

Occupational Wage Survey Seventh Round



REPORT ON NINE MANUFACTURING INDUSTRIES



सत्यमेव जयते

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



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

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(April 2017 – December 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 Manufacturing Industries (Sugar, Oils & Fats, Edible Nuts, Tobacco, Paper, Printing/Publishing, Milk Products, Soft Drinks and Plastic Articles Industries) 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 Manufacturing 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 Manufacturing Industries are given below.

INTRODUCTION

1. Along with many other industries, the seventh round of Occupational Wage Survey covered Nine Manufacturing Industries, viz., Sugar, Oils & Fats, Edible Nuts, Tobacco, Paper, Printing/Publishing, Milk Products, Soft Drinks and Plastic Articles Industry. The present report relates to these nine manufacturing industries.
2. The field work for Nine Manufacturing Industries was carried out during April, 2017 to December, 2017.
3. Information was collected from 1124 sample units, which accounted for 4.47 percent of the total number of units (25148) in the frame.

STRUCTURE OF WORK FORCE

4. The total number of workers in Nine Manufacturing Industries is estimated to be 21.55 lakhs. Out of the total Workforce, 17.64 lakh workers were manual workers (81.82 percent) and remaining 3.91 lakh workers were non-manual (18.18 percent).
5. Out of 21.55 lakh workers employed in the Nine Manufacturing Industries, Tobacco had maximum share (31.21 percent), followed by Paper (24.10 percent), Milk Products (11.34 percent), Oils & Fats (8.61 percent), Sugar (8.53 percent), Printing/Publishing (8.16 percent), Plastic Articles (6.68 percent), Edible Nuts (1.25 percent) and Soft Drinks (0.12 percent).
6. Out of the total 17.64 lakh manual workers in Nine Manufacturing Industries, Men workers constituted 74.55 percent, whereas the remaining 25.45 percent were women. Women had more than 50 percent share in total number of manual workers in case of Edible Nuts Industry (68.52 percent) and Tobacco Industry (56.75 percent). None of the manufacturing industries reported employment of adolescents or children during the survey.
7. Majority of workers i.e. 76.68 percent were employed by the time-rated system of payment and the remaining 23.32 percent of the units had piece-rated system of payment.
8. The highest percentage of total work force was employed as Helper (17.06 percent), followed by Feeder & Receiver and Coolie/Mazdoor with share of 12.20 percent and 9.93 percent, respectively.

WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rates of men and women workers for all the manufacturing industries combined together were Rs. 364.90 and Rs. 182.00, respectively. The average daily wage rates for all the workers of all the manufacturing industries worked out to be Rs. 318.36.
10. The average daily wage rates worked out to be Rs. 539.78 in Sugar Industry, Rs. 326.74 in Oils & Fats, Rs. 278.65 in Edible Nuts, Rs. 145.01 in Tobacco, 418.89 in Paper, Rs. 380.84 in Printing/Publishing, Rs. 495.35 in Milk Products, Rs. 351.49 in Soft Drinks and Rs. 355.19 in Plastic Articles.
11. The average daily wage rates of women workers were less than that of the men workers in all Manufacturing Industries, except Tobacco Industry. The average daily wage rate of women workers was higher than that of their men counterparts in 5 occupations in Oils & Fats Industry; 2 occupations in Edible Nuts; 6 occupations in Tobacco Industry; 7 occupations in Paper Industry; 9 occupations in Printing/Publishing Industry; 6 occupations in Milk Products Industry and 3 occupations each in Soft Drinks Industry and Plastic Articles Industry.
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:
 - Sugar Industry: Mechanic (General) (Rs. 1308.50) and Carpenter (Rs. 259.62);
 - Oils & Fats Industry: Milling Machine Operator (Rs. 644.23) and Crane Operator (Rs. 157.69);
 - Edible Nuts Industry: Boiler Attendant (Rs. 428.61) and Peeler (Rs. 244.51);
 - Tobacco Industry: Machine Operator/Machinist (Rs. 365.00) and Coolie/Mazdoor (Rs. 66.02);
 - Paper Industry: Affluent Treatment Plant Operator (Rs. 835.20) and Mistry/Kangani (Rs. 188.46);
 - Printing/Publishing Industry: Mate/Mukaddam (Rs. 1338.43) and Apprentice/Trainees (Rs. 164.42);
 - Milk Products: Compressor Operator (Rs. 1119.93) and Painter (Rs. 125.92);
 - Soft Drinks Industry: Loader/Unloader (Rs. 568.30) and Packer (Rs. 150.00); and
 - Plastic Articles Industry: Chargehand (Rs. 706.71) and Tester (Rs. 146.10).
13. The percentage change in real wage rates in the seventh round (2016) over the fifth round for all Nine Manufacturing Industries taken together slipped slightly by 0.60 percent.

14. Dearness allowance as a separate component of wages/salaries was paid in 17.11 percent of units covering 37.33 percent of the workers in Nine Manufacturing Industries.
15. Among different Manufacturing Industries, 53.06 percent units in Sugar Industry, 6.51 percent units in Oils & Fats Industry, 14.09 percent units in Edible Nuts Industry, 20.76 percent in Tobacco Industry, 13.27 percent in Paper Industry, 22.45 percent in Printing/Publishing Industry, 32.87 percent in Milk Products Industry, 22.22 percent in Soft Drinks Industry and 10.41 percent in Plastic Articles 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 Manufacturing Industries worked out to Rs. 445.03, Rs. 208.65 and Rs. 384.88, 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 1 out of 44 occupations in Sugar Industry, 13 out of 55 occupations in Oils & Fats Industry, 9 out of 16 occupations in Edible Nuts Industry, 10 out of 22 occupations in Tobacco Industry, 21 out of 66 occupations in Paper Industry, 28 out of 53 occupations in Printing/Publishing Industry, 18 out of 44 occupations in Milk Products Industry, 7 out of 31 occupations in Soft Drinks Industry and 12 out of 35 occupations in Plastic Articles Industry.

The occupations where women's average daily earnings were higher than those of their men counterparts were as follows: 2 occupations in case of Oils & Fats Industry (Supervisor and Seamer); 3 occupations in case of Edible Nuts Industry (Coolie/Mazdoor, Helper and Sweeper); 4 occupations in case of Tobacco Industry (Coolie/Mazdoor, Mistry/Kangani, Sweeper and Casemaker); 5 occupations in case of Paper Industry (Supervisor, Watchman, Machine Operator/Machinist, Storekeeper and Feeder/Paperfeeder); 9 occupations in case of Printing/Publishing Industry (Boiler Attendant, Mech/Elec Foreman, Cook, Block/Die Caster, Compositor/Assembler, Mono/Lino/Photo Operator, Machineman (Photo), Offset Printing Machine Operator and Machine Man/Rotary Operator); 8 occupations in case of Milk Products Industry (Helper, Supervisor, Watchman, Cold Store Attendant, Dairy Prod Processor, Plant Operator, Refrigerator Mechanic and Miscellaneous); 2 occupations in case of Soft Drinks Industry (Coolie/Mazdoor and Sweeper) and 3 occupations in case of Plastic Articles Industry (Coolie/Mazdoor, Packer and Miscellaneous).

18. The average daily earnings of men workers were the highest at Rs. 706.55 in Sugar Industry, followed by Rs. 581.21 in Milk Products Industry. Similarly, the average daily earnings of

women workers was the highest at Rs. 515.68 in Milk Products Industry, followed by Rs. 344.57 in Printing/Publishing Industry, whereas the lowest average daily earnings of women workers was in Tobacco Industry at Rs. 179.63.

19. The highest average daily earnings were observed for Store Keeper (Rs. 1161.77) in Sugar; Miscellaneous (Rs. 1006.96) in Oils & Fats; Supervisor (Rs. 464.77) in Edible Nuts; Supervisor (Rs. 356.61) in Tobacco; Affluent Treatment Plant Operator (Rs. 1040.45) in Paper; Fireman (Rs. 1910.25) in Printing/Publishing; Compressor Operator (Rs. 1290.74) in Milk Products; Fitter (Rs. 667.29) in Soft Drinks and Chargehand (Rs. 856.64) in Plastic Articles Industry.

On the other hand, the lowest average daily earnings were observed for Packer (Rs. 309.83) in Sugar; Crane Operator (Rs. 231.00) in Oils & Fats; Peeler (Rs. 229.70) in Edible Nuts; Coolie/Mazdoor (Rs. 63.08) in Tobacco; Marker (Rs. 175.00) in Paper; Apprentices/Trainees (Rs. 131.88) in Printing/Publishing; Sorter (Rs. 245.60) in Milk Products; Sweeper (Rs. 197.82) in Soft Drinks and Loader/Unloader (Rs. 247.27) in Plastic Articles Industry.

20. Piece-rated system of payment was observed in Oils & Fats, Edible Nuts and Tobacco Industry only. The highest average daily earnings of piece-rated men and women workers were observed at the rate of 726.74 in Oils & Fats Industry and 204.52 in Tobacco Industry, respectively. The lowest average daily earning of piece-rated men and women workers were reported at the rate of Rs. 128.18 and 164.18 in Tobacco Industry, respectively.
21. Basic wage and dearness allowance accounted for 77.64 percent of total average daily earnings.
22. The average daily earnings of about 23.94 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 21.19 percent workers between Rs. 100.01 to Rs. 175.00 and 14.64 percent workers in the range of Rs. 175.01 to Rs. 250.00.
23. The percentage change in real earnings in the seventh round (2016) over the fifth round for all Nine Manufacturing Industries taken together increased by 22.81 percent.

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 Manufacturing Industries, viz.,

- a. Sugar,
- b. Oils & Fats,
- c. Edible Nuts,
- d. Tobacco,
- e. Paper,
- f. Printing/Publishing,
- g. Milk Products,
- h. Soft Drinks, and
- i. Plastic Articles

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 Manufacturing Industries has been prepared.

1.3 SELECTION OF INDUSTRIES

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

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

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

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Nine Manufacturing Industries extends to all the Manufacturing 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 Manufacturing 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 Manufacturing Industries are given below:

Sl. No.	Industry	Stratum
1.	Sugar	1. Uttar Pradesh 2. Maharashtra 3. Karnataka 4. Residual (Punjab, Haryana,

Sl. No.	Industry	Stratum
		Odisha, M.P., Gujarat, Andhra Pradesh and Tamil Nadu)
2.	Oils & Fats	<ol style="list-style-type: none"> 1. Rajasthan 2. Gujarat 3. Maharashtra 4. Andhra Pradesh 5. Tamil Nadu 6. Telangana 7. Residual (J&K, Punjab, Uttrakhand, Haryana, U.P, Bihar, Assam, W.B, Odisha, Chhattisgarh, M.P, Karnataka and Kerala)
3.	Edible Nuts	<ol style="list-style-type: none"> 1. Andhra Pradesh 2. Karnataka 3. Kerala 4. Tamil Nadu 5. Residual (U.P, Odisha, Gujarat, Maharashtra and Goa)
4.	Tobacco	<ol style="list-style-type: none"> 1. West Bengal 2. Andhra Pradesh 3. Kerala 4. Telangana 5. Residual (Rajasthan, U.P, Jharkhand, M.P, Gujarat, Maharashtra, Tamil Nadu)
5.	Paper	<ol style="list-style-type: none"> 1. Uttar Pradesh 2. Gujarat 3. Maharashtra 4. Tamil Nadu 5. Residual (J&K, H.P, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, Bihar, Sikkim, Assam, West Bengal, Odisha, Chhattisgarh, M.P, Daman & Diu, Dadra & Nagar Haveli, A.P, Karnataka, Kerala, Puducherry and Telangana)
6.	Printing/Publishing	<ol style="list-style-type: none"> 1. Delhi 2. Uttar Pradesh 3. Maharashtra 4. Karnataka 5. Kerala 6. Tamil Nadu 7. Residual (Punjab, Uttarakhand, Haryana, Rajasthan, Bihar, Assam, West Bengal, Jharkhand,

Sl. No.	Industry	Stratum
		Odisha, Chhattisgarh, M.P, Gujarat, A.P, Goa, Puducherry and Telangana)
7.	Milk Products	1. Gujarat 2. Maharashtra 3. Andhra Pradesh 4. Tamil Nadu 5. Residual (J&K,H.P, Punjab, Uttrakhand, Haryana, Rajasthan, U.P, Bihar, Assam, West Bengal, Jharkhand, Odisha, Chhattisgarh, M.P, Karnataka, Goa, Kerala, Puducherry and Telangana)
8.	Soft Drinks	1. Residual (J&K, H.P, Haryana, U.P, Bihar, Assam, Chhattisgarh, M.P, Maharashtra, Karnataka, Goa, Kerala and Puducherry)
9.	Plastic Articles	1. Uttar Pradesh 2. Gujarat 3. Daman & Diu 4. Maharashtra 5. Tamil Nadu 6. Residual (J&K, H.P, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, Sikkim, Manipur, Assam, West Bengal, Odisha, Chhattisgarh, M.P, Dadra & Nagar Haveli, A.P, Karnataka, Goa, Kerala and Puducherry)

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 Fifth 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 Manufacturing 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 Manufacturing 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 Fifth 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 Manufacturing 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 30th June, 2016 for the Manufacturing 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 the officers of the Labour Bureau, Ministry of Labour & Employment revised the OWS Schedule used in previous rounds. A facsimile of the revised Occupational Wage Survey schedule, used in the current Round, is enclosed at Annexure-V.

1.10 COVERAGE OF UNITS AND SAMPLE SIZE

Table 1.1 shows the coverage of units and the sample size in selected Manufacturing Industries. A total of 25148 units constituted the overall frame for Nine Manufacturing Industries. Out of these, 1124 units were selected in the sample, which accounted for 4.47 percent of the total units in the frame. The percentage of units in sample to frame was 3.25 percent in Sugar, 6.26 percent in Oils & Fats, 2.91 percent in Edible Nuts, 1.37 percent in Tobacco, 3.25 percent in Paper, 6.34 percent in Printing/Publishing, 10.76 percent in Milk Products, 55.26 percent in Soft Drinks and 2.54 percent in Plastic Articles Industry.

It may be mentioned here that the number of units in the nine manufacturing industries has increased sharply from 9417 frame units in Fifth Round (1998-99) to 25148 frame units in Seventh Round (2016). The number of frame units in Paper, Printing/Publishing and Milk Products Industries increased sharply from 593, 1647 and 715 frame units in Fifth Round (1998-99) to 6699, 4134 and 1877 frame units, respectively in Seventh Round (2016). However, the number of frame units in Soft Drinks Industry declined from 290 frame units in fifth round to 63 frame units in seventh round. Hence, there is a possibility of mismatch in the coverage of Nine Manufacturing Industries in the two rounds. Furthermore, the coverage of Hydrogenated Oils, Cashewnut and Cigarette Industries were further enhanced and regrouped as Oils & Fats, Edible Nuts and Tobacco Industries, respectively. Therefore, there is divergence in the estimates compiled in seventh round as compared to fifth 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

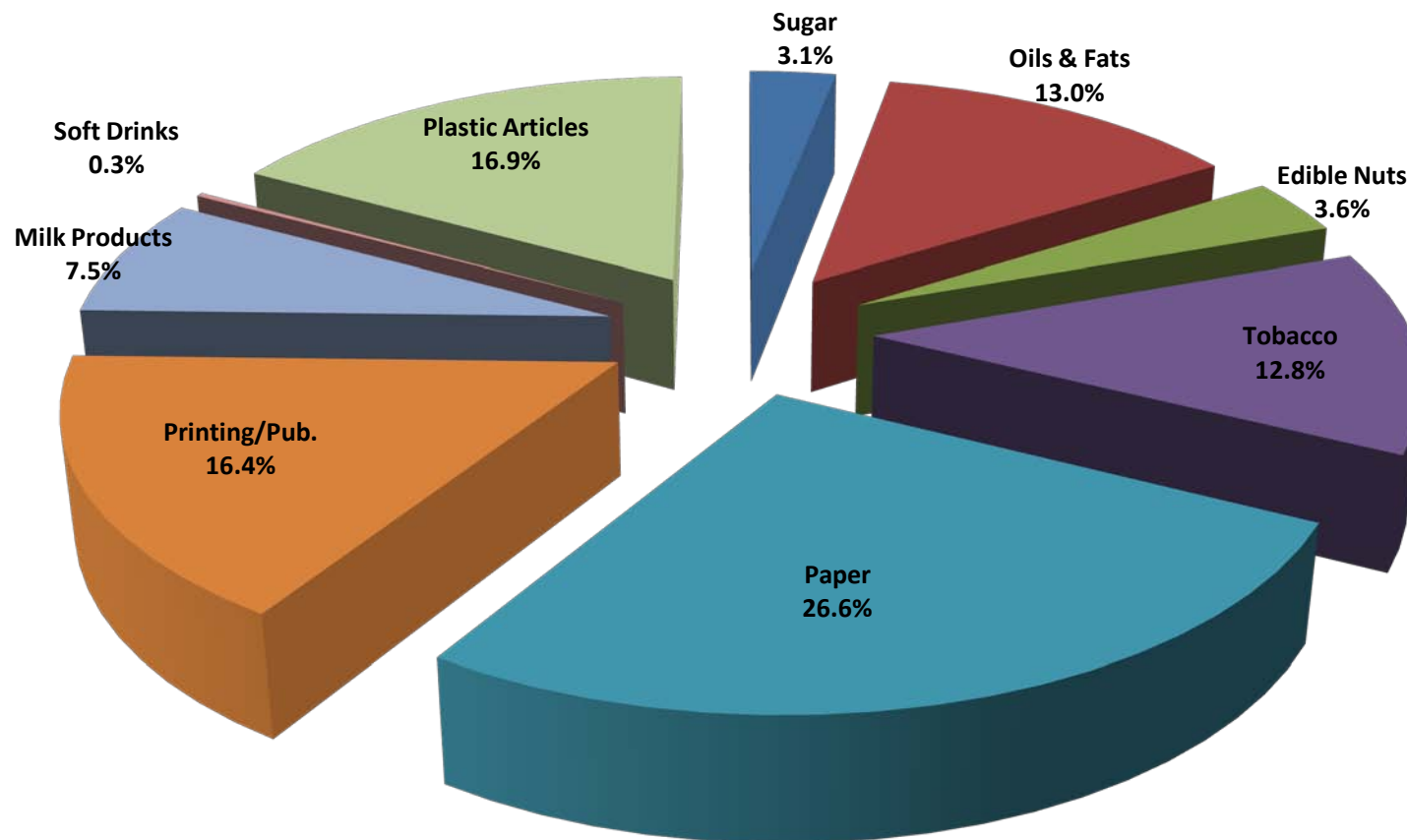
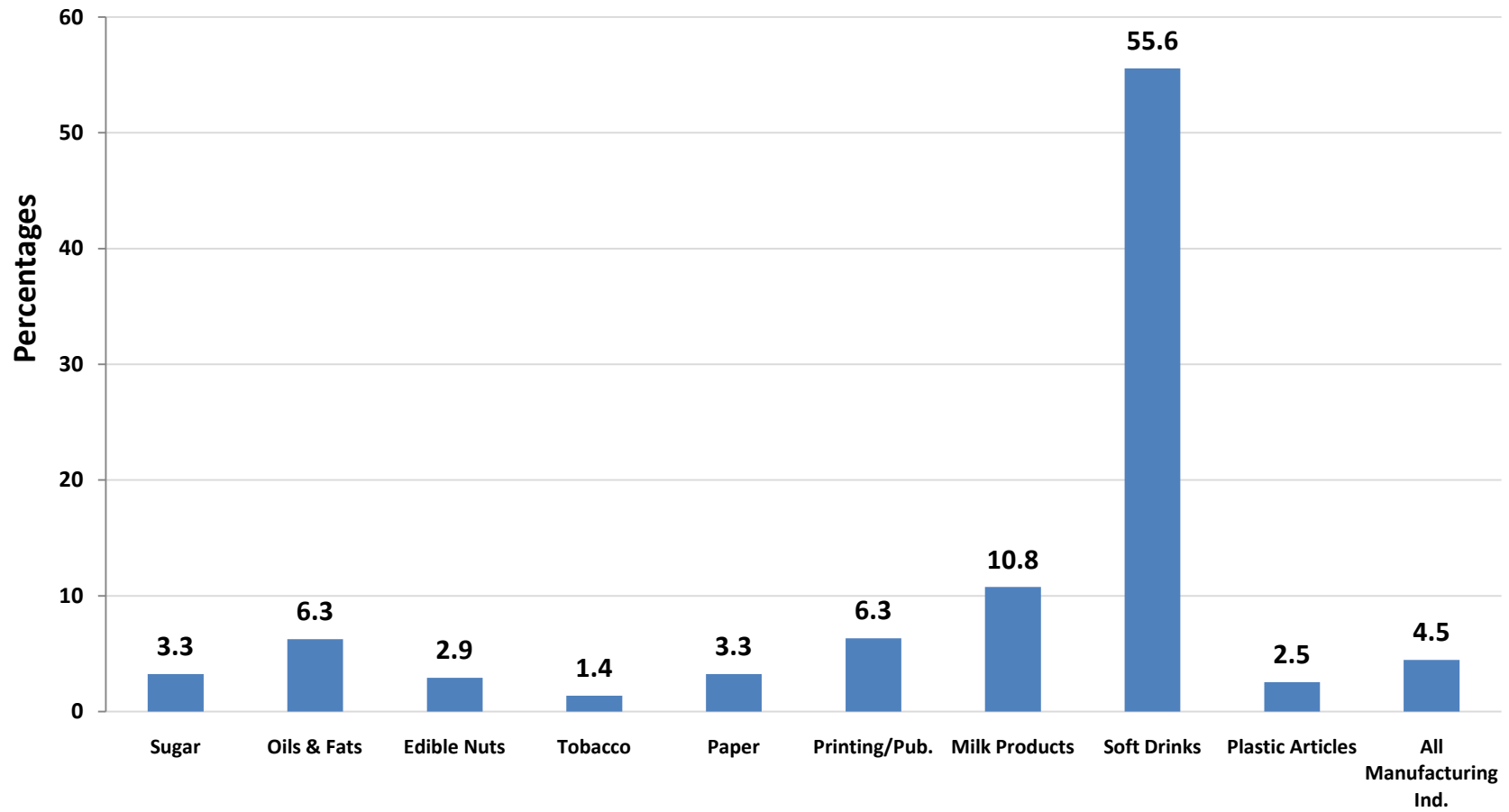


Exhibit 1.2: Percentage of Units in the Sample to the Frame of Nine Manufacturing Industries



CHAPTER-II

STRUCTURE OF WORK-FORCE

2.0 INTRODUCTION

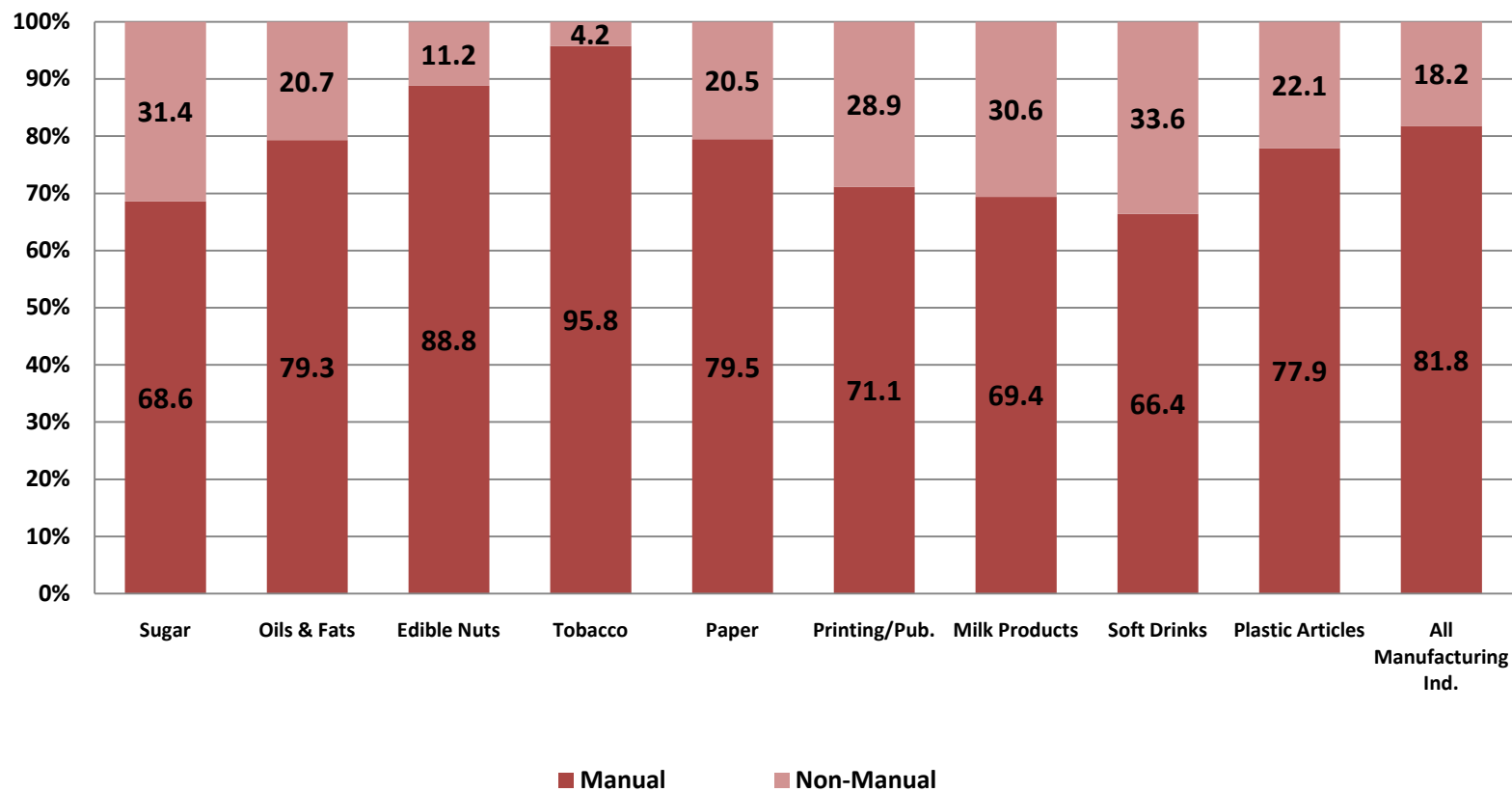
Composition of the work force in an industry varies widely with the nature of its activity, geographical location, operations involved, level of technology available, social and economic conditions of the people and last but, not the least by the Government policies, etc. Variations in these factors 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 Manufacturing Industries is presented in Table 2.1. The total number of workers in Nine Manufacturing Industries is estimated to be 21,55,477. Out of 21.55 lakh workers employed in the nine manufacturing industries, Tobacco had maximum share (31.21 percent), followed by Paper (24.10 percent), Milk Products (11.34 percent), Oils & Fats (8.61 percent), Sugar (8.53 percent), Printing/Publishing (8.16 percent), Plastic Articles (6.68 percent), Edible Nuts (1.25 percent) and Soft Drinks (0.12 percent).

Out of the total Workforce, 17,63,575 workers were manual workers, which accounted for 81.82 percent of the total number of workers in the nine manufacturing industries. The percentage of manual workers to total workforce was 68.59 percent in Sugar, 79.34 percent in Oils & Fats, 88.79 percent in Edible Nuts, 95.83 percent in Tobacco, 79.51 percent in Paper, 71.10 percent in Printing/Publishing, 69.43 percent in Milk Products, 66.44 percent in Soft Drinks and 77.87 percent in Plastic Articles Industry.

Exhibit 2.1: Distribution of Workers in Nine Manufacturing Industries



2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage⁺ has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the nine manufacturing industries covered under the survey has been estimated to be about 17.64 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) were employed in Tobacco Industry (36.55 percent), followed by 23.41 percent in Paper Industry, 9.62 percent in Milk Products Industry, 8.35 percent in Oils & Fats Industry, 7.15 percent in Sugar Industry, 7.09 percent in Printing/Publishing Industry, 6.36 percent in Plastic Articles Industry, 1.36 percent in Edible Nuts Industry and 0.10 percent in Soft Drinks Industry. Men workers constituted 74.55 percent of the total work force, whereas the remaining 25.45 percent were women. None of the manufacturing 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 99.97 percent in Sugar Industry, followed by 97.02 percent in Oils & Fats Industry, 94.67 percent in Milk Products Industry, 93.46 percent in Plastic Articles Industry, 92.20 percent in Paper Industry, 89.40 percent in Printing/Publishing Industry, 87.94 percent in Soft Drinks Industry, 43.25 percent in Tobacco Industry and 31.48 percent in Edible Nuts Industry. The proportion of women workers was found to be highest at 68.52 percent in Edible Nuts Industry, followed by 56.75 percent in Tobacco, 12.06 percent in Soft Drinks, 10.60 percent in Printing/Publishing, 7.80 percent in Paper, 6.54 percent in Plastic Articles, 5.33 percent in Milk Products, 2.98 percent in Oils & Fats and 0.03 percent in Sugar Industries.

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 manufacturing industries as a whole, majority of workers i.e. 76.68 percent were employed by the time-rated system and the remaining 23.32 percent by the piece-rated system. At the manufacturing industries level, piece-rated system of payment was reported in Oils & Fats, Edible Nuts and Tobacco Industries. The proportion of piece-rated workers was 0.17 percent, 27.10 percent and 62.74 percent in Oils & Fats, Edible Nuts and Tobacco Industries respectively. At the Stratum level, the proportion of piece-rated workers was reported at 2.55 percent in Tamil Nadu stratum of Oils & Fats Industry, 77.61 percent in Tamil Nadu stratum of Edible Nuts Industry and 97.23 percent in Kerala stratum of Tobacco Industry.

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

Exhibit 2.2: Percentage Distribution of Workforce by Sexage

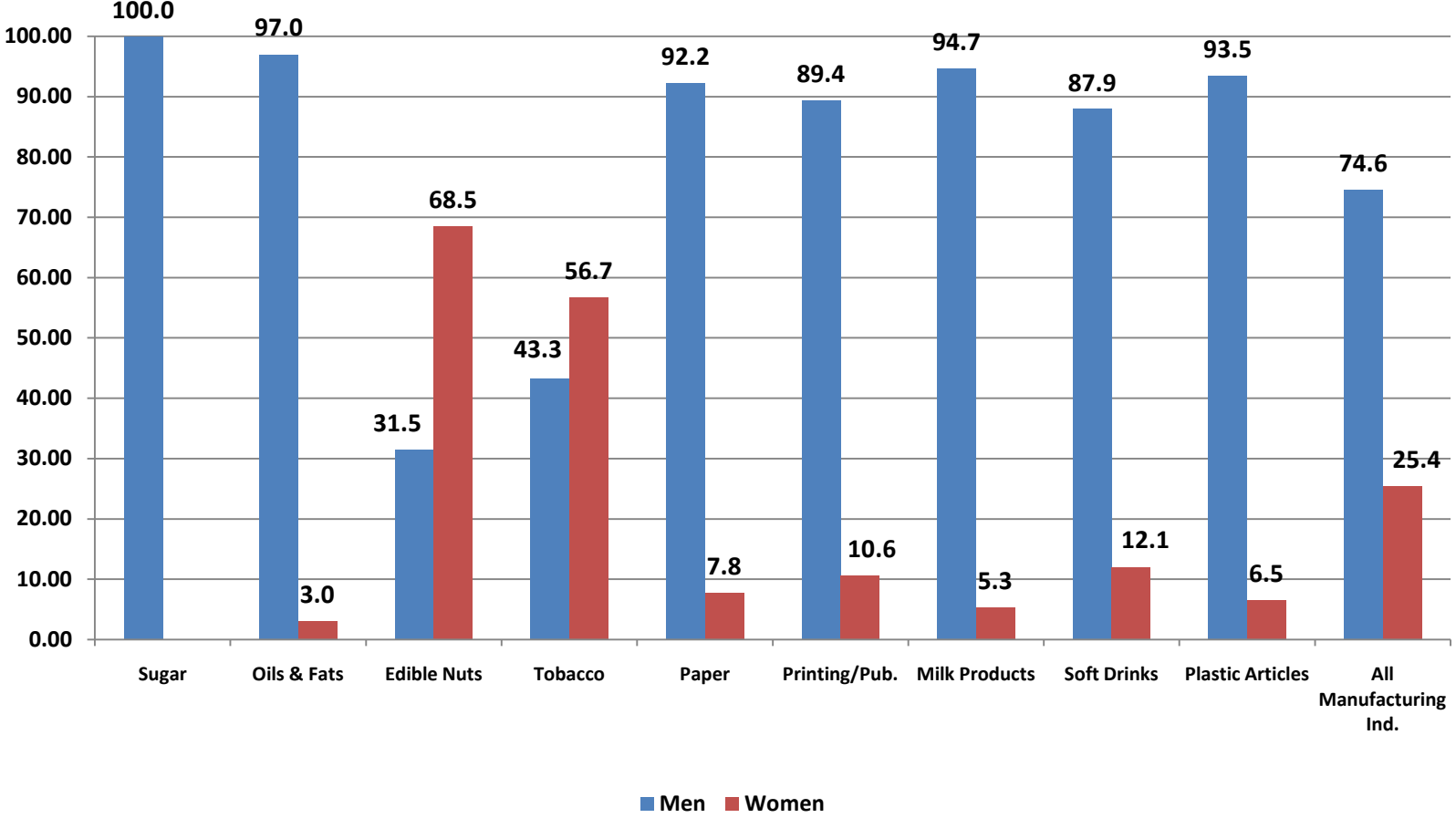


Exhibit 2.3: Percentage Distribution of Workforce by System of Payment



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 a vast majority of time-rated workers were men in all the nine manufacturing industries, except Edible Nuts and Tobacco Industries. The corresponding percentages were 99.97 percent in Sugar Industry, 97.02 percent in Oils & Fats Industry, 92.20 percent in Paper Industry, 89.40 percent in Printing/Publishing Industry, 94.67 percent in Milk Products Industry, 87.94 percent in Soft Drinks Industry and 93.46 percent in Plastic Articles Industry. The proportion of time-rated women workers was reported highest at 61.44 percent in Edible Nuts Industry, followed by 58.48 percent in Tobacco Industry, 12.06 percent in Soft Drinks Industry, 10.60 percent in Printing/Publishing Industry, 7.80 percent in Paper Industry, 6.54 percent in Plastic Articles Industry, 5.33 percent in Milk Products Industry, 2.98 percent in Oils & Fats Industry and 0.03 percent in Sugar Industry. At the Stratum level, the highest proportion of time-rated women workers was reported at 86.04 percent in Karnataka Stratum of Edible Nuts Industry, followed by 71.33 percent in Residual Stratum of Tobacco 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 reported in Oils & Fats, Edible Nuts and Tobacco Industries. The share of males in piece-rated workers was cent percent in Oils & Fats Industry, 44.27 percent in Tobacco Industry and 12.44 percent in Edible Nuts Industry whereas share of women in piece-rated workers was 87.56 percent in Edible Nuts Industry and 55.73 percent in Tobacco Industry. It has been observed that cent percent piece-rated workers employed in Rajasthan and Tamil Nadu Strata of Oils & Fats Industry and Andhra Pradesh stratum of Tobacco Industry were men. The proportion of piece-rated women workers was highest at 96.94 percent in Telangana stratum of Tobacco Industry, followed by 90.38 percent in Tamil Nadu stratum in Edible Nuts Industry.

Exhibit 2.4: Percentage Distribution of Time Rated Workers by Industry

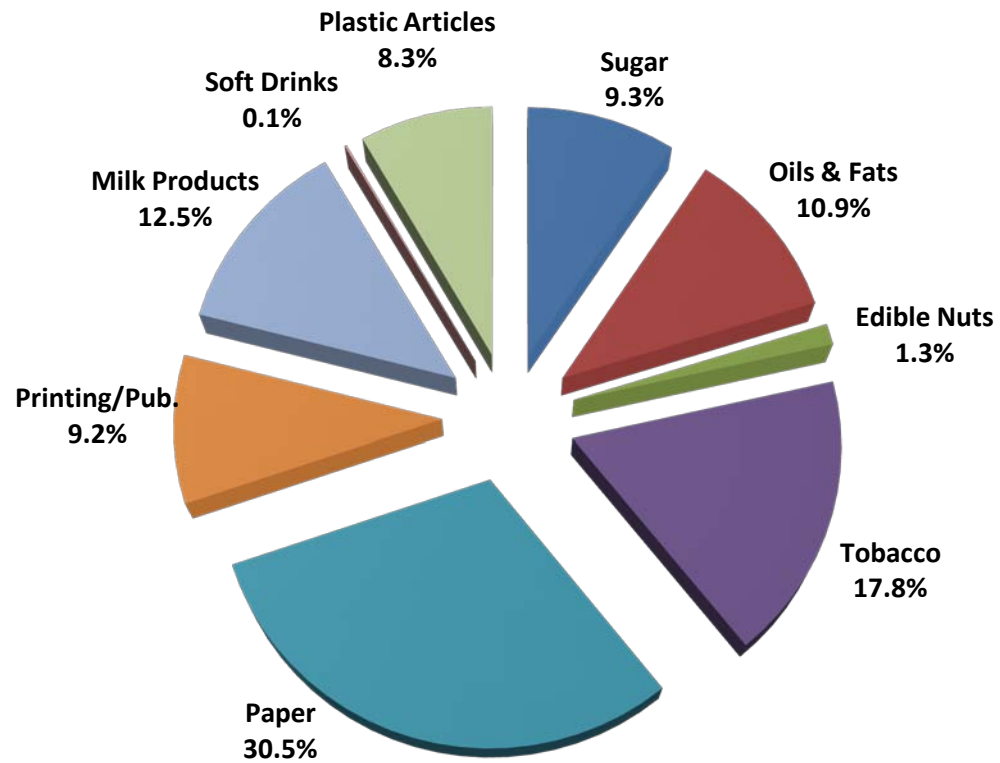
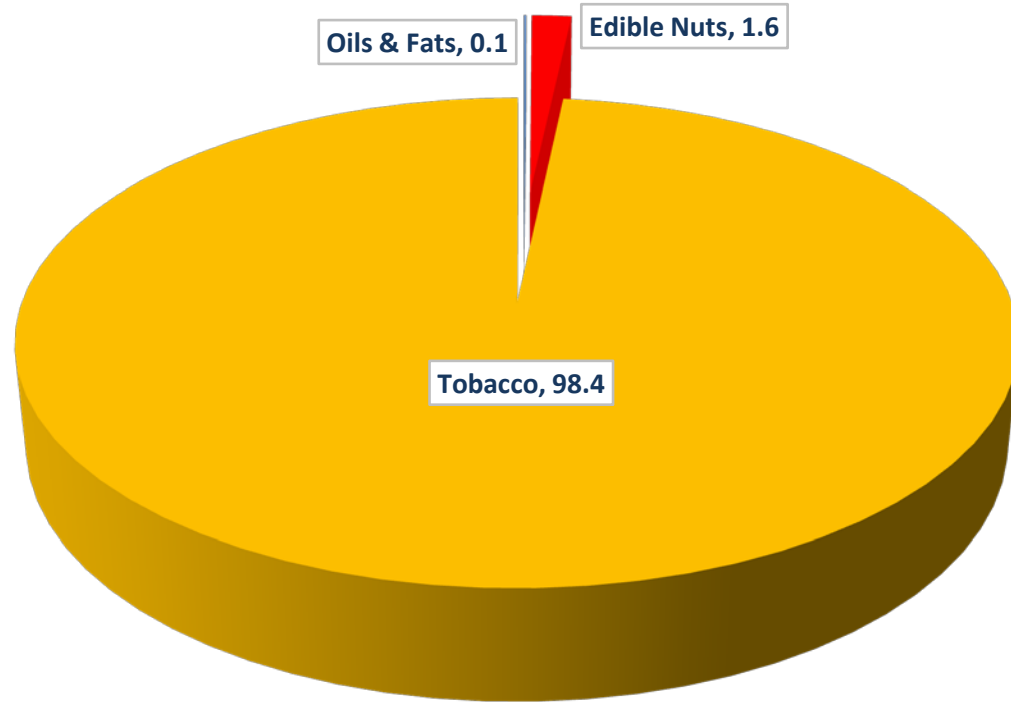


Exhibit 2.5: Percentage Distribution of Piece Rated Workers by Industry



2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.6. Taking all manufacturing industries together, the highest percentage of work force was employed as Helper (17.06 percent), followed by Feeder & Receiver and Coolie/Mazdoor with share of 12.20 percent and 9.93 percent, respectively.

The data revealed that in Sugar Industry, 20.84 percent of the total workers were Coolie/Mazdoor, followed by Helper, Fitter and Quadruple Man/Mate occupations with 16.09 percent, 5.95 percent and 5.05 percent share of the work force, respectively.

In Oils & Fats Industry, Helper, Coolie/Mazdoor and Plant Operator occupations accounted for 31.04 percent, 16.32 percent and 7.07 percent of the total employment, respectively.

In Edible Nuts Industry, Sheller occupation reported the highest proportion of workers, i.e. 23.83 percent, followed by the Peeler and Grader with 23.81 percent and 15.14 percent of the workers, respectively.

In Tobacco Industry, Feeder & Receiver, Coolie/Mazdoor and Miscellaneous occupations accounted for 33.37 percent, 14.19 percent and 13.65 percent of the total employment, respectively.

In case of Paper Industry, the highest proportion of workers was engaged in Helper occupation with 27.32 percent, followed by Beater Man/Operator with 6.12 percent and Machine Operator/Machinist with 5.27 percent.

In Printing/Publishing Industry, 27.57 percent of the total workers were Helper, followed by Offset Printing Machine Operator and Binder/Binding Operator occupations with 10.09 percent and 7.39 percent share of the work force, respectively.

In Milk Products Industry, Helper occupation reported the highest proportion of workers, i.e. 22.50 percent, followed by the Dairy Products Processor and Plant Operator with 14.23 percent and 10.85 percent of the workers, respectively.

In Soft Drinks Industry, Helper, Loader/Unloader and Filling Machine Operator occupations accounted for 35.04 percent, 13.77 percent and 13.31 percent of the total employment, respectively.

In Plastic Articles Industry, Helper, Machine Operator/Machinist and Extruding Machine Setter occupations accounted for 35.98 percent, 7.90 percent and 7.79 percent of the total employment, respectively.

Exhibit 2.6(a): Topmost Occupations constituting 60 percent of the Total Workforce at All Manufacturing Industries Level

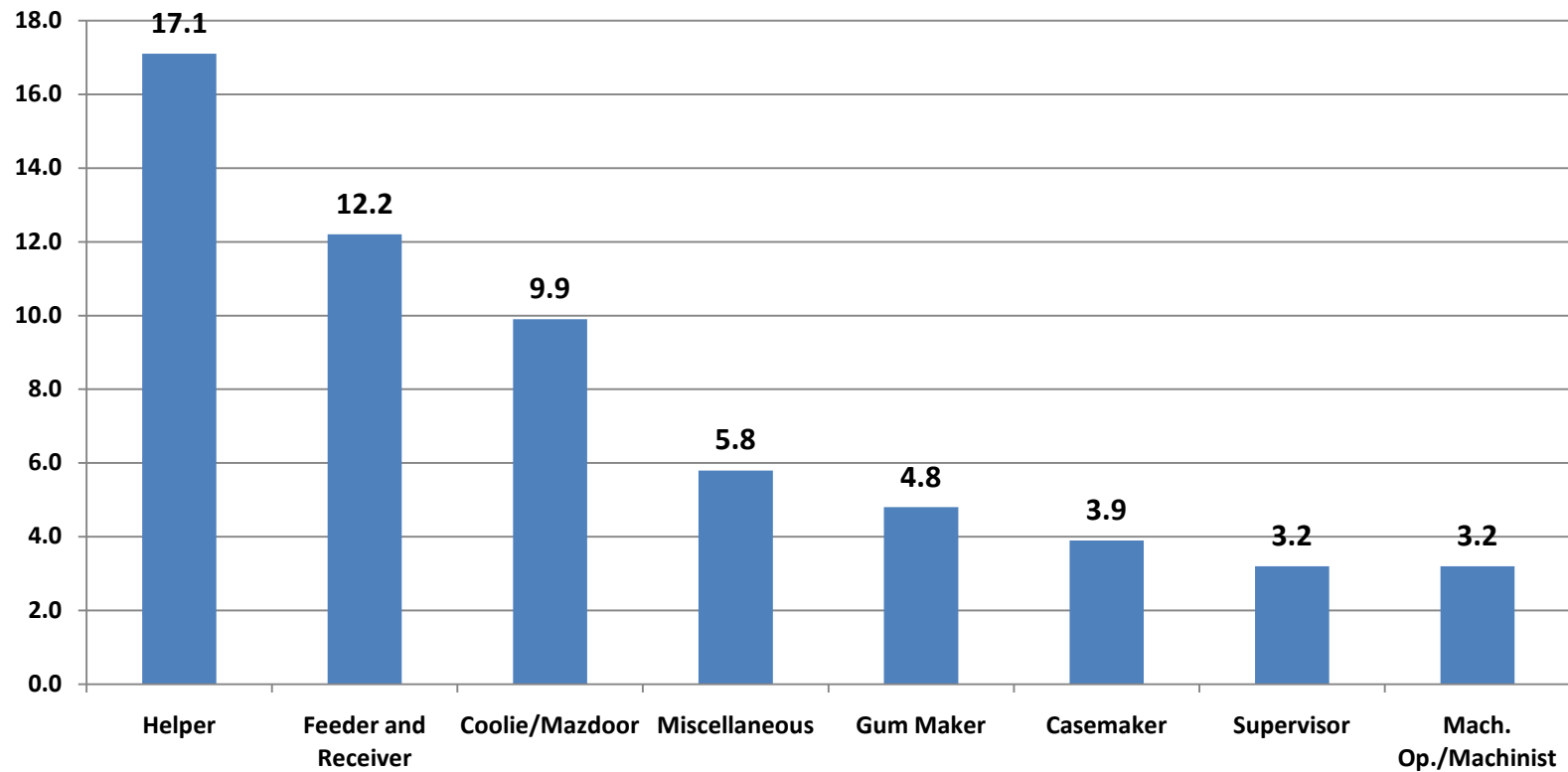


Exhibit 2.6(b): Top/Bottom Occupations in Manufacturing Industries

Srl in order	Sugar	Oils & Fats	Edible Nuts	Tobacco	Paper
Top Five Occupations (%)					
1	Coolie/ Mazdoor (20.84)	Helper (31.04)	Sheller (23.83)	Feeder & Receiver (33.37)	Helper (27.32)
2	Helper (16.09)	Coolie/ Mazdoor (16.32)	Peeler (23.81)	Coolie/ Mazdoor (14.19)	Beater Man/ Operator (6.12)
3	Fitter (5.95)	Plant Operator (7.07)	Grader (15.14)	Miscellaneous (13.65)	Machine Operator/ Machinist (5.27)
4	Quadruple Man/Mate (5.05)	Machine Operator/ Machinist (6.62)	Helper (11.01)	Gum Maker (13.15)	Finisher (4.51)
5	Pan Man/ Attendant (4.19)	Expeller Operator (6.11)	Roaster (8.10)	Casemaker (10.62)	Supervisor (4.45)
Bottom Five Occupations (%)					
1	Carpenter (0.03)	Carpenter (0.01)	Boiler Attendant (0.15)	Electrician (0.01)	Mistry/ Kangani (0.01)
2	Hammer Man (0.03)	Crane Operator (0.01)	Sweeper (0.38)	Loader/ Unloader (0.01)	Moulder (0.01)
3	Plumber (0.03)	Driller (0.01)	Checker (0.44)	Weigher (0.01)	Painter (0.01)
4	Mason (0.06)	Millwright (0.01)	Watchman (0.51)	Boiler Attendant (0.02)	Winder (0.01)
5	Storekeeper (0.06)	Motor Mechanic (0.01)	Coolie/ Mazdoor (0.90)	Mistry/ Kangani (0.05)	Setter (0.01)

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

Srl in order	Printing/ Publishing	Milk Products	Soft Drinks	Plastic Articles
Top Five Occupations (%)				
1	Helper (27.57)	Helper (22.50)	Helper (35.04)	Helper (35.98)
2	Offset Printing Machine Operator (10.09)	Dairy Product Processor (14.23)	Loader/ Unloader (13.77)	Machine Operator/ Machinist (7.90)
3	Binder/Binding Operator (7.39)	Plant Operator (10.85)	Filling Machine Operator (13.31)	Extruding Machine Setter (7.79)
4	Cutting Man/Cutter (7.11)	Coolie/ Mazdoor (8.10)	Supervisor (7.17)	Supervisor (6.74)
5	Machine Opt./ Machinist (5.74)	Supervisor (6.09)	Electrician (4.44)	Finisher (5.24)
Bottom Five Occupations (%)				
1	Mason (0.01)	Chargehand (0.01)	Turner (0.11)	Compressor Operator (0.03)
2	Plumber (0.01)	Grinder (0.01)	Chargehand (0.23)	Mech./Elec. Foreman (0.03)
3	Carpenter (0.02)	Mistry/ Kangani (0.01)	Mech./Elec. Foreman (0.23)	Mistry/ Kangani (0.03)
4	Engine Room Attendant (0.02)	Motor Mechanic (0.01)	Painter (0.23)	Plumber (0.03)
5	Press Man (0.02)	Painter (0.01)	Plumber (0.23)	Oilman/Greaser (0.04)

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

The trend in composition of the work-force by sexage and system of wage payment is presented in Table 2.7. The table reveals that there has been a positive growth in the overall employment. As compared with the previous fifth round, the employment has recorded an increase in Oils & Fats Industry, Tobacco Industry, Paper Industry, Printing/Publishing Industry and Milk Products Industry, whereas it depicted a decline in Sugar Industry, Edible Nuts Industry, Soft Drinks Industry and Plastic Articles Industry in the current round. The time-rated workers remained at cent percent in both fifth and seventh rounds for five industries, viz. Sugar, Printing/Publishing, Milk Products, Soft Drinks and Plastic Articles. In three out of the remaining four industries namely, Oils & Fats, Edible Nuts and Paper, the proportion of time-rated workers increased in seventh round over the fifth round while the same reported a decline in Tobacco Industry from cent percent in fifth round to 37.26 percent in seventh round.

Exhibit 2.7: Trend in Composition of Workforce

Industries	Seventh Round (2016)	Fifth Round (1998)	%Growth of Seventh Round Over Fifth Round	%Growth of Fifth Round Over Fourth Round
Sugar	1,26,042	1,94,120	(-)35.07	(-)16.34
Oils & Fats(*)	1,47,242	18,410	699.79	24.39
Edible Nuts(*)	23,942	1,67,090	(-)85.67	(-)19.57
Tobacco (*)	6,44,647	8,780	7242.22	(-)38.21
Paper (*)	4,12,928	1,57,840	161.61	108.42
Printing/ Publishing (*)	1,25,087	70,270	78.01	(-)24.40
Milk Products (*)	1,69,713	52,990	220.27	4.17
Soft Drinks (*)	1,758	15,830	(-)88.89	57.04
Plastic Articles	1,12,216	1,28,030	(-)12.35	-
All Nine Manufacturing Industries	17,63,575	8,13,360	116.83	-

(*) 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 Sugar Industry, 99.97 percent were men workers and remaining, 0.03 percent were women workers. Out of the total 44 occupations reported in Sugar Industry, only one occupation had employment of women workers i.e 0.17 percent in Helper occupations. On the other hand, Men Workers were employed cent percent in remaining 43 occupations in Sugar Industry.

In Oils & Fats Industry, 97.02 percent were men workers and remaining, 2.98 percent were women workers. Out of 55 occupations reported in Oils & Fats Industry, women workers were employed in 13 occupations and Women workers constituted sizeable proportion of 21.99 percent and 15.33 percent of the total employment in the occupations of Sweeper and Packer, respectively. Men Workers were employed cent percent in remaining 42 occupations reported in the industry.

In Edible Nuts Industry, 68.52 percent were women workers and remaining, 31.48 percent were men workers. Out of 16 occupations reported in Edible Nuts Industry, women workers were employed in 9 occupations. Women workers constituted cent percent in sweeper occupation, followed by 95.32 percent in Sheller, 88.47 percent in Peeler, 88.44 percent in Grader, 59.26 percent in Coolie/Mazdoor, 47.00 percent in Helper, 41.18 percent in Packer, 27.33 percent in Roaster and 13.11 percent in Supervisor occupations in the Industry. Men Workers were found to be cent percent in remaining 7 occupations reported in the industry.

In Tobacco Industry, 56.75 percent were women workers and remaining, 43.25 percent were men workers. Out of 22 occupations reported under Tobacco Industry, women workers were employed in 10 occupations. Women workers constituted proportion of 99.32 percent, 97.08 percent, 76.11 percent, 59.88 percent, 45.27 percent, 25.00 percent and 15.98 percent of the total employment in the occupations of Feeder & Receiver, Casemaker, Blender, Gum Maker, Sweeper, Mistry/Kangani and Helper respectively.

In Paper Industry, 92.20 percent were men workers and remaining, 7.80 percent were women workers. Out of 66 occupations In Paper Industry, women workers were employed in 21 occupations. Women workers constituted 32.46 percent, 29.89 percent, 21.97 percent, 17.98 percent and 14.38 percent of the total employment in the occupations of Sweeper, Miscellaneous, Helper, Storekeeper and Supervisor, respectively.

In Printing/Publishing Industry, 89.40 percent were men workers and remaining, 10.60 percent were women workers. Out of 53 occupations reported in Printing/Publishing Industry, women workers were employed in 28 occupations. Women workers constituted significant proportions of 71.00 percent, 48.59 percent, 23.32 percent, 22.52 percent, 21.53 percent, 21.29 percent, 17.40 percent, 14.58 percent, 11.28 percent, 11.14 percent, 10.96 percent and 10.14 percent in Supervisor, Binder/Binding Operator and Coolie/Mazdoor of the total employment in the occupations of Checker, Packer, Photo Engraver, Sweeper, Ludlow Operator, Cook, Helper, Storekeeper and Paste Up Man, respectively.

In Milk Products Industry, 94.67 percent were women workers and remaining, 5.33 percent were men workers. Out of 44 occupations reported in Milk Products Industry, women workers were employed in 18 occupations. Women workers constituted total employment in 32.63 percent in Sweeper, 19.20 percent in Ice Cream Maker, 14.30 percent in Checker and 11.31 percent in Tester occupations, respectively.

In Soft Drinks Industry, 87.94 percent were men workers and remaining, 12.06 percent were women workers. Out of 31 occupations reported in Soft Drinks Industry, women workers were employed in 7 occupations. Women workers constituted considerable proportion of 44.44 percent, 25.00 percent, 23.70 percent, 23.08 percent and 14.29 percent of the total employment in the occupations of Bottle Washer, Coolie/Mazdoor, Helper, Sweeper and Chemist occupations, respectively.

In Plastic Articles Industry, 93.46 percent were men workers and remaining, 6.54 percent were women workers. Out of 35 occupations reported in Plastic Articles Industry, women workers were employed in 12 occupations, v.i.z, Packer (33.67 percent), Sweeper (18.63 percent), Cementer/Assembler (13.01 percent) and Helper (10.87 percent) respectively. Men Workers were found to be cent percent in 23 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 Oils & Fats, Edible Nuts and Tobacco Industries. Piece-rated workers were reported in only one occupation in Oils & Fats Industry, i.e, Loader/Unloader (10.52 percent) in Edible Nuts Industry; 4 occupations, v.i.z, Peeler (54.26 percent), Sheller (43.96 percent), Roaster (35.28 percent) and Grader (5.63 percent) in Edible Nuts Industry and 7 occupations, v.i.z, Miscellaneous (99.94 percent), Feeder & Receiver (99.54 percent), Coolie/Mazdoor (92.31 percent), Helper (65.39 percent), Packer (52.13 percent), Casemaker (5.70 percent) and Gum Maker (1.15 percent). The remaining occupations in other manufacturing 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. At industry level, the average minimum daily wage rates varied between Rs. 138.01 (Tobacco Industry) and Rs. 493.89 (Sugar Industry) whereas, the average maximum daily wage rates varied between Rs. 152.00 (Tobacco Industry) and Rs 589.03 (Milk Products Industry). Considering all Strata/States, the lowest average daily minimum wage rate of Rs. 44.08 was in West Bengal stratum of Tobacco Industry and lowest average daily maximum wage rate of Rs. 56.28 was in West Bengal stratum of Tobacco Industry. Similarly, the highest average daily minimum wage rate of Rs. 572.46 was found in Residual stratum of Sugar Industry and the highest average daily maximum wage rate of Rs. 813.62 was observed in Kerala stratum of Printing/Publishing Industry.

The percentage difference in the minimum and maximum wage rates was 23.21 in the Nine Manufacturing Industries. Furthermore, the difference was the lowest in Edible Nuts Industry (9.17 percent) and highest in

Milk Products Industry (46.65 percent). At the stratum level, difference was zero in Karnataka under Sugar Industry and highest in Tamil Nadu (103.19 percent) under Milk Products 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
Sugar	539.78	493.89	585.67	18.58
Oils & Fats	326.74	294.23	359.26	22.10
Edible Nuts	278.65	266.43	290.85	9.17
Tobacco	145.01	138.01	152.00	10.14
Paper	418.89	380.19	457.59	20.36
Printing/ Publishing	380.84	319.09	442.58	38.70
Milk Products	495.35	401.66	589.03	46.65
Soft Drinks	351.49	327.41	375.57	14.71
Plastic Articles	355.19	325.31	385.07	18.37
All Nine Manufacturing Industries	318.36	285.26	351.46	23.21

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 manufacturing industries combined together were Rs. 364.90 and Rs. 182.00, respectively. The average daily wage rates for all the workers of all the manufacturing industries worked out to be Rs. 318.36.

Among all the Nine Manufacturing Industries (Table 3.2), the average daily wage rate was maximum in Sugar Industry (Rs. 539.78), followed by Milk Products Industry (Rs. 495.35), Paper Industry (Rs. 418.89), Printing/Publishing Industry (Rs. 380.84), Plastic Articles Industry (Rs. 355.19), Soft Drinks Industry (Rs. 351.49), Oils & Fats Industry (Rs. 326.74), Edible Nuts Industry (Rs. 278.65) and Tobacco Industry (Rs. 145.01).

At the stratum level taking all manufacturing industries together the highest average daily wage rate was observed in Kerala stratum (Rs. 663.89) for the Printing/Publishing Industry and the lowest average daily wage rate was found in West Bengal stratum (Rs. 50.18) for Tobacco Industry.

The Table reveals that average daily wage rates of women workers were less than that of the men workers in all the manufacturing industries, except Tobacco Industry wherein the average daily wage rate of women workers (Rs. 151.22) was higher than that of the men workers (Rs. 136.85). Further, at the stratum level also, the average daily wage rate of women workers was lower than their male counterparts in almost the strata of all the manufacturing industries but for the West Bengal and Residual strata in Tobacco Industry and Maharashtra and Residual strata in Milk Products industry were higher than that of the men workers.

Exhibit 3.2: Average Daily Wage Rates by Sexage

Industries	Average Daily Wage Rates (Rs.)		
	Men	Women	Combined
Sugar	539.85	305.00	539.78
Oils & Fats	329.40	240.12	326.74
Edible Nuts	301.03	268.36	278.65
Tobacco	136.85	151.22	145.01
Paper	427.83	313.30	418.89
Printing/ Publishing	386.99	328.94	380.84
Milk Products	497.10	464.30	495.35
Soft Drinks	365.91	246.35	351.49
Plastic Articles	359.30	296.49	355.19
All Nine Manufacturing Industries	364.90	182.00	318.36

The average daily minimum wage rates for all the manufacturing industries taken together worked out to be Rs. 322.42 for men, Rs. 176.39 for women and Rs. 285.26 for all workers. In Sugar Industry, the average daily minimum wage rates were found to be the highest at Rs. 493.89, followed by Rs. 401.66 in Milk Products and Rs. 380.19 in Paper Industry. The average daily minimum wage rates were lowest in Tobacco Industry at Rs. 138.01. At the stratum level taking all manufacturing industries together, the highest average daily minimum wage rate was observed in Residual stratum (Rs. 572.46) under Sugar Industry, followed by Rs. 514.15 in Kerala stratum under Printing/Publishing Industry and Rs. 498.85 in Gujarat stratum under Milk Products Industry. The lowest average daily minimum wage rate was found in West Bengal stratum (Rs. 44.08) under Tobacco Industry, followed by Rs. 122.41 in Telangana stratum under Tobacco Industry and Rs. 162.98 in Residual stratum under Tobacco Industry.

The average daily maximum wage rates for all the manufacturing industries taken together worked out to be Rs. 407.38 for men, Rs. 187.61 for women and Rs. 351.46 for all workers. In Milk Products Industry, the average daily maximum wage rates were found to be the highest at Rs. 589.03 in Milk Products Industry, followed by Rs. 585.67 in Sugar Industry and Rs. 457.59 in Paper Industry. The average daily maximum wage rates were lowest in Tobacco Industry at Rs. 152.00. At the stratum level taking all manufacturing industries together, the highest average daily maximum wage rate was observed in Kerala stratum (Rs. 813.62) under Printing/Publishing Industry, followed by Rs. 706.70 in Tamil Nadu stratum under Milk Products Industry and Rs. 649.61 in Gujarat stratum under Milk Products Industry. The lowest average daily maximum wage rate was found in West Bengal stratum (Rs. 56.28) under Tobacco Industry, followed by Rs. 129.54 in Telangana stratum under Tobacco Industry and Rs. 179.33 in Residual stratum under Tobacco Industry.

The data reveals that the average daily minimum and maximum wage rates for women workers were found to be 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.

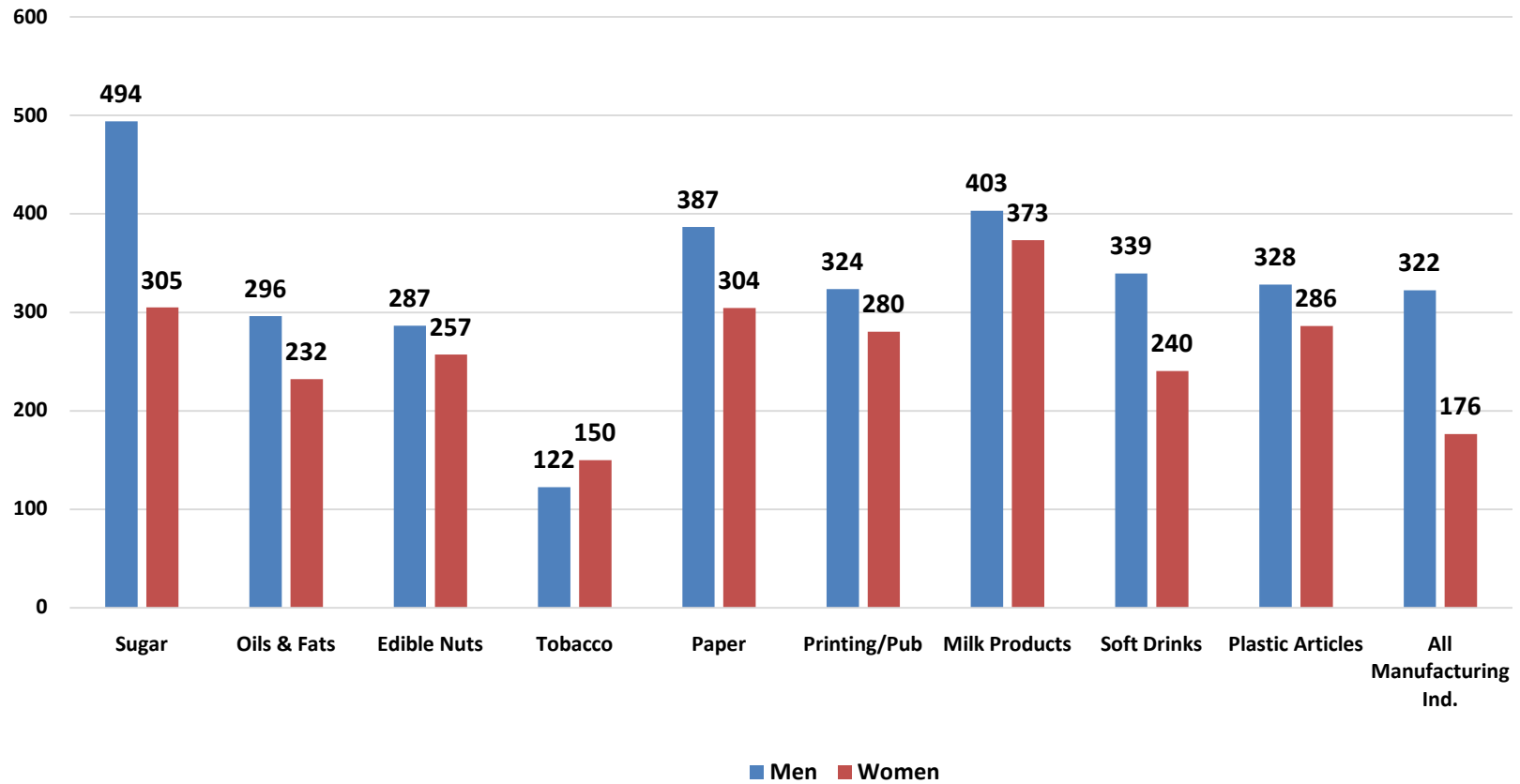
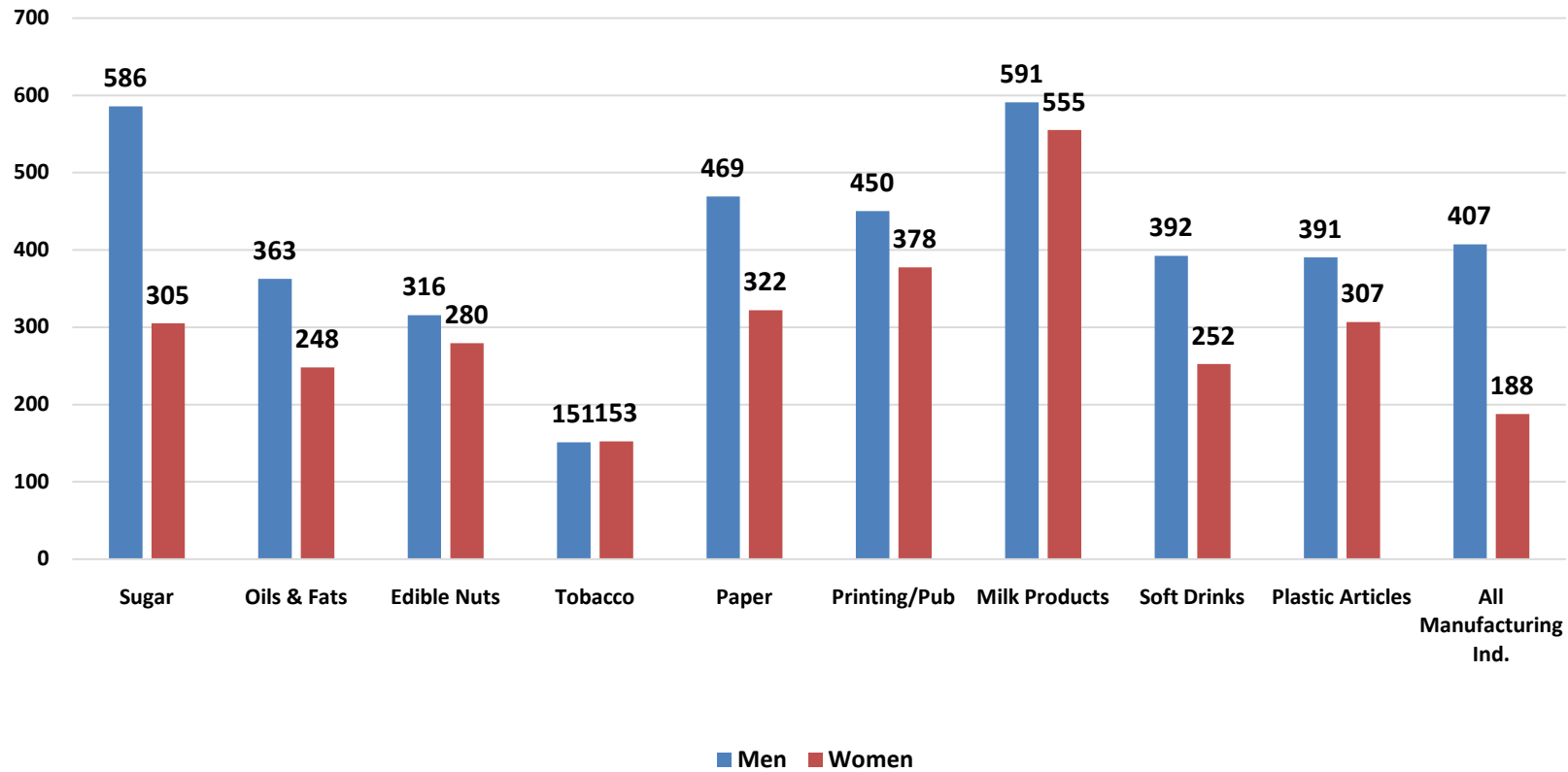


Exhibit 3.2(b): Average Daily Maximum Wage Rates (Rs.) by Sexage.



