boiler Attendant	347.10	-	347.10
3	Chargehand	628.08	-	628.08
4	Chargeman	677.75	-	677.75
5	Checker	385.76	-	385.76
6	Compressor Op.	876.19	-	876.19
7	Coolie/Mazdoor	480.73	-	480.73
8	Die Maker	435.00	-	435.00
9	Driller	276.46	-	276.46
10	Driver	406.65	-	406.65
11	Electrician	372.46	-	372.46
12	Fitter	423.45	-	423.45
13	Mech/Elec Foreman	571.53	-	571.53
14	Gas Cutter	1124.14	-	1124.14
15	Grinder	428.98	-	428.98
16	Hammerman	363.71	-	363.71
17	Helper	294.87	-	294.87
18	Marker	256.03	-	256.03
19	Mate/Mukaddam	629.34	-	629.34
20	Mechanic(General)	485.90	-	485.90

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
21	Moulder	308.31	-	308.31
22	Packer	292.72	-	292.72
23	Painter	329.52	-	329.52
24	Planer	706.67	-	706.67
25	Plater	584.40	-	584.40
26	Polisher	305.27	-	305.27
27	Press Man	589.77	-	589.77
28	Pump Attendant	718.08	-	718.08
29	Rigger	328.08	-	328.08
30	Shaper Machine Op	946.85	-	946.85
31	Sheetmetal Worker	295.57	-	295.57
32	Sorter	299.87	-	299.87
33	Supervisor	569.42	-	569.42
34	Sweeper	321.03	-	321.03
35	Tester	357.90	-	357.90
36	Trimmer	467.11	-	467.11
37	Turner	428.89	-	428.89
38	Watchman	330.97	-	330.97
39	Welder	523.02	-	523.02
40	Winder	386.53	-	386.53
41	Wireman	368.54	-	368.54
42	Fork Lift Operator	535.38	-	535.38
43	Mach. Op./Machinist	416.22	-	416.22
44	Casting Man	416.67	-	416.67
45	Milling Machine Op.	323.48	-	323.48
46	Setter	603.85	-	603.85
47	Tool Maker	1095.08	-	1095.08
48	Store Keeper	333.55	-	333.55
49	Apprentices/Trainees	302.70	-	302.70
50	Kundiwala	358.00	-	358.00
51	Sand Mixer	343.75	-	343.75
52	Miscellaneous	340.10	-	340.10
VIII.	Boilers	410.94	-	410.94
1	Assembler	604.79	-	604.79
2	Boiler Attendant	451.85	-	451.85
3	Checker	460.75	-	460.75
4	Crane Operator	337.42	-	337.42
5	Driller	384.41	-	384.41
6	Driver	387.15	-	387.15
7	Electrician	391.57	-	391.57
8	Fitter	439.36	-	439.36
9	Mech/Elec Foreman	579.90	-	579.90
10	Furnaceman	497.48	-	497.48
11	Gas Cutter	468.00	-	468.00
12	Grinder	268.52	-	268.52
13	Helper	367.53	-	367.53
14	Mechanic(General)	510.88	-	510.88

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
15	Packer	556.78	-	556.78
16	Painter	330.49	-	330.49
17	Planer	1196.88	-	1196.88
18	Press Man	364.56	-	364.56
19	Rigger	475.00	-	475.00
20	Supervisor	469.24	-	469.24
21	Sweeper	190.40	-	190.40
22	Tester	438.96	-	438.96
23	Turner	399.26	-	399.26
24	Watchman	276.48	-	276.48
25	Welder	422.72	-	422.72
26	Winder	439.88	-	439.88
27	Boring Machine Op.	500.00	-	500.00
28	Mach. Op./Machinist	456.12	-	456.12
29	Milling Machine Op.	313.21	-	313.21
30	Tool Maker	670.77	-	670.77
31	Store Keeper	577.96	-	577.96
32	Apprentices/Trainees	153.85	-	153.85
33	Hacksaw Man	320.32	-	320.32
34	Miscellaneous	715.95	-	715.95
IX.	Aluminium	358.64	-	358.64
1	Assembler	260.67	-	260.67
2	Carpenter	629.05	-	629.05
3	Chargehand	389.33	-	389.33
4	Checker	349.49	-	349.49
5	Chipper	384.62	-	384.62
6	Compressor Op.	278.98	-	278.98
7	Coolie/Mazdoor	251.78	-	251.78
8	Crane Operator	550.00	-	550.00
9	Die Maker	374.89	-	374.89
10	Driller	490.39	-	490.39
11	Driver	374.04	-	374.04
12	Electrician	427.40	-	427.40
13	Fitter	445.59	-	445.59
14	Mech/Elec Foreman	391.52	-	391.52
15	Furnaceman	325.66	-	325.66
16	Gas Cutter	314.53	-	314.53
17	Grinder	386.08	-	386.08
18	Hammerman	155.00	-	155.00
19	Helper	297.91	-	297.91
20	Mistry/Kangani	341.32	-	341.32
21	Marker	293.59	-	293.59
22	Mason	317.30	-	317.30
23	Mate/Mukaddam	312.00	-	312.00
24	Mechanic(General)	458.21	-	458.21
25	Millwright	140.00	-	140.00
26	Moulder	344.89	-	344.89

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
27	Packer	341.91	-	341.91
28	Painter	394.40	-	394.40
29	Plater	478.63	-	478.63
30	Polisher	248.12	-	248.12
31	Press Man	479.65	-	479.65
32	Rigger	283.88	-	283.88
33	Rollerman/Roller	266.87	-	266.87
34	Shaper Machine Op	371.64	-	371.64
35	Sheetmetal Worker	258.04	-	258.04
36	Sorter	336.02	-	336.02
37	Supervisor	451.85	-	451.85
38	Sweeper	240.28	-	240.28
39	Tester	796.19	-	796.19
40	Trimmer	775.00	-	775.00
41	Turner	390.92	-	390.92
42	Watchman	253.54	-	253.54
43	Welder	442.54	-	442.54
44	Winder	638.92	-	638.92
45	Wireman	515.98	-	515.98
46	Boring Machine Op.	637.18	-	637.18
47	Fork Lift Operator	279.78	-	279.78
48	Mach. Op./Machinist	392.02	-	392.02
49	Casting Man	491.52	-	491.52
50	Milling Machine Op.	343.72	-	343.72
51	Setter	596.55	-	596.55
52	Tool Maker	185.76	-	185.76
53	Store Keeper	429.69	-	429.69
54	Apprentices/Trainees	332.87	-	332.87
55	Heater Incharge	303.43	-	303.43
56	Kiln Man	351.67	-	351.67
57	Straightner Mach Op	637.00	-	637.00
58	Valve Man	240.00	-	240.00
59	Tilting Tab Mach Op	637.00	-	637.00
60	Capsman	451.38	-	451.38
61	Miscellaneous	385.60	-	385.60
All Nine Engineering Ind.		482.21	398.67	482.20

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.	Iron and Steel	305.49	23.67	1.59	50.17	11.91	76.80	3.88	473.51
	1 Assembler	140.92	422.14	-	41.01	25.84	36.20	-	666.11
	2 Beltman/Mochi	162.37	-	0.25	31.46	19.01	50.78	2.25	266.12
	3 Blacksmith	240.85	2.45	1.08	15.67	6.71	25.00	1.04	292.80
	4 Boiler Attendant	384.65	-	-	59.62	19.87	113.74	5.79	583.67
	5 Carpenter	247.63	8.70	0.86	44.74	6.21	108.62	0.86	417.62
	6 Chargehand	266.84	14.22	-	11.63	0.89	4.50	-	298.08
	7 Chargeman	303.15	-	-	61.82	1.66	25.00	0.08	391.71
	8 Checker	274.80	27.06	1.11	54.86	13.70	81.28	9.04	461.85
	9 Chipper	340.48	27.19	-	-	-	-	-	367.67
	10 Compressor Op.	358.34	71.45	0.84	57.31	0.14	47.41	46.48	581.97
	11 Coolie/Mazdoor	258.92	43.52	0.68	21.98	1.57	19.07	0.61	346.35
	12 Core Maker	270.95	79.28	0.10	79.32	37.91	176.12	-	643.68
	13 Crane Operator	383.42	70.77	0.42	69.40	5.17	51.57	1.66	582.41
	14 Cupolaman	476.83	-	-	41.88	8.72	145.04	-	672.47
	15 Die Maker	274.28	82.40	-	49.54	10.06	51.27	63.32	530.87
	16 Driller	193.52	11.83	3.04	6.51	2.36	17.24	-	234.50
	17 Driver	277.70	10.32	0.36	32.07	12.53	33.55	1.90	368.43
	18 Electrician	343.47	53.70	0.59	69.21	7.70	86.80	13.17	574.64
	19 Fireman	426.19	4.16	-	59.60	4.44	59.25	6.32	559.96
	20 Fitter	392.88	36.60	0.66	64.17	16.85	91.34	3.61	606.11
	21 Mech/Elec Foreman	521.79	30.69	1.30	81.02	19.92	154.54	5.81	815.07
	22 Furnaceman	293.63	12.10	0.47	41.59	15.58	86.10	5.02	454.49
	23 Gas Cutter	287.48	15.19	0.53	40.21	11.20	61.37	12.46	428.44
	24 Grinder	303.70	18.78	-	37.41	4.83	37.46	0.80	402.98
	25 Hammerman	229.79	0.33	-	15.38	4.04	35.23	0.64	285.41

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
26	Helper	252.41	20.41	3.98	27.51	7.54	31.77	2.00	345.62
27	Loader/Unloader	227.01	-	-	1.61	10.25	83.50	1.66	324.03
28	Mistry/Kangani	240.72	0.81	-	16.11	13.11	2.48	0.26	273.49
29	Marker	303.45	36.10	9.66	80.69	3.96	8.91	0.55	443.32
30	Mason	307.31	4.21	2.22	76.20	8.99	105.04	15.12	519.09
31	Mate/Mukaddam	235.76	18.82	-	15.44	-	29.00	-	299.02
32	Mechanic(General)	295.56	4.64	0.17	49.40	23.87	81.48	7.12	462.24
33	Millwright	325.03	-	-	6.01	1.38	83.52	0.82	416.76
34	Motor Mechanic	166.67	-	-	27.78	-	111.11	-	305.56
35	Moulder	335.46	0.17	0.84	22.14	7.42	17.35	1.41	384.79
36	Packer	272.33	29.25	-	59.23	40.07	54.62	5.64	461.14
37	Painter	247.93	46.60	-	86.39	12.38	75.98	6.27	475.55
38	Pattern Maker	248.99	-	3.85	61.09	42.39	5.76	5.50	367.58
39	Planer	345.97	18.76	-	26.36	7.98	25.15	10.09	434.31
40	Plater	215.00	-	-	95.00	-	-	-	310.00
41	Plumber	251.97	-	-	60.18	7.21	60.76	14.88	395.00
42	Press Man	252.08	-	-	5.52	5.32	23.69	0.80	287.41
43	Pump Attendant	186.71	-	-	70.75	10.65	88.24	7.44	363.79
44	Rigger	218.26	-	0.76	6.71	1.55	6.02	0.25	233.55
45	Rollerman/Roller	240.45	38.05	-	35.40	0.95	46.48	-	361.33
46	Shaper Machine Op	309.47	23.27	0.14	81.90	8.42	101.04	0.98	525.22
47	Sheetmetal Worker	206.14	2.98	2.07	16.33	10.88	35.48	-	273.88
48	Sorter	285.26	16.62	-	20.86	3.36	15.37	7.00	348.47
49	Supervisor	388.61	3.86	1.38	98.94	22.56	184.81	3.21	703.37
50	Sweeper	231.96	6.20	0.42	24.91	8.00	21.46	0.89	293.84
51	Tester	218.84	3.56	-	58.47	14.13	62.74	5.62	363.36
52	Tongsman	312.97	-	-	18.21	3.70	-	0.47	335.35
53	Trimmer	177.42	-	2.77	7.22	15.41	9.73	38.45	251.00
54	Turner	323.91	3.06	2.74	58.94	13.24	82.72	3.29	487.90
55	Watchman	231.33	1.74	0.87	42.78	11.17	76.66	2.52	367.07
56	Welder	294.45	6.18	0.50	41.53	16.48	47.41	3.46	410.01
57	Winder	267.27	2.03	1.35	15.23	3.08	20.70	64.55	374.21

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
	58 Wireman	251.70	14.86	-	42.86	1.50	26.66	0.79	338.37
	59 Boring Machine Op.	261.16	31.81	2.57	84.84	0.90	110.64	-	491.92
	60 Fork Lift Operator	220.93	3.05	-	46.10	12.42	55.49	10.30	348.29
	61 Mach. Op./Machinist	334.04	20.44	0.71	79.56	17.02	163.23	5.46	620.46
	62 Casting Man	254.13	22.79	-	8.10	29.77	78.77	0.08	393.64
	63 Milling Machine Op.	485.07	1.27	-	17.61	8.99	9.25	1.16	523.35
	64 Setter	248.01	0.83	-	66.69	13.27	155.97	-	484.77
	65 Tool Maker	159.34	55.02	-	85.78	7.23	16.51	-	323.88
	66 Store Keeper	270.78	-	-	58.28	17.80	30.01	8.36	385.23
	67 Apprentices/Trainees	195.18	2.55	-	40.25	6.61	91.12	-	335.71
	68 Heater Incharge	350.13	34.46	0.19	46.69	11.97	70.34	9.34	523.12
	69 Kiln Man	309.56	-	1.10	28.84	9.26	12.19	0.69	361.64
	70 Straightner Mach Op	292.89	16.51	0.58	39.71	9.67	41.53	0.82	401.71
	71 Valve Man	306.67	25.94	0.73	14.45	3.18	2.04	0.20	353.21
	72 Tilting Tab Mach Op	341.85	34.93	-	33.13	17.53	28.14	5.14	460.72
	73 Kundiwala	185.33	-	-	40.39	7.93	110.68	1.09	345.42
	74 Sand Mixer	325.88	-	-	19.73	-	70.56	-	416.17
	75 Miscellaneous	253.48	18.76	0.15	41.20	12.77	49.17	3.45	378.98
II.	Casting and Forgings	342.32	57.19	1.70	37.17	12.79	56.70	5.03	512.90
	1 Armature Winder	308.65	-	-	-	10.84	-	-	319.49
	2 Assembler	272.24	96.79	0.42	45.00	23.92	163.85	-	602.22
	3 Blacksmith	274.12	50.95	-	30.46	7.86	41.17	-	404.56
	4 Boiler Attendant	383.89	70.48	-	18.02	2.62	20.04	-	495.05
	5 Carpenter	481.83	230.71	-	12.04	1.12	114.48	-	840.18
	6 Chargehand	488.45	-	-	66.57	9.34	83.67	-	648.03
	7 Chargeman	414.06	22.51	-	46.50	30.42	98.49	2.71	614.69
	8 Checker	360.76	39.31	0.32	67.67	20.73	89.33	7.69	585.81
	9 Chipper	223.20	-	0.74	13.21	-	36.69	35.46	309.30
	10 Compressor Op.	465.66	58.79	-	42.51	24.30	69.46	4.30	665.02
	11 Coolie/Mazdoor	269.12	2.76	-	10.94	-	7.06	-	289.88



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
12	Core Maker	247.04	49.71	2.72	43.27	19.54	191.54	-	553.82
13	Crane Operator	402.48	153.12	-	88.43	45.77	26.85	52.41	769.06
14	Cupolaman	285.76	224.93	2.84	55.22	44.17	217.94	-	830.86
15	Die Maker	386.02	18.43	1.11	58.63	7.96	35.77	3.90	511.82
16	Driller	311.37	9.54	3.47	40.06	4.76	41.14	0.96	411.30
17	Driver	334.57	51.22	1.11	43.99	14.55	56.55	4.30	506.29
18	Electrician	445.87	190.74	5.08	41.76	25.31	133.99	3.52	846.27
19	Fireman	794.82	-	-	161.07	-	38.26	-	994.15
20	Fitter	442.88	202.71	0.24	47.40	17.33	56.09	4.59	771.24
21	Mech/Elec Foreman	454.10	41.06	13.98	60.65	32.36	228.78	6.34	837.27
22	Furnaceman	374.23	77.62	3.88	45.88	15.48	104.74	0.51	622.34
23	Gas Cutter	348.43	9.93	-	89.76	7.49	70.88	5.27	531.76
24	Grinder	317.96	1.55	0.13	37.15	8.53	28.22	-	393.54
25	Hammerman	307.84	-	-	23.13	8.23	11.90	-	351.10
26	Helper	304.81	55.22	0.86	19.55	11.75	32.35	7.74	432.28
27	Mistry/Kangani	522.96	0.70	0.72	6.18	4.94	10.73	-	546.23
28	Marker	309.49	2.09	0.07	80.18	1.96	28.76	0.98	423.53
29	Mate/Mukaddam	326.92	94.77	-	16.27	-	521.19	-	959.15
30	Mechanic(General)	328.89	7.19	0.71	51.07	11.88	41.67	1.68	443.09
31	Millwright	148.53	136.83	-	-	-	40.00	-	325.36
32	Moulder	344.09	140.46	0.39	26.10	4.32	54.43	0.19	569.98
33	Packer	274.81	4.81	0.11	21.19	7.50	10.75	-	319.17
34	Painter	323.72	16.27	-	112.27	1.75	116.90	1.15	572.06
35	Pattern Maker	404.77	191.94	1.70	52.35	19.06	132.01	-	801.83
36	Planer	300.80	53.67	-	55.45	12.82	45.73	-	468.47
37	Polisher	300.78	-	-	102.29	48.47	22.65	-	474.19
38	Press Man	313.24	3.08	0.69	17.04	5.78	43.29	23.96	407.08
39	Rigger	200.00	-	-	-	-	-	-	200.00
40	Rollerman/Roller	298.89	-	-	-	-	-	-	298.89
41	Shaper Machine Op	305.77	88.22	-	51.70	8.43	63.35	-	517.47
42	Sheetmetal Worker	412.93	-	-	107.48	7.70	159.11	14.25	701.47
43	Supervisor	437.21	16.99	1.45	61.50	20.33	68.99	5.26	611.73

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
44	Sweeper	286.00	16.46	0.27	10.19	0.41	24.12	0.92	338.37
45	Tester	287.93	70.36	-	62.64	9.00	12.85	-	442.78
46	Tongsman	311.54	-	-	-	-	-	-	311.54
47	Trimmer	677.83	159.82	-	122.66	69.14	126.84	-	1156.29
48	Turner	382.68	39.87	0.22	39.93	7.82	24.23	0.89	495.64
49	Watchman	306.13	19.87	0.60	17.14	3.42	22.45	1.63	371.24
50	Welder	423.17	115.43	0.90	77.04	12.64	94.17	4.99	728.34
51	Winder	326.21	-	6.00	83.78	5.17	36.23	30.00	487.39
52	Wireman	271.62	-	-	106.91	-	92.73	25.60	496.86
53	Boring Machine Op.	380.86	-	-	51.69	11.25	58.83	-	502.63
54	Fork Lift Operator	327.39	86.06	-	63.01	20.43	102.59	0.75	600.23
55	Mach. Op./Machinist	352.42	97.66	4.01	55.40	20.12	89.21	5.33	624.15
56	Casting Man	304.45	-	-	15.69	14.85	19.38	6.73	361.10
57	Milling Machine Op.	314.83	41.41	10.14	60.03	44.87	258.75	-	730.03
58	Setter	181.82	73.78	-	73.10	3.49	87.54	16.14	435.87
59	Tool Maker	326.67	-	0.29	87.98	9.41	51.71	37.47	513.53
60	Store Keeper	405.45	35.17	8.04	51.71	31.89	158.83	-	691.09
61	Apprentices/Trainees	289.98	1.01	0.12	36.12	3.35	63.64	4.51	398.73
62	Straightner Mach Op	446.13	-	-	193.32	17.52	129.40	15.00	801.37
63	Tilting Tab Mach Op	597.69	210.00	-	112.17	94.50	42.17	100.00	1156.53
64	Kundiwala	330.04	2.06	4.54	28.01	4.00	17.09	0.34	386.08
65	Sand Mixer	407.08	12.70	2.63	34.09	0.39	42.69	0.53	500.11
66	Miscellaneous	328.57	10.23	-	40.62	11.85	21.19	4.34	416.80
III.	Agricultural Imp.	452.38	112.46	1.96	120.73	20.15	29.26	23.60	760.54
1	Assembler	313.09	1.88	0.79	86.77	17.26	57.36	-	477.15
2	Blacksmith	264.55	-	-	-	-	1.35	-	265.90
3	Boiler Attendant	232.39	94.77	-	15.25	-	-	-	342.41
4	Carpenter	217.65	10.78	7.80	21.32	11.94	18.46	-	287.95
5	Chargehand	573.57	286.46	-	286.89	46.62	24.72	70.02	1288.28
6	Checker	507.24	182.34	1.23	190.83	34.01	30.28	40.01	985.94

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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
7	Compressor Op.	275.51	80.73	-	15.79	-	62.10	16.35	450.48
8	Coolie/Mazdoor	253.31	-	-	5.87	0.15	11.71	-	271.04
9	Die Maker	346.84	-	0.53	4.30	-	-	-	351.67
10	Driller	551.38	248.65	1.36	244.77	40.45	22.84	59.65	1169.10
11	Driver	304.74	56.99	-	22.45	3.65	20.22	0.18	408.23
12	Electrician	552.17	242.19	1.81	226.15	35.34	25.49	52.02	1135.17
13	Fitter	429.62	139.53	5.16	147.27	22.56	22.28	33.33	799.75
14	Mech/Elec Foreman	372.50	33.42	0.06	17.53	1.97	14.33	0.02	439.83
15	Gas Cutter	1146.70	-	-	58.74	-	1.67	-	1207.11
16	Grinder	259.57	15.97	-	0.95	-	-	-	276.49
17	Hammerman	292.78	38.94	-	58.88	-	11.56	-	402.16
18	Helper	323.28	88.15	1.59	66.83	17.32	17.04	15.05	529.26
19	Mistry/Kangani	279.36	6.47	-	-	-	1.85	-	287.68
20	Marker	280.72	-	-	15.49	28.94	49.35	-	374.50
21	Mate/Mukaddam	348.62	-	-	-	-	-	-	348.62
22	Mechanic(General)	674.72	29.84	0.80	113.83	12.13	106.33	0.68	938.33
23	Millwright	240.43	-	-	64.79	-	-	-	305.22
24	Moulder	283.47	2.88	8.72	-	-	26.55	-	321.62
25	Packer	255.45	23.93	1.70	20.08	-	5.43	-	306.59
26	Painter	492.90	207.09	3.96	213.02	36.00	21.67	50.28	1024.92
27	Pattern Maker	319.15	-	-	244.28	11.85	63.99	-	639.27
28	Planer	1300.70	-	-	69.24	-	42.50	-	1412.44
29	Plumber	291.43	-	-	24.61	-	8.44	-	324.48
30	Press Man	526.25	241.63	0.20	240.13	39.44	21.31	58.39	1127.35
31	Rigger	136.67	-	-	27.33	13.67	-	4.33	182.00
32	Shaper Machine Op	282.69	-	-	-	-	-	-	282.69
33	Sheetmetal Worker	294.90	-	-	69.25	41.07	1.01	9.95	416.18
34	Supervisor	509.26	151.02	0.33	182.40	28.52	54.23	29.29	955.05
35	Sweeper	386.79	164.24	0.08	97.48	13.79	17.86	20.77	701.01
36	Tester	570.18	9.50	-	38.43	-	4.39	-	622.50
37	Trimmer	221.03	79.55	-	-	-	70.40	-	370.98
38	Turner	473.74	177.83	4.40	176.37	28.90	18.71	42.62	922.57

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
39	Watchman	354.69	92.75	-	59.72	9.43	21.92	12.62	551.13
40	Welder	434.03	149.57	2.33	157.68	24.49	23.82	35.92	827.84
41	Boring Machine Op.	263.61	-	10.17	35.59	18.23	76.94	8.81	413.35
42	Mach. Op./Machinist	522.67	97.50	2.94	119.76	16.57	47.10	19.28	825.82
43	Milling Machine Op.	1276.46	2.45	0.56	70.25	0.95	62.35	0.54	1413.56
44	Setter	292.68	-	22.19	82.64	38.87	43.74	19.23	499.35
45	Tool Maker	690.03	-	-	76.12	-	20.18	-	786.33
46	Store Keeper	322.47	-	2.38	34.27	27.05	8.26	0.25	394.68
47	Apprentices/Trainees	321.68	-	-	48.13	0.48	9.30	-	379.59
48	Kundiwala	175.00	85.96	53.85	-	-	-	-	314.81
49	Sand Mixer	147.12	85.96	53.85	-	-	-	-	286.93
50	Miscellaneous	414.41	-	-	2.92	-	18.67	-	436.00
IV.	Textile Machinery	407.40	23.22	5.50	69.74	14.04	90.29	4.28	614.47
1	Assembler	326.71	-	-	33.26	6.89	21.07	0.22	388.15
2	Blacksmith	226.22	-	-	125.50	-	84.42	-	436.14
3	Carpenter	285.52	27.99	-	47.16	16.56	87.44	2.07	466.74
4	Chargehand	523.33	-	-	-	-	-	-	523.33
5	Checker	325.54	9.09	60.87	99.68	33.57	13.57	22.05	564.37
6	Compressor Op.	501.45	129.75	-	67.94	13.91	59.99	10.02	783.06
7	Coolie/Mazdoor	258.71	7.44	3.17	32.14	0.76	1.51	13.50	317.23
8	Die Maker	433.19	-	-	-	-	-	-	433.19
9	Driller	303.74	6.65	-	28.10	-	53.07	0.83	392.39
10	Driver	337.37	9.30	-	67.58	16.85	41.86	3.92	476.88
11	Electrician	431.56	137.22	3.22	79.54	22.32	94.90	16.69	785.45
12	Fitter	355.35	20.50	0.45	31.26	12.05	44.16	2.60	466.37
13	Mech/Elec Foreman	430.58	88.46	-	44.42	5.19	31.74	8.57	608.96
14	Furnaceman	300.00	-	-	192.31	109.04	-	-	601.35
15	Gas Cutter	260.62	-	-	59.61	-	110.66	-	430.89
16	Grinder	474.54	24.86	-	77.98	11.95	164.30	-	753.63
17	Helper	292.39	13.40	1.47	22.68	6.30	20.18	4.91	361.33