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. 380.99 and Rs. 112.38, respectively, for all the manufacturing industries taken together. Amongst nine manufacturing industries, the average daily wage rate of time-rated workers was the highest at Rs. 539.78 for Sugar Industry and the lowest at Rs. 203.40 for Tobacco Industry. Piece-Rated workers was the highest at Rs. 699.69 for Oils & Fats Industry and the lowest at Rs. 110.33 for Tobacco Industry.

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

As shown in Table 3.3, the average daily wage rates of time-rated workers exhibit more or less the same trend as observed in case of wage rates of all workers given in Table 3.2. For all manufacturing industries combined, the average daily wage rates for time-rated men, women and all workers were Rs. 406.64, Rs. 247.26 and Rs. 380.99, respectively. At manufacturing industries level, the average daily wage rates of time-rated men and women workers were the highest at Rs. 539.85 in Sugar Industry and Rs. 464.30 in Milk Products, respectively, whereas the lowest average daily wage rates for time-rated men and women workers were Rs. 202.25 and Rs. 204.21 in Tobacco Industry.

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 three Industries only. For all three Manufacturing industries combined, the average daily wage rates for piece-rated men, women and all workers were reported at Rs. 101.92, Rs. 120.53 and Rs. 112.38, respectively. The highest average daily wage rates of piece-rated men and women workers at the stratum level was reported at Rs. 872.38 and Rs. 237.40 respectively in Tamil Nadu stratum of Oils & Fats Industry and Andhra Pradesh Stratum of Edible Nuts Industry, whereas the lowest average daily wage rate of piece-rated men and women workers were Rs. 28.50 and 35.98 in West Bengal Stratum of Tobacco Industry.

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

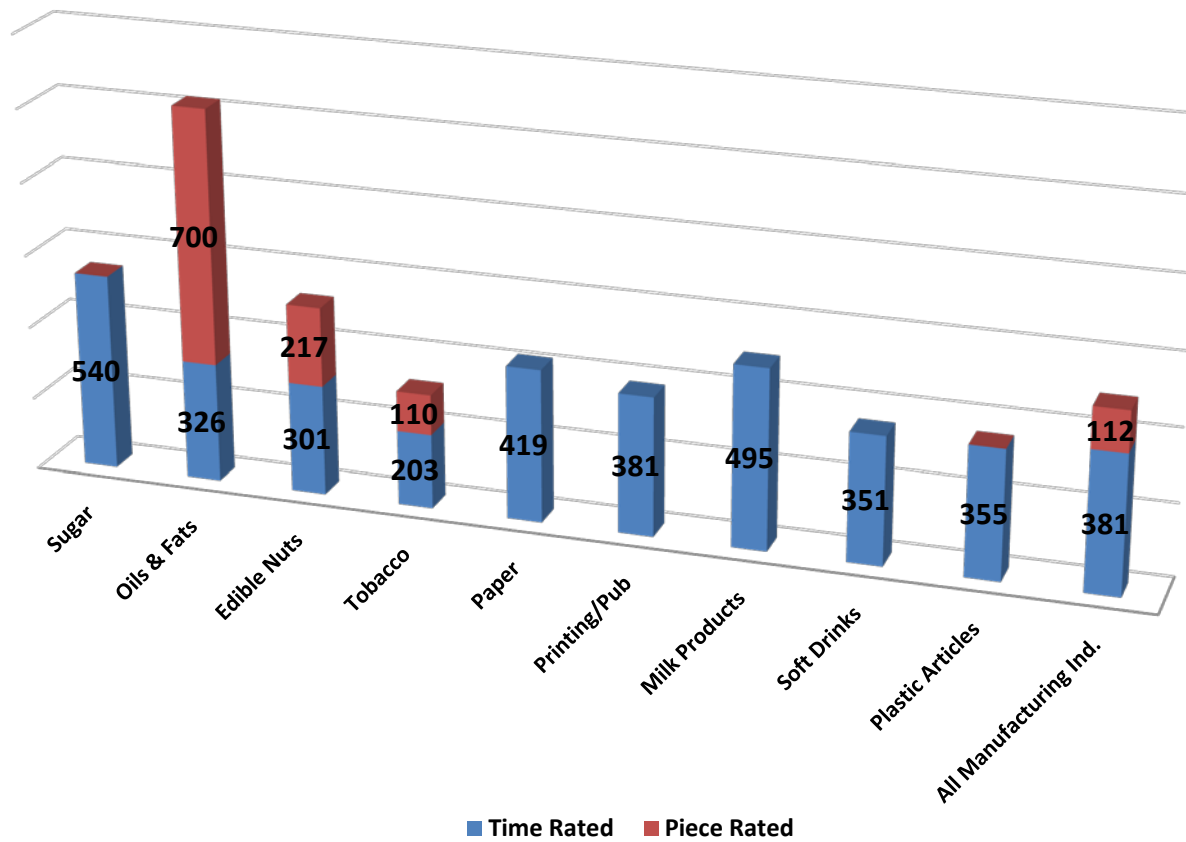


Exhibit 3.4: Average Daily Wage Rates (Rs.) of Time Rated Workers

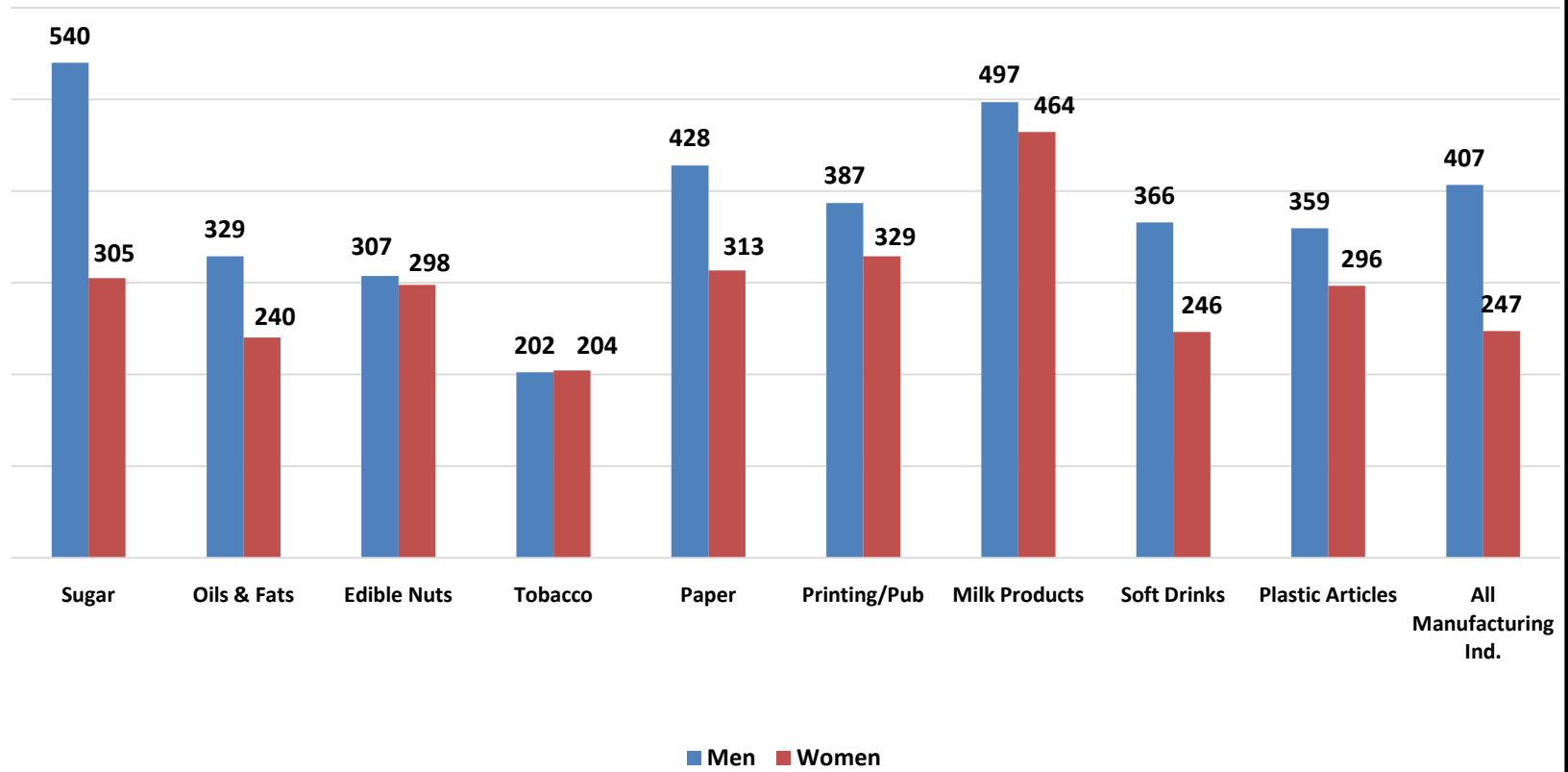
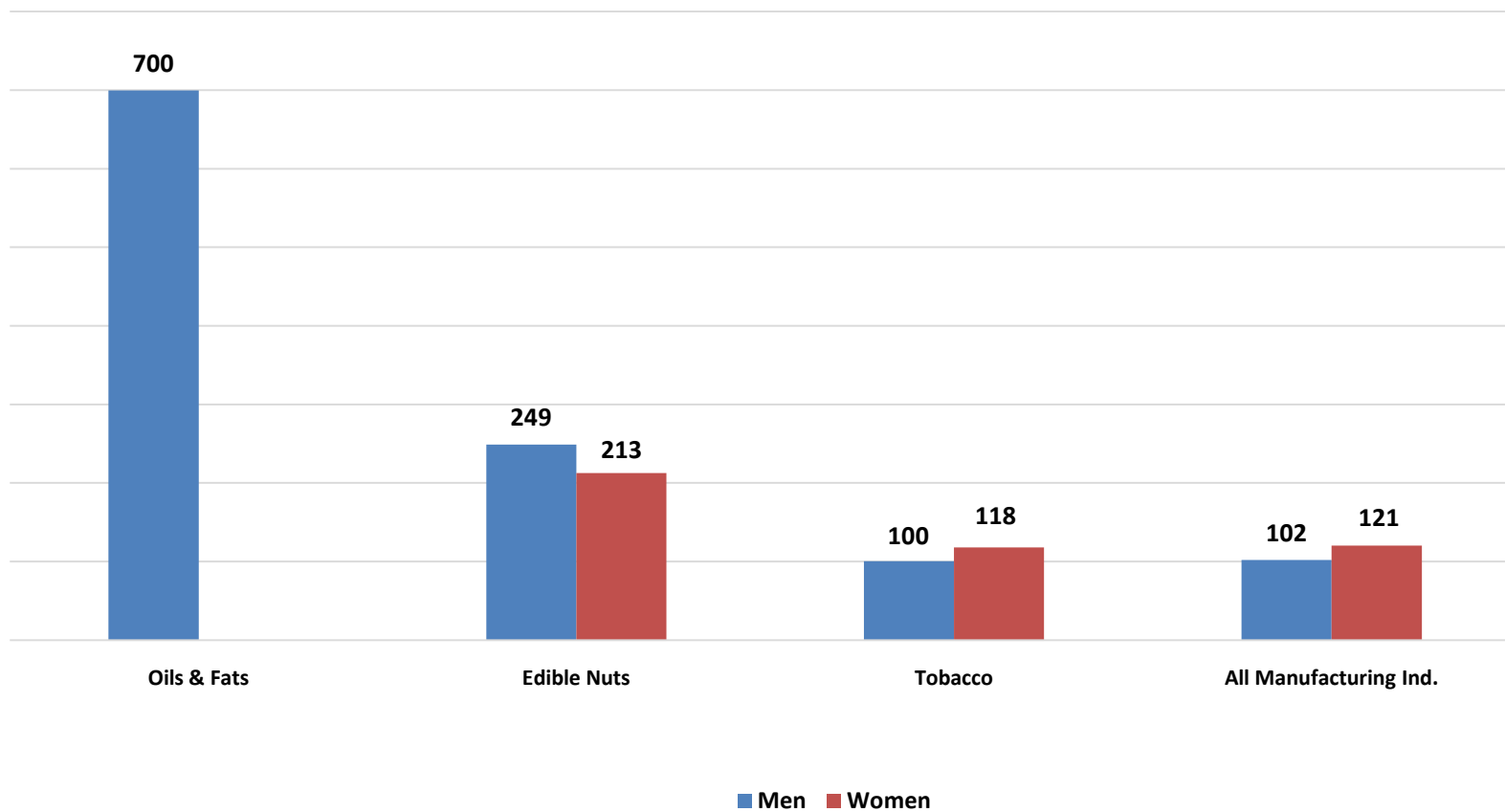


Exhibit 3.5: Average Daily Wage Rates (Rs.) of Piece-Rated Workers



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 industries with the extent of variation being more pronounced in Sugar Industry, Printing/Publishing Industry and Milk Products Industry.

The occupations with highest and lowest average daily wage rates for various industries were as follows:

- Mechanic (General) (Rs. 1308.50) and Carpenter (Rs. 259.62) for Sugar Industry;
- Milling Machine Operator (Rs. 644.23) and Crane Operator (Rs. 157.69) for Oils & Fats Industry;
- Boiler Attendant (Rs. 482.61) and Peeler (Rs. 244.51) for Edible Nuts Industry;
- Machine Operator/Machinist (Rs. 365.00) and Coolie/Mazdoor (Rs. 66.02) for Tobacco Industry;
- Affluent Treatment Plant Operator (Rs. 835.20) and Mistry/Kangani (Rs. 188.46) for Paper Industry;
- Mate/Mukaddam (Rs. 1338.43) and Apprentices/Trainees (Rs. 164.42) for Printing/Publishing Industry;
- Compressor Operator (Rs. 1119.93) and Painter (Rs. 125.92) for Milk Products Industry;
- Loader/Unloader (Rs. 568.30) and Packer (Rs. 150.00) for Soft Drinks Industry; and
- Chargehand (Rs. 706.71) and Tester (Rs. 146.10) for Plastic Articles Industry.

Women workers were employed in a few out of all the occupations in each of the nine manufacturing industries. Interestingly, there were some occupations where average daily wage rate of women workers was found to be higher than 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 men workers in corresponding occupations were as under:

- Oils & Fats Industry: 55,13,5 (Coolie/Mazdoor, Supervisor, Watchman, Expeller Operator and Seamer);
- Edible Nuts Industry: 16,9,2 (Sweeper and Grader);
- Tobacco Industry: 22,10,6 (Coolie/Mazdoor, Mistry/Kangani, Packer, Sweeper, Casemaker and Miscellaneous);
- Paper Industry: 66,21,7 (Mech./Elec. Foreman, Helper, Supervisor, Watchman, Machine Operator/Machinist, Store keeper and Feeder/Paper Feeder);
- Printing/Publishing Industry: 53,28,9 (Mech.Elec. Foreman, Supervisor, Block/Die Caster, Compositor/Assembler, Counter, Mono/Lino/Photo Operator, Machineman (Photo), Offset Printing Machine Operator and Machine Man/Rotary Operator);

- Milk Products Industry: 44,18,6 (Helper, Supervisor, Watchman, Dairy Products Processor, Refrigerator Mechanic and Washer);
- Soft Drinks Industry: 31,7,3 (Coolie/Mazdoor, Sweeper and Chemist); and
- Plastic Articles Industry: 35,12,3 (Coolie/Mazdoor, Packer and Finisher).

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 Oils & Fats, Edible Nuts and Tobacco Industries only.

In Oils & Fats Industry only 1 occupation, i.e Loader/Unloader reported and no women worker reported under the industry. In Edible Nuts Industry, out of 4 occupations, women worker were employed in 3 occupations and their average daily wage rate was higher than that of their men counterparts in all these 3 occupations, v.i.z. Peeler, Sheller and Grader. In Tobacco Industry, out of 7 occupations women worker were employed in 6 occupations and their average daily wage rate was higher than that of their men counterparts in 3 occupations, v.i.z. Casemaker, Gum Maker and Miscellaneous occupations.

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 Manufacturing 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 Manufacturing Industries, except Tobacco Industry in the seventh round as compared to fifth round.

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

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

where,

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

The real wage rates and percentage increase in real wage rates in the current round (Seventh) with respect to that in the previous round in the manufacturing 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 Sugar, Oils & Fats, Edible Nuts, Paper, Milk Products, Soft Drinks and Plastic Articles Industries, whereas Tobacco and Printing/Publishing Industries 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 Fifth round (1999) was observed at 93.36 percent in the Edible Nuts Industry, followed by 64.98 percent in Plastic Articles Industry, 36.05 percent in Soft Drinks Industry, 28.38 percent in Sugar Industry, 14.28 percent in Milk Products Industry, 8.70 percent in Oils & Fats Industry, 4.96 percent in Paper Industry, -3.24 percent in Printing/Publishing Industry and -69.16 percent in Tobacco Industry. For some of these industries, the estimates of change are to be used with a great deal of caution in view of the difference of coverage of units between the two rounds under comparison.

Exhibit 3.6: Trend in Real Wage Rates in Nine Manufacturing Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Fifth Round (Rs.) ⁺ (1999)	%Change of Seventh Round Over Fifth Round	%Change of Fifth Round Over Fourth Round
1	Sugar	8.46	6.59	28.38	0.15
2	Oils & Fats (*)	5.12	4.71	8.70	(-)17.94
3	Edible Nuts(*)	4.37	2.26	93.36	24.18
4	Tobacco (*)	2.27	7.36	(-)69.16	0.96
5	Paper (*)	6.56	6.25	4.96	(-)5.73
6	Printing/Publishing (*)	5.97	6.17	(-)3.24	(-)8.18
7	Milk Products (*)	7.76	6.79	14.28	1.49
8	Soft Drinks (*)	5.51	4.05	36.05	(-)4.48
9	Plastic Articles	5.56	3.37	64.98	-
	All Nine Manufacturing Industries	4.99	5.02	(-)0.60	-

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

(⁺) 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 manufacturing industries taken together, 17.11 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different manufacturing industries, 53.06 percent units in Sugar Industry, 6.51 percent units in Oils & Fats Industry, 14.09 percent units in Edible Nuts Industry, 20.76 percent in Tobacco Industry, 13.27 percent in Paper Industry, 22.45 percent in Printing/Publishing Industry, 32.87 percent in Milk Products Industry, 22.22 percent in Soft Drinks Industry and 10.41 percent in Plastic Articles Industry were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 22.08 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 57.14 percent of the units were using CPI series brought out by State Governments and remaining 20.78 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Uttar Pradesh stratum of Sugar Industry and Rajasthan stratum of Oils & Fats 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, 90.00 percent units were using CPI Numbers for Industrial workers (2001=100), 0.95 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 9.05 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 66.95 percent units were using All India Consumer Price Index Numbers (AICPI) and 33.05 percent were using others.

3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

Table 3.10 reveals that 73.57 percent employees in Sugar Industry, 12.17 percent employees in Oils & Fats Industry, 28.57 percent employees in Edible Nuts Industry, 38.61 percent in Tobacco Industry, 41.52 percent in Paper Industry, 29.01 percent in Printing/Publishing Industry, 34.91 percent in Milk Products Industry, 33.64 percent in Soft Drinks Industry and 18.38 percent in Plastic Articles Industry were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 1.43 percent was in Residual stratum of Oils & Fats Industry. Taking entire nine manufacturing industries as a whole, 37.33 percent of employees were receiving dearness allowance. Out of all the units paying dearness allowance in the manufacturing industries, 89.21 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. 17.11 percent of the total number of units), a vast majority (about 53.23 percent) units were paying DA on Flat Rates, followed by 17.74 percent units paying DA on CPI Numbers, 14.59 percent units paying DA on other methods/combination system and 14.44 percent units were paying DA on Pay Scales/Slab system.

Exhibit 3.7: Percentage Units Paying DA & Employees Receiving DA in Nine Manufacturing Industries

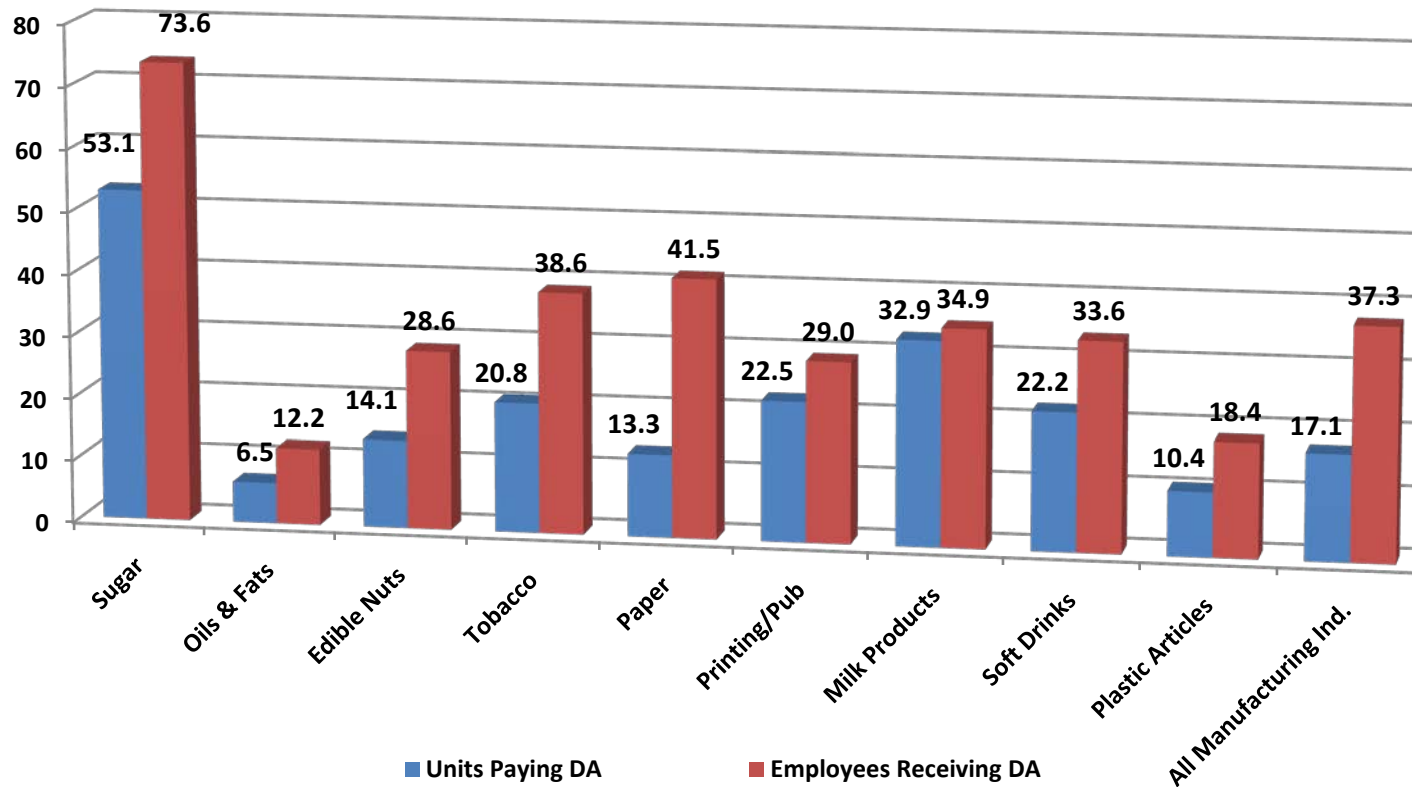
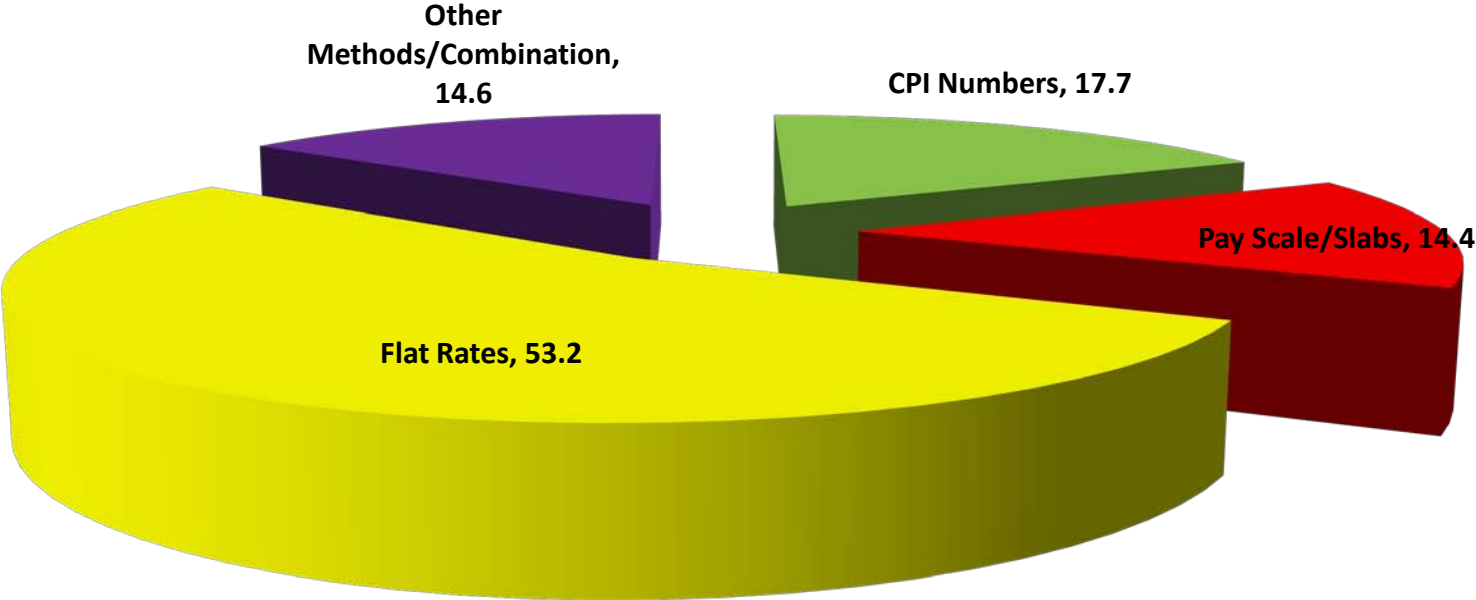


Exhibit 3.8: Percentage Units Paying DA by System of Payments



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 manufacturing 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 Manufacturing Industries worked out to Rs. 445.03, Rs. 208.65 and Rs. 384.88, respectively.

The earnings of women workers were less than that of their men counterparts in all the Manufacturing Industries, except Tobacco Industry. However, at the stratum level, the average daily earnings of women workers were higher than their men counterparts in the West Bengal and Residual strata of Tobacco Industry, Maharashtra and Residual strata of Milk Products Industry and Gujarat stratum of Plastic Articles Industry.

The average daily earnings of men workers were the highest at Rs. 706.55 in Sugar Industry, followed by Rs. 581.21 in Milk Products Industry. Similarly, the average daily earnings of women workers was the highest at Rs. 515.68 in Milk Products Industry, followed by Rs. 344.57 in Printing/Publishing Industry, whereas the lowest average daily earnings of women workers was in Tobacco Industry at Rs. 179.63.

Exhibit 4.1: Average Daily Earnings by Sexage

Industries	Average Daily Earnings (Rs.)		
	Men	Women	Combined
Sugar	706.55	305.00	706.44
Oils & Fats	386.44	278.95	383.24
Edible Nuts	294.31	249.69	263.74
Tobacco	157.44	179.63	170.03
Paper	542.11	338.08	526.20
Printing/ Publishing	479.27	344.57	465.00
Milk Products	581.21	515.68	577.71
Soft Drinks	400.25	250.07	382.14
Plastic Articles	389.08	328.02	385.08
All Nine Manufacturing Industries	445.03	208.65	384.88

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. 495.12, Rs. 254.81 and Rs. 456.44, respectively. Further, in time-rated category, average daily earnings of men workers were higher than that of their women counterparts in all the manufacturing industries. The highest average daily earnings of time-rated men and women workers were observed at the rate of Rs. 706.55 in Sugar Industry and Rs. 515.68 in Milk Products Industry, respectively. The lowest average daily earnings of time-rated men and women workers were reported at the rate of Rs. 209.99 and Rs. 204.42 in Tobacco 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 Oils & Fats, Edible Nuts and Tobacco Industries only. The average daily earnings of piece-rated men, women and all workers worked out to be Rs. 129.48, Rs. 165.17 and Rs. 149.54, respectively. The highest average daily earnings of piece-rated men and women workers were observed at the rate of Rs. 726.74 in Oils & Fats Industry and Rs. 204.52 in Tobacco Industry, respectively. The lowest average daily earnings of piece-rated men and women workers were reported at the rate of Rs. 128.18 and Rs. 164.18 in Tobacco Industry, respectively.

4.4 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.4. For all manufacturing industries taken together, the average daily earnings of time-rated workers was Rs. 456.44 and that of the piece-rated workers was Rs. 149.54. At the industry level, the average daily earnings of time-rated workers was more than that of their piece-rated counterparts in two industries (Edible Nuts and Tobacco) out of three manufacturing industries. The highest average daily earnings of the time-rated workers was observed at Rs. 706.44 in Sugar Industry, followed by Rs. 577.71 in Milk Products Industry, whereas the lowest average daily earnings of Rs. 206.73 was found in Tobacco Industry. The highest average daily earnings of the piece-rated workers was observed at Rs. 726.74 in Oils & Fats Industry, whereas the lowest average daily earnings of Rs. 148.24 was found in Tobacco Industry.

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

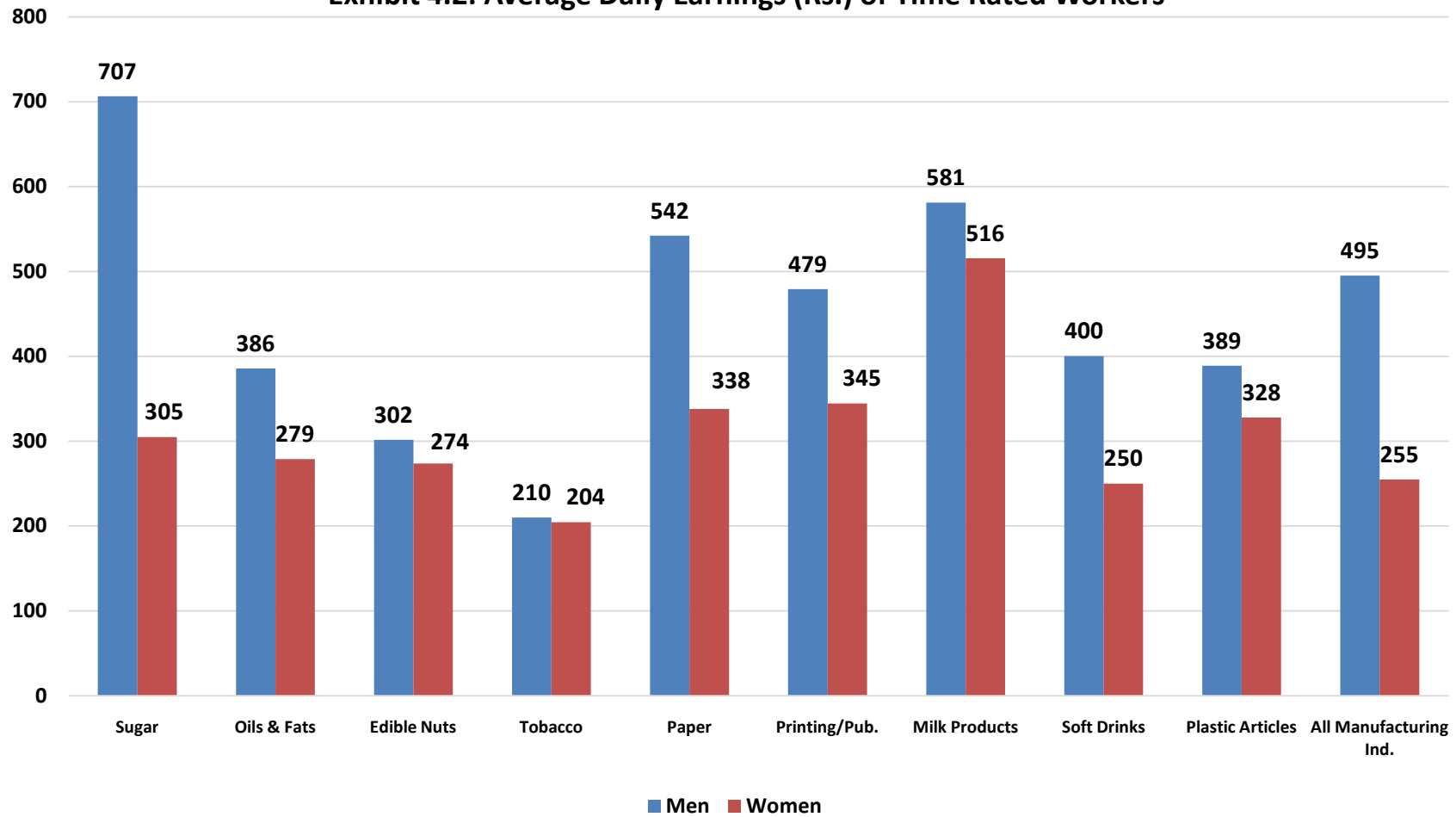


Exhibit 4.3: Average Daily Earnings (Rs.) of Piece Rated Workers

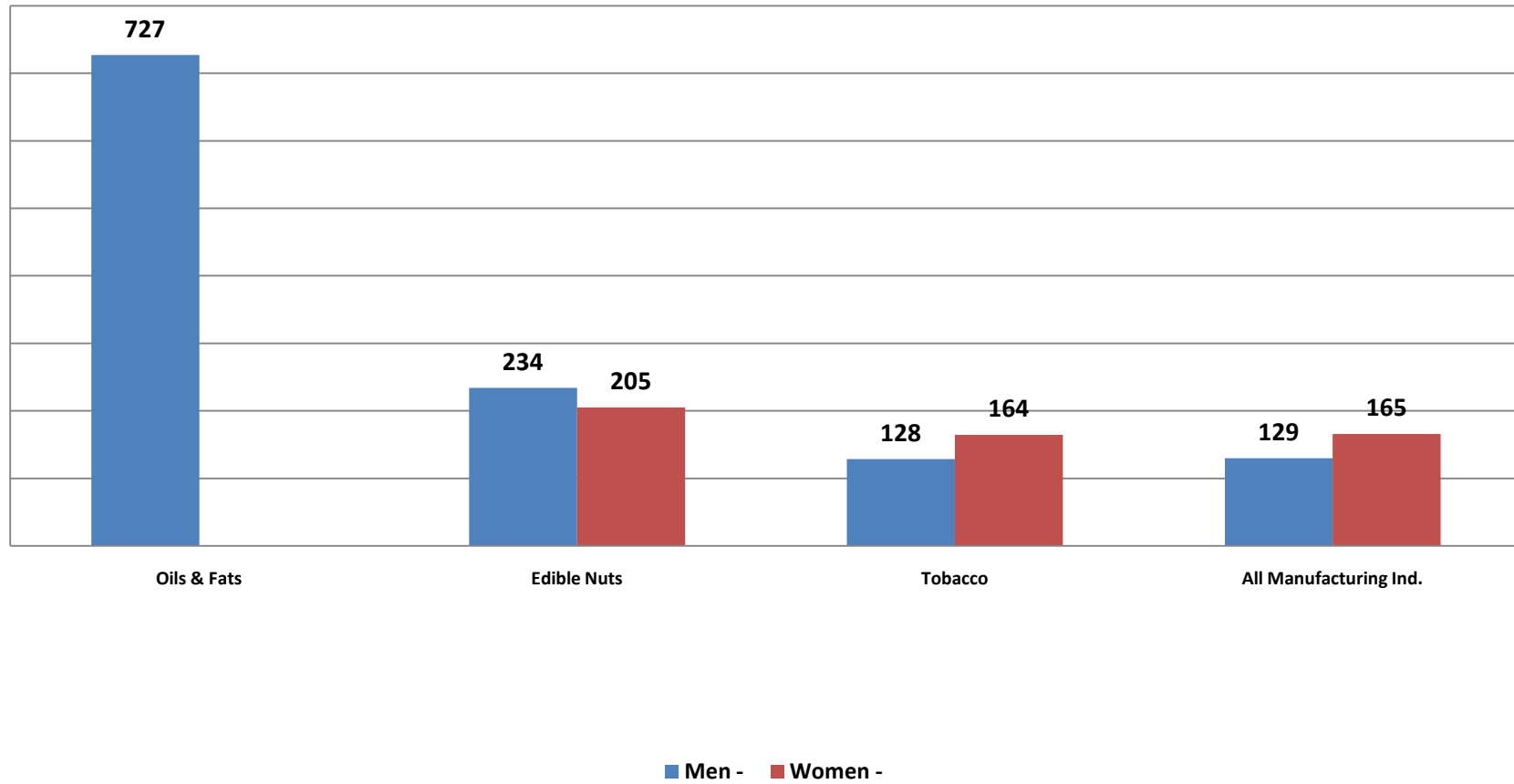
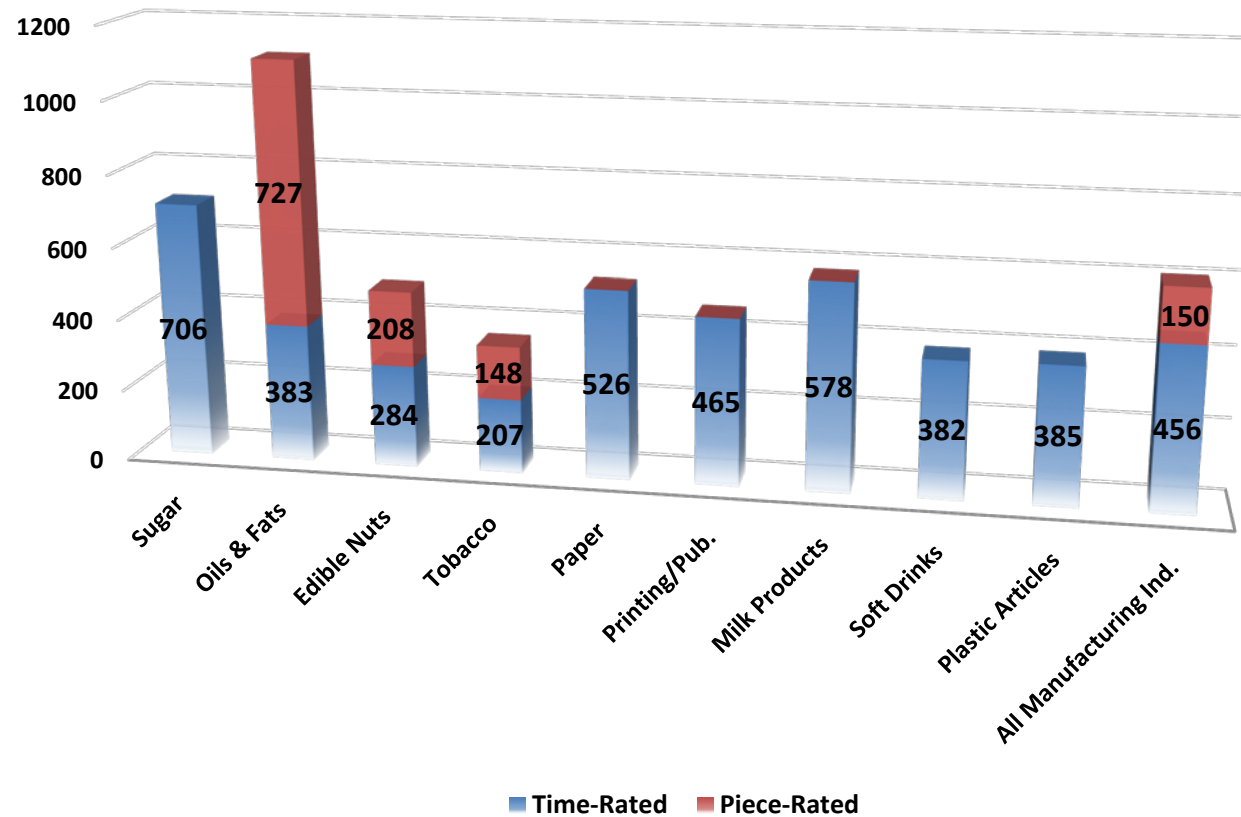
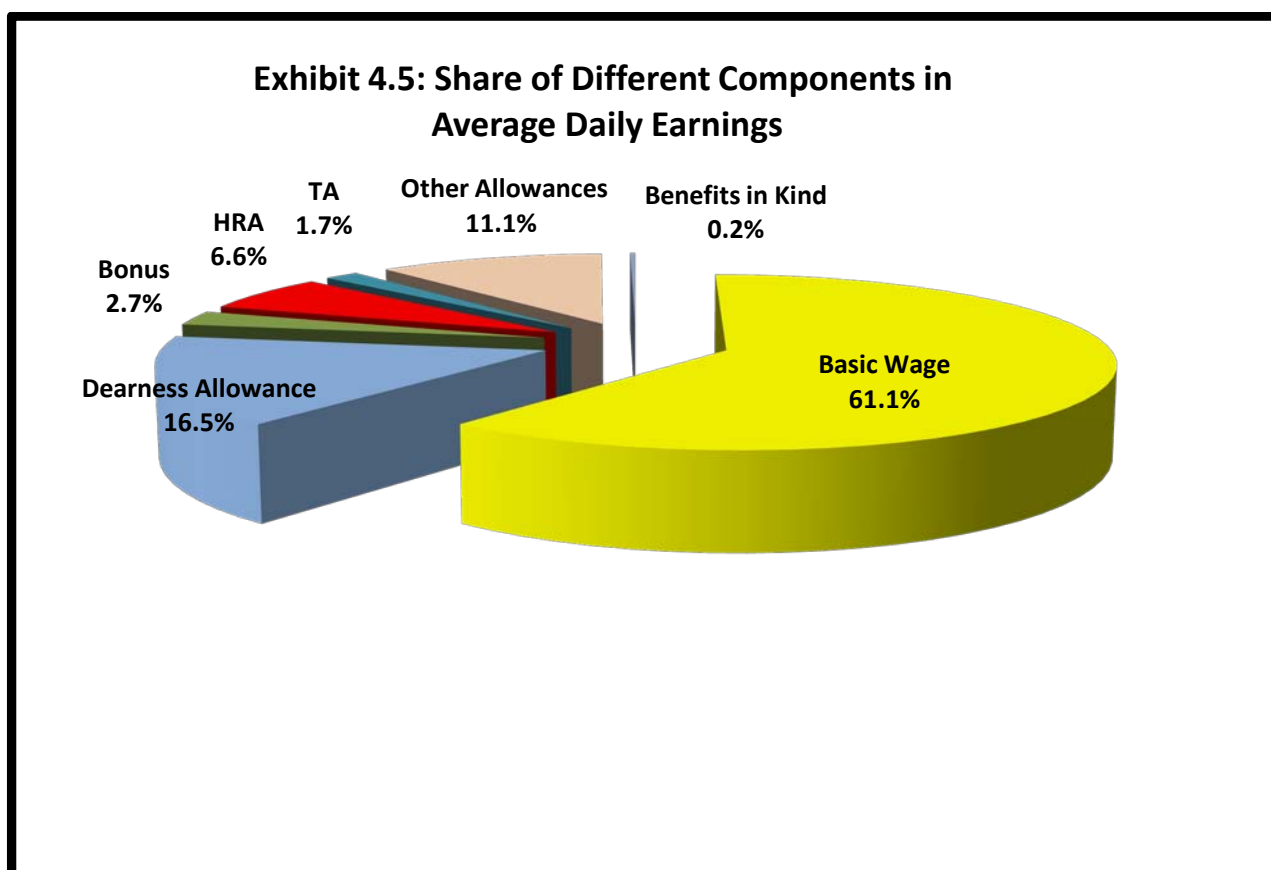


Exhibit 4.4: Average Daily Earnings (Rs.) by System of Payment



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 77.64 percent of total average daily earnings for all the nine manufacturing industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were other allowances (11.13 percent), house rent allowances (6.60 percent), bonus (2.69 percent), travelling allowances (1.69 percent) and benefits-in-kind (0.25 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 about 23.94 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 21.19 percent workers between Rs. 100.01 to Rs. 175.00 and 14.64 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 8.31 percent in Sugar Industry, 42.90 percent in Oils & Fats Industry, 53.03 percent in Edible Nuts Industry, 13.89 percent in Tobacco Industry, 23.46 percent in Paper Industry, 33.94 percent in Printing/Publishing Industry, 32.50 percent in Milk products Industry, 23.18 percent in Soft Drinks Industry and 45.85 percent in Plastic Articles Industry.

At stratum level, 35.37 percent of the workers in Karnataka stratum of Sugar Industry, 67.49 percent in Telangana stratum of Oils & Fats Industry, 97.02 percent in Karnataka stratum of Edible Nuts Industry, 47.89 percent in Andhra Pradesh stratum of Tobacco Industry, 37.16 percent in Gujarat stratum of Paper Industry, 78.38 percent in Delhi stratum of Printing/Publishing Industry, 50.66 percent in Maharashtra stratum of Milk Products Industry, 82.93 percent in Uttar Pradesh stratum of Plastic Articles 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 Manufacturing Industries, there were few occupations, which employed majority of workers in that particular industry and accounted for the major portion of the wage bill in the industry.

In Sugar Industry, six occupations viz., Coolie/Mazdoor, Fitter, Helper, Press Attendant, Quadruple Man/Mate and Sulphitation Attendant accounted for 55.46 percent of the employment and 56.41 percent of the wage bill as well.

In Oils & Fats Industry, six occupations viz., Coolie/Mazdoor, Helper, Supervisor, Machine Operator/Machinist, Expeller Operator and Plant Operator, accounted for 73.00 percent of the employment and 69.13 percent of the wage bill in the industry.

In Edible Nuts Industry, six occupations viz., Helper, Packer, Peeler, Roaster, Sheller and Grader, accounted for 88.97 percent of the employment and 86.97 percent of the wage bill in the industry.

In Tobacco Industry, eight occupations viz., Checker, Coolie/Mazdoor, Packer, Blender, Casemaker, Feeder & Receiver, Gum Maker and Miscellaneous, accounted for 97.50 percent of the employment and 96.59 percent of the wage bill in the industry.

In Paper Industry, seven occupations viz., Helper, Supervisor, Machine Operator/Machinist, Beater Man/Operator, Bleaching Machine Operator, Digester Operator/Jamadar and Machine Man, accounted for 54.98 percent of the employment and 50.75 percent of the wage bill in the industry.

In Printing/Publishing Industry, seven occupations viz., Helper, Supervisor, Machine Operator/Machinist, Binder/Binding Operator, Cutting Man/Cutter, Offset Printing Machine operator and Machine Man/Rotary

Operator, accounted for 67.04 percent of the employment and 62.41 percent of the wage bill in the industry.

In Milk Products Industry, eight occupations viz., Coolie/Mazdoor, Helper, supervisor, Cold Storage Attendant, Dairy Products Processor, Filler Products Processor, Plant Operator and Washer, accounted for 76.61 percent of the employment and 77.76 percent of the wage bill in the industry.

In Soft Drinks Industry, five occupations viz., Electrician, Helper, Loader/Unloader, Supervisor and Filling Machine Operator, accounted for 73.73 percent of the employment and 75.57 percent of the wage bill in the industry.

In Plastic Articles Industry, five occupations viz., Helper, Supervisor, Machine Operator/Machinist, Extruding Machine Setter and Finisher accounted for 63.65 percent of the employment and 63.84 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 Storekeeper (Rs. 1161.77) in Sugar; Miscellaneous (Rs. 1006.96) in Oils & Fats; Supervisor (Rs. 464.77) in Edible Nuts; Supervisor (Rs. 356.61) in Tobacco; Affluent Treatment Plant Operator (Rs. 1040.45) in Paper; Fireman (Rs. 1910.25) in Printing/Publishing; Compressor Operator (Rs. 1290.74) in Milk Products; Fitter (Rs. 667.29) in Soft Drinks and Chargehand (Rs. 856.64) in Plastic Articles Industry.

On the other hand, the lowest average daily earnings were observed for Packer (Rs. 309.83) in Sugar; Crane Operator (Rs. 231.00) in Oils & Fats; Peeler (Rs. 229.70) in Edible Nuts; Coolie/Mazdoor (Rs. 63.08) in Tobacco; Marker (Rs. 175.00) in Paper; Apprentices/Trainees (Rs. 131.88) in Printing/Publishing; Sorter (Rs. 245.60) in Milk Products; Sweeper (Rs. 197.82) in Soft Drinks and Loader/Unloader (Rs. 247.27) in Plastic Articles Industry.

Out of 44 occupations in Sugar Industry, women were employed in 1 occupation and their earnings were less than their men counterparts.

Out of 55 occupations in Oils & Fats Industry, women were employed in 13 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Supervisor and Seamer.

Out of 16 occupations in Edible Nuts Industry, women were employed in 9 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Coolie/Mazdoor, Helper and Sweeper.

Out of 22 occupations in Tobacco Industry, women were employed in 10 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Coolie/Mazdoor, Mistry/Kangani, Sweeper and Casemaker.

Out of 66 occupations in Paper Industry, women were employed in 21 occupations and their earnings were more than their men counterparts in 5 occupations, viz. Supervisor, Watchman, Machine Operator/Machinist, Storekeeper and Feeder/Paper Feeder.

Out of 53 occupations in Printing/Publishing Industry, women were employed in 28 occupations and their earnings were more than their men counterparts in 9 occupations, viz. Boiler Attendant, Mech/Elec Foreman, Cook, Block/Die Caster, Compositor/Assembler, Mono/Lino/Photo Operator, Machineman (Photo), Offset Printing Machine Operator and Machine Man/Rotary Operator.

Out of 44 occupations in Milk Products Industry, women were employed in 18 occupations and their earnings were more than their men counterparts in 8 occupations, viz. Helper, Supervisor, Watchman, Cold Storage Attendant, Dairy Products Processor, Plant Operator, Refrigerator Mechanic and Miscellaneous.

Out of 31 occupations in Soft Drinks Industry, women were employed in 7 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Coolie/Mazdoor and Sweeper.

Out of 35 occupations in Plastic Articles Industry, women were employed in 12 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Coolie/Mazdoor, Packer 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 Oils & Fats, Edible Nuts and Tobacco Industries only, and their earnings were lower than that of the earnings of time-rated workers in Edible Nuts and Tobacco Industries.

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 2 occupations, viz. Supervisor and Seamer in Oils & Fats Industry; in 3 occupations, viz. Coolie/Mazdoor, Helper and Sweeper in Edible Nuts Industry; in 5 occupations, viz. Coolie/Mazdoor, Packer, Sweeper, Feeder & Receiver and Mistry/Kangani in Tobacco Industry; in 5 occupations, viz. Supervisor, Watchman, Machine Operator/Machinist, Storekeeper and Feeder/Paper Feeder in Paper Industry; in 9 occupations, viz. Boiler Attendant, Mech./Elec. Foreman, Cook, Block/Die Caster, Compositor/Assembler, Mono/Lino/Photo Operator, Machineman (Photo), Off. Prin. Mach. Operator and Mach Man/Rotary Operator in Printing/Publishing Industry; in 8 occupations, viz. Helper, Supervisor, Watchman, Cold Storage Attendant, Dairy Prod Processor, Plant Operator, Refrig. Mechanic and Miscellaneous in Milk Products Industry; in 2 occupations, viz. Coolie/Mazdoor and Sweeper in Soft Drinks Industry and in 3 occupations, viz. Coolie/Mazdoor, Packer and Miscellaneous in Plastic Articles Industry.

The average daily earnings of piece-rated workers by occupation and sex have been presented in Table 4.10. The average daily earnings of piece-rated women workers were less than men workers in Edible Nuts industry and higher than that of men workers in Tobacco Industry. The average daily earnings of piece-rated women workers were higher than that of their men counterparts in 3 occupations, viz. Peeler, Sheller and Grader in Edible Nuts Industry and 2 occupations, viz. Casemaker and Gum Maker in Tobacco 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 manufacturing industries with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the manufacturing industries, except in Sugar, Edible Nuts and Soft Drinks Industry. Benefits-in-kind was also paid in most of the occupations of all the manufacturing industries.

4.11 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings and real earnings of workers over different rounds has been presented in Table 4.13. It is seen that the average daily earnings have registered an increase in all Nine Manufacturing Industries, except Tobacco Industry in the current round (2016) as compared with the previous round (1999).

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 the year 1999. The Table reveals that the real earnings of the workers have increased in all manufacturing industries covered during 7th round of Occupational Wage Survey, except, in Tobacco Industry. The highest change in real earnings in the seventh round (2016) as compared to the fifth round (1999) has been observed at 86.88 percent in Edible Nuts Industry, 83.58 percent in Sugar Industry, 72.29 percent in Plastic Articles Industry, 39.02 percent in Milk Products Industry, 30.38 percent in Paper Industry, 23.97 percent in Oils & Fats Industry, 20.69 percent in Printing/Publishing Industry, 41.27 percent in Soft Drinks Industry and -73.21 percent in Tobacco Industry.

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

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Fifth Round (Rs.) ⁺ (1999)	%Change of Seventh Round Over Fifth Round	%Change of Fifth Round Over Fourth Round
1	Sugar	11.07	6.03	83.58	3.79
2	Oils & Fats (*)	6.00	4.84	23.97	(-)18.10
3	Edible Nuts (*)	4.13	2.21	86.88	25.57
4	Tobacco (*)	2.66	9.93	(-)73.21	19.49
5	Paper(*)	8.24	6.32	30.38	(-)4.96
6	Printing/Publishing (*)	7.29	6.04	20.69	(-)15.05
7	Milk Products (*)	9.05	6.51	39.02	(-)4.12
8	Soft Drinks (*)	5.99	4.24	41.27	1.68
9	Plastic Articles	6.03	3.50	72.29	-
	All Nine Manufacturing Industries	6.03	4.91	22.81	-

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

(⁺) = 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 25.24 percent. The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 37.48 percent and 41.93 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation of average daily wage rates was observed at 38.80 percent in Milk Products Industry, followed by Tobacco Industry at 34.45 percent. The lowest coefficient of variation was observed in Plastic Articles Industry at 18.00 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 59.89 percent was observed in West Bengal stratum of Tobacco Industry, followed by 48.61 percent in Tamil Nadu stratum of Paper Industry. The minimum coefficient of variation was 4.06 percent in Maharashtra stratum of Paper 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 a manufacturing 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 53.39 percent. The maximum coefficient of variation of average daily wage earnings was observed at 68.83 percent in Milk Products Industry, followed by Printing/Publishing at 63.08 percent. The lowest coefficient of variation was reported in Tobacco Industry at 31.85 percent. At stratum level, among the manufacturing industries, the highest coefficient of variation at 79.19 percent was observed in Maharashtra stratum of Printing/Publishing Industry, followed by 71.37 percent in Tamil Nadu stratum of Milk Products Industry. The minimum coefficient of variation was 12.68 percent in Kerala stratum of Edible Nuts Industry.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Sugar Industry was observed in Cane Feeder (63.01 percent) and Switch Board Attendant (6.77 percent) occupations, respectively. In Oils & Fats Industry, the highest and lowest coefficient of variation was observed in Miscellaneous (67.05 percent) and Grinder (2.04 percent) occupations, respectively. The highest and lowest coefficient of variation in Edible Nuts Industry was found in Supervisor (36.88 percent) and Coolie/Mazdoor (0.31 percent) occupations, respectively. The highest and lowest coefficient of variation in Tobacco Industry was observed in Coolie/Mazdoor (54.32 percent) and Sorter (6.34 percent) occupations, respectively. In Paper Industry, the highest and lowest coefficient of variation was observed in Fork Lift Operator (68.20 percent) and Machine/Press Inker (3.50 percent) occupations, respectively. The highest and lowest coefficient of variation in Printing/Publishing Industry was found in Block/Die Caster (115.44 percent) and Painter (5.30 percent) occupations, respectively. In Milk Products Industry, the highest and lowest coefficient of variation was observed in Fireman (110.46 percent) and Loader/Unloader (30.84 percent) occupations, respectively. In Soft Drinks Industry, the highest and lowest coefficient of variation was found in Plumber (82.82 percent) and Welder (5.48 percent) occupations, respectively. In Plastic Articles Industry, the highest and lowest coefficient of variation was observed in Packer (74.96 percent) and Mate/Mukaddam (17.88 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 1124 sample units which accounted for about 97 percent of the total units allocated for Nine Manufacturing Industries (excluding samples reported as closed, casualties, etc). Appropriate multipliers have been applied on the sample data at the stratum level to derive the estimates based on the information received from 1124 sample units. Hence, users must be cautious in using these estimates.

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 number of units in the nine manufacturing industries has increased sharply from 9417 frame units in Fifth Round (1998-99) to 25148 frame units in Seventh Round (2016). The number of frame units in Paper, Printing/Publishing and Milk Products Industries increased sharply from 593, 1647 and 715 frame units in Fifth Round (1998-99) to 6699, 4134 and 1877 frame units, respectively in Seventh Round (2016). However, the number of frame units in Soft Drinks Industry declined from 290 frame units in fifth round to 63 frame units in seventh round. Hence, there is a possibility of mismatch in the coverage of Nine Manufacturing Industries in the two rounds. Furthermore, the coverage of Hydrogenated Oils, Cashewnut and Cigarette Industries were further enhanced and regrouped as Oils & Fats, Edible Nuts and Tobacco Industries, respectively. Therefore, there is divergence in the estimates compiled in seventh round as compared to fifth round and hence, users must be cautious in analyzing the results.