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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
18	Mistry/Kangani	516.66	-	-	43.79	-	-	-	560.45
19	Marker	255.04	-	-	2.16	1.03	-	-	258.23
20	Mechanic (General)	392.42	-	2.84	107.38	-	78.33	-	580.97
21	Millwright	249.93	22.86	-	30.32	-	53.90	-	357.01
22	Moulder	314.07	11.34	-	19.64	-	31.45	-	376.50
23	Packer	304.17	17.04	0.35	24.31	-	5.36	1.32	352.55
24	Painter	317.50	13.94	-	38.75	6.94	55.61	7.34	440.08
25	Pattern Maker	319.23	-	-	192.31	80.77	-	-	592.31
26	Planer	415.62	19.72	-	89.25	47.61	91.74	-	663.94
27	Polisher	262.18	21.31	-	46.59	-	60.82	-	390.90
28	Press Man	164.45	-	-	-	-	-	-	164.45
29	Rollerman/Roller	303.17	-	-	5.93	-	1.77	-	310.87
30	Shaper Machine Op	277.42	49.50	-	16.92	-	2.36	-	346.20
31	Sheetmetal Worker	285.22	421.21	64.86	103.99	162.63	-	-	1037.91
32	Supervisor	660.84	1.32	1.53	310.86	40.86	245.82	0.47	1261.70
33	Sweeper	227.15	0.81	-	19.21	2.55	26.68	7.74	284.14
34	Trimmer	448.00	-	-	-	-	-	-	448.00
35	Turner	390.16	25.42	-	37.04	5.63	71.40	2.67	532.32
36	Watchman	326.98	13.52	2.27	38.70	4.20	96.59	1.43	483.69
37	Welder	331.80	11.65	-	26.96	10.08	38.06	2.37	420.92
38	Winder	292.17	-	-	104.35	-	20.87	-	417.39
39	Wireman	230.47	79.64	-	-	-	10.00	8.00	328.11
40	Boring Machine Op.	276.71	10.48	-	9.25	-	31.54	-	327.98
41	Fork Lift Operator	321.91	-	-	6.06	5.53	9.09	-	342.59
42	Mach. Op./Machinist	635.16	45.91	0.01	111.60	23.38	278.22	0.22	1094.50
43	Casting Man	266.50	-	-	-	-	-	-	266.50
44	Milling Machine Op.	301.84	46.40	8.15	38.95	19.21	9.08	-	423.63
45	Setter	407.80	-	-	70.72	-	-	-	478.52
46	Gen./Turbo Operator	506.25	-	-	101.22	-	105.49	-	712.96
47	Store Keeper	244.27	-	-	-	-	-	-	244.27
48	Apprentices/Trainees	222.32	-	-	42.04	-	45.82	0.73	310.91
49	Straightner Mach Op	557.04	-	-	-	-	-	11.54	568.58

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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
	50 Valve Man	305.64	-	-	-	-	-	14.83	320.47
	51 Capstan	389.71	-	40.28	62.46	16.65	13.12	13.95	536.17
	52 Miscellaneous	303.07	19.29	28.76	28.15	8.16	15.30	-	402.73
V.	Machine Tools	302.12	85.97	1.34	54.07	10.29	49.48	4.62	507.89
	1 Assembler	265.73	145.39	0.33	129.03	24.92	48.91	0.65	614.96
	2 Boiler Attendant	123.17	-	-	-	-	-	-	123.17
	3 Carpenter	457.69	-	-	-	-	-	-	457.69
	4 Chargehand	264.11	-	-	52.82	-	36.67	-	353.60
	5 Checker	298.93	61.82	0.30	98.80	28.61	156.90	0.34	645.70
	6 Compressor Op.	521.36	500.89	-	135.21	-	11.68	13.91	1183.05
	7 Coolie/Mazdoor	214.92	76.76	2.28	17.26	0.58	0.77	-	312.57
	8 Crane Operator	357.74	-	38.93	32.67	-	10.87	-	440.21
	9 Driller	225.50	130.43	-	84.06	34.32	56.13	1.97	532.41
	10 Driver	289.77	52.90	0.13	35.69	10.31	37.54	5.89	432.23
	11 Electrician	298.57	78.08	-	51.99	6.89	80.94	6.19	522.66
	12 Fitter	335.18	105.66	2.60	45.64	6.38	99.04	2.06	596.56
	13 Mech/Elec Foreman	570.05	233.59	-	163.12	4.42	164.28	3.07	1138.53
	14 Furnaceman	352.45	32.36	-	88.13	-	4.17	40.36	517.47
	15 Gas Cutter	235.18	318.96	-	98.11	31.00	99.78	-	783.03
	16 Grinder	216.91	243.28	0.38	146.68	38.63	110.47	1.91	758.26
	17 Helper	270.20	50.33	1.85	21.34	4.04	22.29	0.99	371.04
	18 Mistry/Kangani	400.80	-	-	-	218.51	11.26	-	630.57
	19 Marker	291.74	-	-	-	-	-	10.00	301.74
	20 Mate/Mukaddam	166.43	103.73	-	33.33	-	297.92	-	601.41
	21 Mechanic(General)	308.87	16.42	0.10	72.80	3.72	41.92	10.10	453.93
	22 Millwright	396.00	-	-	-	81.67	4.87	10.00	492.54
	23 Moulder	305.85	-	-	6.30	-	-	3.05	315.20
	24 Packer	170.44	205.59	0.23	100.43	38.63	64.80	1.22	581.34
	25 Painter	330.82	52.91	7.18	23.70	2.53	57.21	2.64	476.99
	26 Pattern Maker	634.62	-	-	20.85	-	-	-	655.47

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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
27	Planer	327.77	144.39	-	129.70	30.66	87.84	-	720.36
28	Plumber	407.68	-	-	-	-	80.00	-	487.68
29	Polisher	266.67	94.77	-	84.61	-	-	-	446.05
30	Press Man	352.89	-	-	22.57	-	15.60	5.74	396.80
31	Rigger	346.52	-	-	-	-	-	-	346.52
32	Rollerman/Roller	383.65	-	-	-	-	-	-	383.65
33	Shaper Machine Op	340.56	-	2.57	5.56	8.72	87.46	-	444.87
34	Sheetmetal Worker	564.58	474.05	-	94.93	-	620.35	-	1753.91
35	Supervisor	421.80	206.42	1.89	75.94	14.87	71.49	8.85	801.26
36	Sweeper	240.62	27.13	0.37	19.85	2.59	47.94	1.13	339.63
37	Turner	287.45	85.23	0.75	38.83	13.92	42.95	5.69	474.82
38	Watchman	264.45	24.86	0.69	27.93	4.94	17.79	5.50	346.16
39	Welder	290.31	56.59	1.56	32.59	8.74	42.22	6.74	438.75
40	Winder	420.00	-	-	21.02	-	120.64	-	561.66
41	Boring Machine Op.	383.61	-	-	70.96	2.97	2.23	2.23	462.00
42	Fork Lift Operator	150.68	319.80	-	-	-	2.35	-	472.83
43	Mach. Op./Machinist	315.15	41.51	0.97	50.77	12.72	39.54	8.45	469.11
44	Milling Machine Op.	172.28	187.10	3.63	98.26	37.73	58.83	0.48	558.31
45	Setter	276.10	73.80	2.56	65.35	4.66	65.17	26.39	514.03
46	Tool Maker	341.99	11.84	1.36	3.09	0.78	9.60	0.73	369.39
47	Store Keeper	266.15	-	-	35.56	-	83.83	-	385.54
48	Apprentices/Trainees	195.63	45.97	12.64	125.29	30.17	18.72	-	428.42
49	Heater Incharge	176.10	2.36	-	74.56	-	153.63	7.61	414.26
50	Straightner Mach Op	167.30	198.15	-	44.49	1.57	83.75	2.85	498.11
51	Miscellaneous	368.04	287.87	-	90.01	0.67	20.50	4.73	771.82
VI.	Electrical Ind. Mach	286.88	27.78	4.90	46.58	17.26	48.81	4.74	436.95
1	Armature Winder	223.25	13.27	9.41	58.33	20.01	55.73	27.80	407.80
2	Assembler	325.30	3.32	5.74	46.64	15.83	45.59	12.60	455.02
3	Chargeman	502.00	-	-	-	-	-	-	502.00
4	Checker	299.17	21.81	3.96	31.84	7.45	32.38	14.92	411.53

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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
5	Coolie/Mazdoor	180.14	10.63	0.14	18.80	1.44	11.24	0.04	222.43
6	Core Maker	283.45	-	-	11.71	6.12	3.61	0.87	305.76
7	Die Maker	622.74	-	-	56.16	58.39	-	-	737.29
8	Driller	311.56	-	-	7.26	3.87	77.97	0.87	401.53
9	Driver	278.75	9.00	1.07	32.11	15.65	49.37	1.01	386.96
10	Electrician	287.52	34.26	5.79	71.91	17.43	57.49	0.41	474.81
11	Fitter	267.60	38.13	2.54	41.63	21.93	40.63	0.66	413.12
12	Mech/Elec Foreman	482.75	106.29	-	158.93	44.99	140.34	0.47	933.77
13	Furnaceman	403.59	-	-	-	-	-	2.95	406.54
14	Gas Cutter	254.94	-	-	-	-	-	-	254.94
15	Grinder	156.70	104.54	-	60.35	34.57	35.47	0.92	392.55
16	Hammerman	140.00	-	-	-	-	-	-	140.00
17	Helper	244.17	12.12	2.27	19.18	9.67	30.20	1.59	319.20
18	Marker	136.67	-	-	-	124.14	-	-	260.81
19	Mason	283.33	-	-	-	-	-	-	283.33
20	Mechanic(General)	283.30	78.79	1.89	46.16	31.86	30.30	2.90	475.20
21	Moulder	227.81	-	-	-	-	-	-	227.81
22	Packer	246.41	25.03	-	34.89	11.11	8.67	0.36	326.47
23	Painter	301.36	33.70	0.95	38.11	21.53	38.30	0.47	434.42
24	Pattern Maker	605.67	-	-	53.33	17.78	-	4.62	681.40
25	Planer	494.85	172.22	185.49	137.32	29.63	51.59	-	1071.10
26	Plater	314.92	-	-	21.83	3.66	34.77	-	375.18
27	Polisher	72.22	-	-	26.67	-	40.00	10.00	148.89
28	Press Man	309.63	-	-	17.44	2.93	19.57	4.89	354.46
29	Shaper Machine Op	361.24	-	-	49.38	8.68	26.92	-	446.22
30	Sheetmetal Worker	405.66	-	-	49.07	-	45.48	-	500.21
31	Sorter	257.40	-	-	110.30	-	367.73	-	735.43
32	Supervisor	377.38	12.80	6.38	47.16	13.63	66.37	0.83	524.55
33	Sweeper	215.77	20.21	5.20	16.05	2.19	41.71	1.92	303.05
34	Tester	271.61	79.18	72.81	98.21	20.85	68.97	0.62	612.25
35	Turner	327.06	19.85	-	23.94	8.85	41.73	1.82	423.25
36	Watchman	285.49	11.21	1.19	14.76	2.66	16.80	0.65	332.76



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
37	Welder	310.74	18.28	4.50	45.57	42.48	54.43	10.74	486.74
38	Winder	334.35	9.84	15.28	85.03	33.92	98.00	32.68	609.10
39	Wireman	335.24	4.80	-	37.58	6.54	8.87	0.56	393.59
40	Boring Machine Op.	101.01	-	-	28.61	16.70	50.32	-	196.64
41	Fork Lift Operator	490.63	-	-	67.63	-	77.28	-	635.54
42	Mach. Op./Machinist	284.85	46.11	5.40	62.20	20.69	68.84	5.95	494.04
43	Casting Man	380.75	-	-	60.09	-	-	-	440.84
44	Milling Machine Op.	166.86	34.07	-	55.84	29.79	40.14	-	326.70
45	Setter	83.34	-	-	26.67	-	40.00	10.00	160.01
46	Tool Maker	348.47	-	-	-	-	-	-	348.47
47	Store Keeper	293.70	30.64	-	56.81	10.54	17.87	0.72	410.28
48	Apprentices/Trainees	203.72	38.53	-	27.27	3.60	10.35	-	283.47
49	Heater Incharge	346.15	-	-	-	-	-	-	346.15
50	Straightner Mach Op	288.46	-	-	-	-	-	-	288.46
51	Valve Man	307.69	-	-	-	-	-	-	307.69
52	Tilting Tab Mach Op	384.62	-	-	-	-	-	-	384.62
53	Miscellaneous	305.33	3.93	-	31.33	4.19	72.52	2.71	420.01
VII.	Electrical Apparatus	283.81	15.07	4.04	27.27	5.36	43.63	3.46	382.64
1	Assembler	298.38	7.31	1.31	22.77	6.00	66.12	0.42	402.31
2	Boiler Attendant	94.62	157.58	21.16	-	-	48.74	25.00	347.10
3	Chargehand	356.23	-	55.25	128.14	9.16	53.01	26.29	628.08
4	Chargeman	485.62	-	2.98	87.54	-	101.61	-	677.75
5	Checker	305.04	14.84	0.55	21.35	4.38	36.99	2.61	385.76
6	Compressor Op.	333.00	86.72	-	142.97	39.66	273.84	-	876.19
7	Coolie/Mazdoor	244.37	57.03	0.49	58.06	9.21	110.21	1.36	480.73
8	Die Maker	431.67	-	-	-	3.33	-	-	435.00
9	Driller	268.70	1.63	-	1.87	-	4.04	0.22	276.46
10	Driver	261.71	35.10	0.83	44.86	6.18	50.23	7.74	406.65
11	Electrician	322.80	5.71	0.27	14.66	3.31	23.98	1.73	372.46
12	Fitter	285.21	39.50	0.61	29.23	8.77	45.80	14.33	423.45

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	381.21	4.45	2.74	72.27	23.59	85.64	1.63	571.53
14	Gas Cutter	317.23	-	-	107.88	0.67	698.36	-	1124.14
15	Grinder	344.30	17.66	-	23.13	9.25	4.05	30.59	428.98
16	Hammerman	201.38	-	-	77.92	-	84.41	-	363.71
17	Helper	247.80	13.43	2.68	7.87	3.39	18.13	1.57	294.87
18	Marker	54.95	186.63	-	12.20	-	2.25	-	256.03
19	Mate/Mukaddam	382.80	-	-	102.73	7.21	131.87	4.73	629.34
20	Mechanic(General)	320.15	1.58	24.32	74.38	5.15	55.41	4.91	485.90
21	Moulder	283.07	-	-	13.85	-	9.75	1.64	308.31
22	Packer	269.72	1.31	0.71	1.13	-	19.83	0.02	292.72
23	Painter	249.79	13.20	-	32.27	4.07	27.49	2.70	329.52
24	Planer	592.22	-	-	36.11	36.11	35.56	6.67	706.67
25	Plater	400.00	-	-	84.40	-	100.00	-	584.40
26	Polisher	183.16	-	-	91.58	-	30.53	-	305.27
27	Press Man	398.69	45.07	-	-	-	96.41	49.60	589.77
28	Pump Attendant	128.64	244.32	-	74.60	8.00	235.32	27.20	718.08
29	Rigger	299.42	-	-	4.00	2.00	21.29	1.37	328.08
30	Shaper Machine Op	351.77	395.40	-	-	-	199.68	-	946.85
31	Sheetmetal Worker	139.13	-	-	65.18	57.31	33.95	-	295.57
32	Sorter	299.87	-	-	-	-	-	-	299.87
33	Supervisor	374.42	10.75	6.00	56.20	10.58	110.71	0.76	569.42
34	Sweeper	217.96	42.15	2.72	22.76	1.45	30.62	3.37	321.03
35	Tester	299.18	27.40	-	12.20	0.11	17.55	1.46	357.90
36	Trimmer	463.92	-	-	-	-	-	3.19	467.11
37	Turner	275.21	77.22	-	19.71	6.79	46.07	3.89	428.89
38	Watchman	271.48	10.89	1.66	11.28	1.78	31.99	1.89	330.97
39	Welder	266.25	40.73	-	60.47	22.53	113.08	19.96	523.02
40	Winder	243.18	20.04	-	107.97	-	15.34	-	386.53
41	Wireman	291.09	10.19	-	16.76	3.60	45.72	1.18	368.54
42	Fork Lift Operator	289.91	-	3.59	107.12	-	134.76	-	535.38
43	Mach. Op./Machinist	300.90	22.13	2.91	42.54	8.86	33.80	5.08	416.22
44	Casting Man	266.00	-	-	97.00	-	53.67	-	416.67

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
45	Milling Machine Op.	282.65	-	-	3.63	1.04	34.16	2.00	323.48
46	Setter	305.49	-	59.15	146.65	11.88	48.93	31.75	603.85
47	Tool Maker	565.08	-	-	215.75	22.53	287.50	4.22	1095.08
48	Store Keeper	286.61	10.66	1.19	10.22	1.43	23.09	0.35	333.55
49	Apprentices/Trainees	297.07	-	-	-	-	4.54	1.09	302.70
50	Kundiwala	358.00	-	-	-	-	-	-	358.00
51	Sand Mixer	343.75	-	-	-	-	-	-	343.75
52	Miscellaneous	290.79	6.66	-	10.95	1.07	29.59	1.04	340.10
VIII.	Boilers	337.28	13.66	0.07	20.42	1.48	37.02	1.01	410.94
1	Assembler	264.92	-	-	132.69	54.50	152.68	-	604.79
2	Boiler Attendant	424.26	-	-	4.00	-	12.88	10.71	451.85
3	Checker	330.22	-	-	99.89	13.89	16.75	-	460.75
4	Crane Operator	230.13	27.97	-	36.71	-	41.96	0.65	337.42
5	Driller	342.45	-	-	-	-	41.96	-	384.41
6	Driver	337.65	10.99	-	10.99	-	24.63	2.89	387.15
7	Electrician	290.89	14.87	-	19.24	-	66.57	-	391.57
8	Fitter	339.14	33.76	-	21.89	0.43	43.53	0.61	439.36
9	Mech/Elec Foreman	396.46	-	-	72.40	6.33	102.14	2.57	579.90
10	Furnaceman	298.47	-	-	149.25	-	49.76	-	497.48
11	Gas Cutter	432.68	-	-	31.91	-	-	3.41	468.00
12	Grinder	240.98	-	0.62	20.52	-	4.46	1.94	268.52
13	Helper	308.34	14.66	-	15.81	1.13	27.28	0.31	367.53
14	Mechanic(General)	395.28	0.72	-	50.41	-	64.47	-	510.88
15	Packer	446.15	-	-	-	-	110.63	-	556.78
16	Painter	310.27	-	-	-	-	20.22	-	330.49
17	Planer	660.05	-	-	245.33	97.58	193.92	-	1196.88
18	Press Man	342.65	-	-	15.95	-	5.96	-	364.56
19	Rigger	475.00	-	-	-	-	-	-	475.00
20	Supervisor	381.08	10.47	-	36.15	1.57	38.41	1.56	469.24
21	Sweeper	167.14	-	2.75	4.12	-	13.44	2.95	190.40

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
	22 Tester	438.96	-	-	-	-	-	-	438.96
	23 Turner	302.93	18.65	-	38.24	-	39.44	-	399.26
	24 Watchman	245.80	0.35	-	5.07	-	24.02	1.24	276.48
	25 Welder	359.72	20.37	-	11.25	-	30.68	0.70	422.72
	26 Winder	346.13	-	-	31.25	62.50	-	-	439.88
	27 Boring Machine Op.	500.00	-	-	-	-	-	-	500.00
	28 Mach. Op./Machinist	370.36	5.95	0.22	8.19	1.25	67.53	2.62	456.12
	29 Milling Machine Op.	284.99	-	-	-	-	28.22	-	313.21
	30 Tool Maker	402.50	-	-	201.15	-	67.12	-	670.77
	31 Store Keeper	405.96	-	-	71.65	21.51	78.84	-	577.96
	32 Apprentices/Trainees	153.85	-	-	-	-	-	-	153.85
	33 Hacksaw Man	313.51	-	-	6.81	-	-	-	320.32
	34 Miscellaneous	416.50	-	-	39.00	-	260.45	-	715.95
IX.	Aluminium	280.06	15.35	0.59	23.81	10.94	25.01	2.88	358.64
	1 Assembler	260.67	-	-	-	-	-	-	260.67
	2 Carpenter	418.94	-	-	140.07	70.04	-	-	629.05
	3 Chargehand	240.00	-	-	96.00	53.33	-	-	389.33
	4 Checker	240.04	18.13	-	33.31	20.12	29.21	8.68	349.49
	5 Chipper	384.62	-	-	-	-	-	-	384.62
	6 Compressor Op.	229.36	-	-	49.18	-	0.44	-	278.98
	7 Coolie/Mazdoor	219.14	-	4.43	12.94	12.37	2.24	0.66	251.78
	8 Crane Operator	326.92	-	-	184.62	38.46	-	-	550.00
	9 Die Maker	155.46	146.21	-	33.48	7.57	30.45	1.72	374.89
	10 Driller	467.31	-	-	-	-	-	23.08	490.39
	11 Driver	251.63	24.58	-	48.00	22.17	27.31	0.35	374.04
	12 Electrician	298.50	9.49	-	52.46	18.67	45.23	3.05	427.40
	13 Fitter	304.89	16.38	-	60.46	29.96	21.88	12.02	445.59
	14 Mech/Elec Foreman	350.22	-	-	24.37	7.88	6.19	2.86	391.52
	15 Furnaceman	174.13	64.87	-	39.07	1.93	44.19	1.47	325.66
	16 Gas Cutter	251.06	40.15	-	16.12	3.02	3.29	0.89	314.53

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
17	Grinder	271.60	45.80	-	34.97	-	15.48	18.23	386.08
18	Hammerman	155.00	-	-	-	-	-	-	155.00
19	Helper	239.72	13.71	0.03	14.71	3.63	24.88	1.23	297.91
20	Mistry/Kangani	153.44	-	-	125.25	62.63	-	-	341.32
21	Marker	278.69	-	-	-	-	8.90	6.00	293.59
22	Mason	279.99	-	-	30.52	-	-	6.79	317.30
23	Mate/Mukaddam	312.00	-	-	-	-	-	-	312.00
24	Mechanic (General)	329.84	10.13	1.98	44.10	5.66	57.01	9.49	458.21
25	Millwright	140.00	-	-	-	-	-	-	140.00
26	Moulder	337.56	-	-	-	-	-	7.33	344.89
27	Packer	248.53	2.79	-	16.72	5.93	62.18	5.76	341.91
28	Painter	299.60	-	-	74.80	-	20.00	-	394.40
29	Plater	388.89	-	-	51.28	-	38.46	-	478.63
30	Polisher	235.25	-	-	12.00	0.87	-	-	248.12
31	Press Man	239.91	116.78	-	50.10	45.61	27.07	0.18	479.65
32	Rigger	121.41	-	-	58.34	46.68	35.00	22.45	283.88
33	Rollerman/Roller	222.69	34.68	-	7.77	-	-	1.73	266.87
34	Shaper Machine Op	367.55	-	-	2.73	1.36	-	-	371.64
35	Sheetmetal Worker	240.90	4.81	-	6.89	5.22	-	0.22	258.04
36	Sorter	336.02	-	-	-	-	-	-	336.02
37	Supervisor	367.50	7.44	2.11	32.35	9.70	30.35	2.40	451.85
38	Sweeper	216.79	8.11	0.19	7.30	0.14	3.37	4.38	240.28
39	Tester	557.33	-	-	238.86	-	-	-	796.19
40	Trimmer	298.00	235.00	-	173.00	-	69.00	-	775.00
41	Turner	322.43	20.89	-	13.71	-	30.30	3.59	390.92
42	Watchman	216.85	3.55	0.26	15.96	3.49	11.71	1.72	253.54
43	Welder	319.19	6.44	-	58.26	25.33	16.77	16.55	442.54
44	Winder	638.92	-	-	-	-	-	-	638.92
45	Wireman	343.63	-	-	63.88	4.81	103.66	-	515.98
46	Boring Machine Op.	466.67	-	-	97.44	-	73.07	-	637.18
47	Fork Lift Operator	173.27	-	-	57.03	-	49.48	-	279.78
48	Mach. Op./Machinist	301.24	11.38	-	25.49	13.17	38.75	1.99	392.02

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
49	Casting Man	272.85	59.62	1.88	62.71	69.00	25.46	-	491.52
50	Milling Machine Op.	179.63	16.03	-	70.69	34.45	42.92	-	343.72
51	Setter	514.32	-	-	11.08	-	65.89	5.26	596.55
52	Tool Maker	185.76	-	-	-	-	-	-	185.76
53	Store Keeper	272.85	-	-	53.78	-	84.61	18.45	429.69
54	Apprentices/Trainees	234.54	-	-	95.00	-	3.33	-	332.87
55	Heater Incharge	292.70	-	10.73	-	-	-	-	303.43
56	Kiln Man	341.67	-	-	-	-	-	10.00	351.67
57	Straightner Mach Op	557.00	-	-	-	-	80.00	-	637.00
58	Valve Man	230.00	-	-	-	-	-	10.00	240.00
59	Tilting Tab Mach Op	557.00	-	-	-	-	80.00	-	637.00
60	Capsman	357.80	24.95	0.32	20.59	27.83	13.93	5.96	451.38
61	Miscellaneous	299.37	26.83	0.81	37.50	2.49	16.55	2.05	385.60
All Nine Engineering Ind.		317.53	35.17	2.17	47.37	11.54	63.40	5.02	482.20

TABLE 4.13  
TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS 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	Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				Overall
<b>I. Iron and Steel</b>											
	First Round(1959)	6.44	3.10	-	2.03	6.16	2.16	6.15	6.15	-	-
	Second Round(1963)	6.92	3.76	-	-	6.72	16.62	6.91	5.46	12.36	-11.22
	Third Round(1975)	20.14	11.52	3.00	-	14.28	-	14.28	4.36	106.66	-20.15
	Fourth Round(1987)	42.53	19.63	-	-	42.46	40.58	42.46	5.79	197.34	32.80
	Fifth Round(1996)	163.56	62.78	-	-	163.42	-	163.42	9.72	284.88	67.88
	Sixth Round(2008)	248.29	110.95	-	-	248.06	-	248.06	7.51	51.79	-22.74
	Seventh Round(2016)	474.25	353.68	-	-	473.53	359.50	473.51	7.42	90.88	-1.20
<b>II. Casting &amp; Forgings</b>											
	First Round(1959)	3.27	1.81	-	1.38	3.15	5.26	3.26	3.26	-	-
	Second Round(1963)	3.80	1.66	-	1.88	3.20	5.12	3.79	3.00	16.26	-7.98
	Third Round(1975)	18.28	14.89	-	-	18.22	7.27	18.25	5.57	381.53	85.67
	Fourth Round(1987)	45.38	49.48	-	-	45.72	35.10	45.49	6.20	149.26	11.31
	Fifth Round(1996)	97.15	44.74	-	-	96.79	-	96.79	5.76	112.77	-7.10
	Sixth Round(2008)	189.85	149.74	-	-	191.27	91.09	189.39	5.73	95.67	-0.52
	Seventh Round(2016)	516.60	312.70	-	-	512.94	430.00	512.90	8.04	170.82	40.31
<b>III. Agricultural Machinery</b>											
	First Round(1959)	2.94	-	-	-	2.91	3.52	2.94	2.94	-	-
	Second Round(1963)	3.75	2.21	-	1.14	3.65	4.52	3.74	2.96	27.21	0.68
	Third Round(1975)	17.48	7.55	-	-	17.64	16.21	9.93	3.03	165.51	2.36