The average daily wage rate at industry level was observed to contain significantly higher coefficient of variation (25.24 percent). The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 37.48 percent and 41.93 percent respectively. Furthermore, the coefficient of variation of average daily earnings was observed to be higher (53.39 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 MANUFACTURING 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.	Sugar	323	446	769	10	15	25	3.25
	1 Uttar Pradesh	74	189	263	2	6	8	3.04
	2 Maharashtra	112	96	208	3	3	6	2.88
	3 Karnataka	40	23	63	2	2	4	6.35
	4 Residual	97	138	235	3	4	7	2.98
II.	Oils & Fats	738	2521	3259	49	155	204	6.26
	1 Rajasthan	55	197	252	4	13	17	6.75
	2 Gujarat	86	403	489	6	26	32	6.54
	3 Maharashtra	81	396	477	5	26	31	6.50
	4 Andhra Pradesh	100	381	481	6	24	30	6.24
	5 Tamil Nadu	65	213	278	4	12	16	5.76
	6 Telangana	46	266	312	4	14	18	5.77
	7 Residual	305	665	970	20	40	60	6.19
III.	Edible Nuts	321	573	894	10	16	26	2.91
	1 Andhra Pradesh	23	205	228	2	5	7	3.07
	2 Karnataka	60	104	164	2	3	5	3.05
	3 Kerala	47	49	96	2	2	4	4.17
	4 Tamil Nadu	168	87	255	2	2	4	1.57
	5 Residual	23	128	151	2	4	6	3.97
IV.	Tobacco	307	2901	3208	9	35	44	1.37
	1 West Bengal	33	565	598	2	6	8	1.34
	2 Andhra Pradesh	11	327	338	2	4	6	1.78
	3 Kerala	1	724	725	1	9	10	1.38
	4 Telangana	44	38	82	2	1	3	3.66
	5 Residual	218	1247	1465	2	15	17	1.16
V.	Paper	1345	5354	6699	43	175	218	3.25
	1 Uttar Pradesh	165	382	547	3	11	14	2.56
	2 Gujarat	178	617	795	6	21	27	3.40
	3 Maharashtra	155	763	918	6	27	33	3.59
	4 Tamil Nadu	174	927	1101	6	32	38	3.45
	5 Residual	673	2665	3338	22	84	106	3.18
VI.	Printing/Publishing	632	3502	4134	36	226	262	6.34

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
	1 Delhi	26	258	284	2	18	20	7.04
	2 Uttar Pradesh	71	272	343	1	20	21	6.12
	3 Maharashtra	107	759	866	8	54	62	7.16
	4 Karnataka	57	284	341	2	16	18	5.28
	5 Kerala	29	116	145	2	8	10	6.90
	6 Tamil Nadu	97	834	931	5	45	50	5.37
	7 Residual	245	979	1224	16	65	81	6.62
VII.	Milk Products	295	1582	1877	34	168	202	10.76
	1 Gujarat	44	75	119	5	9	14	11.76
	2 Maharashtra	45	244	289	6	31	37	12.80
	3 Andhra Pradesh	11	368	379	2	38	40	10.55
	4 Tamil Nadu	70	231	301	5	14	19	6.31
	5 Residual	125	664	789	16	76	92	11.66
VIII.	Soft Drinks	18	45	63	9	26	35	55.56
	1 Residual	18	45	63	9	26	35	55.56
IX.	Plastic Articles	1335	2910	4245	31	77	108	2.54
	1 Uttar Pradesh	105	235	340	3	6	9	2.65
	2 Gujarat	152	329	481	4	8	12	2.49
	3 Daman & Diu	118	247	365	3	7	10	2.74
	4 Maharashtra	181	354	535	4	10	14	2.62
	5 Tamil Nadu	141	305	446	2	8	10	2.24
	6 Residual	638	1440	2078	15	38	53	2.55
----- Nine Manufacturing Ind.		5314	19834	25148	231	893	1124	4.47 -----

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.	Sugar	126042	57720	183762
	1 Uttar Pradesh	26407	8520	34927
	2 Maharashtra	51068	30452	81520
	3 Karnataka	4840	2612	7452
	4 Residual	43727	16136	59863
II.	Oils & Fats	147242	38332	185574
	1 Rajasthan	6572	1203	7775
	2 Gujarat	15866	4402	20268
	3 Maharashtra	21429	5137	26566
	4 Andhra Pradesh	30127	4252	34379
	5 Tamil Nadu	5640	2456	8096
	6 Telangana	4210	1041	5251
	7 Residual	63398	19841	83239
III.	Edible Nuts	23942	3021	26963
	1 Andhra Pradesh	4031	463	4494
	2 Karnataka	8630	1185	9815
	3 Kerala	1433	269	1702
	4 Tamil Nadu	5628	336	5964
	5 Residual	4220	768	4988
IV.	Tobacco	644647	28060	672707
	1 West Bengal	90392	3470	93862
	2 Andhra Pradesh	19276	8422	27698
	3 Kerala	37989	1296	39285
	4 Telangana	217013	8610	225623
	5 Residual	279977	6262	286239
V.	Paper	412928	106445	519373
	1 Uttar Pradesh	36335	5460	41795
	2 Gujarat	33851	5244	39095
	3 Maharashtra	27736	8514	36250
	4 Tamil Nadu	46777	15138	61915
	5 Residual	268229	72089	340318
VI.	Printing/Publishing	125087	50839	175926

Table 2.1

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
	1 Delhi	9544	1578	11122
	2 Uttar Pradesh	5865	4867	10732
	3 Maharashtra	27259	8307	35566
	4 Karnataka	9140	3104	12244
	5 Kerala	5145	4815	9960
	6 Tamil Nadu	27094	7258	34352
	7 Residual	41040	20910	61950
VII.	Milk Products	169713	74714	244427
	1 Gujarat	14293	7050	21343
	2 Maharashtra	23912	26656	50568
	3 Andhra Pradesh	23990	2426	26416
	4 Tamil Nadu	15504	9504	25008
	5 Residual	92014	29078	121092
VIII.	Soft Drinks	1758	888	2646
	1 Residual	1758	888	2646
IX.	Plastic Articles	112216	31883	144099
	1 Uttar Pradesh	6532	1635	8167
	2 Gujarat	11943	2808	14751
	3 Daman & Diu	9213	1664	10877
	4 Maharashtra	9900	8680	18580
	5 Tamil Nadu	7004	684	7688
	6 Residual	67624	16412	84036
Nine Manufacturing Ind.		1763575	391902	2155477

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.	Sugar	126042	7.15	99.97	0.03	-	-
	1 Uttar Pradesh	26407	1.50	100.00	-	-	-
	2 Maharashtra	51068	2.90	100.00	-	-	-
	3 Karnataka	4840	0.27	100.00	-	-	-
	4 Residual	43727	2.48	99.92	0.08	-	-
II.	Oils & Fats	147242	8.35	97.02	2.98	-	-
	1 Rajasthan	6572	0.37	99.79	0.21	-	-
	2 Gujarat	15866	0.90	98.80	1.20	-	-
	3 Maharashtra	21429	1.22	99.37	0.63	-	-
	4 Andhra Pradesh	30127	1.71	93.61	6.39	-	-
	5 Tamil Nadu	5640	0.32	75.67	24.33	-	-
	6 Telangana	4210	0.24	99.55	0.45	-	-
	7 Residual	63398	3.59	98.85	1.15	-	-
III.	Edible Nuts	23942	1.36	31.48	68.52	-	-
	1 Andhra Pradesh	4031	0.23	46.81	53.19	-	-
	2 Karnataka	8630	0.49	13.96	86.04	-	-
	3 Kerala	1433	0.08	96.65	3.35	-	-
	4 Tamil Nadu	5628	0.32	14.93	85.07	-	-
	5 Residual	4220	0.24	52.61	47.39	-	-
IV.	Tobacco	644647	36.55	43.25	56.75	-	-
	1 West Bengal	90392	5.13	98.96	1.04	-	-
	2 Andhra Pradesh	19276	1.09	68.56	31.44	-	-
	3 Kerala	37989	2.15	17.48	82.52	-	-
	4 Telangana	217013	12.31	14.98	85.02	-	-
	5 Residual	279977	15.88	48.92	51.08	-	-
V.	Paper	412928	23.41	92.20	7.80	-	-
	1 Uttar Pradesh	36335	2.06	93.61	6.39	-	-
	2 Gujarat	33851	1.92	98.89	1.11	-	-
	3 Maharashtra	27736	1.57	94.58	5.42	-	-
	4 Tamil Nadu	46777	2.65	87.29	12.71	-	-
	5 Residual	268229	15.21	91.77	8.23	-	-
VI.	Printing/Publishing	125087	7.09	89.40	10.60	-	-

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
1	Delhi	9544	0.54	91.14	8.86	-	-
2	Uttar Pradesh	5865	0.33	98.81	1.19	-	-
3	Maharashtra	27259	1.55	88.85	11.15	-	-
4	Karnataka	9140	0.52	82.90	17.10	-	-
5	Kerala	5145	0.29	90.09	9.91	-	-
6	Tamil Nadu	27094	1.54	79.03	20.97	-	-
7	Residual	41040	2.33	96.24	3.76	-	-
VII.	Milk Products	169713	9.62	94.67	5.33	-	-
1	Gujarat	14293	0.81	99.33	0.67	-	-
2	Maharashtra	23912	1.36	98.46	1.54	-	-
3	Andhra Pradesh	23990	1.36	92.05	7.95	-	-
4	Tamil Nadu	15504	0.88	87.52	12.48	-	-
5	Residual	92014	5.22	94.85	5.15	-	-
VIII.	Soft Drinks	1758	0.10	87.94	12.06	-	-
1	Residual	1758	0.10	87.94	12.06	-	-
IX.	Plastic Articles	112216	6.36	93.46	6.54	-	-
1	Uttar Pradesh	6532	0.37	97.61	2.39	-	-
2	Gujarat	11943	0.68	94.85	5.15	-	-
3	Daman & Diu	9213	0.52	97.50	2.50	-	-
4	Maharashtra	9900	0.56	82.88	17.12	-	-
5	Tamil Nadu	7004	0.40	93.56	6.44	-	-
6	Residual	67624	3.83	93.80	6.20	-	-
Nine Manufacturing Ind.		1763575	100.00	74.55	25.45	-	-

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.	Sugar	126042	100.00	0.00
	1 Uttar Pradesh	26407	100.00	0.00
	2 Maharashtra	51068	100.00	0.00
	3 Karnataka	4840	100.00	0.00
	4 Residual	43727	100.00	0.00
II.	Oils & Fats	147242	99.83	0.17
	1 Rajasthan	6572	98.40	1.60
	2 Gujarat	15866	100.00	0.00
	3 Maharashtra	21429	100.00	0.00
	4 Andhra Pradesh	30127	100.00	0.00
	5 Tamil Nadu	5640	97.45	2.55
	6 Telangana	4210	100.00	0.00
	7 Residual	63398	100.00	0.00
III.	Edible Nuts	23942	72.90	27.10
	1 Andhra Pradesh	4031	47.38	52.62
	2 Karnataka	8630	100.00	0.00
	3 Kerala	1433	100.00	0.00
	4 Tamil Nadu	5628	22.39	77.61
	5 Residual	4220	100.00	0.00
IV.	Tobacco	644647	37.26	62.74
	1 West Bengal	90392	13.38	86.62
	2 Andhra Pradesh	19276	63.84	36.16
	3 Kerala	37989	2.77	97.23
	4 Telangana	217013	12.30	87.70
	5 Residual	279977	67.17	32.83
V.	Paper	412928	100.00	0.00
	1 Uttar Pradesh	36335	100.00	0.00
	2 Gujarat	33851	100.00	0.00
	3 Maharashtra	27736	100.00	0.00
	4 Tamil Nadu	46777	100.00	0.00
	5 Residual	268229	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
VI.	Printing/Publishing	125087	100.00	0.00
	1 Delhi	9544	100.00	0.00
	2 Uttar Pradesh	5865	100.00	0.00
	3 Maharashtra	27259	100.00	0.00
	4 Karnataka	9140	100.00	0.00
	5 Kerala	5145	100.00	0.00
	6 Tamil Nadu	27094	100.00	0.00
	7 Residual	41040	100.00	0.00
VII.	Milk Products	169713	100.00	0.00
	1 Gujarat	14293	100.00	0.00
	2 Maharashtra	23912	100.00	0.00
	3 Andhra Pradesh	23990	100.00	0.00
	4 Tamil Nadu	15504	100.00	0.00
	5 Residual	92014	100.00	0.00
VIII.	Soft Drinks	1758	100.00	0.00
	1 Residual	1758	100.00	0.00
IX.	Plastic Articles	112216	100.00	0.00
	1 Uttar Pradesh	6532	100.00	0.00
	2 Gujarat	11943	100.00	0.00
	3 Daman & Diu	9213	100.00	0.00
	4 Maharashtra	9900	100.00	0.00
	5 Tamil Nadu	7004	100.00	0.00
	6 Residual	67624	100.00	0.00
Nine Manufacturing Ind.		1763575	76.68	23.32

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.	Sugar	126042	99.97	0.03	-	-
	1 Uttar Pradesh	26407	100.00	-	-	-
	2 Maharashtra	51068	100.00	-	-	-
	3 Karnataka	4840	100.00	-	-	-
	4 Residual	43727	99.92	0.08	-	-
II.	Oils & Fats	146993	97.02	2.98	-	-
	1 Rajasthan	6467	99.78	0.22	-	-
	2 Gujarat	15866	98.80	1.20	-	-
	3 Maharashtra	21429	99.37	0.63	-	-
	4 Andhra Pradesh	30127	93.61	6.39	-	-
	5 Tamil Nadu	5496	75.04	24.96	-	-
	6 Telangana	4210	99.55	0.45	-	-
	7 Residual	63398	98.85	1.15	-	-
III.	Edible Nuts	17453	38.56	61.44	-	-
	1 Andhra Pradesh	1910	78.53	21.47	-	-
	2 Karnataka	8630	13.96	86.04	-	-
	3 Kerala	1433	96.65	3.35	-	-
	4 Tamil Nadu	1260	33.33	66.67	-	-
	5 Residual	4220	52.61	47.39	-	-
IV.	Tobacco	240188	41.52	58.48	-	-
	1 West Bengal	12090	98.44	1.56	-	-
	2 Andhra Pradesh	12306	50.76	49.24	-	-
	3 Kerala	1053	92.31	7.69	-	-
	4 Telangana	26691	100.00	-	-	-
	5 Residual	188048	28.67	71.33	-	-
V.	Paper	412928	92.20	7.80	-	-
	1 Uttar Pradesh	36335	93.61	6.39	-	-
	2 Gujarat	33851	98.89	1.11	-	-
	3 Maharashtra	27736	94.58	5.42	-	-
	4 Tamil Nadu	46777	87.29	12.71	-	-
	5 Residual	268229	91.77	8.23	-	-
VI.	Printing/Publishing	125087	89.40	10.60	-	-

Table 2.4

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
	1 Delhi	9544	91.14	8.86	-	-
	2 Uttar Pradesh	5865	98.81	1.19	-	-
	3 Maharashtra	27259	88.85	11.15	-	-
	4 Karnataka	9140	82.90	17.10	-	-
	5 Kerala	5145	90.09	9.91	-	-
	6 Tamil Nadu	27094	79.03	20.97	-	-
	7 Residual	41040	96.24	3.76	-	-
VII.	Milk Products	169713	94.67	5.33	-	-
	1 Gujarat	14293	99.33	0.67	-	-
	2 Maharashtra	23912	98.46	1.54	-	-
	3 Andhra Pradesh	23990	92.05	7.95	-	-
	4 Tamil Nadu	15504	87.52	12.48	-	-
	5 Residual	92014	94.85	5.15	-	-
VIII.	Soft Drinks	1758	87.94	12.06	-	-
	1 Residual	1758	87.94	12.06	-	-
IX.	Plastic Articles	112216	93.46	6.54	-	-
	1 Uttar Pradesh	6532	97.61	2.39	-	-
	2 Gujarat	11943	94.85	5.15	-	-
	3 Daman & Diu	9213	97.50	2.50	-	-
	4 Maharashtra	9900	82.88	17.12	-	-
	5 Tamil Nadu	7004	93.56	6.44	-	-
	6 Residual	67624	93.80	6.20	-	-
Nine Manufacturing Ind.		1352378	83.90	16.10	-	-

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

Sl. No.	Industry/Stratum	Estimated Total No. of Piece Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Oils & Fats	249	100.00	-	-	-
	1 Rajasthan	105	100.00	-	-	-
	2 Tamil Nadu	144	100.00	-	-	-
II.	Edible Nuts	6489	12.44	87.56	-	-
	1 Andhra Pradesh	2121	18.25	81.75	-	-
	2 Tamil Nadu	4368	9.62	90.38	-	-
III.	Tobacco	404459	44.27	55.73	-	-
	1 West Bengal	78302	99.04	0.96	-	-
	2 Andhra Pradesh	6970	100.00	-	-	-
	3 Kerala	36936	15.35	84.65	-	-
	4 Telangana	190322	3.06	96.94	-	-
	5 Residual	91929	90.34	9.66	-	-
Nine Manufacturing Ind.		411197	43.80	56.20	-	-

TABLE 2.6
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT INDUSTRIES BY OCCUPATIONS

Sl. No.	Occupation	Percentage of Workers									
		Sugar	Oils & Fats	Edible Nuts	Tobacco	Paper	Printing/Publishing	Milk Products	Soft Drinks	Plastic Articles	All Ind.
1	Assembler	-	-	-	-	0.02	-	-	-	-	0.01
2	Blacksmith	0.11	-	-	-	0.10	-	-	-	-	0.03
3	Boiler Attendan	1.06	1.35	0.15	0.02	1.25	0.53	0.76	1.48	0.38	0.63
4	Carpenter	0.03	0.01	-	-	0.11	0.02	-	-	-	0.03
5	Chargehand	-	-	-	-	0.07	-	0.01	0.23	0.47	0.05
6	Checker	0.15	0.54	0.44	5.27	0.29	1.05	1.37	-	1.11	2.33
7	Compressor Op.	0.09	0.04	-	-	-	0.16	0.38	-	0.03	0.06
8	Coolie/Mazdoor	20.84	16.32	0.90	14.19	3.21	0.97	8.10	2.73	4.35	9.93
9	Crane Operator	-	0.01	-	-	-	-	-	-	-	0.00
10	Die Maker	-	0.02	-	-	-	-	-	-	-	0.00
11	Driller	-	0.01	-	-	0.12	-	-	-	0.10	0.03
12	Driver	1.22	1.50	-	0.20	2.01	1.28	2.70	1.71	1.34	1.19
13	Electrician	3.31	2.58	-	0.01	2.63	1.15	1.73	4.44	0.78	1.37
14	Engine Room Att	-	0.02	-	-	-	0.02	-	-	-	0.00
15	Fireman	0.49	0.36	-	-	0.22	0.03	0.06	-	-	0.13
16	Fitter	5.95	1.09	-	-	3.74	0.27	0.83	1.14	0.92	1.55
17	Mech/Elec Forem	0.98	0.44	-	-	0.83	0.26	0.56	0.23	0.03	0.38
18	Grinder	-	0.13	-	-	-	-	0.01	-	-	0.01
19	Hammerman	0.03	-	-	-	-	-	-	-	-	0.00
20	Helper	16.09	31.04	11.01	0.89	27.32	27.57	22.50	35.04	35.98	17.06
21	Instrument Mech	-	0.02	-	-	-	-	-	-	-	0.00
22	Loader/Unloader	0.22	1.61	1.63	0.01	0.37	0.34	0.79	13.77	0.94	0.44
23	Mistry/Kangani	-	0.08	-	0.05	0.01	-	0.01	-	0.03	0.03
24	Marker	-	-	-	-	0.02	0.25	-	-	-	0.02
25	Mason	0.06	-	-	-	0.02	0.01	-	-	-	0.01
26	Mate/Mukaddam	-	0.02	-	-	-	0.04	-	-	0.14	0.01
27	Mechanic(Genera	0.10	0.07	-	-	0.57	0.42	1.06	2.62	0.73	0.33
28	Millwright	-	0.01	-	-	-	-	-	-	-	0.00
29	Motor Mechanic	-	0.01	-	-	0.04	-	0.01	-	-	0.01
30	Moulder	-	-	-	-	0.01	-	-	-	-	0.00
31	Oilman/Greaser	0.47	0.57	-	-	0.44	-	-	-	0.04	0.19
32	Packer	0.22	3.12	7.08	2.78	1.67	3.87	2.73	0.34	2.80	2.50
33	Painter	-	0.02	-	-	0.01	0.06	0.01	0.23	0.10	0.02

Table 2.6

Sl. No.	Percentage of Workers										
	Sugar	Oils & Fats	Edible Nuts	Tobacco	Paper	Printing/Publishing	Milk Products	Soft Drinks	Plastic Articles	All Ind.	
34	Plumber	0.03	0.03	-	-	0.28	0.01	0.05	0.23	0.03	0.08
35	Press Man	-	0.02	-	-	0.15	0.02	-	-	-	0.04
36	Pump Attendant	0.81	0.06	-	-	0.03	-	0.01	-	-	0.07
37	Rigger	-	-	-	-	0.02	-	-	-	-	0.00
38	Shaper Machine	-	-	-	-	0.03	-	-	-	-	0.01
39	Sorter	-	0.07	-	0.24	0.05	0.12	0.04	-	-	0.12
40	Supervisor	4.00	5.84	1.02	0.17	4.45	4.04	6.09	7.17	6.74	3.20
41	Sweeper	0.60	0.76	0.38	0.17	0.85	0.73	0.92	1.48	1.53	0.61
42	Switch Board At	0.55	0.07	-	-	-	-	-	-	-	0.04
43	Tester	-	0.21	-	-	0.10	-	0.17	-	0.10	0.06
44	Turner	0.69	0.12	-	-	0.13	-	0.01	0.11	0.52	0.12
45	Watchman	3.96	2.46	0.51	0.25	2.05	1.44	2.08	1.37	1.81	1.49
46	Weigher	-	0.05	-	0.01	0.07	-	0.01	-	-	0.03
47	Welder	1.53	0.27	-	-	0.71	0.04	0.10	0.46	0.33	0.33
48	Winder	-	-	-	-	0.01	-	-	-	-	0.00
49	Wireman	0.29	-	-	-	0.09	-	0.02	-	-	0.05
50	Fork Lift Opera	-	0.10	-	-	0.02	0.08	0.04	1.14	-	0.02
51	Mach. Op./Machi	2.47	6.62	2.23	0.06	5.27	5.74	2.44	1.37	7.90	3.16
52	Milling Machine	-	0.03	-	-	-	-	-	-	-	0.00
53	Setter	-	-	-	-	0.01	-	-	-	-	0.00
54	Af. Treat. Plan	-	0.04	-	-	0.17	-	0.03	-	-	0.05
55	Gen./Turbo Oper	0.51	0.04	-	-	0.09	0.06	0.02	-	-	0.07
56	Store Keeper	0.06	0.01	-	-	0.04	0.15	0.02	-	0.07	0.03
57	Apprentices/Tra	0.41	-	-	-	-	0.41	-	0.23	-	0.06
58	Cook	-	-	-	-	-	0.20	-	-	-	0.01
59	Cane Feeder	3.80	-	-	-	-	-	-	-	-	0.27
60	Centrifugal Ope	3.20	-	-	-	-	-	-	-	-	0.23
61	Chuna Man/Atten	1.29	-	-	-	-	-	-	-	-	0.09
62	Clarifier/Set.	1.51	-	-	-	-	-	-	-	-	0.11
63	Crystallizer	2.39	-	-	-	-	-	-	-	-	0.17
64	Juice Heater At	1.46	-	-	-	-	-	-	-	-	0.10
65	Magma Maker	1.37	-	-	-	-	-	-	-	-	0.10
66	Pan Man/Attenda	4.19	-	-	-	-	-	-	-	-	0.30
67	Press Attendant	3.48	-	-	-	-	-	-	-	-	0.25
68	Quadruple Man/M	5.05	-	-	-	-	-	-	-	-	0.36
69	Sulphitation At	4.05	-	-	-	-	-	-	-	-	0.29
70	Cool Room Atten	-	1.72	-	-	-	-	-	-	-	0.14
71	Electrolyser At	-	1.00	-	-	-	-	-	-	-	0.08

Table 2.6

Sl. No.	Occupation	Percentage of Workers									
		Sugar	Oils & Fats	Edible Nuts	Tobacco	Paper	Printing/Publishing	Milk Products	Soft Drinks	Plastic Articles	All Ind.
72	Expeller Operat	-	6.11	-	-	-	-	-	-	-	0.51
73	Filter Pressman	-	2.43	-	-	-	-	-	-	-	0.20
74	Seamer	-	1.98	-	-	-	-	-	-	-	0.17
75	Plant Operator	-	7.07	-	-	-	-	-	-	-	0.59
76	Drier Worker	-	-	2.03	-	-	-	-	-	-	0.03
77	Peeler	-	0.08	23.81	-	-	-	-	-	-	0.33
78	Roaster	-	0.02	8.10	-	-	-	-	-	-	0.11
79	Scrubber	-	-	1.75	-	-	-	-	-	-	0.02
80	Sheller	-	-	23.83	-	-	-	-	-	-	0.32
81	Grader	-	0.05	15.14	-	-	-	-	-	-	0.21
82	Blender	-	-	-	4.47	-	-	-	-	-	1.63
83	Casemaket	-	-	-	10.62	-	-	-	-	-	3.88
84	Feeder and Rece	-	-	-	33.37	-	-	-	-	-	12.20
85	Gum Maker	-	-	-	13.15	-	-	-	-	-	4.81
86	Stitching Opera	-	-	-	0.11	-	-	-	-	-	0.04
87	Operator	-	-	-	0.28	-	-	-	-	-	0.10
88	Bamboo Feeder/M	-	-	-	-	3.40	-	-	-	-	0.80
89	Beater Man/Oper	-	-	-	-	6.12	-	-	-	-	1.43
90	Blade Sharp. Mi	-	-	-	-	2.29	-	-	-	-	0.54
91	Bleaching Mach.	-	-	-	-	4.03	0.09	-	-	-	0.95
92	Cutter/Guilloti	-	-	-	-	3.73	-	-	-	-	0.87
93	Digester Op./Ja	-	-	-	-	3.70	-	-	-	-	0.87
94	Dryer Man/Asst.	-	-	-	-	3.48	-	-	-	-	0.81
95	Machineman	-	-	-	-	4.09	0.03	-	-	-	0.96
96	Rewinding Mach	-	-	-	-	3.90	0.03	-	-	-	0.92
97	Finisher	-	-	-	-	4.51	-	-	-	-	1.05
98	Binder/Binding	-	-	-	-	0.10	7.39	-	-	-	0.55
99	Block/Die Caste	-	-	-	-	0.02	1.64	-	-	-	0.12
100	Compositor/Asse	-	-	-	-	0.01	2.08	-	-	-	0.15
101	Copy/Proof Read	-	-	-	-	-	1.10	-	-	-	0.08
102	Counter	-	-	-	-	0.01	0.55	-	-	-	0.04
103	Cutting Man/Cut	-	-	-	-	-	7.11	-	-	-	0.50
104	Photo Engraver	-	-	-	-	-	0.82	-	-	-	0.06
105	Feeder/Paperfee	-	-	-	-	0.10	3.02	-	-	-	0.24
106	Impositor Impos	-	-	-	-	-	0.12	-	-	-	0.01
107	Line Cleaner	-	-	-	-	-	0.55	-	-	-	0.04
108	Mono/Lino/Photo	-	-	-	-	0.01	1.66	-	-	-	0.12
109	Ludlow Operator	-	-	-	-	-	0.17	-	-	-	0.01

Table 2.6

Sl. No.	Percentage of Workers										
	Sugar	Oils & Fats	Edible Nuts	Tobacco	Paper	Printing/ Publishing	Milk Products	Soft Drinks	Plastic Articles	All Ind.	
110	Mach/Press Inke	-	-	-	-	0.03	2.54	-	-	-	0.19
111	Machineman(Phot	-	-	-	-	-	1.70	-	-	-	0.12
112	Off. Prin. Mach	-	-	-	-	0.06	10.09	-	-	-	0.73
113	Paste Up Man	-	-	-	-	0.04	0.63	-	-	-	0.05
114	Mach Man/Rotary	-	-	-	-	0.04	5.10	-	-	-	0.37
115	Cold Storage At	-	-	-	-	-	-	4.65	-	-	0.45
116	Dairy Prod Proc	-	-	-	-	-	-	14.23	-	-	1.37
117	Filler Prod Ope	-	-	-	-	-	-	5.04	-	-	0.49
118	Ice Cream Maker	-	-	-	-	-	-	1.57	-	-	0.15
119	Plant Operator	-	-	-	-	-	-	10.85	-	-	1.04
120	Refrig. Mechani	-	-	-	-	-	-	1.08	-	-	0.10
121	Washer	-	-	-	-	-	-	5.15	-	-	0.50
122	Ammonia Comp. O	-	-	-	-	-	-	-	1.93	-	0.00
123	Bottle Washer	-	-	-	-	-	-	-	3.07	-	0.00
124	Bottle Sorter	-	-	-	-	-	-	-	0.80	-	0.00
125	Crownman	-	-	-	-	-	-	-	0.34	-	0.00
126	Filling Machine	-	-	-	-	-	-	-	13.31	-	0.01
127	Level Checker	-	-	-	-	-	-	-	0.57	-	0.00
128	Syrup/Mixing At	-	-	-	-	-	-	-	0.68	-	0.00
129	Refrig. Mechani	-	-	-	-	-	-	-	0.34	-	0.00
130	Chemist	0.09	0.01	-	-	-	-	0.03	0.80	-	0.01
131	Tablet Machine	-	-	-	-	-	-	-	-	4.13	0.26
132	Extrud. Mach Se	-	-	-	-	-	-	-	-	7.79	0.50
133	Injection Mould	-	-	-	-	-	-	-	-	3.21	0.20
134	Moulder (Hand)	-	-	-	-	-	-	-	-	3.10	0.20
135	Bottle Blowing	-	-	-	-	-	-	-	-	2.53	0.16
136	Cementer/Assemb	-	-	-	-	-	-	-	-	2.81	0.18
137	Finisher	-	-	-	-	-	-	-	-	5.24	0.33
138	Miscellaneous	0.80	1.73	-	13.65	0.64	2.20	1.71	0.68	1.90	5.78

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
I. Sugar								
	First Round(1959)	111100	99.95	0.05	-	-	99.50	0.50
	Second Round(1965)	124000	99.60	0.40	-	-	99.60	0.40
	Third Round(1975)	161210	99.75	0.23	0.02	-	99.44	0.56
	Fourth Round(1990)	232030	100.00	-	-	-	100.00	-
	Fifth Round(1999)	194120	99.84	0.16	-	-	100.00	-
	Seventh Round(2016)	126042	99.97	0.03	-	-	100.00	-
II. Oils & Fats (*)								
	First Round(1959)	6500	93.40	6.60	-	-	98.80	1.20
	Second Round(1965)	8750	100.00	-	-	-	100.00	-
	Third Round(1975)	8970	97.69	2.31	-	-	97.10	2.90
	Fourth Round(1990)	14800	99.41	0.59	-	-	100.00	-
	Fifth Round(1999)	18410	98.90	1.10	-	-	97.02	2.98
	Seventh Round(2016)	147242	97.02	2.98	-	-	99.83	0.17
III. Edible Nuts (*)								
	First Round(1959)	90600	11.00	89.00	-	-	6.50	93.50
	Second Round(1965)	95890	7.70	92.30	-	-	8.50	91.50
	Third Round(1975)	161740	4.94	91.63	2.97	0.46	4.58	95.42
	Fourth Round(1990)	207750	5.18	94.82	-	-	13.70	86.30
	Fifth Round(1999)	167090	4.56	95.23	0.21	-	7.70	92.30
	Seventh Round(2016)	23942	31.48	68.52	-	-	72.90	27.10
IV. Tobacco (*)								
	First Round(1959)	12000	89.80	10.20	-	-	98.90	1.10
	Second Round(1965)	11000	98.30	1.70	-	-	100.00	-
	Third Round(1975)	12000	89.80	10.20	-	-	100.00	-
	Fourth Round(1990)	14210	99.04	0.96	-	-	100.00	-
	Fifth Round(1999)	8780	98.64	1.36	-	-	100.00	-
	Seventh Round(2016)	644647	43.25	56.75	-	-	37.26	62.74
V. Paper (*)								
	First Round(1959)	29400	93.00	6.90	-	0.10	95.60	4.40
	Second Round(1965)	34300	97.20	2.80	-	-	95.30	4.70
	Third Round(1975)	63910	96.43	3.57	-	-	93.90	6.10
	Fourth Round(1990)	75730	99.56	0.44	-	-	98.95	1.05
	Fifth Round(1999)	157840	99.85	0.15	-	-	96.76	3.24
	Seventh Round(2016)	412928	92.20	7.80	-	-	100.00	-

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
VI. Printing/Publishing (*)								
	First Round(1959)	76000	99.40	0.60	-	-	95.80	4.20
	Second Round(1965)	104910	99.70	0.30	-	-	98.00	2.00
	Third Round(1975)	196820	99.19	0.77	0.04	-	98.92	1.08
	Fourth Round(1990)	92950	95.92	4.08	-	-	99.82	0.18
	Fifth Round(1999)	70270	95.32	4.68	-	-	100.00	-
	Seventh Round(2016)	125087	89.40	10.60	-	-	100.00	-
VII. Milk Products (*)								
	Fourth Round(1990)	50870	99.80	0.20	-	-	100.00	-
	Fifth Round(1999)	52990	97.22	2.78	-	-	100.00	-
	Seventh Round(2016)	169713	94.67	5.33	-	-	100.00	-
VIII. Soft Drinks (*)								
	Fourth Round(1990)	10080	93.42	6.58	-	-	100.00	-
	Fifth Round(1999)	15830	93.49	6.51	-	-	100.00	-
	Seventh Round(2016)	1758	87.94	12.06	-	-	100.00	-
IX. Plastic Articles								
	Third Round(1975)	10660	91.10	8.80	0.10	-	99.10	0.90
	Fifth Round(1999)	128030	88.92	11.08	-	-	100.00	-
	Seventh Round(2016)	112216	93.46	6.54	-	-	100.00	-

(*) Figures of the Seventh Round are strictly 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.	Sugar	126042	99.97	0.03	-	-
	1 Blacksmith	142	100.00	-	-	-
	2 Boiler Attendant	1333	100.00	-	-	-
	3 Carpenter	37	100.00	-	-	-
	4 Checker	192	100.00	-	-	-
	5 Compressor Op.	111	100.00	-	-	-
	6 Coolie/Mazdoor	26266	100.00	-	-	-
	7 Driver	1534	100.00	-	-	-
	8 Electrician	4171	100.00	-	-	-
	9 Fireman	618	100.00	-	-	-
	10 Fitter	7504	100.00	-	-	-
	11 Mech/Elec Foreman	1232	100.00	-	-	-
	12 Hammerman	35	100.00	-	-	-
	13 Helper	20281	99.83	0.17	-	-
	14 Loader/Unloader	276	100.00	-	-	-
	15 Mason	70	100.00	-	-	-
	16 Mechanic(General)	128	100.00	-	-	-
	17 Oilman/Greaser	595	100.00	-	-	-
	18 Packer	280	100.00	-	-	-
	19 Plumber	37	100.00	-	-	-
	20 Pump Attendant	1021	100.00	-	-	-
	21 Supervisor	5040	100.00	-	-	-
	22 Sweeper	755	100.00	-	-	-
	23 Switch Board Atten.	690	100.00	-	-	-
	24 Turner	875	100.00	-	-	-
	25 Watchman	4985	100.00	-	-	-
	26 Welder	1926	100.00	-	-	-
	27 Wireman	367	100.00	-	-	-
	28 Mach. Op./Machinist	3117	100.00	-	-	-
	29 Gen./Turbo Operator	640	100.00	-	-	-
	30 Store Keeper	70	100.00	-	-	-
	31 Apprentices/Trainees	512	100.00	-	-	-
	32 Cane Feeder	4784	100.00	-	-	-
	33 Centrifugal Operator	4033	100.00	-	-	-
	34 Chuna Man/Atten..	1626	100.00	-	-	-
	35 Clarifier/Set. Att.	1898	100.00	-	-	-
	36 Crystallizer	3013	100.00	-	-	-
	37 Juice Heater Atte.	1842	100.00	-	-	-
	38 Magma Maker	1733	100.00	-	-	-
	39 Pan Man/Attendant	5280	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
	40 Press Attendant	4390	100.00	-	-	-
	41 Quadruple Man/Mate	6368	100.00	-	-	-
	42 Sulphitation Att.	5110	100.00	-	-	-
	43 Chemist	111	100.00	-	-	-
	44 Miscellaneous	1014	100.00	-	-	-
II.	Oils & Fats	147242	97.02	2.98	-	-
	1 Boiler Attendant	1993	100.00	-	-	-
	2 Carpenter	14	100.00	-	-	-
	3 Checker	790	97.72	2.28	-	-
	4 Compressor Op.	60	100.00	-	-	-
	5 Coolie/Mazdoor	24026	98.99	1.01	-	-
	6 Crane Operator	14	100.00	-	-	-
	7 Die Maker	34	100.00	-	-	-
	8 Driller	14	100.00	-	-	-
	9 Driver	2203	100.00	-	-	-
	10 Electrician	3803	100.00	-	-	-
	11 Engine Room Atten	28	100.00	-	-	-
	12 Fireman	533	100.00	-	-	-
	13 Fitter	1598	100.00	-	-	-
	14 Mech/Elec Foreman	651	100.00	-	-	-
	15 Grinder	192	100.00	-	-	-
	16 Helper	45708	95.38	4.62	-	-
	17 Instrument Mech	32	100.00	-	-	-
	18 Loader/Unloader	2368	99.32	0.68	-	-
	19 Mistry/Kangani	122	100.00	-	-	-
	20 Mate/Mukaddam	28	100.00	-	-	-
	21 Mechanic(General)	97	100.00	-	-	-
	22 Millwright	14	100.00	-	-	-
	23 Motor Mechanic	14	100.00	-	-	-
	24 Oilman/Greaser	836	100.00	-	-	-
	25 Packer	4599	84.67	15.33	-	-
	26 Painter	28	100.00	-	-	-
	27 Plumber	42	100.00	-	-	-
	28 Press Man	31	100.00	-	-	-
	29 Pump Attendant	91	100.00	-	-	-
	30 Sorter	101	100.00	-	-	-
	31 Supervisor	8595	97.67	2.33	-	-
	32 Sweeper	1123	78.01	21.99	-	-
	33 Switch Board Atten.	100	100.00	-	-	-
	34 Tester	316	100.00	-	-	-
	35 Turner	182	100.00	-	-	-
	36 Watchman	3617	98.59	1.41	-	-
	37 Weigher	76	100.00	-	-	-
	38 Welder	403	100.00	-	-	-
	39 Fork Lift Operator	141	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
40	Mach. Op./Machinist	9751	100.00	-	-	-
41	Milling Machine Op.	42	100.00	-	-	-
42	Af. Treat. Plant Op.	58	100.00	-	-	-
43	Gen./Turbo Operator	58	100.00	-	-	-
44	Store Keeper	14	100.00	-	-	-
45	Cool Room Attendant	2528	95.37	4.63	-	-
46	Electrolyser Att.	1471	100.00	-	-	-
47	Expeller Operator	8996	99.83	0.17	-	-
48	Filter Pressman	3585	99.11	0.89	-	-
49	Seamer	2921	98.90	1.10	-	-
50	Plant Operator	10409	94.28	5.72	-	-
51	Peeler	112	100.00	-	-	-
52	Roaster	32	100.00	-	-	-
53	Grader	80	100.00	-	-	-
54	Chemist	16	100.00	-	-	-
55	Miscellaneous	2552	100.00	-	-	-
III.	Edible Nuts	23942	31.48	68.52	-	-
1	Boiler Attendant	35	100.00	-	-	-
2	Checker	105	100.00	-	-	-
3	Coolie/Mazdoor	216	40.74	59.26	-	-
4	Helper	2636	53.00	47.00	-	-
5	Loader/Unloader	390	100.00	-	-	-
6	Packer	1695	58.82	41.18	-	-
7	Supervisor	244	86.89	13.11	-	-
8	Sweeper	90	-	100.00	-	-
9	Watchman	121	100.00	-	-	-
10	Mach. Op./Machinist	535	100.00	-	-	-
11	Drier Worker	486	100.00	-	-	-
12	Peeler	5700	11.53	88.47	-	-
13	Roaster	1939	72.67	27.33	-	-
14	Scrubber	419	100.00	-	-	-
15	Sheller	5705	4.68	95.32	-	-
16	Grader	3626	11.56	88.44	-	-
IV.	Tobacco	644647	43.25	56.75	-	-
1	Boiler Attendant	109	100.00	-	-	-
2	Checker	34004	100.00	-	-	-
3	Coolie/Mazdoor	91463	94.46	5.54	-	-
4	Driver	1290	100.00	-	-	-
5	Electrician	51	100.00	-	-	-
6	Helper	5712	84.02	15.98	-	-
7	Loader/Unloader	81	100.00	-	-	-
8	Mistry/Kangani	324	75.00	25.00	-	-
9	Packer	17937	97.69	2.31	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
10	Sorter	1561	100.00	-	-	-
11	Supervisor	1126	100.00	-	-	-
12	Sweeper	1100	54.73	45.27	-	-
13	Watchman	1623	100.00	-	-	-
14	Weigher	94	100.00	-	-	-
15	Mach. Op./Machinist	415	100.00	-	-	-
16	Blender	28820	23.89	76.11	-	-
17	Casemaker	68485	2.92	97.08	-	-
18	Feeder and Receiver	215136	0.68	99.32	-	-
19	Gum Maker	84792	40.12	59.88	-	-
20	Stitching Operator	739	100.00	-	-	-
21	Operator	1806	100.00	-	-	-
22	Miscellaneous	87979	93.15	6.85	-	-
V.	Paper	412928	92.20	7.80	-	-
1	Assembler	90	100.00	-	-	-
2	Blacksmith	421	100.00	-	-	-
3	Boiler Attendant	5177	100.00	-	-	-
4	Carpenter	441	100.00	-	-	-
5	Chargehand	277	100.00	-	-	-
6	Checker	1177	92.10	7.90	-	-
7	Coolie/Mazdoor	13263	95.46	4.54	-	-
8	Driller	484	100.00	-	-	-
9	Driver	8318	100.00	-	-	-
10	Electrician	10852	100.00	-	-	-
11	Fireman	912	100.00	-	-	-
12	Fitter	15462	100.00	-	-	-
13	Mech/Elec Foreman	3417	99.06	0.94	-	-
14	Helper	112803	78.03	21.97	-	-
15	Loader/Unloader	1515	100.00	-	-	-
16	Mistry/Kangani	29	100.00	-	-	-
17	Marker	96	100.00	-	-	-
18	Mason	93	100.00	-	-	-
19	Mechanic(General)	2357	100.00	-	-	-
20	Motor Mechanic	155	100.00	-	-	-
21	Moulder	29	100.00	-	-	-
22	Oilman/Greaser	1818	100.00	-	-	-
23	Packer	6915	96.08	3.92	-	-
24	Painter	32	100.00	-	-	-
25	Plumber	1139	100.00	-	-	-
26	Press Man	610	100.00	-	-	-
27	Pump Attendant	116	100.00	-	-	-
28	Rigger	62	100.00	-	-	-
29	Shaper Machine Op	128	100.00	-	-	-
30	Sorter	225	100.00	-	-	-
31	Supervisor	18355	85.62	14.38	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
32	Sweeper	3503	67.54	32.46	-	-
33	Tester	403	100.00	-	-	-
34	Turner	537	100.00	-	-	-
35	Watchman	8470	97.60	2.40	-	-
36	Weigher	290	100.00	-	-	-
37	Welder	2943	100.00	-	-	-
38	Winder	60	100.00	-	-	-
39	Wireman	385	100.00	-	-	-
40	Fork Lift Operator	86	100.00	-	-	-
41	Mach. Op./Machinist	21757	99.02	0.98	-	-
42	Setter	29	100.00	-	-	-
43	Af. Treat. Plant Op.	696	100.00	-	-	-
44	Gen./Turbo Operator	377	100.00	-	-	-
45	Store Keeper	178	82.02	17.98	-	-
46	Bamboo Feeder/Man	14028	99.56	0.44	-	-
47	Beater Man/Operat.	25270	99.66	0.34	-	-
48	Blade Sharp. Mistry	9445	100.00	-	-	-
49	Bleaching Mach. Op.	16646	98.57	1.43	-	-
50	Cutter/Guilloti	15382	99.81	0.19	-	-
51	Digester Op./Jamadar	15293	99.61	0.39	-	-
52	Dryer Man/Asst. Op.	14370	98.99	1.01	-	-
53	Machineman	16903	99.62	0.38	-	-
54	Rewinding Mach Op.	16103	98.57	1.43	-	-
55	Finisher	18605	97.47	2.53	-	-
56	Binder/Binding Op.	413	100.00	-	-	-
57	Block/Die Caster	87	100.00	-	-	-
58	Compositor/Assembler	58	100.00	-	-	-
59	Counter	35	100.00	-	-	-
60	Feeder/Paperfeeder	407	92.14	7.86	-	-
61	Mono/Lino/Photo Op.	58	100.00	-	-	-
62	Mach/Press Inker	137	100.00	-	-	-
63	Off. Prin. Mach. Op.	238	100.00	-	-	-
64	Paste Up Man	145	100.00	-	-	-
65	Mach Man/Rotary Op	180	100.00	-	-	-
66	Miscellaneous	2643	70.11	29.89	-	-
VI.	Printing/Publishing	125087	89.40	10.60	-	-
1	Boiler Attendant	662	97.89	2.11	-	-
2	Carpenter	19	100.00	-	-	-
3	Checker	1314	29.00	71.00	-	-
4	Compressor Op.	200	100.00	-	-	-
5	Coolie/Mazdoor	1213	89.86	10.14	-	-
6	Driver	1596	100.00	-	-	-
7	Electrician	1437	100.00	-	-	-
8	Engine Room Atten	28	100.00	-	-	-
9	Fireman	39	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
10	Fitter	343	100.00	-	-	-
11	Mech/Elec Foreman	327	94.19	5.81	-	-
12	Helper	34481	82.60	17.40	-	-
13	Loader/Unloader	431	95.59	4.41	-	-
14	Marker	315	100.00	-	-	-
15	Mason	15	100.00	-	-	-
16	Mate/Mukaddam	52	100.00	-	-	-
17	Mechanic(General)	526	100.00	-	-	-
18	Packer	4847	51.41	48.59	-	-
19	Painter	74	100.00	-	-	-
20	Plumber	15	100.00	-	-	-
21	Press Man	30	100.00	-	-	-
22	Sorter	155	100.00	-	-	-
23	Supervisor	5055	88.86	11.14	-	-
24	Sweeper	919	77.48	22.52	-	-
25	Watchman	1803	100.00	-	-	-
26	Welder	55	100.00	-	-	-
27	Fork Lift Operator	105	100.00	-	-	-
28	Mach. Op./Machinist	7185	98.98	1.02	-	-
29	Gen./Turbo Operator	76	100.00	-	-	-
30	Store Keeper	192	85.42	14.58	-	-
31	Apprentices/Trainees	513	100.00	-	-	-
32	Cook	249	78.71	21.29	-	-
33	Bleaching Mach. Op.	112	100.00	-	-	-
34	Machineman	42	100.00	-	-	-
35	Rewinding Mach Op.	42	100.00	-	-	-
36	Binder/Binding Op.	9249	89.04	10.96	-	-
37	Block/Die Caster	2048	96.58	3.42	-	-
38	Compositor/Assembler	2603	95.62	4.38	-	-
39	Copy/Proof Reader	1370	92.04	7.96	-	-
40	Counter	683	95.17	4.83	-	-
41	Cutting Man/Cutter	8894	98.25	1.75	-	-
42	Photo Engraver	1029	76.68	23.32	-	-
43	Feeder/Paperfeeder	3782	100.00	-	-	-
44	Impositor Imposer	154	100.00	-	-	-
45	Line Cleaner	693	92.93	7.07	-	-
46	Mono/Lino/Photo Op.	2078	99.09	0.91	-	-
47	Ludlow Operator	209	78.47	21.53	-	-
48	Mach/Press Inker	3171	98.20	1.80	-	-
49	Machineman(Photo)	2127	91.96	8.04	-	-
50	Off. Prin. Mach. Op.	12619	97.23	2.77	-	-
51	Paste Up Man	789	88.72	11.28	-	-
52	Mach Man/Rotary Op	6374	97.76	2.24	-	-
53	Miscellaneous	2748	92.39	7.61	-	-
VII.	Milk Products	169713	94.67	5.33	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
1	Boiler Attendant	1294	100.00	-	-	-
2	Chargehand	9	100.00	-	-	-
3	Checker	2321	85.70	14.30	-	-
4	Compressor Op.	650	100.00	-	-	-
5	Coolie/Mazdoor	13753	91.95	8.05	-	-
6	Driver	4578	100.00	-	-	-
7	Electrician	2937	100.00	-	-	-
8	Engine Room Atten	8	100.00	-	-	-
9	Fireman	107	100.00	-	-	-
10	Fitter	1415	100.00	-	-	-
11	Mech/Elec Foreman	948	99.05	0.95	-	-
12	Grinder	18	100.00	-	-	-
13	Helper	38184	95.08	4.92	-	-
14	Loader/Unloader	1348	92.58	7.42	-	-
15	Mistry/Kangani	9	100.00	-	-	-
16	Mechanic(General)	1800	100.00	-	-	-
17	Motor Mechanic	25	100.00	-	-	-
18	Packer	4628	94.32	5.68	-	-
19	Painter	18	100.00	-	-	-
20	Plumber	88	100.00	-	-	-
21	Pump Attendant	9	100.00	-	-	-
22	Sorter	68	100.00	-	-	-
23	Supervisor	10335	97.77	2.23	-	-
24	Sweeper	1557	67.37	32.63	-	-
25	Tester	283	88.69	11.31	-	-
26	Turner	24	100.00	-	-	-
27	Watchman	3535	99.52	0.48	-	-
28	Weigher	20	100.00	-	-	-
29	Welder	178	100.00	-	-	-
30	Wireman	42	100.00	-	-	-
31	Fork Lift Operator	67	100.00	-	-	-
32	Mach. Op./Machinist	4143	100.00	-	-	-
33	Af. Treat. Plant Op.	45	100.00	-	-	-
34	Gen./Turbo Operator	27	100.00	-	-	-
35	Store Keeper	32	100.00	-	-	-
36	Cold Storage Atten	7893	93.13	6.87	-	-
37	Dairy Prod Processor	24155	94.91	5.09	-	-
38	Filler Prod Operator	8558	99.04	0.96	-	-
39	Ice Cream Maker	2666	80.80	19.20	-	-
40	Plant Operator	18409	92.26	7.74	-	-
41	Refrig. Mechanic	1833	98.15	1.85	-	-
42	Washer	8747	92.23	7.77	-	-
43	Chemist	50	100.00	-	-	-
44	Miscellaneous	2899	97.59	2.41	-	-
VIII.	Soft Drinks	1758	87.94	12.06	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
1	Boiler Attendant	26	100.00	-	-	-
2	Chargehand	4	100.00	-	-	-
3	Coolie/Mazdoor	48	75.00	25.00	-	-
4	Driver	30	100.00	-	-	-
5	Electrician	78	100.00	-	-	-
6	Fitter	20	100.00	-	-	-
7	Mech/Elec Foreman	4	100.00	-	-	-
8	Helper	616	76.30	23.70	-	-
9	Loader/Unloader	242	100.00	-	-	-
10	Mechanic(General)	46	100.00	-	-	-
11	Packer	6	100.00	-	-	-
12	Painter	4	100.00	-	-	-
13	Plumber	4	100.00	-	-	-
14	Supervisor	126	100.00	-	-	-
15	Sweeper	26	76.92	23.08	-	-
16	Turner	2	100.00	-	-	-
17	Watchman	24	100.00	-	-	-
18	Welder	8	100.00	-	-	-
19	Fork Lift Operator	20	100.00	-	-	-
20	Mach. Op./Machinist	24	100.00	-	-	-
21	Apprentices/Trainees	4	100.00	-	-	-
22	Ammonia Comp. Op	34	94.12	5.88	-	-
23	Bottle Washer	54	55.56	44.44	-	-
24	Bottle Sorter	14	100.00	-	-	-
25	Crownman	6	100.00	-	-	-
26	Filling Machine Op	234	91.45	8.55	-	-
27	Level Checker	10	100.00	-	-	-
28	Syrup/Mixing Atte	12	100.00	-	-	-
29	Refrig. Mechanic	6	100.00	-	-	-
30	Chemist	14	85.71	14.29	-	-
31	Miscellaneous	12	100.00	-	-	-
IX.	Plastic Articles	112216	93.46	6.54	-	-
1	Boiler Attendant	430	100.00	-	-	-
2	Chargehand	532	100.00	-	-	-
3	Checker	1249	93.43	6.57	-	-
4	Compressor Op.	38	100.00	-	-	-
5	Coolie/Mazdoor	4877	94.14	5.86	-	-
6	Driller	114	100.00	-	-	-
7	Driver	1503	100.00	-	-	-
8	Electrician	873	100.00	-	-	-
9	Fitter	1028	100.00	-	-	-
10	Mech/Elec Foreman	39	100.00	-	-	-
11	Helper	40378	89.13	10.87	-	-
12	Loader/Unloader	1050	100.00	-	-	-
13	Mistry/Kangani	38	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
14	Mate/Mukaddam	155	100.00	-	-	-
15	Mechanic (General)	817	100.00	-	-	-
16	Oilman/Greaser	43	100.00	-	-	-
17	Packer	3139	66.33	33.67	-	-
18	Painter	114	100.00	-	-	-
19	Plumber	35	100.00	-	-	-
20	Supervisor	7568	100.00	-	-	-
21	Sweeper	1712	81.37	18.63	-	-
22	Tester	114	100.00	-	-	-
23	Turner	584	100.00	-	-	-
24	Watchman	2029	100.00	-	-	-
25	Welder	366	100.00	-	-	-
26	Mach. Op./Machinist	8863	100.00	-	-	-
27	Store Keeper	76	100.00	-	-	-
28	Tablet Machine Op	4636	100.00	-	-	-
29	Extrud. Mach Setter	8737	96.55	3.45	-	-
30	Injection Mould. Op	3599	98.81	1.19	-	-
31	Moulder (Hand)	3480	98.88	1.12	-	-
32	Bottle Blowing Op	2836	98.48	1.52	-	-
33	Cementer/Assembler	3151	86.99	13.01	-	-
34	Finisher	5885	97.11	2.89	-	-
35	Miscellaneous	2128	90.51	9.49	-	-
Nine Manufacturing Ind.		1763575	74.55	25.45	-	-

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.	Sugar	126042	100.00	0.00
	1 Blacksmith	142	100.00	0.00
	2 Boiler Attendant	1333	100.00	0.00
	3 Carpenter	37	100.00	0.00
	4 Checker	192	100.00	0.00
	5 Compressor Op.	111	100.00	0.00
	6 Coolie/Mazdoor	26266	100.00	0.00
	7 Driver	1534	100.00	0.00
	8 Electrician	4171	100.00	0.00
	9 Fireman	618	100.00	0.00
	10 Fitter	7504	100.00	0.00
	11 Mech/Elec Foreman	1232	100.00	0.00
	12 Hammerman	35	100.00	0.00
	13 Helper	20281	100.00	0.00
	14 Loader/Unloader	276	100.00	0.00
	15 Mason	70	100.00	0.00
	16 Mechanic(General)	128	100.00	0.00
	17 Oilman/Greaser	595	100.00	0.00
	18 Packer	280	100.00	0.00
	19 Plumber	37	100.00	0.00
	20 Pump Attendant	1021	100.00	0.00
	21 Supervisor	5040	100.00	0.00
	22 Sweeper	755	100.00	0.00
	23 Switch Board Atten.	690	100.00	0.00
	24 Turner	875	100.00	0.00
	25 Watchman	4985	100.00	0.00
	26 Welder	1926	100.00	0.00
	27 Wireman	367	100.00	0.00
	28 Mach. Op./Machinist	3117	100.00	0.00
	29 Gen./Turbo Operator	640	100.00	0.00
	30 Store Keeper	70	100.00	0.00
	31 Apprentices/Trainees	512	100.00	0.00
	32 Cane Feeder	4784	100.00	0.00
	33 Centrifugal Operator	4033	100.00	0.00
	34 Chuna Man/Atten..	1626	100.00	0.00
	35 Clarifier/Set. Att.	1898	100.00	0.00
	36 Crystallizer	3013	100.00	0.00
	37 Juice Heater Atte.	1842	100.00	0.00
	38 Magma Maker	1733	100.00	0.00
	39 Pan Man/Attendant	5280	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 Press Attendant	4390	100.00	0.00
	41 Quadruple Man/Mate	6368	100.00	0.00
	42 Sulphitation Att.	5110	100.00	0.00
	43 Chemist	111	100.00	0.00
	44 Miscellaneous	1014	100.00	0.00
II.	Oils & Fats	147242	99.83	0.17
	1 Boiler Attendant	1993	100.00	0.00
	2 Carpenter	14	100.00	0.00
	3 Checker	790	100.00	0.00
	4 Compressor Op.	60	100.00	0.00
	5 Coolie/Mazdoor	24026	100.00	0.00
	6 Crane Operator	14	100.00	0.00
	7 Die Maker	34	100.00	0.00
	8 Driller	14	100.00	0.00
	9 Driver	2203	100.00	0.00
	10 Electrician	3803	100.00	0.00
	11 Engine Room Atten	28	100.00	0.00
	12 Fireman	533	100.00	0.00
	13 Fitter	1598	100.00	0.00
	14 Mech/Elec Foreman	651	100.00	0.00
	15 Grinder	192	100.00	0.00
	16 Helper	45708	100.00	0.00
	17 Instrument Mech	32	100.00	0.00
	18 Loader/Unloader	2368	89.48	10.52
	19 Mistry/Kangani	122	100.00	0.00
	20 Mate/Mukaddam	28	100.00	0.00
	21 Mechanic(General)	97	100.00	0.00
	22 Millwright	14	100.00	0.00
	23 Motor Mechanic	14	100.00	0.00
	24 Oilman/Greaser	836	100.00	0.00
	25 Packer	4599	100.00	0.00
	26 Painter	28	100.00	0.00
	27 Plumber	42	100.00	0.00
	28 Press Man	31	100.00	0.00
	29 Pump Attendant	91	100.00	0.00
	30 Sorter	101	100.00	0.00
	31 Supervisor	8595	100.00	0.00
	32 Sweeper	1123	100.00	0.00
	33 Switch Board Atten.	100	100.00	0.00
	34 Tester	316	100.00	0.00
	35 Turner	182	100.00	0.00
	36 Watchman	3617	100.00	0.00
	37 Weigher	76	100.00	0.00
	38 Welder	403	100.00	0.00
	39 Fork Lift Operator	141	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	Mach. Op./Machinist	9751	100.00	0.00
41	Milling Machine Op.	42	100.00	0.00
42	Af. Treat. Plant Op.	58	100.00	0.00
43	Gen./Turbo Operator	58	100.00	0.00
44	Store Keeper	14	100.00	0.00
45	Cool Room Attendant	2528	100.00	0.00
46	Electrolyser Att.	1471	100.00	0.00
47	Expeller Operator	8996	100.00	0.00
48	Filter Pressman	3585	100.00	0.00
49	Seamer	2921	100.00	0.00
50	Plant Operator	10409	100.00	0.00
51	Peeler	112	100.00	0.00
52	Roaster	32	100.00	0.00
53	Grader	80	100.00	0.00
54	Chemist	16	100.00	0.00
55	Miscellaneous	2552	100.00	0.00
III.	Edible Nuts	23942	72.90	27.10
1	Boiler Attendant	35	100.00	0.00
2	Checker	105	100.00	0.00
3	Coolie/Mazdoor	216	100.00	0.00
4	Helper	2636	100.00	0.00
5	Loader/Unloader	390	100.00	0.00
6	Packer	1695	100.00	0.00
7	Supervisor	244	100.00	0.00
8	Sweeper	90	100.00	0.00
9	Watchman	121	100.00	0.00
10	Mach. Op./Machinist	535	100.00	0.00
11	Drier Worker	486	100.00	0.00
12	Peeler	5700	45.74	54.26
13	Roaster	1939	64.72	35.28
14	Scrubber	419	100.00	0.00
15	Sheller	5705	56.04	43.96
16	Grader	3626	94.37	5.63
IV.	Tobacco	644647	37.26	62.74
1	Boiler Attendant	109	100.00	0.00
2	Checker	34004	100.00	0.00
3	Coolie/Mazdoor	91463	7.69	92.31
4	Driver	1290	100.00	0.00
5	Electrician	51	100.00	0.00
6	Helper	5712	34.61	65.39
7	Loader/Unloader	81	100.00	0.00
8	Mistry/Kangani	324	100.00	0.00
9	Packer	17937	47.87	52.13

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
10	Sorter	1561	100.00	0.00
11	Supervisor	1126	100.00	0.00
12	Sweeper	1100	100.00	0.00
13	Watchman	1623	100.00	0.00
14	Weigher	94	100.00	0.00
15	Mach. Op./Machinist	415	100.00	0.00
16	Blender	28820	100.00	0.00
17	Casemaker	68485	94.30	5.70
18	Feeder and Receiver	215136	0.46	99.54
19	Gum Maker	84792	98.85	1.15
20	Stitching Operator	739	100.00	0.00
21	Operator	1806	100.00	0.00
22	Miscellaneous	87979	0.06	99.94
V.	Paper	412928	100.00	0.00
1	Assembler	90	100.00	0.00
2	Blacksmith	421	100.00	0.00
3	Boiler Attendant	5177	100.00	0.00
4	Carpenter	441	100.00	0.00
5	Chargehand	277	100.00	0.00
6	Checker	1177	100.00	0.00
7	Coolie/Mazdoor	13263	100.00	0.00
8	Driller	484	100.00	0.00
9	Driver	8318	100.00	0.00
10	Electrician	10852	100.00	0.00
11	Fireman	912	100.00	0.00
12	Fitter	15462	100.00	0.00
13	Mech/Elec Foreman	3417	100.00	0.00
14	Helper	112803	100.00	0.00
15	Loader/Unloader	1515	100.00	0.00
16	Mistry/Kangani	29	100.00	0.00
17	Marker	96	100.00	0.00
18	Mason	93	100.00	0.00
19	Mechanic(General)	2357	100.00	0.00
20	Motor Mechanic	155	100.00	0.00
21	Moulder	29	100.00	0.00
22	Oilman/Greaser	1818	100.00	0.00
23	Packer	6915	100.00	0.00
24	Painter	32	100.00	0.00
25	Plumber	1139	100.00	0.00
26	Press Man	610	100.00	0.00
27	Pump Attendant	116	100.00	0.00
28	Rigger	62	100.00	0.00
29	Shaper Machine Op	128	100.00	0.00
30	Sorter	225	100.00	0.00
31	Supervisor	18355	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
32	Sweeper	3503	100.00	0.00
33	Tester	403	100.00	0.00
34	Turner	537	100.00	0.00
35	Watchman	8470	100.00	0.00
36	Weigher	290	100.00	0.00
37	Welder	2943	100.00	0.00
38	Winder	60	100.00	0.00
39	Wireman	385	100.00	0.00
40	Fork Lift Operator	86	100.00	0.00
41	Mach. Op./Machinist	21757	100.00	0.00
42	Setter	29	100.00	0.00
43	Af. Treat. Plant Op.	696	100.00	0.00
44	Gen./Turbo Operator	377	100.00	0.00
45	Store Keeper	178	100.00	0.00
46	Bamboo Feeder/Man	14028	100.00	0.00
47	Beater Man/Operat.	25270	100.00	0.00
48	Blade Sharp. Mistry	9445	100.00	0.00
49	Bleaching Mach. Op.	16646	100.00	0.00
50	Cutter/Guilloti	15382	100.00	0.00
51	Digester Op./Jamadar	15293	100.00	0.00
52	Dryer Man/Asst. Op.	14370	100.00	0.00
53	Machineman	16903	100.00	0.00
54	Rewinding Mach Op.	16103	100.00	0.00
55	Finisher	18605	100.00	0.00
56	Binder/Binding Op.	413	100.00	0.00
57	Block/Die Caster	87	100.00	0.00
58	Compositor/Assembler	58	100.00	0.00
59	Counter	35	100.00	0.00
60	Feeder/Paperfeeder	407	100.00	0.00
61	Mono/Lino/Photo Op.	58	100.00	0.00
62	Mach/Press Inker	137	100.00	0.00
63	Off. Prin. Mach. Op.	238	100.00	0.00
64	Paste Up Man	145	100.00	0.00
65	Mach Man/Rotary Op	180	100.00	0.00
66	Miscellaneous	2643	100.00	0.00
VI.	Printing/Publishing	125087	100.00	0.00
1	Boiler Attendant	662	100.00	0.00
2	Carpenter	19	100.00	0.00
3	Checker	1314	100.00	0.00
4	Compressor Op.	200	100.00	0.00
5	Coolie/Mazdoor	1213	100.00	0.00
6	Driver	1596	100.00	0.00
7	Electrician	1437	100.00	0.00
8	Engine Room Atten	28	100.00	0.00
9	Fireman	39	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
10	Fitter	343	100.00	0.00
11	Mech/Elec Foreman	327	100.00	0.00
12	Helper	34481	100.00	0.00
13	Loader/Unloader	431	100.00	0.00
14	Marker	315	100.00	0.00
15	Mason	15	100.00	0.00
16	Mate/Mukaddam	52	100.00	0.00
17	Mechanic(General)	526	100.00	0.00
18	Packer	4847	100.00	0.00
19	Painter	74	100.00	0.00
20	Plumber	15	100.00	0.00
21	Press Man	30	100.00	0.00
22	Sorter	155	100.00	0.00
23	Supervisor	5055	100.00	0.00
24	Sweeper	919	100.00	0.00
25	Watchman	1803	100.00	0.00
26	Welder	55	100.00	0.00
27	Fork Lift Operator	105	100.00	0.00
28	Mach. Op./Machinist	7185	100.00	0.00
29	Gen./Turbo Operator	76	100.00	0.00
30	Store Keeper	192	100.00	0.00
31	Apprentices/Trainees	513	100.00	0.00
32	Cook	249	100.00	0.00
33	Bleaching Mach. Op.	112	100.00	0.00
34	Machineman	42	100.00	0.00
35	Rewinding Mach Op.	42	100.00	0.00
36	Binder/Binding Op.	9249	100.00	0.00
37	Block/Die Caster	2048	100.00	0.00
38	Compositor/Assembler	2603	100.00	0.00
39	Copy/Proof Reader	1370	100.00	0.00
40	Counter	683	100.00	0.00
41	Cutting Man/Cutter	8894	100.00	0.00
42	Photo Engraver	1029	100.00	0.00
43	Feeder/Paperfeeder	3782	100.00	0.00
44	Impositor Imposer	154	100.00	0.00
45	Line Cleaner	693	100.00	0.00
46	Mono/Lino/Photo Op.	2078	100.00	0.00
47	Ludlow Operator	209	100.00	0.00
48	Mach/Press Inker	3171	100.00	0.00
49	Machineman(Photo)	2127	100.00	0.00
50	Off. Prin. Mach. Op.	12619	100.00	0.00
51	Paste Up Man	789	100.00	0.00
52	Mach Man/Rotary Op	6374	100.00	0.00
53	Miscellaneous	2748	100.00	0.00
VII.	Milk Products	169713	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
1	Boiler Attendant	1294	100.00	0.00
2	Chargehand	9	100.00	0.00
3	Checker	2321	100.00	0.00
4	Compressor Op.	650	100.00	0.00
5	Coolie/Mazdoor	13753	100.00	0.00
6	Driver	4578	100.00	0.00
7	Electrician	2937	100.00	0.00
8	Engine Room Atten	8	100.00	0.00
9	Fireman	107	100.00	0.00
10	Fitter	1415	100.00	0.00
11	Mech/Elec Foreman	948	100.00	0.00
12	Grinder	18	100.00	0.00
13	Helper	38184	100.00	0.00
14	Loader/Unloader	1348	100.00	0.00
15	Mistry/Kangani	9	100.00	0.00
16	Mechanic(General)	1800	100.00	0.00
17	Motor Mechanic	25	100.00	0.00
18	Packer	4628	100.00	0.00
19	Painter	18	100.00	0.00
20	Plumber	88	100.00	0.00
21	Pump Attendant	9	100.00	0.00
22	Sorter	68	100.00	0.00
23	Supervisor	10335	100.00	0.00
24	Sweeper	1557	100.00	0.00
25	Tester	283	100.00	0.00
26	Turner	24	100.00	0.00
27	Watchman	3535	100.00	0.00
28	Weigher	20	100.00	0.00
29	Welder	178	100.00	0.00
30	Wireman	42	100.00	0.00
31	Fork Lift Operator	67	100.00	0.00
32	Mach. Op./Machinist	4143	100.00	0.00
33	Af. Treat. Plant Op.	45	100.00	0.00
34	Gen./Turbo Operator	27	100.00	0.00
35	Store Keeper	32	100.00	0.00
36	Cold Storage Atten	7893	100.00	0.00
37	Dairy Prod Processor	24155	100.00	0.00
38	Filler Prod Operator	8558	100.00	0.00
39	Ice Cream Maker	2666	100.00	0.00
40	Plant Operator	18409	100.00	0.00
41	Refrig. Mechanic	1833	100.00	0.00
42	Washer	8747	100.00	0.00
43	Chemist	50	100.00	0.00
44	Miscellaneous	2899	100.00	0.00
VIII.	Soft Drinks	1758	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
	1 Boiler Attendant	26	100.00	0.00
	2 Chargehand	4	100.00	0.00
	3 Coolie/Mazdoor	48	100.00	0.00
	4 Driver	30	100.00	0.00
	5 Electrician	78	100.00	0.00
	6 Fitter	20	100.00	0.00
	7 Mech/Elec Foreman	4	100.00	0.00
	8 Helper	616	100.00	0.00
	9 Loader/Unloader	242	100.00	0.00
	10 Mechanic(General)	46	100.00	0.00
	11 Packer	6	100.00	0.00
	12 Painter	4	100.00	0.00
	13 Plumber	4	100.00	0.00
	14 Supervisor	126	100.00	0.00
	15 Sweeper	26	100.00	0.00
	16 Turner	2	100.00	0.00
	17 Watchman	24	100.00	0.00
	18 Welder	8	100.00	0.00
	19 Fork Lift Operator	20	100.00	0.00
	20 Mach. Op./Machinist	24	100.00	0.00
	21 Apprentices/Trainees	4	100.00	0.00
	22 Ammonia Comp. Op	34	100.00	0.00
	23 Bottle Washer	54	100.00	0.00
	24 Bottle Sorter	14	100.00	0.00
	25 Crownman	6	100.00	0.00
	26 Filling Machine Op	234	100.00	0.00
	27 Level Checker	10	100.00	0.00
	28 Syrup/Mixing Atte	12	100.00	0.00
	29 Refrig. Mechanic	6	100.00	0.00
	30 Chemist	14	100.00	0.00
	31 Miscellaneous	12	100.00	0.00
IX.	Plastic Articles	112216	100.00	0.00
	1 Boiler Attendant	430	100.00	0.00
	2 Chargehand	532	100.00	0.00
	3 Checker	1249	100.00	0.00
	4 Compressor Op.	38	100.00	0.00
	5 Coolie/Mazdoor	4877	100.00	0.00
	6 Driller	114	100.00	0.00
	7 Driver	1503	100.00	0.00
	8 Electrician	873	100.00	0.00
	9 Fitter	1028	100.00	0.00
	10 Mech/Elec Foreman	39	100.00	0.00
	11 Helper	40378	100.00	0.00
	12 Loader/Unloader	1050	100.00	0.00
	13 Mistry/Kangani	38	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
14	Mate/Mukaddam	155	100.00	0.00
15	Mechanic(General)	817	100.00	0.00
16	Oilman/Greaser	43	100.00	0.00
17	Packer	3139	100.00	0.00
18	Painter	114	100.00	0.00
19	Plumber	35	100.00	0.00
20	Supervisor	7568	100.00	0.00
21	Sweeper	1712	100.00	0.00
22	Tester	114	100.00	0.00
23	Turner	584	100.00	0.00
24	Watchman	2029	100.00	0.00
25	Welder	366	100.00	0.00
26	Mach. Op./Machinist	8863	100.00	0.00
27	Store Keeper	76	100.00	0.00
28	Tablet Machine Op	4636	100.00	0.00
29	Extrud. Mach Setter	8737	100.00	0.00
30	Injection Mould. Op	3599	100.00	0.00
31	Moulder (Hand)	3480	100.00	0.00
32	Bottle Blowing Op	2836	100.00	0.00
33	Cementer/Assembler	3151	100.00	0.00
34	Finisher	5885	100.00	0.00
35	Miscellaneous	2128	100.00	0.00
Nine Manufacturing Ind.		1763575	76.68	23.32