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			Earnings at Current Price	Real Earnings	
		Men	Women	Adole- scents	Child.	Wage payment					
						Time Rated	Piece Rated				
Overall	Change in										
	Fourth Round(1987)	34.33	14.00	-	-	34.33	29.81	34.30	4.68	245.42	54.45
	Fifth Round(1996)	93.02	76.24	-	-	93.59	59.79	92.93	5.53	170.93	18.16
	Sixth Round(2008)	278.83	120.63	-	-	276.10	-	276.10	8.35	197.11	50.99
	Seventh Round(2016)	763.16	401.00	-	-	760.54	-	760.54	11.92	175.46	42.75
IV.	Textile Machinery										
	First Round(1959)	4.50	3.75	-	-	4.51	4.37	4.50	4.50	-	-
	Second Round(1963)	5.28	5.06	-	0.41	5.17	9.57	5.24	4.14	16.44	-8.00
	Third Round(1975)	17.50	8.08	-	-	17.47	25.69	10.40	3.18	98.47	-23.19
	Fourth Round(1987)	42.34	22.96	-	-	42.04	14.89	42.01	5.73	303.94	80.19
	Fifth Round(1996)	88.71	46.05	-	-	88.65	-	88.65	5.27	111.02	-8.04
	Sixth Round(2008)	297.61	115.95	-	-	294.78	-	294.78	8.92	232.52	69.26
	Seventh Round(2016)	619.01	521.73	-	-	614.47	-	614.47	9.63	108.45	7.96
V.	Machine Tools										
	First Round(1959)	3.90	1.97	-	-	3.64	7.88	3.89	3.89	-	-
	Second Round(1963)	4.04	2.53	-	-	3.91	5.66	4.02	3.18	3.34	-18.25
	Third Round(1975)	16.67	11.17	4.60	-	17.08	11.18	10.40	3.18	158.71	-
	Fourth Round(1987)	48.53	67.00	-	-	48.68	57.06	48.69	6.64	368.17	108.80
	Fifth Round(1996)	112.59	61.15	-	-	112.41	-	112.41	6.69	130.87	0.75
	Sixth Round(2008)	321.59	128.87	-	-	304.30	-	304.30	9.21	170.71	37.67
	Seventh Round(2016)	510.20	376.09	-	-	507.89	-	507.89	7.96	66.90	-13.57
VI.	Electrical Ind Mach										
	First Round(1959)	4.02	2.65	-	-	3.96	4.24	3.96	3.96	-	-
	Second Round(1963)	6.54	3.37	-	1.50	6.17	8.56	6.44	5.09	62.63	28.54
	Third Round(1975)	20.00	16.09	-	-	16.55	-	16.55	5.05	156.99	-0.79
	Fourth Round(1987)	89.15	60.52	-	-	88.71	-	88.71	12.09	436.01	139.41



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			Change in		
		Men	Women	Adole- scents	Child.	-----			Earnings at Current Price	Real Earnings	
						Time Rated	Piece Rated				
	Fifth Round(1996)	102.53	59.13	-	-	101.41	-	101.41	6.03	14.32	-50.12
	Sixth Round(2008)	223.19	248.00	-	-	222.87	246.36	223.90	6.77	120.79	12.27
	Seventh Round(2016)	444.42	352.69	-	-	436.95	-	436.95	6.85	95.15	1.18
VII. Electrical Apparatus											
	First Round(1959)	4.02	2.65	-	-	3.96	4.24	3.96	3.96	-	-
	Second Round(1963)	6.54	3.37	-	1.50	6.17	8.56	6.44	5.09	62.63	28.54
	Third Round(1975)	17.62	9.85	-	-	17.25	24.51	12.92	3.94	100.62	-22.59
	Fourth Round(1987)	43.44	34.81	-	-	41.52	28.91	41.40	5.64	220.43	43.15
	Fifth Round(1996)	90.10	45.36	-	-	83.52	44.08	83.18	4.95	100.92	-12.23
	Sixth Round(2008)	181.53	119.73	-	-	169.87	180.07	170.35	5.15	104.80	4.04
	Seventh Round(2016)	394.05	291.72	-	-	382.64	-	382.64	6.00	124.62	16.50
VIII. Boilers											
	Third Round(1975)	16.62	16.90	-	-	16.62	10.27	16.62	5.07	-	-
	Fourth Round(1987)	59.65	61.45	-	-	59.65	-	59.65	8.13	258.90	60.35
	Fifth Round(1996)	115.96	-	-	-	115.96	-	115.96	6.90	94.40	-15.13
	Sixth Round(2008)	330.49	92.95	-	-	328.50	-	328.50	9.93	183.29	43.91
	Seventh Round(2016)	413.70	315.39	-	-	410.94	-	410.94	6.44	25.10	-35.15
IX. Aluminium											
	Fourth Round(1987)	47.12	23.20	-	-	46.89	-	46.89	6.39	-	-
	Fifth Round(1996)	139.16	44.70	-	-	138.19	-	138.19	8.22	194.71	28.64
	Sixth Round(2008)	439.25	221.58	-	-	439.23	108.71	438.95	13.27	217.64	61.43
	Seventh Round(2016)	362.53	307.06	-	-	358.64	-	358.64	5.62	-18.30	-57.65

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

TABLE 5.1  
COEFFICIENT OF VARIATION OF AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation of Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
I.	Iron and Steel	38.55	45.47	20.97
	1 Punjab	16.16	34.76	23.68
	2 Jharkhand	66.56	73.14	56.71
	3 Odisha	21.74	27.10	29.31
	4 Chhattisgarh	37.98	58.69	7.47
	5 Gujarat	26.69	39.48	5.81
	6 Maharashtra	41.69	45.28	2.33
	7 Residual	40.21	42.74	20.69
II.	Casting and Forgings	37.06	39.42	26.75
	1 Punjab	20.53	24.98	9.94
	2 Gujarat	19.74	27.00	20.79
	3 Maharashtra	30.33	35.00	12.94
	4 Karnataka	25.91	31.35	19.76
	5 Tamil Nadu	39.32	37.39	15.81
	6 Residual	51.06	51.85	41.44
III.	Agricultural Imp.	42.77	45.20	36.27
	1 Punjab	18.96	28.95	12.88
	2 Haryana	51.66	49.59	45.76
	3 Uttar Pradesh	15.54	31.11	22.84
	4 Gujarat	19.29	43.75	26.86
	5 Maharashtra	23.43	47.73	14.44
	6 Tamil Nadu	29.75	43.27	28.55
	7 Residual	61.22	56.15	50.92
IV.	Textile Machinery	33.12	36.68	15.31
	1 Punjab	15.00	30.64	19.23
	2 Gujarat	27.99	30.30	4.49
	3 Maharashtra	45.73	36.07	31.96
	4 Tamil Nadu	39.38	39.42	9.29
	5 Residual	34.20	49.88	17.67
V.	Machine Tools	39.23	49.30	36.02
	1 Punjab	16.85	22.05	24.86
	2 Gujarat	29.81	39.96	19.13
	3 Maharashtra	54.30	55.48	52.55
	4 Karnataka	43.23	67.50	38.52

Table 5.1

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation of Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
	5 Tamil Nadu	28.11	29.02	43.38
	6 Residual	38.52	48.68	29.47
VI.	Electrical Ind. Mach	30.30	44.44	21.88
	1 Uttar Pradesh	22.29	25.19	18.86
	2 West Bengal	35.63	29.81	19.15
	3 Gujarat	18.29	25.26	15.83
	4 Maharashtra	41.51	66.82	29.12
	5 Karnataka	16.82	33.16	29.10
	6 Tamil Nadu	30.66	28.89	29.82
	7 Residual	29.01	33.99	9.86
VII.	Electrical Apparatus	31.11	34.71	17.43
	1 Uttarakhand	8.92	18.19	28.46
	2 Uttar Pradesh	8.02	28.44	24.08
	3 Gujarat	12.60	26.18	27.90
	4 Maharashtra	39.90	39.39	18.46
	5 Karnataka	9.90	15.43	7.49
	6 Tamil Nadu	47.77	39.64	9.64
	7 Residual	31.95	36.50	12.89
VIII.	Boilers	28.68	32.90	14.10
	1 Gujarat	24.57	45.52	4.08
	2 Maharashtra	22.62	23.21	21.42
	3 Tamil Nadu	29.12	30.38	7.34
	4 Residual	40.10	43.33	32.30
IX.	Aluminium	31.03	32.37	20.83
	1 Gujarat	31.51	32.14	23.20
	2 Maharashtra	31.20	29.06	20.54
	3 Karnataka	48.03	47.18	46.69
	4 Tamil Nadu	35.85	44.59	24.21
	5 Residual	26.67	28.63	12.96
All Nine Engineering Ind.		36.41	41.86	24.32

TABLE 5.2  
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Iron and Steel	51.92
	1 Punjab	39.13
	2 Jharkhand	59.54
	3 Odisha	52.59
	4 Chhattisgarh	50.83
	5 Gujarat	43.73
	6 Maharashtra	42.27
	7 Residual	57.17
II.	Casting and Forgings	53.50
	1 Punjab	52.45
	2 Gujarat	41.20
	3 Maharashtra	43.08
	4 Karnataka	51.22
	5 Tamil Nadu	39.66
	6 Residual	72.39
III.	Agricultural Imp.	63.87
	1 Punjab	39.56
	2 Haryana	69.61
	3 Uttar Pradesh	24.89
	4 Gujarat	34.70
	5 Maharashtra	61.98
	6 Tamil Nadu	66.86
	7 Residual	77.79
IV.	Textile Machinery	52.23
	1 Punjab	37.59
	2 Gujarat	36.61
	3 Maharashtra	54.83
	4 Tamil Nadu	52.21
	5 Residual	67.08
V.	Machine Tools	56.18
	1 Punjab	43.28
	2 Gujarat	38.03
	3 Maharashtra	60.60
	4 Karnataka	59.60
	5 Tamil Nadu	40.32

Table 5.2

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
	6 Residual	61.81
VI.	Electrical Ind. Mach	48.38
	1 Uttar Pradesh	45.88
	2 West Bengal	35.98
	3 Gujarat	40.98
	4 Maharashtra	57.76
	5 Karnataka	42.34
	6 Tamil Nadu	49.49
	7 Residual	39.43
VII.	Electrical Apparatus	55.10
	1 Uttarakhand	67.41
	2 Uttar Pradesh	53.82
	3 Gujarat	58.52
	4 Maharashtra	51.38
	5 Karnataka	22.59
	6 Tamil Nadu	67.15
	7 Residual	52.14
VIII.	Boilers	48.51
	1 Gujarat	60.01
	2 Maharashtra	48.92
	3 Tamil Nadu	42.71
	4 Residual	39.96
IX.	Aluminium	48.71
	1 Gujarat	36.74
	2 Maharashtra	45.01
	3 Karnataka	74.40
	4 Tamil Nadu	56.20
	5 Residual	47.48
	All Nine Engineering Ind.	53.63

TABLE 5.3  
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Iron and Steel	51.92
	1 Assembler	46.66
	2 Beltman/Mochi	38.14
	3 Blacksmith	54.75
	4 Boiler Attendant	39.68
	5 Carpenter	34.61
	6 Chargehand	34.74
	7 Chargeman	66.13
	8 Checker	52.74
	9 Chipper	67.70
	10 Compressor Op.	28.78
	11 Coolie/Mazdoor	37.87
	12 Core Maker	32.43
	13 Crane Operator	47.51
	14 Cupolaman	65.06
	15 Die Maker	41.69
	16 Driller	45.54
	17 Driver	46.35
	18 Electrician	46.28
	19 Fireman	35.18
	20 Fitter	43.02
	21 Mech/Elec Foreman	58.52
	22 Furnaceman	51.27
	23 Gas Cutter	52.92
	24 Grinder	46.51
	25 Hammerman	32.09
	26 Helper	41.67
	27 Loader/Unloader	22.93
	28 Mistry/Kangani	39.46
	29 Marker	39.77
	30 Mason	41.15
	31 Mate/Mukaddam	34.59
	32 Mechanic(General)	49.93
	33 Millwright	20.09
	34 Motor Mechanic	-
	35 Moulder	43.76
	36 Packer	45.75
	37 Painter	53.13
	38 Pattern Maker	50.02
	39 Planer	29.38
	40 Plater	-
	41 Plumber	54.03
	42 Press Man	22.07

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
43	Pump Attendant	47.77
44	Rigger	31.87
45	Rollerman/Roller	98.02
46	Shaper Machine Op	59.09
47	Sheetmetal Worker	32.64
48	Sorter	80.26
49	Supervisor	46.32
50	Sweeper	51.10
51	Tester	68.77
52	Tongsman	39.76
53	Trimmer	31.31
54	Turner	38.29
55	Watchman	34.05
56	Welder	46.22
57	Winder	36.30
58	Wireman	45.69
59	Boring Machine Op.	50.61
60	Fork Lift Operator	42.84
61	Mach. Op./Machinist	52.31
62	Casting Man	70.65
63	Milling Machine Op.	40.60
64	Setter	41.52
65	Tool Maker	35.23
66	Store Keeper	39.44
67	Apprentices/Trainees	44.17
68	Heater Incharge	52.65
69	Kiln Man	34.51
70	Straightner Mach Op	42.56
71	Valve Man	35.41
72	Tilting Tab Mach Op	37.49
73	Kundiwala	23.39
74	Sand Mixer	28.90
75	Miscellaneous	36.05
II.	Casting and Forgings	53.50
1	Armature Winder	-
2	Assembler	35.17
3	Blacksmith	58.11
4	Boiler Attendant	66.62
5	Carpenter	98.35
6	Chargehand	73.26
7	Chargeman	62.29
8	Checker	47.19
9	Chipper	29.91
10	Compressor Op.	32.25
11	Coolie/Mazdoor	30.83
12	Core Maker	21.22
13	Crane Operator	58.26

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
14	Cupolaman	38.96
15	Die Maker	42.59
16	Driller	41.10
17	Driver	48.44
18	Electrician	48.07
19	Fireman	41.38
20	Fitter	47.49
21	Mech/Elec Foreman	41.46
22	Furnaceman	48.39
23	Gas Cutter	53.85
24	Grinder	42.96
25	Hammerman	54.23
26	Helper	42.37
27	Mistry/Kangani	49.66
28	Marker	38.76
29	Mate/Mukaddam	-
30	Mechanic(General)	29.88
31	Millwright	-
32	Moulder	52.34
33	Packer	44.36
34	Painter	32.62
35	Pattern Maker	46.67
36	Planer	38.63
37	Polisher	30.85
38	Press Man	49.37
39	Rigger	-
40	Rollerman/Roller	-
41	Shaper Machine Op	42.73
42	Sheetmetal Worker	12.41
43	Supervisor	47.74
44	Sweeper	47.03
45	Tester	42.53
46	Tongsman	-
47	Trimmer	-
48	Turner	50.78
49	Watchman	46.63
50	Welder	70.50
51	Winder	26.46
52	Wireman	58.99
53	Boring Machine Op.	34.58
54	Fork Lift Operator	39.72
55	Mach. Op./Machinist	60.38
56	Casting Man	50.68
57	Milling Machine Op.	47.21
58	Setter	13.05
59	Tool Maker	27.48
60	Store Keeper	57.46
61	Apprentices/Trainees	35.02
62	Straightner Mach Op	-



Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
63	Tilting Tab Mach Op	-
64	Kundiwala	31.40
65	Sand Mixer	31.88
66	Miscellaneous	57.84
III.	Agricultural Imp.	63.87
1	Assembler	44.66
2	Blacksmith	7.04
3	Boiler Attendant	-
4	Carpenter	9.09
5	Chargehand	88.67
6	Checker	60.43
7	Compressor Op.	40.56
8	Coolie/Mazdoor	28.56
9	Die Maker	53.27
10	Driller	68.19
11	Driver	64.45
12	Electrician	76.20
13	Fitter	57.90
14	Mech/Elec Foreman	63.62
15	Gas Cutter	76.63
16	Grinder	12.46
17	Hammerman	68.90
18	Helper	55.04
19	Mistry/Kangani	21.60
20	Marker	29.81
21	Mate/Mukaddam	-
22	Mechanic(General)	63.44
23	Millwright	-
24	Moulder	17.41
25	Packer	25.88
26	Painter	77.01
27	Pattern Maker	74.18
28	Planer	-
29	Plumber	31.26
30	Press Man	71.75
31	Rigger	-
32	Shaper Machine Op	-
33	Sheetmetal Worker	36.36
34	Supervisor	67.21
35	Sweeper	74.58
36	Tester	36.28
37	Trimmer	28.10
38	Turner	61.58
39	Watchman	72.74
40	Welder	59.06
41	Boring Machine Op.	22.30
42	Mach. Op./Machinist	71.84

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	43 Milling Machine Op.	76.98
	44 Setter	-
	45 Tool Maker	62.52
	46 Store Keeper	24.55
	47 Apprentices/Trainees	20.75
	48 Kundiwala	-
	49 Sand Mixer	-
	50 Miscellaneous	55.94
IV.	Textile Machinery	52.23
	1 Assembler	40.22
	2 Blacksmith	-
	3 Carpenter	21.25
	4 Chargehand	-
	5 Checker	39.04
	6 Compressor Op.	29.90
	7 Coolie/Mazdoor	36.12
	8 Die Maker	44.88
	9 Driller	26.11
	10 Driver	39.03
	11 Electrician	57.73
	12 Fitter	47.39
	13 Mech/Elec Foreman	60.44
	14 Furnaceman	-
	15 Gas Cutter	29.00
	16 Grinder	66.40
	17 Helper	52.95
	18 Mistry/Kangani	-
	19 Marker	11.63
	20 Mechanic(General)	37.63
	21 Millwright	-
	22 Moulder	23.10
	23 Packer	56.39
	24 Painter	48.78
	25 Pattern Maker	-
	26 Planer	44.22
	27 Polisher	15.84
	28 Press Man	-
	29 Rollerman/Roller	3.49
	30 Shaper Machine Op	40.01
	31 Sheetmetal Worker	45.41
	32 Supervisor	54.23
	33 Sweeper	31.27
	34 Trimmer	-
	35 Turner	55.45
	36 Watchman	72.44
	37 Welder	57.76
	38 Winder	-

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
39	Wireman	-
40	Boring Machine Op.	61.43
41	Fork Lift Operator	63.84
42	Mach. Op./Machinist	58.24
43	Casting Man	-
44	Milling Machine Op.	68.89
45	Setter	-
46	Gen./Turbo Operator	37.79
47	Store Keeper	29.53
48	Apprentices/Trainees	25.85
49	Straightner Mach Op	-
50	Valve Man	-
51	Capstan	31.50
52	Miscellaneous	43.86
V.	Machine Tools	56.18
1	Assembler	40.58
2	Boiler Attendant	-
3	Carpenter	-
4	Chargehand	-
5	Checker	40.16
6	Compressor Op.	52.93
7	Coolie/Mazdoor	22.97
8	Crane Operator	0.87
9	Driller	62.15
10	Driver	27.67
11	Electrician	52.43
12	Fitter	50.06
13	Mech/Elec Foreman	67.88
14	Furnaceman	26.06
15	Gas Cutter	67.58
16	Grinder	64.61
17	Helper	47.19
18	Mistry/Kangani	-
19	Marker	6.90
20	Mate/Mukaddam	-
21	Mechanic(General)	60.82
22	Millwright	47.45
23	Moulder	51.52
24	Packer	36.23
25	Painter	70.65
26	Pattern Maker	-
27	Planer	55.24
28	Plumber	-
29	Polisher	-
30	Press Man	13.15
31	Rigger	-
32	Rollerman/Roller	-

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	33 Shaper Machine Op	36.17
	34 Sheetmetal Worker	-
	35 Supervisor	57.20
	36 Sweeper	57.72
	37 Turner	53.08
	38 Watchman	94.53
	39 Welder	52.76
	40 Winder	-
	41 Boring Machine Op.	27.98
	42 Fork Lift Operator	87.31
	43 Mach. Op./Machinist	42.51
	44 Milling Machine Op.	24.50
	45 Setter	47.94
	46 Tool Maker	71.07
	47 Store Keeper	19.99
	48 Apprentices/Trainees	6.69
	49 Heater Incharge	29.65
	50 Straightner Mach Op	42.16
	51 Miscellaneous	60.55
VI.	Electrical Ind. Mach	48.38
	1 Armature Winder	80.72
	2 Assembler	43.59
	3 Chargeman	29.00
	4 Checker	42.51
	5 Coolie/Mazdoor	47.46
	6 Core Maker	38.37
	7 Die Maker	20.88
	8 Driller	19.77
	9 Driver	27.41
	10 Electrician	35.40
	11 Fitter	29.93
	12 Mech/Elec Foreman	66.55
	13 Furnaceman	35.99
	14 Gas Cutter	49.00
	15 Grinder	25.27
	16 Hammerman	-
	17 Helper	40.26
	18 Marker	-
	19 Mason	-
	20 Mechanic(General)	41.13
	21 Moulder	-
	22 Packer	43.82
	23 Painter	44.01
	24 Pattern Maker	1.35
	25 Planer	26.32
	26 Plater	30.24
	27 Polisher	-

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
28	Press Man	41.92
29	Shaper Machine Op	10.00
30	Sheetmetal Worker	9.94
31	Sorter	-
32	Supervisor	43.57
33	Sweeper	35.75
34	Tester	52.15
35	Turner	32.27
36	Watchman	27.10
37	Welder	43.74
38	Winder	44.63
39	Wireman	39.32
40	Boring Machine Op.	-
41	Fork Lift Operator	18.40
42	Mach. Op./Machinist	43.80
43	Casting Man	-
44	Milling Machine Op.	39.01
45	Setter	-
46	Tool Maker	-
47	Store Keeper	23.48
48	Apprentices/Trainees	43.01
49	Heater Incharge	-
50	Straightner Mach Op	-
51	Valve Man	-
52	Tilting Tab Mach Op	-
53	Miscellaneous	55.22
VII.	Electrical Apparatus	55.10
1	Assembler	42.42
2	Boiler Attendant	0.77
3	Chargehand	33.69
4	Chargeman	31.96
5	Checker	67.54
6	Compressor Op.	28.80
7	Coolie/Mazdoor	69.29
8	Die Maker	31.43
9	Driller	22.19
10	Driver	41.84
11	Electrician	35.64
12	Fitter	46.39
13	Mech/Elec Foreman	55.60
14	Gas Cutter	95.96
15	Grinder	56.84
16	Hammerman	-
17	Helper	35.62
18	Marker	-
19	Mate/Mukaddam	49.55
20	Mechanic(General)	50.81

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
21	Moulder	34.25
22	Packer	50.33
23	Painter	55.56
24	Planer	26.58
25	Plater	-
26	Polisher	-
27	Press Man	34.61
28	Pump Attendant	-
29	Rigger	6.37
30	Shaper Machine Op	-
31	Sheetmetal Worker	-
32	Sorter	-
33	Supervisor	51.17
34	Sweeper	39.22
35	Tester	85.65
36	Trimmer	61.92
37	Turner	59.07
38	Watchman	58.75
39	Welder	36.93
40	Winder	85.27
41	Wireman	39.01
42	Fork Lift Operator	31.36
43	Mach. Op./Machinist	57.62
44	Casting Man	-
45	Milling Machine Op.	35.35
46	Setter	24.11
47	Tool Maker	91.22
48	Store Keeper	49.63
49	Apprentices/Trainees	31.82
50	Kundiwala	-
51	Sand Mixer	-
52	Miscellaneous	40.10
VIII. Boilers		48.51
1	Assembler	-
2	Boiler Attendant	35.49
3	Checker	40.04
4	Crane Operator	55.29
5	Driller	33.31
6	Driver	32.35
7	Electrician	67.94
8	Fitter	56.29
9	Mech/Elec Foreman	71.36
10	Furnaceman	-
11	Gas Cutter	75.33
12	Grinder	32.38
13	Helper	49.53
14	Mechanic(General)	25.67

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
15	Packer	-
16	Painter	6.40
17	Planer	-
18	Press Man	19.48
19	Rigger	-
20	Supervisor	55.55
21	Sweeper	22.53
22	Tester	-
23	Turner	33.04
24	Watchman	46.67
25	Welder	42.71
26	Winder	-
27	Boring Machine Op.	-
28	Mach. Op./Machinist	39.07
29	Milling Machine Op.	46.90
30	Tool Maker	-
31	Store Keeper	31.16
32	Apprentices/Trainees	-
33	Hacksaw Man	25.29
34	Miscellaneous	79.59
IX.	Aluminium	48.71
1	Assembler	-
2	Carpenter	-
3	Chargehand	-
4	Checker	43.54
5	Chipper	-
6	Compressor Op.	12.64
7	Coolie/Mazdoor	25.26
8	Crane Operator	-
9	Die Maker	39.27
10	Driller	16.08
11	Driver	33.58
12	Electrician	37.20
13	Fitter	41.27
14	Mech/Elec Foreman	65.44
15	Furnaceman	53.72
16	Gas Cutter	48.53
17	Grinder	36.52
18	Hammerman	-
19	Helper	64.08
20	Mistry/Kangani	7.44
21	Marker	39.66
22	Mason	-
23	Mate/Mukaddam	-
24	Mechanic(General)	56.02
25	Millwright	-
26	Moulder	45.58

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
27	Packer	44.82
28	Painter	26.35
29	Plater	55.91
30	Polisher	61.30
31	Press Man	46.49
32	Rigger	41.82
33	Rollerman/Roller	36.47
34	Shaper Machine Op	42.35
35	Sheetmetal Worker	16.45
36	Sorter	-
37	Supervisor	46.38
38	Sweeper	46.43
39	Tester	-
40	Trimmer	-
41	Turner	42.60
42	Watchman	30.13
43	Welder	66.08
44	Winder	-
45	Wireman	51.79
46	Boring Machine Op.	33.63
47	Fork Lift Operator	49.20
48	Mach. Op./Machinist	40.54
49	Casting Man	53.37
50	Milling Machine Op.	51.04
51	Setter	20.22
52	Tool Maker	39.01
53	Store Keeper	41.43
54	Apprentices/Trainees	11.74
55	Heater Incharge	3.61
56	Kiln Man	-
57	Straightner Mach Op	-
58	Valve Man	-
59	Tilting Tab Mach Op	-
60	Capsman	45.93
61	Miscellaneous	51.73
All Nine Engineering Ind.		53.63



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.	Iron and Steel	42312	239	42551	273.26	506.04	389.65
	1 Punjab	4031	0	4031	295.55	428.47	362.01
	1 Blacksmith	8	0	8	402.55	415.38	408.97
	2 Boiler Attendant	25	0	25	285.58	376.35	330.97
	3 Carpenter	1	0	1	292.31	292.31	292.31
	4 Chargehand	6	0	6	320.51	320.51	320.51
	5 Chargeman	3	0	3	365.38	365.38	365.38
	6 Checker	98	0	98	189.57	593.48	391.53
	7 Compressor Op.	10	0	10	278.85	578.85	428.85
	8 Coolie/Mazdoor	6	0	6	351.92	375.00	363.46
	9 Crane Operator	110	0	110	345.41	380.59	363.00
	10 Cupolaman	6	0	6	477.14	643.78	560.46
	11 Driller	4	0	4	206.00	206.00	206.00
	12 Driver	53	0	53	330.74	438.34	384.54
	13 Electrician	180	0	180	321.86	393.26	357.56
	14 Fireman	2	0	2	353.84	365.38	359.61
	15 Fitter	218	0	218	264.69	857.64	561.17
	16 Mech/Elec Foreman	54	0	54	419.11	590.87	504.99
	17 Furnaceman	55	0	55	278.90	338.16	308.53
	18 Gas Cutter	26	0	26	347.63	348.52	348.08
	19 Grinder	20	0	20	328.12	393.82	360.97
	20 Helper	1449	0	1449	274.62	336.39	305.51
	21 Loader/Unloader	31	0	31	269.73	269.73	269.73
	22 Mistry/Kangani	2	0	2	342.31	342.31	342.31
	23 Marker	1	0	1	353.84	353.84	353.84
	24 Mason	6	0	6	351.28	365.38	358.33
	25 Mechanic(General)	2	0	2	743.56	743.56	743.56

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
	26 Millwright	1	0	1	439.61	439.61	439.61
	27 Moulder	52	0	52	388.31	405.62	396.97
	28 Packer	36	0	36	269.23	287.11	278.17
	29 Painter	1	0	1	346.15	346.15	346.15
	30 Pattern Maker	2	0	2	319.23	319.23	319.23
	31 Press Man	7	0	7	311.81	655.49	483.65
	32 Pump Attendant	1	0	1	326.92	326.92	326.92
	33 Shaper Machine Op	6	0	6	313.78	318.59	316.19
	34 Supervisor	222	0	222	386.83	803.08	594.96
	35 Sweeper	15	0	15	274.06	396.72	335.39
	36 Tongsman	45	0	45	481.41	497.01	489.21
	37 Trimmer	3	0	3	326.92	326.92	326.92
	38 Turner	207	0	207	299.39	369.24	334.32
	39 Watchman	127	0	127	265.08	309.17	287.13
	40 Welder	94	0	94	250.80	356.37	303.59
	41 Winder	1	0	1	346.15	346.15	346.15
	42 Boring Machine Op.	36	0	36	319.44	357.90	338.67
	43 Fork Lift Operator	4	0	4	361.03	458.46	409.75
	44 Mach. Op./Machinist	770	0	770	292.59	425.99	359.29
	45 Setter	3	0	3	342.30	342.30	342.30
	46 Tool Maker	8	0	8	269.23	317.31	293.27
	47 Store Keeper	1	0	1	315.38	315.38	315.38
	48 Kiln Man	5	0	5	419.23	536.00	477.62
	49 Tilting Tab Mach Op	5	0	5	280.76	280.76	280.76
	50 Kundiwala	3	0	3	346.15	398.08	372.12
2	Jharkhand	1870	2	1872	493.52	710.46	601.99
	1 Blacksmith	20	0	20	223.94	240.65	232.30
	2 Checker	4	0	4	163.46	241.34	202.40
	3 Coolie/Mazdoor	197	0	197	181.29	217.70	199.50
	4 Crane Operator	130	0	130	865.05	1115.71	990.38
	5 Driller	10	0	10	244.56	308.46	276.51
	6 Driver	57	0	57	400.46	506.43	453.45

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
	7 Electrician	220	0	220	806.82	1001.21	904.02
	8 Fireman	1	0	1	342.30	342.30	342.30
	9 Fitter	227	0	227	460.82	861.32	661.07
	10 Mech/Elec Foreman	17	0	17	419.58	1190.85	805.22
	11 Gas Cutter	8	0	8	290.00	290.00	290.00
	12 Grinder	3	0	3	217.34	228.42	222.88
	13 Helper	504	1	505	611.73	862.04	736.89
	14 Mason	6	0	6	255.76	307.69	281.73
	15 Mechanic(General)	3	0	3	424.61	1353.53	889.07
	16 Painter	2	0	2	46.15	90.76	68.46
	17 Rigger	2	0	2	157.73	157.73	157.73
	18 Sheetmetal Worker	2	0	2	507.69	507.69	507.69
	19 Supervisor	77	0	77	304.85	447.42	376.14
	20 Sweeper	24	1	25	369.89	641.23	505.56
	21 Turner	2	0	2	161.36	161.36	161.36
	22 Watchman	6	0	6	275.07	805.84	540.46
	23 Welder	26	0	26	402.89	449.92	426.41
	24 Boring Machine Op.	2	0	2	403.84	507.69	455.77
	25 Mach. Op./Machinist	141	0	141	222.98	385.75	304.37
	26 Milling Machine Op.	98	0	98	431.50	745.15	588.33
	27 Apprentices/Trainees	12	0	12	198.00	198.00	198.00
	28 Heater Incharge	9	0	9	409.65	1078.37	744.01
	29 Straightner Mach Op	51	0	51	220.00	220.00	220.00
	30 Miscellaneous	9	0	9	288.00	347.73	317.87
3	Odisha	7121	43	7164	220.27	338.15	279.21
	1 Beltman/Mochi	18	0	18	274.50	274.50	274.50
	2 Blacksmith	2	0	2	253.84	253.84	253.84
	3 Boiler Attendant	5	0	5	367.96	462.65	415.31
	4 Chargeman	16	0	16	256.65	268.15	262.40
	5 Checker	129	0	129	165.22	198.86	182.04
	6 Coolie/Mazdoor	186	12	198	201.66	201.66	201.66
	7 Crane Operator	215	0	215	146.76	726.00	436.38

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
	8 Driver	132	0	132	279.46	300.61	290.04
	9 Electrician	455	0	455	221.52	405.47	313.50
	10 Fitter	489	0	489	269.72	402.21	335.97
	11 Mech/Elec Foreman	123	0	123	741.37	915.22	828.30
	12 Furnaceman	1	0	1	240.00	240.00	240.00
	13 Gas Cutter	19	0	19	258.28	268.40	263.34
	14 Helper	2515	26	2541	192.71	255.54	224.13
	15 Loader/Unloader	45	0	45	273.50	273.50	273.50
	16 Mistry/Kangani	2	0	2	498.60	498.60	498.60
	17 Mason	1	0	1	248.00	248.00	248.00
	18 Mechanic(General)	552	0	552	177.17	285.18	231.18
	19 Moulder	1	0	1	248.00	248.00	248.00
	20 Packer	60	0	60	267.19	267.19	267.19
	21 Plumber	4	0	4	228.30	294.96	261.63
	22 Pump Attendant	39	0	39	131.15	165.34	148.25
	23 Rigger	277	0	277	258.90	259.25	259.08
	24 Shaper Machine Op	423	0	423	222.71	526.51	374.61
	25 Supervisor	519	0	519	210.41	341.70	276.06
	26 Sweeper	148	5	153	187.09	192.75	189.92
	27 Trimmer	1	0	1	248.00	248.00	248.00
	28 Turner	22	0	22	174.37	668.29	421.33
	29 Watchman	97	0	97	134.30	156.15	145.23
	30 Welder	242	0	242	258.72	623.34	441.03
	31 Winder	2	0	2	548.07	640.38	594.23
	32 Wireman	1	0	1	442.30	442.30	442.30
	33 Mach. Op./Machinist	165	0	165	279.49	348.57	314.03
	34 Casting Man	87	0	87	258.78	258.78	258.78
	35 Apprentices/Trainees	27	0	27	135.35	221.33	178.34
	36 Kiln Man	49	0	49	268.32	283.78	276.05
	37 Straightner Mach Op	5	0	5	240.00	240.00	240.00
	38 Tilting Tab Mach Op	14	0	14	421.15	825.00	623.08
	39 Miscellaneous	33	0	33	212.91	277.54	245.23
4	Chhattisgarh	1385	8	1393	279.05	484.74	381.90

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	Boiler Attendant	17	0	17	373.90	522.95	448.43
2	Carpenter	1	0	1	354.15	354.15	354.15
3	Checker	1	0	1	307.69	307.69	307.69
4	Compressor Op.	1	0	1	250.00	250.00	250.00
5	Coolie/Mazdoor	122	6	128	218.26	341.86	280.06
6	Crane Operator	22	0	22	295.52	360.34	327.93
7	Cupolaman	10	0	10	580.76	658.50	619.63
8	Die Maker	11	0	11	398.07	478.44	438.26
9	Driver	44	0	44	254.09	369.18	311.64
10	Electrician	117	0	117	247.01	559.43	403.22
11	Fireman	1	0	1	312.00	312.00	312.00
12	Fitter	237	0	237	318.98	708.77	513.88
13	Mech/Elec Foreman	24	0	24	591.45	983.51	787.48
14	Furnaceman	4	0	4	600.00	1500.00	1050.00
15	Gas Cutter	15	0	15	519.21	536.13	527.67
16	Hammerman	8	0	8	243.32	250.27	246.80
17	Helper	174	0	174	230.17	292.63	261.40
18	Loader/Unloader	1	0	1	250.00	250.00	250.00
19	Mistry/Kangani	1	0	1	269.23	269.23	269.23
20	Mason	1	0	1	122.42	122.42	122.42
21	Mechanic(General)	33	0	33	291.17	728.67	509.92
22	Moulder	16	0	16	356.09	407.36	381.73
23	Packer	2	0	2	403.83	604.15	503.99
24	Painter	2	0	2	184.60	258.45	221.53
25	Pattern Maker	1	0	1	126.46	126.46	126.46
26	Planer	1	0	1	256.15	256.15	256.15
27	Rigger	6	0	6	273.99	355.27	314.63
28	Rollerman/Roller	1	0	1	256.15	256.15	256.15
29	Shaper Machine Op	5	0	5	297.99	332.60	315.30
30	Sheetmetal Worker	8	0	8	271.15	271.15	271.15
31	Supervisor	93	0	93	282.49	465.10	373.80
32	Sweeper	9	2	11	218.95	233.63	226.29
33	Tongsman	15	0	15	160.00	255.00	207.50

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
	34 Turner	50	0	50	349.50	516.82	433.16
	35 Watchman	42	0	42	230.45	280.98	255.72
	36 Welder	79	0	79	299.97	474.12	387.05
	37 Winder	3	0	3	253.33	341.73	297.53
	38 Wireman	6	0	6	133.83	184.60	159.22
	39 Boring Machine Op.	1	0	1	322.15	322.15	322.15
	40 Fork Lift Operator	14	0	14	213.18	252.55	232.87
	41 Mach. Op./Machinist	111	0	111	246.44	551.01	398.73
	42 Casting Man	4	0	4	122.42	365.38	243.90
	43 Milling Machine Op.	4	0	4	112.49	285.92	199.21
	44 Apprentices/Trainees	5	0	5	143.56	348.45	246.01
	45 Heater Incharge	51	0	51	259.82	430.46	345.14
	46 Straightner Mach Op	11	0	11	211.19	328.67	269.93
5	Gujarat	3450	6	3456	287.06	623.68	455.37
	1 Beltman/Mochi	12	0	12	284.00	357.15	320.58
	2 Blacksmith	1	0	1	288.46	288.46	288.46
	3 Boiler Attendant	27	0	27	169.57	298.86	234.22
	4 Carpenter	1	0	1	287.00	287.81	287.41
	5 Checker	34	0	34	256.11	592.50	424.31
	6 Coolie/Mazdoor	182	0	182	275.52	275.52	275.52
	7 Crane Operator	77	0	77	303.26	718.77	511.02
	8 Driver	48	0	48	264.90	301.69	283.30
	9 Electrician	157	0	157	304.22	638.11	471.17
	10 Fireman	6	0	6	287.81	354.04	320.93
	11 Fitter	394	0	394	284.83	705.89	495.36
	12 Mech/Elec Foreman	177	0	177	381.99	1011.65	696.82
	13 Furnaceman	31	0	31	313.10	413.86	363.48
	14 Gas Cutter	45	0	45	292.10	292.10	292.10
	15 Grinder	2	0	2	426.92	426.92	426.92
	16 Hammerman	1	0	1	289.00	289.00	289.00
	17 Helper	536	5	541	234.42	256.82	245.62
	18 Loader/Unloader	8	0	8	292.58	292.58	292.58

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
	19 Mistry/Kangani	4	0	4	467.39	467.39	467.39
	20 Marker	2	0	2	376.92	380.77	378.85
	21 Mason	47	0	47	287.44	988.61	638.03
	22 Mate/Mukaddam	8	0	8	268.00	284.00	276.00
	23 Mechanic(General)	332	0	332	277.73	859.18	568.46
	24 Millwright	3	0	3	299.73	299.73	299.73
	25 Moulder	16	0	16	271.87	271.87	271.87
	26 Packer	10	0	10	324.03	324.03	324.03
	27 Planer	3	0	3	290.49	290.49	290.49
	28 Plumber	5	0	5	287.81	530.50	409.16
	29 Pump Attendant	24	0	24	281.20	526.67	403.94
	30 Rigger	2	0	2	270.19	270.19	270.19
	31 Rollerman/Roller	12	0	12	353.53	353.53	353.53
	32 Shaper Machine Op	17	0	17	537.44	578.17	557.81
	33 Supervisor	369	0	369	285.68	1503.08	894.38
	34 Sweeper	63	1	64	239.89	248.84	244.37
	35 Tester	10	0	10	275.75	431.69	353.72
	36 Turner	57	0	57	339.07	501.60	420.34
	37 Watchman	83	0	83	269.23	378.84	324.04
	38 Welder	186	0	186	285.63	500.94	393.29
	39 Winder	2	0	2	270.19	270.19	270.19
	40 Wireman	4	0	4	279.18	279.18	279.18
	41 Mach. Op./Machinist	86	0	86	232.08	343.29	287.69
	42 Setter	4	0	4	305.00	305.00	305.00
	43 Store Keeper	15	0	15	280.92	286.49	283.71
	44 Heater Incharge	23	0	23	321.12	575.10	448.11
	45 Kiln Man	44	0	44	315.58	319.51	317.55
	46 Straightner Mach Op	118	0	118	378.48	399.26	388.87
	47 Valve Man	10	0	10	350.00	384.62	367.31
	48 Tilting Tab Mach Op	110	0	110	332.62	378.94	355.78
	49 Miscellaneous	42	0	42	304.02	331.24	317.63
6	Maharashtra	11220	12	11232	257.89	745.71	501.80

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	4	0	4	272.08	272.08	272.08
	2 Boiler Attendant	8	0	8	252.15	320.45	286.30
	3 Carpenter	16	0	16	162.56	291.37	226.97
	4 Chargeman	30	0	30	368.60	399.30	383.95
	5 Checker	47	0	47	167.48	326.59	247.04
	6 Compressor Op.	90	0	90	115.00	649.00	382.00
	7 Coolie/Mazdoor	1800	0	1800	427.87	713.84	570.86
	8 Crane Operator	160	0	160	351.61	490.05	420.83
	9 Cupolaman	17	0	17	206.92	611.23	409.08
	10 Die Maker	38	0	38	226.54	331.15	278.85
	11 Driver	32	0	32	190.08	274.37	232.23
	12 Electrician	298	0	298	217.34	727.14	472.24
	13 Fireman	17	0	17	550.06	624.41	587.24
	14 Fitter	759	0	759	295.91	677.34	486.63
	15 Mech/Elec Foreman	83	2	85	323.73	721.44	522.59
	16 Furnaceman	84	0	84	311.03	550.76	430.90
	17 Gas Cutter	43	0	43	190.24	439.11	314.68
	18 Grinder	19	0	19	293.46	581.16	437.31
	19 Hammerman	3	0	3	236.03	242.58	239.31
	20 Helper	1797	2	1799	259.43	446.19	352.81
	21 Mason	16	0	16	232.87	522.33	377.60
	22 Mate/Mukaddam	2	0	2	506.54	655.38	580.96
	23 Mechanic(General)	43	0	43	215.46	439.46	327.46
	24 Motor Mechanic	3	0	3	173.07	192.30	182.69
	25 Moulder	28	0	28	361.86	448.72	405.29
	26 Packer	14	0	14	172.40	177.42	174.91
	27 Painter	17	0	17	349.29	364.52	356.91
	28 Press Man	2	0	2	359.00	359.00	359.00
	29 Pump Attendant	5	0	5	176.16	263.47	219.82
	30 Shaper Machine Op	8	0	8	280.00	1600.00	940.00
	31 Supervisor	1404	1	1405	175.34	975.64	575.49
	32 Sweeper	107	7	114	301.18	388.30	344.74
	33 Tester	5	0	5	143.63	211.42	177.53
	34 Turner	192	0	192	246.81	719.46	483.14



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
	35 Watchman	241	0	241	164.45	559.94	362.20
	36 Welder	175	0	175	359.05	591.45	475.25
	37 Winder	38	0	38	286.22	303.71	294.97
	38 Wireman	14	0	14	472.38	554.81	513.60
	39 Fork Lift Operator	23	0	23	282.32	323.10	302.71
	40 Mach. Op./Machinist	3234	0	3234	185.49	977.26	581.38
	41 Casting Man	4	0	4	313.00	313.00	313.00
	42 Milling Machine Op.	5	0	5	186.42	284.61	235.52
	43 Setter	18	0	18	188.18	397.48	292.83
	44 Store Keeper	1	0	1	528.84	528.84	528.84
	45 Apprentices/Trainees	91	0	91	123.79	453.99	288.89
	46 Heater Incharge	8	0	8	474.13	477.97	476.05
	47 Straightner Mach Op	65	0	65	430.16	492.97	461.57
	48 Valve Man	22	0	22	483.82	559.87	521.85
	49 Tilting Tab Mach Op	57	0	57	444.68	522.82	483.75
	50 Miscellaneous	33	0	33	192.40	895.68	544.04
9	Residual	13235	168	13403	272.83	361.57	317.20
	1 Assembler	6	0	6	423.38	442.90	433.14
	2 Beltman/Mochi	51	0	51	159.58	167.96	163.77
	3 Blacksmith	44	0	44	228.86	264.63	246.75
	4 Boiler Attendant	20	0	20	215.92	293.25	254.59
	5 Carpenter	8	0	8	332.37	369.39	350.88
	6 Chargehand	6	7	13	224.29	247.96	236.13
	7 Chargeman	7	0	7	275.71	390.16	332.94
	8 Checker	242	1	243	340.28	502.79	421.54
	9 Chipper	2	0	2	706.51	706.51	706.51
	10 Compressor Op.	4	0	4	298.52	324.48	311.50
	11 Coolie/Mazdoor	1223	28	1251	257.39	310.15	283.77
	12 Core Maker	279	0	279	349.41	494.80	422.11
	13 Crane Operator	225	0	225	270.42	337.09	303.76
	14 Cupolaman	4	0	4	423.08	423.08	423.08
	15 Die Maker	31	0	31	461.96	606.40	534.18

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	Driller	19	0	19	168.61	197.93	183.27
17	Driver	225	0	225	239.66	296.39	268.03
18	Electrician	481	0	481	280.87	416.87	348.87
19	Fireman	6	0	6	329.00	362.33	345.67
20	Fitter	787	0	787	304.28	441.78	373.03
21	Mech/Elec Foreman	175	1	176	438.95	574.39	506.67
22	Furnaceman	104	0	104	238.10	280.35	259.23
23	Gas Cutter	46	0	46	265.07	302.99	284.03
24	Grinder	18	0	18	282.96	303.58	293.27
25	Hammerman	37	0	37	253.38	254.02	253.70
26	Helper	3920	37	3957	231.05	282.13	256.59
27	Loader/Unloader	49	0	49	197.30	197.30	197.30
28	Mistry/Kangani	19	0	19	193.39	214.65	204.02
29	Marker	27	0	27	304.29	477.72	391.01
30	Mason	3	0	3	319.33	319.33	319.33
31	Mate/Mukaddam	31	0	31	239.42	268.33	253.88
32	Mechanic(General)	167	0	167	255.22	379.72	317.47
33	Millwright	48	0	48	343.80	451.90	397.85
34	Moulder	104	0	104	245.93	539.86	392.90
35	Packer	93	77	170	243.79	441.49	342.64
36	Painter	19	0	19	345.62	353.66	349.64
37	Pattern Maker	15	0	15	173.43	431.39	302.41
38	Planer	2	0	2	564.35	690.31	627.33
39	Plater	2	0	2	215.00	215.00	215.00
40	Press Man	15	0	15	264.69	265.19	264.94
41	Pump Attendant	4	0	4	242.48	265.88	254.18
42	Rigger	6	0	6	113.33	235.36	174.35
43	Rollerman/Roller	216	0	216	247.69	325.96	286.83
44	Shaper Machine Op	183	0	183	316.59	393.37	354.98
45	Sheetmetal Worker	19	0	19	206.24	235.35	220.80
46	Sorter	24	0	24	335.88	385.77	360.83
47	Supervisor	884	0	884	305.14	486.61	395.88
48	Sweeper	85	9	94	220.66	228.39	224.53
49	Tester	16	1	17	179.73	317.74	248.74

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		
	50	Tongsman	29	0	29	229.14	243.33	236.24	
	51	Trimmer	14	0	14	162.36	216.48	189.42	
	52	Turner	185	0	185	283.54	375.52	329.53	
	53	Watchman	267	0	267	232.34	295.20	263.77	
	54	Welder	350	0	350	254.13	293.91	274.02	
	55	Winder	7	0	7	324.99	328.60	326.80	
	56	Wireman	2	0	2	239.65	615.38	427.52	
	57	Boring Machine Op.	15	0	15	291.02	291.02	291.02	
	58	Fork Lift Operator	42	0	42	211.91	238.78	225.35	
	59	Mach. Op./Machinist	1462	0	1462	331.92	457.19	394.56	
	60	Casting Man	13	0	13	313.20	461.55	387.38	
	61	Milling Machine Op.	36	3	39	263.75	406.95	335.35	
	62	Setter	3	0	3	209.64	233.76	221.70	
	63	Tool Maker	5	0	5	205.82	212.83	209.33	
	64	Store Keeper	8	0	8	227.39	408.64	318.02	
	65	Apprentices/Trainees	49	3	52	244.89	284.12	264.51	
	66	Heater Incharge	149	0	149	369.62	466.98	418.30	
	67	Kiln Man	101	0	101	329.36	340.57	334.97	
	68	Straightner Mach Op	97	0	97	269.67	327.68	298.68	
	69	Valve Man	96	1	97	289.46	336.01	312.74	
	70	Tilting Tab Mach Op	163	0	163	350.71	421.47	386.09	
	71	Kundiwala	35	0	35	160.88	316.11	238.50	
	72	Sand Mixer	28	0	28	240.77	396.15	318.46	
	73	Miscellaneous	78	0	78	259.33	380.71	320.02	
II.	Casting and Forgings		11032	208	11240	360.66	470.57	415.62	
	1	Punjab	1990	10	2000	308.10	401.39	354.75	
		1	Armature Winder	2	0	2	307.69	309.62	308.66
		2	Blacksmith	20	0	20	278.85	356.31	317.58
		3	Boiler Attendant	1	0	1	361.54	361.54	361.54
		4	Carpenter	1	0	1	331.38	331.38	331.38

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
	5 Chargeman	6	0	6	615.38	2079.62	1347.50
	6 Checker	94	0	94	310.30	343.93	327.12
	7 Coolie/Mazdoor	1	0	1	461.54	461.54	461.54
	8 Crane Operator	2	0	2	365.38	384.62	375.00
	9 Die Maker	32	0	32	278.85	626.23	452.54
	10 Driller	7	5	12	242.00	248.00	245.00
	11 Driver	8	0	8	314.90	322.12	318.51
	12 Electrician	35	0	35	377.64	640.10	508.87
	13 Fireman	5	0	5	746.16	800.00	773.08
	14 Fitter	40	0	40	338.40	613.91	476.16
	15 Mech/Elec Foreman	12	0	12	597.75	1163.14	880.45
	16 Furnaceman	7	0	7	278.85	315.27	297.06
	17 Gas Cutter	22	0	22	287.59	412.27	349.93
	18 Grinder	96	0	96	278.65	385.84	332.25
	19 Hammerman	119	0	119	278.85	376.15	327.50
	20 Helper	617	2	619	279.25	334.75	307.00
	21 Mistry/Kangani	6	0	6	596.15	842.31	719.23
	22 Marker	66	0	66	278.85	278.85	278.85
	23 Mechanic(General)	20	0	20	278.85	391.73	335.29
	24 Moulder	14	3	17	402.39	407.83	405.11
	25 Packer	85	0	85	278.85	327.69	303.27
	26 Pattern Maker	3	0	3	730.77	1390.38	1060.58
	27 Polisher	1	0	1	725.00	725.00	725.00
	28 Press Man	50	0	50	278.85	313.54	296.20
	29 Shaper Machine Op	10	0	10	493.95	595.89	544.92
	30 Sheetmetal Worker	1	0	1	644.50	644.50	644.50
	31 Supervisor	32	0	32	449.94	769.59	609.77
	32 Sweeper	10	0	10	278.85	278.85	278.85
	33 Turner	101	0	101	291.05	471.81	381.43
	34 Watchman	19	0	19	268.22	289.47	278.85
	35 Welder	22	0	22	314.33	408.16	361.25
	36 Winder	1	0	1	412.92	412.92	412.92
	37 Wireman	1	0	1	292.31	292.31	292.31
	38 Boring Machine Op.	13	0	13	278.85	367.85	323.35

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 Mach. Op./Machinist	156	0	156	434.30	477.37	455.84
	40 Casting Man	79	0	79	278.85	326.35	302.60
	41 Milling Machine Op.	50	0	50	277.38	424.75	351.07
	42 Setter	1	0	1	382.77	382.77	382.77
	43 Tool Maker	38	0	38	292.67	404.34	348.51
	44 Kundiwala	82	0	82	278.85	381.54	330.20
	45 Miscellaneous	2	0	2	346.15	346.15	346.15
2	Gujarat	969	15	984	323.58	415.89	369.74
	1 Boiler Attendant	1	0	1	461.54	461.54	461.54
	2 Checker	21	0	21	406.55	919.38	662.97
	3 Coolie/Mazdoor	166	0	166	260.43	382.48	321.46
	4 Driller	10	0	10	304.77	376.65	340.71
	5 Driver	8	0	8	357.69	357.69	357.69
	6 Electrician	16	0	16	368.82	627.12	497.97
	7 Fitter	15	0	15	450.52	456.68	453.60
	8 Mech/Elec Foreman	9	0	9	312.39	682.48	497.44
	9 Furnaceman	8	0	8	475.24	553.41	514.33
	10 Grinder	24	0	24	323.03	338.64	330.84
	11 Hammerman	2	0	2	470.65	619.23	544.94
	12 Helper	280	10	290	296.55	362.50	329.53
	13 Mechanic(General)	3	0	3	300.00	311.54	305.77
	14 Moulder	8	0	8	386.60	423.33	404.97
	15 Painter	4	0	4	335.76	353.07	344.42
	16 Pattern Maker	4	0	4	295.00	315.00	305.00
	17 Supervisor	58	1	59	425.94	534.77	480.36
	18 Turner	55	0	55	470.88	636.90	553.89
	19 Watchman	5	0	5	302.06	302.06	302.06
	20 Welder	9	0	9	313.64	318.08	315.86
	21 Boring Machine Op.	5	0	5	555.77	750.00	652.89
	22 Mach. Op./Machinist	22	0	22	296.77	327.86	312.32
	23 Tool Maker	1	0	1	648.00	648.00	648.00
	24 Store Keeper	1	0	1	290.00	290.00	290.00

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
	25 Kundiwala	134	4	138	307.51	368.56	338.04
	26 Sand Mixer	90	0	90	310.52	351.15	330.84
	27 Miscellaneous	10	0	10	378.72	508.57	443.65
3	Maharashtra	2342	4	2346	415.14	490.44	452.79
	1 Boiler Attendant	17	0	17	395.97	395.97	395.97
	2 Chargehand	20	0	20	341.92	381.15	361.54
	3 Chargeman	19	0	19	243.73	377.94	310.84
	4 Checker	15	0	15	357.64	671.67	514.66
	5 Compressor Op.	74	0	74	503.62	573.35	538.49
	6 Coolie/Mazdoor	18	0	18	353.84	361.54	357.69
	7 Core Maker	5	0	5	375.79	375.79	375.79
	8 Crane Operator	2	0	2	838.32	838.32	838.32
	9 Die Maker	7	0	7	558.01	622.36	590.19
	10 Driller	2	0	2	380.76	380.76	380.76
	11 Driver	18	0	18	362.17	409.46	385.82
	12 Electrician	68	0	68	439.78	532.84	486.31
	13 Fitter	90	0	90	504.05	564.74	534.40
	14 Mech/Elec Foreman	51	0	51	707.19	791.54	749.37
	15 Furnaceman	34	0	34	575.80	617.81	596.81
	16 Gas Cutter	5	0	5	449.08	496.78	472.93
	17 Grinder	1	0	1	287.91	287.91	287.91
	18 Helper	1001	3	1004	374.24	460.77	417.51
	19 Mate/Mukaddam	1	0	1	421.68	421.68	421.68
	20 Mechanic(General)	14	0	14	372.86	403.90	388.38
	21 Moulder	33	0	33	515.17	547.90	531.54
	22 Packer	4	0	4	345.00	365.38	355.19
	23 Painter	1	0	1	220.00	220.00	220.00
	24 Pattern Maker	2	0	2	594.66	594.66	594.66
	25 Planer	2	1	3	701.48	893.80	797.64
	26 Press Man	7	0	7	547.45	623.10	585.28
	27 Shaper Machine Op	46	0	46	326.15	353.75	339.95
	28 Supervisor	156	0	156	500.20	595.88	548.04