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.	Sugar	493.89	585.67	18.58
	1 Uttar Pradesh	440.34	518.67	17.79
	2 Maharashtra	461.52	603.75	30.82
	3 Karnataka	417.77	417.77	0.00
	4 Residual	572.46	623.59	8.93
II.	Oils & Fats	294.23	359.26	22.10
	1 Rajasthan	272.08	437.63	60.85
	2 Gujarat	302.44	489.32	61.79
	3 Maharashtra	413.54	422.59	2.19
	4 Andhra Pradesh	348.89	375.30	7.57
	5 Tamil Nadu	233.03	362.54	55.58
	6 Telangana	299.17	333.60	11.51
	7 Residual	233.28	290.97	24.73
III.	Edible Nuts	266.43	290.85	9.17
	1 Andhra Pradesh	251.85	269.12	6.86
	2 Karnataka	306.49	331.08	8.02
	3 Kerala	291.71	294.72	1.03
	4 Tamil Nadu	207.87	235.92	13.49
	5 Residual	267.96	301.31	12.45
IV.	Tobacco	138.01	152.00	10.14
	1 West Bengal	44.08	56.28	27.68
	2 Andhra Pradesh	253.40	318.29	25.61
	3 Kerala	208.06	222.22	6.81
	4 Telangana	122.41	129.54	5.82
	5 Residual	162.98	179.33	10.03
V.	Paper	380.19	457.59	20.36
	1 Uttar Pradesh	433.09	438.38	1.22
	2 Gujarat	363.40	418.05	15.04
	3 Maharashtra	340.29	454.60	33.59
	4 Tamil Nadu	446.91	620.32	38.80
	5 Residual	367.64	437.12	18.90
VI.	Printing/Publishing	319.09	442.58	38.70

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
	1 Delhi	365.94	390.43	6.69
	2 Uttar Pradesh	318.13	386.95	21.63
	3 Maharashtra	386.56	601.86	55.70
	4 Karnataka	344.95	420.22	21.82
	5 Kerala	514.15	813.62	58.25
	6 Tamil Nadu	245.65	378.10	53.92
	7 Residual	281.79	357.91	27.01
VII.	Milk Products	401.66	589.03	46.65
	1 Gujarat	498.85	649.61	30.22
	2 Maharashtra	312.72	417.69	33.57
	3 Andhra Pradesh	387.62	595.92	53.74
	4 Tamil Nadu	347.81	706.70	103.19
	5 Residual	422.41	602.53	42.64
VIII.	Soft Drinks	327.41	375.57	14.71
	1 Residual	327.41	375.57	14.71
IX.	Plastic Articles	325.31	385.07	18.37
	1 Uttar Pradesh	330.93	360.48	8.93
	2 Gujarat	298.67	400.80	34.19
	3 Daman & Diu	343.21	363.85	6.01
	4 Maharashtra	335.63	375.48	11.87
	5 Tamil Nadu	246.27	300.10	21.86
	6 Residual	333.71	397.77	19.20
Nine Manufacturing Ind.		285.26	351.46	23.21

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	539.85	305.00	-	-	539.78
	1 Uttar Pradesh	479.51	-	-	-	479.51
	2 Maharashtra	532.64	-	-	-	532.64
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	598.26	305.00	-	-	598.03
II.	Oils & Fats	329.40	240.12	-	-	326.74
	1 Rajasthan	355.32	138.46	-	-	354.86
	2 Gujarat	397.37	272.94	-	-	395.88
	3 Maharashtra	418.71	316.14	-	-	418.06
	4 Andhra Pradesh	366.45	298.25	-	-	362.10
	5 Tamil Nadu	333.36	187.13	-	-	297.79
	6 Telangana	316.46	300.00	-	-	316.39
	7 Residual	263.26	163.98	-	-	262.13
III.	Edible Nuts	301.03	268.36	-	-	278.65
	1 Andhra Pradesh	290.50	234.07	-	-	260.49
	2 Karnataka	323.93	317.95	-	-	318.79
	3 Kerala	293.78	276.92	-	-	293.21
	4 Tamil Nadu	312.25	206.05	-	-	221.90
	5 Residual	297.84	269.98	-	-	284.63
IV.	Tobacco	136.85	151.22	-	-	145.01
	1 West Bengal	49.69	96.78	-	-	50.18
	2 Andhra Pradesh	288.39	280.32	-	-	285.85
	3 Kerala	300.17	197.12	-	-	215.14
	4 Telangana	243.40	105.28	-	-	125.97
	5 Residual	145.94	195.31	-	-	171.16
V.	Paper	427.83	313.30	-	-	418.89
	1 Uttar Pradesh	445.32	295.25	-	-	435.73
	2 Gujarat	391.01	366.05	-	-	390.73
	3 Maharashtra	404.29	278.00	-	-	397.45
	4 Tamil Nadu	584.16	186.50	-	-	533.62
	5 Residual	407.00	350.86	-	-	402.38
VI.	Printing/Publishing	386.99	328.94	-	-	380.84

Table 3.2

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Delhi	380.32	356.28	-	-	378.19
	2 Uttar Pradesh	352.76	334.51	-	-	352.55
	3 Maharashtra	500.97	440.39	-	-	494.21
	4 Karnataka	399.22	301.97	-	-	382.59
	5 Kerala	682.70	492.90	-	-	663.89
	6 Tamil Nadu	321.66	274.99	-	-	311.88
	7 Residual	321.96	265.92	-	-	319.85
VII.	Milk Products	497.10	464.30	-	-	495.35
	1 Gujarat	576.37	258.43	-	-	574.23
	2 Maharashtra	364.40	417.15	-	-	365.21
	3 Andhra Pradesh	501.81	375.65	-	-	491.77
	4 Tamil Nadu	562.60	279.45	-	-	527.26
	5 Residual	508.63	583.23	-	-	512.47
VIII.	Soft Drinks	365.91	246.35	-	-	351.49
	1 Residual	365.91	246.35	-	-	351.49
IX.	Plastic Articles	359.30	296.49	-	-	355.19
	1 Uttar Pradesh	347.21	284.33	-	-	345.71
	2 Gujarat	353.30	284.18	-	-	349.74
	3 Daman & Diu	356.73	228.80	-	-	353.53
	4 Maharashtra	359.43	336.79	-	-	355.56
	5 Tamil Nadu	276.68	222.40	-	-	273.19
	6 Residual	370.47	294.14	-	-	365.74
	Nine Manufacturing Ind.	364.90	182.00	-	-	318.36

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	493.94	305.00	-	-	493.89
	1 Uttar Pradesh	440.34	-	-	-	440.34
	2 Maharashtra	461.52	-	-	-	461.52
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	572.68	305.00	-	-	572.46
II.	Oils & Fats	296.13	232.30	-	-	294.23
	1 Rajasthan	272.37	138.46	-	-	272.08
	2 Gujarat	302.80	272.94	-	-	302.44
	3 Maharashtra	414.24	303.05	-	-	413.54
	4 Andhra Pradesh	353.04	288.02	-	-	348.89
	5 Tamil Nadu	250.42	178.93	-	-	233.03
	6 Telangana	299.17	300.00	-	-	299.17
	7 Residual	234.11	161.88	-	-	233.28
III.	Edible Nuts	286.53	257.20	-	-	266.43
	1 Andhra Pradesh	272.06	234.07	-	-	251.85
	2 Karnataka	304.28	306.85	-	-	306.49
	3 Kerala	292.22	276.92	-	-	291.71
	4 Tamil Nadu	304.75	190.88	-	-	207.87
	5 Residual	278.75	255.97	-	-	267.96
IV.	Tobacco	122.35	149.94	-	-	138.01
	1 West Bengal	43.98	54.40	-	-	44.08
	2 Andhra Pradesh	241.75	278.82	-	-	253.40
	3 Kerala	267.42	195.48	-	-	208.06
	4 Telangana	219.59	105.28	-	-	122.41
	5 Residual	131.91	192.75	-	-	162.98
V.	Paper	386.60	304.44	-	-	380.19
	1 Uttar Pradesh	442.59	293.81	-	-	433.09
	2 Gujarat	363.40	363.68	-	-	363.40
	3 Maharashtra	344.57	265.65	-	-	340.29
	4 Tamil Nadu	489.06	157.47	-	-	446.91
	5 Residual	369.51	346.78	-	-	367.64
VI.	Printing/Publishing	323.69	280.28	-	-	319.09

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
	1 Delhi	368.18	342.93	-	-	365.94
	2 Uttar Pradesh	318.25	308.64	-	-	318.13
	3 Maharashtra	388.16	373.86	-	-	386.56
	4 Karnataka	355.28	294.88	-	-	344.95
	5 Kerala	535.64	318.85	-	-	514.15
	6 Tamil Nadu	251.97	221.84	-	-	245.65
	7 Residual	283.11	247.93	-	-	281.79
VII.	Milk Products	403.26	373.22	-	-	401.66
	1 Gujarat	500.51	252.91	-	-	498.85
	2 Maharashtra	311.46	393.37	-	-	312.72
	3 Andhra Pradesh	395.84	292.50	-	-	387.62
	4 Tamil Nadu	360.18	261.07	-	-	347.81
	5 Residual	420.78	452.33	-	-	422.41
VIII.	Soft Drinks	339.36	240.28	-	-	327.41
	1 Residual	339.36	240.28	-	-	327.41
IX.	Plastic Articles	328.06	286.00	-	-	325.31
	1 Uttar Pradesh	332.07	284.33	-	-	330.93
	2 Gujarat	300.68	261.74	-	-	298.67
	3 Daman & Diu	346.27	223.91	-	-	343.21
	4 Maharashtra	337.80	325.13	-	-	335.63
	5 Tamil Nadu	247.91	222.40	-	-	246.27
	6 Residual	336.99	284.05	-	-	333.71
	Nine Manufacturing Ind.	322.42	176.39	-	-	285.26

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	585.74	305.00	-	-	585.67
	1 Uttar Pradesh	518.67	-	-	-	518.67
	2 Maharashtra	603.75	-	-	-	603.75
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	623.85	305.00	-	-	623.59
II.	Oils & Fats	362.67	247.93	-	-	359.26
	1 Rajasthan	438.27	138.46	-	-	437.63
	2 Gujarat	491.94	272.94	-	-	489.32
	3 Maharashtra	423.18	329.22	-	-	422.59
	4 Andhra Pradesh	379.86	308.47	-	-	375.30
	5 Tamil Nadu	416.30	195.33	-	-	362.54
	6 Telangana	333.75	300.00	-	-	333.60
	7 Residual	292.42	166.09	-	-	290.97
III.	Edible Nuts	315.53	279.52	-	-	290.85
	1 Andhra Pradesh	308.95	234.07	-	-	269.12
	2 Karnataka	343.57	329.05	-	-	331.08
	3 Kerala	295.34	276.92	-	-	294.72
	4 Tamil Nadu	319.75	221.21	-	-	235.92
	5 Residual	316.91	283.99	-	-	301.31
IV.	Tobacco	151.35	152.50	-	-	152.00
	1 West Bengal	55.41	139.16	-	-	56.28
	2 Andhra Pradesh	335.02	281.82	-	-	318.29
	3 Kerala	332.92	198.76	-	-	222.22
	4 Telangana	267.22	105.28	-	-	129.54
	5 Residual	159.97	197.88	-	-	179.33
V.	Paper	469.05	322.16	-	-	457.59
	1 Uttar Pradesh	448.05	296.68	-	-	438.38
	2 Gujarat	418.61	368.42	-	-	418.05
	3 Maharashtra	464.02	290.35	-	-	454.60
	4 Tamil Nadu	679.25	215.53	-	-	620.32
	5 Residual	444.48	354.94	-	-	437.12
VI.	Printing/Publishing	450.29	377.59	-	-	442.58

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
	1 Delhi	392.45	369.63	-	-	390.43
	2 Uttar Pradesh	387.28	360.38	-	-	386.95
	3 Maharashtra	613.78	506.91	-	-	601.86
	4 Karnataka	443.15	309.06	-	-	420.22
	5 Kerala	829.76	666.95	-	-	813.62
	6 Tamil Nadu	391.35	328.14	-	-	378.10
	7 Residual	360.81	283.91	-	-	357.91
VII.	Milk Products	590.93	555.38	-	-	589.03
	1 Gujarat	652.22	263.95	-	-	649.61
	2 Maharashtra	417.33	440.93	-	-	417.69
	3 Andhra Pradesh	607.77	458.79	-	-	595.92
	4 Tamil Nadu	765.01	297.82	-	-	706.70
	5 Residual	596.47	714.13	-	-	602.53
VIII.	Soft Drinks	392.46	252.43	-	-	375.57
	1 Residual	392.46	252.43	-	-	375.57
IX.	Plastic Articles	390.54	306.97	-	-	385.07
	1 Uttar Pradesh	362.35	284.33	-	-	360.48
	2 Gujarat	405.91	306.61	-	-	400.80
	3 Daman & Diu	367.18	233.70	-	-	363.85
	4 Maharashtra	381.06	348.44	-	-	375.48
	5 Tamil Nadu	305.45	222.40	-	-	300.10
	6 Residual	403.95	304.22	-	-	397.77
Nine Manufacturing Ind.		407.38	187.61	-	-	351.46

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.	Sugar	539.85	305.00	-	-	539.78
	1 Uttar Pradesh	479.51	-	-	-	479.51
	2 Maharashtra	532.64	-	-	-	532.64
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	598.26	305.00	-	-	598.03
II.	Oils & Fats	328.75	240.12	-	-	326.11
	1 Rajasthan	353.57	138.46	-	-	353.11
	2 Gujarat	397.37	272.94	-	-	395.88
	3 Maharashtra	418.71	316.14	-	-	418.06
	4 Andhra Pradesh	366.45	298.25	-	-	362.10
	5 Tamil Nadu	314.54	187.13	-	-	282.73
	6 Telangana	316.46	300.00	-	-	316.39
	7 Residual	263.26	163.98	-	-	262.13
III.	Edible Nuts	307.28	297.80	-	-	301.45
	1 Andhra Pradesh	322.41	219.99	-	-	300.42
	2 Karnataka	323.93	317.95	-	-	318.79
	3 Kerala	293.78	276.92	-	-	293.21
	4 Tamil Nadu	300.00	225.00	-	-	250.00
	5 Residual	297.84	269.98	-	-	284.63
IV.	Tobacco	202.25	204.21	-	-	203.40
	1 West Bengal	187.80	340.00	-	-	190.17
	2 Andhra Pradesh	324.61	280.32	-	-	302.80
	3 Kerala	312.89	384.62	-	-	318.40
	4 Telangana	243.17	-	-	-	243.17
	5 Residual	169.02	200.47	-	-	191.45
V.	Paper	427.83	313.30	-	-	418.89
	1 Uttar Pradesh	445.32	295.25	-	-	435.73
	2 Gujarat	391.01	366.05	-	-	390.73
	3 Maharashtra	404.29	278.00	-	-	397.45
	4 Tamil Nadu	584.16	186.50	-	-	533.62
	5 Residual	407.00	350.86	-	-	402.38
VI.	Printing/Publishing	386.99	328.94	-	-	380.84

Table 3.3

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
	1 Delhi	380.32	356.28	-	-	378.19
	2 Uttar Pradesh	352.76	334.51	-	-	352.55
	3 Maharashtra	500.97	440.39	-	-	494.21
	4 Karnataka	399.22	301.97	-	-	382.59
	5 Kerala	682.70	492.90	-	-	663.89
	6 Tamil Nadu	321.66	274.99	-	-	311.88
	7 Residual	321.96	265.92	-	-	319.85
VII.	Milk Products	497.10	464.30	-	-	495.35
	1 Gujarat	576.37	258.43	-	-	574.23
	2 Maharashtra	364.40	417.15	-	-	365.21
	3 Andhra Pradesh	501.81	375.65	-	-	491.77
	4 Tamil Nadu	562.60	279.45	-	-	527.26
	5 Residual	508.63	583.23	-	-	512.47
VIII.	Soft Drinks	365.91	246.35	-	-	351.49
	1 Residual	365.91	246.35	-	-	351.49
IX.	Plastic Articles	359.30	296.49	-	-	355.19
	1 Uttar Pradesh	347.21	284.33	-	-	345.71
	2 Gujarat	353.30	284.18	-	-	349.74
	3 Daman & Diu	356.73	228.80	-	-	353.53
	4 Maharashtra	359.43	336.79	-	-	355.56
	5 Tamil Nadu	276.68	222.40	-	-	273.19
	6 Residual	370.47	294.14	-	-	365.74
Nine Manufacturing Ind.		406.64	247.26	-	-	380.99

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	493.94	305.00	-	-	493.89
	1 Uttar Pradesh	440.34	-	-	-	440.34
	2 Maharashtra	461.52	-	-	-	461.52
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	572.68	305.00	-	-	572.46
II.	Oils & Fats	295.57	232.30	-	-	293.68
	1 Rajasthan	269.83	138.46	-	-	269.54
	2 Gujarat	302.80	272.94	-	-	302.44
	3 Maharashtra	414.24	303.05	-	-	413.54
	4 Andhra Pradesh	353.04	288.02	-	-	348.89
	5 Tamil Nadu	232.93	178.93	-	-	219.45
	6 Telangana	299.17	300.00	-	-	299.17
	7 Residual	234.11	161.88	-	-	233.28
III.	Edible Nuts	291.98	287.50	-	-	289.22
	1 Andhra Pradesh	299.20	219.99	-	-	282.20
	2 Karnataka	304.28	306.85	-	-	306.49
	3 Kerala	292.22	276.92	-	-	291.71
	4 Tamil Nadu	300.00	225.00	-	-	250.00
	5 Residual	278.75	255.97	-	-	267.96
IV.	Tobacco	184.41	203.81	-	-	195.75
	1 West Bengal	145.38	180.00	-	-	145.92
	2 Andhra Pradesh	270.65	278.82	-	-	274.67
	3 Kerala	306.16	384.62	-	-	312.19
	4 Telangana	214.16	-	-	-	214.16
	5 Residual	166.11	200.34	-	-	190.53
V.	Paper	386.60	304.44	-	-	380.19
	1 Uttar Pradesh	442.59	293.81	-	-	433.09
	2 Gujarat	363.40	363.68	-	-	363.40
	3 Maharashtra	344.57	265.65	-	-	340.29
	4 Tamil Nadu	489.06	157.47	-	-	446.91
	5 Residual	369.51	346.78	-	-	367.64
VI.	Printing/Publishing	323.69	280.28	-	-	319.09

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
	1 Delhi	368.18	342.93	-	-	365.94
	2 Uttar Pradesh	318.25	308.64	-	-	318.13
	3 Maharashtra	388.16	373.86	-	-	386.56
	4 Karnataka	355.28	294.88	-	-	344.95
	5 Kerala	535.64	318.85	-	-	514.15
	6 Tamil Nadu	251.97	221.84	-	-	245.65
	7 Residual	283.11	247.93	-	-	281.79
VII.	Milk Products	403.26	373.22	-	-	401.66
	1 Gujarat	500.51	252.91	-	-	498.85
	2 Maharashtra	311.46	393.37	-	-	312.72
	3 Andhra Pradesh	395.84	292.50	-	-	387.62
	4 Tamil Nadu	360.18	261.07	-	-	347.81
	5 Residual	420.78	452.33	-	-	422.41
VIII.	Soft Drinks	339.36	240.28	-	-	327.41
	1 Residual	339.36	240.28	-	-	327.41
IX.	Plastic Articles	328.06	286.00	-	-	325.31
	1 Uttar Pradesh	332.07	284.33	-	-	330.93
	2 Gujarat	300.68	261.74	-	-	298.67
	3 Daman & Diu	346.27	223.91	-	-	343.21
	4 Maharashtra	337.80	325.13	-	-	335.63
	5 Tamil Nadu	247.91	222.40	-	-	246.27
	6 Residual	336.99	284.05	-	-	333.71
Nine Manufacturing Ind.		359.43	237.92	-	-	339.88

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.	Sugar	585.74	305.00	-	-	585.67
	1 Uttar Pradesh	518.67	-	-	-	518.67
	2 Maharashtra	603.75	-	-	-	603.75
	3 Karnataka	417.77	-	-	-	417.77
	4 Residual	623.85	305.00	-	-	623.59
II.	Oils & Fats	361.94	247.93	-	-	358.54
	1 Rajasthan	437.32	138.46	-	-	436.67
	2 Gujarat	491.94	272.94	-	-	489.32
	3 Maharashtra	423.18	329.22	-	-	422.59
	4 Andhra Pradesh	379.86	308.47	-	-	375.30
	5 Tamil Nadu	396.15	195.33	-	-	346.01
	6 Telangana	333.75	300.00	-	-	333.60
	7 Residual	292.42	166.09	-	-	290.97
III.	Edible Nuts	322.59	308.09	-	-	313.68
	1 Andhra Pradesh	345.61	219.99	-	-	318.64
	2 Karnataka	343.57	329.05	-	-	331.08
	3 Kerala	295.34	276.92	-	-	294.72
	4 Tamil Nadu	300.00	225.00	-	-	250.00
	5 Residual	316.91	283.99	-	-	301.31
IV.	Tobacco	220.10	204.61	-	-	211.04
	1 West Bengal	230.22	500.00	-	-	234.41
	2 Andhra Pradesh	378.56	281.82	-	-	330.92
	3 Kerala	319.62	384.62	-	-	324.62
	4 Telangana	272.19	-	-	-	272.19
	5 Residual	171.93	200.59	-	-	192.38
V.	Paper	469.05	322.16	-	-	457.59
	1 Uttar Pradesh	448.05	296.68	-	-	438.38
	2 Gujarat	418.61	368.42	-	-	418.05
	3 Maharashtra	464.02	290.35	-	-	454.60
	4 Tamil Nadu	679.25	215.53	-	-	620.32
	5 Residual	444.48	354.94	-	-	437.12
VI.	Printing/Publishing	450.29	377.59	-	-	442.58

Table 3.3(b)

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Delhi	392.45	369.63	-	-	390.43
	2 Uttar Pradesh	387.28	360.38	-	-	386.95
	3 Maharashtra	613.78	506.91	-	-	601.86
	4 Karnataka	443.15	309.06	-	-	420.22
	5 Kerala	829.76	666.95	-	-	813.62
	6 Tamil Nadu	391.35	328.14	-	-	378.10
	7 Residual	360.81	283.91	-	-	357.91
VII.	Milk Products	590.93	555.38	-	-	589.03
	1 Gujarat	652.22	263.95	-	-	649.61
	2 Maharashtra	417.33	440.93	-	-	417.69
	3 Andhra Pradesh	607.77	458.79	-	-	595.92
	4 Tamil Nadu	765.01	297.82	-	-	706.70
	5 Residual	596.47	714.13	-	-	602.53
VIII.	Soft Drinks	392.46	252.43	-	-	375.57
	1 Residual	392.46	252.43	-	-	375.57
IX.	Plastic Articles	390.54	306.97	-	-	385.07
	1 Uttar Pradesh	362.35	284.33	-	-	360.48
	2 Gujarat	405.91	306.61	-	-	400.80
	3 Daman & Diu	367.18	233.70	-	-	363.85
	4 Maharashtra	381.06	348.44	-	-	375.48
	5 Tamil Nadu	305.45	222.40	-	-	300.10
	6 Residual	403.95	304.22	-	-	397.77
Nine Manufacturing Ind.		453.85	256.61	-	-	422.10

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.	Oils & Fats	699.69	-	-	-	699.69
	1 Rajasthan	462.86	-	-	-	462.86
	2 Tamil Nadu	872.38	-	-	-	872.38
II.	Edible Nuts	248.90	212.81	-	-	217.30
	1 Andhra Pradesh	166.86	237.40	-	-	224.52
	2 Tamil Nadu	324.50	202.02	-	-	213.79
III.	Tobacco	100.42	118.20	-	-	110.33
	1 West Bengal	28.50	35.98	-	-	28.57
	2 Andhra Pradesh	255.93	-	-	-	255.93
	3 Kerala	297.99	196.64	-	-	212.19
	4 Telangana	244.46	105.28	-	-	109.54
	5 Residual	130.95	117.44	-	-	129.65
Nine Manufacturing Ind.		101.92	120.53	-	-	112.38

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.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Oils & Fats	615.29	-	-	-	615.29	
	1 Rajasthan	428.57	-	-	-	428.57	
	2 Tamil Nadu	751.43	-	-	-	751.43	
II.	Edible Nuts	241.09	200.03	-	-	205.14	
	1 Andhra Pradesh	166.86	237.40	-	-	224.52	
	2 Tamil Nadu	309.50	183.62	-	-	195.72	
III.	Tobacco	87.79	116.38	-	-	103.72	
	1 West Bengal	28.41	23.00	-	-	28.36	
	2 Andhra Pradesh	215.85	-	-	-	215.85	
	3 Kerala	260.78	194.99	-	-	205.09	
	4 Telangana	244.46	105.28	-	-	109.54	
	5 Residual	109.70	78.03	-	-	106.64	
Nine Manufacturing Ind.		89.21	118.43	-	-	105.63	

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.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Oils & Fats	784.09	-	-	-	784.09	
	1 Rajasthan	497.14	-	-	-	497.14	
	2 Tamil Nadu	993.33	-	-	-	993.33	
II.	Edible Nuts	256.71	225.59	-	-	229.46	
	1 Andhra Pradesh	166.86	237.40	-	-	224.52	
	2 Tamil Nadu	339.50	220.41	-	-	231.86	
III.	Tobacco	113.05	120.03	-	-	116.94	
	1 West Bengal	28.58	48.95	-	-	28.77	
	2 Andhra Pradesh	296.00	-	-	-	296.00	
	3 Kerala	335.19	198.28	-	-	219.30	
	4 Telangana	244.46	105.28	-	-	109.54	
	5 Residual	152.20	156.86	-	-	152.65	
Nine Manufacturing Ind.		114.62	122.62	-	-	119.12	

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.	Sugar	539.85	305.00	-	-	539.78
	1 Blacksmith	863.65	-	-	-	863.65
	2 Boiler Attendant	684.73	-	-	-	684.73
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	533.67	-	-	-	533.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	450.84	-	-	-	450.84
	7 Driver	642.79	-	-	-	642.79
	8 Electrician	611.13	-	-	-	611.13
	9 Fireman	579.40	-	-	-	579.40
	10 Fitter	638.61	-	-	-	638.61
	11 Mech/Elec Foreman	810.96	-	-	-	810.96
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	488.54	305.00	-	-	488.23
	14 Loader/Unloader	639.75	-	-	-	639.75
	15 Mason	1141.34	-	-	-	1141.34
	16 Mechanic(General)	1308.50	-	-	-	1308.50
	17 Oilman/Greaser	529.77	-	-	-	529.77
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	620.02	-	-	-	620.02
	21 Supervisor	707.65	-	-	-	707.65
	22 Sweeper	513.71	-	-	-	513.71
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	553.47	-	-	-	553.47
	25 Watchman	605.21	-	-	-	605.21
	26 Welder	564.17	-	-	-	564.17
	27 Wireman	477.06	-	-	-	477.06
	28 Mach. Op./Machinist	568.21	-	-	-	568.21
	29 Gen./Turbo Operator	462.50	-	-	-	462.50
	30 Store Keeper	1302.20	-	-	-	1302.20
	31 Apprentices/Trainees	390.00	-	-	-	390.00
	32 Cane Feeder	508.05	-	-	-	508.05
	33 Centrifugal Operator	526.34	-	-	-	526.34
	34 Chuna Man/Atten..	560.15	-	-	-	560.15
	35 Clarifier/Set. Att.	497.11	-	-	-	497.11
	36 Crystallizer	546.43	-	-	-	546.43
	37 Juice Heater Atte.	460.64	-	-	-	460.64
	38 Magma Maker	578.30	-	-	-	578.30
	39 Pan Man/Attendant	547.07	-	-	-	547.07
	40 Press Attendant	544.59	-	-	-	544.59

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	Quadruple Man/Mate	548.21	-	-	-	548.21
42	Sulphitation Att.	535.65	-	-	-	535.65
43	Chemist	797.00	-	-	-	797.00
44	Miscellaneous	863.24	-	-	-	863.24
II.	Oils & Fats	329.40	240.12	-	-	326.74
1	Boiler Attendant	365.03	-	-	-	365.03
2	Carpenter	315.38	-	-	-	315.38
3	Checker	375.21	200.00	-	-	371.22
4	Compressor Op.	491.91	-	-	-	491.91
5	Coolie/Mazdoor	256.43	264.10	-	-	256.51
6	Crane Operator	157.69	-	-	-	157.69
7	Die Maker	561.68	-	-	-	561.68
8	Driller	300.00	-	-	-	300.00
9	Driver	337.69	-	-	-	337.69
10	Electrician	392.99	-	-	-	392.99
11	Engine Room Atten	494.16	-	-	-	494.16
12	Fireman	223.09	-	-	-	223.09
13	Fitter	323.69	-	-	-	323.69
14	Mech/Elec Foreman	524.39	-	-	-	524.39
15	Grinder	248.07	-	-	-	248.07
16	Helper	286.55	233.28	-	-	284.09
17	Instrument Mech	326.73	-	-	-	326.73
18	Loader/Unloader	367.75	325.00	-	-	367.46
19	Mistry/Kangani	429.15	-	-	-	429.15
20	Mate/Mukaddam	295.31	-	-	-	295.31
21	Mechanic(General)	413.71	-	-	-	413.71
22	Millwright	159.23	-	-	-	159.23
23	Motor Mechanic	284.62	-	-	-	284.62
24	Oilman/Greaser	411.55	-	-	-	411.55
25	Packer	299.97	259.10	-	-	293.71
26	Painter	307.89	-	-	-	307.89
27	Plumber	255.00	-	-	-	255.00
28	Press Man	325.58	-	-	-	325.58
29	Pump Attendant	444.27	-	-	-	444.27
30	Sorter	341.61	-	-	-	341.61
31	Supervisor	406.93	423.80	-	-	407.32
32	Sweeper	312.65	276.61	-	-	304.72
33	Switch Board Atten.	277.07	-	-	-	277.07
34	Tester	336.33	-	-	-	336.33
35	Turner	388.60	-	-	-	388.60
36	Watchman	311.47	353.65	-	-	312.07
37	Weigher	320.95	-	-	-	320.95
38	Welder	351.93	-	-	-	351.93
39	Fork Lift Operator	193.91	-	-	-	193.91
40	Mach. Op./Machinist	363.12	-	-	-	363.12

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	Milling Machine Op.	644.23	-	-	-	644.23
42	Af. Treat. Plant Op.	305.07	-	-	-	305.07
43	Gen./Turbo Operator	248.95	-	-	-	248.95
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	379.47	313.68	-	-	376.42
46	Electrolyser Att.	387.13	-	-	-	387.13
47	Expeller Operator	408.75	463.46	-	-	408.84
48	Filter Pressman	412.88	180.76	-	-	410.81
49	Seamer	333.04	467.00	-	-	334.51
50	Plant Operator	359.82	115.29	-	-	345.84
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	350.66	-	-	-	350.66
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	590.18	-	-	-	590.18
III.	Edible Nuts	301.03	268.36	-	-	278.65
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	301.73	-	-	-	301.73
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	329.21	299.17	-	-	315.09
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	307.56	258.84	-	-	287.49
7	Supervisor	476.01	362.50	-	-	461.13
8	Sweeper	-	253.91	-	-	253.91
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	396.37	-	-	-	396.37
11	Drier Worker	257.62	-	-	-	257.62
12	Peeler	254.48	243.21	-	-	244.51
13	Roaster	276.73	250.84	-	-	269.65
14	Scrubber	260.83	-	-	-	260.83
15	Sheller	289.13	286.02	-	-	286.16
16	Grader	250.26	271.23	-	-	268.81
IV.	Tobacco	136.85	151.22	-	-	145.01
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	230.00	-	-	-	230.00
3	Coolie/Mazdoor	53.06	286.95	-	-	66.02
4	Driver	207.03	-	-	-	207.03
5	Electrician	186.91	-	-	-	186.91
6	Helper	182.45	133.95	-	-	174.70
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	258.01	346.15	-	-	260.05
10	Sorter	205.41	-	-	-	205.41

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
11	Supervisor	358.11	-	-	-	358.11
12	Sweeper	226.27	300.00	-	-	259.65
13	Watchman	217.87	-	-	-	217.87
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	365.00	-	-	-	365.00
16	Blender	280.61	253.69	-	-	260.12
17	Casemaker	221.23	243.20	-	-	242.56
18	Feeder and Receiver	231.26	117.08	-	-	117.86
19	Gum Maker	116.60	115.03	-	-	115.66
20	Stitching Operator	337.30	-	-	-	337.30
21	Operator	300.30	-	-	-	300.30
22	Miscellaneous	135.74	138.33	-	-	135.92
V.	Paper	427.83	313.30	-	-	418.89
1	Assembler	310.96	-	-	-	310.96
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	624.66	-	-	-	624.66
4	Carpenter	316.68	-	-	-	316.68
5	Chargehand	377.43	-	-	-	377.43
6	Checker	559.61	454.13	-	-	551.27
7	Coolie/Mazdoor	309.84	241.09	-	-	306.72
8	Driller	613.71	-	-	-	613.71
9	Driver	370.52	-	-	-	370.52
10	Electrician	503.35	-	-	-	503.35
11	Fireman	332.93	-	-	-	332.93
12	Fitter	448.96	-	-	-	448.96
13	Mech/Elec Foreman	560.93	592.31	-	-	561.22
14	Helper	262.49	281.12	-	-	266.59
15	Loader/Unloader	330.57	-	-	-	330.57
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	503.16	-	-	-	503.16
19	Mechanic(General)	365.57	-	-	-	365.57
20	Motor Mechanic	471.32	-	-	-	471.32
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	490.53	-	-	-	490.53
23	Packer	392.02	198.96	-	-	384.45
24	Painter	306.80	-	-	-	306.80
25	Plumber	514.17	-	-	-	514.17
26	Press Man	293.07	-	-	-	293.07
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	710.69	-	-	-	710.69
29	Shaper Machine Op	571.73	-	-	-	571.73
30	Sorter	439.30	-	-	-	439.30
31	Supervisor	575.32	685.07	-	-	591.10
32	Sweeper	456.77	265.87	-	-	394.81

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
33	Tester	327.05	-	-	-	327.05
34	Turner	369.64	-	-	-	369.64
35	Watchman	427.98	488.49	-	-	429.43
36	Weigher	820.47	-	-	-	820.47
37	Welder	474.86	-	-	-	474.86
38	Winder	299.90	-	-	-	299.90
39	Wireman	295.86	-	-	-	295.86
40	Fork Lift Operator	680.52	-	-	-	680.52
41	Mach. Op./Machinist	336.28	494.60	-	-	337.84
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	835.20	-	-	-	835.20
44	Gen./Turbo Operator	554.97	-	-	-	554.97
45	Store Keeper	348.11	584.62	-	-	390.63
46	Bamboo Feeder/Man	500.17	319.00	-	-	499.37
47	Beater Man/Operat.	504.29	125.00	-	-	502.98
48	Blade Sharp. Mistry	526.82	-	-	-	526.82
49	Bleaching Mach. Op.	521.83	201.19	-	-	517.25
50	Cutter/Guilloti	495.19	235.00	-	-	494.70
51	Digester Op./Jamadar	593.05	223.47	-	-	591.60
52	Dryer Man/Asst. Op.	468.19	231.68	-	-	465.81
53	Machineman	577.23	253.06	-	-	576.00
54	Rewinding Mach Op.	487.64	177.26	-	-	483.21
55	Finisher	443.25	336.55	-	-	440.56
56	Binder/Binding Op.	294.92	-	-	-	294.92
57	Block/Die Caster	284.58	-	-	-	284.58
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	405.86	584.62	-	-	419.92
61	Mono/Lino/Photo Op.	308.30	-	-	-	308.30
62	Mach/Press Inker	278.62	-	-	-	278.62
63	Off. Prin. Mach. Op.	289.53	-	-	-	289.53
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	286.84	-	-	-	286.84
66	Miscellaneous	529.07	209.04	-	-	433.41
VI.	Printing/Publishing	386.99	328.94	-	-	380.84
1	Boiler Attendant	364.51	166.65	-	-	360.33
2	Carpenter	670.50	-	-	-	670.50
3	Checker	851.20	507.14	-	-	606.90
4	Compressor Op.	713.27	-	-	-	713.27
5	Coolie/Mazdoor	298.33	122.59	-	-	280.51
6	Driver	370.10	-	-	-	370.10
7	Electrician	446.57	-	-	-	446.57
8	Engine Room Atten	253.02	-	-	-	253.02
9	Fireman	1267.94	-	-	-	1267.94
10	Fitter	381.46	-	-	-	381.46

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
11	Mech/Elec Foreman	798.37	1346.00	-	-	830.19
12	Helper	304.48	253.36	-	-	295.59
13	Loader/Unloader	328.75	204.34	-	-	323.26
14	Marker	232.00	-	-	-	232.00
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1338.43	-	-	-	1338.43
17	Mechanic(General)	397.38	-	-	-	397.38
18	Packer	313.00	262.94	-	-	288.68
19	Painter	523.34	-	-	-	523.34
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	605.83	-	-	-	605.83
23	Supervisor	495.13	625.61	-	-	509.66
24	Sweeper	485.71	267.87	-	-	436.64
25	Watchman	408.89	-	-	-	408.89
26	Welder	396.84	-	-	-	396.84
27	Fork Lift Operator	304.12	-	-	-	304.12
28	Mach. Op./Machinist	350.53	314.48	-	-	350.16
29	Gen./Turbo Operator	239.46	-	-	-	239.46
30	Store Keeper	480.13	450.00	-	-	475.74
31	Apprentices/Trainees	164.42	-	-	-	164.42
32	Cook	527.52	490.18	-	-	519.58
33	Bleaching Mach. Op.	231.73	-	-	-	231.73
34	Machineman	417.95	-	-	-	417.95
35	Rewinding Mach Op.	400.00	-	-	-	400.00
36	Binder/Binding Op.	418.22	370.25	-	-	412.96
37	Block/Die Caster	514.89	729.93	-	-	522.24
38	Compositor/Assembler	352.82	1026.54	-	-	382.32
39	Copy/Proof Reader	493.51	390.74	-	-	485.34
40	Counter	313.17	315.34	-	-	313.27
41	Cutting Man/Cutter	353.78	278.96	-	-	352.46
42	Photo Engraver	586.91	302.11	-	-	520.49
43	Feeder/Paperfeeder	358.40	-	-	-	358.40
44	Impositor Imposer	676.43	-	-	-	676.43
45	Line Cleaner	410.79	312.06	-	-	403.81
46	Mono/Lino/Photo Op.	447.25	883.00	-	-	451.23
47	Ludlow Operator	555.54	391.22	-	-	520.16
48	Mach/Press Inker	326.73	144.24	-	-	323.45
49	Machineman(Photo)	487.59	636.11	-	-	499.53
50	Off. Prin. Mach. Op.	443.62	495.30	-	-	445.05
51	Paste Up Man	408.41	201.38	-	-	385.06
52	Mach Man/Rotary Op	458.60	650.27	-	-	462.90
53	Miscellaneous	497.67	324.98	-	-	484.54
VII.	Milk Products	497.10	464.30	-	-	495.35
1	Boiler Attendant	535.42	-	-	-	535.42

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
2	Chargehand	653.85	-	-	-	653.85
3	Checker	396.84	364.70	-	-	392.24
4	Compressor Op.	1119.93	-	-	-	1119.93
5	Coolie/Mazdoor	424.66	367.42	-	-	420.05
6	Driver	521.66	-	-	-	521.66
7	Electrician	482.47	-	-	-	482.47
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	629.05	-	-	-	629.05
10	Fitter	576.80	-	-	-	576.80
11	Mech/Elec Foreman	893.04	217.00	-	-	886.62
12	Grinder	397.35	-	-	-	397.35
13	Helper	371.27	399.91	-	-	372.68
14	Loader/Unloader	284.82	187.34	-	-	277.59
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	378.71	-	-	-	378.71
17	Motor Mechanic	772.97	-	-	-	772.97
18	Packer	275.42	193.86	-	-	270.79
19	Painter	125.92	-	-	-	125.92
20	Plumber	652.37	-	-	-	652.37
21	Pump Attendant	425.00	-	-	-	425.00
22	Sorter	243.50	-	-	-	243.50
23	Supervisor	677.94	1104.72	-	-	687.44
24	Sweeper	350.76	241.68	-	-	315.17
25	Tester	410.02	409.28	-	-	409.94
26	Turner	466.50	-	-	-	466.50
27	Watchman	343.95	372.90	-	-	344.09
28	Weigher	288.46	-	-	-	288.46
29	Welder	353.02	-	-	-	353.02
30	Wireman	364.36	-	-	-	364.36
31	Fork Lift Operator	532.19	-	-	-	532.19
32	Mach. Op./Machinist	505.67	-	-	-	505.67
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	373.55	-	-	-	373.55
35	Store Keeper	402.55	-	-	-	402.55
36	Cold Storage Atten	689.72	602.17	-	-	683.71
37	Dairy Prod Processor	599.75	703.04	-	-	605.00
38	Filler Prod Operator	633.53	347.53	-	-	630.79
39	Ice Cream Maker	334.27	264.28	-	-	320.83
40	Plant Operator	506.54	491.61	-	-	505.38
41	Refrig. Mechanic	607.80	1116.45	-	-	617.23
42	Washer	466.38	482.98	-	-	467.67
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	599.59	484.19	-	-	596.81
VIII.	Soft Drinks	365.91	246.35	-	-	351.49
1	Boiler Attendant	332.40	-	-	-	332.40

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
	2 Chargehand	160.25	-	-	-	160.25
	3 Coolie/Mazdoor	155.49	337.50	-	-	200.99
	4 Driver	299.36	-	-	-	299.36
	5 Electrician	294.79	-	-	-	294.79
	6 Fitter	520.95	-	-	-	520.95
	7 Mech/Elec Foreman	514.90	-	-	-	514.90
	8 Helper	282.93	258.41	-	-	277.12
	9 Loader/Unloader	568.30	-	-	-	568.30
	10 Mechanic(General)	399.14	-	-	-	399.14
	11 Packer	150.00	-	-	-	150.00
	12 Painter	362.45	-	-	-	362.45
	13 Plumber	160.07	-	-	-	160.07
	14 Supervisor	438.60	-	-	-	438.60
	15 Sweeper	189.08	210.00	-	-	193.91
	16 Turner	207.60	-	-	-	207.60
	17 Watchman	199.28	-	-	-	199.28
	18 Welder	217.32	-	-	-	217.32
	19 Fork Lift Operator	423.17	-	-	-	423.17
	20 Mach. Op./Machinist	361.52	-	-	-	361.52
	21 Apprentices/Trainees	389.26	-	-	-	389.26
	22 Ammonia Comp. Op	323.14	210.00	-	-	316.49
	23 Bottle Washer	265.02	162.50	-	-	219.46
	24 Bottle Sorter	314.68	-	-	-	314.68
	25 Crownman	482.05	-	-	-	482.05
	26 Filling Machine Op	392.70	200.00	-	-	376.23
	27 Level Checker	373.79	-	-	-	373.79
	28 Syrup/Mixing Atte	449.56	-	-	-	449.56
	29 Refrig. Mechanic	345.90	-	-	-	345.90
	30 Chemist	298.08	434.76	-	-	317.60
	31 Miscellaneous	451.19	-	-	-	451.19
IX.	Plastic Articles	359.30	296.49	-	-	355.19
	1 Boiler Attendant	307.00	-	-	-	307.00
	2 Chargehand	706.71	-	-	-	706.71
	3 Checker	350.38	230.76	-	-	342.53
	4 Compressor Op.	381.08	-	-	-	381.08
	5 Coolie/Mazdoor	281.86	304.02	-	-	283.16
	6 Driller	329.50	-	-	-	329.50
	7 Driver	304.08	-	-	-	304.08
	8 Electrician	343.03	-	-	-	343.03
	9 Fitter	321.06	-	-	-	321.06
	10 Mech/Elec Foreman	461.54	-	-	-	461.54
	11 Helper	312.41	298.67	-	-	310.92
	12 Loader/Unloader	233.72	-	-	-	233.72
	13 Mistry/Kangani	409.62	-	-	-	409.62
	14 Mate/Mukaddam	261.64	-	-	-	261.64

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
15	Mechanic(General)	492.26	-	-	-	492.26
16	Oilman/Greaser	307.00	-	-	-	307.00
17	Packer	293.86	305.29	-	-	297.71
18	Painter	193.27	-	-	-	193.27
19	Plumber	289.23	-	-	-	289.23
20	Supervisor	508.87	-	-	-	508.87
21	Sweeper	269.82	205.82	-	-	257.89
22	Tester	146.10	-	-	-	146.10
23	Turner	211.61	-	-	-	211.61
24	Watchman	315.94	-	-	-	315.94
25	Welder	390.95	-	-	-	390.95
26	Mach. Op./Machinist	489.81	-	-	-	489.81
27	Store Keeper	403.85	-	-	-	403.85
28	Tablet Machine Op	373.24	-	-	-	373.24
29	Extrud. Mach Setter	361.14	285.19	-	-	358.52
30	Injection Mould. Op	348.53	288.46	-	-	347.81
31	Moulder (Hand)	363.18	316.92	-	-	362.66
32	Bottle Blowing Op	441.68	188.46	-	-	437.84
33	Cementer/Assembler	290.91	272.56	-	-	288.52
34	Finisher	379.06	400.47	-	-	379.67
35	Miscellaneous	379.36	360.93	-	-	377.61
Nine Manufacturing Ind.		364.90	182.00	-	-	318.36

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.	Sugar	493.94	305.00	-	-	493.89
	1 Blacksmith	854.85	-	-	-	854.85
	2 Boiler Attendant	666.59	-	-	-	666.59
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	238.67	-	-	-	238.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	360.43	-	-	-	360.43
	7 Driver	596.54	-	-	-	596.54
	8 Electrician	550.13	-	-	-	550.13
	9 Fireman	557.37	-	-	-	557.37
	10 Fitter	582.50	-	-	-	582.50
	11 Mech/Elec Foreman	689.93	-	-	-	689.93
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	466.84	305.00	-	-	466.56
	14 Loader/Unloader	614.36	-	-	-	614.36
	15 Mason	1136.26	-	-	-	1136.26
	16 Mechanic(General)	998.00	-	-	-	998.00
	17 Oilman/Greaser	500.17	-	-	-	500.17
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	593.76	-	-	-	593.76
	21 Supervisor	622.86	-	-	-	622.86
	22 Sweeper	478.72	-	-	-	478.72
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	530.71	-	-	-	530.71
	25 Watchman	582.70	-	-	-	582.70
	26 Welder	485.34	-	-	-	485.34
	27 Wireman	422.40	-	-	-	422.40
	28 Mach. Op./Machinist	524.16	-	-	-	524.16
	29 Gen./Turbo Operator	356.00	-	-	-	356.00
	30 Store Keeper	1255.88	-	-	-	1255.88
	31 Apprentices/Trainees	326.00	-	-	-	326.00
	32 Cane Feeder	484.36	-	-	-	484.36
	33 Centrifugal Operator	505.25	-	-	-	505.25
	34 Chuna Man/Atten..	504.20	-	-	-	504.20
	35 Clarifier/Set. Att.	471.47	-	-	-	471.47
	36 Crystallizer	535.25	-	-	-	535.25
	37 Juice Heater Atte.	449.82	-	-	-	449.82
	38 Magma Maker	534.21	-	-	-	534.21
	39 Pan Man/Attendant	518.46	-	-	-	518.46

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
	40 Press Attendant	543.10	-	-	-	543.10
	41 Quadruple Man/Mate	526.39	-	-	-	526.39
	42 Sulphitation Att.	513.60	-	-	-	513.60
	43 Chemist	797.00	-	-	-	797.00
	44 Miscellaneous	853.15	-	-	-	853.15
II.	Oils & Fats	296.13	232.30	-	-	294.23
	1 Boiler Attendant	306.06	-	-	-	306.06
	2 Carpenter	315.38	-	-	-	315.38
	3 Checker	281.22	200.00	-	-	279.37
	4 Compressor Op.	319.04	-	-	-	319.04
	5 Coolie/Mazdoor	227.27	264.10	-	-	227.65
	6 Crane Operator	157.69	-	-	-	157.69
	7 Die Maker	561.68	-	-	-	561.68
	8 Driller	300.00	-	-	-	300.00
	9 Driver	297.97	-	-	-	297.97
	10 Electrician	364.81	-	-	-	364.81
	11 Engine Room Atten	494.16	-	-	-	494.16
	12 Fireman	209.06	-	-	-	209.06
	13 Fitter	290.81	-	-	-	290.81
	14 Mech/Elec Foreman	488.14	-	-	-	488.14
	15 Grinder	248.07	-	-	-	248.07
	16 Helper	274.99	220.02	-	-	272.45
	17 Instrument Mech	310.76	-	-	-	310.76
	18 Loader/Unloader	293.09	325.00	-	-	293.30
	19 Mistry/Kangani	341.18	-	-	-	341.18
	20 Mate/Mukaddam	288.00	-	-	-	288.00
	21 Mechanic(General)	413.71	-	-	-	413.71
	22 Millwright	159.23	-	-	-	159.23
	23 Motor Mechanic	284.62	-	-	-	284.62
	24 Oilman/Greaser	402.76	-	-	-	402.76
	25 Packer	263.96	255.46	-	-	262.66
	26 Painter	300.00	-	-	-	300.00
	27 Plumber	242.31	-	-	-	242.31
	28 Press Man	325.58	-	-	-	325.58
	29 Pump Attendant	432.84	-	-	-	432.84
	30 Sorter	328.48	-	-	-	328.48
	31 Supervisor	326.89	423.80	-	-	329.15
	32 Sweeper	308.63	267.87	-	-	299.67
	33 Switch Board Atten.	264.68	-	-	-	264.68
	34 Tester	299.57	-	-	-	299.57
	35 Turner	333.90	-	-	-	333.90
	36 Watchman	297.84	353.65	-	-	298.62
	37 Weigher	320.95	-	-	-	320.95
	38 Welder	289.11	-	-	-	289.11
	39 Fork Lift Operator	182.33	-	-	-	182.33

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	Mach. Op./Machinist	305.17	-	-	-	305.17
41	Milling Machine Op.	596.15	-	-	-	596.15
42	Af. Treat. Plant Op.	301.86	-	-	-	301.86
43	Gen./Turbo Operator	236.00	-	-	-	236.00
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	376.31	313.68	-	-	373.41
46	Electrolyser Att.	375.29	-	-	-	375.29
47	Expeller Operator	378.03	463.46	-	-	378.17
48	Filter Pressman	397.56	180.76	-	-	395.62
49	Seamer	326.42	467.00	-	-	327.96
50	Plant Operator	333.04	112.71	-	-	320.44
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	344.89	-	-	-	344.89
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	292.57	-	-	-	292.57
III.	Edible Nuts	286.53	257.20	-	-	266.43
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	288.46	-	-	-	288.46
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	308.71	280.60	-	-	295.50
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	304.35	254.76	-	-	283.93
7	Supervisor	444.12	325.00	-	-	428.50
8	Sweeper	-	253.23	-	-	253.23
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	382.45	-	-	-	382.45
11	Drier Worker	227.74	-	-	-	227.74
12	Peeler	250.33	223.72	-	-	226.79
13	Roaster	266.10	244.93	-	-	260.31
14	Scrubber	254.62	-	-	-	254.62
15	Sheller	232.89	276.92	-	-	274.86
16	Grader	221.58	269.64	-	-	264.09
IV.	Tobacco	122.35	149.94	-	-	138.01
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	196.76	-	-	-	196.76
3	Coolie/Mazdoor	48.64	273.99	-	-	61.13
4	Driver	198.61	-	-	-	198.61
5	Electrician	183.45	-	-	-	183.45
6	Helper	162.59	79.39	-	-	149.29
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	244.89	346.15	-	-	247.23

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
10	Sorter	187.19	-	-	-	187.19
11	Supervisor	326.81	-	-	-	326.81
12	Sweeper	218.80	300.00	-	-	255.56
13	Watchman	211.54	-	-	-	211.54
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	361.15	-	-	-	361.15
16	Blender	261.00	253.69	-	-	255.43
17	Casemaket	213.65	238.68	-	-	237.95
18	Feeder and Receiver	228.03	117.08	-	-	117.84
19	Gum Maker	115.44	115.03	-	-	115.20
20	Stitching Operator	286.09	-	-	-	286.09
21	Operator	247.44	-	-	-	247.44
22	Miscellaneous	113.95	129.78	-	-	115.04
V.	Paper	386.60	304.44	-	-	380.19
1	Assembler	274.61	-	-	-	274.61
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	515.45	-	-	-	515.45
4	Carpenter	298.96	-	-	-	298.96
5	Chargehand	364.39	-	-	-	364.39
6	Checker	524.06	448.84	-	-	518.12
7	Coolie/Mazdoor	278.56	236.40	-	-	276.65
8	Driller	613.71	-	-	-	613.71
9	Driver	351.70	-	-	-	351.70
10	Electrician	449.20	-	-	-	449.20
11	Fireman	330.64	-	-	-	330.64
12	Fitter	406.00	-	-	-	406.00
13	Mech/Elec Foreman	406.97	592.31	-	-	408.71
14	Helper	241.66	273.05	-	-	248.56
15	Loader/Unloader	330.24	-	-	-	330.24
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	494.96	-	-	-	494.96
19	Mechanic(General)	339.08	-	-	-	339.08
20	Motor Mechanic	459.90	-	-	-	459.90
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	485.33	-	-	-	485.33
23	Packer	382.16	193.70	-	-	374.78
24	Painter	306.80	-	-	-	306.80
25	Plumber	509.94	-	-	-	509.94
26	Press Man	291.44	-	-	-	291.44
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	694.87	-	-	-	694.87
29	Shaper Machine Op	548.07	-	-	-	548.07
30	Sorter	340.77	-	-	-	340.77
31	Supervisor	524.68	655.86	-	-	543.54

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
32	Sweeper	456.38	265.87	-	-	394.55
33	Tester	293.43	-	-	-	293.43
34	Turner	342.85	-	-	-	342.85
35	Watchman	412.04	488.49	-	-	413.87
36	Weigher	664.62	-	-	-	664.62
37	Welder	443.74	-	-	-	443.74
38	Winder	295.90	-	-	-	295.90
39	Wireman	289.22	-	-	-	289.22
40	Fork Lift Operator	646.14	-	-	-	646.14
41	Mach. Op./Machinist	255.94	490.00	-	-	258.24
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	693.19	-	-	-	693.19
44	Gen./Turbo Operator	539.66	-	-	-	539.66
45	Store Keeper	348.08	584.62	-	-	390.60
46	Bamboo Feeder/Man	463.49	319.00	-	-	462.85
47	Beater Man/Operat.	439.61	125.00	-	-	438.53
48	Blade Sharp. Mistry	484.93	-	-	-	484.93
49	Bleaching Mach. Op.	487.78	190.71	-	-	483.53
50	Cutter/Guilloti	477.89	235.00	-	-	477.43
51	Digester Op./Jamadar	534.02	223.47	-	-	532.80
52	Dryer Man/Asst. Op.	439.98	231.68	-	-	437.88
53	Machineman	485.01	253.06	-	-	484.13
54	Rewinding Mach Op.	415.85	177.26	-	-	412.44
55	Finisher	422.31	336.36	-	-	420.14
56	Binder/Binding Op.	259.90	-	-	-	259.90
57	Block/Die Caster	256.36	-	-	-	256.36
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	392.30	584.62	-	-	407.42
61	Mono/Lino/Photo Op.	303.80	-	-	-	303.80
62	Mach/Press Inker	249.88	-	-	-	249.88
63	Off. Prin. Mach. Op.	276.31	-	-	-	276.31
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	276.31	-	-	-	276.31
66	Miscellaneous	505.47	209.04	-	-	416.87
VI.	Printing/Publishing	323.69	280.28	-	-	319.09
1	Boiler Attendant	284.87	166.65	-	-	282.37
2	Carpenter	646.00	-	-	-	646.00
3	Checker	352.58	302.02	-	-	316.68
4	Compressor Op.	657.25	-	-	-	657.25
5	Coolie/Mazdoor	236.77	114.32	-	-	224.35
6	Driver	351.94	-	-	-	351.94
7	Electrician	386.63	-	-	-	386.63
8	Engine Room Atten	236.80	-	-	-	236.80
9	Fireman	1169.03	-	-	-	1169.03

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
10	Fitter	359.16	-	-	-	359.16
11	Mech/Elec Foreman	787.18	1346.00	-	-	819.65
12	Helper	272.17	235.88	-	-	265.85
13	Loader/Unloader	288.55	204.34	-	-	284.83
14	Marker	209.38	-	-	-	209.38
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1279.99	-	-	-	1279.99
17	Mechanic(General)	296.27	-	-	-	296.27
18	Packer	288.44	256.66	-	-	273.00
19	Painter	439.29	-	-	-	439.29
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	564.82	-	-	-	564.82
23	Supervisor	419.15	501.61	-	-	428.34
24	Sweeper	456.86	265.04	-	-	413.65
25	Watchman	377.55	-	-	-	377.55
26	Welder	351.84	-	-	-	351.84
27	Fork Lift Operator	273.63	-	-	-	273.63
28	Mach. Op./Machinist	283.14	309.32	-	-	283.40
29	Gen./Turbo Operator	230.08	-	-	-	230.08
30	Store Keeper	414.60	300.00	-	-	397.89
31	Apprentices/Trainees	115.38	-	-	-	115.38
32	Cook	315.35	322.04	-	-	316.77
33	Bleaching Mach. Op.	134.61	-	-	-	134.61
34	Machineman	397.95	-	-	-	397.95
35	Rewinding Mach Op.	380.00	-	-	-	380.00
36	Binder/Binding Op.	353.03	259.39	-	-	342.77
37	Block/Die Caster	433.94	729.93	-	-	444.06
38	Compositor/Assembler	334.05	1021.19	-	-	364.14
39	Copy/Proof Reader	409.52	381.46	-	-	407.29
40	Counter	298.02	315.34	-	-	298.86
41	Cutting Man/Cutter	312.79	243.25	-	-	311.57
42	Photo Engraver	454.27	299.52	-	-	418.18
43	Feeder/Paperfeeder	330.60	-	-	-	330.60
44	Impositor Imposer	632.72	-	-	-	632.72
45	Line Cleaner	345.55	287.01	-	-	341.41
46	Mono/Lino/Photo Op.	385.66	693.00	-	-	388.47
47	Ludlow Operator	291.74	307.69	-	-	295.18
48	Mach/Press Inker	287.43	126.93	-	-	284.55
49	Machineman(Photo)	295.18	331.86	-	-	298.13
50	Off. Prin. Mach. Op.	346.14	439.38	-	-	348.73
51	Paste Up Man	376.12	201.38	-	-	356.41
52	Mach Man/Rotary Op	321.94	370.93	-	-	323.04
53	Miscellaneous	361.82	288.53	-	-	356.25
VII.	Milk Products	403.26	373.22	-	-	401.66

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
1	Boiler Attendant	454.20	-	-	-	454.20
2	Chargehand	653.85	-	-	-	653.85
3	Checker	307.24	319.41	-	-	308.98
4	Compressor Op.	639.69	-	-	-	639.69
5	Coolie/Mazdoor	353.38	296.73	-	-	348.82
6	Driver	438.95	-	-	-	438.95
7	Electrician	395.12	-	-	-	395.12
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	615.59	-	-	-	615.59
10	Fitter	502.82	-	-	-	502.82
11	Mech/Elec Foreman	811.35	217.00	-	-	805.71
12	Grinder	397.35	-	-	-	397.35
13	Helper	303.83	306.49	-	-	303.96
14	Loader/Unloader	213.30	151.34	-	-	208.70
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	291.93	-	-	-	291.93
17	Motor Mechanic	767.80	-	-	-	767.80
18	Packer	264.44	181.43	-	-	259.73
19	Painter	125.92	-	-	-	125.92
20	Plumber	526.35	-	-	-	526.35
21	Pump Attendant	250.00	-	-	-	250.00
22	Sorter	236.00	-	-	-	236.00
23	Supervisor	541.19	1059.53	-	-	552.73
24	Sweeper	317.17	230.53	-	-	288.90
25	Tester	344.34	385.47	-	-	348.99
26	Turner	333.00	-	-	-	333.00
27	Watchman	321.78	372.90	-	-	322.03
28	Weigher	288.46	-	-	-	288.46
29	Welder	332.24	-	-	-	332.24
30	Wireman	347.74	-	-	-	347.74
31	Fork Lift Operator	496.09	-	-	-	496.09
32	Mach. Op./Machinist	451.31	-	-	-	451.31
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	363.69	-	-	-	363.69
35	Store Keeper	384.28	-	-	-	384.28
36	Cold Storage Atten	460.83	462.47	-	-	460.95
37	Dairy Prod Processor	492.01	517.53	-	-	493.31
38	Filler Prod Operator	563.45	347.53	-	-	561.38
39	Ice Cream Maker	299.17	230.94	-	-	286.06
40	Plant Operator	376.87	417.97	-	-	380.05
41	Refrig. Mechanic	523.01	1064.41	-	-	533.05
42	Washer	378.28	329.94	-	-	374.52
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	468.53	479.80	-	-	468.80
VIII.	Soft Drinks	339.36	240.28	-	-	327.41

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
	1 Boiler Attendant	323.19	-	-	-	323.19
	2 Chargehand	155.07	-	-	-	155.07
	3 Coolie/Mazdoor	153.57	325.00	-	-	196.43
	4 Driver	246.83	-	-	-	246.83
	5 Electrician	247.39	-	-	-	247.39
	6 Fitter	391.39	-	-	-	391.39
	7 Mech/Elec Foreman	479.80	-	-	-	479.80
	8 Helper	279.05	250.69	-	-	272.33
	9 Loader/Unloader	526.79	-	-	-	526.79
	10 Mechanic(General)	344.25	-	-	-	344.25
	11 Packer	150.00	-	-	-	150.00
	12 Painter	362.45	-	-	-	362.45
	13 Plumber	160.07	-	-	-	160.07
	14 Supervisor	359.71	-	-	-	359.71
	15 Sweeper	189.08	210.00	-	-	193.91
	16 Turner	207.60	-	-	-	207.60
	17 Watchman	186.68	-	-	-	186.68
	18 Welder	217.32	-	-	-	217.32
	19 Fork Lift Operator	417.78	-	-	-	417.78
	20 Mach. Op./Machinist	295.99	-	-	-	295.99
	21 Apprentices/Trainees	378.26	-	-	-	378.26
	22 Ammonia Comp. Op	323.14	210.00	-	-	316.49
	23 Bottle Washer	263.10	162.00	-	-	218.17
	24 Bottle Sorter	314.68	-	-	-	314.68
	25 Crownman	482.05	-	-	-	482.05
	26 Filling Machine Op	363.93	200.00	-	-	349.92
	27 Level Checker	373.79	-	-	-	373.79
	28 Syrup/Mixing Atte	449.56	-	-	-	449.56
	29 Refrig. Mechanic	345.90	-	-	-	345.90
	30 Chemist	286.77	434.76	-	-	307.91
	31 Miscellaneous	451.19	-	-	-	451.19
IX.	Plastic Articles	328.06	286.00	-	-	325.31
	1 Boiler Attendant	307.00	-	-	-	307.00
	2 Chargehand	411.61	-	-	-	411.61
	3 Checker	275.90	230.76	-	-	272.94
	4 Compressor Op.	381.08	-	-	-	381.08
	5 Coolie/Mazdoor	217.60	303.36	-	-	222.63
	6 Driller	274.00	-	-	-	274.00
	7 Driver	267.50	-	-	-	267.50
	8 Electrician	250.80	-	-	-	250.80
	9 Fitter	298.67	-	-	-	298.67
	10 Mech/Elec Foreman	461.54	-	-	-	461.54
	11 Helper	296.44	288.70	-	-	295.59
	12 Loader/Unloader	224.34	-	-	-	224.34
	13 Mistry/Kangani	409.62	-	-	-	409.62

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
14	Mate/Mukaddam	261.64	-	-	-	261.64	
15	Mechanic(General)	411.78	-	-	-	411.78	
16	Oilman/Greaser	307.00	-	-	-	307.00	
17	Packer	262.14	286.60	-	-	270.38	
18	Painter	174.04	-	-	-	174.04	
19	Plumber	289.23	-	-	-	289.23	
20	Supervisor	418.74	-	-	-	418.74	
21	Sweeper	260.30	186.53	-	-	246.55	
22	Tester	143.93	-	-	-	143.93	
23	Turner	185.88	-	-	-	185.88	
24	Watchman	312.88	-	-	-	312.88	
25	Welder	369.32	-	-	-	369.32	
26	Mach. Op./Machinist	454.47	-	-	-	454.47	
27	Store Keeper	230.77	-	-	-	230.77	
28	Tablet Machine Op	353.41	-	-	-	353.41	
29	Extrud. Mach Setter	339.51	285.19	-	-	337.63	
30	Injection Mould. Op	312.31	288.46	-	-	312.02	
31	Moulder (Hand)	346.32	316.92	-	-	345.99	
32	Bottle Blowing Op	412.76	188.46	-	-	409.35	
33	Cementer/Assembler	278.02	262.88	-	-	276.05	
34	Finisher	355.41	400.47	-	-	356.71	
35	Miscellaneous	332.59	345.31	-	-	333.80	
Nine Manufacturing Ind.		322.42	176.39	-	-	285.26	