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
	29 Sweeper	32	0	32	352.06	353.04	352.55
	30 Trimmer	5	0	5	833.32	845.12	839.22
	31 Turner	21	0	21	545.20	632.44	588.82
	32 Watchman	71	0	71	310.51	351.73	331.12
	33 Welder	52	0	52	411.57	425.49	418.53
	34 Fork Lift Operator	33	0	33	458.08	477.05	467.57
	35 Mach. Op./Machinist	301	0	301	427.62	490.09	458.86
	36 Milling Machine Op.	2	0	2	421.10	430.72	425.91
	37 Tool Maker	14	0	14	250.00	347.91	298.96
	38 Store Keeper	6	0	6	514.63	708.82	611.73
	39 Kundiwala	22	0	22	408.92	579.48	494.20
	40 Sand Mixer	57	0	57	385.75	485.21	435.48
	41 Miscellaneous	13	0	13	446.82	562.66	504.74
4	Karnataka	1009	75	1084	315.68	455.05	385.37
	1 Checker	7	1	8	268.91	291.67	280.29
	2 Chipper	4	0	4	198.07	261.53	229.80
	3 Core Maker	18	1	19	156.97	395.03	276.00
	4 Crane Operator	16	0	16	524.80	1130.85	827.83
	5 Driver	5	0	5	461.94	461.94	461.94
	6 Electrician	16	0	16	423.37	595.50	509.44
	7 Fitter	29	0	29	343.88	738.15	541.02
	8 Mech/Elec Foreman	35	0	35	221.32	416.18	318.75
	9 Furnaceman	14	0	14	197.22	215.35	206.29
	10 Grinder	4	0	4	289.50	289.50	289.50
	11 Helper	421	44	465	280.55	419.57	350.06
	12 Marker	2	0	2	217.30	217.30	217.30
	13 Mechanic(General)	7	0	7	187.80	239.94	213.87
	14 Moulder	24	1	25	282.55	282.55	282.55
	15 Pattern Maker	3	0	3	176.92	176.92	176.92
	16 Press Man	19	22	41	255.02	299.62	277.32
	17 Rollerman/Roller	8	0	8	307.69	376.92	342.31
	18 Sheetmetal Worker	15	0	15	312.58	494.21	403.40

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
	19 Supervisor	64	0	64	328.77	553.90	441.34
	20 Sweeper	3	6	9	222.53	241.98	232.26
	21 Turner	18	0	18	295.83	414.96	355.40
	22 Watchman	18	0	18	319.04	407.94	363.49
	23 Welder	15	0	15	375.50	502.30	438.90
	24 Winder	3	0	3	284.54	300.65	292.60
	25 Mach. Op./Machinist	174	0	174	449.77	570.94	510.36
	26 Casting Man	5	0	5	176.92	192.31	184.62
	27 Milling Machine Op.	5	0	5	315.38	334.61	325.00
	28 Setter	1	0	1	198.07	198.07	198.07
	29 Tool Maker	15	0	15	298.71	324.61	311.66
	30 Apprentices/Trainees	15	0	15	384.62	384.62	384.62
	31 Tilting Tab Mach Op	1	0	1	807.70	807.70	807.70
	32 Kundiwala	18	0	18	288.24	444.45	366.35
	33 Sand Mixer	7	0	7	283.52	326.37	304.95
5	Tamil Nadu	1539	58	1597	318.62	507.88	413.25
	1 Assembler	33	0	33	377.89	562.64	470.27
	2 Blacksmith	6	0	6	342.69	393.15	367.92
	3 Boiler Attendant	0	2	2	170.00	170.00	170.00
	4 Carpenter	1	0	1	476.92	476.92	476.92
	5 Chargeman	28	0	28	406.61	700.00	553.31
	6 Checker	99	4	103	365.92	658.87	512.40
	7 Core Maker	21	1	22	400.93	558.91	479.92
	8 Crane Operator	9	0	9	483.49	563.30	523.40
	9 Cupolaman	7	0	7	501.73	618.07	559.90
	10 Die Maker	7	0	7	344.73	470.88	407.81
	11 Driller	9	0	9	315.50	451.77	383.64
	12 Driver	29	0	29	300.52	346.65	323.59
	13 Electrician	25	0	25	292.52	423.08	357.80
	14 Fitter	52	0	52	346.20	511.43	428.82
	15 Mech/Elec Foreman	11	0	11	381.45	405.15	393.30
	16 Furnaceman	18	0	18	387.77	527.21	457.49



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 Gas Cutter	5	0	5	334.56	369.12	351.84
	18 Grinder	20	0	20	321.42	496.73	409.08
	19 Hammerman	7	0	7	269.51	390.12	329.82
	20 Helper	228	32	260	265.09	360.52	312.81
	21 Mistry/Kangani	1	0	1	265.38	265.38	265.38
	22 Marker	8	0	8	405.77	503.84	454.81
	23 Mechanic(General)	12	0	12	290.25	334.29	312.27
	24 Moulder	49	1	50	364.60	511.65	438.13
	25 Packer	12	10	22	194.14	253.57	223.86
	26 Painter	13	0	13	312.97	419.35	366.16
	27 Pattern Maker	19	0	19	381.14	621.58	501.36
	28 Planer	9	0	9	376.16	529.50	452.83
	29 Polisher	27	0	27	212.39	428.07	320.23
	30 Press Man	1	0	1	381.54	381.54	381.54
	31 Shaper Machine Op	17	0	17	430.60	669.07	549.84
	32 Supervisor	100	0	100	435.47	679.38	557.43
	33 Sweeper	2	5	7	219.70	222.10	220.90
	34 Tester	3	0	3	446.95	495.03	470.99
	35 Turner	15	0	15	296.79	458.40	377.60
	36 Watchman	8	0	8	253.07	447.08	350.08
	37 Welder	56	0	56	243.12	470.20	356.66
	38 Winder	1	0	1	348.37	348.37	348.37
	39 Wireman	1	0	1	250.00	250.00	250.00
	40 Boring Machine Op.	12	0	12	283.62	420.53	352.08
	41 Fork Lift Operator	38	0	38	326.69	414.28	370.49
	42 Mach. Op./Machinist	447	2	449	304.32	589.89	447.11
	43 Casting Man	9	0	9	266.13	383.55	324.84
	44 Milling Machine Op.	3	0	3	478.54	478.54	478.54
	45 Setter	3	0	3	234.61	244.87	239.74
	46 Tool Maker	19	0	19	328.54	427.53	378.04
	47 Apprentices/Trainees	39	1	40	259.62	270.78	265.20
9	Residual	3183	46	3229	400.83	502.41	451.62

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	Assembler	11	0	11	454.36	461.22	457.79
2	Blacksmith	1	0	1	329.26	329.26	329.26
3	Boiler Attendant	4	0	4	756.26	756.26	756.26
4	Carpenter	10	0	10	735.41	809.81	772.61
5	Chargehand	11	0	11	585.09	761.69	673.39
6	Chargeman	1	0	1	375.00	375.00	375.00
7	Checker	27	0	27	372.93	734.36	553.65
8	Chipper	4	0	4	226.35	226.35	226.35
9	Compressor Op.	4	0	4	363.42	392.27	377.85
10	Coolie/Mazdoor	557	5	562	270.84	285.23	278.04
11	Crane Operator	6	0	6	192.31	192.31	192.31
12	Cupolaman	1	0	1	576.92	576.92	576.92
13	Die Maker	2	0	2	480.76	500.00	490.38
14	Driller	11	0	11	398.19	404.30	401.25
15	Driver	30	0	30	475.66	483.12	479.39
16	Electrician	150	0	150	673.56	872.32	772.94
17	Fitter	153	0	153	787.05	922.63	854.84
18	Mech/Elec Foreman	98	0	98	327.16	660.33	493.75
19	Furnaceman	19	0	19	420.05	495.72	457.89
20	Gas Cutter	17	0	17	209.28	578.78	394.03
21	Grinder	1	0	1	301.48	301.48	301.48
22	Hammerman	6	0	6	200.00	200.00	200.00
23	Helper	770	13	783	383.21	432.03	407.62
24	Mistry/Kangani	3	0	3	265.90	300.04	282.97
25	Marker	2	0	2	333.21	333.21	333.21
26	Mechanic(General)	10	0	10	457.86	502.97	480.42
27	Millwright	1	0	1	329.26	329.26	329.26
28	Moulder	109	0	109	550.53	556.99	553.76
29	Packer	1	0	1	311.99	311.99	311.99
30	Painter	1	0	1	321.91	321.91	321.91
31	Pattern Maker	9	0	9	961.99	963.29	962.64
32	Planer	10	0	10	200.00	250.00	225.00
33	Press Man	4	0	4	476.75	534.50	505.63
34	Rigger	1	0	1	200.00	200.00	200.00

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
	35 Shaper Machine Op	12	0	12	216.40	232.42	224.41
	36 Sheetmetal Worker	13	0	13	250.00	539.42	394.71
	37 Supervisor	136	0	136	384.95	525.20	455.08
	38 Sweeper	46	19	65	286.58	346.55	316.57
	39 Tester	5	0	5	306.92	354.61	330.77
	40 Tongsman	1	0	1	311.53	311.53	311.53
	41 Turner	34	0	34	559.02	565.80	562.41
	42 Watchman	104	3	107	321.79	373.93	347.86
	43 Welder	78	0	78	638.33	832.72	735.53
	44 Fork Lift Operator	3	0	3	460.19	536.23	498.21
	45 Mach. Op./Machinist	247	0	247	475.68	593.39	534.54
	46 Casting Man	6	0	6	271.28	271.28	271.28
	47 Milling Machine Op.	37	0	37	322.34	450.22	386.28
	48 Store Keeper	3	0	3	356.10	372.22	364.16
	49 Apprentices/Trainees	130	0	130	221.30	409.76	315.53
	50 Straightner Mach Op	29	0	29	208.65	709.92	459.29
	51 Kundiwala	69	6	75	348.78	442.09	395.44
	52 Sand Mixer	156	0	156	359.19	655.32	507.26
	53 Miscellaneous	29	0	29	241.40	287.25	264.33
III.	Agricultural Imp.	16722	117	16839	521.50	647.87	584.69
1	Punjab	4968	24	4992	312.87	362.02	337.45
1	Assembler	388	0	388	325.85	345.72	335.79
2	Blacksmith	5	0	5	283.42	284.67	284.05
3	Chargehand	1	0	1	341.92	341.92	341.92
4	Checker	62	1	63	375.06	421.87	398.47
5	Coolie/Mazdoor	7	0	7	271.42	289.38	280.40
6	Die Maker	16	0	16	326.74	359.01	342.88
7	Driller	7	0	7	318.46	352.80	335.63
8	Driver	12	0	12	313.81	353.13	333.47
9	Electrician	77	0	77	432.64	441.22	436.93

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
	10 Fitter	302	0	302	284.64	390.22	337.43
	11 Mech/Elec Foreman	70	0	70	350.26	489.04	419.65
	12 Grinder	2	0	2	354.61	354.61	354.61
	13 Hammerman	9	0	9	279.85	294.63	287.24
	14 Helper	1714	15	1729	288.77	314.99	301.88
	15 Marker	51	0	51	279.07	400.45	339.76
	16 Mechanic(General)	15	0	15	308.28	376.51	342.40
	17 Millwright	3	0	3	271.42	289.38	280.40
	18 Moulder	52	0	52	361.33	408.25	384.79
	19 Painter	219	0	219	320.08	325.78	322.93
	20 Pattern Maker	1	0	1	307.69	307.69	307.69
	21 Press Man	36	5	41	331.14	370.35	350.75
	22 Sheetmetal Worker	7	0	7	348.46	357.69	353.08
	23 Supervisor	177	0	177	381.22	537.25	459.24
	24 Sweeper	12	0	12	305.23	305.23	305.23
	25 Trimmer	2	0	2	343.00	343.00	343.00
	26 Turner	191	0	191	286.51	492.55	389.53
	27 Watchman	74	0	74	310.59	320.25	315.42
	28 Welder	176	0	176	280.68	365.33	323.01
	29 Boring Machine Op.	13	0	13	277.69	277.69	277.69
	30 Mach. Op./Machinist	874	3	877	333.18	384.93	359.06
	31 Milling Machine Op.	1	0	1	341.92	341.92	341.92
	32 Tool Maker	36	0	36	378.88	396.83	387.86
	33 Store Keeper	51	0	51	318.10	368.25	343.18
	34 Apprentices/Trainees	299	0	299	327.47	328.05	327.76
	35 Miscellaneous	6	0	6	480.77	753.20	616.99
2	Haryana	4688	17	4705	941.85	945.90	943.88
	1 Chargehand	180	0	180	995.23	995.23	995.23
	2 Checker	215	0	215	988.84	989.18	989.01
	3 Compressor Op.	3	0	3	307.60	307.60	307.60
	4 Coolie/Mazdoor	10	0	10	346.15	346.15	346.15
	5 Die Maker	2	0	2	865.37	865.37	865.37

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
	6 Driller	311	0	311	1012.42	1012.62	1012.52
	7 Driver	10	0	10	391.92	421.14	406.53
	8 Electrician	334	0	334	979.81	982.93	981.37
	9 Fitter	375	0	375	945.19	962.27	953.73
	10 Mech/Elec Foreman	16	0	16	553.39	579.02	566.21
	11 Grinder	0	17	17	269.20	326.90	298.05
	12 Hammerman	3	0	3	665.84	692.24	679.04
	13 Helper	777	0	777	864.57	870.83	867.70
	14 Mechanic(General)	4	0	4	388.24	388.24	388.24
	15 Packer	5	0	5	384.61	384.61	384.61
	16 Painter	519	0	519	989.83	989.83	989.83
	17 Press Man	278	0	278	975.04	977.55	976.30
	18 Supervisor	257	0	257	1004.16	1005.84	1005.00
	19 Sweeper	26	0	26	763.37	763.37	763.37
	20 Turner	349	0	349	965.50	965.50	965.50
	21 Watchman	37	0	37	696.83	696.83	696.83
	22 Welder	396	0	396	948.37	955.87	952.12
	23 Mach. Op./Machinist	579	0	579	933.26	934.53	933.90
	24 Store Keeper	2	0	2	516.40	516.40	516.40
3	Uttar Pradesh	423	5	428	300.88	344.71	322.80
	1 Assembler	8	0	8	418.37	434.62	426.50
	2 Blacksmith	13	0	13	292.90	307.69	300.30
	3 Carpenter	4	0	4	278.85	328.85	303.85
	4 Checker	6	0	6	282.69	299.36	291.03
	5 Coolie/Mazdoor	2	0	2	250.00	300.00	275.00
	6 Driller	1	0	1	300.69	300.69	300.69
	7 Driver	6	0	6	306.53	306.53	306.53
	8 Electrician	2	0	2	307.70	307.70	307.70
	9 Fitter	18	0	18	294.15	295.43	294.79
	10 Mech/Elec Foreman	8	0	8	390.58	394.42	392.50
	11 Grinder	5	0	5	300.69	300.69	300.69
	12 Helper	124	5	129	279.03	297.67	288.35

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
	13 Mistry/Kangani	8	0	8	257.67	297.96	277.82
	14 Marker	1	0	1	270.00	400.00	335.00
	15 Mechanic(General)	8	0	8	307.70	307.70	307.70
	16 Moulder	65	0	65	232.66	237.12	234.89
	17 Packer	5	0	5	265.38	325.38	295.38
	18 Painter	4	0	4	300.00	300.00	300.00
	19 Press Man	1	0	1	348.46	348.46	348.46
	20 Shaper Machine Op	5	0	5	282.69	282.69	282.69
	21 Supervisor	40	0	40	487.42	542.40	514.91
	22 Sweeper	2	0	2	266.54	266.54	266.54
	23 Turner	36	0	36	280.70	589.50	435.10
	24 Watchman	10	0	10	287.86	287.86	287.86
	25 Welder	31	0	31	289.38	328.24	308.81
	26 Mach. Op./Machinist	8	0	8	297.59	299.52	298.56
	27 Milling Machine Op.	1	0	1	750.00	750.00	750.00
	28 Miscellaneous	1	0	1	317.30	317.30	317.30
4	Gujarat	1653	6	1659	255.24	405.62	330.43
	1 Assembler	360	0	360	247.14	526.22	386.68
	2 Blacksmith	5	0	5	284.00	298.00	291.00
	3 Checker	42	0	42	215.86	631.39	423.63
	4 Coolie/Mazdoor	33	0	33	307.12	367.95	337.54
	5 Driller	2	0	2	252.79	252.79	252.79
	6 Driver	5	0	5	300.20	334.24	317.22
	7 Electrician	1	0	1	164.81	164.81	164.81
	8 Fitter	184	0	184	262.44	397.85	330.15
	9 Mech/Elec Foreman	18	0	18	136.73	163.31	150.02
	10 Helper	39	6	45	231.98	242.18	237.08
	11 Mechanic(General)	52	0	52	273.69	354.28	313.99
	12 Painter	2	0	2	305.00	305.00	305.00
	13 Pattern Maker	37	0	37	259.35	333.08	296.22
	14 Sheetmetal Worker	3	0	3	305.00	305.00	305.00
	15 Supervisor	121	0	121	259.69	420.41	340.05

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	Tester	3	0	3	303.90	303.90	303.90
	17	Trimmer	2	0	2	303.90	303.90	303.90
	18	Turner	5	0	5	339.52	346.29	342.91
	19	Watchman	2	0	2	360.58	360.58	360.58
	20	Welder	307	0	307	260.98	391.54	326.26
	21	Mach. Op./Machinist	402	0	402	259.49	348.08	303.79
	22	Store Keeper	4	0	4	315.38	461.54	388.46
	23	Apprentices/Trainees	23	0	23	164.69	198.50	181.60
	24	Miscellaneous	1	0	1	294.73	294.73	294.73
5	Maharashtra		2423	3	2426	459.51	997.18	728.35
	1	Boiler Attendant	5	0	5	320.91	345.14	333.03
	2	Checker	48	0	48	511.30	806.53	658.92
	3	Compressor Op.	18	0	18	372.00	372.00	372.00
	4	Coolie/Mazdoor	20	0	20	355.53	355.53	355.53
	5	Fitter	7	0	7	356.09	400.27	378.18
	6	Mech/Elec Foreman	451	0	451	394.67	394.67	394.67
	7	Gas Cutter	20	0	20	1398.11	1458.80	1428.46
	8	Helper	105	3	108	324.33	362.84	343.59
	9	Mate/Mukaddam	6	0	6	348.62	348.62	348.62
	10	Mechanic(General)	143	0	143	552.23	1639.00	1095.62
	11	Painter	1	0	1	395.00	395.00	395.00
	12	Planer	50	0	50	529.76	1590.76	1060.26
	13	Press Man	1	0	1	390.00	390.00	390.00
	14	Supervisor	8	0	8	405.87	692.57	549.22
	15	Sweeper	18	0	18	529.76	762.84	646.30
	16	Tester	63	0	63	360.51	1532.69	946.60
	17	Turner	3	0	3	343.51	355.89	349.70
	18	Watchman	28	0	28	404.64	648.51	526.58
	19	Welder	14	0	14	368.28	434.06	401.17
	20	Mach. Op./Machinist	396	0	396	440.47	1540.69	990.58
	21	Milling Machine Op.	493	0	493	527.03	1638.69	1082.86
	22	Tool Maker	24	0	24	1603.15	1769.76	1686.46

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
	23 Apprentices/Trainees	498	0	498	394.76	394.76	394.76
	24 Kundiwala	1	0	1	260.96	260.96	260.96
	25 Sand Mixer	2	0	2	205.19	260.96	233.08
6	Tamil Nadu	362	4	366	284.00	588.84	436.42
	1 Assembler	48	1	49	297.14	654.54	475.84
	2 Checker	20	1	21	227.77	397.43	312.60
	3 Driver	6	0	6	296.11	345.37	320.74
	4 Electrician	1	0	1	265.73	265.73	265.73
	5 Fitter	2	0	2	220.00	220.00	220.00
	6 Mech/Elec Foreman	54	0	54	281.57	431.74	356.66
	7 Helper	14	0	14	214.61	242.74	228.68
	8 Marker	0	1	1	480.00	480.00	480.00
	9 Mechanic(General)	7	0	7	331.57	476.71	404.14
	10 Moulder	4	0	4	300.00	300.00	300.00
	11 Painter	2	0	2	317.00	317.00	317.00
	12 Plumber	20	0	20	206.91	441.01	323.96
	13 Supervisor	19	0	19	415.26	830.26	622.76
	14 Sweeper	3	0	3	292.00	319.00	305.50
	15 Turner	1	0	1	400.00	400.00	400.00
	16 Watchman	3	0	3	357.00	584.00	470.50
	17 Welder	10	0	10	268.40	316.62	292.51
	18 Mach. Op./Machinist	69	1	70	313.49	1039.23	676.36
	19 Store Keeper	9	0	9	308.00	448.00	378.00
	20 Apprentices/Trainees	70	0	70	250.00	461.54	355.77
9	Residual	2205	58	2263	449.57	528.76	489.17
	1 Checker	43	1	44	678.64	735.56	707.10
	2 Coolie/Mazdoor	43	0	43	162.96	207.04	185.00
	3 Die Maker	1	0	1	403.84	403.84	403.84
	4 Driller	53	0	53	305.55	322.50	314.03
	5 Driver	38	0	38	441.37	481.01	461.19



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
	6 Electrician	42	0	42	1008.85	1035.27	1022.06
	7 Fitter	64	6	70	294.69	360.17	327.43
	8 Mech/Elec Foreman	34	0	34	1300.01	1338.11	1319.06
	9 Gas Cutter	2	0	2	427.58	427.58	427.58
	10 Grinder	11	0	11	288.23	325.64	306.94
	11 Hammerman	1	0	1	326.90	326.90	326.90
	12 Helper	975	10	985	367.37	487.40	427.39
	13 Mistry/Kangani	3	0	3	296.42	349.42	322.92
	14 Mechanic(General)	167	0	167	461.34	587.87	524.61
	15 Packer	9	16	25	270.53	319.50	295.02
	16 Painter	18	0	18	316.44	328.52	322.48
	17 Pattern Maker	1	0	1	269.23	769.23	519.23
	18 Plumber	1	0	1	272.80	272.80	272.80
	19 Press Man	18	0	18	340.95	356.72	348.84
	20 Rigger	1	0	1	157.69	157.69	157.69
	21 Sheetmetal Worker	4	0	4	264.13	322.13	293.13
	22 Supervisor	153	3	156	701.21	729.84	715.53
	23 Sweeper	16	21	37	584.79	593.14	588.97
	24 Turner	33	0	33	308.60	387.84	348.22
	25 Watchman	36	0	36	650.26	660.46	655.36
	26 Welder	98	0	98	303.28	331.96	317.62
	27 Boring Machine Op.	11	0	11	292.69	292.69	292.69
	28 Mach. Op./Machinist	294	0	294	569.52	607.49	588.51
	29 Milling Machine Op.	19	0	19	288.53	315.14	301.84
	30 Setter	5	0	5	292.69	292.69	292.69
	31 Tool Maker	1	0	1	251.50	251.50	251.50
	32 Store Keeper	3	0	3	253.53	520.58	387.06
	33 Miscellaneous	7	1	8	309.19	309.19	309.19
IV.	Textile Machinery	3851	177	4028	374.16	548.73	461.45
	1 Punjab	727	15	742	318.17	397.44	357.81

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 Assembler	11	0	11	365.45	617.19	491.32
	2 Carpenter	5	0	5	277.50	605.76	441.63
	3 Chargehand	1	0	1	603.85	603.85	603.85
	4 Checker	3	0	3	393.88	393.88	393.88
	5 Coolie/Mazdoor	1	0	1	284.62	284.62	284.62
	6 Die Maker	2	0	2	584.62	584.62	584.62
	7 Driver	7	0	7	340.66	369.09	354.88
	8 Electrician	11	0	11	434.33	527.02	480.68
	9 Fitter	120	0	120	329.10	563.19	446.15
	10 Mech/Elec Foreman	24	0	24	407.10	545.48	476.29
	11 Grinder	1	0	1	255.76	255.76	255.76
	12 Helper	243	8	251	269.27	278.01	273.64
	13 Mistry/Kangani	16	0	16	586.53	605.76	596.15
	14 Marker	65	0	65	300.78	303.74	302.26
	15 Mechanic(General)	1	0	1	605.76	605.76	605.76
	16 Moulder	15	0	15	307.50	807.69	557.60
	17 Packer	10	5	15	295.37	406.82	351.10
	18 Painter	33	0	33	398.25	564.21	481.23
	19 Press Man	3	0	3	284.62	284.62	284.62
	20 Shaper Machine Op	3	0	3	288.33	288.33	288.33
	21 Supervisor	17	0	17	519.64	607.99	563.82
	22 Sweeper	1	0	1	277.50	277.50	277.50
	23 Turner	31	1	32	283.24	296.76	290.00
	24 Watchman	8	0	8	364.16	371.85	368.01
	25 Welder	15	0	15	298.46	307.69	303.08
	26 Boring Machine Op.	19	1	20	291.15	319.65	305.40
	27 Mach. Op./Machinist	38	0	38	300.88	319.24	310.06
	28 Casting Man	4	0	4	307.50	307.50	307.50
	29 Milling Machine Op.	7	0	7	253.91	285.22	269.57
	30 Store Keeper	2	0	2	442.30	846.15	644.23
	31 Miscellaneous	10	0	10	300.83	300.83	300.83
2	Gujarat	1310	5	1315	330.93	405.01	367.97

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	Assembler	50	0	50	280.23	313.46	296.85
2	Carpenter	3	0	3	314.10	395.30	354.70
3	Checker	59	0	59	306.89	393.11	350.00
4	Coolie/Mazdoor	22	0	22	282.69	361.19	321.94
5	Die Maker	31	0	31	448.83	566.12	507.48
6	Driller	23	0	23	296.95	371.12	334.04
7	Driver	8	0	8	309.61	345.67	327.64
8	Electrician	21	0	21	356.82	412.92	384.87
9	Fitter	192	0	192	315.76	389.80	352.78
10	Mech/Elec Foreman	18	0	18	408.85	462.90	435.88
11	Gas Cutter	9	0	9	369.23	369.23	369.23
12	Grinder	7	0	7	393.62	393.62	393.62
13	Helper	300	2	302	327.70	372.27	349.99
14	Millwright	5	0	5	253.56	291.83	272.70
15	Moulder	25	0	25	271.94	302.80	287.37
16	Painter	1	0	1	351.00	351.00	351.00
17	Polisher	16	0	16	248.40	407.65	328.03
18	Rollerman/Roller	17	0	17	323.07	426.92	375.00
19	Supervisor	45	0	45	405.21	520.79	463.00
20	Sweeper	29	1	30	212.89	269.83	241.36
21	Trimmer	5	0	5	310.00	696.15	503.08
22	Turner	71	0	71	355.97	439.03	397.50
23	Watchman	11	0	11	312.56	316.25	314.41
24	Welder	29	0	29	347.80	415.44	381.62
25	Wireman	2	0	2	306.10	314.10	310.10
26	Boring Machine Op.	3	0	3	427.30	427.30	427.30
27	Fork Lift Operator	21	0	21	340.15	392.30	366.23
28	Mach. Op./Machinist	66	0	66	313.43	382.18	347.81
29	Milling Machine Op.	2	0	2	318.00	409.00	363.50
30	Store Keeper	0	2	2	150.00	296.00	223.00
31	Apprentices/Trainees	4	0	4	196.92	202.69	199.81
32	Straightner Mach Op	2	0	2	519.23	593.64	556.44
33	Valve Man	2	0	2	305.65	370.35	338.00
34	Capstan	208	0	208	360.43	476.06	418.25

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
	35 Miscellaneous	3	0	3	409.23	658.98	534.11
3	Maharashtra	248	0	248	537.60	596.50	567.05
	1 Compressor Op.	35	0	35	699.20	740.30	719.75
	2 Coolie/Mazdoor	11	0	11	440.78	496.72	468.75
	3 Driller	1	0	1	399.44	399.44	399.44
	4 Driver	1	0	1	582.63	582.63	582.63
	5 Electrician	49	0	49	874.64	874.64	874.64
	6 Fitter	10	0	10	414.27	489.74	452.01
	7 Mech/Elec Foreman	25	0	25	751.75	759.82	755.79
	8 Gas Cutter	1	0	1	261.54	261.54	261.54
	9 Helper	56	0	56	278.71	371.28	325.00
	10 Moulder	4	0	4	284.62	300.00	292.31
	11 Painter	2	0	2	478.18	478.18	478.18
	12 Planer	1	0	1	341.44	341.44	341.44
	13 Shaper Machine Op	1	0	1	489.00	489.00	489.00
	14 Supervisor	7	0	7	345.33	421.98	383.66
	15 Turner	15	0	15	400.05	514.77	457.41
	16 Watchman	6	0	6	409.92	467.89	438.91
	17 Welder	4	0	4	380.12	479.87	430.00
	18 Boring Machine Op.	2	0	2	402.98	535.44	469.21
	19 Capstan	9	0	9	326.92	326.92	326.92
	20 Miscellaneous	8	0	8	285.97	671.21	478.59
4	Tamil Nadu	460	111	571	291.92	446.60	369.26
	1 Assembler	27	2	29	220.77	707.42	464.10
	2 Blacksmith	6	0	6	197.50	373.65	285.58
	3 Checker	15	12	27	260.20	398.31	329.26
	4 Compressor Op.	12	0	12	511.00	561.42	536.21
	5 Driller	3	0	3	359.67	384.38	372.03
	6 Driver	20	0	20	359.37	460.70	410.04
	7 Electrician	14	0	14	337.77	515.22	426.50

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
	8 Fitter	44	0	44	307.20	356.51	331.86
	9 Mech/Elec Foreman	3	0	3	893.15	893.15	893.15
	10 Furnaceman	1	0	1	300.00	300.00	300.00
	11 Gas Cutter	1	0	1	275.00	275.00	275.00
	12 Grinder	6	2	8	318.81	424.62	371.72
	13 Helper	50	35	85	202.70	284.78	243.74
	14 Marker	1	0	1	188.46	188.46	188.46
	15 Mechanic(General)	11	0	11	330.87	619.79	475.33
	16 Moulder	2	0	2	500.00	500.00	500.00
	17 Packer	3	1	4	380.55	519.01	449.78
	18 Painter	7	0	7	258.82	258.82	258.82
	19 Pattern Maker	1	0	1	319.23	319.23	319.23
	20 Planer	9	4	13	227.96	810.25	519.11
	21 Polisher	1	0	1	205.38	205.38	205.38
	22 Rollerman/Roller	1	0	1	216.00	216.00	216.00
	23 Sheetmetal Worker	3	0	3	616.69	616.69	616.69
	24 Supervisor	40	0	40	447.36	594.79	521.08
	25 Sweeper	0	2	2	167.89	167.89	167.89
	26 Turner	23	1	24	263.70	400.92	332.31
	27 Watchman	10	0	10	330.50	351.03	340.77
	28 Welder	16	0	16	284.66	432.23	358.45
	29 Winder	0	1	1	292.15	292.15	292.15
	30 Boring Machine Op.	2	0	2	225.00	240.00	232.50
	31 Mach. Op./Machinist	44	3	47	238.34	343.44	290.89
	32 Milling Machine Op.	35	4	39	325.74	450.02	387.88
	33 Setter	7	0	7	297.24	600.00	448.62
	34 Gen./Turbo Operator	7	6	13	317.00	632.62	474.81
	35 Apprentices/Trainees	14	9	23	203.64	232.99	218.32
	36 Capstan	21	29	50	294.54	583.86	439.20
9	Residual	1106	46	1152	465.15	850.58	657.87
	1 Carpenter	7	0	7	253.54	394.29	323.92
	2 Checker	9	0	9	419.03	543.47	481.25

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	38	0	38	250.71	294.75	272.73
	4 Driller	11	0	11	191.75	333.10	262.43
	5 Driver	7	0	7	272.89	369.59	321.24
	6 Electrician	29	0	29	431.39	796.78	614.09
	7 Fitter	90	0	90	390.45	732.72	561.59
	8 Gas Cutter	38	0	38	161.51	407.35	284.43
	9 Grinder	15	0	15	633.00	963.00	798.00
	10 Helper	57	7	64	357.74	487.99	422.87
	11 Mechanic(General)	3	0	3	384.60	392.30	388.45
	12 Painter	8	0	8	255.58	372.08	313.83
	13 Supervisor	163	8	171	716.91	885.61	801.26
	14 Sweeper	9	8	17	251.94	284.99	268.47
	15 Turner	35	0	35	607.85	1011.09	809.47
	16 Watchman	43	0	43	303.91	580.89	442.40
	17 Welder	13	0	13	414.99	513.95	464.47
	18 Fork Lift Operator	1	0	1	448.08	448.08	448.08
	19 Mach. Op./Machinist	488	23	511	484.96	1099.08	792.02
	20 Apprentices/Trainees	24	0	24	326.92	365.38	346.15
	21 Capstan	17	0	17	251.73	344.02	297.88
	22 Miscellaneous	1	0	1	376.90	376.90	376.90
V.	Machine Tools	4326	73	4399	381.66	465.16	423.41
	1 Punjab	500	2	502	330.34	438.62	384.48
	1 Assembler	8	0	8	259.07	282.15	270.61
	2 Checker	2	0	2	545.44	545.44	545.44
	3 Driller	1	0	1	355.76	355.76	355.76
	4 Driver	4	0	4	272.53	346.15	309.34
	5 Electrician	3	0	3	312.82	422.15	367.49
	6 Fitter	61	0	61	395.42	515.97	455.70
	7 Mech/Elec Foreman	8	0	8	375.14	402.40	388.77
	8 Gas Cutter	1	0	1	355.76	355.76	355.76

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 Grinder	2	0	2	220.00	220.00	220.00
	10 Helper	157	0	157	275.48	356.93	316.21
	11 Mechanic(General)	15	0	15	500.00	880.77	690.39
	12 Moulder	6	0	6	497.43	509.74	503.59
	13 Painter	16	0	16	280.49	285.78	283.14
	14 Planer	8	0	8	503.84	512.26	508.05
	15 Shaper Machine Op	9	0	9	376.17	376.81	376.49
	16 Supervisor	8	0	8	380.87	517.26	449.07
	17 Turner	37	0	37	337.26	401.95	369.61
	18 Watchman	4	0	4	298.30	298.30	298.30
	19 Welder	23	0	23	286.16	298.78	292.47
	20 Boring Machine Op.	7	0	7	441.45	455.30	448.38
	21 Mach. Op./Machinist	109	2	111	329.91	539.45	434.68
	22 Milling Machine Op.	3	0	3	367.28	380.38	373.83
	23 Tool Maker	1	0	1	323.07	323.07	323.07
	24 Store Keeper	2	0	2	318.84	318.84	318.84
	25 Miscellaneous	5	0	5	330.69	346.07	338.38
2	Gujarat	1312	2	1314	294.30	326.41	310.36
	1 Assembler	20	0	20	309.50	323.39	316.45
	2 Carpenter	2	0	2	457.69	457.69	457.69
	3 Checker	20	0	20	264.73	265.19	264.96
	4 Driller	13	0	13	417.32	440.93	429.13
	5 Driver	35	0	35	269.98	411.69	340.84
	6 Electrician	37	0	37	259.30	267.11	263.21
	7 Fitter	61	0	61	313.80	340.58	327.19
	8 Mech/Elec Foreman	6	0	6	489.54	490.38	489.96
	9 Furnaceman	12	0	12	370.00	390.00	380.00
	10 Gas Cutter	1	0	1	350.00	350.00	350.00
	11 Grinder	7	0	7	312.31	347.69	330.00
	12 Helper	234	0	234	279.45	352.72	316.09
	13 Mistry/Kangani	5	0	5	324.00	457.00	390.50
	14 Marker	4	0	4	334.62	338.66	336.64

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	
	15	Mechanic(General)	209	0	209	289.23	289.23	289.23
	16	Millwright	3	0	3	391.18	391.18	391.18
	17	Moulder	3	0	3	321.41	331.67	326.54
	18	Packer	1	0	1	285.00	285.00	285.00
	19	Painter	24	0	24	298.12	353.04	325.58
	20	Pattern Maker	7	0	7	634.61	634.61	634.61
	21	Planer	6	0	6	576.92	576.92	576.92
	22	Plumber	1	0	1	407.69	407.69	407.69
	23	Press Man	3	0	3	460.54	496.15	478.35
	24	Rigger	8	0	8	346.53	346.53	346.53
	25	Rollerman/Roller	16	0	16	283.00	655.38	469.19
	26	Supervisor	47	0	47	316.84	320.92	318.88
	27	Sweeper	1	2	3	230.00	230.00	230.00
	28	Turner	28	0	28	358.25	436.11	397.18
	29	Watchman	51	0	51	276.18	276.18	276.18
	30	Welder	65	0	65	298.53	298.91	298.72
	31	Boring Machine Op.	7	0	7	370.00	410.00	390.00
	32	Mach. Op./Machinist	263	0	263	302.23	319.96	311.10
	33	Milling Machine Op.	1	0	1	576.92	576.92	576.92
	34	Setter	1	0	1	395.00	395.00	395.00
	35	Tool Maker	27	0	27	310.49	345.49	327.99
	36	Heater Incharge	21	0	21	180.12	213.09	196.61
	37	Straightner Mach Op	58	0	58	165.22	165.22	165.22
	38	Miscellaneous	4	0	4	380.84	380.84	380.84
3		Maharashtra	661	3	664	640.82	664.16	652.49
	1	Assembler	2	0	2	479.31	479.31	479.31
	2	Compressor Op.	48	0	48	1039.00	1044.00	1041.50
	3	Coolie/Mazdoor	82	0	82	316.55	316.55	316.55
	4	Crane Operator	3	0	3	412.64	412.64	412.64
	5	Driller	3	0	3	611.06	611.06	611.06
	6	Electrician	10	0	10	915.43	953.54	934.49
	7	Fitter	56	0	56	796.78	903.40	850.09



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
	8 Mech/Elec Foreman	36	0	36	1064.00	1076.00	1070.00
	9 Gas Cutter	1	0	1	1189.91	1189.91	1189.91
	10 Grinder	18	0	18	832.42	961.85	897.14
	11 Helper	212	3	215	456.06	464.15	460.11
	12 Mechanic(General)	4	0	4	1135.31	1198.87	1167.09
	13 Painter	5	0	5	1007.31	1041.04	1024.18
	14 Polisher	3	0	3	348.60	367.83	358.22
	15 Shaper Machine Op	3	0	3	369.57	403.84	386.71
	16 Sheetmetal Worker	2	0	2	1148.60	1248.22	1198.41
	17 Supervisor	12	0	12	456.93	480.59	468.76
	18 Sweeper	4	0	4	695.02	695.02	695.02
	19 Turner	12	0	12	816.07	880.28	848.18
	20 Watchman	6	0	6	290.38	290.38	290.38
	21 Welder	19	0	19	667.94	746.56	707.25
	22 Winder	1	0	1	484.61	484.61	484.61
	23 Mach. Op./Machinist	55	0	55	623.27	624.32	623.80
	24 Milling Machine Op.	3	0	3	438.46	438.46	438.46
	25 Miscellaneous	61	0	61	930.14	946.85	938.50
4	Karnataka	566	18	584	380.45	491.87	436.16
	1 Assembler	12	0	12	353.85	515.38	434.62
	2 Checker	28	0	28	386.36	731.83	559.10
	3 Driver	5	0	5	436.46	468.03	452.25
	4 Electrician	2	0	2	618.71	618.71	618.71
	5 Fitter	42	0	42	308.16	432.27	370.22
	6 Mech/Elec Foreman	22	0	22	897.50	984.30	940.90
	7 Grinder	1	0	1	279.00	279.00	279.00
	8 Helper	169	3	172	337.87	382.19	360.03
	9 Mate/Mukaddam	2	0	2	311.72	311.72	311.72
	10 Mechanic(General)	25	0	25	294.91	537.82	416.37
	11 Packer	2	1	3	386.25	411.79	399.02
	12 Painter	2	0	2	941.53	943.11	942.32
	13 Supervisor	30	0	30	654.02	870.43	762.23

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
	14 Sweeper	15	8	23	267.99	272.34	270.17
	15 Turner	16	0	16	301.99	301.99	301.99
	16 Watchman	9	0	9	264.12	323.94	294.03
	17 Welder	3	0	3	378.72	404.36	391.54
	18 Mach. Op./Machinist	153	6	159	360.41	513.80	437.11
	19 Milling Machine Op.	13	0	13	299.54	299.54	299.54
	20 Setter	6	0	6	318.85	318.85	318.85
	21 Tool Maker	6	0	6	464.20	585.99	525.10
	22 Store Keeper	1	0	1	283.65	283.65	283.65
	23 Miscellaneous	2	0	2	634.61	673.08	653.85
5	Tamil Nadu	426	21	447	279.45	515.65	397.55
	1 Assembler	23	6	29	287.59	631.39	459.49
	2 Checker	24	7	31	309.92	472.67	391.30
	3 Driller	27	0	27	275.33	470.15	372.74
	4 Driver	7	0	7	343.49	442.07	392.78
	5 Electrician	5	0	5	343.30	421.70	382.50
	6 Fitter	14	0	14	326.73	504.46	415.60
	7 Mech/Elec Foreman	5	0	5	458.00	651.00	554.50
	8 Gas Cutter	3	0	3	313.00	493.00	403.00
	9 Grinder	49	0	49	283.20	564.28	423.74
	10 Helper	22	5	27	244.33	414.33	329.33
	11 Mechanic(General)	9	0	9	372.21	630.84	501.53
	12 Packer	12	0	12	298.83	458.83	378.83
	13 Planer	34	0	34	289.08	716.57	502.83
	14 Shaper Machine Op	4	0	4	346.15	423.07	384.61
	15 Supervisor	25	0	25	385.54	575.11	480.33
	16 Sweeper	0	3	3	233.64	233.64	233.64
	17 Turner	21	0	21	294.10	508.90	401.50
	18 Welder	1	0	1	359.00	359.00	359.00
	19 Mach. Op./Machinist	83	0	83	217.10	440.25	328.68
	20 Milling Machine Op.	30	0	30	271.00	485.00	378.00
	21 Setter	5	0	5	364.86	462.78	413.82

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
	22 Apprentices/Trainees	23	0	23	179.98	531.98	355.98
9	Residual	861	27	888	398.41	493.70	446.06
	1 Assembler	21	0	21	564.35	614.55	589.45
	2 Boiler Attendant	4	0	4	105.00	153.46	129.23
	3 Chargehand	3	0	3	295.00	309.61	302.31
	4 Checker	7	0	7	349.75	361.46	355.61
	5 Compressor Op.	3	0	3	375.32	506.42	440.87
	6 Coolie/Mazdoor	15	1	16	209.03	221.77	215.40
	7 Driller	7	0	7	357.69	362.08	359.89
	8 Driver	10	0	10	368.92	398.01	383.47
	9 Electrician	15	0	15	442.90	481.81	462.36
	10 Fitter	76	0	76	408.82	515.11	461.97
	11 Mech/Elec Foreman	17	0	17	438.91	459.27	449.09
	12 Furnaceman	2	0	2	432.53	432.53	432.53
	13 Gas Cutter	1	0	1	1219.00	1219.00	1219.00
	14 Grinder	11	0	11	503.70	563.59	533.65
	15 Helper	186	17	203	293.34	340.57	316.96
	16 Mechanic(General)	18	0	18	337.60	361.11	349.36
	17 Moulder	2	2	4	121.15	141.35	131.25
	18 Packer	5	0	5	404.35	417.14	410.75
	19 Painter	7	0	7	449.37	524.40	486.89
	20 Press Man	2	0	2	300.57	311.53	306.05
	21 Supervisor	79	0	79	749.90	943.32	846.61
	22 Sweeper	2	3	5	245.96	245.96	245.96
	23 Turner	28	0	28	314.23	464.19	389.21
	24 Watchman	19	4	23	339.77	398.84	369.31
	25 Welder	28	0	28	395.03	434.80	414.92
	26 Fork Lift Operator	6	0	6	508.04	513.59	510.82
	27 Mach. Op./Machinist	215	0	215	362.23	477.19	419.71
	28 Milling Machine Op.	5	0	5	443.84	482.61	463.23
	29 Tool Maker	4	0	4	415.38	415.38	415.38
	30 Apprentices/Trainees	7	0	7	441.69	555.96	498.83

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
	31 Straightner Mach Op	35	0	35	553.00	948.00	750.50
	32 Miscellaneous	21	0	21	354.35	375.04	364.70
VI.	Electrical Ind. Mach	4816	439	5255	305.81	403.91	354.86
1	Uttar Pradesh	229	10	239	308.84	373.58	341.21
	1 Armature Winder	4	0	4	253.84	269.23	261.54
	2 Assembler	9	0	9	339.70	352.51	346.11
	3 Coolie/Mazdoor	3	0	3	296.15	296.15	296.15
	4 Driver	7	0	7	275.93	275.93	275.93
	5 Electrician	8	0	8	323.77	473.27	398.52
	6 Fitter	12	0	12	299.90	354.11	327.01
	7 Mech/Elec Foreman	2	0	2	428.27	428.27	428.27
	8 Helper	89	10	99	268.57	329.61	299.09
	9 Mechanic(General)	11	0	11	265.73	397.02	331.38
	10 Packer	2	0	2	300.00	350.00	325.00
	11 Plater	1	0	1	576.92	576.92	576.92
	12 Supervisor	15	0	15	391.04	519.24	455.14
	13 Sweeper	2	0	2	293.65	293.65	293.65
	14 Watchman	7	0	7	289.56	290.66	290.11
	15 Welder	9	0	9	389.02	482.35	435.69
	16 Winder	6	0	6	373.07	589.74	481.41
	17 Wireman	8	0	8	312.78	397.88	355.33
	18 Mach. Op./Machinist	32	0	32	370.64	405.38	388.01
	19 Miscellaneous	2	0	2	301.93	301.93	301.93
2	West Bengal	148	0	148	173.86	235.22	204.54
	1 Armature Winder	7	0	7	97.66	104.26	100.96
	2 Assembler	7	0	7	167.62	193.85	180.74
	3 Coolie/Mazdoor	32	0	32	129.12	210.25	169.69
	4 Core Maker	12	0	12	259.62	325.38	292.50

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
	5 Driver	1	0	1	332.85	332.85	332.85
	6 Electrician	3	0	3	262.18	300.64	281.41
	7 Fitter	3	0	3	76.92	115.38	96.15
	8 Helper	41	0	41	179.04	231.71	205.38
	9 Press Man	1	0	1	328.85	328.85	328.85
	10 Supervisor	16	0	16	207.51	281.86	244.69
	11 Tester	2	0	2	211.54	346.16	278.85
	12 Winder	6	0	6	115.55	141.18	128.37
	13 Wireman	2	0	2	164.15	166.65	165.40
	14 Mach. Op./Machinist	14	0	14	196.47	300.66	248.57
	15 Miscellaneous	1	0	1	92.31	92.31	92.31
3	Gujarat	595	18	613	341.47	401.75	371.61
	1 Assembler	84	2	86	318.33	395.05	356.69
	2 Chargeman	3	0	3	665.38	673.07	669.23
	3 Checker	15	0	15	468.70	471.26	469.98
	4 Coolie/Mazdoor	1	0	1	296.15	296.15	296.15
	5 Driller	5	0	5	343.77	399.77	371.77
	6 Driver	4	0	4	364.34	383.57	373.96
	7 Electrician	74	0	74	332.29	378.59	355.44
	8 Fitter	5	0	5	299.75	323.68	311.72
	9 Mech/Elec Foreman	8	0	8	419.46	585.04	502.25
	10 Grinder	1	0	1	346.15	346.15	346.15
	11 Helper	151	16	167	304.31	354.97	329.64
	12 Mechanic(General)	1	0	1	750.00	750.00	750.00
	13 Packer	2	0	2	272.00	272.00	272.00
	14 Pattern Maker	1	0	1	794.23	794.23	794.23
	15 Plater	5	0	5	254.69	473.08	363.89
	16 Press Man	1	0	1	302.00	302.00	302.00
	17 Sheetmetal Worker	5	0	5	413.46	472.30	442.88
	18 Supervisor	52	0	52	385.43	499.97	442.70
	19 Sweeper	6	0	6	231.41	305.13	268.27
	20 Tester	2	0	2	307.69	307.69	307.69

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
	21 Turner	16	0	16	471.54	484.72	478.13
	22 Watchman	15	0	15	306.61	316.87	311.74
	23 Welder	24	0	24	463.23	465.32	464.28
	24 Winder	34	0	34	286.83	334.83	310.83
	25 Wireman	13	0	13	363.53	720.46	542.00
	26 Mach. Op./Machinist	52	0	52	368.29	401.50	384.90
	27 Apprentices/Trainees	10	0	10	211.53	211.53	211.53
	28 Miscellaneous	5	0	5	411.06	491.98	451.52
4	Maharashtra	1273	50	1323	339.45	535.41	437.43
	1 Armature Winder	12	0	12	335.18	491.45	413.32
	2 Assembler	91	4	95	409.38	652.88	531.13
	3 Checker	28	3	31	314.17	345.85	330.01
	4 Coolie/Mazdoor	9	2	11	214.41	293.95	254.18
	5 Die Maker	1	0	1	399.34	399.34	399.34
	6 Driller	3	0	3	214.00	278.84	246.42
	7 Driver	21	0	21	302.27	321.22	311.75
	8 Electrician	66	1	67	302.87	401.11	351.99
	9 Fitter	14	0	14	303.92	413.90	358.91
	10 Mech/Elec Foreman	148	15	163	393.35	1280.78	837.07
	11 Gas Cutter	1	0	1	140.00	140.00	140.00
	12 Grinder	1	0	1	219.26	219.26	219.26
	13 Hammerman	2	0	2	140.00	140.00	140.00
	14 Helper	206	11	217	243.08	318.40	280.74
	15 Mechanic(General)	72	0	72	375.65	407.77	391.71
	16 Packer	2	0	2	213.94	231.75	222.85
	17 Painter	5	0	5	416.81	435.22	426.02
	18 Planer	4	0	4	462.01	1024.51	743.26
	19 Plater	1	0	1	191.11	191.11	191.11
	20 Press Man	7	0	7	417.43	447.15	432.29
	21 Shaper Machine Op	5	0	5	285.00	626.15	455.58
	22 Sorter	1	0	1	297.00	297.00	297.00
	23 Supervisor	31	1	32	400.52	605.55	503.04

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
	24 Sweeper	5	0	5	241.02	327.33	284.18
	25 Tester	7	1	8	294.52	510.34	402.43
	26 Turner	1	0	1	264.31	264.31	264.31
	27 Watchman	14	0	14	284.29	326.20	305.25
	28 Welder	46	0	46	352.88	407.62	380.25
	29 Winder	169	9	178	332.94	472.36	402.65
	30 Wireman	35	0	35	447.82	509.59	478.71
	31 Boring Machine Op.	4	0	4	86.61	117.65	102.13
	32 Mach. Op./Machinist	171	1	172	390.97	474.02	432.50
	33 Casting Man	3	0	3	376.00	472.00	424.00
	34 Milling Machine Op.	5	0	5	146.48	205.76	176.12
	35 Store Keeper	4	0	4	309.19	375.54	342.37
	36 Apprentices/Trainees	70	0	70	333.22	348.60	340.91
	37 Miscellaneous	8	2	10	258.68	352.94	305.81
5	Karnataka	329	90	419	290.37	381.49	335.93
	1 Assembler	12	8	20	282.54	289.00	285.77
	2 Checker	6	2	8	273.53	431.65	352.59
	3 Coolie/Mazdoor	6	0	6	327.88	381.73	354.81
	4 Driver	4	0	4	300.85	300.85	300.85
	5 Electrician	89	35	124	274.42	368.82	321.62
	6 Fitter	1	0	1	301.92	301.92	301.92
	7 Mech/Elec Foreman	3	0	3	376.92	461.54	419.23
	8 Helper	25	4	29	270.46	309.75	290.11
	9 Packer	3	0	3	292.69	358.07	325.38
	10 Painter	1	0	1	320.00	320.00	320.00
	11 Planer	5	0	5	511.54	1186.38	848.96
	12 Supervisor	17	1	18	348.57	371.75	360.16
	13 Sweeper	16	7	23	289.13	297.52	293.33
	14 Tester	23	0	23	221.12	602.34	411.73
	15 Watchman	13	0	13	441.92	464.11	453.02
	16 Welder	1	0	1	320.00	320.00	320.00
	17 Winder	4	0	4	306.54	326.15	316.35

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 Mach. Op./Machinist	99	33	132	287.71	363.84	325.78
	19 Store Keeper	1	0	1	316.53	316.53	316.53
6	Tamil Nadu	250	46	296	252.75	389.21	320.98
	1 Assembler	6	2	8	230.12	249.21	239.67
	2 Checker	1	2	3	234.02	234.02	234.02
	3 Core Maker	0	2	2	230.76	230.76	230.76
	4 Die Maker	1	0	1	846.15	846.15	846.15
	5 Driver	1	0	1	323.07	323.07	323.07
	6 Electrician	21	0	21	301.33	562.88	432.11
	7 Fitter	57	3	60	245.07	440.25	342.66
	8 Mech/Elec Foreman	2	0	2	995.20	995.20	995.20
	9 Furnaceman	1	0	1	326.92	326.92	326.92
	10 Grinder	3	0	3	299.22	303.84	301.53
	11 Helper	16	4	20	254.28	271.27	262.78
	12 Mechanic(General)	1	0	1	592.47	592.47	592.47
	13 Moulder	0	2	2	224.84	230.76	227.80
	14 Packer	3	2	5	274.26	379.22	326.74
	15 Painter	6	0	6	340.27	517.20	428.74
	16 Supervisor	10	1	11	369.36	431.60	400.48
	17 Sweeper	1	1	2	125.44	125.44	125.44
	18 Tester	4	4	8	290.87	327.51	309.19
	19 Turner	9	0	9	327.78	495.30	411.54
	20 Welder	10	0	10	323.85	459.84	391.85
	21 Winder	2	4	6	302.23	308.41	305.32
	22 Wireman	1	4	5	104.55	241.35	172.95
	23 Fork Lift Operator	1	0	1	414.00	414.00	414.00
	24 Mach. Op./Machinist	54	10	64	219.02	374.40	296.71
	25 Milling Machine Op.	1	0	1	349.99	349.99	349.99
	26 Apprentices/Trainees	38	5	43	160.63	313.48	237.06
9	Residual	1992	225	2217	294.36	346.77	320.57