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	585.74	305.00	-	-	585.67
	1 Blacksmith	872.45	-	-	-	872.45
	2 Boiler Attendant	702.87	-	-	-	702.87
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	828.67	-	-	-	828.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	541.25	-	-	-	541.25
	7 Driver	689.03	-	-	-	689.03
	8 Electrician	672.12	-	-	-	672.12
	9 Fireman	601.44	-	-	-	601.44
	10 Fitter	694.72	-	-	-	694.72
	11 Mech/Elec Foreman	931.99	-	-	-	931.99
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	510.25	305.00	-	-	509.89
	14 Loader/Unloader	665.14	-	-	-	665.14
	15 Mason	1146.42	-	-	-	1146.42
	16 Mechanic(General)	1619.00	-	-	-	1619.00
	17 Oilman/Greaser	559.37	-	-	-	559.37
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	646.28	-	-	-	646.28
	21 Supervisor	792.44	-	-	-	792.44
	22 Sweeper	548.69	-	-	-	548.69
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	576.23	-	-	-	576.23
	25 Watchman	627.72	-	-	-	627.72
	26 Welder	643.00	-	-	-	643.00
	27 Wireman	531.72	-	-	-	531.72
	28 Mach. Op./Machinist	612.25	-	-	-	612.25
	29 Gen./Turbo Operator	569.00	-	-	-	569.00
	30 Store Keeper	1348.52	-	-	-	1348.52
	31 Apprentices/Trainees	454.00	-	-	-	454.00
	32 Cane Feeder	531.74	-	-	-	531.74
	33 Centrifugal Operator	547.43	-	-	-	547.43
	34 Chuna Man/Atten..	616.10	-	-	-	616.10
	35 Clarifier/Set. Att.	522.75	-	-	-	522.75
	36 Crystallizer	557.60	-	-	-	557.60
	37 Juice Heater Atte.	471.46	-	-	-	471.46
	38 Magma Maker	622.40	-	-	-	622.40
	39 Pan Man/Attendant	575.68	-	-	-	575.68

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
	40 Press Attendant	546.07	-	-	-	546.07
	41 Quadruple Man/Mate	570.03	-	-	-	570.03
	42 Sulphitation Att.	557.70	-	-	-	557.70
	43 Chemist	797.00	-	-	-	797.00
	44 Miscellaneous	873.33	-	-	-	873.33
II.	Oils & Fats	362.67	247.93	-	-	359.26
	1 Boiler Attendant	424.00	-	-	-	424.00
	2 Carpenter	315.38	-	-	-	315.38
	3 Checker	469.20	200.00	-	-	463.07
	4 Compressor Op.	664.77	-	-	-	664.77
	5 Coolie/Mazdoor	285.59	264.10	-	-	285.38
	6 Crane Operator	157.69	-	-	-	157.69
	7 Die Maker	561.68	-	-	-	561.68
	8 Driller	300.00	-	-	-	300.00
	9 Driver	377.41	-	-	-	377.41
	10 Electrician	421.17	-	-	-	421.17
	11 Engine Room Atten	494.16	-	-	-	494.16
	12 Fireman	237.12	-	-	-	237.12
	13 Fitter	356.56	-	-	-	356.56
	14 Mech/Elec Foreman	560.64	-	-	-	560.64
	15 Grinder	248.07	-	-	-	248.07
	16 Helper	298.10	246.53	-	-	295.71
	17 Instrument Mech	342.69	-	-	-	342.69
	18 Loader/Unloader	442.41	325.00	-	-	441.62
	19 Mistry/Kangani	517.12	-	-	-	517.12
	20 Mate/Mukaddam	302.61	-	-	-	302.61
	21 Mechanic(General)	413.71	-	-	-	413.71
	22 Millwright	159.23	-	-	-	159.23
	23 Motor Mechanic	284.62	-	-	-	284.62
	24 Oilman/Greaser	420.35	-	-	-	420.35
	25 Packer	335.98	262.74	-	-	324.75
	26 Painter	315.77	-	-	-	315.77
	27 Plumber	267.69	-	-	-	267.69
	28 Press Man	325.58	-	-	-	325.58
	29 Pump Attendant	455.69	-	-	-	455.69
	30 Sorter	354.73	-	-	-	354.73
	31 Supervisor	486.96	423.80	-	-	485.49
	32 Sweeper	316.66	285.35	-	-	309.78
	33 Switch Board Atten.	289.45	-	-	-	289.45
	34 Tester	373.09	-	-	-	373.09
	35 Turner	443.30	-	-	-	443.30
	36 Watchman	325.11	353.65	-	-	325.51
	37 Weigher	320.95	-	-	-	320.95
	38 Welder	414.74	-	-	-	414.74
	39 Fork Lift Operator	205.48	-	-	-	205.48

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	Mach. Op./Machinist	421.06	-	-	-	421.06
41	Milling Machine Op.	692.31	-	-	-	692.31
42	Af. Treat. Plant Op.	308.29	-	-	-	308.29
43	Gen./Turbo Operator	261.89	-	-	-	261.89
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	382.63	313.68	-	-	379.44
46	Electrolyser Att.	398.96	-	-	-	398.96
47	Expeller Operator	439.48	463.46	-	-	439.52
48	Filter Pressman	428.21	180.76	-	-	426.00
49	Seamer	339.66	467.00	-	-	341.06
50	Plant Operator	386.61	117.86	-	-	371.24
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	356.43	-	-	-	356.43
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	887.79	-	-	-	887.79
III.	Edible Nuts	315.53	279.52	-	-	290.85
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	315.00	-	-	-	315.00
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	349.70	317.73	-	-	334.67
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	310.77	262.91	-	-	291.06
7	Supervisor	507.90	400.00	-	-	493.75
8	Sweeper	-	254.58	-	-	254.58
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	410.30	-	-	-	410.30
11	Drier Worker	287.50	-	-	-	287.50
12	Peeler	258.62	262.69	-	-	262.22
13	Roaster	287.36	256.75	-	-	278.99
14	Scrubber	267.04	-	-	-	267.04
15	Sheller	345.37	295.10	-	-	297.46
16	Grader	278.94	272.83	-	-	273.53
IV.	Tobacco	151.35	152.50	-	-	152.00
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	263.23	-	-	-	263.23
3	Coolie/Mazdoor	57.48	299.91	-	-	70.91
4	Driver	215.45	-	-	-	215.45
5	Electrician	190.37	-	-	-	190.37
6	Helper	202.31	188.51	-	-	200.11
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	271.14	346.15	-	-	272.87

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
10	Sorter	223.62	-	-	-	223.62
11	Supervisor	389.41	-	-	-	389.41
12	Sweeper	233.73	300.00	-	-	263.73
13	Watchman	224.20	-	-	-	224.20
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	368.85	-	-	-	368.85
16	Blender	300.22	253.69	-	-	264.80
17	Casemaket	228.81	247.72	-	-	247.16
18	Feeder and Receiver	234.48	117.08	-	-	117.89
19	Gum Maker	117.76	115.03	-	-	116.13
20	Stitching Operator	388.51	-	-	-	388.51
21	Operator	353.14	-	-	-	353.14
22	Miscellaneous	157.52	146.88	-	-	156.80
V.	Paper	469.05	322.16	-	-	457.59
1	Assembler	347.31	-	-	-	347.31
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	733.85	-	-	-	733.85
4	Carpenter	334.40	-	-	-	334.40
5	Chargehand	390.46	-	-	-	390.46
6	Checker	595.15	459.43	-	-	584.42
7	Coolie/Mazdoor	341.11	245.77	-	-	336.78
8	Driller	613.71	-	-	-	613.71
9	Driver	389.33	-	-	-	389.33
10	Electrician	557.49	-	-	-	557.49
11	Fireman	335.23	-	-	-	335.23
12	Fitter	491.91	-	-	-	491.91
13	Mech/Elec Foreman	714.89	592.31	-	-	713.74
14	Helper	283.32	289.19	-	-	284.61
15	Loader/Unloader	330.90	-	-	-	330.90
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	511.36	-	-	-	511.36
19	Mechanic(General)	392.05	-	-	-	392.05
20	Motor Mechanic	482.73	-	-	-	482.73
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	495.73	-	-	-	495.73
23	Packer	401.88	204.23	-	-	394.13
24	Painter	306.80	-	-	-	306.80
25	Plumber	518.41	-	-	-	518.41
26	Press Man	294.70	-	-	-	294.70
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	726.50	-	-	-	726.50
29	Shaper Machine Op	595.38	-	-	-	595.38
30	Sorter	537.84	-	-	-	537.84
31	Supervisor	625.94	714.28	-	-	638.64

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
32	Sweeper	457.16	265.87	-	-	395.07
33	Tester	360.66	-	-	-	360.66
34	Turner	396.41	-	-	-	396.41
35	Watchman	443.93	488.49	-	-	445.00
36	Weigher	976.31	-	-	-	976.31
37	Welder	505.98	-	-	-	505.98
38	Winder	303.90	-	-	-	303.90
39	Wireman	302.50	-	-	-	302.50
40	Fork Lift Operator	714.90	-	-	-	714.90
41	Mach. Op./Machinist	416.62	499.20	-	-	417.44
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	977.21	-	-	-	977.21
44	Gen./Turbo Operator	570.28	-	-	-	570.28
45	Store Keeper	348.15	584.62	-	-	390.66
46	Bamboo Feeder/Man	536.85	319.00	-	-	535.89
47	Beater Man/Operat.	568.96	125.00	-	-	567.43
48	Blade Sharp. Mistry	568.70	-	-	-	568.70
49	Bleaching Mach. Op.	555.88	211.67	-	-	550.96
50	Cutter/Guilloti	512.49	235.00	-	-	511.97
51	Digester Op./Jamadar	652.07	223.47	-	-	650.39
52	Dryer Man/Asst. Op.	496.40	231.68	-	-	493.73
53	Machineman	669.45	253.06	-	-	667.87
54	Rewinding Mach Op.	559.43	177.26	-	-	553.97
55	Finisher	464.19	336.73	-	-	460.97
56	Binder/Binding Op.	329.93	-	-	-	329.93
57	Block/Die Caster	312.80	-	-	-	312.80
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	419.43	584.62	-	-	432.41
61	Mono/Lino/Photo Op.	312.80	-	-	-	312.80
62	Mach/Press Inker	307.36	-	-	-	307.36
63	Off. Prin. Mach. Op.	302.75	-	-	-	302.75
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	297.36	-	-	-	297.36
66	Miscellaneous	552.67	209.04	-	-	449.96
VI.	Printing/Publishing	450.29	377.59	-	-	442.58
1	Boiler Attendant	444.15	166.65	-	-	438.28
2	Carpenter	695.00	-	-	-	695.00
3	Checker	1349.82	712.26	-	-	897.13
4	Compressor Op.	769.29	-	-	-	769.29
5	Coolie/Mazdoor	359.89	130.86	-	-	336.66
6	Driver	388.25	-	-	-	388.25
7	Electrician	506.52	-	-	-	506.52
8	Engine Room Atten	269.23	-	-	-	269.23
9	Fireman	1366.84	-	-	-	1366.84

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
10	Fitter	403.77	-	-	-	403.77
11	Mech/Elec Foreman	809.55	1346.00	-	-	840.72
12	Helper	336.80	270.84	-	-	325.32
13	Loader/Unloader	368.95	204.34	-	-	361.70
14	Marker	254.62	-	-	-	254.62
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1396.87	-	-	-	1396.87
17	Mechanic(General)	498.48	-	-	-	498.48
18	Packer	337.56	269.22	-	-	304.36
19	Painter	607.38	-	-	-	607.38
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	646.83	-	-	-	646.83
23	Supervisor	571.11	749.61	-	-	590.99
24	Sweeper	514.57	270.69	-	-	459.63
25	Watchman	440.23	-	-	-	440.23
26	Welder	441.84	-	-	-	441.84
27	Fork Lift Operator	334.60	-	-	-	334.60
28	Mach. Op./Machinist	417.91	319.65	-	-	416.91
29	Gen./Turbo Operator	248.83	-	-	-	248.83
30	Store Keeper	545.66	600.00	-	-	553.58
31	Apprentices/Trainees	213.46	-	-	-	213.46
32	Cook	739.70	658.32	-	-	722.38
33	Bleaching Mach. Op.	328.84	-	-	-	328.84
34	Machineman	437.95	-	-	-	437.95
35	Rewinding Mach Op.	420.00	-	-	-	420.00
36	Binder/Binding Op.	483.40	481.12	-	-	483.15
37	Block/Die Caster	595.84	729.93	-	-	600.42
38	Compositor/Assembler	371.58	1031.90	-	-	400.50
39	Copy/Proof Reader	577.50	400.03	-	-	563.38
40	Counter	328.31	315.34	-	-	327.69
41	Cutting Man/Cutter	394.76	314.67	-	-	393.35
42	Photo Engraver	719.55	304.70	-	-	622.79
43	Feeder/Paperfeeder	386.20	-	-	-	386.20
44	Impositor Imposer	720.13	-	-	-	720.13
45	Line Cleaner	476.03	337.12	-	-	466.21
46	Mono/Lino/Photo Op.	508.83	1073.00	-	-	513.99
47	Ludlow Operator	819.33	474.74	-	-	745.14
48	Mach/Press Inker	366.02	161.54	-	-	362.34
49	Machineman(Photo)	679.99	940.36	-	-	700.92
50	Off. Prin. Mach. Op.	541.09	551.21	-	-	541.37
51	Paste Up Man	440.70	201.38	-	-	413.70
52	Mach Man/Rotary Op	595.26	929.61	-	-	602.77
53	Miscellaneous	633.52	361.42	-	-	612.82
VII.	Milk Products	590.93	555.38	-	-	589.03

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
1	Boiler Attendant	616.63	-	-	-	616.63
2	Chargehand	653.85	-	-	-	653.85
3	Checker	486.42	409.99	-	-	475.49
4	Compressor Op.	1600.18	-	-	-	1600.18
5	Coolie/Mazdoor	495.93	438.11	-	-	491.28
6	Driver	604.36	-	-	-	604.36
7	Electrician	569.81	-	-	-	569.81
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	642.49	-	-	-	642.49
10	Fitter	650.77	-	-	-	650.77
11	Mech/Elec Foreman	974.72	217.00	-	-	967.52
12	Grinder	397.35	-	-	-	397.35
13	Helper	438.71	493.34	-	-	441.40
14	Loader/Unloader	356.33	223.34	-	-	346.46
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	465.48	-	-	-	465.48
17	Motor Mechanic	778.14	-	-	-	778.14
18	Packer	286.40	206.29	-	-	281.85
19	Painter	125.92	-	-	-	125.92
20	Plumber	778.39	-	-	-	778.39
21	Pump Attendant	600.00	-	-	-	600.00
22	Sorter	251.00	-	-	-	251.00
23	Supervisor	814.68	1149.91	-	-	822.14
24	Sweeper	384.33	252.84	-	-	341.43
25	Tester	475.70	433.07	-	-	470.88
26	Turner	600.00	-	-	-	600.00
27	Watchman	366.12	372.90	-	-	366.15
28	Weigher	288.46	-	-	-	288.46
29	Welder	373.81	-	-	-	373.81
30	Wireman	380.97	-	-	-	380.97
31	Fork Lift Operator	568.30	-	-	-	568.30
32	Mach. Op./Machinist	560.03	-	-	-	560.03
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	383.41	-	-	-	383.41
35	Store Keeper	420.82	-	-	-	420.82
36	Cold Storage Atten	918.60	741.86	-	-	906.47
37	Dairy Prod Processor	707.48	888.54	-	-	716.69
38	Filler Prod Operator	703.60	347.53	-	-	700.19
39	Ice Cream Maker	369.36	297.62	-	-	355.58
40	Plant Operator	636.20	565.25	-	-	630.71
41	Refrig. Mechanic	692.59	1168.49	-	-	701.41
42	Washer	554.47	636.02	-	-	560.81
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	730.65	488.59	-	-	724.81
VIII.	Soft Drinks	392.46	252.43	-	-	375.57

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
1	Boiler Attendant	341.61	-	-	-	341.61
2	Chargehand	165.42	-	-	-	165.42
3	Coolie/Mazdoor	157.40	350.00	-	-	205.55
4	Driver	351.89	-	-	-	351.89
5	Electrician	342.19	-	-	-	342.19
6	Fitter	650.50	-	-	-	650.50
7	Mech/Elec Foreman	549.99	-	-	-	549.99
8	Helper	286.81	266.12	-	-	281.91
9	Loader/Unloader	609.80	-	-	-	609.80
10	Mechanic(General)	454.03	-	-	-	454.03
11	Packer	150.00	-	-	-	150.00
12	Painter	362.45	-	-	-	362.45
13	Plumber	160.07	-	-	-	160.07
14	Supervisor	517.48	-	-	-	517.48
15	Sweeper	189.08	210.00	-	-	193.91
16	Turner	207.60	-	-	-	207.60
17	Watchman	211.88	-	-	-	211.88
18	Welder	217.32	-	-	-	217.32
19	Fork Lift Operator	428.55	-	-	-	428.55
20	Mach. Op./Machinist	427.05	-	-	-	427.05
21	Apprentices/Trainees	400.26	-	-	-	400.26
22	Ammonia Comp. Op	323.14	210.00	-	-	316.49
23	Bottle Washer	266.94	163.00	-	-	220.75
24	Bottle Sorter	314.68	-	-	-	314.68
25	Crownman	482.05	-	-	-	482.05
26	Filling Machine Op	421.47	200.00	-	-	402.54
27	Level Checker	373.79	-	-	-	373.79
28	Syrup/Mixing Atte	449.56	-	-	-	449.56
29	Refrig. Mechanic	345.90	-	-	-	345.90
30	Chemist	309.38	434.76	-	-	327.29
31	Miscellaneous	451.19	-	-	-	451.19
IX.	Plastic Articles	390.54	306.97	-	-	385.07
1	Boiler Attendant	307.00	-	-	-	307.00
2	Chargehand	1001.80	-	-	-	1001.80
3	Checker	424.86	230.76	-	-	412.12
4	Compressor Op.	381.08	-	-	-	381.08
5	Coolie/Mazdoor	346.13	304.69	-	-	343.70
6	Driller	385.00	-	-	-	385.00
7	Driver	340.66	-	-	-	340.66
8	Electrician	435.25	-	-	-	435.25
9	Fitter	343.45	-	-	-	343.45
10	Mech/Elec Foreman	461.54	-	-	-	461.54
11	Helper	328.39	308.63	-	-	326.24
12	Loader/Unloader	243.09	-	-	-	243.09
13	Mistry/Kangani	409.62	-	-	-	409.62

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
14	Mate/Mukaddam	261.64	-	-	-	261.64
15	Mechanic(General)	572.73	-	-	-	572.73
16	Oilman/Greaser	307.00	-	-	-	307.00
17	Packer	325.58	323.97	-	-	325.04
18	Painter	212.50	-	-	-	212.50
19	Plumber	289.23	-	-	-	289.23
20	Supervisor	599.00	-	-	-	599.00
21	Sweeper	279.34	225.11	-	-	269.23
22	Tester	148.26	-	-	-	148.26
23	Turner	237.33	-	-	-	237.33
24	Watchman	319.00	-	-	-	319.00
25	Welder	412.58	-	-	-	412.58
26	Mach. Op./Machinist	525.14	-	-	-	525.14
27	Store Keeper	576.92	-	-	-	576.92
28	Tablet Machine Op	393.06	-	-	-	393.06
29	Extrud. Mach Setter	382.77	285.19	-	-	379.41
30	Injection Mould. Op	384.74	288.46	-	-	383.59
31	Moulder (Hand)	380.03	316.92	-	-	379.32
32	Bottle Blowing Op	470.60	188.46	-	-	466.33
33	Cementer/Assembler	303.80	282.24	-	-	300.99
34	Finisher	402.70	400.47	-	-	402.64
35	Miscellaneous	426.13	376.54	-	-	421.42
Nine Manufacturing Ind.		407.38	187.61	-	-	351.46

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Sugar	539.85	305.00	-	-	539.78
	1 Blacksmith	863.65	-	-	-	863.65
	2 Boiler Attendant	684.73	-	-	-	684.73
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	533.67	-	-	-	533.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	450.84	-	-	-	450.84
	7 Driver	642.79	-	-	-	642.79
	8 Electrician	611.13	-	-	-	611.13
	9 Fireman	579.40	-	-	-	579.40
	10 Fitter	638.61	-	-	-	638.61
	11 Mech/Elec Foreman	810.96	-	-	-	810.96
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	488.54	305.00	-	-	488.23
	14 Loader/Unloader	639.75	-	-	-	639.75
	15 Mason	1141.34	-	-	-	1141.34
	16 Mechanic(General)	1308.50	-	-	-	1308.50
	17 Oilman/Greaser	529.77	-	-	-	529.77
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	620.02	-	-	-	620.02
	21 Supervisor	707.65	-	-	-	707.65
	22 Sweeper	513.71	-	-	-	513.71
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	553.47	-	-	-	553.47
	25 Watchman	605.21	-	-	-	605.21
	26 Welder	564.17	-	-	-	564.17
	27 Wireman	477.06	-	-	-	477.06
	28 Mach. Op./Machinist	568.21	-	-	-	568.21
	29 Gen./Turbo Operator	462.50	-	-	-	462.50
	30 Store Keeper	1302.20	-	-	-	1302.20
	31 Apprentices/Trainees	390.00	-	-	-	390.00
	32 Cane Feeder	508.05	-	-	-	508.05
	33 Centrifugal Operator	526.34	-	-	-	526.34
	34 Chuna Man/Atten..	560.15	-	-	-	560.15
	35 Clarifier/Set. Att.	497.11	-	-	-	497.11
	36 Crystallizer	546.43	-	-	-	546.43
	37 Juice Heater Atte.	460.64	-	-	-	460.64
	38 Magma Maker	578.30	-	-	-	578.30
	39 Pan Man/Attendant	547.07	-	-	-	547.07

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 Press Attendant	544.59	-	-	-	544.59
	41 Quadruple Man/Mate	548.21	-	-	-	548.21
	42 Sulphitation Att.	535.65	-	-	-	535.65
	43 Chemist	797.00	-	-	-	797.00
	44 Miscellaneous	863.24	-	-	-	863.24
II.	Oils & Fats	328.75	240.12	-	-	326.11
	1 Boiler Attendant	365.03	-	-	-	365.03
	2 Carpenter	315.38	-	-	-	315.38
	3 Checker	375.21	200.00	-	-	371.22
	4 Compressor Op.	491.91	-	-	-	491.91
	5 Coolie/Mazdoor	256.43	264.10	-	-	256.51
	6 Crane Operator	157.69	-	-	-	157.69
	7 Die Maker	561.68	-	-	-	561.68
	8 Driller	300.00	-	-	-	300.00
	9 Driver	337.69	-	-	-	337.69
	10 Electrician	392.99	-	-	-	392.99
	11 Engine Room Atten	494.16	-	-	-	494.16
	12 Fireman	223.09	-	-	-	223.09
	13 Fitter	323.69	-	-	-	323.69
	14 Mech/Elec Foreman	524.39	-	-	-	524.39
	15 Grinder	248.07	-	-	-	248.07
	16 Helper	286.55	233.28	-	-	284.09
	17 Instrument Mech	326.73	-	-	-	326.73
	18 Loader/Unloader	328.45	325.00	-	-	328.42
	19 Mistry/Kangani	429.15	-	-	-	429.15
	20 Mate/Mukaddam	295.31	-	-	-	295.31
	21 Mechanic (General)	413.71	-	-	-	413.71
	22 Millwright	159.23	-	-	-	159.23
	23 Motor Mechanic	284.62	-	-	-	284.62
	24 Oilman/Greaser	411.55	-	-	-	411.55
	25 Packer	299.97	259.10	-	-	293.71
	26 Painter	307.89	-	-	-	307.89
	27 Plumber	255.00	-	-	-	255.00
	28 Press Man	325.58	-	-	-	325.58
	29 Pump Attendant	444.27	-	-	-	444.27
	30 Sorter	341.61	-	-	-	341.61
	31 Supervisor	406.93	423.80	-	-	407.32
	32 Sweeper	312.65	276.61	-	-	304.72
	33 Switch Board Atten.	277.07	-	-	-	277.07
	34 Tester	336.33	-	-	-	336.33
	35 Turner	388.60	-	-	-	388.60
	36 Watchman	311.47	353.65	-	-	312.07
	37 Weigher	320.95	-	-	-	320.95
	38 Welder	351.93	-	-	-	351.93
	39 Fork Lift Operator	193.91	-	-	-	193.91

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	Mach. Op./Machinist	363.12	-	-	-	363.12
41	Milling Machine Op.	644.23	-	-	-	644.23
42	Af. Treat. Plant Op.	305.07	-	-	-	305.07
43	Gen./Turbo Operator	248.95	-	-	-	248.95
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	379.47	313.68	-	-	376.42
46	Electrolyser Att.	387.13	-	-	-	387.13
47	Expeller Operator	408.75	463.46	-	-	408.84
48	Filter Pressman	412.88	180.76	-	-	410.81
49	Seamer	333.04	467.00	-	-	334.51
50	Plant Operator	359.82	115.29	-	-	345.84
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	350.66	-	-	-	350.66
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	590.18	-	-	-	590.18
III.	Edible Nuts	307.28	297.80	-	-	301.45
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	301.73	-	-	-	301.73
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	329.21	299.17	-	-	315.09
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	307.56	258.84	-	-	287.49
7	Supervisor	476.01	362.50	-	-	461.13
8	Sweeper	-	253.91	-	-	253.91
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	396.37	-	-	-	396.37
11	Drier Worker	257.62	-	-	-	257.62
12	Peeler	268.80	302.72	-	-	295.77
13	Roaster	293.38	250.84	-	-	275.42
14	Scrubber	260.83	-	-	-	260.83
15	Sheller	289.13	338.17	-	-	334.07
16	Grader	250.26	274.44	-	-	271.48
IV.	Tobacco	202.25	204.21	-	-	203.40
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	230.00	-	-	-	230.00
3	Coolie/Mazdoor	238.10	330.68	-	-	294.88
4	Driver	207.03	-	-	-	207.03
5	Electrician	186.91	-	-	-	186.91
6	Helper	212.04	-	-	-	212.04
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	274.20	346.15	-	-	277.68

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
10	Sorter	205.41	-	-	-	205.41
11	Supervisor	358.11	-	-	-	358.11
12	Sweeper	226.27	300.00	-	-	259.65
13	Watchman	217.87	-	-	-	217.87
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	365.00	-	-	-	365.00
16	Blender	280.61	253.69	-	-	260.12
17	Casemaker	275.20	247.87	-	-	248.51
18	Feeder and Receiver	263.00	300.00	-	-	275.41
19	Gum Maker	116.60	113.07	-	-	114.50
20	Stitching Operator	337.30	-	-	-	337.30
21	Operator	300.30	-	-	-	300.30
22	Miscellaneous	229.50	-	-	-	229.50
V.	Paper	427.83	313.30	-	-	418.89
1	Assembler	310.96	-	-	-	310.96
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	624.66	-	-	-	624.66
4	Carpenter	316.68	-	-	-	316.68
5	Chargehand	377.43	-	-	-	377.43
6	Checker	559.61	454.13	-	-	551.27
7	Coolie/Mazdoor	309.84	241.09	-	-	306.72
8	Driller	613.71	-	-	-	613.71
9	Driver	370.52	-	-	-	370.52
10	Electrician	503.35	-	-	-	503.35
11	Fireman	332.93	-	-	-	332.93
12	Fitter	448.96	-	-	-	448.96
13	Mech/Elec Foreman	560.93	592.31	-	-	561.22
14	Helper	262.49	281.12	-	-	266.59
15	Loader/Unloader	330.57	-	-	-	330.57
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	503.16	-	-	-	503.16
19	Mechanic(General)	365.57	-	-	-	365.57
20	Motor Mechanic	471.32	-	-	-	471.32
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	490.53	-	-	-	490.53
23	Packer	392.02	198.96	-	-	384.45
24	Painter	306.80	-	-	-	306.80
25	Plumber	514.17	-	-	-	514.17
26	Press Man	293.07	-	-	-	293.07
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	710.69	-	-	-	710.69
29	Shaper Machine Op	571.73	-	-	-	571.73
30	Sorter	439.30	-	-	-	439.30
31	Supervisor	575.32	685.07	-	-	591.10

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
32	Sweeper	456.77	265.87	-	-	394.81
33	Tester	327.05	-	-	-	327.05
34	Turner	369.64	-	-	-	369.64
35	Watchman	427.98	488.49	-	-	429.43
36	Weigher	820.47	-	-	-	820.47
37	Welder	474.86	-	-	-	474.86
38	Winder	299.90	-	-	-	299.90
39	Wireman	295.86	-	-	-	295.86
40	Fork Lift Operator	680.52	-	-	-	680.52
41	Mach. Op./Machinist	336.28	494.60	-	-	337.84
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	835.20	-	-	-	835.20
44	Gen./Turbo Operator	554.97	-	-	-	554.97
45	Store Keeper	348.11	584.62	-	-	390.63
46	Bamboo Feeder/Man	500.17	319.00	-	-	499.37
47	Beater Man/Operat.	504.29	125.00	-	-	502.98
48	Blade Sharp. Mistry	526.82	-	-	-	526.82
49	Bleaching Mach. Op.	521.83	201.19	-	-	517.25
50	Cutter/Guilloti	495.19	235.00	-	-	494.70
51	Digester Op./Jamadar	593.05	223.47	-	-	591.60
52	Dryer Man/Asst. Op.	468.19	231.68	-	-	465.81
53	Machineman	577.23	253.06	-	-	576.00
54	Rewinding Mach Op.	487.64	177.26	-	-	483.21
55	Finisher	443.25	336.55	-	-	440.56
56	Binder/Binding Op.	294.92	-	-	-	294.92
57	Block/Die Caster	284.58	-	-	-	284.58
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	405.86	584.62	-	-	419.92
61	Mono/Lino/Photo Op.	308.30	-	-	-	308.30
62	Mach/Press Inker	278.62	-	-	-	278.62
63	Off. Prin. Mach. Op.	289.53	-	-	-	289.53
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	286.84	-	-	-	286.84
66	Miscellaneous	529.07	209.04	-	-	433.41
VI.	Printing/Publishing	386.99	328.94	-	-	380.84
1	Boiler Attendant	364.51	166.65	-	-	360.33
2	Carpenter	670.50	-	-	-	670.50
3	Checker	851.20	507.14	-	-	606.90
4	Compressor Op.	713.27	-	-	-	713.27
5	Coolie/Mazdoor	298.33	122.59	-	-	280.51
6	Driver	370.10	-	-	-	370.10
7	Electrician	446.57	-	-	-	446.57
8	Engine Room Atten	253.02	-	-	-	253.02
9	Fireman	1267.94	-	-	-	1267.94

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
10	Fitter	381.46	-	-	-	381.46
11	Mech/Elec Foreman	798.37	1346.00	-	-	830.19
12	Helper	304.48	253.36	-	-	295.59
13	Loader/Unloader	328.75	204.34	-	-	323.26
14	Marker	232.00	-	-	-	232.00
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1338.43	-	-	-	1338.43
17	Mechanic(General)	397.38	-	-	-	397.38
18	Packer	313.00	262.94	-	-	288.68
19	Painter	523.34	-	-	-	523.34
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	605.83	-	-	-	605.83
23	Supervisor	495.13	625.61	-	-	509.66
24	Sweeper	485.71	267.87	-	-	436.64
25	Watchman	408.89	-	-	-	408.89
26	Welder	396.84	-	-	-	396.84
27	Fork Lift Operator	304.12	-	-	-	304.12
28	Mach. Op./Machinist	350.53	314.48	-	-	350.16
29	Gen./Turbo Operator	239.46	-	-	-	239.46
30	Store Keeper	480.13	450.00	-	-	475.74
31	Apprentices/Trainees	164.42	-	-	-	164.42
32	Cook	527.52	490.18	-	-	519.58
33	Bleaching Mach. Op.	231.73	-	-	-	231.73
34	Machineman	417.95	-	-	-	417.95
35	Rewinding Mach Op.	400.00	-	-	-	400.00
36	Binder/Binding Op.	418.22	370.25	-	-	412.96
37	Block/Die Caster	514.89	729.93	-	-	522.24
38	Compositor/Assembler	352.82	1026.54	-	-	382.32
39	Copy/Proof Reader	493.51	390.74	-	-	485.34
40	Counter	313.17	315.34	-	-	313.27
41	Cutting Man/Cutter	353.78	278.96	-	-	352.46
42	Photo Engraver	586.91	302.11	-	-	520.49
43	Feeder/Paperfeeder	358.40	-	-	-	358.40
44	Impositor Imposer	676.43	-	-	-	676.43
45	Line Cleaner	410.79	312.06	-	-	403.81
46	Mono/Lino/Photo Op.	447.25	883.00	-	-	451.23
47	Ludlow Operator	555.54	391.22	-	-	520.16
48	Mach/Press Inker	326.73	144.24	-	-	323.45
49	Machineman(Photo)	487.59	636.11	-	-	499.53
50	Off. Prin. Mach. Op.	443.62	495.30	-	-	445.05
51	Paste Up Man	408.41	201.38	-	-	385.06
52	Mach Man/Rotary Op	458.60	650.27	-	-	462.90
53	Miscellaneous	497.67	324.98	-	-	484.54
VII.	Milk Products	497.10	464.30	-	-	495.35

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
1	Boiler Attendant	535.42	-	-	-	535.42
2	Chargehand	653.85	-	-	-	653.85
3	Checker	396.84	364.70	-	-	392.24
4	Compressor Op.	1119.93	-	-	-	1119.93
5	Coolie/Mazdoor	424.66	367.42	-	-	420.05
6	Driver	521.66	-	-	-	521.66
7	Electrician	482.47	-	-	-	482.47
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	629.05	-	-	-	629.05
10	Fitter	576.80	-	-	-	576.80
11	Mech/Elec Foreman	893.04	217.00	-	-	886.62
12	Grinder	397.35	-	-	-	397.35
13	Helper	371.27	399.91	-	-	372.68
14	Loader/Unloader	284.82	187.34	-	-	277.59
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	378.71	-	-	-	378.71
17	Motor Mechanic	772.97	-	-	-	772.97
18	Packer	275.42	193.86	-	-	270.79
19	Painter	125.92	-	-	-	125.92
20	Plumber	652.37	-	-	-	652.37
21	Pump Attendant	425.00	-	-	-	425.00
22	Sorter	243.50	-	-	-	243.50
23	Supervisor	677.94	1104.72	-	-	687.44
24	Sweeper	350.76	241.68	-	-	315.17
25	Tester	410.02	409.28	-	-	409.94
26	Turner	466.50	-	-	-	466.50
27	Watchman	343.95	372.90	-	-	344.09
28	Weigher	288.46	-	-	-	288.46
29	Welder	353.02	-	-	-	353.02
30	Wireman	364.36	-	-	-	364.36
31	Fork Lift Operator	532.19	-	-	-	532.19
32	Mach. Op./Machinist	505.67	-	-	-	505.67
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	373.55	-	-	-	373.55
35	Store Keeper	402.55	-	-	-	402.55
36	Cold Storage Atten	689.72	602.17	-	-	683.71
37	Dairy Prod Processor	599.75	703.04	-	-	605.00
38	Filler Prod Operator	633.53	347.53	-	-	630.79
39	Ice Cream Maker	334.27	264.28	-	-	320.83
40	Plant Operator	506.54	491.61	-	-	505.38
41	Refrig. Mechanic	607.80	1116.45	-	-	617.23
42	Washer	466.38	482.98	-	-	467.67
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	599.59	484.19	-	-	596.81
VIII.	Soft Drinks	365.91	246.35	-	-	351.49

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
1	Boiler Attendant	332.40	-	-	-	332.40
2	Chargehand	160.25	-	-	-	160.25
3	Coolie/Mazdoor	155.49	337.50	-	-	200.99
4	Driver	299.36	-	-	-	299.36
5	Electrician	294.79	-	-	-	294.79
6	Fitter	520.95	-	-	-	520.95
7	Mech/Elec Foreman	514.90	-	-	-	514.90
8	Helper	282.93	258.41	-	-	277.12
9	Loader/Unloader	568.30	-	-	-	568.30
10	Mechanic(General)	399.14	-	-	-	399.14
11	Packer	150.00	-	-	-	150.00
12	Painter	362.45	-	-	-	362.45
13	Plumber	160.07	-	-	-	160.07
14	Supervisor	438.60	-	-	-	438.60
15	Sweeper	189.08	210.00	-	-	193.91
16	Turner	207.60	-	-	-	207.60
17	Watchman	199.28	-	-	-	199.28
18	Welder	217.32	-	-	-	217.32
19	Fork Lift Operator	423.17	-	-	-	423.17
20	Mach. Op./Machinist	361.52	-	-	-	361.52
21	Apprentices/Trainees	389.26	-	-	-	389.26
22	Ammonia Comp. Op	323.14	210.00	-	-	316.49
23	Bottle Washer	265.02	162.50	-	-	219.46
24	Bottle Sorter	314.68	-	-	-	314.68
25	Crownman	482.05	-	-	-	482.05
26	Filling Machine Op	392.70	200.00	-	-	376.23
27	Level Checker	373.79	-	-	-	373.79
28	Syrup/Mixing Atte	449.56	-	-	-	449.56
29	Refrig. Mechanic	345.90	-	-	-	345.90
30	Chemist	298.08	434.76	-	-	317.60
31	Miscellaneous	451.19	-	-	-	451.19
IX.	Plastic Articles	359.30	296.49	-	-	355.19
1	Boiler Attendant	307.00	-	-	-	307.00
2	Chargehand	706.71	-	-	-	706.71
3	Checker	350.38	230.76	-	-	342.53
4	Compressor Op.	381.08	-	-	-	381.08
5	Coolie/Mazdoor	281.86	304.02	-	-	283.16
6	Driller	329.50	-	-	-	329.50
7	Driver	304.08	-	-	-	304.08
8	Electrician	343.03	-	-	-	343.03
9	Fitter	321.06	-	-	-	321.06
10	Mech/Elec Foreman	461.54	-	-	-	461.54
11	Helper	312.41	298.67	-	-	310.92
12	Loader/Unloader	233.72	-	-	-	233.72
13	Mistry/Kangani	409.62	-	-	-	409.62

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
14	Mate/Mukaddam	261.64	-	-	-	261.64
15	Mechanic (General)	492.26	-	-	-	492.26
16	Oilman/Greaser	307.00	-	-	-	307.00
17	Packer	293.86	305.29	-	-	297.71
18	Painter	193.27	-	-	-	193.27
19	Plumber	289.23	-	-	-	289.23
20	Supervisor	508.87	-	-	-	508.87
21	Sweeper	269.82	205.82	-	-	257.89
22	Tester	146.10	-	-	-	146.10
23	Turner	211.61	-	-	-	211.61
24	Watchman	315.94	-	-	-	315.94
25	Welder	390.95	-	-	-	390.95
26	Mach. Op./Machinist	489.81	-	-	-	489.81
27	Store Keeper	403.85	-	-	-	403.85
28	Tablet Machine Op	373.24	-	-	-	373.24
29	Extrud. Mach Setter	361.14	285.19	-	-	358.52
30	Injection Mould. Op	348.53	288.46	-	-	347.81
31	Moulder (Hand)	363.18	316.92	-	-	362.66
32	Bottle Blowing Op	441.68	188.46	-	-	437.84
33	Cementer/Assembler	290.91	272.56	-	-	288.52
34	Finisher	379.06	400.47	-	-	379.67
35	Miscellaneous	379.36	360.93	-	-	377.61
Nine Manufacturing Ind.		406.64	247.26	-	-	380.99

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.	Sugar	493.94	305.00	-	-	493.89
	1 Blacksmith	854.85	-	-	-	854.85
	2 Boiler Attendant	666.59	-	-	-	666.59
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	238.67	-	-	-	238.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	360.43	-	-	-	360.43
	7 Driver	596.54	-	-	-	596.54
	8 Electrician	550.13	-	-	-	550.13
	9 Fireman	557.37	-	-	-	557.37
	10 Fitter	582.50	-	-	-	582.50
	11 Mech/Elec Foreman	689.93	-	-	-	689.93
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	466.84	305.00	-	-	466.56
	14 Loader/Unloader	614.36	-	-	-	614.36
	15 Mason	1136.26	-	-	-	1136.26
	16 Mechanic(General)	998.00	-	-	-	998.00
	17 Oilman/Greaser	500.17	-	-	-	500.17
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	593.76	-	-	-	593.76
	21 Supervisor	622.86	-	-	-	622.86
	22 Sweeper	478.72	-	-	-	478.72
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	530.71	-	-	-	530.71
	25 Watchman	582.70	-	-	-	582.70
	26 Welder	485.34	-	-	-	485.34
	27 Wireman	422.40	-	-	-	422.40
	28 Mach. Op./Machinist	524.16	-	-	-	524.16
	29 Gen./Turbo Operator	356.00	-	-	-	356.00
	30 Store Keeper	1255.88	-	-	-	1255.88
	31 Apprentices/Trainees	326.00	-	-	-	326.00
	32 Cane Feeder	484.36	-	-	-	484.36
	33 Centrifugal Operator	505.25	-	-	-	505.25
	34 Chuna Man/Atten..	504.20	-	-	-	504.20
	35 Clarifier/Set. Att.	471.47	-	-	-	471.47
	36 Crystallizer	535.25	-	-	-	535.25
	37 Juice Heater Atte.	449.82	-	-	-	449.82
	38 Magma Maker	534.21	-	-	-	534.21
	39 Pan Man/Attendant	518.46	-	-	-	518.46

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
	40 Press Attendant	543.10	-	-	-	543.10
	41 Quadruple Man/Mate	526.39	-	-	-	526.39
	42 Sulphitation Att.	513.60	-	-	-	513.60
	43 Chemist	797.00	-	-	-	797.00
	44 Miscellaneous	853.15	-	-	-	853.15
II.	Oils & Fats	295.57	232.30	-	-	293.68
	1 Boiler Attendant	306.06	-	-	-	306.06
	2 Carpenter	315.38	-	-	-	315.38
	3 Checker	281.22	200.00	-	-	279.37
	4 Compressor Op.	319.04	-	-	-	319.04
	5 Coolie/Mazdoor	227.27	264.10	-	-	227.65
	6 Crane Operator	157.69	-	-	-	157.69
	7 Die Maker	561.68	-	-	-	561.68
	8 Driller	300.00	-	-	-	300.00
	9 Driver	297.97	-	-	-	297.97
	10 Electrician	364.81	-	-	-	364.81
	11 Engine Room Atten	494.16	-	-	-	494.16
	12 Fireman	209.06	-	-	-	209.06
	13 Fitter	290.81	-	-	-	290.81
	14 Mech/Elec Foreman	488.14	-	-	-	488.14
	15 Grinder	248.07	-	-	-	248.07
	16 Helper	274.99	220.02	-	-	272.45
	17 Instrument Mech	310.76	-	-	-	310.76
	18 Loader/Unloader	254.94	325.00	-	-	255.47
	19 Mistry/Kangani	341.18	-	-	-	341.18
	20 Mate/Mukaddam	288.00	-	-	-	288.00
	21 Mechanic(General)	413.71	-	-	-	413.71
	22 Millwright	159.23	-	-	-	159.23
	23 Motor Mechanic	284.62	-	-	-	284.62
	24 Oilman/Greaser	402.76	-	-	-	402.76
	25 Packer	263.96	255.46	-	-	262.66
	26 Painter	300.00	-	-	-	300.00
	27 Plumber	242.31	-	-	-	242.31
	28 Press Man	325.58	-	-	-	325.58
	29 Pump Attendant	432.84	-	-	-	432.84
	30 Sorter	328.48	-	-	-	328.48
	31 Supervisor	326.89	423.80	-	-	329.15
	32 Sweeper	308.63	267.87	-	-	299.67
	33 Switch Board Atten.	264.68	-	-	-	264.68
	34 Tester	299.57	-	-	-	299.57
	35 Turner	333.90	-	-	-	333.90
	36 Watchman	297.84	353.65	-	-	298.62
	37 Weigher	320.95	-	-	-	320.95
	38 Welder	289.11	-	-	-	289.11
	39 Fork Lift Operator	182.33	-	-	-	182.33

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	Mach. Op./Machinist	305.17	-	-	-	305.17
41	Milling Machine Op.	596.15	-	-	-	596.15
42	Af. Treat. Plant Op.	301.86	-	-	-	301.86
43	Gen./Turbo Operator	236.00	-	-	-	236.00
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	376.31	313.68	-	-	373.41
46	Electrolyser Att.	375.29	-	-	-	375.29
47	Expeller Operator	378.03	463.46	-	-	378.17
48	Filter Pressman	397.56	180.76	-	-	395.62
49	Seamer	326.42	467.00	-	-	327.96
50	Plant Operator	333.04	112.71	-	-	320.44
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	344.89	-	-	-	344.89
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	292.57	-	-	-	292.57
III.	Edible Nuts	291.98	287.50	-	-	289.22
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	288.46	-	-	-	288.46
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	308.71	280.60	-	-	295.50
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	304.35	254.76	-	-	283.93
7	Supervisor	444.12	325.00	-	-	428.50
8	Sweeper	-	253.23	-	-	253.23
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	382.45	-	-	-	382.45
11	Drier Worker	227.74	-	-	-	227.74
12	Peeler	263.70	281.92	-	-	278.19
13	Roaster	281.41	244.93	-	-	266.00
14	Scrubber	254.62	-	-	-	254.62
15	Sheller	232.89	327.26	-	-	319.38
16	Grader	221.58	272.74	-	-	266.48
IV.	Tobacco	184.41	203.81	-	-	195.75
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	196.76	-	-	-	196.76
3	Coolie/Mazdoor	200.47	317.72	-	-	272.38
4	Driver	198.61	-	-	-	198.61
5	Electrician	183.45	-	-	-	183.45
6	Helper	202.07	-	-	-	202.07
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	259.80	346.15	-	-	263.97

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
10	Sorter	187.19	-	-	-	187.19
11	Supervisor	326.81	-	-	-	326.81
12	Sweeper	218.80	300.00	-	-	255.56
13	Watchman	211.54	-	-	-	211.54
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	361.15	-	-	-	361.15
16	Blender	261.00	253.69	-	-	255.43
17	Casemaker	271.53	247.87	-	-	248.43
18	Feeder and Receiver	255.80	300.00	-	-	270.62
19	Gum Maker	115.44	113.07	-	-	114.03
20	Stitching Operator	286.09	-	-	-	286.09
21	Operator	247.44	-	-	-	247.44
22	Miscellaneous	214.12	-	-	-	214.12
V.	Paper	386.60	304.44	-	-	380.19
1	Assembler	274.61	-	-	-	274.61
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	515.45	-	-	-	515.45
4	Carpenter	298.96	-	-	-	298.96
5	Chargehand	364.39	-	-	-	364.39
6	Checker	524.06	448.84	-	-	518.12
7	Coolie/Mazdoor	278.56	236.40	-	-	276.65
8	Driller	613.71	-	-	-	613.71
9	Driver	351.70	-	-	-	351.70
10	Electrician	449.20	-	-	-	449.20
11	Fireman	330.64	-	-	-	330.64
12	Fitter	406.00	-	-	-	406.00
13	Mech/Elec Foreman	406.97	592.31	-	-	408.71
14	Helper	241.66	273.05	-	-	248.56
15	Loader/Unloader	330.24	-	-	-	330.24
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	494.96	-	-	-	494.96
19	Mechanic(General)	339.08	-	-	-	339.08
20	Motor Mechanic	459.90	-	-	-	459.90
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	485.33	-	-	-	485.33
23	Packer	382.16	193.70	-	-	374.78
24	Painter	306.80	-	-	-	306.80
25	Plumber	509.94	-	-	-	509.94
26	Press Man	291.44	-	-	-	291.44
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	694.87	-	-	-	694.87
29	Shaper Machine Op	548.07	-	-	-	548.07
30	Sorter	340.77	-	-	-	340.77
31	Supervisor	524.68	655.86	-	-	543.54

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
32	Sweeper	456.38	265.87	-	-	394.55
33	Tester	293.43	-	-	-	293.43
34	Turner	342.85	-	-	-	342.85
35	Watchman	412.04	488.49	-	-	413.87
36	Weigher	664.62	-	-	-	664.62
37	Welder	443.74	-	-	-	443.74
38	Winder	295.90	-	-	-	295.90
39	Wireman	289.22	-	-	-	289.22
40	Fork Lift Operator	646.14	-	-	-	646.14
41	Mach. Op./Machinist	255.94	490.00	-	-	258.24
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	693.19	-	-	-	693.19
44	Gen./Turbo Operator	539.66	-	-	-	539.66
45	Store Keeper	348.08	584.62	-	-	390.60
46	Bamboo Feeder/Man	463.49	319.00	-	-	462.85
47	Beater Man/Operat.	439.61	125.00	-	-	438.53
48	Blade Sharp. Mistry	484.93	-	-	-	484.93
49	Bleaching Mach. Op.	487.78	190.71	-	-	483.53
50	Cutter/Guilloti	477.89	235.00	-	-	477.43
51	Digester Op./Jamadar	534.02	223.47	-	-	532.80
52	Dryer Man/Asst. Op.	439.98	231.68	-	-	437.88
53	Machineman	485.01	253.06	-	-	484.13
54	Rewinding Mach Op.	415.85	177.26	-	-	412.44
55	Finisher	422.31	336.36	-	-	420.14
56	Binder/Binding Op.	259.90	-	-	-	259.90
57	Block/Die Caster	256.36	-	-	-	256.36
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	392.30	584.62	-	-	407.42
61	Mono/Lino/Photo Op.	303.80	-	-	-	303.80
62	Mach/Press Inker	249.88	-	-	-	249.88
63	Off. Prin. Mach. Op.	276.31	-	-	-	276.31
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	276.31	-	-	-	276.31
66	Miscellaneous	505.47	209.04	-	-	416.87
VI.	Printing/Publishing	323.69	280.28	-	-	319.09
1	Boiler Attendant	284.87	166.65	-	-	282.37
2	Carpenter	646.00	-	-	-	646.00
3	Checker	352.58	302.02	-	-	316.68
4	Compressor Op.	657.25	-	-	-	657.25
5	Coolie/Mazdoor	236.77	114.32	-	-	224.35
6	Driver	351.94	-	-	-	351.94
7	Electrician	386.63	-	-	-	386.63
8	Engine Room Atten	236.80	-	-	-	236.80
9	Fireman	1169.03	-	-	-	1169.03

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
10	Fitter	359.16	-	-	-	359.16
11	Mech/Elec Foreman	787.18	1346.00	-	-	819.65
12	Helper	272.17	235.88	-	-	265.85
13	Loader/Unloader	288.55	204.34	-	-	284.83
14	Marker	209.38	-	-	-	209.38
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1279.99	-	-	-	1279.99
17	Mechanic(General)	296.27	-	-	-	296.27
18	Packer	288.44	256.66	-	-	273.00
19	Painter	439.29	-	-	-	439.29
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	564.82	-	-	-	564.82
23	Supervisor	419.15	501.61	-	-	428.34
24	Sweeper	456.86	265.04	-	-	413.65
25	Watchman	377.55	-	-	-	377.55
26	Welder	351.84	-	-	-	351.84
27	Fork Lift Operator	273.63	-	-	-	273.63
28	Mach. Op./Machinist	283.14	309.32	-	-	283.40
29	Gen./Turbo Operator	230.08	-	-	-	230.08
30	Store Keeper	414.60	300.00	-	-	397.89
31	Apprentices/Trainees	115.38	-	-	-	115.38
32	Cook	315.35	322.04	-	-	316.77
33	Bleaching Mach. Op.	134.61	-	-	-	134.61
34	Machineman	397.95	-	-	-	397.95
35	Rewinding Mach Op.	380.00	-	-	-	380.00
36	Binder/Binding Op.	353.03	259.39	-	-	342.77
37	Block/Die Caster	433.94	729.93	-	-	444.06
38	Compositor/Assembler	334.05	1021.19	-	-	364.14
39	Copy/Proof Reader	409.52	381.46	-	-	407.29
40	Counter	298.02	315.34	-	-	298.86
41	Cutting Man/Cutter	312.79	243.25	-	-	311.57
42	Photo Engraver	454.27	299.52	-	-	418.18
43	Feeder/Paperfeeder	330.60	-	-	-	330.60
44	Impositor Imposer	632.72	-	-	-	632.72
45	Line Cleaner	345.55	287.01	-	-	341.41
46	Mono/Lino/Photo Op.	385.66	693.00	-	-	388.47
47	Ludlow Operator	291.74	307.69	-	-	295.18
48	Mach/Press Inker	287.43	126.93	-	-	284.55
49	Machineman(Photo)	295.18	331.86	-	-	298.13
50	Off. Prin. Mach. Op.	346.14	439.38	-	-	348.73
51	Paste Up Man	376.12	201.38	-	-	356.41
52	Mach Man/Rotary Op	321.94	370.93	-	-	323.04
53	Miscellaneous	361.82	288.53	-	-	356.25
VII.	Milk Products	403.26	373.22	-	-	401.66

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
1	Boiler Attendant	454.20	-	-	-	454.20
2	Chargehand	653.85	-	-	-	653.85
3	Checker	307.24	319.41	-	-	308.98
4	Compressor Op.	639.69	-	-	-	639.69
5	Coolie/Mazdoor	353.38	296.73	-	-	348.82
6	Driver	438.95	-	-	-	438.95
7	Electrician	395.12	-	-	-	395.12
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	615.59	-	-	-	615.59
10	Fitter	502.82	-	-	-	502.82
11	Mech/Elec Foreman	811.35	217.00	-	-	805.71
12	Grinder	397.35	-	-	-	397.35
13	Helper	303.83	306.49	-	-	303.96
14	Loader/Unloader	213.30	151.34	-	-	208.70
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	291.93	-	-	-	291.93
17	Motor Mechanic	767.80	-	-	-	767.80
18	Packer	264.44	181.43	-	-	259.73
19	Painter	125.92	-	-	-	125.92
20	Plumber	526.35	-	-	-	526.35
21	Pump Attendant	250.00	-	-	-	250.00
22	Sorter	236.00	-	-	-	236.00
23	Supervisor	541.19	1059.53	-	-	552.73
24	Sweeper	317.17	230.53	-	-	288.90
25	Tester	344.34	385.47	-	-	348.99
26	Turner	333.00	-	-	-	333.00
27	Watchman	321.78	372.90	-	-	322.03
28	Weigher	288.46	-	-	-	288.46
29	Welder	332.24	-	-	-	332.24
30	Wireman	347.74	-	-	-	347.74
31	Fork Lift Operator	496.09	-	-	-	496.09
32	Mach. Op./Machinist	451.31	-	-	-	451.31
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	363.69	-	-	-	363.69
35	Store Keeper	384.28	-	-	-	384.28
36	Cold Storage Atten	460.83	462.47	-	-	460.95
37	Dairy Prod Processor	492.01	517.53	-	-	493.31
38	Filler Prod Operator	563.45	347.53	-	-	561.38
39	Ice Cream Maker	299.17	230.94	-	-	286.06
40	Plant Operator	376.87	417.97	-	-	380.05
41	Refrig. Mechanic	523.01	1064.41	-	-	533.05
42	Washer	378.28	329.94	-	-	374.52
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	468.53	479.80	-	-	468.80
VIII.	Soft Drinks	339.36	240.28	-	-	327.41

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
1	Boiler Attendant	323.19	-	-	-	323.19	
2	Chargehand	155.07	-	-	-	155.07	
3	Coolie/Mazdoor	153.57	325.00	-	-	196.43	
4	Driver	246.83	-	-	-	246.83	
5	Electrician	247.39	-	-	-	247.39	
6	Fitter	391.39	-	-	-	391.39	
7	Mech/Elec Foreman	479.80	-	-	-	479.80	
8	Helper	279.05	250.69	-	-	272.33	
9	Loader/Unloader	526.79	-	-	-	526.79	
10	Mechanic(General)	344.25	-	-	-	344.25	
11	Packer	150.00	-	-	-	150.00	
12	Painter	362.45	-	-	-	362.45	
13	Plumber	160.07	-	-	-	160.07	
14	Supervisor	359.71	-	-	-	359.71	
15	Sweeper	189.08	210.00	-	-	193.91	
16	Turner	207.60	-	-	-	207.60	
17	Watchman	186.68	-	-	-	186.68	
18	Welder	217.32	-	-	-	217.32	
19	Fork Lift Operator	417.78	-	-	-	417.78	
20	Mach. Op./Machinist	295.99	-	-	-	295.99	
21	Apprentices/Trainees	378.26	-	-	-	378.26	
22	Ammonia Comp. Op	323.14	210.00	-	-	316.49	
23	Bottle Washer	263.10	162.00	-	-	218.17	
24	Bottle Sorter	314.68	-	-	-	314.68	
25	Crownman	482.05	-	-	-	482.05	
26	Filling Machine Op	363.93	200.00	-	-	349.92	
27	Level Checker	373.79	-	-	-	373.79	
28	Syrup/Mixing Atte	449.56	-	-	-	449.56	
29	Refrig. Mechanic	345.90	-	-	-	345.90	
30	Chemist	286.77	434.76	-	-	307.91	
31	Miscellaneous	451.19	-	-	-	451.19	
IX.	Plastic Articles	328.06	286.00	-	-	325.31	
1	Boiler Attendant	307.00	-	-	-	307.00	
2	Chargehand	411.61	-	-	-	411.61	
3	Checker	275.90	230.76	-	-	272.94	
4	Compressor Op.	381.08	-	-	-	381.08	
5	Coolie/Mazdoor	217.60	303.36	-	-	222.63	
6	Driller	274.00	-	-	-	274.00	
7	Driver	267.50	-	-	-	267.50	
8	Electrician	250.80	-	-	-	250.80	
9	Fitter	298.67	-	-	-	298.67	
10	Mech/Elec Foreman	461.54	-	-	-	461.54	
11	Helper	296.44	288.70	-	-	295.59	
12	Loader/Unloader	224.34	-	-	-	224.34	
13	Mistry/Kangani	409.62	-	-	-	409.62	

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
14	Mate/Mukaddam	261.64	-	-	-	261.64	
15	Mechanic(General)	411.78	-	-	-	411.78	
16	Oilman/Greaser	307.00	-	-	-	307.00	
17	Packer	262.14	286.60	-	-	270.38	
18	Painter	174.04	-	-	-	174.04	
19	Plumber	289.23	-	-	-	289.23	
20	Supervisor	418.74	-	-	-	418.74	
21	Sweeper	260.30	186.53	-	-	246.55	
22	Tester	143.93	-	-	-	143.93	
23	Turner	185.88	-	-	-	185.88	
24	Watchman	312.88	-	-	-	312.88	
25	Welder	369.32	-	-	-	369.32	
26	Mach. Op./Machinist	454.47	-	-	-	454.47	
27	Store Keeper	230.77	-	-	-	230.77	
28	Tablet Machine Op	353.41	-	-	-	353.41	
29	Extrud. Mach Setter	339.51	285.19	-	-	337.63	
30	Injection Mould. Op	312.31	288.46	-	-	312.02	
31	Moulder (Hand)	346.32	316.92	-	-	345.99	
32	Bottle Blowing Op	412.76	188.46	-	-	409.35	
33	Cementer/Assembler	278.02	262.88	-	-	276.05	
34	Finisher	355.41	400.47	-	-	356.71	
35	Miscellaneous	332.59	345.31	-	-	333.80	
Nine Manufacturing Ind.		359.43	237.92	-	-	339.88	

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.	Sugar	585.74	305.00	-	-	585.67
	1 Blacksmith	872.45	-	-	-	872.45
	2 Boiler Attendant	702.87	-	-	-	702.87
	3 Carpenter	259.62	-	-	-	259.62
	4 Checker	828.67	-	-	-	828.67
	5 Compressor Op.	662.00	-	-	-	662.00
	6 Coolie/Mazdoor	541.25	-	-	-	541.25
	7 Driver	689.03	-	-	-	689.03
	8 Electrician	672.12	-	-	-	672.12
	9 Fireman	601.44	-	-	-	601.44
	10 Fitter	694.72	-	-	-	694.72
	11 Mech/Elec Foreman	931.99	-	-	-	931.99
	12 Hammerman	1127.84	-	-	-	1127.84
	13 Helper	510.25	305.00	-	-	509.89
	14 Loader/Unloader	665.14	-	-	-	665.14
	15 Mason	1146.42	-	-	-	1146.42
	16 Mechanic(General)	1619.00	-	-	-	1619.00
	17 Oilman/Greaser	559.37	-	-	-	559.37
	18 Packer	306.45	-	-	-	306.45
	19 Plumber	693.40	-	-	-	693.40
	20 Pump Attendant	646.28	-	-	-	646.28
	21 Supervisor	792.44	-	-	-	792.44
	22 Sweeper	548.69	-	-	-	548.69
	23 Switch Board Atten.	596.90	-	-	-	596.90
	24 Turner	576.23	-	-	-	576.23
	25 Watchman	627.72	-	-	-	627.72
	26 Welder	643.00	-	-	-	643.00
	27 Wireman	531.72	-	-	-	531.72
	28 Mach. Op./Machinist	612.25	-	-	-	612.25
	29 Gen./Turbo Operator	569.00	-	-	-	569.00
	30 Store Keeper	1348.52	-	-	-	1348.52
	31 Apprentices/Trainees	454.00	-	-	-	454.00
	32 Cane Feeder	531.74	-	-	-	531.74
	33 Centrifugal Operator	547.43	-	-	-	547.43
	34 Chuna Man/Atten..	616.10	-	-	-	616.10
	35 Clarifier/Set. Att.	522.75	-	-	-	522.75
	36 Crystallizer	557.60	-	-	-	557.60
	37 Juice Heater Atte.	471.46	-	-	-	471.46
	38 Magma Maker	622.40	-	-	-	622.40
	39 Pan Man/Attendant	575.68	-	-	-	575.68

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 Press Attendant	546.07	-	-	-	546.07
	41 Quadruple Man/Mate	570.03	-	-	-	570.03
	42 Sulphitation Att.	557.70	-	-	-	557.70
	43 Chemist	797.00	-	-	-	797.00
	44 Miscellaneous	873.33	-	-	-	873.33
II.	Oils & Fats	361.94	247.93	-	-	358.54
	1 Boiler Attendant	424.00	-	-	-	424.00
	2 Carpenter	315.38	-	-	-	315.38
	3 Checker	469.20	200.00	-	-	463.07
	4 Compressor Op.	664.77	-	-	-	664.77
	5 Coolie/Mazdoor	285.59	264.10	-	-	285.38
	6 Crane Operator	157.69	-	-	-	157.69
	7 Die Maker	561.68	-	-	-	561.68
	8 Driller	300.00	-	-	-	300.00
	9 Driver	377.41	-	-	-	377.41
	10 Electrician	421.17	-	-	-	421.17
	11 Engine Room Atten	494.16	-	-	-	494.16
	12 Fireman	237.12	-	-	-	237.12
	13 Fitter	356.56	-	-	-	356.56
	14 Mech/Elec Foreman	560.64	-	-	-	560.64
	15 Grinder	248.07	-	-	-	248.07
	16 Helper	298.10	246.53	-	-	295.71
	17 Instrument Mech	342.69	-	-	-	342.69
	18 Loader/Unloader	401.95	325.00	-	-	401.37
	19 Mistry/Kangani	517.12	-	-	-	517.12
	20 Mate/Mukaddam	302.61	-	-	-	302.61
	21 Mechanic(General)	413.71	-	-	-	413.71
	22 Millwright	159.23	-	-	-	159.23
	23 Motor Mechanic	284.62	-	-	-	284.62
	24 Oilman/Greaser	420.35	-	-	-	420.35
	25 Packer	335.98	262.74	-	-	324.75
	26 Painter	315.77	-	-	-	315.77
	27 Plumber	267.69	-	-	-	267.69
	28 Press Man	325.58	-	-	-	325.58
	29 Pump Attendant	455.69	-	-	-	455.69
	30 Sorter	354.73	-	-	-	354.73
	31 Supervisor	486.96	423.80	-	-	485.49
	32 Sweeper	316.66	285.35	-	-	309.78
	33 Switch Board Atten.	289.45	-	-	-	289.45
	34 Tester	373.09	-	-	-	373.09
	35 Turner	443.30	-	-	-	443.30
	36 Watchman	325.11	353.65	-	-	325.51
	37 Weigher	320.95	-	-	-	320.95
	38 Welder	414.74	-	-	-	414.74
	39 Fork Lift Operator	205.48	-	-	-	205.48

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	Mach. Op./Machinist	421.06	-	-	-	421.06
41	Milling Machine Op.	692.31	-	-	-	692.31
42	Af. Treat. Plant Op.	308.29	-	-	-	308.29
43	Gen./Turbo Operator	261.89	-	-	-	261.89
44	Store Keeper	615.38	-	-	-	615.38
45	Cool Room Attendant	382.63	313.68	-	-	379.44
46	Electrolyser Att.	398.96	-	-	-	398.96
47	Expeller Operator	439.48	463.46	-	-	439.52
48	Filter Pressman	428.21	180.76	-	-	426.00
49	Seamer	339.66	467.00	-	-	341.06
50	Plant Operator	386.61	117.86	-	-	371.24
51	Peeler	323.62	-	-	-	323.62
52	Roaster	343.00	-	-	-	343.00
53	Grader	356.43	-	-	-	356.43
54	Chemist	493.96	-	-	-	493.96
55	Miscellaneous	887.79	-	-	-	887.79
III.	Edible Nuts	322.59	308.09	-	-	313.68
1	Boiler Attendant	482.61	-	-	-	482.61
2	Checker	315.00	-	-	-	315.00
3	Coolie/Mazdoor	257.34	250.00	-	-	252.99
4	Helper	349.70	317.73	-	-	334.67
5	Loader/Unloader	271.40	-	-	-	271.40
6	Packer	310.77	262.91	-	-	291.06
7	Supervisor	507.90	400.00	-	-	493.75
8	Sweeper	-	254.58	-	-	254.58
9	Watchman	319.44	-	-	-	319.44
10	Mach. Op./Machinist	410.30	-	-	-	410.30
11	Drier Worker	287.50	-	-	-	287.50
12	Peeler	273.89	323.51	-	-	313.35
13	Roaster	305.35	256.75	-	-	284.83
14	Scrubber	267.04	-	-	-	267.04
15	Sheller	345.37	349.07	-	-	348.76
16	Grader	278.94	276.14	-	-	276.49
IV.	Tobacco	220.10	204.61	-	-	211.04
1	Boiler Attendant	224.61	-	-	-	224.61
2	Checker	263.23	-	-	-	263.23
3	Coolie/Mazdoor	275.73	343.64	-	-	317.38
4	Driver	215.45	-	-	-	215.45
5	Electrician	190.37	-	-	-	190.37
6	Helper	222.01	-	-	-	222.01
7	Loader/Unloader	280.00	-	-	-	280.00
8	Mistry/Kangani	207.97	384.62	-	-	252.13
9	Packer	288.59	346.15	-	-	291.38