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	Assembler	84	1	85	331.86	402.81	367.34
2	Chargeman	2	0	2	442.30	442.30	442.30
3	Checker	22	1	23	309.89	310.73	310.31
4	Coolie/Mazdoor	90	20	110	226.51	229.51	228.01
5	Core Maker	5	0	5	434.61	446.15	440.38
6	Driller	12	0	12	346.15	353.85	350.00
7	Driver	22	0	22	324.21	331.81	328.01
8	Electrician	101	0	101	322.01	483.61	402.81
9	Fitter	83	3	86	276.71	398.52	337.62
10	Mech/Elec Foreman	59	0	59	393.10	492.77	442.94
11	Furnaceman	5	0	5	442.29	508.82	475.56
12	Gas Cutter	3	0	3	288.46	288.46	288.46
13	Helper	729	96	825	257.05	299.80	278.43
14	Marker	15	0	15	157.69	157.69	157.69
15	Mason	1	0	1	283.33	283.33	283.33
16	Mechanic(General)	96	60	156	393.81	428.63	411.22
17	Packer	15	1	16	240.77	270.48	255.63
18	Painter	11	0	11	306.14	369.75	337.95
19	Pattern Maker	1	0	1	615.38	615.38	615.38
20	Polisher	0	3	3	66.66	83.33	75.00
21	Press Man	10	0	10	272.80	286.33	279.57
22	Shaper Machine Op	1	0	1	576.90	576.90	576.90
23	Supervisor	100	3	103	412.56	538.20	475.38
24	Sweeper	19	7	26	231.55	238.60	235.08
25	Tester	18	1	19	312.34	449.50	380.92
26	Turner	15	0	15	303.12	318.41	310.77
27	Watchman	49	0	49	291.06	305.42	298.24
28	Welder	59	3	62	232.30	253.98	243.14
29	Winder	44	2	46	282.90	317.78	300.34
30	Wireman	18	2	20	232.92	237.94	235.43
31	Fork Lift Operator	1	0	1	557.69	557.69	557.69
32	Mach. Op./Machinist	236	17	253	324.48	372.00	348.24
33	Setter	0	2	2	66.66	100.00	83.33
34	Tool Maker	4	0	4	388.65	411.61	400.13

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
	35 Store Keeper	8	0	8	358.89	368.49	363.69
	36 Apprentices/Trainees	23	2	25	214.62	245.01	229.82
	37 Heater Incharge	1	0	1	346.15	346.15	346.15
	38 Straightner Mach Op	11	0	11	288.46	288.46	288.46
	39 Valve Man	1	0	1	307.70	307.70	307.70
	40 Tilting Tab Mach Op	1	0	1	384.62	384.62	384.62
	41 Miscellaneous	17	1	18	322.90	416.27	369.59
VII.	Electrical Apparatus	12007	1327	13334	307.52	371.65	339.59
1	Uttarakhand	654	368	1022	276.38	335.58	305.98
	1 Checker	1	3	4	240.76	240.76	240.76
	2 Coolie/Mazdoor	2	0	2	261.53	384.61	323.07
	3 Driver	3	0	3	274.87	274.87	274.87
	4 Electrician	150	78	228	339.91	549.92	444.92
	5 Fitter	3	0	3	269.23	461.53	365.38
	6 Helper	284	213	497	243.98	246.77	245.38
	7 Packer	55	69	124	243.02	243.02	243.02
	8 Supervisor	21	0	21	372.17	450.93	411.55
	9 Sweeper	8	2	10	243.46	243.46	243.46
	10 Watchman	32	3	35	254.32	269.34	261.83
	11 Wireman	58	0	58	375.00	392.30	383.65
	12 Mach. Op./Machinist	33	0	33	257.69	461.53	359.61
	13 Store Keeper	3	0	3	261.53	384.61	323.07
	14 Miscellaneous	1	0	1	261.53	384.61	323.07
2	Uttar Pradesh	479	5	484	290.60	363.92	327.26
	1 Assembler	212	0	212	288.55	407.43	347.99
	2 Checker	25	0	25	328.62	454.62	391.62
	3 Driver	2	0	2	336.54	336.54	336.54
	4 Electrician	11	0	11	327.89	385.70	356.80

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
	5 Fitter	18	0	18	350.00	480.00	415.00
	6 Mech/Elec Foreman	1	0	1	884.61	884.61	884.61
	7 Helper	160	5	165	266.80	275.52	271.16
	8 Mechanic(General)	2	0	2	304.23	304.23	304.23
	9 Packer	6	0	6	229.49	311.71	270.60
	10 Supervisor	20	0	20	371.10	476.06	423.58
	11 Sweeper	4	0	4	258.17	258.17	258.17
	12 Watchman	10	0	10	277.24	277.24	277.24
	13 Wireman	2	0	2	307.69	338.46	323.08
	14 Mach. Op./Machinist	6	0	6	324.78	335.89	330.34
3	Gujarat	1060	60	1120	321.00	406.05	363.53
	1 Assembler	107	34	141	342.41	439.30	390.86
	2 Chargeman	27	0	27	307.69	576.92	442.31
	3 Checker	9	2	11	375.79	431.98	403.89
	4 Driller	1	0	1	288.00	288.00	288.00
	5 Driver	2	0	2	259.62	259.62	259.62
	6 Electrician	37	0	37	295.58	310.32	302.95
	7 Fitter	22	0	22	303.45	362.18	332.82
	8 Mech/Elec Foreman	48	0	48	366.62	371.71	369.17
	9 Helper	395	24	419	287.89	295.28	291.59
	10 Mechanic(General)	13	0	13	392.57	522.44	457.51
	11 Moulder	27	0	27	326.15	365.46	345.81
	12 Packer	25	0	25	285.60	287.52	286.56
	13 Plater	6	0	6	461.53	461.53	461.53
	14 Supervisor	115	0	115	395.91	543.14	469.53
	15 Sweeper	1	0	1	330.00	330.00	330.00
	16 Watchman	2	0	2	300.00	300.00	300.00
	17 Welder	3	0	3	320.00	335.00	327.50
	18 Wireman	34	0	34	271.49	282.80	277.15
	19 Fork Lift Operator	2	0	2	416.96	438.92	427.94
	20 Mach. Op./Machinist	154	0	154	337.32	646.53	491.93
	21 Store Keeper	2	0	2	284.00	284.00	284.00

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
	22 Apprentices/Trainees	13	0	13	266.23	266.23	266.23
	23 Kundiwala	5	0	5	380.76	450.00	415.38
	24 Sand Mixer	4	0	4	334.61	426.92	380.77
	25 Miscellaneous	6	0	6	271.41	271.41	271.41
4	Maharashtra	1433	155	1588	367.46	438.73	403.10
	1 Assembler	67	21	88	300.66	350.80	325.73
	2 Chargehand	2	0	2	288.46	346.15	317.31
	3 Chargeman	1	0	1	111.92	111.92	111.92
	4 Checker	12	4	16	327.46	461.67	394.57
	5 Coolie/Mazdoor	40	5	45	352.14	356.41	354.28
	6 Driller	6	0	6	372.13	379.41	375.77
	7 Driver	9	0	9	362.51	430.79	396.65
	8 Electrician	26	0	26	244.75	379.00	311.88
	9 Fitter	125	0	125	289.22	359.61	324.42
	10 Mech/Elec Foreman	43	7	50	403.32	578.59	490.96
	11 Grinder	2	0	2	653.84	653.84	653.84
	12 Helper	414	75	489	395.85	429.57	412.71
	13 Mechanic(General)	27	1	28	329.11	417.21	373.16
	14 Moulder	1	0	1	600.00	600.00	600.00
	15 Packer	2	0	2	490.38	490.38	490.38
	16 Painter	2	0	2	333.17	333.17	333.17
	17 Planer	3	0	3	544.87	621.79	583.33
	18 Press Man	47	0	47	366.24	555.65	460.95
	19 Pump Attendant	1	0	1	358.61	358.61	358.61
	20 Supervisor	85	7	92	437.02	521.99	479.51
	21 Sweeper	8	2	10	292.16	316.84	304.50
	22 Tester	3	0	3	278.09	278.09	278.09
	23 Trimmer	1	0	1	557.69	557.69	557.69
	24 Turner	3	0	3	469.13	469.13	469.13
	25 Watchman	34	0	34	319.41	373.11	346.26
	26 Welder	15	0	15	345.65	519.79	432.72
	27 Wireman	8	0	8	228.46	298.09	263.28

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 Mach. Op./Machinist	428	31	459	367.35	457.43	412.39
	29 Tool Maker	7	0	7	444.80	576.51	510.66
	30 Store Keeper	7	2	9	401.67	432.33	417.00
	31 Miscellaneous	4	0	4	607.69	834.61	721.15
5	Karnataka	1454	158	1612	375.73	379.70	377.72
	1 Checker	20	7	27	346.00	346.00	346.00
	2 Coolie/Mazdoor	18	0	18	250.45	504.00	377.23
	3 Driller	12	70	82	300.00	300.00	300.00
	4 Driver	13	0	13	348.72	348.72	348.72
	5 Electrician	72	0	72	362.25	362.25	362.25
	6 Fitter	46	0	46	414.90	414.90	414.90
	7 Gas Cutter	31	7	38	301.00	301.00	301.00
	8 Helper	601	41	642	354.10	354.10	354.10
	9 Mechanic(General)	4	0	4	307.00	307.00	307.00
	10 Packer	15	17	32	346.85	346.85	346.85
	11 Painter	11	0	11	317.31	317.31	317.31
	12 Sorter	18	0	18	346.00	346.00	346.00
	13 Supervisor	64	5	69	442.12	453.30	447.71
	14 Sweeper	10	2	12	325.45	325.45	325.45
	15 Tester	70	0	70	390.74	390.74	390.74
	16 Watchman	28	0	28	341.63	341.63	341.63
	17 Mach. Op./Machinist	381	9	390	433.32	436.02	434.67
	18 Miscellaneous	40	0	40	409.76	409.76	409.76
6	Tamil Nadu	395	101	496	251.74	392.00	321.87
	1 Assembler	2	16	18	133.57	175.49	154.53
	2 Boiler Attendant	5	1	6	236.02	270.64	253.33
	3 Checker	20	0	20	311.52	530.35	420.94
	4 Coolie/Mazdoor	30	0	30	391.72	1223.49	807.61
	5 Driver	6	0	6	215.90	327.64	271.77
	6 Electrician	18	0	18	227.01	338.25	282.63

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
	7 Fitter	21	0	21	263.35	423.94	343.65
	8 Mech/Elec Foreman	1	0	1	465.38	465.38	465.38
	9 Grinder	4	0	4	244.32	244.32	244.32
	10 Helper	170	75	245	206.37	288.24	247.31
	11 Mate/Mukaddam	3	0	3	269.23	311.53	290.38
	12 Painter	7	0	7	193.59	298.82	246.21
	13 Supervisor	8	0	8	445.87	473.68	459.78
	14 Sweeper	10	4	14	243.40	298.76	271.08
	15 Turner	2	0	2	310.38	310.38	310.38
	16 Welder	11	0	11	284.68	342.74	313.71
	17 Winder	8	2	10	246.88	350.16	298.52
	18 Fork Lift Operator	1	0	1	350.00	350.00	350.00
	19 Mach. Op./Machinist	41	3	44	375.70	477.43	426.57
	20 Milling Machine Op.	3	0	3	279.10	353.46	316.28
	21 Setter	2	0	2	269.23	490.00	379.62
	22 Tool Maker	6	0	6	461.53	988.46	725.00
	23 Store Keeper	16	0	16	234.93	318.89	276.91
9	Residual	6532	480	7012	285.77	353.47	319.62
	1 Assembler	7	23	30	227.01	227.14	227.08
	2 Chargehand	151	0	151	337.49	446.34	391.92
	3 Checker	205	9	214	309.08	344.68	326.88
	4 Compressor Op.	66	8	74	410.42	763.22	586.82
	5 Coolie/Mazdoor	126	14	140	183.09	290.11	236.60
	6 Die Maker	3	0	3	479.61	485.25	482.43
	7 Driller	5	0	5	316.57	316.57	316.57
	8 Driver	38	0	38	310.67	349.07	329.87
	9 Electrician	111	0	111	339.79	371.03	355.41
	10 Fitter	118	0	118	301.46	342.86	322.16
	11 Mech/Elec Foreman	41	0	41	370.55	463.28	416.92
	12 Gas Cutter	99	0	99	183.18	434.72	308.95
	13 Hammerman	8	0	8	201.92	326.92	264.42
	14 Helper	2200	214	2414	262.80	295.28	279.04

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
	15 Marker	2	0	2	266.20	291.31	278.76
	16 Mate/Mukaddam	1	1	2	518.94	518.94	518.94
	17 Mechanic(General)	437	0	437	284.63	394.62	339.63
	18 Moulder	42	0	42	285.72	285.72	285.72
	19 Packer	226	0	226	351.81	377.18	364.50
	20 Painter	6	0	6	301.02	301.28	301.15
	21 Polisher	8	0	8	184.61	253.84	219.23
	22 Press Man	41	0	41	403.53	468.49	436.01
	23 Rigger	13	0	13	303.77	389.76	346.77
	24 Shaper Machine Op	3	0	3	831.60	877.37	854.49
	25 Sheetmetal Worker	2	0	2	155.00	155.00	155.00
	26 Supervisor	328	7	335	319.01	451.40	385.21
	27 Sweeper	30	29	59	271.16	287.26	279.21
	28 Tester	20	1	21	275.58	418.44	347.01
	29 Trimmer	2	0	2	360.00	360.00	360.00
	30 Turner	37	0	37	387.29	408.15	397.72
	31 Watchman	132	4	136	325.65	344.13	334.89
	32 Welder	35	4	39	235.03	282.79	258.91
	33 Winder	4	4	8	250.20	262.97	256.59
	34 Wireman	54	0	54	301.77	360.48	331.13
	35 Fork Lift Operator	2	0	2	244.52	244.52	244.52
	36 Mach. Op./Machinist	1167	150	1317	275.02	386.22	330.62
	37 Casting Man	2	0	2	306.92	306.92	306.92
	38 Milling Machine Op.	202	0	202	315.59	332.19	323.89
	39 Setter	127	0	127	292.42	433.04	362.73
	40 Tool Maker	1	0	1	155.00	155.00	155.00
	41 Store Keeper	157	0	157	335.58	353.62	344.60
	42 Apprentices/Trainees	21	7	28	337.88	390.84	364.36
	43 Miscellaneous	252	5	257	312.98	331.02	322.00
	VIII. Boilers	1003	28	1031	322.52	398.59	360.56
	1 Gujarat	135	2	137	366.78	507.44	437.11

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
	1 Boiler Attendant	2	0	2	350.00	350.00	350.00
	2 Driver	3	0	3	324.83	424.83	374.83
	3 Fitter	17	0	17	402.59	476.61	439.60
	4 Mech/Elec Foreman	1	0	1	576.92	576.92	576.92
	5 Grinder	5	0	5	330.54	401.30	365.92
	6 Helper	45	1	46	315.67	385.43	350.55
	7 Mechanic(General)	4	0	4	320.11	433.36	376.74
	8 Painter	1	0	1	302.00	302.00	302.00
	9 Supervisor	23	1	24	456.25	977.18	716.72
	10 Turner	6	0	6	319.25	375.66	347.46
	11 Watchman	5	0	5	344.47	349.81	347.14
	12 Welder	14	0	14	412.66	434.53	423.60
	13 Mach. Op./Machinist	2	0	2	375.00	443.76	409.38
	14 Store Keeper	1	0	1	335.00	335.00	335.00
	15 Hacksaw Man	5	0	5	326.92	403.85	365.39
	16 Miscellaneous	1	0	1	313.00	313.00	313.00
2	Maharashtra	260	3	263	401.37	463.94	432.66
	1 Assembler	2	0	2	231.15	298.69	264.92
	2 Driver	1	0	1	393.88	393.88	393.88
	3 Electrician	4	0	4	449.95	449.95	449.95
	4 Fitter	50	0	50	409.83	460.16	435.00
	5 Mech/Elec Foreman	14	0	14	313.55	335.16	324.36
	6 Grinder	1	0	1	519.23	519.23	519.23
	7 Helper	92	3	95	385.00	436.79	410.90
	8 Mechanic(General)	2	0	2	465.81	631.96	548.89
	9 Planer	5	0	5	326.73	1073.34	700.04
	10 Rigger	12	0	12	475.00	475.00	475.00
	11 Supervisor	7	0	7	475.40	832.55	653.98
	12 Tester	4	0	4	468.76	539.00	503.88
	13 Turner	7	0	7	355.59	402.16	378.88
	14 Watchman	3	0	3	257.83	257.83	257.83



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
	15 Welder	48	0	48	441.68	453.81	447.75
	16 Mach. Op./Machinist	3	0	3	367.97	406.43	387.20
	17 Store Keeper	4	0	4	343.55	521.43	432.49
	18 Miscellaneous	1	0	1	520.00	520.00	520.00
3	Tamil Nadu	487	20	507	272.28	338.57	305.43
	1 Boiler Attendant	4	0	4	406.50	450.50	428.50
	2 Checker	4	0	4	350.86	350.86	350.86
	3 Crane Operator	5	0	5	257.09	283.49	270.29
	4 Driller	2	0	2	352.92	352.92	352.92
	5 Driver	7	0	7	284.91	328.87	306.89
	6 Electrician	9	0	9	235.19	239.42	237.31
	7 Fitter	56	0	56	287.64	373.09	330.37
	8 Mech/Elec Foreman	7	0	7	478.34	538.34	508.34
	9 Furnaceman	1	0	1	297.69	297.69	297.69
	10 Gas Cutter	6	0	6	269.08	270.75	269.92
	11 Grinder	30	1	31	235.85	263.16	249.51
	12 Helper	74	7	81	210.48	256.50	233.49
	13 Mechanic(General)	3	0	3	364.42	364.42	364.42
	14 Painter	2	0	2	353.85	353.85	353.85
	15 Press Man	8	0	8	203.85	552.12	377.99
	16 Supervisor	66	4	70	320.13	380.24	350.19
	17 Sweeper	2	6	8	153.00	188.25	170.63
	18 Turner	10	0	10	293.67	319.92	306.80
	19 Watchman	14	0	14	207.19	208.57	207.88
	20 Welder	74	0	74	290.10	369.11	329.61
	21 Winder	1	0	1	346.15	346.15	346.15
	22 Boring Machine Op.	1	0	1	500.00	500.00	500.00
	23 Mach. Op./Machinist	85	1	86	259.29	371.77	315.53
	24 Milling Machine Op.	4	0	4	275.00	297.50	286.25
	25 Tool Maker	1	0	1	402.50	402.50	402.50
	26 Apprentices/Trainees	0	1	1	153.84	153.84	153.84
	27 Hacksaw Man	11	0	11	365.00	365.00	365.00

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
9	Residual	121	3	124	311.81	385.11	348.46
1	Driller	2	0	2	365.00	365.00	365.00
2	Driver	1	0	1	373.00	373.00	373.00
3	Electrician	1	0	1	404.00	404.00	404.00
4	Fitter	2	0	2	380.85	380.85	380.85
5	Mech/Elec Foreman	1	0	1	384.62	384.62	384.62
6	Helper	49	2	51	254.45	288.16	271.31
7	Mechanic(General)	1	0	1	282.69	282.69	282.69
8	Packer	2	0	2	353.84	538.46	446.15
9	Press Man	4	0	4	338.66	358.46	348.56
10	Supervisor	8	0	8	426.83	448.46	437.65
11	Sweeper	0	1	1	130.00	130.00	130.00
12	Turner	1	0	1	404.00	404.00	404.00
13	Watchman	4	0	4	263.15	426.94	345.05
14	Welder	6	0	6	475.96	475.96	475.96
15	Mach. Op./Machinist	24	0	24	341.28	589.36	465.32
16	Hacksaw Man	15	0	15	309.44	318.71	314.08
IX.	Aluminium	3649	275	3924	299.21	344.43	321.82
1	Gujarat	501	3	504	405.77	451.57	428.67
1	Checker	19	0	19	298.79	314.79	306.79
2	Compressor Op.	12	0	12	172.69	326.92	249.81
3	Die Maker	1	0	1	153.85	153.85	153.85
4	Driller	4	0	4	465.38	469.23	467.31
5	Driver	2	0	2	327.31	327.31	327.31
6	Electrician	6	0	6	399.32	403.84	401.58
7	Fitter	31	0	31	277.80	311.03	294.42
8	Mech/Elec Foreman	4	0	4	466.15	507.69	486.92
9	Gas Cutter	2	0	2	221.93	221.93	221.93

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
	10 Grinder	5	0	5	246.97	252.00	249.49
	11 Helper	87	2	89	263.64	289.61	276.63
	12 Marker	3	0	3	350.00	353.85	351.93
	13 Mechanic(General)	2	0	2	473.08	473.08	473.08
	14 Moulder	11	0	11	323.57	329.58	326.58
	15 Packer	2	0	2	153.85	153.85	153.85
	16 Press Man	1	0	1	300.00	300.00	300.00
	17 Sheetmetal Worker	1	0	1	153.85	153.85	153.85
	18 Supervisor	62	0	62	520.34	644.54	582.44
	19 Sweeper	8	1	9	232.91	237.18	235.05
	20 Tester	1	0	1	643.07	643.07	643.07
	21 Turner	9	0	9	419.54	439.62	429.58
	22 Watchman	11	0	11	273.85	274.41	274.13
	23 Welder	9	0	9	225.52	255.08	240.30
	24 Winder	2	0	2	600.00	653.81	626.91
	25 Mach. Op./Machinist	17	0	17	238.68	273.73	256.21
	26 Setter	49	0	49	653.85	692.31	673.08
	27 Kiln Man	2	0	2	346.15	442.31	394.23
	28 Valve Man	2	0	2	265.38	265.38	265.38
	29 Capsman	136	0	136	495.74	542.07	518.91
2	Maharashtra	738	87	825	346.06	374.63	360.35
	1 Checker	15	1	16	275.35	311.34	293.35
	2 Coolie/Mazdoor	8	6	14	194.62	346.76	270.69
	3 Die Maker	1	0	1	730.76	730.76	730.76
	4 Driver	10	0	10	347.47	347.47	347.47
	5 Electrician	7	0	7	368.03	368.03	368.03
	6 Fitter	9	0	9	449.43	452.10	450.77
	7 Mech/Elec Foreman	5	0	5	358.23	358.23	358.23
	8 Furnaceman	2	0	2	288.46	288.46	288.46
	9 Helper	188	34	222	320.82	328.13	324.48
	10 Mechanic(General)	6	0	6	305.75	789.21	547.48
	11 Packer	0	39	39	267.98	284.02	276.00

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
	12 Polisher	4	0	4	379.42	379.42	379.42
	13 Press Man	22	0	22	434.34	486.16	460.25
	14 Rigger	1	0	1	192.69	192.69	192.69
	15 Rollerman/Roller	1	0	1	288.46	288.46	288.46
	16 Shaper Machine Op	3	0	3	167.30	167.30	167.30
	17 Sheetmetal Worker	2	0	2	178.84	178.84	178.84
	18 Sorter	10	0	10	331.00	331.00	331.00
	19 Supervisor	49	2	51	359.11	464.24	411.68
	20 Sweeper	3	2	5	236.50	239.58	238.04
	21 Turner	7	0	7	514.89	514.89	514.89
	22 Watchman	14	0	14	289.55	289.55	289.55
	23 Welder	2	0	2	858.00	858.00	858.00
	24 Mach. Op./Machinist	198	1	199	360.77	378.66	369.72
	25 Casting Man	12	0	12	440.00	487.00	463.50
	26 Setter	28	0	28	380.35	476.78	428.57
	27 Store Keeper	3	0	3	260.92	360.00	310.46
	28 Apprentices/Trainees	1	0	1	269.23	269.23	269.23
	29 Straightner Mach Op	4	0	4	642.70	642.70	642.70
	30 Tilting Tab Mach Op	4	0	4	642.70	642.70	642.70
	31 Capsman	87	0	87	354.79	357.25	356.02
	32 Miscellaneous	32	2	34	361.39	415.40	388.40
3	Karnataka	166	0	166	272.10	279.33	275.72
	1 Coolie/Mazdoor	1	0	1	307.69	307.69	307.69
	2 Fitter	2	0	2	260.00	310.00	285.00
	3 Helper	98	0	98	236.72	244.37	240.55
	4 Sheetmetal Worker	7	0	7	290.00	340.00	315.00
	5 Supervisor	21	0	21	407.61	407.61	407.61
	6 Mach. Op./Machinist	27	0	27	303.93	303.93	303.93
	7 Capsman	10	0	10	234.70	234.70	234.70
4	Tamil Nadu	362	53	415	233.94	289.43	261.69

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	Checker	12	6	18	199.22	273.38	236.30
2	Chipper	2	0	2	384.62	384.62	384.62
3	Coolie/Mazdoor	1	2	3	101.41	105.38	103.40
4	Die Maker	1	0	1	475.00	475.00	475.00
5	Driver	7	0	7	242.77	253.43	248.10
6	Electrician	5	0	5	239.20	273.81	256.51
7	Fitter	6	2	8	273.15	306.07	289.61
8	Furnaceman	33	0	33	219.37	229.16	224.27
9	Gas Cutter	16	0	16	289.89	294.96	292.43
10	Grinder	7	1	8	305.00	305.00	305.00
11	Hammerman	2	0	2	155.00	155.00	155.00
12	Helper	72	31	103	189.04	219.79	204.42
13	Marker	1	0	1	155.00	155.00	155.00
14	Mechanic(General)	6	0	6	238.81	238.81	238.81
15	Moulder	2	0	2	700.00	700.00	700.00
16	Packer	4	2	6	250.00	268.50	259.25
17	Painter	2	0	2	358.00	390.00	374.00
18	Plater	1	0	1	500.00	500.00	500.00
19	Polisher	19	0	19	190.04	212.83	201.44
20	Press Man	5	0	5	250.00	254.00	252.00
21	Rollerman/Roller	11	2	13	217.78	219.32	218.55
22	Sheetmetal Worker	1	0	1	192.30	192.30	192.30
23	Supervisor	41	1	42	293.51	424.79	359.15
24	Sweeper	0	5	5	205.05	205.05	205.05
25	Trimmer	1	0	1	533.00	533.00	533.00
26	Turner	1	0	1	338.00	338.00	338.00
27	Watchman	12	1	13	174.27	182.74	178.51
28	Welder	4	0	4	306.42	306.42	306.42
29	Wireman	4	0	4	343.06	344.21	343.64
30	Boring Machine Op.	2	0	2	475.00	475.00	475.00
31	Fork Lift Operator	6	0	6	160.27	189.12	174.70
32	Mach. Op./Machinist	63	0	63	257.10	433.22	345.16
33	Milling Machine Op.	1	0	1	192.30	192.30	192.30
34	Tool Maker	1	0	1	134.52	134.52	134.52

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
	35 Apprentices/Trainees	5	0	5	227.00	228.00	227.50
	36 Capsman	5	0	5	105.00	115.00	110.00
9	Residual	1882	132	2014	269.05	321.96	295.51
	1 Assembler	1	0	1	300.77	300.77	300.77
	2 Carpenter	2	0	2	461.53	500.00	480.77
	3 Chargehand	1	0	1	276.92	276.92	276.92
	4 Checker	49	0	49	234.69	331.37	283.03
	5 Compressor Op.	1	0	1	300.00	500.00	400.00
	6 Coolie/Mazdoor	241	23	264	225.92	257.61	241.77
	7 Crane Operator	1	0	1	326.92	326.92	326.92
	8 Die Maker	20	0	20	258.18	390.41	324.30
	9 Driver	28	0	28	275.25	288.70	281.98
	10 Electrician	27	0	27	307.59	365.77	336.68
	11 Fitter	55	0	55	345.77	492.95	419.36
	12 Mech/Elec Foreman	5	0	5	330.77	330.77	330.77
	13 Furnaceman	22	0	22	258.08	358.00	308.04
	14 Gas Cutter	3	0	3	282.48	400.26	341.37
	15 Grinder	2	0	2	500.00	550.00	525.00
	16 Helper	644	76	720	244.83	297.71	271.27
	17 Mistry/Kangani	11	0	11	133.07	203.00	168.04
	18 Marker	1	0	1	300.00	500.00	400.00
	19 Mason	2	0	2	270.00	290.00	280.00
	20 Mate/Mukaddam	3	0	3	360.00	360.00	360.00
	21 Mechanic(General)	10	0	10	372.33	374.64	373.49
	22 Millwright	1	0	1	140.00	140.00	140.00
	23 Moulder	2	0	2	291.73	291.73	291.73
	24 Packer	6	5	11	213.10	220.03	216.57
	25 Painter	0	3	3	288.46	288.46	288.46
	26 Plater	2	0	2	384.60	384.60	384.60
	27 Press Man	27	0	27	299.10	323.84	311.47
	28 Rigger	5	0	5	115.38	153.85	134.62
	29 Rollerman/Roller	10	0	10	293.37	375.37	334.37

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 Shaper Machine Op	40	1	41	386.01	438.14	412.08
	31 Sheetmetal Worker	9	0	9	226.93	250.85	238.89
	32 Supervisor	148	0	148	339.91	424.13	382.02
	33 Sweeper	19	8	27	254.79	263.64	259.22
	34 Turner	12	0	12	247.55	257.47	252.51
	35 Watchman	68	1	69	234.67	246.52	240.60
	36 Welder	42	0	42	331.69	426.03	378.86
	37 Boring Machine Op.	1	0	1	519.23	519.23	519.23
	38 Mach. Op./Machinist	231	9	240	291.26	353.90	322.58
	39 Casting Man	12	0	12	232.84	236.63	234.74
	40 Milling Machine Op.	5	0	5	223.07	230.00	226.54
	41 Tool Maker	1	0	1	273.46	273.46	273.46
	42 Store Keeper	1	0	1	265.00	265.00	265.00
	43 Heater Incharge	4	0	4	340.00	340.00	340.00
	44 Capsman	74	6	80	313.85	326.75	320.30
	45 Miscellaneous	33	0	33	304.83	331.35	318.09
All Nine Engineering Ind.		99718	2883	102601	339.79	495.40	417.60

**OCCUPATIONAL WAGE SURVEY  
SEVENTH ROUND**

**ANNEXURES**

**ON**

**NINE ENGINEERING INDUSTRIES  
(2017)**



List of 56 Industries selected for coverage under 7<sup>th</sup> 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 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 7<sup>th</sup> 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
- I. 24101 Manufacture of pig iron and spiegeleisen in pigs, blocks or other primary forms
  - II. 24102 Manufacture of direct reduction of iron (sponge iron) and other spongy ferrous products
  - III. 24103 Manufacture of steel in ingots or other primary forms, and other semifinished products of steel
  - IV. 24104 Manufacture of ferro-alloys
  - V. 24105 Manufacture of hot-rolled and cold-rolled products of steel
  - VI. 24106 Manufacture of tube and tube fittings of basic iron and steel
  - VII. 24107 Manufacture of railway track materials (unassembled rails) of steel
  - VIII. 24108 Manufacture of wire of steel by cold drawing or stretching
  - IX. 24109 Manufacture of other basic iron and steel n.e.c
- 23 Castings and Forgings Industry
- I. 24311 Manufacture of tubes, pipes and hollow profiles and of tube or pipe fittings of cast-iron/cast-steel
  - II. 24319 Manufacture of other iron and steel casting and products thereof
  - III. 24320 Casting of non-ferrous metals
  - IV. 25910 Forging, pressing, stamping and roll-forming of metal; powder metallurgy
- 24 Agricultural Machinery Industry
- I. 28211 Manufacture of tractors used in agriculture and forestry
  - II. 28212 Manufacture of ploughs, manure spreaders, seeders, harrows and similar agricultural machinery for soil preparation, planting or fertilizing, harvesting or threshing machinery
  - III. 28213 Manufacture of spraying machinery for agricultural use
  - IV. 28219 Manufacture of other agricultural and forestry machinery n.e.c
- 25 Textile Machinery Industry
- I. 28261 Manufacture of machinery for preparation of textile fibres, spinning machines, machines for preparing textile yarns, weaving machines (looms), including hand looms, knitting machines
  - II. 28262 Manufacture of textile printing machinery
  - III. 28263 Manufacture of machinery for washing, bleaching, dyeing, dressing, finishing coating or impregnating textile fabrics, machines for

List of 56 Industries selected for coverage under 7<sup>th</sup> round of Occupational Wage Survey.

		reeling, unreeling, folding, cutting or pinking textile fabrics, and similar machinery for fabric processing
IV.	28264	Manufacture of ironing machines, commercial washing and drying machines, dry-cleaning machines and other laundry machinery
V.	28265	Manufacture of sewing machines, sewing machine heads and sewing machine needles (whether or not for household use)
VI.	28266	Manufacture of machinery for preparing, tanning or working hides, skins or leather, machinery for making or repairing footwear or other articles of hides, skins, leather or fur skins
VII.	28269	Manufacture of other machinery for textiles, apparel and leather production n.e.c.
<b>26</b>	<b>Machine Tools Industry</b>	
I.	28221	Manufacture of machine tools for turning, drilling, milling, shaping, planning, boring, grinding etc.
II.	28222	Manufacture of electroplating machinery
III.	28223	Manufacture of parts and accessories for the machine tools listed above
IV.	28229	Manufacture of metal-forming machinery and machine tools n.e.c
<b>27</b>	<b>Electrical Industrial Machinery Industry</b>	
I.	27101	Manufacture of power generators (except battery charging alternators for internal combustion engines), motor generator sets (except turbine generator set units)
II.	27102	Manufacture of electric power distribution transformers, arc-welding transformers, fluorescent ballasts, transmission and distribution voltage regulators
III.	27103	Manufacture of electric motors (except internal combustion engine starting motors)
IV.	27104	Manufacture of electricity distribution and control apparatus (electrical apparatus for switching or protecting electrical circuits (e.g. switches, fuses, voltage limiters, surge suppressors, junction boxes etc.) for a voltage exceeding 1000 volts; similar apparatus (including relays, sockets etc.) for a voltage not exceeding 1000 volts; boards, panels, consoles, cabinets and other bases equipped with two or more of the above apparatus for electricity control or distribution of electricity including power capacitors.)
V.	27201	Manufacture of primary cells and primary batteries and rechargeable batteries, cells containing manganese oxide, mercuric oxide silver oxide or other material
VI.	27202	Manufacture of electric accumulator including parts thereof (separators, containers, covers)
<b>28</b>	<b>Electrical Apparatus Industry</b>	
I.	27310	Manufacture of fibre optic cables for data transmission or live transmission of images
II.	27320	Manufacture of other electronic and electric wires and cables (insulated wire and cable made of steel, copper, aluminium)
III.	27331	Manufacture of switch, switch box, lamp holders, lugs etc.
IV.	27339	Manufacture of other wiring devices and fittings n.e.c.
V.	27400	Manufacture of electric lighting equipment

**List of 56 Industries selected for coverage under 7<sup>th</sup> round of Occupational Wage Survey.**

- |           |             |              |  |
|-----------|-------------|--------------|--|
|           | <b>VI.</b>  | <b>27900</b> | <b>Manufacture of other electrical equipment</b>   |
| <b>29</b> |             |              | <b>Ship Building Industry</b>  |
| <b>30</b> |             |              | <b>Locomotives/Wagons Industry</b>   |
| <b>31</b> |             |              | <b>Motor Vehicles (Motor Vehicles/Trailors/Semi-Trailors) Industry</b>   |
| <b>32</b> |             |              | <b>Motor Cycle/Scooter Industry</b>  |
| <b>33</b> |             |              | <b>Bicycles/Rickshaws Industry</b>   |
| <b>34</b> |             |              | <b>Aircrafts/Spacecrafts &amp; Parts Industry</b>  |
| <b>35</b> |             |              | <b>Tea Processing Industry</b>   |
| <b>36</b> |             |              | <b>Tyre and Tube Industries</b>  |
| <b>37</b> |             |              | <b>Steam Generators (Boilers) Industry</b>   |
|           | <b>I.</b>   | <b>25123</b> | <b>Manufacture of central heating boilers and radiators and parts and accessories thereof</b>  |
|           | <b>II.</b>  | <b>25131</b> | <b>Manufacture of steam or other vapour generating boilers and hot water boilers other than central heating boilers</b>                        |
|           | <b>III.</b> | <b>25132</b> | <b>Manufacture of nuclear reactors, except isotope separators</b>  |
|           | <b>IV.</b>  | <b>25133</b> | <b>Manufacture of auxiliary plant for use with steam generators (condensers, economizers, superheaters, steam collectors and accumulators)</b> |
|           | <b>V.</b>   | <b>25139</b> | <b>Manufacture of other steam generators (except central heating hot water boilers), n.e.c.</b>  |
| <b>38</b> |             |              | <b>Diary Products Industry</b>   |
| <b>39</b> |             |              | <b>Soft Drink Industry</b>   |
| <b>40</b> |             |              | <b>Aluminium Industry</b>  |
|           | <b>I.</b>   | <b>24202</b> | <b>Manufacture of Aluminium from alumina and by other methods and products of aluminium and alloys</b>   |
| <b>41</b> |             |              | <b>Domestic Appliances Industry</b>  |
| <b>42</b> |             |              | <b>Televisions Industry</b>  |
| <b>43</b> |             |              | <b>Computers and Peripheral Equipments Industry</b>  |
| <b>44</b> |             |              | <b>Watches &amp; Clocks Industry</b>   |
| <b>45</b> |             |              | <b>Plastic Articles Industry</b>   |

## 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 7<sup>th</sup> round of OWS was 30<sup>th</sup> June, 2016 for all the four sectors.

## 2.8 SURVEY PERIOD

The survey period for Nine Manufacturing Industries during the Seventh round of OWS was April, 2017 to December, 2017.

## 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 two components of earnings, which are the reliable indicators of the wage rate in the industrial units in the country. 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. The average daily wage rates are worked out as the total wages in a pay period divided by the total number of days worked (i.e. 26 days, 12 days, 6 days as the case may be as per ILO convention).

### 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. 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 as per ILO convention)

### 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  $i^{\text{th}}$  stratum

$N_i$  = Number of units in the  $i^{\text{th}}$  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  $i^{\text{th}}$  stratum

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

$\bar{Y}_i$  = Mean of the average maximum wage rate in the  $i^{\text{th}}$  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  $j^{\text{th}}$  stratum in the  $i^{\text{th}}$  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  $j^{\text{th}}$  stratum in the  $i^{\text{th}}$  industry
- $\hat{Y}_{ij}$  = Sample mean of average daily earnings in  $j^{\text{th}}$  stratum in the  $i^{\text{th}}$  industry
- $y_{ijk}$  = Average daily earnings of the  $k^{\text{th}}$  sample worker in  $j^{\text{th}}$  stratum in the  $i^{\text{th}}$  industry

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

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

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

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

Sample mean square and sample mean of average daily earnings combined for nine engineering 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  
NINE ENGINEERING INDUSTRIES

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0001	Armature Winder	Winds and repairs armature, field coils, etc. of motor and dynamos. Diemantles motor and removes armature to examine and test for continuity. Locates and rectifies faults. May wind coils by hand or on machines into slots of armature cores. Impregnates armature and coils in the impregnation plant to insulate them.
0002	Assembler	Assembles various types of machines and mechanical equipments.
0004	Beltman/Stitcher/ Mochi	Makes and repairs leather, canvas, rubber and other types of conveyer and mounting and dismounting of these belts on to the wheels of various machines. May also oil the machine.
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 heat or power. Operates supply valves and ensures that steam is supplied to engine room at prescribed pressure. Maintains water level and steam pressure at prescribed.
0010	Carpenter	Makes, assembles, alerts and repairs

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

		wooden Structures and articles using hand or power tools or both.
0011	Charge Hand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc.
0012	Charge Man	Operates motor generator and other electrical equipment.
0013	Checker	Verify 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.
0014	Chipper	Operates machine to cut logs, wooden blocks, bamboo, etc. into small chips for making paper pulp and for other purposes. Selects cutting blade according to material to be chipped and mounts it on cutting head of chipping machine. Also cuts and chips the edges of various items in a neat and uniform way.
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 Mazdoor carrying loads, cleaning and sweeping loom sheds, machines rooms, etc.
0017	Core Maker	Prepares with hand or machine, cores with core sand for casting cavities in metal parts.
0018	Crane Driver	Operates stationary or mobile overhead crane to transport material.

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

0019	Cupolaman	Melts metals in cupola (furnace) for making metal castings. Ensures proper melting of metals.
0020	Die Maker	Makes metal dies of prescribed dimensions for punching, cutting, forging and forming of metal or synthetic components for mass production. May repair used dies and grind them to desired finish.
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.
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 this department. Supervises & guides workers engaged in various processes and controls operations of respective

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

departments.

0029	Furnace Man	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. Operates bell gear for charging raw materials, transferring molten metal from mixer furnace, ladle, converter, charging hearth furnace for making steel from blown metal, etc.
0030	Gas Cutter/ Flame Cutter	Cuts metal to required shape and size by flame either manually or mechanically.
0031	Grinder	Grinds and smoothens metal surfaces to specified accuracy using one or more types of grinding machines. May also balance, dress or charge wheel, operate crank shaft and the machines for finishing the crank shaft. Also cleans and oils the machine.
0032	Hammer Man	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.
0036	Loader/Unloader	Loads/Unloads heavy materials, etc. From wagons and trucks.
0037	Mistry/Kangani	Guides & supervises the kangani workers under his and does intricate jobs

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

		himself. Marks metal according to drawing or sample for filing, machining, grinding, drilling, forming, erecting etc.
0038	Marker	Marks metal according to drawing or sample for filing, machining, grinding, drilling, foaming, erecting etc.
0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0041	Mechanic ( (General)	Attends to installation, repair, maintenance and examination of various types of machinery.
0042	Mill Wright	Repairs and overhauls workshop machines and equipment periodically.
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 of 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.
0046	Packer	Attends to the job of packing finished textile products. May also operate automatic packing machines.
0047	Painter	Applies decorative or protective coats of paint, varnish, shellac, enamel, lacquer or other materials on exterior



## ANNEXURE-IV

### LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR NINE ENGINEERING INDUSTRIES

		or interior surface, fixtures of glass, metals, wood , plaster, concrete bricks , building boards or other objects.
0048	Pattern Maker	Makes metal and wooden patterns for preparing moulds for the purpose of casting. May also repair broken or damaged patterns.
0050	Planer	Sets and operates single or double column planing machine to shape metal objects to required dimensions. May specialize in any particular type of planing and be designated accordingly. May also oil and clean the machines used by him.
0051	Plater/Electro Plater	Gives coating of gold, silver, nickel, chromium, copper etc., of required thickness to metal parts by electrolytic process.
0052	Plumber	Lays out, assembles, installs and maintains sanitary fittings and fixtures, sewage and drainage system, gas and water pipelines etc.
0053	Polisher	Polishes metal articles and components such as house hold utensils, vases etc., to high finish on polishing spindle with abrasives and polishing tools.
0054	Press Man	Operates heavy /light and hydraulic presses for forming various components of different types of machinery.
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,

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

		wire ropes, etc. to lift, move or lower heavy articles.
0058	Roller Man/Roller Sheet Mill	Feeds and tends the rolling machine to roll and mix various types of ingredients and articles. Rolls pack (metal plates or sheets) between mechanically or electrically driven rolls for making metal sheets of specific size and thickness.
0059	Shaper Machine Operator	Shapes metal objects to required specifications using shaping machine and cutting tools. May also oil and clean the machine used by him.
0060	Sheet Metal Worker	Operates sheet metal machine for sizing, blending and forming sheet metal for further operations.
0062	Sign Maker	Plans and lays out letters, signs, figures and monograms on wooden boards, metal plates and walls.
0064	Sorter	Sorts out various types of material and articles as directed. For example, sorting of empty gunny bags according to quality of the material.
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 Attendant gears on switch board to regulate flow of electric current from power house or sub-station to different feeding units.

## ANNEXURE-IV

### LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR NINE ENGINEERING INDUSTRIES

0069	Tester	Tests the leakage in the empty tins with the help of air and water. Checks the leakage of valves and tightens them to test the hydraulic pressure. May also test other goods and items depending on the manufacturing process carried on.
0072	Tongs Man	Holds billets as they come out of rolls with the help of tongs and swiftly returns the same to the roller for re-rolling.
0073	Trimmer	Operates the trimming machine to trim various articles used in the production process.
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.
0079	Welder	Weld cuts or fuses metal parts with electric arc or gas flame by hand or machine. May strengthen the joints with molten metal.
0082	Wire Man	Installs various kinds of electrical wiring, such as conduit casting, concealed etc. for light and power supply. May repair simple electrical appliances.
0083	Boring Machine Operator/Jig Borer/Line Borer	Sets and operates precision jig boring machine for making highly accurate holes in kits, fixtures, casting, etc. May grind tools, oils and cleans the machine.

ANNEXURE-IV

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

0084	Fork Lift Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
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.
0086	Metal Pourer/Pourer/Castingdry Man/D.C. caster/Molten Metal Carrier/Ladle carrier/pot carrier	Receives Molten metal from furnace into hopper or mould for casting ingots. Pours molten metal into ladle and brings ladle close to moulds and pours into moulds or hopper. Adds necessary additives to molten metal as instructed.
0087	Milling Machine Operator/ Miller/ Milling Man	Cuts metal blocks, gears, tools, cutters. Jigs, components, etc., accurately according to drawings or samples by means of multitoothed rotary cutters on milling machine. May grind and make form cutters and also clean and oil machine.
0088	Setter	Sets various types of precision metal cutting and grinding, forming, forging and other automatic machines for specific repetitive operations for mass production of metal articles or components.
0089	Tool Maker	Makes cuttings and press tools, gauges, simple jigs, fixtures etc. mainly for use in machines. May repair reconviction tools for further use, design tools, jigs and fixtures and braze and weld metal parts.
0091	Generator Operator	Operates the generator/turbo generator used for Producing electricity. May

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

		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	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.
9900	Miscellaneous	Other minor occupations not classified elsewhere are classified as miscellaneous occupation.

INDUSTRY: IRON AND STEEL

2201	Heater Incharge	Supervises the overall heating and drawing of ingots to ensure continuous supply of hot ingots to blooming mills.
2202	Kiln Man	Operates oil fired burner, attends to kilns of various types and performs related tasks.
2203	Straightner Operator Machine	Operates hydraulic, mechanical or pneumatic straighten girders bars, tubes, joints, plates, angle irons, rails, etc. to required accuracy.
2204	Valve Man	Operates ascension pipe cap lever and isolation valve level to predetermined

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR  
NINE ENGINEERING INDUSTRIES

		sequence of position or as directed. Cleans the ascension pipe, A.P. Caps goose necks and isolation valves of the oven to the charge.
2205	Tilting Table Machine Operator/ Manuplator	Watches light signals and operates lifting and tilting tables by electric switches at the time of rolling mill in progress.
	INDUSTRY:	MANUFACTURE OF CASTING AND FORGINGS (FERROUS)
2301	Kundiwala	Heats billets in the furnace. Removes them after heating and hands these quickly to tongsman.
2302	Sand Mixer	Operates the sand mixer for the preparation of sand for moulding.
	INDUSTRY:	MANUFACTURE OF TEXTILE MACHINERY
2501	Capstan Operator	Operates capstan lathe for turning iron or steel metal components for large production. Sets tools by turning process. May oil and grease the machine. May shape and sharpen lathe tools.
	INDUSTRY:	MANUFACTURE OF PRIME MOVERS, BOILERS.
4501	Hachsawman	Operates the hacksaw machine to cut the material into desired sizes.
	INDUSTRY:	ALUMINIUM
4901	Capsman	Puts caps on the finished products i.e. tubes etc.

CONFIDENTIAL

Original	Substituted
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**GOVERNMENT OF INDIA**  
**MINISTRY OF LABOUR AND EMPLOYMENT**  
**LABOUR BUREAU, CHANDIGARH**  
**OCCUPATIONAL WAGE SURVEY (7<sup>th</sup> 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 

30	June	2016
----	------	------
10. Number of Persons employed on the Reference Date  

Manual	Non-Manual	Total
16. Is the Unit covered by any Wage Agreement? If yes, attach a copy.  
(Yes-1, No-2)







Block III Wage Rates									
(A) TIME-RATED WORKERS FOR FULL TIME									
S.No. as in Col 1 of Block II	Occupation Code as in Col. 3 of Block II	Sex-Age Code*	Type of Worker**	No of workers Employed on the Reference Date	Basic or Consolidated Wages per day (Rs. 0.00)		Dearness Allowance payable per day (Rs. 0.00)		Code for difference in wage rates between Men and Women***
					Minimum	Maximum	On Minimum Basic	On Maximum Basic	
1	2	3	4	5	6	7	8	9	10

\*Men-1,Women-2, Adolescents-3 & Children-4, \*\*Regular-1,Contract-2,Casual-3 & Apprentice-4.  
 \*\*\* Ignorance about Law-1, Difference in Output-2, Difference in length of Service in Occupation-3, Difference in Edu. Qualification-4, Difference in Experience-5, Any other reason(Specify)-6.

Sample Sl. No.

## Block III Wage Rates

(B) PIECE-RATED WORKER FOR FULL TIME									
S. No. as in Col 7 of Block II	Occupation Code as in Col. 9 of Block II	Sex-Age Code*	Type of Worker**	No of workers Employed on the Reference Date	Basic or Consolidated Wages per day (Rs. 0.00)		Dearness Allowance payable per day (Rs. 0.00)		Code for difference in wage rates between Men and Women***
					Minimum	Maximum	On Minimum Basic	On Maximum Basic	
1	2	11	12	13	14	15	16	17	18

\*Men-1, Women-2, Adolescents-3 &amp; Children-4, \*\*Regular-1, Contract-2, Casual-3 &amp; Apprentice-4.

\*\*\* Ignorance about Law-1, Difference in Output-2, Difference in length of Service in Occupation-3, Difference in Edu. Qualification-4, Difference in Experience-5, Any other reason(Specify)-6.

Sample Sl. No.

<b>BLOCK-IV</b>	<b>DEARNNESS ALLOWANCES*</b>
-----------------	------------------------------

1. Whether separate DA is paid in the unit?  
(Yes-1 & No-2)

2. If, Yes, indicate the number of persons receiving DA according to

2.1 Consumer Price Index (Labour Bureau-1, State Series-2)

Code	Number
Code	Number

Any other Series

CPI in combination with others  
(Flat Rate-1, Pay scales/Slabs-2 & Other Methods(Specify)-3)

Code	Number
Code	Number
Code	Number

2.2 No. of Persons not getting DA

2.3 Total Number of Persons

3. If DA( part or whole) is paid according to Consumer Price Index, please give the following information about the index used:

3.1 (a) Labour Bureau Series/ State Series\$

(b) Base Year(ccYY)

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(c) Centre Name(AICPI/Specify)

(d)

3.2 Mention the rates at which DA is being paid and the number of persons covered by each rate:

Rate of Dearness Allowance	Number of persons covered

\*Information on DA pertains to both manual and non manual workers.  
\$ Labour Bureau Series-1, State Series-2.

Sample Sl. No. 

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<b>BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS</b>											
Sl. No. as in Block II	Occupation Code as in Block II	Total no. of workers	No. of selected sample worker	Sl. No.	Names of the selected sample worker	Sex-Age Code*	Type of Worker**	System of Rate Code ***	Rate of Basic/Consolidated Wages & Dearness Allowances		Unit of Time Code ****
									Basic	DA	
1	2	3	4	5	6	7	8	9	10	11	12

\*Men-1, Women-2, Adolescents-3 &amp; Children-4.

\*\*Regular-1, Contract-2 &amp; Casual-3.

\*\*\*Time-Rated-1 &amp; Piece-Rated-2,

\*\*\*\*Daily-1, Weekly-2, Fortnightly-3 &amp; Monthly-4

Note: For persons with Code 2 in Col. 9, the data in Cols. 10 &amp; 11 will be reduced to per day basis and the Code in Col. 12 will be 1.

Sample Sl. No. 

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<b>BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS</b>							
Sl. No. as in Block II	Occup- ation Code as in Block II	Sl. No. of selected sample worker	Number of Days**		Basic/Consolidated Wages	Dearness Allowance	Bonus
			Worked	Paid for			
1	2	5	13	14	15	16	17

\*\* During the Pay Period under Reference date.

Sample Sl. No.	
----------------	--

BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS							
Sl. No. as in Block II	Occupation Code as in Block II	Sl.No. of selected sample worker	HRA	Transport Allowance	Other Allowances	Benefits in kind	Total
1	2	5	18	19	20	21	22

<b>BLOCK-VI</b>	<b>PARTICULARS OF FIELD OPERATIONS</b>
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<b>FOR FIELD OFFICER ONLY</b>
-------------------------------

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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<b>A. FOR SUPERVISING OFFICER ONLY</b>
--

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**

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**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

## ANNEXURE-VI

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
2018	<u>PDLB-686</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Ten Manufacturing Industries	713.00
2018	<u>PDLB-685</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Ten Engineering Industries	605.00
2018	<u>PDLB-683</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Nine Engineering Industries	744.00

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

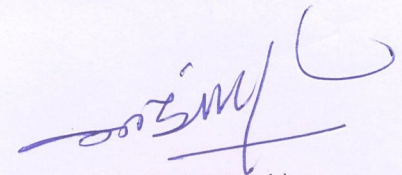
**2. Terms of References:**

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)**.



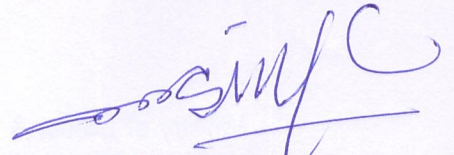
( Mohinder Singh )  
Section Officer

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 Sunil Chaudhry  
Deputy Director General

Shri Kailash G. Sharma  
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
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Sh Surinder Kumar	Investigator	Gr.II

PRINTING UNIT

Shri Ashish Atwal    Multi-Tasking Staff

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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.