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
10	Sorter	223.62	-	-	-	223.62
11	Supervisor	389.41	-	-	-	389.41
12	Sweeper	233.73	300.00	-	-	263.73
13	Watchman	224.20	-	-	-	224.20
14	Weigher	150.19	-	-	-	150.19
15	Mach. Op./Machinist	368.85	-	-	-	368.85
16	Blender	300.22	253.69	-	-	264.80
17	Casemaker	278.87	247.87	-	-	248.60
18	Feeder and Receiver	270.18	300.00	-	-	280.18
19	Gum Maker	117.76	113.07	-	-	114.97
20	Stitching Operator	388.51	-	-	-	388.51
21	Operator	353.14	-	-	-	353.14
22	Miscellaneous	244.88	-	-	-	244.88
V.	Paper	469.05	322.16	-	-	457.59
1	Assembler	347.31	-	-	-	347.31
2	Blacksmith	581.46	-	-	-	581.46
3	Boiler Attendant	733.85	-	-	-	733.85
4	Carpenter	334.40	-	-	-	334.40
5	Chargehand	390.46	-	-	-	390.46
6	Checker	595.15	459.43	-	-	584.42
7	Coolie/Mazdoor	341.11	245.77	-	-	336.78
8	Driller	613.71	-	-	-	613.71
9	Driver	389.33	-	-	-	389.33
10	Electrician	557.49	-	-	-	557.49
11	Fireman	335.23	-	-	-	335.23
12	Fitter	491.91	-	-	-	491.91
13	Mech/Elec Foreman	714.89	592.31	-	-	713.74
14	Helper	283.32	289.19	-	-	284.61
15	Loader/Unloader	330.90	-	-	-	330.90
16	Mistry/Kangani	188.46	-	-	-	188.46
17	Marker	201.92	-	-	-	201.92
18	Mason	511.36	-	-	-	511.36
19	Mechanic(General)	392.05	-	-	-	392.05
20	Motor Mechanic	482.73	-	-	-	482.73
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	495.73	-	-	-	495.73
23	Packer	401.88	204.23	-	-	394.13
24	Painter	306.80	-	-	-	306.80
25	Plumber	518.41	-	-	-	518.41
26	Press Man	294.70	-	-	-	294.70
27	Pump Attendant	535.72	-	-	-	535.72
28	Rigger	726.50	-	-	-	726.50
29	Shaper Machine Op	595.38	-	-	-	595.38
30	Sorter	537.84	-	-	-	537.84
31	Supervisor	625.94	714.28	-	-	638.64

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
32	Sweeper	457.16	265.87	-	-	395.07
33	Tester	360.66	-	-	-	360.66
34	Turner	396.41	-	-	-	396.41
35	Watchman	443.93	488.49	-	-	445.00
36	Weigher	976.31	-	-	-	976.31
37	Welder	505.98	-	-	-	505.98
38	Winder	303.90	-	-	-	303.90
39	Wireman	302.50	-	-	-	302.50
40	Fork Lift Operator	714.90	-	-	-	714.90
41	Mach. Op./Machinist	416.62	499.20	-	-	417.44
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	977.21	-	-	-	977.21
44	Gen./Turbo Operator	570.28	-	-	-	570.28
45	Store Keeper	348.15	584.62	-	-	390.66
46	Bamboo Feeder/Man	536.85	319.00	-	-	535.89
47	Beater Man/Operat.	568.96	125.00	-	-	567.43
48	Blade Sharp. Mistry	568.70	-	-	-	568.70
49	Bleaching Mach. Op.	555.88	211.67	-	-	550.96
50	Cutter/Guilloti	512.49	235.00	-	-	511.97
51	Digester Op./Jamadar	652.07	223.47	-	-	650.39
52	Dryer Man/Asst. Op.	496.40	231.68	-	-	493.73
53	Machineman	669.45	253.06	-	-	667.87
54	Rewinding Mach Op.	559.43	177.26	-	-	553.97
55	Finisher	464.19	336.73	-	-	460.97
56	Binder/Binding Op.	329.93	-	-	-	329.93
57	Block/Die Caster	312.80	-	-	-	312.80
58	Compositor/Assembler	263.29	-	-	-	263.29
59	Counter	333.00	-	-	-	333.00
60	Feeder/Paperfeeder	419.43	584.62	-	-	432.41
61	Mono/Lino/Photo Op.	312.80	-	-	-	312.80
62	Mach/Press Inker	307.36	-	-	-	307.36
63	Off. Prin. Mach. Op.	302.75	-	-	-	302.75
64	Paste Up Man	242.74	-	-	-	242.74
65	Mach Man/Rotary Op	297.36	-	-	-	297.36
66	Miscellaneous	552.67	209.04	-	-	449.96
VI.	Printing/Publishing	450.29	377.59	-	-	442.58
1	Boiler Attendant	444.15	166.65	-	-	438.28
2	Carpenter	695.00	-	-	-	695.00
3	Checker	1349.82	712.26	-	-	897.13
4	Compressor Op.	769.29	-	-	-	769.29
5	Coolie/Mazdoor	359.89	130.86	-	-	336.66
6	Driver	388.25	-	-	-	388.25
7	Electrician	506.52	-	-	-	506.52
8	Engine Room Atten	269.23	-	-	-	269.23
9	Fireman	1366.84	-	-	-	1366.84

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
10	Fitter	403.77	-	-	-	403.77
11	Mech/Elec Foreman	809.55	1346.00	-	-	840.72
12	Helper	336.80	270.84	-	-	325.32
13	Loader/Unloader	368.95	204.34	-	-	361.70
14	Marker	254.62	-	-	-	254.62
15	Mason	451.07	-	-	-	451.07
16	Mate/Mukaddam	1396.87	-	-	-	1396.87
17	Mechanic(General)	498.48	-	-	-	498.48
18	Packer	337.56	269.22	-	-	304.36
19	Painter	607.38	-	-	-	607.38
20	Plumber	250.00	-	-	-	250.00
21	Press Man	404.50	-	-	-	404.50
22	Sorter	646.83	-	-	-	646.83
23	Supervisor	571.11	749.61	-	-	590.99
24	Sweeper	514.57	270.69	-	-	459.63
25	Watchman	440.23	-	-	-	440.23
26	Welder	441.84	-	-	-	441.84
27	Fork Lift Operator	334.60	-	-	-	334.60
28	Mach. Op./Machinist	417.91	319.65	-	-	416.91
29	Gen./Turbo Operator	248.83	-	-	-	248.83
30	Store Keeper	545.66	600.00	-	-	553.58
31	Apprentices/Trainees	213.46	-	-	-	213.46
32	Cook	739.70	658.32	-	-	722.38
33	Bleaching Mach. Op.	328.84	-	-	-	328.84
34	Machineman	437.95	-	-	-	437.95
35	Rewinding Mach Op.	420.00	-	-	-	420.00
36	Binder/Binding Op.	483.40	481.12	-	-	483.15
37	Block/Die Caster	595.84	729.93	-	-	600.42
38	Compositor/Assembler	371.58	1031.90	-	-	400.50
39	Copy/Proof Reader	577.50	400.03	-	-	563.38
40	Counter	328.31	315.34	-	-	327.69
41	Cutting Man/Cutter	394.76	314.67	-	-	393.35
42	Photo Engraver	719.55	304.70	-	-	622.79
43	Feeder/Paperfeeder	386.20	-	-	-	386.20
44	Impositor Imposer	720.13	-	-	-	720.13
45	Line Cleaner	476.03	337.12	-	-	466.21
46	Mono/Lino/Photo Op.	508.83	1073.00	-	-	513.99
47	Ludlow Operator	819.33	474.74	-	-	745.14
48	Mach/Press Inker	366.02	161.54	-	-	362.34
49	Machineman(Photo)	679.99	940.36	-	-	700.92
50	Off. Prin. Mach. Op.	541.09	551.21	-	-	541.37
51	Paste Up Man	440.70	201.38	-	-	413.70
52	Mach Man/Rotary Op	595.26	929.61	-	-	602.77
53	Miscellaneous	633.52	361.42	-	-	612.82
VII.	Milk Products	590.93	555.38	-	-	589.03

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Boiler Attendant	616.63	-	-	-	616.63
2	Chargehand	653.85	-	-	-	653.85
3	Checker	486.42	409.99	-	-	475.49
4	Compressor Op.	1600.18	-	-	-	1600.18
5	Coolie/Mazdoor	495.93	438.11	-	-	491.28
6	Driver	604.36	-	-	-	604.36
7	Electrician	569.81	-	-	-	569.81
8	Engine Room Atten	335.84	-	-	-	335.84
9	Fireman	642.49	-	-	-	642.49
10	Fitter	650.77	-	-	-	650.77
11	Mech/Elec Foreman	974.72	217.00	-	-	967.52
12	Grinder	397.35	-	-	-	397.35
13	Helper	438.71	493.34	-	-	441.40
14	Loader/Unloader	356.33	223.34	-	-	346.46
15	Mistry/Kangani	500.99	-	-	-	500.99
16	Mechanic(General)	465.48	-	-	-	465.48
17	Motor Mechanic	778.14	-	-	-	778.14
18	Packer	286.40	206.29	-	-	281.85
19	Painter	125.92	-	-	-	125.92
20	Plumber	778.39	-	-	-	778.39
21	Pump Attendant	600.00	-	-	-	600.00
22	Sorter	251.00	-	-	-	251.00
23	Supervisor	814.68	1149.91	-	-	822.14
24	Sweeper	384.33	252.84	-	-	341.43
25	Tester	475.70	433.07	-	-	470.88
26	Turner	600.00	-	-	-	600.00
27	Watchman	366.12	372.90	-	-	366.15
28	Weigher	288.46	-	-	-	288.46
29	Welder	373.81	-	-	-	373.81
30	Wireman	380.97	-	-	-	380.97
31	Fork Lift Operator	568.30	-	-	-	568.30
32	Mach. Op./Machinist	560.03	-	-	-	560.03
33	Af. Treat. Plant Op.	970.82	-	-	-	970.82
34	Gen./Turbo Operator	383.41	-	-	-	383.41
35	Store Keeper	420.82	-	-	-	420.82
36	Cold Storage Atten	918.60	741.86	-	-	906.47
37	Dairy Prod Processor	707.48	888.54	-	-	716.69
38	Filler Prod Operator	703.60	347.53	-	-	700.19
39	Ice Cream Maker	369.36	297.62	-	-	355.58
40	Plant Operator	636.20	565.25	-	-	630.71
41	Refrig. Mechanic	692.59	1168.49	-	-	701.41
42	Washer	554.47	636.02	-	-	560.81
43	Chemist	616.45	-	-	-	616.45
44	Miscellaneous	730.65	488.59	-	-	724.81
VIII.	Soft Drinks	392.46	252.43	-	-	375.57

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
1	Boiler Attendant	341.61	-	-	-	341.61
2	Chargehand	165.42	-	-	-	165.42
3	Coolie/Mazdoor	157.40	350.00	-	-	205.55
4	Driver	351.89	-	-	-	351.89
5	Electrician	342.19	-	-	-	342.19
6	Fitter	650.50	-	-	-	650.50
7	Mech/Elec Foreman	549.99	-	-	-	549.99
8	Helper	286.81	266.12	-	-	281.91
9	Loader/Unloader	609.80	-	-	-	609.80
10	Mechanic(General)	454.03	-	-	-	454.03
11	Packer	150.00	-	-	-	150.00
12	Painter	362.45	-	-	-	362.45
13	Plumber	160.07	-	-	-	160.07
14	Supervisor	517.48	-	-	-	517.48
15	Sweeper	189.08	210.00	-	-	193.91
16	Turner	207.60	-	-	-	207.60
17	Watchman	211.88	-	-	-	211.88
18	Welder	217.32	-	-	-	217.32
19	Fork Lift Operator	428.55	-	-	-	428.55
20	Mach. Op./Machinist	427.05	-	-	-	427.05
21	Apprentices/Trainees	400.26	-	-	-	400.26
22	Ammonia Comp. Op	323.14	210.00	-	-	316.49
23	Bottle Washer	266.94	163.00	-	-	220.75
24	Bottle Sorter	314.68	-	-	-	314.68
25	Crownman	482.05	-	-	-	482.05
26	Filling Machine Op	421.47	200.00	-	-	402.54
27	Level Checker	373.79	-	-	-	373.79
28	Syrup/Mixing Atte	449.56	-	-	-	449.56
29	Refrig. Mechanic	345.90	-	-	-	345.90
30	Chemist	309.38	434.76	-	-	327.29
31	Miscellaneous	451.19	-	-	-	451.19
IX.	Plastic Articles	390.54	306.97	-	-	385.07
1	Boiler Attendant	307.00	-	-	-	307.00
2	Chargehand	1001.80	-	-	-	1001.80
3	Checker	424.86	230.76	-	-	412.12
4	Compressor Op.	381.08	-	-	-	381.08
5	Coolie/Mazdoor	346.13	304.69	-	-	343.70
6	Driller	385.00	-	-	-	385.00
7	Driver	340.66	-	-	-	340.66
8	Electrician	435.25	-	-	-	435.25
9	Fitter	343.45	-	-	-	343.45
10	Mech/Elec Foreman	461.54	-	-	-	461.54
11	Helper	328.39	308.63	-	-	326.24
12	Loader/Unloader	243.09	-	-	-	243.09
13	Mistry/Kangani	409.62	-	-	-	409.62

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	
14	Mate/Mukaddam	261.64	-	-	-	261.64	
15	Mechanic(General)	572.73	-	-	-	572.73	
16	Oilman/Greaser	307.00	-	-	-	307.00	
17	Packer	325.58	323.97	-	-	325.04	
18	Painter	212.50	-	-	-	212.50	
19	Plumber	289.23	-	-	-	289.23	
20	Supervisor	599.00	-	-	-	599.00	
21	Sweeper	279.34	225.11	-	-	269.23	
22	Tester	148.26	-	-	-	148.26	
23	Turner	237.33	-	-	-	237.33	
24	Watchman	319.00	-	-	-	319.00	
25	Welder	412.58	-	-	-	412.58	
26	Mach. Op./Machinist	525.14	-	-	-	525.14	
27	Store Keeper	576.92	-	-	-	576.92	
28	Tablet Machine Op	393.06	-	-	-	393.06	
29	Extrud. Mach Setter	382.77	285.19	-	-	379.41	
30	Injection Mould. Op	384.74	288.46	-	-	383.59	
31	Moulder (Hand)	380.03	316.92	-	-	379.32	
32	Bottle Blowing Op	470.60	188.46	-	-	466.33	
33	Cementer/Assembler	303.80	282.24	-	-	300.99	
34	Finisher	402.70	400.47	-	-	402.64	
35	Miscellaneous	426.13	376.54	-	-	421.42	
Nine Manufacturing Ind.		453.85	256.61	-	-	422.10	

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Oils & Fats	699.69	-	-	-	699.69
	1 Loader/Unloader	699.69	-	-	-	699.69
II.	Edible Nuts	248.90	212.81	-	-	217.30
	1 Peeler	192.30	201.68	-	-	201.30
	2 Roaster	259.08	-	-	-	259.08
	3 Sheller	-	225.09	-	-	225.09
	4 Grader	-	223.98	-	-	223.98
III.	Tobacco	100.42	118.20	-	-	110.33
	1 Coolie/Mazdoor	47.05	35.98	-	-	46.95
	2 Helper	161.72	133.95	-	-	154.93
	3 Packer	243.87	-	-	-	243.87
	4 Casemaket	58.23	156.53	-	-	143.98
	5 Feeder and Receiver	205.48	116.80	-	-	117.14
	6 Gum Maker	-	215.50	-	-	215.50
	7 Miscellaneous	135.68	138.33	-	-	135.86
Nine Manufacturing Ind.		101.92	120.53	-	-	112.38

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.	Oils & Fats	615.29	-	-	-	615.29
	1 Loader/Unloader	615.29	-	-	-	615.29
II.	Edible Nuts	241.09	200.03	-	-	205.14
	1 Peeler	192.30	183.11	-	-	183.47
	2 Roaster	249.87	-	-	-	249.87
	3 Sheller	-	218.12	-	-	218.12
	4 Grader	-	223.98	-	-	223.98
III.	Tobacco	87.79	116.38	-	-	103.72
	1 Coolie/Mazdoor	43.71	23.00	-	-	43.52
	2 Helper	134.93	79.39	-	-	121.35
	3 Packer	231.85	-	-	-	231.85
	4 Casemaker	38.83	68.31	-	-	64.54
	5 Feeder and Receiver	205.48	116.80	-	-	117.14
	6 Gum Maker	-	215.50	-	-	215.50
	7 Miscellaneous	113.89	129.78	-	-	114.98
Nine Manufacturing Ind.		89.21	118.43	-	-	105.63

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.	Oils & Fats	784.09	-	-	-	784.09
	1 Loader/Unloader	784.09	-	-	-	784.09
II.	Edible Nuts	256.71	225.59	-	-	229.46
	1 Peeler	192.30	220.24	-	-	219.13
	2 Roaster	268.29	-	-	-	268.29
	3 Sheller	-	232.06	-	-	232.06
	4 Grader	-	223.98	-	-	223.98
III.	Tobacco	113.05	120.03	-	-	116.94
	1 Coolie/Mazdoor	50.38	48.95	-	-	50.37
	2 Helper	188.51	188.51	-	-	188.51
	3 Packer	255.88	-	-	-	255.88
	4 Casemaker	77.63	244.76	-	-	223.42
	5 Feeder and Receiver	205.48	116.80	-	-	117.14
	6 Gum Maker	-	215.50	-	-	215.50
	7 Miscellaneous	157.47	146.88	-	-	156.74
Nine Manufacturing Ind.		114.62	122.62	-	-	119.12

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	
				Wage Rate at Current Price	Real Wage Rate
I. Sugar					
	First Round(1959)	2.52	2.52	-	-
	Second Round(1965)	3.93	3.11	55.95	23.41
	Third Round(1976)	12.78	4.23	225.19	36.01
	Fourth Round(1990)	61.54	6.58	381.53	55.55
	Fifth Round(1999)	140.51	6.59	128.32	0.15
	Seventh Round(2016)	539.78	8.46	284.16	28.38
II. Oils & Fats (*)					
	First Round(1959)	3.58	3.58	-	-
	Second Round(1965)	5.09	4.02	42.18	12.29
	Third Round(1976)	15.39	5.09	202.36	26.62
	Fourth Round(1990)	53.70	5.74	248.93	12.77
	Fifth Round(1999)	100.49	4.71	87.13	-17.94
	Seventh Round(2016)	326.74	5.12	225.15	8.70
III. Edible Nuts (*)					
	First Round(1959)	1.10	1.10	-	-
	Second Round(1965)	1.53	1.21	39.09	10.00
	Third Round(1976)	7.23	2.39	372.55	97.52
	Fourth Round(1990)	17.08	1.82	136.24	-23.85
	Fifth Round(1999)	48.24	2.26	182.43	24.18
	Seventh Round(2016) (*)	278.65	4.37	477.63	93.36
IV. Tobacco (*)					
	First Round(1959)	5.77	5.77	-	-
	Second Round(1965)	6.15	4.86	6.58	-15.77
	Third Round(1976)	18.91	6.26	207.48	28.81
	Fourth Round(1990)	68.24	7.29	260.87	16.45
	Fifth Round(1999)	156.89	7.36	129.91	0.96
	Seventh Round(2016)	145.01	2.27	-7.57	-69.16
V. Paper (*)					
	First Round(1959)	3.11	3.11	-	-
	Second Round(1965)	4.14	3.27	33.12	5.14
	Third Round(1976)	10.93	3.62	164.01	10.70
	Fourth Round(1990)	62.04	6.63	467.61	83.15
	Fifth Round(1999)	133.38	6.25	114.99	-5.73
	Seventh Round(2016)	418.89	6.56	214.06	4.96
VI. Printing/Publishing (*)					
	First Round(1959)	3.62	3.62	-	-

Table 3.8

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers	Real Wage Rate (Rs.)	Percentage\$ Change in	
				Wage Rate at Current Price	Real Wage Rate
	Second Round(1965)	4.37	3.45	20.72	-4.70
	Third Round(1976)	14.54	4.81	232.72	39.42
	Fourth Round(1990)	62.90	6.72	332.60	39.71
	Fifth Round(1999)	131.54	6.17	109.12	-8.18
	Seventh Round(2016)	380.84	5.97	189.52	-3.24
VII. Milk Products (*)					
	Fourth Round(1990)	62.62	6.69	-	-
	Fifth Round(1999)	144.78	6.79	131.20	1.49
	Seventh Round(2016)	495.35	7.76	242.14	14.28
VIII. Soft Drinks (*)					
	Fourth Round(1990)	39.67	4.24	-	-
	Fifth Round(1999)	86.50	4.05	118.05	-4.48
	Seventh Round(2016)	351.49	5.51	306.35	36.05
IX. Plastic Articles					
	Third Round(1976)	12.84	4.25	-	-
	Fifth Round(1999)	71.82	3.37	-	-
	Seventh Round(2016)	355.19	5.56	394.56	64.98

(*) Figures are strictly not comparable in line with the remarks given in Para 1.10 of Chapter 1.

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.	Sugar	769	53.06	67.89	24.27	7.84	100.00	.	.	100.00	.
	1 Uttar Pradesh	263	24.33	100.00	.	.	100.00	.	.	100.00	.
	2 Maharashtra	208	84.13	81.71	18.29	.	100.00	.	.	100.00	.
	3 Karnataka	63	.	.	.	.	.	.	.	.	.
	4 Residual	235	71.91	41.42	39.65	18.93	100.00	.	.	100.00	.
II.	Oils & Fats	3259	6.51	22.17	61.79	16.04	65.96	.	34.04	65.96	34.04
	1 Rajasthan	252	5.95	100.00	.	.	100.00	.	.	100.00	.
	2 Gujarat	489	.	.	.	.	.	.	.	.	.
	3 Maharashtra	477	6.71	50.00	50.00	.	100.00	.	.	.	100.00
	4 Andhra Pradesh	481	16.84	19.75	80.25	.	.	.	100.00	100.00	.
	5 Tamil Nadu	278	18.71	.	34.62	65.38	.	.	.	.	.
	6 Telangana	312	.	.	.	.	.	.	.	.	.
	7 Residual	970	3.30	.	100.00	.	.	.	.	.	.
III.	Edible Nuts	894	14.09	.	100.00	.	.	.	.	.	.
	1 Andhra Pradesh	228	5.26	.	100.00	.	.	.	.	.	.
	2 Karnataka	164	18.29	.	100.00	.	.	.	.	.	.
	3 Kerala	96	.	.	.	.	.	.	.	.	.
	4 Tamil Nadu	255	32.94	.	100.00	.	.	.	.	.	.
	5 Residual	151	.	.	.	.	.	.	.	.	.

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
IV.	Tobacco	3208	20.76	.	100.00	.	.	.	.	.	.
	1 West Bengal	598	2.84	.	100.00	.	.	.	.	.	.
	2 Andhra Pradesh	338	.	.	.	.	.	.	.	.	.
	3 Kerala	725	78.21	.	100.00	.	.	.	.	.	.
	4 Telangana	82	100.00	.	100.00	.	.	.	.	.	.
	5 Residual	1465	.	.	.	.	.	.	.	.	.
V.	Paper	6699	13.27	20.02	47.25	32.73	83.71	.	16.29	66.85	33.15
	1 Uttar Pradesh	547	16.45	.	.	100.00	.	.	.	.	.
	2 Gujarat	795	11.19	32.58	67.42	.	.	.	100.00	100.00	.
	3 Maharashtra	918	24.18	25.23	12.61	62.16	100.00	.	.	50.00	50.00
	4 Tamil Nadu	1101	15.80	.	100.00	.	.	.	.	.	.
	5 Residual	3338	9.41	29.62	50.32	20.06	100.00	.	.	66.67	33.33
VI.	Printing/Publishing	4134	22.45	13.15	56.25	30.60	87.70	.	12.30	60.66	39.34
	1 Delhi	284	.	.	.	.	.	.	.	.	.
	2 Uttar Pradesh	343	28.86	.	.	100.00	.	.	.	.	.
	3 Maharashtra	866	20.67	7.82	68.72	23.46	100.00	.	.	.	100.00
	4 Karnataka	341	13.78	61.70	38.30	.	100.00	.	.	100.00	.
	5 Kerala	145	82.76	25.00	75.00	.	100.00	.	.	50.00	50.00
	6 Tamil Nadu	931	24.49	8.33	75.00	16.67	100.00	.	.	.	100.00
	7 Residual	1224	20.83	11.76	47.06	41.18	50.00	.	50.00	100.00	.
VII.	Milk Products	1877	32.87	32.41	47.65	19.94	82.50	4.50	13.00	66.50	33.50
	1 Gujarat	119	36.13	20.93	20.93	58.14	.	.	100.00	.	100.00
	2 Maharashtra	289	35.99	.	30.77	69.23	.	.	.	.	.
	3 Andhra Pradesh	379	5.28	.	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
	4 Tamil Nadu	301	30.90	15.05	66.67	18.28	100.00	.	.	.	100.00
	5 Residual	789	45.25	49.58	47.90	2.52	85.31	5.09	9.60	75.14	24.86
VIII.	Soft Drinks	63	22.22	14.29	57.14	28.57	100.00	.	.	100.00	.
	1 Residual	63	22.22	14.29	57.14	28.57	100.00	.	.	100.00	.
IX.	Plastic Articles	4245	10.41	28.05	43.44	28.51	100.00	.	.	.	100.00
	1 Uttar Pradesh	340	22.94	.	100.00	.	.	.	.	.	.
	2 Gujarat	481	7.90	.	100.00	.	.	.	.	.	.
	3 Daman & Diu	365	.	.	.	.	.	.	.	.	.
	4 Maharashtra	535	8.41	.	.	100.00	.	.	.	.	.
	5 Tamil Nadu	446	.	.	.	.	.	.	.	.	.
	6 Residual	2078	13.52	44.13	27.04	28.83	100.00	.	.	.	100.00

Nine Manufacturing Ind.		25148	17.11	22.08	57.14	20.78	90.00	0.95	9.05	66.95	33.05

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.	Sugar	138766	183762	97.43	73.57
	1 Uttar Pradesh	4480	34927	100.00	12.83
	2 Maharashtra	76208	81520	100.00	93.48
	3 Karnataka	-	7452	-	-
	4 Residual	58078	59863	93.85	91.05
II.	Oils & Fats	24179	185574	93.40	12.17
	1 Rajasthan	300	7775	70.00	2.70
	2 Gujarat	-	20268	-	-
	3 Maharashtra	15440	26566	99.90	58.06
	4 Andhra Pradesh	6180	34379	75.89	13.64
	5 Tamil Nadu	1072	8096	100.00	13.24
	6 Telangana	-	5251	-	-
	7 Residual	1187	83239	100.00	1.43
III.	Edible Nuts	7704	26963	100.00	28.57
	1 Andhra Pradesh	1068	4494	100.00	23.77
	2 Karnataka	2100	9815	100.00	21.40
	3 Kerala	-	1702	-	-
	4 Tamil Nadu	4536	5964	100.00	76.06
	5 Residual	-	4988	-	-
IV.	Tobacco	260004	672707	99.91	38.61
	1 West Bengal	12835	93862	100.00	13.67
	2 Andhra Pradesh	-	27698	-	-
	3 Kerala	21546	39285	98.87	54.23
	4 Telangana	225623	225623	100.00	100.00
	5 Residual	-	286239	-	-
V.	Paper	243589	519373	88.53	41.52
	1 Uttar Pradesh	35535	41795	99.02	84.18
	2 Gujarat	17097	39095	94.11	41.16
	3 Maharashtra	13826	36250	92.51	35.28
	4 Tamil Nadu	40397	61915	97.99	63.93
	5 Residual	136734	340318	81.91	32.91

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
VI.	Printing/Publishing	57590	175926	88.62	29.01
	1 Delhi	-	11122	-	-
	2 Uttar Pradesh	4894	10732	36.17	16.49
	3 Maharashtra	9553	35566	98.09	26.35
	4 Karnataka	1833	12244	100.00	14.97
	5 Kerala	9840	9960	96.95	95.78
	6 Tamil Nadu	15390	34352	93.33	41.81
	7 Residual	16080	61950	88.06	22.86
VII.	Milk Products	124692	244427	68.44	34.91
	1 Gujarat	15970	21343	89.91	67.27
	2 Maharashtra	22992	50568	96.45	43.85
	3 Andhra Pradesh	1810	26416	56.35	3.86
	4 Tamil Nadu	8933	25008	95.11	33.97
	5 Residual	74987	121092	52.39	32.44
VIII.	Soft Drinks	980	2646	90.82	33.64
	1 Residual	980	2646	90.82	33.64
IX.	Plastic Articles	44445	144099	59.60	18.38
	1 Uttar Pradesh	1404	8167	88.89	15.28
	2 Gujarat	2584	14751	100.00	17.52
	3 Daman & Diu	-	10877	-	-
	4 Maharashtra	8415	18580	20.32	9.20
	5 Tamil Nadu	-	7688	-	-
	6 Residual	32042	84036	65.38	24.93
Nine Manufacturing Ind.		901949	2155477	89.21	37.33

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.	Sugar	408	32.84	-	67.16	-	-
	1 Uttar Pradesh	64	50.00	-	50.00	-	-
	2 Maharashtra	175	18.29	-	81.71	-	-
	3 Karnataka	-	-	-	-	-	-
	4 Residual	169	41.42	-	58.58	-	-
II.	Oils & Fats	212	15.09	23.58	29.72	16.04	15.57
	1 Rajasthan	15	-	-	100.00	-	-
	2 Gujarat	-	-	-	-	-	-
	3 Maharashtra	32	50.00	-	50.00	-	-
	4 Andhra Pradesh	81	19.75	-	39.51	-	40.74
	5 Tamil Nadu	52	-	34.62	-	65.38	-
	6 Telangana	-	-	-	-	-	-
	7 Residual	32	-	100.00	-	-	-
III.	Edible Nuts	126	-	-	100.00	-	-
	1 Andhra Pradesh	12	-	-	100.00	-	-
	2 Karnataka	30	-	-	100.00	-	-
	3 Kerala	-	-	-	-	-	-
	4 Tamil Nadu	84	-	-	100.00	-	-
	5 Residual	-	-	-	-	-	-
IV.	Tobacco	666	-	12.16	87.84	-	-
	1 West Bengal	17	-	-	100.00	-	-
	2 Andhra Pradesh	-	-	-	-	-	-
	3 Kerala	567	-	14.29	85.71	-	-
	4 Telangana	82	-	-	100.00	-	-
	5 Residual	-	-	-	-	-	-
V.	Paper	889	27.22	6.41	52.87	13.50	-
	1 Uttar Pradesh	90	-	-	61.11	38.89	-
	2 Gujarat	89	66.29	-	33.71	-	-
	3 Maharashtra	222	12.62	12.61	50.45	24.32	-
	4 Tamil Nadu	174	16.66	16.67	66.67	-	-

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
	5 Residual	314	40.13	-	50.00	9.87	-
VI.	Printing/Publishing	928	10.02	25.97	47.31	16.70	-
	1 Delhi	-	-	-	-	-	-
	2 Uttar Pradesh	99	-	-	85.86	14.14	-
	3 Maharashtra	179	-	14.53	69.83	15.64	-
	4 Karnataka	47	61.70	-	38.30	-	-
	5 Kerala	120	-	50.00	37.50	12.50	-
	6 Tamil Nadu	228	8.33	41.67	33.33	16.67	-
	7 Residual	255	17.65	23.53	35.29	23.53	-
VII.	Milk Products	617	42.47	24.96	19.12	8.10	5.35
	1 Gujarat	43	20.93	-	20.93	58.14	-
	2 Maharashtra	104	15.39	7.69	69.23	7.69	-
	3 Andhra Pradesh	20	50.00	-	50.00	-	-
	4 Tamil Nadu	93	15.05	66.67	-	18.28	-
	5 Residual	357	59.67	23.53	7.56	-	9.24
VIII.	Soft Drinks	14	-	-	85.71	14.29	-
	1 Residual	14	-	-	85.71	14.29	-
IX.	Plastic Articles	442	-	8.60	45.93	45.48	-
	1 Uttar Pradesh	78	-	-	50.00	50.00	-
	2 Gujarat	38	-	-	-	100.00	-
	3 Daman & Diu	-	-	-	-	-	-
	4 Maharashtra	45	-	-	100.00	-	-
	5 Tamil Nadu	-	-	-	-	-	-
	6 Residual	281	-	13.52	42.35	44.13	-
Nine Manufacturing Ind.		4302	17.74	14.44	53.23	13.06	1.53

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.	Sugar	706.55	305.00	-	-	706.44
	1 Uttar Pradesh	564.67	-	-	-	564.67
	2 Maharashtra	579.47	-	-	-	579.47
	3 Karnataka	418.06	-	-	-	418.06
	4 Residual	972.80	305.00	-	-	972.27
II.	Oils & Fats	386.44	278.95	-	-	383.24
	1 Rajasthan	380.59	222.78	-	-	380.25
	2 Gujarat	532.90	299.57	-	-	530.11
	3 Maharashtra	450.22	286.89(*)	-	-	449.19
	4 Andhra Pradesh	364.81(*)	307.61	-	-	361.15(*)
	5 Tamil Nadu	417.30	232.14	-	-	372.26
	6 Telangana	330.18	300.00	-	-	330.04
	7 Residual	340.14	285.10	-	-	339.51
III.	Edible Nuts	294.31(*)	249.69(*)	-	-	263.74(*)
	1 Andhra Pradesh	316.49	213.15(*)	-	-	261.52(*)
	2 Karnataka	289.75(*)	285.05(*)	-	-	285.71(*)
	3 Kerala	266.44(*)	248.67(*)	-	-	265.84(*)
	4 Tamil Nadu	307.75(*)	204.84(*)	-	-	220.20(*)
	5 Residual	290.22(*)	264.99(*)	-	-	278.26(*)
IV.	Tobacco	157.44	179.63	-	-	170.03
	1 West Bengal	51.14	99.46	-	-	51.65
	2 Andhra Pradesh	282.77(*)	278.33(*)	-	-	281.38(*)
	3 Kerala	310.27	215.08	-	-	231.72
	4 Telangana	306.62	157.26	-	-	179.63
	5 Residual	171.95	197.06	-	-	184.78
V.	Paper	542.11	338.08	-	-	526.20
	1 Uttar Pradesh	449.84	266.10(*)	-	-	438.10
	2 Gujarat	477.23	394.45	-	-	476.31
	3 Maharashtra	529.18	314.36	-	-	517.53
	4 Tamil Nadu	699.26	211.57	-	-	637.28
	5 Residual	539.00	380.38	-	-	525.95
VI.	Printing/Publishing	479.27	344.57	-	-	465.00

Table 4.1

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Delhi	332.21(*)	307.03(*)	-	-	329.97(*)
	2 Uttar Pradesh	349.26(*)	338.38	-	-	349.13(*)
	3 Maharashtra	652.24	505.33	-	-	635.85
	4 Karnataka	560.88	341.84	-	-	523.43
	5 Kerala	767.29	373.58(*)	-	-	728.26
	6 Tamil Nadu	362.26	272.24(*)	-	-	343.38
	7 Residual	438.65	308.24	-	-	433.74
VII.	Milk Products	581.21	515.68	-	-	577.71
	1 Gujarat	786.09	667.65	-	-	785.30
	2 Maharashtra	442.29	488.25	-	-	443.00
	3 Andhra Pradesh	591.44	375.71	-	-	574.28
	4 Tamil Nadu	664.83	332.11	-	-	623.31
	5 Residual	569.77	645.95	-	-	573.69
VIII.	Soft Drinks	400.25	250.07	-	-	382.14
	1 Residual	400.25	250.07	-	-	382.14
IX.	Plastic Articles	389.08	328.02	-	-	385.08
	1 Uttar Pradesh	329.06(*)	256.73(*)	-	-	327.34(*)
	2 Gujarat	445.04	469.13	-	-	446.28
	3 Daman & Diu	318.80(*)	206.93(*)	-	-	316.00(*)
	4 Maharashtra	432.48	416.17	-	-	429.69
	5 Tamil Nadu	351.03	245.56	-	-	344.24
	6 Residual	393.39	289.85(*)	-	-	386.97
	Nine Manufacturing Ind.	445.03	208.65	-	-	384.88

(*)-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.	Sugar	706.55	305.00	-	-	706.44
	1 Uttar Pradesh	564.67	-	-	-	564.67
	2 Maharashtra	579.47	-	-	-	579.47
	3 Karnataka	418.06	-	-	-	418.06
	4 Residual	972.80	305.00	-	-	972.27
II.	Oils & Fats	385.84	278.95	-	-	382.66
	1 Rajasthan	379.18	222.78	-	-	378.85
	2 Gujarat	532.90	299.57	-	-	530.11
	3 Maharashtra	450.22	286.89	-	-	449.19
	4 Andhra Pradesh	364.81	307.61	-	-	361.15
	5 Tamil Nadu	399.88	232.14	-	-	358.01
	6 Telangana	330.18	300.00	-	-	330.04
	7 Residual	340.14	285.10	-	-	339.51
III.	Edible Nuts	301.59	273.63	-	-	284.41
	1 Andhra Pradesh	360.84	211.44	-	-	328.77
	2 Karnataka	289.75	285.05	-	-	285.71
	3 Kerala	266.44	248.67	-	-	265.84
	4 Tamil Nadu	300.00	225.00	-	-	250.00
	5 Residual	290.22	264.99	-	-	278.26
IV.	Tobacco	209.99	204.42	-	-	206.73
	1 West Bengal	198.37	340.00	-	-	200.57
	2 Andhra Pradesh	332.04	278.33	-	-	305.59
	3 Kerala	335.84	384.62	-	-	339.59
	4 Telangana	250.51	-	-	-	250.51
	5 Residual	176.09	200.78	-	-	193.70
V.	Paper	542.11	338.08	-	-	526.20
	1 Uttar Pradesh	449.84	266.10	-	-	438.10
	2 Gujarat	477.23	394.45	-	-	476.31
	3 Maharashtra	529.18	314.36	-	-	517.53
	4 Tamil Nadu	699.26	211.57	-	-	637.28
	5 Residual	539.00	380.38	-	-	525.95
VI.	Printing/Publishing	479.27	344.57	-	-	465.00

Table 4.2

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Delhi	332.21	307.03	-	-	329.97
	2 Uttar Pradesh	349.26	338.38	-	-	349.13
	3 Maharashtra	652.24	505.33	-	-	635.85
	4 Karnataka	560.88	341.84	-	-	523.43
	5 Kerala	767.29	373.58	-	-	728.26
	6 Tamil Nadu	362.26	272.24	-	-	343.38
	7 Residual	438.65	308.24	-	-	433.74
VII.	Milk Products	581.21	515.68	-	-	577.71
	1 Gujarat	786.09	667.65	-	-	785.30
	2 Maharashtra	442.29	488.25	-	-	443.00
	3 Andhra Pradesh	591.44	375.71	-	-	574.28
	4 Tamil Nadu	664.83	332.11	-	-	623.31
	5 Residual	569.77	645.95	-	-	573.69
VIII.	Soft Drinks	400.25	250.07	-	-	382.14
	1 Residual	400.25	250.07	-	-	382.14
IX.	Plastic Articles	389.08	328.02	-	-	385.08
	1 Uttar Pradesh	329.06	256.73	-	-	327.34
	2 Gujarat	445.04	469.13	-	-	446.28
	3 Daman & Diu	318.80	206.93	-	-	316.00
	4 Maharashtra	432.48	416.17	-	-	429.69
	5 Tamil Nadu	351.03	245.56	-	-	344.24
	6 Residual	393.39	289.85	-	-	386.97
Nine Manufacturing Ind.		495.12	254.81	-	-	456.44

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
I.	Oils & Fats	726.74	-	-	-	726.74	
	1 Rajasthan	466.86	-	-	-	466.86	
	2 Tamil Nadu	916.24	-	-	-	916.24	
II.	Edible Nuts	233.55	204.52	-	-	208.13	
	1 Andhra Pradesh	144.61	213.55	-	-	200.97	
	2 Tamil Nadu	315.50	200.55	-	-	211.61	
III.	Tobacco	128.18	164.18	-	-	148.24	
	1 West Bengal	28.55	39.33	-	-	28.65	
	2 Andhra Pradesh	238.62	-	-	-	238.62	
	3 Kerala	305.88	214.64	-	-	228.65	
	4 Telangana	563.89	157.26	-	-	169.70	
	5 Residual	169.26	140.95	-	-	166.53	
Nine Manufacturing Ind.		129.48	165.17	-	-	149.54	

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.	Sugar	706.44	-	706.44
	1 Uttar Pradesh	564.67	-	564.67
	2 Maharashtra	579.47	-	579.47
	3 Karnataka	418.06	-	418.06
	4 Residual	972.27	-	972.27
II.	Oils & Fats	382.66	726.74	383.24
	1 Rajasthan	378.85	466.86	380.25
	2 Gujarat	530.11	-	530.11
	3 Maharashtra	449.19	-	449.19
	4 Andhra Pradesh	361.15	-	361.15
	5 Tamil Nadu	358.01	916.24	372.26
	6 Telangana	330.04	-	330.04
	7 Residual	339.51	-	339.51
III.	Edible Nuts	284.41	208.13	263.74
	1 Andhra Pradesh	328.77	200.97	261.52
	2 Karnataka	285.71	-	285.71
	3 Kerala	265.84	-	265.84
	4 Tamil Nadu	250.00	211.61	220.20
	5 Residual	278.26	-	278.26
IV.	Tobacco	206.73	148.24	170.03
	1 West Bengal	200.57	28.65	51.65
	2 Andhra Pradesh	305.59	238.62	281.38
	3 Kerala	339.59	228.65	231.72
	4 Telangana	250.51	169.70	179.63
	5 Residual	193.70	166.53	184.78
V.	Paper	526.20	-	526.20
	1 Uttar Pradesh	438.10	-	438.10
	2 Gujarat	476.31	-	476.31
	3 Maharashtra	517.53	-	517.53
	4 Tamil Nadu	637.28	-	637.28
	5 Residual	525.95	-	525.95
VI.	Printing/Publishing	465.00	-	465.00

Table 4.4

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	1 Delhi	329.97	-	329.97
	2 Uttar Pradesh	349.13	-	349.13
	3 Maharashtra	635.85	-	635.85
	4 Karnataka	523.43	-	523.43
	5 Kerala	728.26	-	728.26
	6 Tamil Nadu	343.38	-	343.38
	7 Residual	433.74	-	433.74
VII.	Milk Products	577.71	-	577.71
	1 Gujarat	785.30	-	785.30
	2 Maharashtra	443.00	-	443.00
	3 Andhra Pradesh	574.28	-	574.28
	4 Tamil Nadu	623.31	-	623.31
	5 Residual	573.69	-	573.69
VIII.	Soft Drinks	382.14	-	382.14
	1 Residual	382.14	-	382.14
IX.	Plastic Articles	385.08	-	385.08
	1 Uttar Pradesh	327.34	-	327.34
	2 Gujarat	446.28	-	446.28
	3 Daman & Diu	316.00	-	316.00
	4 Maharashtra	429.69	-	429.69
	5 Tamil Nadu	344.24	-	344.24
	6 Residual	386.97	-	386.97
Nine Manufacturing Ind.		456.44	149.54	384.88

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.	Sugar	319.35	204.43	-	66.09	4.79	111.45	0.33	706.44
	1 Uttar Pradesh	428.55	36.73	-	49.92	6.52	42.95	-	564.67
	2 Maharashtra	301.30	216.03	-	20.82	8.45	32.59	0.28	579.47
	3 Karnataka	418.06	-	-	-	-	-	-	418.06
	4 Residual	263.57	314.80	-	136.03	-	257.25	0.62	972.27
II.	Oils & Fats	274.60	17.29	4.29	30.93	10.77	44.39	0.97	383.24
	1 Rajasthan	322.31	1.83	-	33.28	6.27	8.22	8.34	380.25
	2 Gujarat	329.44	-	3.89	66.78	17.18	112.11	0.71	530.11
	3 Maharashtra	316.54	81.10	5.01	30.31	4.84	9.24	2.15	449.19
	4 Andhra Pradesh	308.77	17.02	7.58	15.23	3.17	9.25	0.13	361.15
	5 Tamil Nadu	272.91	21.79	-	52.76	15.33	9.47	-	372.26
	6 Telangana	304.16	-	-	17.80	0.73	6.83	0.52	330.04
	7 Residual	223.70	2.52	3.70	28.32	15.51	65.37	0.39	339.51
III.	Edible Nuts	235.50	22.53	-	4.18	0.17	1.21	0.15	263.74
	1 Andhra Pradesh	222.16	14.85	-	17.73	-	6.78	-	261.52
	2 Karnataka	265.33	20.38	-	-	-	-	-	285.71
	3 Kerala	263.33	-	-	-	-	-	2.51	265.84
	4 Tamil Nadu	166.26	53.94	-	-	-	-	-	220.20
	5 Residual	270.11	-	-	6.79	0.94	0.42	-	278.26
IV.	Tobacco	129.01	18.44	16.89	0.61	0.04	4.42	0.62	170.03

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 West Bengal	38.83	9.97	-	2.49	-	0.36	-	51.65
	2 Andhra Pradesh	269.76	-	1.22	-	0.07	10.33	-	281.38
	3 Kerala	153.75	56.07	21.33	-	-	0.57	-	231.72
	4 Telangana	117.83	40.80	17.85	-	-	3.15	-	179.63
	5 Residual	153.79	-	22.07	0.59	0.08	6.83	1.42	184.78
V.	Paper	282.19	104.97	13.83	33.30	14.21	77.18	0.52	526.20
	1 Uttar Pradesh	173.75	205.57	-	23.18	22.26	13.34	-	438.10
	2 Gujarat	359.27	8.71	7.41	32.91	28.63	38.56	0.82	476.31
	3 Maharashtra	342.18	38.12	1.26	37.05	7.73	87.92	3.27	517.53
	4 Tamil Nadu	206.85	298.51	-	18.95	1.83	111.03	0.11	637.28
	5 Residual	294.09	76.64	20.23	36.84	14.13	83.68	0.34	525.95
VI.	Printing/Publishing	300.79	40.74	4.37	48.24	11.79	56.37	2.70	465.00
	1 Delhi	327.35	-	-	1.58	-	1.04	-	329.97
	2 Uttar Pradesh	310.75	3.61	-	26.26	4.47	4.04	-	349.13
	3 Maharashtra	383.52	58.18	2.51	61.82	28.21	96.97	4.64	635.85
	4 Karnataka	324.95	9.10	2.68	49.73	3.69	133.26	0.02	523.43
	5 Kerala	418.20	150.07	4.24	95.20	7.48	53.07	-	728.26
	6 Tamil Nadu	209.16	66.59	0.44	29.31	7.57	29.80	0.51	343.38
	7 Residual	278.60	20.21	10.24	59.48	9.82	50.59	4.80	433.74
VII.	Milk Products	339.28	117.11	1.41	54.81	8.31	54.61	2.18	577.71
	1 Gujarat	278.81	266.39	3.31	36.32	34.05	166.17	0.25	785.30
	2 Maharashtra	263.56	62.47	2.20	42.10	11.30	59.19	2.18	443.00
	3 Andhra Pradesh	445.30	3.16	0.22	61.91	1.67	61.78	0.24	574.28
	4 Tamil Nadu	322.21	164.97	-	97.75	4.15	32.90	1.33	623.31

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
	5 Residual	343.59	129.77	1.46	51.90	5.96	37.88	3.13	573.69
VIII.	Soft Drinks	222.85	94.60	-	18.87	9.00	31.45	5.37	382.14
	1 Residual	222.85	94.60	-	18.87	9.00	31.45	5.37	382.14
IX.	Plastic Articles	295.79	26.14	2.11	20.70	4.57	34.38	1.39	385.08
	1 Uttar Pradesh	310.35	8.79	4.28	-	-	3.92	-	327.34
	2 Gujarat	281.28	46.72	5.33	40.26	12.28	57.53	2.88	446.28
	3 Daman & Diu	305.50	-	-	1.63	-	-	8.87	316.00
	4 Maharashtra	305.46	22.15	0.31	22.05	8.93	70.48	0.31	429.69
	5 Tamil Nadu	247.01	12.60	-	78.33	-	6.30	-	344.24
	6 Residual	299.27	29.73	2.11	15.67	4.10	35.55	0.54	386.97
	Nine Manufacturing Ind.	235.21	63.59	10.35	25.41	6.52	42.85	0.95	384.88

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.	Sugar	-	0.75	2.20	8.31	10.43	51.20	10.08	17.03
	1 Uttar Pradesh	-	-	6.35	5.62	26.39	60.79	0.85	-
	2 Maharashtra	-	1.86	2.14	6.63	1.62	76.32	11.36	0.07
	3 Karnataka	-	-	-	35.37	44.38	20.25	-	-
	4 Residual	-	-	-	8.89	7.34	19.47	15.28	49.02
II.	Oils & Fats	-	1.21	16.67	42.90	22.43	13.42	2.05	1.32
	1 Rajasthan	-	-	28.53	24.79	31.14	14.47	-	1.07
	2 Gujarat	-	0.20	7.27	34.41	25.88	20.49	1.06	10.69
	3 Maharashtra	-	1.59	10.43	25.41	34.67	20.39	7.51	-
	4 Andhra Pradesh	-	0.06	16.22	49.60	25.23	8.89	-	-
	5 Tamil Nadu	-	6.52	12.80	54.51	15.40	7.69	2.55	0.53
	6 Telangana	-	-	6.68	67.49	15.23	10.60	-	-
	7 Residual	-	1.61	21.13	46.97	16.30	12.02	1.74	0.23
III.	Edible Nuts	-	5.24	37.57	53.03	2.76	1.35	0.05	-
	1 Andhra Pradesh	-	31.10	23.76	30.86	7.88	6.10	0.30	-
	2 Karnataka	-	-	1.76	97.02	1.22	-	-	-
	3 Kerala	-	-	59.49	40.51	-	-	-	-
	4 Tamil Nadu	-	-	85.07	14.93	-	-	-	-
	5 Residual	-	-	53.17	39.34	5.64	1.85	-	-
IV.	Tobacco	12.17	54.03	17.99	13.89	1.02	0.90	-	-
	1 West Bengal	65.36	4.59	8.36	21.69	-	-	-	-
	2 Andhra Pradesh	-	-	36.16	47.89	15.95	-	-	-
	3 Kerala	-	21.28	43.21	34.02	1.49	-	-	-
	4 Telangana	-	85.02	6.10	6.20	-	2.68	-	-
	5 Residual	6.93	54.12	25.64	12.26	1.05	-	-	-
V.	Paper	0.06	2.73	13.93	23.46	19.15	27.58	10.40	2.69
	1 Uttar Pradesh	-	-	25.91	6.73	2.51	64.75	0.10	-
	2 Gujarat	-	-	2.28	37.16	25.09	31.90	2.83	0.74
	3 Maharashtra	-	0.09	7.79	27.03	23.80	22.53	16.08	2.68
	4 Tamil Nadu	0.57	19.71	14.71	13.01	9.39	20.53	10.22	11.86

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
	5 Residual	-	0.76	14.28	25.44	21.88	23.74	12.20	1.70
VI.	Printing/Publishing	0.26	3.40	11.22	33.94	19.96	19.69	7.48	4.05
	1 Delhi	-	-	8.86	78.38	10.70	1.91	0.15	-
	2 Uttar Pradesh	-	-	16.72	48.63	25.23	9.00	0.42	-
	3 Maharashtra	-	-	2.69	29.28	18.64	31.67	10.59	7.13
	4 Karnataka	-	-	3.54	26.95	29.67	33.77	4.33	1.74
	5 Kerala	-	-	1.02	6.37	14.75	42.33	24.74	10.79
	6 Tamil Nadu	1.10	12.43	24.32	31.09	14.57	7.59	6.59	2.31
	7 Residual	0.06	2.14	10.98	31.54	24.27	19.42	7.24	4.35
VII.	Milk Products	0.08	1.99	8.26	32.50	12.73	18.17	13.11	13.16
	1 Gujarat	-	3.76	5.80	24.64	12.01	11.45	22.11	20.23
	2 Maharashtra	-	2.29	8.75	50.66	16.40	9.75	5.59	6.56
	3 Andhra Pradesh	0.55	5.27	8.40	32.53	6.37	24.08	16.34	6.46
	4 Tamil Nadu	-	2.07	12.55	19.44	19.55	19.07	18.27	9.05
	5 Residual	-	0.77	7.75	31.21	12.40	19.70	11.96	16.21
VIII.	Soft Drinks	0.46	3.78	30.14	23.18	15.62	25.02	1.80	-
	1 Residual	0.46	3.78	30.14	23.18	15.62	25.02	1.80	-
IX.	Plastic Articles	0.04	2.16	17.62	45.85	15.44	17.10	1.38	0.41
	1 Uttar Pradesh	-	-	5.22	82.93	2.27	9.58	-	-
	2 Gujarat	-	0.86	9.24	43.93	24.56	14.21	5.03	2.17
	3 Daman & Diu	-	-	30.76	44.74	14.69	9.81	-	-
	4 Maharashtra	-	6.84	3.83	41.87	20.81	20.68	5.97	-
	5 Tamil Nadu	-	7.92	42.96	16.90	1.81	30.41	-	-
	6 Residual	0.07	1.61	17.90	46.34	15.83	17.43	0.53	0.29
Nine Manufacturing Ind.		4.49	21.19	14.64	23.94	11.15	15.84	5.21	3.54

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.	Sugar	100.00	100.00
	1 Blacksmith	0.11	0.13
	2 Boiler Attendant	1.06	1.09
	3 Carpenter	0.03	0.02
	4 Checker	0.15	0.11
	5 Compressor Op.	0.09	0.09
	6 Coolie/Mazdoor	20.84	15.52
	7 Driver	1.22	1.11
	8 Electrician	3.31	3.45
	9 Fireman	0.49	0.43
	10 Fitter	5.95	6.01
	11 Mech/Elec Foreman	0.98	1.13
	12 Hammerman	0.03	0.04
	13 Helper	16.09	17.89
	14 Loader/Unloader	0.22	0.22
	15 Mason	0.06	0.08
	16 Mechanic(General)	0.10	0.16
	17 Oilman/Greaser	0.47	0.37
	18 Packer	0.22	0.10
	19 Plumber	0.03	0.03
	20 Pump Attendant	0.81	0.76
	21 Supervisor	4.00	4.46
	22 Sweeper	0.60	0.50
	23 Switch Board Atten.	0.55	0.48
	24 Turner	0.69	0.59
	25 Watchman	3.96	3.62
	26 Welder	1.53	1.31
	27 Wireman	0.29	0.20
	28 Mach. Op./Machinist	2.47	2.16
	29 Gen./Turbo Operator	0.51	0.31
	30 Store Keeper	0.06	0.09
	31 Apprentices/Trainees	0.41	0.20
	32 Cane Feeder	3.80	3.48
	33 Centrifugal Operator	3.20	2.57
	34 Chuna Man/Atten..	1.29	1.63
	35 Clarifier/Set. Att.	1.51	1.21
	36 Crystallizer	2.39	3.44
	37 Juice Heater Atte.	1.46	0.99
	38 Magma Maker	1.37	1.68
	39 Pan Man/Attendant	4.19	4.30
	40 Press Attendant	3.48	5.11
	41 Quadruple Man/Mate	5.05	6.53

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
42	Sulphitation Att.	4.05	5.35
43	Chemist	0.09	0.11
44	Miscellaneous	0.80	0.93
II.	Oils & Fats	100.00	100.00
1	Boiler Attendant	1.35	1.62
2	Carpenter	0.01	0.01
3	Checker	0.54	0.63
4	Compressor Op.	0.04	0.06
5	Coolie/Mazdoor	16.32	12.93
6	Crane Operator	0.01	0.01
7	Die Maker	0.02	0.04
8	Driller	0.01	0.01
9	Driver	1.50	1.44
10	Electrician	2.58	3.02
11	Engine Room Atten	0.02	0.02
12	Fireman	0.36	0.32
13	Fitter	1.09	1.31
14	Mech/Elec Foreman	0.44	0.66
15	Grinder	0.13	0.10
16	Helper	31.04	26.17
17	Instrument Mech	0.02	0.04
18	Loader/Unloader	1.61	1.78
19	Mistry/Kangani	0.08	0.09
20	Mate/Mukaddam	0.02	0.02
21	Mechanic(General)	0.07	0.07
22	Millwright	0.01	0.01
23	Motor Mechanic	0.01	0.01
24	Oilman/Greaser	0.57	0.66
25	Packer	3.12	2.73
26	Painter	0.02	0.02
27	Plumber	0.03	0.03
28	Press Man	0.02	0.02
29	Pump Attendant	0.06	0.08
30	Sorter	0.07	0.07
31	Supervisor	5.84	6.83
32	Sweeper	0.76	0.66
33	Switch Board Atten.	0.07	0.07
34	Tester	0.21	0.19
35	Turner	0.12	0.18
36	Watchman	2.46	2.07
37	Weigher	0.05	0.05
38	Welder	0.27	0.33
39	Fork Lift Operator	0.10	0.09
40	Mach. Op./Machinist	6.62	8.67
41	Milling Machine Op.	0.03	0.04
42	Af. Treat. Plant Op.	0.04	0.05

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
43	Gen./Turbo Operator	0.04	0.05
44	Store Keeper	0.01	0.01
45	Cool Room Attendant	1.72	1.77
46	Electrolyser Att.	1.00	1.11
47	Expeller Operator	6.11	6.67
48	Filter Pressman	2.43	2.92
49	Seamer	1.98	1.72
50	Plant Operator	7.07	7.86
51	Peeler	0.08	0.06
52	Roaster	0.02	0.02
53	Grader	0.05	0.04
54	Chemist	0.01	0.01
55	Miscellaneous	1.73	4.55
III.	Edible Nuts	100.00	100.00
1	Boiler Attendant	0.15	0.15
2	Checker	0.44	0.51
3	Coolie/Mazdoor	0.90	0.85
4	Helper	11.01	12.23
5	Loader/Unloader	1.63	1.68
6	Packer	7.08	7.27
7	Supervisor	1.02	1.80
8	Sweeper	0.38	0.36
9	Watchman	0.51	0.57
10	Mach. Op./Machinist	2.23	3.12
11	Drier Worker	2.03	2.17
12	Peeler	23.81	20.74
13	Roaster	8.10	8.25
14	Scrubber	1.75	1.83
15	Sheller	23.83	24.00
16	Grader	15.14	14.48
IV.	Tobacco	100.00	100.00
1	Boiler Attendant	0.02	0.02
2	Checker	5.27	7.45
3	Coolie/Mazdoor	14.19	5.26
4	Driver	0.20	0.28
5	Electrician	0.01	0.01
6	Helper	0.89	0.91
7	Loader/Unloader	0.01	0.02
8	Mistry/Kangani	0.05	0.08
9	Packer	2.78	5.68
10	Sorter	0.24	0.30
11	Supervisor	0.17	0.37
12	Sweeper	0.17	0.26
13	Watchman	0.25	0.31

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
14	Weigher	0.01	0.01
15	Mach. Op./Machinist	0.06	0.12
16	Blender	4.47	6.62
17	Casemaket	10.62	14.54
18	Feeder and Receiver	33.37	32.33
19	Gum Maker	13.15	10.75
20	Stitching Operator	0.11	0.24
21	Operator	0.28	0.49
22	Miscellaneous	13.65	13.96
V.	Paper	100.00	100.00
1	Assembler	0.02	0.03
2	Blacksmith	0.10	0.12
3	Boiler Attendant	1.25	1.81
4	Carpenter	0.11	0.10
5	Chargehand	0.07	0.06
6	Checker	0.29	0.35
7	Coolie/Mazdoor	3.21	2.04
8	Driller	0.12	0.14
9	Driver	2.01	1.70
10	Electrician	2.63	3.34
11	Fireman	0.22	0.18
12	Fitter	3.74	4.42
13	Mech/Elec Foreman	0.83	0.97
14	Helper	27.32	16.40
15	Loader/Unloader	0.37	0.36
16	Mistry/Kangani	0.01	0.00
17	Marker	0.02	0.01
18	Mason	0.02	0.03
19	Mechanic(General)	0.57	0.60
20	Motor Mechanic	0.04	0.05
21	Moulder	0.01	0.00
22	Oilman/Greaser	0.44	0.49
23	Packer	1.67	1.47
24	Painter	0.01	0.01
25	Plumber	0.28	0.33
26	Press Man	0.15	0.11
27	Pump Attendant	0.03	0.03
28	Rigger	0.02	0.02
29	Shaper Machine Op	0.03	0.03
30	Sorter	0.05	0.06
31	Supervisor	4.45	5.96
32	Sweeper	0.85	0.58
33	Tester	0.10	0.08
34	Turner	0.13	0.14
35	Watchman	2.05	2.04
36	Weigher	0.07	0.14

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
37	Welder	0.71	0.83
38	Winder	0.01	0.01
39	Wireman	0.09	0.09
40	Fork Lift Operator	0.02	0.03
41	Mach. Op./Machinist	5.27	4.27
42	Setter	0.01	0.00
43	Af. Treat. Plant Op.	0.17	0.33
44	Gen./Turbo Operator	0.09	0.10
45	Store Keeper	0.04	0.04
46	Bamboo Feeder/Man	3.40	4.58
47	Beater Man/Operat.	6.12	8.31
48	Blade Sharp. Mistry	2.29	2.96
49	Bleaching Mach. Op.	4.03	5.14
50	Cutter/Guilloti	3.73	4.50
51	Digester Op./Jamadar	3.70	5.32
52	Dryer Man/Asst. Op.	3.48	3.84
53	Machineman	4.09	5.35
54	Rewinding Mach Op.	3.90	4.34
55	Finisher	4.51	4.91
56	Binder/Binding Op.	0.10	0.06
57	Block/Die Caster	0.02	0.01
58	Compositor/Assembler	0.01	0.01
59	Counter	0.01	0.01
60	Feeder/Paperfeeder	0.10	0.08
61	Mono/Lino/Photo Op.	0.01	0.01
62	Mach/Press Inker	0.03	0.02
63	Off. Prin. Mach. Op.	0.06	0.04
64	Paste Up Man	0.04	0.02
65	Mach Man/Rotary Op	0.04	0.02
66	Miscellaneous	0.64	0.57
VI.	Printing/Publishing	100.00	100.00
1	Boiler Attendant	0.53	0.44
2	Carpenter	0.02	0.02
3	Checker	1.05	1.48
4	Compressor Op.	0.16	0.28
5	Coolie/Mazdoor	0.97	0.91
6	Driver	1.28	1.18
7	Electrician	1.15	1.61
8	Engine Room Atten	0.02	0.02
9	Fireman	0.03	0.13
10	Fitter	0.27	0.28
11	Mech/Elec Foreman	0.26	0.54
12	Helper	27.57	19.44
13	Loader/Unloader	0.34	0.26
14	Marker	0.25	0.19
15	Mason	0.01	0.02

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
16	Mate/Mukaddam	0.04	0.19
17	Mechanic(General)	0.42	0.61
18	Packer	3.87	2.74
19	Painter	0.06	0.07
20	Plumber	0.01	0.01
21	Press Man	0.02	0.02
22	Sorter	0.12	0.28
23	Supervisor	4.04	5.95
24	Sweeper	0.73	0.79
25	Watchman	1.44	1.67
26	Welder	0.04	0.05
27	Fork Lift Operator	0.08	0.08
28	Mach. Op./Machinist	5.74	5.46
29	Gen./Turbo Operator	0.06	0.03
30	Store Keeper	0.15	0.21
31	Apprentices/Trainees	0.41	0.12
32	Cook	0.20	0.16
33	Bleaching Mach. Op.	0.09	0.08
34	Machineman	0.03	0.03
35	Rewinding Mach Op.	0.03	0.03
36	Binder/Binding Op.	7.39	7.10
37	Block/Die Caster	1.64	2.87
38	Compositor/Assembler	2.08	2.28
39	Copy/Proof Reader	1.10	1.89
40	Counter	0.55	0.42
41	Cutting Man/Cutter	7.11	6.43
42	Photo Engraver	0.82	1.29
43	Feeder/Paperfeeder	3.02	3.26
44	Impositor Imposer	0.12	0.20
45	Line Cleaner	0.55	0.65
46	Mono/Lino/Photo Op.	1.66	2.09
47	Ludlow Operator	0.17	0.18
48	Mach/Press Inker	2.54	2.05
49	Machineman(Photo)	1.70	1.94
50	Off. Prin. Mach. Op.	10.09	12.53
51	Paste Up Man	0.63	0.59
52	Mach Man/Rotary Op	5.10	5.50
53	Miscellaneous	2.20	3.36
VII.	Milk Products	100.00	100.00
1	Boiler Attendant	0.76	0.81
2	Chargehand	0.01	0.01
3	Checker	1.37	1.10
4	Compressor Op.	0.38	0.86
5	Coolie/Mazdoor	8.10	5.97
6	Driver	2.70	2.66
7	Electrician	1.73	1.93

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
	8 Engine Room Atten	0.00	0.01
	9 Fireman	0.06	0.07
	10 Fitter	0.83	1.11
	11 Mech/Elec Foreman	0.56	1.17
	12 Grinder	0.01	0.01
	13 Helper	22.50	17.54
	14 Loader/Unloader	0.79	0.43
	15 Mistry/Kangani	0.01	0.00
	16 Mechanic(General)	1.06	1.14
	17 Motor Mechanic	0.01	0.02
	18 Packer	2.73	1.30
	19 Painter	0.01	0.01
	20 Plumber	0.05	0.08
	21 Pump Attendant	0.01	0.00
	22 Sorter	0.04	0.02
	23 Supervisor	6.09	8.46
	24 Sweeper	0.92	0.51
	25 Tester	0.17	0.17
	26 Turner	0.01	0.01
	27 Watchman	2.08	1.34
	28 Weigher	0.01	0.01
	29 Welder	0.10	0.09
	30 Wireman	0.02	0.03
	31 Fork Lift Operator	0.04	0.05
	32 Mach. Op./Machinist	2.44	3.02
	33 Af. Treat. Plant Op.	0.03	0.05
	34 Gen./Turbo Operator	0.02	0.01
	35 Store Keeper	0.02	0.02
	36 Cold Storage Atten	4.65	5.77
	37 Dairy Prod Processor	14.23	17.86
	38 Filler Prod Operator	5.04	6.74
	39 Ice Cream Maker	1.57	1.01
	40 Plant Operator	10.85	11.23
	41 Refrig. Mechanic	1.08	1.32
	42 Washer	5.15	4.19
	43 Chemist	0.03	0.03
	44 Miscellaneous	1.71	1.84
VIII.	Soft Drinks	100.00	100.00
	1 Boiler Attendant	1.48	1.96
	2 Chargehand	0.23	0.34
	3 Coolie/Mazdoor	2.73	1.65
	4 Driver	1.71	1.67
	5 Electrician	4.44	6.65
	6 Fitter	1.14	1.99
	7 Mech/Elec Foreman	0.23	0.39
	8 Helper	35.04	25.38

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
9	Loader/Unloader	13.77	18.24
10	Mechanic(General)	2.62	2.66
11	Packer	0.34	0.25
12	Painter	0.23	0.23
13	Plumber	0.23	0.17
14	Supervisor	7.17	9.54
15	Sweeper	1.48	0.77
16	Turner	0.11	0.13
17	Watchman	1.37	0.96
18	Welder	0.46	0.59
19	Fork Lift Operator	1.14	1.37
20	Mach. Op./Machinist	1.37	1.49
21	Apprentices/Trainees	0.23	0.23
22	Ammonia Comp. Op	1.93	1.70
23	Bottle Washer	3.07	1.70
24	Bottle Sorter	0.80	0.67
25	Crownman	0.34	0.37
26	Filling Machine Op	13.31	15.76
27	Level Checker	0.57	0.40
28	Syrup/Mixing Atte	0.68	0.78
29	Refrig. Mechanic	0.34	0.29
30	Chemist	0.80	0.93
31	Miscellaneous	0.68	0.74
IX.	Plastic Articles	100.00	100.00
1	Boiler Attendant	0.38	0.52
2	Chargehand	0.47	1.05
3	Checker	1.11	1.11
4	Compressor Op.	0.03	0.04
5	Coolie/Mazdoor	4.35	3.41
6	Driller	0.10	0.08
7	Driver	1.34	1.10
8	Electrician	0.78	0.81
9	Fitter	0.92	0.87
10	Mech/Elec Foreman	0.03	0.04
11	Helper	35.98	29.77
12	Loader/Unloader	0.94	0.60
13	Mistry/Kangani	0.03	0.03
14	Mate/Mukaddam	0.14	0.10
15	Mechanic(General)	0.73	1.17
16	Oilman/Greaser	0.04	0.06
17	Packer	2.80	2.68
18	Painter	0.10	0.09
19	Plumber	0.03	0.02
20	Supervisor	6.74	9.98
21	Sweeper	1.53	1.11
22	Tester	0.10	0.12

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
23	Turner	0.52	0.50
24	Watchman	1.81	1.65
25	Welder	0.33	0.45
26	Mach. Op./Machinist	7.90	9.52
27	Store Keeper	0.07	0.09
28	Tablet Machine Op	4.13	4.03
29	Extrud. Mach Setter	7.79	8.73
30	Injection Mould. Op	3.21	3.68
31	Moulder (Hand)	3.10	2.88
32	Bottle Blowing Op	2.53	3.15
33	Cementer/Assembler	2.81	2.79
34	Finisher	5.24	5.84
35	Miscellaneous	1.90	1.91

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.	Sugar	706.55	305.00	-	-	706.44
	1 Blacksmith	805.84	-	-	-	805.84
	2 Boiler Attendant	727.01	-	-	-	727.01
	3 Carpenter	476.10	-	-	-	476.10
	4 Checker	491.60	-	-	-	491.60
	5 Compressor Op.	722.06	-	-	-	722.06
	6 Coolie/Mazdoor	525.99	-	-	-	525.99
	7 Driver	645.12	-	-	-	645.12
	8 Electrician	736.62	-	-	-	736.62
	9 Fireman	622.56	-	-	-	622.56
	10 Fitter	713.52	-	-	-	713.52
	11 Mech/Elec Foreman	814.98	-	-	-	814.98
	12 Hammerman	1030.42	-	-	-	1030.42
	13 Helper	786.45	305.00	-	-	785.62
	14 Loader/Unloader	708.62	-	-	-	708.62
	15 Mason	1042.66	-	-	-	1042.66
	16 Mechanic(General)	1086.59	-	-	-	1086.59
	17 Oilman/Greaser	557.20	-	-	-	557.20
	18 Packer	309.83	-	-	-	309.83
	19 Plumber	777.93	-	-	-	777.93
	20 Pump Attendant	663.15	-	-	-	663.15
	21 Supervisor	787.08	-	-	-	787.08
	22 Sweeper	594.65	-	-	-	594.65
	23 Switch Board Atten.	614.31	-	-	-	614.31
	24 Turner	603.25	-	-	-	603.25
	25 Watchman	645.97	-	-	-	645.97
	26 Welder	607.02	-	-	-	607.02
	27 Wireman	489.25	-	-	-	489.25
	28 Mach. Op./Machinist	618.36	-	-	-	618.36
	29 Gen./Turbo Operator	437.52	-	-	-	437.52
	30 Store Keeper	1161.77	-	-	-	1161.77
	31 Apprentices/Trainees	343.20	-	-	-	343.20
	32 Cane Feeder	647.50	-	-	-	647.50
	33 Centrifugal Operator	568.35	-	-	-	568.35
	34 Chuna Man/Atten..	893.48	-	-	-	893.48
	35 Clarifier/Set. Att.	567.47	-	-	-	567.47
	36 Crystallizer	1016.28	-	-	-	1016.28
	37 Juice Heater Atte.	480.70	-	-	-	480.70
	38 Magma Maker	860.72	-	-	-	860.72
	39 Pan Man/Attendant	724.62	-	-	-	724.62
	40 Press Attendant	1035.88	-	-	-	1035.88

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
41	Quadruple Man/Mate	913.41	-	-	-	913.41
42	Sulphitation Att.	932.56	-	-	-	932.56
43	Chemist	886.76	-	-	-	886.76
44	Miscellaneous	818.62	-	-	-	818.62
II.	Oils & Fats	386.44	278.95	-	-	383.24
1	Boiler Attendant	459.52	-	-	-	459.52
2	Carpenter	342.95	-	-	-	342.95
3	Checker	457.85	200.00	-	-	451.98
4	Compressor Op.	544.97	-	-	-	544.97
5	Coolie/Mazdoor	304.20	258.78	-	-	303.74
6	Crane Operator	231.00	-	-	-	231.00
7	Die Maker	613.02	-	-	-	613.02
8	Driller	474.57	-	-	-	474.57
9	Driver	368.88	-	-	-	368.88
10	Electrician	447.88	-	-	-	447.88
11	Engine Room Atten	471.56	-	-	-	471.56
12	Fireman	335.38	-	-	-	335.38
13	Fitter	462.89	-	-	-	462.89
14	Mech/Elec Foreman	576.22	-	-	-	576.22
15	Grinder	306.06	-	-	-	306.06
16	Helper	326.59	250.64	-	-	323.09
17	Instrument Mech	618.93	-	-	-	618.93
18	Loader/Unloader	424.74	284.38	-	-	423.79
19	Mistry/Kangani	409.22	-	-	-	409.22
20	Mate/Mukaddam	394.57	-	-	-	394.57
21	Mechanic(General)	412.55	-	-	-	412.55
22	Millwright	234.33	-	-	-	234.33
23	Motor Mechanic	353.13	-	-	-	353.13
24	Oilman/Greaser	448.12	-	-	-	448.12
25	Packer	343.37	286.05	-	-	334.58
26	Painter	490.47	-	-	-	490.47
27	Plumber	351.74	-	-	-	351.74
28	Press Man	401.86	-	-	-	401.86
29	Pump Attendant	477.75	-	-	-	477.75
30	Sorter	394.88	-	-	-	394.88
31	Supervisor	448.21	466.83	-	-	448.64
32	Sweeper	346.83	274.94	-	-	331.02
33	Switch Board Atten.	410.28	-	-	-	410.28
34	Tester	341.60	-	-	-	341.60
35	Turner	550.95	-	-	-	550.95
36	Watchman	323.22	306.50	-	-	322.98
37	Weigher	364.18	-	-	-	364.18
38	Welder	461.96	-	-	-	461.96
39	Fork Lift Operator	355.74	-	-	-	355.74
40	Mach. Op./Machinist	501.75	-	-	-	501.75

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
41	Milling Machine Op.	582.38	-	-	-	582.38
42	Af. Treat. Plant Op.	442.53	-	-	-	442.53
43	Gen./Turbo Operator	534.04	-	-	-	534.04
44	Store Keeper	537.72	-	-	-	537.72
45	Cool Room Attendant	396.42	359.64	-	-	394.71
46	Electrolyser Att.	425.53	-	-	-	425.53
47	Expeller Operator	418.38	406.84	-	-	418.36
48	Filter Pressman	460.66	266.83	-	-	458.93
49	Seamer	331.24	467.00	-	-	332.73
50	Plant Operator	434.17	289.00	-	-	425.87
51	Peeler	289.19	-	-	-	289.19
52	Roaster	299.56	-	-	-	299.56
53	Grader	299.91	-	-	-	299.91
54	Chemist	443.07	-	-	-	443.07
55	Miscellaneous	1006.96	-	-	-	1006.96
III.	Edible Nuts	294.31	249.69	-	-	263.74
1	Boiler Attendant	276.83	-	-	-	276.83
2	Checker	306.67	-	-	-	306.67
3	Coolie/Mazdoor	249.64	250.00	-	-	249.85
4	Helper	287.32	299.27	-	-	292.93
5	Loader/Unloader	271.53	-	-	-	271.53
6	Packer	283.97	251.91	-	-	270.77
7	Supervisor	492.16	283.31	-	-	464.77
8	Sweeper	-	254.58	-	-	254.58
9	Watchman	298.75	-	-	-	298.75
10	Mach. Op./Machinist	367.80	-	-	-	367.80
11	Drier Worker	281.74	-	-	-	281.74
12	Peeler	257.26	226.11	-	-	229.70
13	Roaster	274.70	252.53	-	-	268.64
14	Scrubber	275.46	-	-	-	275.46
15	Sheller	389.54	259.57	-	-	265.65
16	Grader	272.63	249.43	-	-	252.11
IV.	Tobacco	157.44	179.63	-	-	170.03
1	Boiler Attendant	224.62	-	-	-	224.62
2	Checker	240.22	-	-	-	240.22
3	Coolie/Mazdoor	51.42	261.94	-	-	63.08
4	Driver	236.08	-	-	-	236.08
5	Electrician	182.23	-	-	-	182.23
6	Helper	180.29	139.89	-	-	173.83
7	Loader/Unloader	301.54	-	-	-	301.54
8	Mistry/Kangani	242.63	384.62	-	-	278.13
9	Packer	348.10	300.00	-	-	346.98
10	Sorter	208.03	-	-	-	208.03

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
11	Supervisor	356.61	-	-	-	356.61
12	Sweeper	214.06	314.29	-	-	259.44
13	Watchman	207.84	-	-	-	207.84
14	Weigher	132.67	-	-	-	132.67
15	Mach. Op./Machinist	316.33	-	-	-	316.33
16	Blender	280.67	242.56	-	-	251.67
17	Casemaket	223.13	233.03	-	-	232.74
18	Feeder and Receiver	243.96	164.18	-	-	164.73
19	Gum Maker	139.29	138.66	-	-	138.91
20	Stitching Operator	350.86	-	-	-	350.86
21	Operator	299.09	-	-	-	299.09
22	Miscellaneous	174.31	168.73	-	-	173.92
V.	Paper	542.11	338.08	-	-	526.20
1	Assembler	645.35	-	-	-	645.35
2	Blacksmith	627.40	-	-	-	627.40
3	Boiler Attendant	760.36	-	-	-	760.36
4	Carpenter	488.71	-	-	-	488.71
5	Chargehand	489.63	-	-	-	489.63
6	Checker	676.22	393.59	-	-	653.89
7	Coolie/Mazdoor	338.54	229.83	-	-	333.60
8	Driller	633.25	-	-	-	633.25
9	Driver	443.79	-	-	-	443.79
10	Electrician	668.16	-	-	-	668.16
11	Fireman	431.98	-	-	-	431.98
12	Fitter	621.39	-	-	-	621.39
13	Mech/Elec Foreman	615.55	513.32	-	-	614.59
14	Helper	320.96	297.66	-	-	315.84
15	Loader/Unloader	520.82	-	-	-	520.82
16	Mistry/Kangani	280.76	-	-	-	280.76
17	Marker	175.00	-	-	-	175.00
18	Mason	744.07	-	-	-	744.07
19	Mechanic(General)	554.07	-	-	-	554.07
20	Motor Mechanic	655.33	-	-	-	655.33
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	580.17	-	-	-	580.17
23	Packer	471.32	203.53	-	-	460.83
24	Painter	381.34	-	-	-	381.34
25	Plumber	625.31	-	-	-	625.31
26	Press Man	376.36	-	-	-	376.36
27	Pump Attendant	647.40	-	-	-	647.40
28	Rigger	717.59	-	-	-	717.59
29	Shaper Machine Op	495.25	-	-	-	495.25
30	Sorter	569.42	-	-	-	569.42
31	Supervisor	684.42	828.54	-	-	705.14
32	Sweeper	417.49	249.16	-	-	362.86

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
33	Tester	454.95	-	-	-	454.95
34	Turner	557.03	-	-	-	557.03
35	Watchman	523.91	543.68	-	-	524.38
36	Weigher	1012.88	-	-	-	1012.88
37	Welder	609.39	-	-	-	609.39
38	Winder	441.81	-	-	-	441.81
39	Wireman	491.42	-	-	-	491.42
40	Fork Lift Operator	850.41	-	-	-	850.41
41	Mach. Op./Machinist	425.87	509.52	-	-	426.70
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	1040.45	-	-	-	1040.45
44	Gen./Turbo Operator	603.06	-	-	-	603.06
45	Store Keeper	441.36	506.67	-	-	453.10
46	Bamboo Feeder/Man	710.63	340.03	-	-	708.99
47	Beater Man/Operat.	716.27	183.33	-	-	714.44
48	Blade Sharp. Mistry	681.01	-	-	-	681.01
49	Bleaching Mach. Op.	677.12	208.09	-	-	670.41
50	Cutter/Guilloti	636.28	201.43	-	-	635.46
51	Digester Op./Jamadar	758.07	234.90	-	-	756.01
52	Dryer Man/Asst. Op.	584.84	222.48	-	-	581.18
53	Machineman	689.60	239.71	-	-	687.90
54	Rewinding Mach Op.	591.75	170.65	-	-	585.74
55	Finisher	577.69	405.54	-	-	573.34
56	Binder/Binding Op.	311.30	-	-	-	311.30
57	Block/Die Caster	325.45	-	-	-	325.45
58	Compositor/Assembler	305.01	-	-	-	305.01
59	Counter	338.60	-	-	-	338.60
60	Feeder/Paperfeeder	395.46	506.68	-	-	404.21
61	Mono/Lino/Photo Op.	402.34	-	-	-	402.34
62	Mach/Press Inker	276.68	-	-	-	276.68
63	Off. Prin. Mach. Op.	381.52	-	-	-	381.52
64	Paste Up Man	309.55	-	-	-	309.55
65	Mach Man/Rotary Op	298.51	-	-	-	298.51
66	Miscellaneous	586.49	204.55	-	-	472.32
VI.	Printing/Publishing	479.27	344.57	-	-	465.00
1	Boiler Attendant	384.35	466.67	-	-	386.09
2	Carpenter	692.92	-	-	-	692.92
3	Checker	886.09	559.99	-	-	654.54
4	Compressor Op.	809.83	-	-	-	809.83
5	Coolie/Mazdoor	464.04	197.22	-	-	436.99
6	Driver	431.65	-	-	-	431.65
7	Electrician	653.30	-	-	-	653.30
8	Engine Room Atten	433.60	-	-	-	433.60
9	Fireman	1910.25	-	-	-	1910.25
10	Fitter	480.85	-	-	-	480.85

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
11	Mech/Elec Foreman	922.02	1442.15	-	-	952.24
12	Helper	343.57	253.78	-	-	327.94
13	Loader/Unloader	351.08	240.43	-	-	346.20
14	Marker	347.35	-	-	-	347.35
15	Mason	699.99	-	-	-	699.99
16	Mate/Mukaddam	2159.23	-	-	-	2159.23
17	Mechanic(General)	675.48	-	-	-	675.48
18	Packer	387.67	265.79	-	-	328.45
19	Painter	549.63	-	-	-	549.63
20	Plumber	456.67	-	-	-	456.67
21	Press Man	407.97	-	-	-	407.97
22	Sorter	1068.18	-	-	-	1068.18
23	Supervisor	687.46	665.26	-	-	684.99
24	Sweeper	562.91	291.01	-	-	501.67
25	Watchman	538.81	-	-	-	538.81
26	Welder	477.00	-	-	-	477.00
27	Fork Lift Operator	437.61	-	-	-	437.61
28	Mach. Op./Machinist	442.62	416.53	-	-	442.36
29	Gen./Turbo Operator	224.41	-	-	-	224.41
30	Store Keeper	667.03	500.00	-	-	642.67
31	Apprentices/Trainees	131.88	-	-	-	131.88
32	Cook	342.78	539.78	-	-	384.72
33	Bleaching Mach. Op.	394.85	-	-	-	394.85
34	Machineman	412.99	-	-	-	412.99
35	Rewinding Mach Op.	349.44	-	-	-	349.44
36	Binder/Binding Op.	467.53	278.37	-	-	446.79
37	Block/Die Caster	811.85	931.22	-	-	815.93
38	Compositor/Assembler	458.82	1590.37	-	-	508.38
39	Copy/Proof Reader	824.34	524.02	-	-	800.45
40	Counter	355.61	312.26	-	-	353.52
41	Cutting Man/Cutter	421.86	335.93	-	-	420.36
42	Photo Engraver	847.87	327.41	-	-	726.48
43	Feeder/Paperfeeder	501.81	-	-	-	501.81
44	Impositor Imposer	748.86	-	-	-	748.86
45	Line Cleaner	565.54	290.83	-	-	546.12
46	Mono/Lino/Photo Op.	583.94	739.92	-	-	585.37
47	Ludlow Operator	539.06	391.22	-	-	507.23
48	Mach/Press Inker	380.73	130.00	-	-	376.22
49	Machineman(Photo)	505.89	805.09	-	-	529.94
50	Off. Prin. Mach. Op.	576.68	600.18	-	-	577.33
51	Paste Up Man	465.24	181.34	-	-	433.22
52	Mach Man/Rotary Op	499.03	618.61	-	-	501.71
53	Miscellaneous	733.61	444.22	-	-	711.60
VII.	Milk Products	581.21	515.68	-	-	577.71
1	Boiler Attendant	612.33	-	-	-	612.33

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
2	Chargehand	653.85	-	-	-	653.85
3	Checker	466.24	463.29	-	-	465.82
4	Compressor Op.	1290.74	-	-	-	1290.74
5	Coolie/Mazdoor	431.73	354.16	-	-	425.49
6	Driver	569.42	-	-	-	569.42
7	Electrician	645.95	-	-	-	645.95
8	Engine Room Atten	732.58	-	-	-	732.58
9	Fireman	669.35	-	-	-	669.35
10	Fitter	767.08	-	-	-	767.08
11	Mech/Elec Foreman	1223.03	242.04	-	-	1213.72
12	Grinder	698.79	-	-	-	698.79
13	Helper	449.97	459.24	-	-	450.43
14	Loader/Unloader	319.01	271.04	-	-	315.45
15	Mistry/Kangani	445.87	-	-	-	445.87
16	Mechanic(General)	619.47	-	-	-	619.47
17	Motor Mechanic	748.21	-	-	-	748.21
18	Packer	277.57	251.68	-	-	276.10
19	Painter	309.77	-	-	-	309.77
20	Plumber	844.50	-	-	-	844.50
21	Pump Attendant	383.33	-	-	-	383.33
22	Sorter	245.60	-	-	-	245.60
23	Supervisor	795.78	1112.77	-	-	802.84
24	Sweeper	345.09	265.90	-	-	319.25
25	Tester	591.94	552.21	-	-	587.45
26	Turner	422.75	-	-	-	422.75
27	Watchman	372.10	409.26	-	-	372.27
28	Weigher	262.82	-	-	-	262.82
29	Welder	493.15	-	-	-	493.15
30	Wireman	603.55	-	-	-	603.55
31	Fork Lift Operator	734.42	-	-	-	734.42
32	Mach. Op./Machinist	715.01	-	-	-	715.01
33	Af. Treat. Plant Op.	1098.59	-	-	-	1098.59
34	Gen./Turbo Operator	343.47	-	-	-	343.47
35	Store Keeper	624.98	-	-	-	624.98
36	Cold Storage Atten	716.02	721.33	-	-	716.38
37	Dairy Prod Processor	724.31	737.67	-	-	724.99
38	Filler Prod Operator	776.13	350.58	-	-	772.05
39	Ice Cream Maker	390.87	284.13	-	-	370.37
40	Plant Operator	595.69	626.37	-	-	598.07
41	Refrig. Mechanic	698.21	1230.46	-	-	708.09
42	Washer	472.41	432.76	-	-	469.33
43	Chemist	644.55	-	-	-	644.55
44	Miscellaneous	621.03	670.20	-	-	622.22
VIII.	Soft Drinks	400.25	250.07	-	-	382.14
1	Boiler Attendant	506.78	-	-	-	506.78

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	2 Chargehand	578.67	-	-	-	578.67
	3 Coolie/Mazdoor	196.85	335.83	-	-	231.60
	4 Driver	373.39	-	-	-	373.39
	5 Electrician	572.37	-	-	-	572.37
	6 Fitter	667.29	-	-	-	667.29
	7 Mech/Elec Foreman	649.91	-	-	-	649.91
	8 Helper	280.72	264.01	-	-	276.76
	9 Loader/Unloader	506.45	-	-	-	506.45
	10 Mechanic(General)	388.49	-	-	-	388.49
	11 Packer	284.62	-	-	-	284.62
	12 Painter	393.32	-	-	-	393.32
	13 Plumber	281.49	-	-	-	281.49
	14 Supervisor	508.68	-	-	-	508.68
	15 Sweeper	194.56	208.67	-	-	197.82
	16 Turner	424.00	-	-	-	424.00
	17 Watchman	269.35	-	-	-	269.35
	18 Welder	496.49	-	-	-	496.49
	19 Fork Lift Operator	459.80	-	-	-	459.80
	20 Mach. Op./Machinist	418.24	-	-	-	418.24
	21 Apprentices/Trainees	389.27	-	-	-	389.27
	22 Ammonia Comp. Op	343.11	210.00	-	-	335.28
	23 Bottle Washer	249.69	162.42	-	-	210.90
	24 Bottle Sorter	323.54	-	-	-	323.54
	25 Crownman	417.78	-	-	-	417.78
	26 Filling Machine Op	476.19	200.00	-	-	452.59
	27 Level Checker	265.69	-	-	-	265.69
	28 Syrup/Mixing Atte	438.07	-	-	-	438.07
	29 Refrig. Mechanic	328.09	-	-	-	328.09
	30 Chemist	445.53	434.78	-	-	443.99
	31 Miscellaneous	411.53	-	-	-	411.53
IX.	Plastic Articles	389.08	328.02	-	-	385.08
	1 Boiler Attendant	526.69	-	-	-	526.69
	2 Chargehand	856.64	-	-	-	856.64
	3 Checker	397.62	200.00	-	-	384.65
	4 Compressor Op.	478.03	-	-	-	478.03
	5 Coolie/Mazdoor	301.90	303.36	-	-	301.98
	6 Driller	313.10	-	-	-	313.10
	7 Driver	316.28	-	-	-	316.28
	8 Electrician	399.51	-	-	-	399.51
	9 Fitter	365.84	-	-	-	365.84
	10 Mech/Elec Foreman	461.55	-	-	-	461.55
	11 Helper	321.67	293.16	-	-	318.57
	12 Loader/Unloader	247.27	-	-	-	247.27
	13 Mistry/Kangani	355.00	-	-	-	355.00
	14 Mate/Mukaddam	268.32	-	-	-	268.32

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
15	Mechanic(General)	618.22	-	-	-	618.22
16	Oilman/Greaser	637.00	-	-	-	637.00
17	Packer	293.10	519.30	-	-	369.27
18	Painter	322.82	-	-	-	322.82
19	Plumber	289.23	-	-	-	289.23
20	Supervisor	569.79	-	-	-	569.79
21	Sweeper	294.91	213.60	-	-	279.76
22	Tester	443.75	-	-	-	443.75
23	Turner	367.54	-	-	-	367.54
24	Watchman	350.77	-	-	-	350.77
25	Welder	536.51	-	-	-	536.51
26	Mach. Op./Machinist	464.35	-	-	-	464.35
27	Store Keeper	507.17	-	-	-	507.17
28	Tablet Machine Op	375.82	-	-	-	375.82
29	Extrud. Mach Setter	437.05	285.21	-	-	431.82
30	Injection Mould. Op	441.85	396.00	-	-	441.30
31	Moulder (Hand)	358.51	316.92	-	-	358.05
32	Bottle Blowing Op	484.10	227.36	-	-	480.21
33	Cementer/Assembler	394.78	305.92	-	-	383.21
34	Finisher	431.35	355.41	-	-	429.16
35	Miscellaneous	381.83	446.77	-	-	388.00
Nine Manufacturing Ind.		445.03	208.65	-	-	384.88

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.	Sugar	706.55	305.00	-	-	706.44
	1 Blacksmith	805.84	-	-	-	805.84
	2 Boiler Attendant	727.01	-	-	-	727.01
	3 Carpenter	476.10	-	-	-	476.10
	4 Checker	491.60	-	-	-	491.60
	5 Compressor Op.	722.06	-	-	-	722.06
	6 Coolie/Mazdoor	525.99	-	-	-	525.99
	7 Driver	645.12	-	-	-	645.12
	8 Electrician	736.62	-	-	-	736.62
	9 Fireman	622.56	-	-	-	622.56
	10 Fitter	713.52	-	-	-	713.52
	11 Mech/Elec Foreman	814.98	-	-	-	814.98
	12 Hammerman	1030.42	-	-	-	1030.42
	13 Helper	786.45	305.00	-	-	785.62
	14 Loader/Unloader	708.62	-	-	-	708.62
	15 Mason	1042.66	-	-	-	1042.66
	16 Mechanic(General)	1086.59	-	-	-	1086.59
	17 Oilman/Greaser	557.20	-	-	-	557.20
	18 Packer	309.83	-	-	-	309.83
	19 Plumber	777.93	-	-	-	777.93
	20 Pump Attendant	663.15	-	-	-	663.15
	21 Supervisor	787.08	-	-	-	787.08
	22 Sweeper	594.65	-	-	-	594.65
	23 Switch Board Atten.	614.31	-	-	-	614.31
	24 Turner	603.25	-	-	-	603.25
	25 Watchman	645.97	-	-	-	645.97
	26 Welder	607.02	-	-	-	607.02
	27 Wireman	489.25	-	-	-	489.25
	28 Mach. Op./Machinist	618.36	-	-	-	618.36
	29 Gen./Turbo Operator	437.52	-	-	-	437.52
	30 Store Keeper	1161.77	-	-	-	1161.77
	31 Apprentices/Trainees	343.20	-	-	-	343.20
	32 Cane Feeder	647.50	-	-	-	647.50
	33 Centrifugal Operator	568.35	-	-	-	568.35
	34 Chuna Man/Atten..	893.48	-	-	-	893.48
	35 Clarifier/Set. Att.	567.47	-	-	-	567.47
	36 Crystallizer	1016.28	-	-	-	1016.28
	37 Juice Heater Atte.	480.70	-	-	-	480.70
	38 Magma Maker	860.72	-	-	-	860.72
	39 Pan Man/Attendant	724.62	-	-	-	724.62

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Press Attendant	1035.88	-	-	-	1035.88
41	Quadruple Man/Mate	913.41	-	-	-	913.41
42	Sulphitation Att.	932.56	-	-	-	932.56
43	Chemist	886.76	-	-	-	886.76
44	Miscellaneous	818.62	-	-	-	818.62
II.	Oils & Fats	385.84	278.95	-	-	382.66
1	Boiler Attendant	459.52	-	-	-	459.52
2	Carpenter	342.95	-	-	-	342.95
3	Checker	457.85	200.00	-	-	451.98
4	Compressor Op.	544.97	-	-	-	544.97
5	Coolie/Mazdoor	304.20	258.78	-	-	303.74
6	Crane Operator	231.00	-	-	-	231.00
7	Die Maker	613.02	-	-	-	613.02
8	Driller	474.57	-	-	-	474.57
9	Driver	368.88	-	-	-	368.88
10	Electrician	447.88	-	-	-	447.88
11	Engine Room Atten	471.56	-	-	-	471.56
12	Fireman	335.38	-	-	-	335.38
13	Fitter	462.89	-	-	-	462.89
14	Mech/Elec Foreman	576.22	-	-	-	576.22
15	Grinder	306.06	-	-	-	306.06
16	Helper	326.59	250.64	-	-	323.09
17	Instrument Mech	618.93	-	-	-	618.93
18	Loader/Unloader	388.99	284.38	-	-	388.20
19	Mistry/Kangani	409.22	-	-	-	409.22
20	Mate/Mukaddam	394.57	-	-	-	394.57
21	Mechanic(General)	412.55	-	-	-	412.55
22	Millwright	234.33	-	-	-	234.33
23	Motor Mechanic	353.13	-	-	-	353.13
24	Oilman/Greaser	448.12	-	-	-	448.12
25	Packer	343.37	286.05	-	-	334.58
26	Painter	490.47	-	-	-	490.47
27	Plumber	351.74	-	-	-	351.74
28	Press Man	401.86	-	-	-	401.86
29	Pump Attendant	477.75	-	-	-	477.75
30	Sorter	394.88	-	-	-	394.88
31	Supervisor	448.21	466.83	-	-	448.64
32	Sweeper	346.83	274.94	-	-	331.02
33	Switch Board Atten.	410.28	-	-	-	410.28
34	Tester	341.60	-	-	-	341.60
35	Turner	550.95	-	-	-	550.95
36	Watchman	323.22	306.50	-	-	322.98
37	Weigher	364.18	-	-	-	364.18
38	Welder	461.96	-	-	-	461.96
39	Fork Lift Operator	355.74	-	-	-	355.74

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Mach. Op./Machinist	501.75	-	-	-	501.75
41	Milling Machine Op.	582.38	-	-	-	582.38
42	Af. Treat. Plant Op.	442.53	-	-	-	442.53
43	Gen./Turbo Operator	534.04	-	-	-	534.04
44	Store Keeper	537.72	-	-	-	537.72
45	Cool Room Attendant	396.42	359.64	-	-	394.71
46	Electrolyser Att.	425.53	-	-	-	425.53
47	Expeller Operator	418.38	406.84	-	-	418.36
48	Filter Pressman	460.66	266.83	-	-	458.93
49	Seamer	331.24	467.00	-	-	332.73
50	Plant Operator	434.17	289.00	-	-	425.87
51	Peeler	289.19	-	-	-	289.19
52	Roaster	299.56	-	-	-	299.56
53	Grader	299.91	-	-	-	299.91
54	Chemist	443.07	-	-	-	443.07
55	Miscellaneous	1006.96	-	-	-	1006.96
III.	Edible Nuts	301.59	273.63	-	-	284.41
1	Boiler Attendant	276.83	-	-	-	276.83
2	Checker	306.67	-	-	-	306.67
3	Coolie/Mazdoor	249.64	250.00	-	-	249.85
4	Helper	287.32	299.27	-	-	292.93
5	Loader/Unloader	271.53	-	-	-	271.53
6	Packer	283.97	251.91	-	-	270.77
7	Supervisor	492.16	283.31	-	-	464.77
8	Sweeper	-	254.58	-	-	254.58
9	Watchman	298.75	-	-	-	298.75
10	Mach. Op./Machinist	367.80	-	-	-	367.80
11	Drier Worker	281.74	-	-	-	281.74
12	Peeler	278.13	269.72	-	-	271.44
13	Roaster	302.18	252.53	-	-	281.21
14	Scrubber	275.46	-	-	-	275.46
15	Sheller	389.54	298.46	-	-	306.07
16	Grader	272.63	251.75	-	-	254.31
IV.	Tobacco	209.99	204.42	-	-	206.73
1	Boiler Attendant	224.62	-	-	-	224.62
2	Checker	240.22	-	-	-	240.22
3	Coolie/Mazdoor	230.07	300.73	-	-	273.41
4	Driver	236.08	-	-	-	236.08
5	Electrician	182.23	-	-	-	182.23
6	Helper	207.50	-	-	-	207.50
7	Loader/Unloader	301.54	-	-	-	301.54
8	Mistry/Kangani	242.63	384.62	-	-	278.13
9	Packer	232.78	300.00	-	-	236.03

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
10	Sorter	208.03	-	-	-	208.03
11	Supervisor	356.61	-	-	-	356.61
12	Sweeper	214.06	314.29	-	-	259.44
13	Watchman	207.84	-	-	-	207.84
14	Weigher	132.67	-	-	-	132.67
15	Mach. Op./Machinist	316.33	-	-	-	316.33
16	Blender	280.67	242.56	-	-	251.67
17	Casemaket	278.74	236.58	-	-	237.57
18	Feeder and Receiver	272.52	300.00	-	-	281.74
19	Gum Maker	139.29	135.70	-	-	137.16
20	Stitching Operator	350.86	-	-	-	350.86
21	Operator	299.09	-	-	-	299.09
22	Miscellaneous	171.35	-	-	-	171.35
V.	Paper	542.11	338.08	-	-	526.20
1	Assembler	645.35	-	-	-	645.35
2	Blacksmith	627.40	-	-	-	627.40
3	Boiler Attendant	760.36	-	-	-	760.36
4	Carpenter	488.71	-	-	-	488.71
5	Chargehand	489.63	-	-	-	489.63
6	Checker	676.22	393.59	-	-	653.89
7	Coolie/Mazdoor	338.54	229.83	-	-	333.60
8	Driller	633.25	-	-	-	633.25
9	Driver	443.79	-	-	-	443.79
10	Electrician	668.16	-	-	-	668.16
11	Fireman	431.98	-	-	-	431.98
12	Fitter	621.39	-	-	-	621.39
13	Mech/Elec Foreman	615.55	513.32	-	-	614.59
14	Helper	320.96	297.66	-	-	315.84
15	Loader/Unloader	520.82	-	-	-	520.82
16	Mistry/Kangani	280.76	-	-	-	280.76
17	Marker	175.00	-	-	-	175.00
18	Mason	744.07	-	-	-	744.07
19	Mechanic(General)	554.07	-	-	-	554.07
20	Motor Mechanic	655.33	-	-	-	655.33
21	Moulder	250.00	-	-	-	250.00
22	Oilman/Greaser	580.17	-	-	-	580.17
23	Packer	471.32	203.53	-	-	460.83
24	Painter	381.34	-	-	-	381.34
25	Plumber	625.31	-	-	-	625.31
26	Press Man	376.36	-	-	-	376.36
27	Pump Attendant	647.40	-	-	-	647.40
28	Rigger	717.59	-	-	-	717.59
29	Shaper Machine Op	495.25	-	-	-	495.25
30	Sorter	569.42	-	-	-	569.42
31	Supervisor	684.42	828.54	-	-	705.14

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
32	Sweeper	417.49	249.16	-	-	362.86
33	Tester	454.95	-	-	-	454.95
34	Turner	557.03	-	-	-	557.03
35	Watchman	523.91	543.68	-	-	524.38
36	Weigher	1012.88	-	-	-	1012.88
37	Welder	609.39	-	-	-	609.39
38	Winder	441.81	-	-	-	441.81
39	Wireman	491.42	-	-	-	491.42
40	Fork Lift Operator	850.41	-	-	-	850.41
41	Mach. Op./Machinist	425.87	509.52	-	-	426.70
42	Setter	279.00	-	-	-	279.00
43	Af. Treat. Plant Op.	1040.45	-	-	-	1040.45
44	Gen./Turbo Operator	603.06	-	-	-	603.06
45	Store Keeper	441.36	506.67	-	-	453.10
46	Bamboo Feeder/Man	710.63	340.03	-	-	708.99
47	Beater Man/Operat.	716.27	183.33	-	-	714.44
48	Blade Sharp. Mistry	681.01	-	-	-	681.01
49	Bleaching Mach. Op.	677.12	208.09	-	-	670.41
50	Cutter/Guilloti	636.28	201.43	-	-	635.46
51	Digester Op./Jamadar	758.07	234.90	-	-	756.01
52	Dryer Man/Asst. Op.	584.84	222.48	-	-	581.18
53	Machineman	689.60	239.71	-	-	687.90
54	Rewinding Mach Op.	591.75	170.65	-	-	585.74
55	Finisher	577.69	405.54	-	-	573.34
56	Binder/Binding Op.	311.30	-	-	-	311.30
57	Block/Die Caster	325.45	-	-	-	325.45
58	Compositor/Assembler	305.01	-	-	-	305.01
59	Counter	338.60	-	-	-	338.60
60	Feeder/Paperfeeder	395.46	506.68	-	-	404.21
61	Mono/Lino/Photo Op.	402.34	-	-	-	402.34
62	Mach/Press Inker	276.68	-	-	-	276.68
63	Off. Prin. Mach. Op.	381.52	-	-	-	381.52
64	Paste Up Man	309.55	-	-	-	309.55
65	Mach Man/Rotary Op	298.51	-	-	-	298.51
66	Miscellaneous	586.49	204.55	-	-	472.32
VI.	Printing/Publishing	479.27	344.57	-	-	465.00
1	Boiler Attendant	384.35	466.67	-	-	386.09
2	Carpenter	692.92	-	-	-	692.92
3	Checker	886.09	559.99	-	-	654.54
4	Compressor Op.	809.83	-	-	-	809.83
5	Coolie/Mazdoor	464.04	197.22	-	-	436.99
6	Driver	431.65	-	-	-	431.65
7	Electrician	653.30	-	-	-	653.30
8	Engine Room Atten	433.60	-	-	-	433.60
9	Fireman	1910.25	-	-	-	1910.25

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
10	Fitter	480.85	-	-	-	480.85
11	Mech/Elec Foreman	922.02	1442.15	-	-	952.24
12	Helper	343.57	253.78	-	-	327.94
13	Loader/Unloader	351.08	240.43	-	-	346.20
14	Marker	347.35	-	-	-	347.35
15	Mason	699.99	-	-	-	699.99
16	Mate/Mukaddam	2159.23	-	-	-	2159.23
17	Mechanic(General)	675.48	-	-	-	675.48
18	Packer	387.67	265.79	-	-	328.45
19	Painter	549.63	-	-	-	549.63
20	Plumber	456.67	-	-	-	456.67
21	Press Man	407.97	-	-	-	407.97
22	Sorter	1068.18	-	-	-	1068.18
23	Supervisor	687.46	665.26	-	-	684.99
24	Sweeper	562.91	291.01	-	-	501.67
25	Watchman	538.81	-	-	-	538.81
26	Welder	477.00	-	-	-	477.00
27	Fork Lift Operator	437.61	-	-	-	437.61
28	Mach. Op./Machinist	442.62	416.53	-	-	442.36
29	Gen./Turbo Operator	224.41	-	-	-	224.41
30	Store Keeper	667.03	500.00	-	-	642.67
31	Apprentices/Trainees	131.88	-	-	-	131.88
32	Cook	342.78	539.78	-	-	384.72
33	Bleaching Mach. Op.	394.85	-	-	-	394.85
34	Machineman	412.99	-	-	-	412.99
35	Rewinding Mach Op.	349.44	-	-	-	349.44
36	Binder/Binding Op.	467.53	278.37	-	-	446.79
37	Block/Die Caster	811.85	931.22	-	-	815.93
38	Compositor/Assembler	458.82	1590.37	-	-	508.38
39	Copy/Proof Reader	824.34	524.02	-	-	800.45
40	Counter	355.61	312.26	-	-	353.52
41	Cutting Man/Cutter	421.86	335.93	-	-	420.36
42	Photo Engraver	847.87	327.41	-	-	726.48
43	Feeder/Paperfeeder	501.81	-	-	-	501.81
44	Impositor Imposer	748.86	-	-	-	748.86
45	Line Cleaner	565.54	290.83	-	-	546.12
46	Mono/Lino/Photo Op.	583.94	739.92	-	-	585.37
47	Ludlow Operator	539.06	391.22	-	-	507.23
48	Mach/Press Inker	380.73	130.00	-	-	376.22
49	Machineman(Photo)	505.89	805.09	-	-	529.94
50	Off. Prin. Mach. Op.	576.68	600.18	-	-	577.33
51	Paste Up Man	465.24	181.34	-	-	433.22
52	Mach Man/Rotary Op	499.03	618.61	-	-	501.71
53	Miscellaneous	733.61	444.22	-	-	711.60
VII.	Milk Products	581.21	515.68	-	-	577.71

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Boiler Attendant	612.33	-	-	-	612.33
2	Chargehand	653.85	-	-	-	653.85
3	Checker	466.24	463.29	-	-	465.82
4	Compressor Op.	1290.74	-	-	-	1290.74
5	Coolie/Mazdoor	431.73	354.16	-	-	425.49
6	Driver	569.42	-	-	-	569.42
7	Electrician	645.95	-	-	-	645.95
8	Engine Room Atten	732.58	-	-	-	732.58
9	Fireman	669.35	-	-	-	669.35
10	Fitter	767.08	-	-	-	767.08
11	Mech/Elec Foreman	1223.03	242.04	-	-	1213.72
12	Grinder	698.79	-	-	-	698.79
13	Helper	449.97	459.24	-	-	450.43
14	Loader/Unloader	319.01	271.04	-	-	315.45
15	Mistry/Kangani	445.87	-	-	-	445.87
16	Mechanic(General)	619.47	-	-	-	619.47
17	Motor Mechanic	748.21	-	-	-	748.21
18	Packer	277.57	251.68	-	-	276.10
19	Painter	309.77	-	-	-	309.77
20	Plumber	844.50	-	-	-	844.50
21	Pump Attendant	383.33	-	-	-	383.33
22	Sorter	245.60	-	-	-	245.60
23	Supervisor	795.78	1112.77	-	-	802.84
24	Sweeper	345.09	265.90	-	-	319.25
25	Tester	591.94	552.21	-	-	587.45
26	Turner	422.75	-	-	-	422.75
27	Watchman	372.10	409.26	-	-	372.27
28	Weigher	262.82	-	-	-	262.82
29	Welder	493.15	-	-	-	493.15
30	Wireman	603.55	-	-	-	603.55
31	Fork Lift Operator	734.42	-	-	-	734.42
32	Mach. Op./Machinist	715.01	-	-	-	715.01
33	Af. Treat. Plant Op.	1098.59	-	-	-	1098.59
34	Gen./Turbo Operator	343.47	-	-	-	343.47
35	Store Keeper	624.98	-	-	-	624.98
36	Cold Storage Atten	716.02	721.33	-	-	716.38
37	Dairy Prod Processor	724.31	737.67	-	-	724.99
38	Filler Prod Operator	776.13	350.58	-	-	772.05
39	Ice Cream Maker	390.87	284.13	-	-	370.37
40	Plant Operator	595.69	626.37	-	-	598.07
41	Refrig. Mechanic	698.21	1230.46	-	-	708.09
42	Washer	472.41	432.76	-	-	469.33
43	Chemist	644.55	-	-	-	644.55
44	Miscellaneous	621.03	670.20	-	-	622.22
VIII.	Soft Drinks	400.25	250.07	-	-	382.14

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Boiler Attendant	506.78	-	-	-	506.78
2	Chargehand	578.67	-	-	-	578.67
3	Coolie/Mazdoor	196.85	335.83	-	-	231.60
4	Driver	373.39	-	-	-	373.39
5	Electrician	572.37	-	-	-	572.37
6	Fitter	667.29	-	-	-	667.29
7	Mech/Elec Foreman	649.91	-	-	-	649.91
8	Helper	280.72	264.01	-	-	276.76
9	Loader/Unloader	506.45	-	-	-	506.45
10	Mechanic(General)	388.49	-	-	-	388.49
11	Packer	284.62	-	-	-	284.62
12	Painter	393.32	-	-	-	393.32
13	Plumber	281.49	-	-	-	281.49
14	Supervisor	508.68	-	-	-	508.68
15	Sweeper	194.56	208.67	-	-	197.82
16	Turner	424.00	-	-	-	424.00
17	Watchman	269.35	-	-	-	269.35
18	Welder	496.49	-	-	-	496.49
19	Fork Lift Operator	459.80	-	-	-	459.80
20	Mach. Op./Machinist	418.24	-	-	-	418.24
21	Apprentices/Trainees	389.27	-	-	-	389.27
22	Ammonia Comp. Op	343.11	210.00	-	-	335.28
23	Bottle Washer	249.69	162.42	-	-	210.90
24	Bottle Sorter	323.54	-	-	-	323.54
25	Crownman	417.78	-	-	-	417.78
26	Filling Machine Op	476.19	200.00	-	-	452.59
27	Level Checker	265.69	-	-	-	265.69
28	Syrup/Mixing Atte	438.07	-	-	-	438.07
29	Refrig. Mechanic	328.09	-	-	-	328.09
30	Chemist	445.53	434.78	-	-	443.99
31	Miscellaneous	411.53	-	-	-	411.53
IX.	Plastic Articles	389.08	328.02	-	-	385.08
1	Boiler Attendant	526.69	-	-	-	526.69
2	Chargehand	856.64	-	-	-	856.64
3	Checker	397.62	200.00	-	-	384.65
4	Compressor Op.	478.03	-	-	-	478.03
5	Coolie/Mazdoor	301.90	303.36	-	-	301.98
6	Driller	313.10	-	-	-	313.10
7	Driver	316.28	-	-	-	316.28
8	Electrician	399.51	-	-	-	399.51
9	Fitter	365.84	-	-	-	365.84
10	Mech/Elec Foreman	461.55	-	-	-	461.55
11	Helper	321.67	293.16	-	-	318.57
12	Loader/Unloader	247.27	-	-	-	247.27
13	Mistry/Kangani	355.00	-	-	-	355.00

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
14	Mate/Mukaddam	268.32	-	-	-	268.32
15	Mechanic (General)	618.22	-	-	-	618.22
16	Oilman/Greaser	637.00	-	-	-	637.00
17	Packer	293.10	519.30	-	-	369.27
18	Painter	322.82	-	-	-	322.82
19	Plumber	289.23	-	-	-	289.23
20	Supervisor	569.79	-	-	-	569.79
21	Sweeper	294.91	213.60	-	-	279.76
22	Tester	443.75	-	-	-	443.75
23	Turner	367.54	-	-	-	367.54
24	Watchman	350.77	-	-	-	350.77
25	Welder	536.51	-	-	-	536.51
26	Mach. Op./Machinist	464.35	-	-	-	464.35
27	Store Keeper	507.17	-	-	-	507.17
28	Tablet Machine Op	375.82	-	-	-	375.82
29	Extrud. Mach Setter	437.05	285.21	-	-	431.82
30	Injection Mould. Op	441.85	396.00	-	-	441.30
31	Moulder (Hand)	358.51	316.92	-	-	358.05
32	Bottle Blowing Op	484.10	227.36	-	-	480.21
33	Cementer/Assembler	394.78	305.92	-	-	383.21
34	Finisher	431.35	355.41	-	-	429.16
35	Miscellaneous	381.83	446.77	-	-	388.00
Nine Manufacturing Ind.		495.12	254.81	-	-	456.44

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.	Oils & Fats	726.74	-	-	-	726.74
	1 Loader/Unloader	726.74	-	-	-	726.74
II.	Edible Nuts	233.55	204.52	-	-	208.13
	1 Peeler	166.67	195.67	-	-	194.52
	2 Roaster	245.57	-	-	-	245.57
	3 Sheller	-	214.13	-	-	214.13
	4 Grader	-	215.25	-	-	215.25
III.	Tobacco	128.18	164.18	-	-	148.24
	1 Coolie/Mazdoor	45.61	39.33	-	-	45.55
	2 Helper	161.23	139.89	-	-	156.01
	3 Packer	448.86	-	-	-	448.86
	4 Casemaket	55.17	167.23	-	-	152.92
	5 Feeder and Receiver	220.76	163.97	-	-	164.19
	6 Gum Maker	-	290.18	-	-	290.18
	7 Miscellaneous	174.31	168.73	-	-	173.93
Nine Manufacturing Ind.		129.48	165.17	-	-	149.54

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.	Sugar	706.44	-	706.44
	1 Blacksmith	805.84	-	805.84
	2 Boiler Attendant	727.01	-	727.01
	3 Carpenter	476.10	-	476.10
	4 Checker	491.60	-	491.60
	5 Compressor Op.	722.06	-	722.06
	6 Coolie/Mazdoor	525.99	-	525.99
	7 Driver	645.12	-	645.12
	8 Electrician	736.62	-	736.62
	9 Fireman	622.56	-	622.56
	10 Fitter	713.52	-	713.52
	11 Mech/Elec Foreman	814.98	-	814.98
	12 Hammerman	1030.42	-	1030.42
	13 Helper	785.62	-	785.62
	14 Loader/Unloader	708.62	-	708.62
	15 Mason	1042.66	-	1042.66
	16 Mechanic(General)	1086.59	-	1086.59
	17 Oilman/Greaser	557.20	-	557.20
	18 Packer	309.83	-	309.83
	19 Plumber	777.93	-	777.93
	20 Pump Attendant	663.15	-	663.15
	21 Supervisor	787.08	-	787.08
	22 Sweeper	594.65	-	594.65
	23 Switch Board Atten.	614.31	-	614.31
	24 Turner	603.25	-	603.25
	25 Watchman	645.97	-	645.97
	26 Welder	607.02	-	607.02
	27 Wireman	489.25	-	489.25
	28 Mach. Op./Machinist	618.36	-	618.36
	29 Gen./Turbo Operator	437.52	-	437.52
	30 Store Keeper	1161.77	-	1161.77
	31 Apprentices/Trainees	343.20	-	343.20
	32 Cane Feeder	647.50	-	647.50
	33 Centrifugal Operator	568.35	-	568.35
	34 Chuna Man/Atten..	893.48	-	893.48
	35 Clarifier/Set. Att.	567.47	-	567.47
	36 Crystallizer	1016.28	-	1016.28
	37 Juice Heater Atte.	480.70	-	480.70
	38 Magma Maker	860.72	-	860.72
	39 Pan Man/Attendant	724.62	-	724.62
	40 Press Attendant	1035.88	-	1035.88

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
41	Quadruple Man/Mate	913.41	-	913.41
42	Sulphitation Att.	932.56	-	932.56
43	Chemist	886.76	-	886.76
44	Miscellaneous	818.62	-	818.62
II.	Oils & Fats	382.66	726.74	383.24
1	Boiler Attendant	459.52	-	459.52
2	Carpenter	342.95	-	342.95
3	Checker	451.98	-	451.98
4	Compressor Op.	544.97	-	544.97
5	Coolie/Mazdoor	303.74	-	303.74
6	Crane Operator	231.00	-	231.00
7	Die Maker	613.02	-	613.02
8	Driller	474.57	-	474.57
9	Driver	368.88	-	368.88
10	Electrician	447.88	-	447.88
11	Engine Room Atten	471.56	-	471.56
12	Fireman	335.38	-	335.38
13	Fitter	462.89	-	462.89
14	Mech/Elec Foreman	576.22	-	576.22
15	Grinder	306.06	-	306.06
16	Helper	323.09	-	323.09
17	Instrument Mech	618.93	-	618.93
18	Loader/Unloader	388.20	726.74	423.79
19	Mistry/Kangani	409.22	-	409.22
20	Mate/Mukaddam	394.57	-	394.57
21	Mechanic(General)	412.55	-	412.55
22	Millwright	234.33	-	234.33
23	Motor Mechanic	353.13	-	353.13
24	Oilman/Greaser	448.12	-	448.12
25	Packer	334.58	-	334.58
26	Painter	490.47	-	490.47
27	Plumber	351.74	-	351.74
28	Press Man	401.86	-	401.86
29	Pump Attendant	477.75	-	477.75
30	Sorter	394.88	-	394.88
31	Supervisor	448.64	-	448.64
32	Sweeper	331.02	-	331.02
33	Switch Board Atten.	410.28	-	410.28
34	Tester	341.60	-	341.60
35	Turner	550.95	-	550.95
36	Watchman	322.98	-	322.98
37	Weigher	364.18	-	364.18
38	Welder	461.96	-	461.96
39	Fork Lift Operator	355.74	-	355.74
40	Mach. Op./Machinist	501.75	-	501.75
41	Milling Machine Op.	582.38	-	582.38

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
42	Af. Treat. Plant Op.	442.53	-	442.53
43	Gen./Turbo Operator	534.04	-	534.04
44	Store Keeper	537.72	-	537.72
45	Cool Room Attendant	394.71	-	394.71
46	Electrolyser Att.	425.53	-	425.53
47	Expeller Operator	418.36	-	418.36
48	Filter Pressman	458.93	-	458.93
49	Seamer	332.73	-	332.73
50	Plant Operator	425.87	-	425.87
51	Peeler	289.19	-	289.19
52	Roaster	299.56	-	299.56
53	Grader	299.91	-	299.91
54	Chemist	443.07	-	443.07
55	Miscellaneous	1006.96	-	1006.96
III.	Edible Nuts	284.41	208.13	263.74
1	Boiler Attendant	276.83	-	276.83
2	Checker	306.67	-	306.67
3	Coolie/Mazdoor	249.85	-	249.85
4	Helper	292.93	-	292.93
5	Loader/Unloader	271.53	-	271.53
6	Packer	270.77	-	270.77
7	Supervisor	464.77	-	464.77
8	Sweeper	254.58	-	254.58
9	Watchman	298.75	-	298.75
10	Mach. Op./Machinist	367.80	-	367.80
11	Drier Worker	281.74	-	281.74
12	Peeler	271.44	194.52	229.70
13	Roaster	281.21	245.57	268.64
14	Scrubber	275.46	-	275.46
15	Sheller	306.07	214.13	265.65
16	Grader	254.31	215.25	252.11
IV.	Tobacco	206.73	148.24	170.03
1	Boiler Attendant	224.62	-	224.62
2	Checker	240.22	-	240.22
3	Coolie/Mazdoor	273.41	45.55	63.08
4	Driver	236.08	-	236.08
5	Electrician	182.23	-	182.23
6	Helper	207.50	156.01	173.83
7	Loader/Unloader	301.54	-	301.54
8	Mistry/Kangani	278.13	-	278.13
9	Packer	236.03	448.86	346.98
10	Sorter	208.03	-	208.03
11	Supervisor	356.61	-	356.61
12	Sweeper	259.44	-	259.44

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
13	Watchman	207.84	-	207.84
14	Weigher	132.67	-	132.67
15	Mach. Op./Machinist	316.33	-	316.33
16	Blender	251.67	-	251.67
17	Casemaket	237.57	152.92	232.74
18	Feeder and Receiver	281.74	164.19	164.73
19	Gum Maker	137.16	290.18	138.91
20	Stitching Operator	350.86	-	350.86
21	Operator	299.09	-	299.09
22	Miscellaneous	171.35	173.93	173.92
V.	Paper	526.20	-	526.20
1	Assembler	645.35	-	645.35
2	Blacksmith	627.40	-	627.40
3	Boiler Attendant	760.36	-	760.36
4	Carpenter	488.71	-	488.71
5	Chargehand	489.63	-	489.63
6	Checker	653.89	-	653.89
7	Coolie/Mazdoor	333.60	-	333.60
8	Driller	633.25	-	633.25
9	Driver	443.79	-	443.79
10	Electrician	668.16	-	668.16
11	Fireman	431.98	-	431.98
12	Fitter	621.39	-	621.39
13	Mech/Elec Foreman	614.59	-	614.59
14	Helper	315.84	-	315.84
15	Loader/Unloader	520.82	-	520.82
16	Mistry/Kangani	280.76	-	280.76
17	Marker	175.00	-	175.00
18	Mason	744.07	-	744.07
19	Mechanic(General)	554.07	-	554.07
20	Motor Mechanic	655.33	-	655.33
21	Moulder	250.00	-	250.00
22	Oilman/Greaser	580.17	-	580.17
23	Packer	460.83	-	460.83
24	Painter	381.34	-	381.34
25	Plumber	625.31	-	625.31
26	Press Man	376.36	-	376.36
27	Pump Attendant	647.40	-	647.40
28	Rigger	717.59	-	717.59
29	Shaper Machine Op	495.25	-	495.25
30	Sorter	569.42	-	569.42
31	Supervisor	705.14	-	705.14
32	Sweeper	362.86	-	362.86
33	Tester	454.95	-	454.95
34	Turner	557.03	-	557.03
35	Watchman	524.38	-	524.38

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
36	Weigher	1012.88	-	1012.88
37	Welder	609.39	-	609.39
38	Winder	441.81	-	441.81
39	Wireman	491.42	-	491.42
40	Fork Lift Operator	850.41	-	850.41
41	Mach. Op./Machinist	426.70	-	426.70
42	Setter	279.00	-	279.00
43	Af. Treat. Plant Op.	1040.45	-	1040.45
44	Gen./Turbo Operator	603.06	-	603.06
45	Store Keeper	453.10	-	453.10
46	Bamboo Feeder/Man	708.99	-	708.99
47	Beater Man/Operat.	714.44	-	714.44
48	Blade Sharp. Mistry	681.01	-	681.01
49	Bleaching Mach. Op.	670.41	-	670.41
50	Cutter/Guilloti	635.46	-	635.46
51	Digester Op./Jamadar	756.01	-	756.01
52	Dryer Man/Asst. Op.	581.18	-	581.18
53	Machineman	687.90	-	687.90
54	Rewinding Mach Op.	585.74	-	585.74
55	Finisher	573.34	-	573.34
56	Binder/Binding Op.	311.30	-	311.30
57	Block/Die Caster	325.45	-	325.45
58	Compositor/Assembler	305.01	-	305.01
59	Counter	338.60	-	338.60
60	Feeder/Paperfeeder	404.21	-	404.21
61	Mono/Lino/Photo Op.	402.34	-	402.34
62	Mach/Press Inker	276.68	-	276.68
63	Off. Prin. Mach. Op.	381.52	-	381.52
64	Paste Up Man	309.55	-	309.55
65	Mach Man/Rotary Op	298.51	-	298.51
66	Miscellaneous	472.32	-	472.32
VI.	Printing/Publishing	465.00	-	465.00
1	Boiler Attendant	386.09	-	386.09
2	Carpenter	692.92	-	692.92
3	Checker	654.54	-	654.54
4	Compressor Op.	809.83	-	809.83
5	Coolie/Mazdoor	436.99	-	436.99
6	Driver	431.65	-	431.65
7	Electrician	653.30	-	653.30
8	Engine Room Atten	433.60	-	433.60
9	Fireman	1910.25	-	1910.25
10	Fitter	480.85	-	480.85
11	Mech/Elec Foreman	952.24	-	952.24
12	Helper	327.94	-	327.94
13	Loader/Unloader	346.20	-	346.20
14	Marker	347.35	-	347.35

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
15	Mason	699.99	-	699.99
16	Mate/Mukaddam	2159.23	-	2159.23
17	Mechanic(General)	675.48	-	675.48
18	Packer	328.45	-	328.45
19	Painter	549.63	-	549.63
20	Plumber	456.67	-	456.67
21	Press Man	407.97	-	407.97
22	Sorter	1068.18	-	1068.18
23	Supervisor	684.99	-	684.99
24	Sweeper	501.67	-	501.67
25	Watchman	538.81	-	538.81
26	Welder	477.00	-	477.00
27	Fork Lift Operator	437.61	-	437.61
28	Mach. Op./Machinist	442.36	-	442.36
29	Gen./Turbo Operator	224.41	-	224.41
30	Store Keeper	642.67	-	642.67
31	Apprentices/Trainees	131.88	-	131.88
32	Cook	384.72	-	384.72
33	Bleaching Mach. Op.	394.85	-	394.85
34	Machineman	412.99	-	412.99
35	Rewinding Mach Op.	349.44	-	349.44
36	Binder/Binding Op.	446.79	-	446.79
37	Block/Die Caster	815.93	-	815.93
38	Compositor/Assembler	508.38	-	508.38
39	Copy/Proof Reader	800.45	-	800.45
40	Counter	353.52	-	353.52
41	Cutting Man/Cutter	420.36	-	420.36
42	Photo Engraver	726.48	-	726.48
43	Feeder/Paperfeeder	501.81	-	501.81
44	Impositor Imposer	748.86	-	748.86
45	Line Cleaner	546.12	-	546.12
46	Mono/Lino/Photo Op.	585.37	-	585.37
47	Ludlow Operator	507.23	-	507.23
48	Mach/Press Inker	376.22	-	376.22
49	Machineman(Photo)	529.94	-	529.94
50	Off. Prin. Mach. Op.	577.33	-	577.33
51	Paste Up Man	433.22	-	433.22
52	Mach Man/Rotary Op	501.71	-	501.71
53	Miscellaneous	711.60	-	711.60
VII.	Milk Products	577.71	-	577.71
	1 Boiler Attendant	612.33	-	612.33
	2 Chargehand	653.85	-	653.85
	3 Checker	465.82	-	465.82
	4 Compressor Op.	1290.74	-	1290.74
	5 Coolie/Mazdoor	425.49	-	425.49
	6 Driver	569.42	-	569.42

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	7 Electrician	645.95	-	645.95
	8 Engine Room Atten	732.58	-	732.58
	9 Fireman	669.35	-	669.35
	10 Fitter	767.08	-	767.08
	11 Mech/Elec Foreman	1213.72	-	1213.72
	12 Grinder	698.79	-	698.79
	13 Helper	450.43	-	450.43
	14 Loader/Unloader	315.45	-	315.45
	15 Mistry/Kangani	445.87	-	445.87
	16 Mechanic(General)	619.47	-	619.47
	17 Motor Mechanic	748.21	-	748.21
	18 Packer	276.10	-	276.10
	19 Painter	309.77	-	309.77
	20 Plumber	844.50	-	844.50
	21 Pump Attendant	383.33	-	383.33
	22 Sorter	245.60	-	245.60
	23 Supervisor	802.84	-	802.84
	24 Sweeper	319.25	-	319.25
	25 Tester	587.45	-	587.45
	26 Turner	422.75	-	422.75
	27 Watchman	372.27	-	372.27
	28 Weigher	262.82	-	262.82
	29 Welder	493.15	-	493.15
	30 Wireman	603.55	-	603.55
	31 Fork Lift Operator	734.42	-	734.42
	32 Mach. Op./Machinist	715.01	-	715.01
	33 Af. Treat. Plant Op.	1098.59	-	1098.59
	34 Gen./Turbo Operator	343.47	-	343.47
	35 Store Keeper	624.98	-	624.98
	36 Cold Storage Atten	716.38	-	716.38
	37 Dairy Prod Processor	724.99	-	724.99
	38 Filler Prod Operator	772.05	-	772.05
	39 Ice Cream Maker	370.37	-	370.37
	40 Plant Operator	598.07	-	598.07
	41 Refrig. Mechanic	708.09	-	708.09
	42 Washer	469.33	-	469.33
	43 Chemist	644.55	-	644.55
	44 Miscellaneous	622.22	-	622.22
VIII.	Soft Drinks	382.14	-	382.14
	1 Boiler Attendant	506.78	-	506.78
	2 Chargehand	578.67	-	578.67
	3 Coolie/Mazdoor	231.60	-	231.60
	4 Driver	373.39	-	373.39
	5 Electrician	572.37	-	572.37
	6 Fitter	667.29	-	667.29
	7 Mech/Elec Foreman	649.91	-	649.91

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	8 Helper	276.76	-	276.76
	9 Loader/Unloader	506.45	-	506.45
	10 Mechanic(General)	388.49	-	388.49
	11 Packer	284.62	-	284.62
	12 Painter	393.32	-	393.32
	13 Plumber	281.49	-	281.49
	14 Supervisor	508.68	-	508.68
	15 Sweeper	197.82	-	197.82
	16 Turner	424.00	-	424.00
	17 Watchman	269.35	-	269.35
	18 Welder	496.49	-	496.49
	19 Fork Lift Operator	459.80	-	459.80
	20 Mach. Op./Machinist	418.24	-	418.24
	21 Apprentices/Trainees	389.27	-	389.27
	22 Ammonia Comp. Op	335.28	-	335.28
	23 Bottle Washer	210.90	-	210.90
	24 Bottle Sorter	323.54	-	323.54
	25 Crownman	417.78	-	417.78
	26 Filling Machine Op	452.59	-	452.59
	27 Level Checker	265.69	-	265.69
	28 Syrup/Mixing Atte	438.07	-	438.07
	29 Refrig. Mechanic	328.09	-	328.09
	30 Chemist	443.99	-	443.99
	31 Miscellaneous	411.53	-	411.53
IX.	Plastic Articles	385.08	-	385.08
	1 Boiler Attendant	526.69	-	526.69
	2 Chargehand	856.64	-	856.64
	3 Checker	384.65	-	384.65
	4 Compressor Op.	478.03	-	478.03
	5 Coolie/Mazdoor	301.98	-	301.98
	6 Driller	313.10	-	313.10
	7 Driver	316.28	-	316.28
	8 Electrician	399.51	-	399.51
	9 Fitter	365.84	-	365.84
	10 Mech/Elec Foreman	461.55	-	461.55
	11 Helper	318.57	-	318.57
	12 Loader/Unloader	247.27	-	247.27
	13 Mistry/Kangani	355.00	-	355.00
	14 Mate/Mukaddam	268.32	-	268.32
	15 Mechanic(General)	618.22	-	618.22
	16 Oilman/Greaser	637.00	-	637.00
	17 Packer	369.27	-	369.27
	18 Painter	322.82	-	322.82
	19 Plumber	289.23	-	289.23
	20 Supervisor	569.79	-	569.79
	21 Sweeper	279.76	-	279.76

Table 4.11

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
22	Tester	443.75	-	443.75
23	Turner	367.54	-	367.54
24	Watchman	350.77	-	350.77
25	Welder	536.51	-	536.51
26	Mach. Op./Machinist	464.35	-	464.35
27	Store Keeper	507.17	-	507.17
28	Tablet Machine Op	375.82	-	375.82
29	Extrud. Mach Setter	431.82	-	431.82
30	Injection Mould. Op	441.30	-	441.30
31	Moulder (Hand)	358.05	-	358.05
32	Bottle Blowing Op	480.21	-	480.21
33	Cementer/Assembler	383.21	-	383.21
34	Finisher	429.16	-	429.16
35	Miscellaneous	388.00	-	388.00
Nine Manufacturing Ind.		456.44	149.54	384.88

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.	Sugar	319.35	204.43	-	66.09	4.79	111.45	0.33	706.44
	1 Blacksmith	412.83	352.10	-	33.06	3.74	-	4.11	805.84
	2 Boiler Attendant	387.60	271.49	-	14.32	6.00	46.40	1.20	727.01
	3 Carpenter	225.00	-	-	-	-	251.10	-	476.10
	4 Checker	358.69	105.45	-	19.39	1.39	6.68	-	491.60
	5 Compressor Op.	436.63	267.31	-	18.12	-	-	-	722.06
	6 Coolie/Mazdoor	230.37	217.73	-	17.05	5.21	55.49	0.14	525.99
	7 Driver	334.90	259.17	-	28.34	11.19	10.22	1.30	645.12
	8 Electrician	386.16	184.74	-	64.60	4.20	96.78	0.14	736.62
	9 Fireman	320.25	246.23	-	27.68	6.80	19.73	1.87	622.56
	10 Fitter	369.35	240.45	-	30.49	1.47	71.24	0.52	713.52
	11 Mech/Elec Foreman	456.31	282.66	-	16.91	1.69	57.41	-	814.98
	12 Hammerman	446.33	531.13	-	44.63	-	-	8.33	1030.42
	13 Helper	250.52	233.96	-	100.57	4.43	195.91	0.23	785.62
	14 Loader/Unloader	341.17	274.40	-	10.61	-	82.44	-	708.62
	15 Mason	451.67	537.49	-	45.17	-	-	8.33	1042.66
	16 Mechanic(General)	870.79	191.53	-	24.27	-	-	-	1086.59
	17 Oilman/Greaser	314.61	188.24	-	26.44	2.10	25.81	-	557.20
	18 Packer	306.45	-	-	-	-	3.38	-	309.83
	19 Plumber	426.15	267.26	-	-	-	84.52	-	777.93
	20 Pump Attendant	345.71	249.00	-	16.89	6.55	45.00	-	663.15
	21 Supervisor	407.98	237.68	-	68.93	5.87	65.16	1.46	787.08
	22 Sweeper	246.85	254.47	-	13.37	1.01	77.64	1.31	594.65
	23 Switch Board Atten.	313.40	234.57	-	38.55	22.62	5.17	-	614.31
	24 Turner	331.84	176.87	-	25.87	1.70	66.97	-	603.25

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
25	Watchman	308.12	272.00	-	14.38	2.52	47.74	1.21	645.97
26	Welder	352.37	192.94	-	14.39	1.86	44.91	0.55	607.02
27	Wireman	263.15	194.06	-	22.73	3.02	2.41	3.88	489.25
28	Mach. Op./Machinist	318.43	206.67	-	37.12	19.30	36.75	0.09	618.36
29	Gen./Turbo Operator	257.26	156.86	-	23.40	-	-	-	437.52
30	Store Keeper	515.34	613.25	-	24.85	-	-	8.33	1161.77
31	Apprentices/Trainees	127.40	191.53	-	24.27	-	-	-	343.20
32	Cane Feeder	400.27	111.08	-	61.81	4.38	69.96	-	647.50
33	Centrifugal Operator	417.48	84.77	-	42.46	10.42	13.22	-	568.35
34	Chuna Man/Atten..	415.01	146.31	-	130.80	5.78	195.58	-	893.48
35	Clarifier/Set. Att.	395.69	102.12	-	34.05	4.40	31.21	-	567.47
36	Crystallizer	327.89	215.34	-	174.78	2.76	295.51	-	1016.28
37	Juice Heater Atte.	449.53	-	-	27.81	3.36	-	-	480.70
38	Magma Maker	438.08	131.03	-	115.66	3.96	171.99	-	860.72
39	Pan Man/Attendant	391.23	124.80	-	88.87	5.28	114.44	-	724.62
40	Press Attendant	321.38	221.69	-	182.68	0.91	309.22	-	1035.88
41	Quadruple Man/Mate	361.39	182.09	-	146.11	5.90	217.92	-	913.41
42	Sulphitation Att.	342.84	195.78	-	153.39	2.33	238.22	-	932.56
43	Chemist	603.99	267.32	-	15.45	-	-	-	886.76
44	Miscellaneous	348.06	436.60	-	19.78	-	9.29	4.89	818.62
II.	Oils & Fats	274.60	17.29	4.29	30.93	10.77	44.39	0.97	383.24
1	Boiler Attendant	309.10	2.79	0.34	53.58	19.87	73.27	0.57	459.52
2	Carpenter	277.76	-	23.14	-	-	42.05	-	342.95
3	Checker	337.82	0.22	0.77	28.80	2.88	79.38	2.11	451.98
4	Compressor Op.	443.24	-	-	81.73	13.33	6.67	-	544.97
5	Coolie/Mazdoor	215.64	0.69	8.41	12.67	6.98	59.27	0.08	303.74
6	Crane Operator	136.67	-	-	90.00	-	-	4.33	231.00
7	Die Maker	408.36	153.34	-	51.32	-	-	-	613.02
8	Driller	257.14	-	21.43	102.86	-	93.14	-	474.57

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
9	Driver	292.10	4.00	1.16	31.39	6.41	32.09	1.73	368.88
10	Electrician	310.46	53.27	0.69	44.42	7.85	30.16	1.03	447.88
11	Engine Room Atten	427.58	-	10.62	-	-	31.19	2.17	471.56
12	Fireman	195.46	-	0.66	68.57	28.84	41.85	-	335.38
13	Fitter	278.07	1.63	2.25	92.95	20.98	66.31	0.70	462.89
14	Mech/Elec Foreman	461.92	-	1.29	67.57	6.82	34.61	4.01	576.22
15	Grinder	237.21	-	-	-	22.07	46.78	-	306.06
16	Helper	244.33	14.13	0.54	20.02	6.32	37.12	0.63	323.09
17	Instrument Mech	283.16	-	-	118.02	53.33	164.42	-	618.93
18	Loader/Unloader	313.93	35.62	9.89	28.26	7.54	24.83	3.72	423.79
19	Mistry/Kangani	370.78	-	-	6.33	21.31	10.80	-	409.22
20	Mate/Mukaddam	255.95	-	21.33	50.83	-	66.46	-	394.57
21	Mechanic (General)	368.01	1.75	-	16.65	9.77	15.76	0.61	412.55
22	Millwright	138.00	-	-	92.00	-	-	4.33	234.33
23	Motor Mechanic	246.67	-	20.53	-	-	85.93	-	353.13
24	Oilman/Greaser	305.39	93.98	2.57	29.17	4.58	12.43	-	448.12
25	Packer	255.59	4.43	-	38.84	14.31	20.63	0.78	334.58
26	Painter	264.93	-	22.08	105.98	30.30	67.18	-	490.47
27	Plumber	224.67	-	18.72	30.93	-	77.42	-	351.74
28	Press Man	305.19	5.48	9.75	-	26.76	54.68	-	401.86
29	Pump Attendant	385.23	-	6.62	35.17	-	50.73	-	477.75
30	Sorter	294.67	-	15.07	30.10	1.98	53.06	-	394.88
31	Supervisor	335.42	6.98	4.21	36.13	15.51	48.67	1.72	448.64
32	Sweeper	235.46	42.92	0.57	19.30	6.43	24.53	1.81	331.02
33	Switch Board Atten.	243.08	-	13.74	39.08	4.00	110.38	-	410.28
34	Tester	277.87	11.66	3.38	25.98	7.66	14.87	0.18	341.60
35	Turner	321.66	14.30	8.33	65.98	8.83	128.89	2.96	550.95
36	Watchman	245.18	33.13	2.82	14.98	4.38	19.92	2.57	322.98
37	Weigher	309.79	-	7.90	21.49	-	24.20	0.80	364.18
38	Welder	325.33	-	5.33	49.89	14.12	65.15	2.14	461.96
39	Fork Lift Operator	177.09	-	7.86	13.04	57.11	100.64	-	355.74

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
40	Mach. Op./Machinist	281.60	40.38	11.09	90.99	29.87	43.47	4.35	501.75
41	Milling Machine Op.	561.11	-	-	-	-	-	21.27	582.38
42	Af. Treat. Plant Op.	266.38	-	10.96	52.63	20.03	92.53	-	442.53
43	Gen./Turbo Operator	215.71	-	10.61	85.38	48.96	173.38	-	534.04
44	Store Keeper	533.32	-	-	-	-	-	4.40	537.72
45	Cool Room Attendant	303.38	52.67	11.60	12.82	0.84	13.40	-	394.71
46	Electrolyser Att.	312.76	43.57	18.48	15.87	2.60	32.03	0.22	425.53
47	Expeller Operator	362.73	5.72	2.16	30.13	5.04	11.89	0.69	418.36
48	Filter Pressman	342.96	40.76	12.17	26.66	2.68	32.69	1.01	458.93
49	Seamer	287.31	24.27	11.23	1.70	0.97	6.69	0.56	332.73
50	Plant Operator	290.98	32.80	4.44	24.35	25.18	48.07	0.05	425.87
51	Peeler	279.27	-	-	-	-	-	9.92	289.19
52	Roaster	299.56	-	-	-	-	-	-	299.56
53	Grader	299.91	-	-	-	-	-	-	299.91
54	Chemist	425.83	-	-	-	-	17.24	-	443.07
55	Miscellaneous	471.08	15.47	-	168.30	37.25	314.47	0.39	1006.96
III.	Edible Nuts	235.50	22.53	-	4.18	0.17	1.21	0.15	263.74
1	Boiler Attendant	276.83	-	-	-	-	-	-	276.83
2	Checker	306.67	-	-	-	-	-	-	306.67
3	Coolie/Mazdoor	248.89	-	-	-	-	-	0.96	249.85
4	Helper	276.91	9.53	-	6.49	-	-	-	292.93
5	Loader/Unloader	151.86	119.67	-	-	-	-	-	271.53
6	Packer	230.53	40.24	-	-	-	-	-	270.77
7	Supervisor	407.95	11.35	-	29.23	16.24	-	-	464.77
8	Sweeper	134.91	119.67	-	-	-	-	-	254.58
9	Watchman	295.31	-	-	-	-	-	3.44	298.75
10	Mach. Op./Machinist	359.52	-	-	8.28	-	-	-	367.80
11	Drier Worker	251.68	-	-	22.84	-	6.36	0.86	281.74
12	Peeler	199.80	27.20	-	1.96	-	0.56	0.18	229.70

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	Roaster	244.68	15.05	-	5.19	-	3.40	0.32	268.64
14	Scrubber	234.36	-	-	28.98	-	9.98	2.14	275.46
15	Sheller	232.30	28.98	-	2.87	-	1.50	-	265.65
16	Grader	238.25	9.98	-	2.93	-	0.95	-	252.11
IV.	Tobacco	129.01	18.44	16.89	0.61	0.04	4.42	0.62	170.03
1	Boiler Attendant	224.62	-	-	-	-	-	-	224.62
2	Checker	176.89	50.60	7.71	4.08	-	0.83	0.11	240.22
3	Coolie/Mazdoor	60.34	1.51	0.26	0.38	0.17	0.42	-	63.08
4	Driver	157.04	32.30	-	45.92	-	0.82	-	236.08
5	Electrician	90.28	72.22	-	18.06	-	1.67	-	182.23
6	Helper	164.33	0.71	-	8.77	-	0.02	-	173.83
7	Loader/Unloader	280.00	-	21.54	-	-	-	-	301.54
8	Mistry/Kangani	173.00	79.13	26.00	-	-	-	-	278.13
9	Packer	298.81	22.37	24.33	-	-	0.03	1.44	346.98
10	Sorter	118.98	70.08	-	17.53	-	1.44	-	208.03
11	Supervisor	291.20	37.59	-	9.40	0.61	17.81	-	356.61
12	Sweeper	237.66	10.86	-	6.05	-	4.87	-	259.44
13	Watchman	169.41	24.82	-	10.30	-	0.54	2.77	207.84
14	Weigher	130.17	-	-	-	-	2.50	-	132.67
15	Mach. Op./Machinist	316.33	-	-	-	-	-	-	316.33
16	Blender	247.73	-	-	1.34	0.24	2.36	-	251.67
17	Casemaker	232.47	-	-	-	-	0.27	-	232.74
18	Feeder and Receiver	100.31	42.97	18.20	-	-	3.25	-	164.73
19	Gum Maker	114.55	1.21	0.70	-	-	22.45	-	138.91
20	Stitching Operator	304.28	-	-	10.48	-	36.10	-	350.86
21	Operator	278.63	-	-	-	-	20.46	-	299.09
22	Miscellaneous	99.55	-	70.24	-	-	-	4.13	173.92
V.	Paper	282.19	104.97	13.83	33.30	14.21	77.18	0.52	526.20

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
1	Assembler	319.87	-	-	159.94	-	165.54	-	645.35
2	Blacksmith	520.42	52.71	-	4.55	8.47	41.25	-	627.40
3	Boiler Attendant	304.72	237.93	-	16.50	28.59	171.95	0.67	760.36
4	Carpenter	266.15	26.58	10.15	22.16	20.00	143.67	-	488.71
5	Chargehand	382.90	-	-	36.42	31.86	38.45	-	489.63
6	Checker	285.09	249.82	0.88	22.29	3.75	90.27	1.79	653.89
7	Coolie/Mazdoor	262.66	27.66	-	7.51	5.25	30.12	0.40	333.60
8	Driller	613.72	-	-	-	-	16.89	2.64	633.25
9	Driver	320.82	29.68	5.45	14.89	6.48	65.50	0.97	443.79
10	Electrician	300.48	170.55	21.12	45.30	12.00	118.71	-	668.16
11	Fireman	315.37	5.29	6.63	23.42	29.45	50.42	1.40	431.98
12	Fitter	278.60	140.85	18.92	41.13	19.26	122.44	0.19	621.39
13	Mech/Elec Foreman	408.46	57.12	3.10	36.79	20.06	89.06	-	614.59
14	Helper	224.39	16.99	7.29	14.78	7.84	44.02	0.53	315.84
15	Loader/Unloader	277.77	25.04	-	62.95	47.24	106.13	1.69	520.82
16	Mistry/Kangani	188.43	-	-	92.33	-	-	-	280.76
17	Marker	175.00	-	-	-	-	-	-	175.00
18	Mason	331.93	120.22	10.07	12.69	48.69	220.47	-	744.07
19	Mechanic(General)	242.53	118.37	5.46	27.47	14.51	145.73	-	554.07
20	Motor Mechanic	331.42	133.38	42.22	108.12	-	40.19	-	655.33
21	Moulder	250.00	-	-	-	-	-	-	250.00
22	Oilman/Greaser	191.49	232.51	2.53	21.17	36.65	95.82	-	580.17
23	Packer	291.65	62.87	1.08	44.79	35.25	24.82	0.37	460.83
24	Painter	306.41	-	-	74.93	-	-	-	381.34
25	Plumber	191.35	317.14	1.92	59.50	2.42	52.98	-	625.31
26	Press Man	269.14	6.21	9.79	36.62	7.23	47.37	-	376.36
27	Pump Attendant	185.34	350.39	-	65.51	-	46.16	-	647.40
28	Rigger	296.32	319.62	-	-	-	95.75	5.90	717.59
29	Shaper Machine Op	495.25	-	-	-	-	-	-	495.25
30	Sorter	224.03	180.65	-	51.42	-	113.32	-	569.42

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
31	Supervisor	352.25	208.14	9.55	39.58	10.09	85.18	0.35	705.14
32	Sweeper	231.53	118.54	1.20	4.13	0.94	5.43	1.09	362.86
33	Tester	337.73	-	-	38.95	35.58	42.69	-	454.95
34	Turner	300.67	48.36	8.42	57.25	47.78	94.55	-	557.03
35	Watchman	274.72	121.75	8.87	39.34	17.39	61.89	0.42	524.38
36	Weigher	235.36	572.62	-	0.96	-	203.94	-	1012.88
37	Welder	260.00	184.61	5.97	25.79	30.06	102.96	-	609.39
38	Winder	251.67	8.23	-	81.41	100.50	-	-	441.81
39	Wireman	226.16	6.54	2.00	68.44	181.63	6.65	-	491.42
40	Fork Lift Operator	305.13	375.39	-	-	-	153.61	16.28	850.41
41	Mach. Op./Machinist	290.90	7.76	15.43	15.73	7.66	88.12	1.10	426.70
42	Setter	279.00	-	-	-	-	-	-	279.00
43	Af. Treat. Plant Op.	259.80	569.68	-	1.44	-	209.53	-	1040.45
44	Gen./Turbo Operator	197.68	300.36	-	62.18	-	42.84	-	603.06
45	Store Keeper	354.71	-	-	12.14	8.24	78.01	-	453.10
46	Bamboo Feeder/Man	296.49	164.71	52.32	70.82	20.56	104.03	0.06	708.99
47	Beater Man/Operat.	298.25	179.10	42.53	62.64	13.55	117.91	0.46	714.44
48	Blade Sharp. Mistry	289.94	184.84	31.12	49.89	23.00	102.22	-	681.01
49	Bleaching Mach. Op.	330.91	158.09	34.96	53.66	13.33	78.69	0.77	670.41
50	Cutter/Guilloti	369.27	99.06	16.66	57.02	16.50	76.46	0.49	635.46
51	Digester Op./Jamadar	316.16	235.68	13.66	51.52	15.87	123.12	-	756.01
52	Dryer Man/Asst. Op.	322.30	118.36	10.07	36.49	17.96	75.75	0.25	581.18
53	Machineman	300.10	230.74	9.33	38.91	12.70	95.51	0.61	687.90
54	Rewinding Mach Op.	302.71	128.01	1.79	32.05	36.12	83.82	1.24	585.74
55	Finisher	279.57	128.91	8.29	41.21	21.36	93.33	0.67	573.34
56	Binder/Binding Op.	288.94	-	-	6.48	-	8.10	7.78	311.30
57	Block/Die Caster	263.58	-	-	38.68	-	23.19	-	325.45
58	Compositor/Assembler	263.30	-	-	41.71	-	-	-	305.01
59	Counter	288.60	-	-	33.33	16.67	-	-	338.60
60	Feeder/Paperfeeder	373.45	-	-	26.36	2.97	-	1.43	404.21
61	Mono/Lino/Photo Op.	267.20	-	-	97.35	-	37.79	-	402.34

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
62	Mach/Press Inker	232.61	-	-	29.38	14.69	-	-	276.68
63	Off. Prin. Mach. Op.	257.97	-	-	95.45	2.45	21.99	3.66	381.52
64	Paste Up Man	242.67	-	-	60.88	-	-	6.00	309.55
65	Mach Man/Rotary Op	277.68	-	-	13.89	6.94	-	-	298.51
66	Miscellaneous	318.36	88.50	4.67	25.27	1.02	34.50	-	472.32
VI.	Printing/Publishing	300.79	40.74	4.37	48.24	11.79	56.37	2.70	465.00
1	Boiler Attendant	315.07	6.13	0.50	15.13	7.30	41.75	0.21	386.09
2	Carpenter	283.00	363.00	-	26.15	-	20.77	-	692.92
3	Checker	441.19	49.22	6.11	36.98	15.50	105.54	-	654.54
4	Compressor Op.	539.88	153.41	-	116.54	-	-	-	809.83
5	Coolie/Mazdoor	241.32	12.12	-	37.58	10.29	132.79	2.89	436.99
6	Driver	283.95	55.82	0.45	43.86	14.78	31.56	1.23	431.65
7	Electrician	342.09	76.27	17.05	105.76	23.28	81.98	6.87	653.30
8	Engine Room Atten	253.01	-	-	12.66	-	167.93	-	433.60
9	Fireman	774.85	295.15	-	313.81	209.20	317.24	-	1910.25
10	Fitter	300.24	53.66	2.80	60.07	28.93	34.87	0.28	480.85
11	Mech/Elec Foreman	515.64	260.37	8.07	91.04	8.95	68.17	-	952.24
12	Helper	245.45	23.88	1.34	22.05	6.12	27.41	1.69	327.94
13	Loader/Unloader	288.76	5.25	1.08	30.81	4.96	15.23	0.11	346.20
14	Marker	217.91	-	-	75.65	-	38.96	14.83	347.35
15	Mason	311.15	139.92	-	112.00	74.69	62.23	-	699.99
16	Mate/Mukaddam	821.67	312.99	-	332.80	221.85	469.92	-	2159.23
17	Mechanic(General)	318.51	74.71	49.76	100.15	30.26	94.46	7.63	675.48
18	Packer	221.42	52.43	0.08	32.65	4.78	13.52	3.57	328.45
19	Painter	453.57	-	21.20	32.43	12.97	29.46	-	549.63
20	Plumber	216.67	-	-	166.67	-	73.33	-	456.67
21	Press Man	239.20	111.37	-	57.40	-	-	-	407.97
22	Sorter	399.90	152.76	-	125.76	87.40	247.18	55.18	1068.18
23	Supervisor	439.67	27.73	11.99	73.76	11.78	115.38	4.68	684.99

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
24	Sweeper	309.04	64.37	2.48	37.93	17.17	52.92	17.76	501.67
25	Watchman	301.00	74.17	0.59	58.67	30.18	71.51	2.69	538.81
26	Welder	313.09	30.84	16.63	83.18	33.26	-	-	477.00
27	Fork Lift Operator	235.84	60.14	-	84.17	33.53	23.48	0.45	437.61
28	Mach. Op./Machinist	263.59	38.45	3.98	59.07	12.66	60.47	4.14	442.36
29	Gen./Turbo Operator	122.09	85.65	-	16.67	-	-	-	224.41
30	Store Keeper	425.41	19.55	-	72.11	33.58	81.63	10.39	642.67
31	Apprentices/Trainees	131.88	-	-	-	-	-	-	131.88
32	Cook	352.74	-	-	16.20	2.16	11.30	2.32	384.72
33	Bleaching Mach. Op.	252.80	-	-	37.82	-	66.67	37.56	394.85
34	Machineman	377.95	-	-	29.49	5.55	-	-	412.99
35	Rewinding Mach Op.	341.11	-	-	-	8.33	-	-	349.44
36	Binder/Binding Op.	295.92	61.72	7.02	37.43	8.88	34.00	1.82	446.79
37	Block/Die Caster	397.33	83.55	0.58	101.39	45.11	186.96	1.01	815.93
38	Compositor/Assembler	342.02	26.48	0.14	84.61	11.47	43.13	0.53	508.38
39	Copy/Proof Reader	358.81	60.60	8.04	133.25	28.99	207.45	3.31	800.45
40	Counter	283.02	4.91	0.85	20.86	7.38	35.36	1.14	353.52
41	Cutting Man/Cutter	294.83	26.77	2.93	45.16	9.55	39.31	1.81	420.36
42	Photo Engraver	425.35	48.45	1.31	101.79	36.55	113.03	-	726.48
43	Feeder/Paperfeeder	300.62	29.19	5.51	121.64	8.15	35.11	1.59	501.81
44	Impositor Imposer	448.44	130.57	-	46.09	16.17	107.59	-	748.86
45	Line Cleaner	307.02	83.77	-	67.33	27.33	60.67	-	546.12
46	Mono/Lino/Photo Op.	343.20	66.48	0.66	40.40	12.46	121.07	1.10	585.37
47	Ludlow Operator	356.82	149.74	-	-	-	-	0.67	507.23
48	Mach/Press Inker	287.28	2.76	13.71	42.66	5.69	23.24	0.88	376.22
49	Machineman(Photo)	396.27	29.31	0.28	27.73	6.62	69.73	-	529.94
50	Off. Prin. Mach. Op.	319.06	68.40	11.13	50.36	15.32	110.99	2.07	577.33
51	Paste Up Man	321.05	35.90	2.76	24.96	12.87	33.56	2.12	433.22
52	Mach Man/Rotary Op	378.03	26.39	1.59	57.21	11.18	26.21	1.10	501.71
53	Miscellaneous	363.91	71.00	6.25	109.98	32.66	106.02	21.78	711.60

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
VII.	Milk Products	339.28	117.11	1.41	54.81	8.31	54.61	2.18	577.71
1	Boiler Attendant	350.84	146.27	2.92	39.18	13.82	57.40	1.90	612.33
2	Chargehand	653.85	-	-	-	-	-	-	653.85
3	Checker	321.81	30.16	4.26	53.98	7.21	45.09	3.31	465.82
4	Compressor Op.	553.40	671.82	-	33.87	-	31.65	-	1290.74
5	Coolie/Mazdoor	262.28	125.02	1.31	19.71	0.02	17.15	-	425.49
6	Driver	342.74	131.81	0.34	55.81	8.36	28.36	2.00	569.42
7	Electrician	317.24	108.39	1.69	79.28	15.76	121.08	2.51	645.95
8	Engine Room Atten	335.85	-	-	116.43	53.33	226.97	-	732.58
9	Fireman	309.00	236.24	-	77.43	29.76	16.92	-	669.35
10	Fitter	267.72	273.90	0.28	37.35	38.91	148.01	0.91	767.08
11	Mech/Elec Foreman	591.21	327.35	0.12	91.31	29.14	173.34	1.25	1213.72
12	Grinder	204.13	193.21	-	19.23	96.16	186.06	-	698.79
13	Helper	289.09	63.56	2.78	33.92	10.74	50.05	0.29	450.43
14	Loader/Unloader	208.84	31.34	-	44.90	4.81	23.49	2.07	315.45
15	Mistry/Kangani	39.83	394.37	-	-	-	11.67	-	445.87
16	Mechanic(General)	273.68	66.75	0.02	184.27	3.94	90.22	0.59	619.47
17	Motor Mechanic	488.56	181.36	-	56.54	-	21.75	-	748.21
18	Packer	260.74	2.77	0.02	8.25	0.71	3.61	-	276.10
19	Painter	109.12	-	-	43.65	62.35	94.65	-	309.77
20	Plumber	560.96	134.90	3.77	111.07	10.72	23.08	-	844.50
21	Pump Attendant	383.33	-	-	-	-	-	-	383.33
22	Sorter	245.60	-	-	-	-	-	-	245.60
23	Supervisor	470.63	160.13	0.55	69.47	7.38	90.38	4.30	802.84
24	Sweeper	243.08	35.78	0.79	20.58	2.46	16.18	0.38	319.25
25	Tester	288.04	74.11	0.23	46.25	24.26	154.56	-	587.45
26	Turner	422.75	-	-	-	-	-	-	422.75
27	Watchman	271.25	36.90	2.53	25.14	12.57	22.42	1.46	372.27
28	Weigher	262.82	-	-	-	-	-	-	262.82
29	Welder	295.90	29.57	-	55.50	27.48	82.89	1.81	493.15

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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
30	Wireman	281.57	82.80	-	87.20	41.21	110.77	-	603.55
31	Fork Lift Operator	428.98	55.79	-	105.37	11.05	133.23	-	734.42
32	Mach. Op./Machinist	240.01	247.63	0.93	60.30	25.91	140.23	-	715.01
33	Af. Treat. Plant Op.	506.54	464.27	-	116.89	-	10.89	-	1098.59
34	Gen./Turbo Operator	343.47	-	-	-	-	-	-	343.47
35	Store Keeper	194.50	176.89	-	65.02	5.93	182.64	-	624.98
36	Cold Storage Atten	410.85	193.95	1.01	78.61	3.00	23.64	5.32	716.38
37	Dairy Prod Processor	429.74	133.52	0.94	84.53	6.55	64.63	5.08	724.99
38	Filler Prod Operator	373.19	206.95	1.22	78.32	20.93	88.19	3.25	772.05
39	Ice Cream Maker	250.15	35.05	2.27	41.64	4.15	36.66	0.45	370.37
40	Plant Operator	356.61	104.84	0.73	75.18	4.58	53.66	2.47	598.07
41	Refrig. Mechanic	391.60	180.58	1.85	61.19	10.74	53.27	8.86	708.09
42	Washer	307.01	94.19	0.19	28.09	3.59	34.64	1.62	469.33
43	Chemist	496.20	120.25	-	15.35	1.23	1.23	10.29	644.55
44	Miscellaneous	318.87	190.14	2.91	49.11	6.66	52.79	1.74	622.22
VIII.	Soft Drinks	222.85	94.60	-	18.87	9.00	31.45	5.37	382.14
1	Boiler Attendant	178.14	125.60	-	29.16	30.10	118.65	25.13	506.78
2	Chargehand	138.88	-	-	-	86.80	352.99	-	578.67
3	Coolie/Mazdoor	196.88	-	-	4.17	5.94	24.17	0.44	231.60
4	Driver	230.05	55.39	-	74.03	4.81	9.11	-	373.39
5	Electrician	235.86	15.72	-	17.15	28.12	200.33	75.19	572.37
6	Fitter	367.73	105.06	-	72.71	35.60	86.19	-	667.29
7	Mech/Elec Foreman	395.68	119.23	-	-	135.00	-	-	649.91
8	Helper	228.61	28.71	-	8.80	2.35	8.15	0.14	276.76
9	Loader/Unloader	80.41	397.28	-	12.16	9.45	7.15	-	506.45
10	Mechanic(General)	276.97	72.80	-	12.09	2.32	24.12	0.19	388.49
11	Packer	150.00	134.62	-	-	-	-	-	284.62
12	Painter	289.04	59.62	-	17.33	10.00	17.33	-	393.32
13	Plumber	158.19	-	-	61.65	-	61.65	-	281.49

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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
14	Supervisor	352.44	61.30	-	23.18	26.81	44.95	-	508.68
15	Sweeper	170.46	-	-	10.09	7.18	10.09	-	197.82
16	Turner	180.00	-	-	122.00	-	122.00	-	424.00
17	Watchman	156.57	22.37	-	58.45	6.02	25.59	0.35	269.35
18	Welder	170.13	18.13	-	54.21	30.84	199.85	23.33	496.49
19	Fork Lift Operator	314.91	95.38	-	-	28.97	20.54	-	459.80
20	Mach. Op./Machinist	260.42	33.82	-	33.82	11.11	79.07	-	418.24
21	Apprentices/Trainees	243.00	146.27	-	-	-	-	-	389.27
22	Ammonia Comp. Op	277.87	7.73	-	34.53	-	14.41	0.74	335.28
23	Bottle Washer	204.35	-	-	3.09	-	3.09	0.37	210.90
24	Bottle Sorter	233.42	61.54	-	14.29	-	14.29	-	323.54
25	Crownman	417.78	-	-	-	-	-	-	417.78
26	Filling Machine Op	245.34	100.63	-	42.09	7.58	46.13	10.82	452.59
27	Level Checker	224.48	-	-	20.18	-	20.18	0.85	265.69
28	Syrup/Mixing Atte	273.07	148.40	-	12.82	1.83	1.20	0.75	438.07
29	Refrig. Mechanic	309.99	-	-	16.67	-	-	1.43	328.09
30	Chemist	312.19	19.23	-	-	22.00	89.47	1.10	443.99
31	Miscellaneous	327.73	76.61	-	4.16	1.83	1.20	-	411.53
IX.	Plastic Articles	295.79	26.14	2.11	20.70	4.57	34.38	1.39	385.08
1	Boiler Attendant	307.01	-	17.64	-	-	202.04	-	526.69
2	Chargehand	290.45	253.17	-	149.15	-	163.87	-	856.64
3	Checker	277.60	41.86	3.39	32.62	8.03	20.44	0.71	384.65
4	Compressor Op.	403.42	-	48.42	-	26.19	-	-	478.03
5	Coolie/Mazdoor	244.55	3.83	0.16	9.67	1.20	42.57	-	301.98
6	Driller	313.10	-	-	-	-	-	-	313.10
7	Driver	265.77	6.85	4.20	16.16	5.36	17.24	0.70	316.28
8	Electrician	278.55	9.22	2.11	43.59	12.58	53.46	-	399.51
9	Fitter	249.21	48.51	2.30	32.34	7.24	24.72	1.52	365.84
10	Mech/Elec Foreman	461.55	-	-	-	-	-	-	461.55

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
11	Helper	248.44	36.62	0.93	10.98	3.26	17.24	1.10	318.57
12	Loader/Unloader	202.33	-	4.23	10.19	9.69	20.83	-	247.27
13	Mistry/Kangani	355.00	-	-	-	-	-	-	355.00
14	Mate/Mukaddam	252.24	-	-	12.72	-	-	3.36	268.32
15	Mechanic(General)	411.93	31.50	8.47	93.67	-	72.65	-	618.22
16	Oilman/Greaser	307.00	-	23.00	-	-	307.00	-	637.00
17	Packer	285.16	12.39	-	7.04	0.70	63.65	0.33	369.27
18	Painter	173.61	-	8.10	31.11	17.42	92.58	-	322.82
19	Plumber	289.23	-	-	-	-	-	-	289.23
20	Supervisor	434.31	30.18	1.78	55.08	4.38	42.50	1.56	569.79
21	Sweeper	218.98	5.41	1.40	12.76	3.24	34.46	3.51	279.76
22	Tester	145.40	-	23.16	58.16	55.25	161.78	-	443.75
23	Turner	198.33	-	17.33	40.86	36.37	74.65	-	367.54
24	Watchman	264.01	29.71	3.17	17.62	8.89	25.15	2.22	350.77
25	Welder	290.89	70.95	4.89	52.67	17.97	99.14	-	536.51
26	Mach. Op./Machinist	410.45	16.85	1.29	15.52	3.70	16.20	0.34	464.35
27	Store Keeper	350.00	-	-	15.50	-	141.67	-	507.17
28	Tablet Machine Op	326.95	5.36	-	11.01	7.33	22.03	3.14	375.82
29	Extrud. Mach Setter	296.07	28.18	4.76	33.75	7.01	59.95	2.10	431.82
30	Injection Mould. Op	262.24	81.07	-	37.65	0.97	56.94	2.43	441.30
31	Moulder (Hand)	320.55	6.05	0.79	4.02	7.51	17.26	1.87	358.05
32	Bottle Blowing Op	383.30	-	-	62.90	8.01	25.55	0.45	480.21
33	Cementer/Assembler	264.29	8.91	5.25	2.75	-	98.68	3.33	383.21
34	Finisher	329.28	5.09	6.86	15.34	6.12	63.33	3.14	429.16
35	Miscellaneous	332.48	0.60	5.58	30.92	7.36	9.86	1.20	388.00
Nine Manufacturing Ind.		235.21	63.59	10.35	25.41	6.52	42.85	0.95	384.88

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\$ Change in Earnings Real at Earnings Current Price	
I. Sugar					
	First Round(1959)	2.28	2.28	-	-
	Second Round(1965)	3.17	2.50	39.03	9.65
	Third Round(1976)	12.92	4.28	307.57	71.20
	Fourth Round(1990)	54.39	5.81	320.97	35.75
	Fifth Round(1999)	128.63	6.03	136.50	3.79
	Seventh Round(2016)	706.44	11.07	449.20	83.58
II. Oils & Fats(*)					
	First Round(1959)	3.72	3.72	-	-
	Second Round(1965)	5.25	4.15	41.13	11.56
	Third Round(1976)	13.23	4.38	152.00	5.54
	Fourth Round(1990)	55.28	5.91	317.84	34.93
	Fifth Round(1999)	103.23	4.84	86.74	-18.10
	Seventh Round(2016)	383.24	6.00	271.25	23.97
III. Edible Nuts (*)					
	First Round(1959)	0.98	0.98	-	-
	Second Round(1965)	1.50	1.18	53.06	20.41
	Third Round(1976)	7.28	2.41	385.33	104.24
	Fourth Round(1990)	16.44	1.76	125.82	-26.97
	Fifth Round(1999)	47.21	2.21	156.02	25.57
	Seventh Round(2016)	263.74	4.13	458.65	86.88
IV. Tobacco (*)					
	First Round(1959)	6.46	6.46	-	-
	Second Round(1965)	5.74	4.54	-11.14	-29.72
	Third Round(1976)	22.93	7.59	299.48	67.19
	Fourth Round(1990)	106.16	8.31	362.97	9.49
	Fifth Round(1999)	211.77	9.93	99.48	19.49
	Seventh Round(2016)	170.03	2.66	-19.71	-73.21
V. Paper (*)					
	First Round(1959)	3.50	3.50	-	-
	Second Round(1965)	4.32	3.41	23.43	-2.57
	Third Round(1976)	12.83	4.25	196.99	24.63
	Fourth Round(1990)	62.21	6.65	384.88	56.47
	Fifth Round(1999)	134.76	6.32	116.62	-4.96
	Seventh Round(2016)	526.20	8.24	290.47	30.38
VI. Printing/Publishing (*)					
	First Round(1959)	3.35	3.35	-	-

Table 4.13

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers	Real Earnings (Rs.)	Percentage\$ Change in	
			Earnings at Current Price	Real Earnings	
	Second Round(1965)	4.20	3.32	25.37	-0.89
	Third Round(1976)	12.01	3.98	185.95	19.88
	Fourth Round(1990)	66.50	7.11	453.70	78.64
	Fifth Round(1999)	128.76	6.04	93.62	-15.05
	Seventh Round(2016)	465.00	7.29	261.14	20.69
VII. Milk Products (*)					
	Fourth Round(1990)	63.52	6.79	-	-
	Fifth Round(1999)	138.74	6.51	118.42	-4.12
	Seventh Round(2016)	577.71	9.05	316.40	39.02
VIII. Soft Drinks (*)					
	Fourth Round(1990)	39.01	4.17	-	-
	Fifth Round(1999)	90.38	4.24	131.68	1.68
	Seventh Round(2016)	382.14	5.99	322.81	41.27
IX. Plastic Articles					
	Third Round(1976)	11.30	3.74	-	-
	Fifth Round(1999)	74.55	3.50	-	-
	Seventh Round(2016)	385.08	6.03	416.54	72.29

(*) Figures are strictly not comparable in line with the remarks given in Para 1.10 of Chapter 1.

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.	Sugar	43.67	39.44	27.57
	1 Uttar Pradesh	39.94	29.84	18.79
	2 Maharashtra	41.30	35.04	14.67
	3 Karnataka	11.44	11.44	11.44
	4 Residual	48.32	46.75	36.49
II.	Oils & Fats	30.30	31.48	22.42
	1 Rajasthan	29.14	29.22	26.78
	2 Gujarat	21.14	30.42	19.62
	3 Maharashtra	37.51	34.60	32.72
	4 Andhra Pradesh	21.53	19.11	7.42
	5 Tamil Nadu	52.34	48.54	26.00
	6 Telangana	20.11	13.95	21.96
	7 Residual	29.87	33.87	19.53
III.	Edible Nuts	28.05	25.78	27.54
	1 Andhra Pradesh	49.66	45.66	43.59
	2 Karnataka	9.20	11.69	15.30
	3 Kerala	7.06	9.70	7.06
	4 Tamil Nadu	17.22	5.32	25.64
	5 Residual	13.88	17.57	17.38
IV.	Tobacco	40.14	44.57	34.45
	1 West Bengal	71.63	93.77	59.89
	2 Andhra Pradesh	10.83	13.51	35.21
	3 Kerala	14.01	24.25	11.81
	4 Telangana	1.03	7.60	23.93
	5 Residual	49.59	38.61	33.37
V.	Paper	35.43	37.57	22.83
	1 Uttar Pradesh	15.81	15.92	17.48
	2 Gujarat	41.50	40.91	23.73
	3 Maharashtra	26.87	37.70	4.06
	4 Tamil Nadu	56.60	61.30	48.61
	5 Residual	33.00	31.65	18.24
VI.	Printing/Publishing	37.15	43.79	19.98

Table 5.1

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation of Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
	1 Delhi	12.34	13.76	13.26
	2 Uttar Pradesh	24.03	25.10	11.21
	3 Maharashtra	42.70	43.16	8.38
	4 Karnataka	32.85	36.77	14.16
	5 Kerala	34.91	32.82	33.12
	6 Tamil Nadu	47.32	64.00	34.24
	7 Residual	35.24	40.29	15.51
VII.	Milk Products	52.20	60.73	38.80
	1 Gujarat	43.76	44.07	27.39
	2 Maharashtra	37.22	42.08	20.42
	3 Andhra Pradesh	36.68	51.08	17.56
	4 Tamil Nadu	58.51	70.19	34.42
	5 Residual	55.74	62.77	45.26
VIII.	Soft Drinks	39.54	38.61	32.05
	1 Residual	39.54	38.61	32.05
IX.	Plastic Articles	31.50	34.38	18.00
	1 Uttar Pradesh	12.80	21.14	15.37
	2 Gujarat	35.25	38.18	13.90
	3 Daman & Diu	9.25	10.35	10.92
	4 Maharashtra	26.83	31.11	16.28
	5 Tamil Nadu	40.62	42.15	26.07
	6 Residual	35.47	36.99	19.56
Nine Manufacturing Ind.		37.48	41.93	25.24

TABLE 5.2
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Sugar	39.91
	1 Uttar Pradesh	33.45
	2 Maharashtra	37.91
	3 Karnataka	15.82
	4 Residual	43.11
II.	Oils & Fats	38.12
	1 Rajasthan	43.59
	2 Gujarat	37.61
	3 Maharashtra	39.63
	4 Andhra Pradesh	22.92
	5 Tamil Nadu	50.67
	6 Telangana	32.09
	7 Residual	39.84
III.	Edible Nuts	33.99
	1 Andhra Pradesh	52.26
	2 Karnataka	14.06
	3 Kerala	12.68
	4 Tamil Nadu	21.87
	5 Residual	28.08
IV.	Tobacco	31.85
	1 West Bengal	46.98
	2 Andhra Pradesh	16.59
	3 Kerala	26.45
	4 Telangana	53.17
	5 Residual	32.42
V.	Paper	48.73
	1 Uttar Pradesh	35.48
	2 Gujarat	43.90
	3 Maharashtra	44.51
	4 Tamil Nadu	66.67
	5 Residual	46.87
VI.	Printing/Publishing	63.08

Table 5.2

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
	1 Delhi	23.52
	2 Uttar Pradesh	34.37
	3 Maharashtra	79.19
	4 Karnataka	37.83
	5 Kerala	45.53
	6 Tamil Nadu	69.44
	7 Residual	49.55
VII.	Milk Products	68.83
	1 Gujarat	58.55
	2 Maharashtra	53.51
	3 Andhra Pradesh	62.79
	4 Tamil Nadu	71.37
	5 Residual	71.08
VIII.	Soft Drinks	44.11
	1 Residual	44.11
IX.	Plastic Articles	43.36
	1 Uttar Pradesh	34.09
	2 Gujarat	54.98
	3 Daman & Diu	31.00
	4 Maharashtra	44.94
	5 Tamil Nadu	47.15
	6 Residual	40.24
Nine Manufacturing Ind.		53.39

TABLE 5.3
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Sugar	39.91
	1 Blacksmith	61.05
	2 Boiler Attendant	47.67
	3 Carpenter	-
	4 Checker	29.29
	5 Compressor Op.	-
	6 Coolie/Mazdoor	31.59
	7 Driver	48.65
	8 Electrician	38.32
	9 Fireman	31.68
	10 Fitter	42.60
	11 Mech/Elec Foreman	33.49
	12 Hammerman	-
	13 Helper	56.73
	14 Loader/Unloader	39.33
	15 Mason	-
	16 Mechanic(General)	-
	17 Oilman/Greaser	34.48
	18 Packer	8.42
	19 Plumber	-
	20 Pump Attendant	19.65
	21 Supervisor	42.84
	22 Sweeper	49.47
	23 Switch Board Atten.	6.77
	24 Turner	20.56
	25 Watchman	53.08
	26 Welder	43.05
	27 Wireman	41.71
	28 Mach. Op./Machinist	30.06
	29 Gen./Turbo Operator	-
	30 Store Keeper	-
	31 Apprentices/Trainees	-
	32 Cane Feeder	63.01
	33 Centrifugal Operator	35.57
	34 Chuna Man/Atten..	55.82
	35 Clarifier/Set. Att.	43.80
	36 Crystallizer	56.05
	37 Juice Heater Atte.	38.90
	38 Magma Maker	41.07
	39 Pan Man/Attendant	52.02
	40 Press Attendant	62.46
	41 Quadruple Man/Mate	44.07
	42 Sulphitation Att.	53.87
	43 Chemist	-
	44 Miscellaneous	46.24

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
II.	Oils & Fats	38.12
1	Boiler Attendant	32.19
2	Carpenter	-
3	Checker	51.18
4	Compressor Op.	-
5	Coolie/Mazdoor	37.19
6	Crane Operator	-
7	Die Maker	-
8	Driller	-
9	Driver	35.26
10	Electrician	26.52
11	Engine Room Atten	39.82
12	Fireman	22.87
13	Fitter	37.28
14	Mech/Elec Foreman	43.65
15	Grinder	2.04
16	Helper	28.56
17	Instrument Mech	-
18	Loader/Unloader	35.17
19	Mistry/Kangani	55.25
20	Mate/Mukaddam	-
21	Mechanic(General)	26.87
22	Millwright	-
23	Motor Mechanic	-
24	Oilman/Greaser	24.17
25	Packer	39.13
26	Painter	-
27	Plumber	-
28	Press Man	18.79
29	Pump Attendant	30.98
30	Sorter	47.04
31	Supervisor	32.44
32	Sweeper	42.56
33	Switch Board Atten.	35.09
34	Tester	41.25
35	Turner	27.33
36	Watchman	29.87
37	Weigher	23.64
38	Welder	29.02
39	Fork Lift Operator	3.94
40	Mach. Op./Machinist	38.24
41	Milling Machine Op.	-
42	Af. Treat. Plant Op.	52.90
43	Gen./Turbo Operator	28.98
44	Store Keeper	-
45	Cool Room Attendant	45.11
46	Electrolyser Att.	44.14
47	Expeller Operator	29.54
48	Filter Pressman	31.93

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
49	Seamer	27.11
50	Plant Operator	35.05
51	Peeler	5.52
52	Roaster	-
53	Grader	2.69
54	Chemist	-
55	Miscellaneous	67.05
III. Edible Nuts		33.99
1	Boiler Attendant	-
2	Checker	-
3	Coolie/Mazdoor	0.31
4	Helper	20.30
5	Loader/Unloader	-
6	Packer	10.83
7	Supervisor	36.88
8	Sweeper	-
9	Watchman	16.77
10	Mach. Op./Machinist	28.85
11	Drier Worker	15.67
12	Peeler	29.69
13	Roaster	34.02
14	Scrubber	24.02
15	Sheller	36.58
16	Grader	25.59
IV. Tobacco		31.85
1	Boiler Attendant	-
2	Checker	31.71
3	Coolie/Mazdoor	54.32
4	Driver	28.98
5	Electrician	-
6	Helper	20.84
7	Loader/Unloader	-
8	Mistry/Kangani	25.53
9	Packer	48.10
10	Sorter	6.34
11	Supervisor	31.15
12	Sweeper	31.49
13	Watchman	20.17
14	Weigher	-
15	Mach. Op./Machinist	-
16	Blender	33.38
17	Casemaket	45.62
18	Feeder and Receiver	24.92
19	Gum Maker	41.41
20	Stitching Operator	44.49
21	Operator	9.13

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	22 Miscellaneous	39.96
V.	Paper	48.73
	1 Assembler	-
	2 Blacksmith	45.78
	3 Boiler Attendant	49.01
	4 Carpenter	50.66
	5 Chargehand	49.31
	6 Checker	49.80
	7 Coolie/Mazdoor	34.44
	8 Driller	8.77
	9 Driver	45.67
	10 Electrician	50.72
	11 Fireman	36.55
	12 Fitter	46.70
	13 Mech/Elec Foreman	39.26
	14 Helper	41.64
	15 Loader/Unloader	36.02
	16 Mistry/Kangani	-
	17 Marker	-
	18 Mason	41.56
	19 Mechanic(General)	39.99
	20 Motor Mechanic	-
	21 Moulder	-
	22 Oilman/Greaser	41.79
	23 Packer	46.57
	24 Painter	-
	25 Plumber	31.41
	26 Press Man	38.44
	27 Pump Attendant	-
	28 Rigger	-
	29 Shaper Machine Op	-
	30 Sorter	55.02
	31 Supervisor	40.86
	32 Sweeper	46.83
	33 Tester	-
	34 Turner	47.84
	35 Watchman	48.80
	36 Weigher	-
	37 Welder	43.43
	38 Winder	-
	39 Wireman	48.37
	40 Fork Lift Operator	68.20
	41 Mach. Op./Machinist	39.63
	42 Setter	-
	43 Af. Treat. Plant Op.	-
	44 Gen./Turbo Operator	29.94
	45 Store Keeper	47.78
	46 Bamboo Feeder/Man	46.56

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
47	Beater Man/Operat.	57.32
48	Blade Sharp. Mistry	29.26
49	Bleaching Mach. Op.	45.24
50	Cutter/Guilloti	44.67
51	Digester Op./Jamadar	45.55
52	Dryer Man/Asst. Op.	48.52
53	Machineman	40.55
54	Rewinding Mach Op.	50.47
55	Finisher	47.79
56	Binder/Binding Op.	5.89
57	Block/Die Caster	-
58	Compositor/Assembler	-
59	Counter	-
60	Feeder/Paperfeeder	28.23
61	Mono/Lino/Photo Op.	-
62	Mach/Press Inker	3.50
63	Off. Prin. Mach. Op.	17.38
64	Paste Up Man	34.50
65	Mach Man/Rotary Op	9.58
66	Miscellaneous	55.92
VI.	Printing/Publishing	63.08
1	Boiler Attendant	31.27
2	Carpenter	-
3	Checker	81.40
4	Compressor Op.	41.46
5	Coolie/Mazdoor	53.17
6	Driver	53.02
7	Electrician	65.45
8	Engine Room Atten	-
9	Fireman	-
10	Fitter	79.89
11	Mech/Elec Foreman	37.67
12	Helper	49.44
13	Loader/Unloader	77.79
14	Marker	11.74
15	Mason	-
16	Mate/Mukaddam	-
17	Mechanic(General)	41.12
18	Packer	65.79
19	Painter	5.30
20	Plumber	-
21	Press Man	-
22	Sorter	78.48
23	Supervisor	52.10
24	Sweeper	84.86
25	Watchman	73.27
26	Welder	25.71
27	Fork Lift Operator	32.29

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
28	Mach. Op./Machinist	35.50
29	Gen./Turbo Operator	24.87
30	Store Keeper	29.87
31	Apprentices/Trainees	-
32	Cook	21.65
33	Bleaching Mach. Op.	-
34	Machineman	7.40
35	Rewinding Mach Op.	-
36	Binder/Binding Op.	39.53
37	Block/Die Caster	115.44
38	Compositor/Assembler	84.13
39	Copy/Proof Reader	74.25
40	Counter	20.59
41	Cutting Man/Cutter	42.21
42	Photo Engraver	77.14
43	Feeder/Paperfeeder	41.00
44	Impositor Imposer	58.08
45	Line Cleaner	79.70
46	Mono/Lino/Photo Op.	92.35
47	Ludlow Operator	26.87
48	Mach/Press Inker	45.43
49	Machineman(Photo)	31.70
50	Off. Prin. Mach. Op.	60.98
51	Paste Up Man	47.21
52	Mach Man/Rotary Op	41.66
53	Miscellaneous	90.15
VII. Milk Products		68.83
1	Boiler Attendant	70.60
2	Chargehand	-
3	Checker	63.18
4	Compressor Op.	75.57
5	Coolie/Mazdoor	64.66
6	Driver	72.53
7	Electrician	57.92
8	Engine Room Atten	-
9	Fireman	110.46
10	Fitter	59.76
11	Mech/Elec Foreman	62.71
12	Grinder	-
13	Helper	56.87
14	Loader/Unloader	30.84
15	Mistry/Kangani	-
16	Mechanic(General)	81.61
17	Motor Mechanic	64.14
18	Packer	41.85
19	Painter	-
20	Plumber	39.54
21	Pump Attendant	-

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
22	Sorter	-
23	Supervisor	70.86
24	Sweeper	60.19
25	Tester	55.24
26	Turner	-
27	Watchman	69.17
28	Weigher	37.94
29	Welder	33.28
30	Wireman	46.27
31	Fork Lift Operator	67.88
32	Mach. Op./Machinist	58.99
33	Af. Treat. Plant Op.	57.11
34	Gen./Turbo Operator	63.81
35	Store Keeper	55.29
36	Cold Storage Atten	59.30
37	Dairy Prod Processor	73.95
38	Filler Prod Operator	53.74
39	Ice Cream Maker	67.65
40	Plant Operator	63.92
41	Refrig. Mechanic	61.81
42	Washer	62.56
43	Chemist	73.60
44	Miscellaneous	66.11
VIII. Soft Drinks		44.11
1	Boiler Attendant	27.27
2	Chargehand	-
3	Coolie/Mazdoor	28.49
4	Driver	30.12
5	Electrician	53.30
6	Fitter	16.43
7	Mech/Elec Foreman	-
8	Helper	37.63
9	Loader/Unloader	45.37
10	Mechanic(General)	50.42
11	Packer	-
12	Painter	51.78
13	Plumber	82.82
14	Supervisor	39.79
15	Sweeper	54.54
16	Turner	-
17	Watchman	31.75
18	Welder	5.48
19	Fork Lift Operator	45.48
20	Mach. Op./Machinist	30.45
21	Apprentices/Trainees	-
22	Ammonia Comp. Op	48.27
23	Bottle Washer	39.94
24	Bottle Sorter	63.87

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	25 Crownman	32.17
	26 Filling Machine Op	38.35
	27 Level Checker	19.64
	28 Syrup/Mixing Atte	45.75
	29 Refrig. Mechanic	54.19
	30 Chemist	18.48
	31 Miscellaneous	36.39
IX.	Plastic Articles	43.36
	1 Boiler Attendant	-
	2 Chargehand	-
	3 Checker	42.67
	4 Compressor Op.	-
	5 Coolie/Mazdoor	26.13
	6 Driller	-
	7 Driver	34.77
	8 Electrician	30.56
	9 Fitter	37.83
	10 Mech/Elec Foreman	-
	11 Helper	33.60
	12 Loader/Unloader	40.49
	13 Mistry/Kangani	-
	14 Mate/Mukaddam	17.88
	15 Mechanic(General)	45.19
	16 Oilman/Greaser	-
	17 Packer	74.96
	18 Painter	27.35
	19 Plumber	-
	20 Supervisor	44.18
	21 Sweeper	53.01
	22 Tester	-
	23 Turner	33.70
	24 Watchman	32.76
	25 Welder	36.09
	26 Mach. Op./Machinist	38.43
	27 Store Keeper	-
	28 Tablet Machine Op	32.74
	29 Extrud. Mach Setter	38.41
	30 Injection Mould. Op	42.15
	31 Moulder (Hand)	26.71
	32 Bottle Blowing Op	34.04
	33 Cementer/Assembler	29.88
	34 Finisher	30.70
	35 Miscellaneous	41.79
	Nine Manufacturing Ind.	53.39

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.	Sugar	3762	1	3763	492.21	579.83	536.02
	1 Uttar Pradesh	746	0	746	440.75	517.22	478.99
	1 Carpenter	1	0	1	259.62	259.62	259.62
	2 Checker	2	0	2	250.00	350.00	300.00
	3 Coolie/Mazdoor	43	0	43	209.61	230.19	219.90
	4 Driver	4	0	4	530.45	530.45	530.45
	5 Electrician	33	0	33	483.35	612.85	548.10
	6 Fireman	2	0	2	394.42	464.08	429.25
	7 Fitter	75	0	75	481.87	577.10	529.49
	8 Mech/Elec Foreman	6	0	6	246.27	600.81	423.54
	9 Helper	73	0	73	367.47	484.89	426.18
	10 Loader/Unloader	3	0	3	398.29	462.61	430.45
	11 Oilman/Greaser	9	0	9	512.91	528.18	520.55
	12 Supervisor	34	0	34	539.67	647.46	593.57
	13 Sweeper	8	0	8	463.16	471.52	467.34
	14 Turner	14	0	14	472.25	531.11	501.68
	15 Watchman	9	0	9	233.97	267.30	250.64
	16 Welder	16	0	16	421.44	522.98	472.21
	17 Mach. Op./Machinist	21	0	21	356.50	539.96	448.23
	18 Cane Feeder	53	0	53	444.50	514.74	479.62
	19 Centrifugal Operator	48	0	48	528.24	557.24	542.74
	20 Chuna Man/Atten..	21	0	21	428.41	528.10	478.26
	21 Clarifier/Set. Att.	20	0	20	421.84	494.42	458.13
	22 Crystallizer	13	0	13	485.03	579.00	532.02
	23 Juice Heater Atte.	28	0	28	441.75	477.56	459.66

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 Magma Maker	17	0	17	522.88	560.42	541.65
	25 Pan Man/Attendant	78	0	78	497.81	506.84	502.33
	26 Press Attendant	14	0	14	508.07	527.34	517.71
	27 Quadruple Man/Mate	61	0	61	450.06	524.00	487.03
	28 Sulphitation Att.	40	0	40	440.02	591.02	515.52
2	Maharashtra	1439	0	1439	460.09	603.17	531.63
	1 Blacksmith	1	0	1	676.84	676.84	676.84
	2 Boiler Attendant	34	0	34	609.97	642.94	626.46
	3 Compressor Op.	3	0	3	662.00	662.00	662.00
	4 Coolie/Mazdoor	652	0	652	357.02	555.45	456.24
	5 Driver	29	0	29	527.16	615.43	571.30
	6 Electrician	48	0	48	574.89	749.08	661.99
	7 Fireman	10	0	10	505.08	550.19	527.64
	8 Fitter	93	0	93	618.00	728.25	673.13
	9 Mech/Elec Foreman	5	0	5	972.70	1018.86	995.78
	10 Helper	127	0	127	457.26	534.23	495.75
	11 Oilman/Greaser	6	0	6	360.74	493.56	427.15
	12 Plumber	1	0	1	693.40	693.40	693.40
	13 Pump Attendant	28	0	28	591.89	643.65	617.77
	14 Supervisor	34	0	34	707.35	791.25	749.30
	15 Sweeper	7	0	7	266.60	382.49	324.55
	16 Switch Board Atten.	20	0	20	590.05	590.05	590.05
	17 Turner	4	0	4	708.96	747.43	728.20
	18 Watchman	91	0	91	517.13	529.70	523.42
	19 Welder	30	0	30	457.84	691.80	574.82
	20 Wireman	6	0	6	370.86	406.50	388.68
	21 Mach. Op./Machinist	70	0	70	567.53	621.76	594.65
	22 Cane Feeder	5	0	5	461.53	807.69	634.61
	23 Centrifugal Operator	41	0	41	524.32	609.07	566.70
	24 Chuna Man/Atten..	5	0	5	615.38	1269.23	942.31
	25 Clarifier/Set. Att.	4	0	4	230.76	307.69	269.23

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
	26 Crystallizer	3	0	3	884.61	1115.38	1000.00
	27 Juice Heater Atte.	3	0	3	846.15	884.61	865.38
	28 Magma Maker	6	0	6	615.38	1288.46	951.92
	29 Pan Man/Attendant	33	0	33	481.08	729.06	605.07
	30 Press Attendant	5	0	5	211.53	230.76	221.15
	31 Quadruple Man/Mate	28	0	28	600.83	727.95	664.39
	32 Sulphitation Att.	3	0	3	384.61	403.84	394.23
	33 Chemist	3	0	3	797.00	797.00	797.00
	34 Miscellaneous	1	0	1	834.00	834.00	834.00
3	Karnataka	254	0	254	416.15	416.15	416.15
	1 Cane Feeder	48	0	48	367.06	367.06	367.06
	2 Centrifugal Operator	18	0	18	323.07	323.07	323.07
	3 Clarifier/Set. Att.	14	0	14	519.23	519.23	519.23
	4 Crystallizer	27	0	27	376.92	376.92	376.92
	5 Juice Heater Atte.	42	0	42	403.29	403.29	403.29
	6 Magma Maker	12	0	12	461.53	461.53	461.53
	7 Press Attendant	44	0	44	490.12	490.12	490.12
	8 Quadruple Man/Mate	17	0	17	438.46	438.46	438.46
	9 Sulphitation Att.	32	0	32	416.46	416.46	416.46
9	Residual	1323	1	1324	570.70	621.14	595.92
	1 Blacksmith	3	0	3	917.58	941.38	929.48
	2 Boiler Attendant	3	0	3	1239.64	1315.68	1277.66
	3 Checker	4	0	4	233.00	1068.00	650.50
	4 Coolie/Mazdoor	32	0	32	659.70	699.31	679.51
	5 Driver	11	0	11	782.15	927.54	854.85
	6 Electrician	39	0	39	570.83	629.16	600.00
	7 Fireman	6	0	6	681.83	716.40	699.12
	8 Fitter	49	0	49	656.10	793.63	724.87
	9 Mech/Elec Foreman	25	0	25	748.37	1004.27	876.32

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 Hammerman	1	0	1	1127.84	1127.84	1127.84
	11 Helper	401	1	402	488.89	504.75	496.82
	12 Loader/Unloader	5	0	5	743.99	788.80	766.40
	13 Mason	2	0	2	1136.26	1146.42	1141.34
	14 Mechanic(General)	4	0	4	998.00	1619.00	1308.50
	15 Oilman/Greaser	3	0	3	708.69	758.10	733.40
	16 Packer	8	0	8	306.45	306.45	306.45
	17 Supervisor	82	0	82	617.76	850.85	734.31
	18 Sweeper	7	0	7	701.26	791.83	746.55
	19 Turner	8	0	8	559.39	578.02	568.71
	20 Watchman	40	0	40	791.44	916.88	854.16
	21 Welder	10	0	10	639.54	666.42	652.98
	22 Wireman	5	0	5	469.00	677.00	573.00
	23 Mach. Op./Machinist	1	0	1	1194.38	1194.38	1194.38
	24 Gen./Turbo Operator	20	0	20	356.00	569.00	462.50
	25 Store Keeper	2	0	2	1255.88	1348.52	1302.20
	26 Apprentices/Trainees	16	0	16	326.00	454.00	390.00
	27 Cane Feeder	54	0	54	577.46	595.72	586.59
	28 Centrifugal Operator	14	0	14	478.22	478.22	478.22
	29 Chuna Man/Atten..	22	0	22	557.68	557.68	557.68
	30 Clarifier/Set. Att.	22	0	22	537.17	581.21	559.19
	31 Crystallizer	60	0	60	572.53	572.53	572.53
	32 Magma Maker	21	0	21	547.57	547.57	547.57
	33 Pan Man/Attendant	45	0	45	569.38	572.65	571.02
	34 Press Attendant	90	0	90	581.88	581.88	581.88
	35 Quadruple Man/Mate	90	0	90	567.65	567.65	567.65
	36 Sulphitation Att.	90	0	90	575.57	575.57	575.57
	37 Miscellaneous	28	0	28	852.80	873.68	863.24
II.	Oils & Fats	9109	264	9373	292.51	358.82	325.67
	1 Rajasthan	454	1	455	270.10	439.59	354.85

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	8	0	8	317.74	437.82	377.78
2	Checker	7	0	7	217.56	712.79	465.18
3	Coolie/Mazdoor	16	1	17	186.88	313.57	250.23
4	Crane Operator	1	0	1	157.69	157.69	157.69
5	Driver	13	0	13	204.64	339.03	271.84
6	Electrician	16	0	16	200.99	577.76	389.38
7	Engine Room Atten	1	0	1	692.31	692.31	692.31
8	Fireman	2	0	2	188.92	203.46	196.19
9	Fitter	7	0	7	216.24	397.91	307.08
10	Mech/Elec Foreman	12	0	12	462.73	609.18	535.96
11	Helper	49	0	49	201.64	472.83	337.24
12	Loader/Unloader	38	0	38	218.83	681.66	450.25
13	Mistry/Kangani	3	0	3	457.18	457.18	457.18
14	Mechanic(General)	1	0	1	692.31	692.31	692.31
15	Millwright	1	0	1	159.23	159.23	159.23
16	Oilman/Greaser	3	0	3	256.41	551.29	403.85
17	Packer	11	0	11	198.08	240.00	219.04
18	Supervisor	35	0	35	232.72	442.63	337.68
19	Sweeper	1	0	1	269.23	269.23	269.23
20	Tester	1	0	1	769.23	769.23	769.23
21	Turner	2	0	2	202.73	271.62	237.18
22	Watchman	25	0	25	221.58	224.04	222.81
23	Weigher	1	0	1	161.54	161.54	161.54
24	Welder	5	0	5	217.05	453.75	335.40
25	Mach. Op./Machinist	34	0	34	238.90	516.50	377.70
26	Milling Machine Op.	3	0	3	596.15	692.31	644.23
27	Store Keeper	1	0	1	615.38	615.38	615.38
28	Expeller Operator	109	0	109	345.25	398.57	371.91
29	Filter Pressman	11	0	11	202.78	342.29	272.54
30	Seamer	16	0	16	242.73	270.92	256.83
31	Plant Operator	18	0	18	381.93	450.03	415.98
32	Miscellaneous	3	0	3	198.08	198.08	198.08

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
2	Gujarat	1029	13	1042	302.29	485.44	393.87
1	Boiler Attendant	8	0	8	276.53	345.09	310.81
2	Carpenter	1	0	1	315.38	315.38	315.38
3	Checker	2	0	2	300.00	302.88	301.44
4	Coolie/Mazdoor	157	5	162	293.89	439.40	366.65
5	Driller	1	0	1	300.00	300.00	300.00
6	Driver	26	0	26	322.26	404.30	363.28
7	Electrician	24	0	24	306.89	362.66	334.78
8	Engine Room Atten	1	0	1	296.00	296.00	296.00
9	Fireman	4	0	4	302.07	306.69	304.38
10	Fitter	34	0	34	300.66	320.01	310.34
11	Mech/Elec Foreman	4	0	4	283.45	283.45	283.45
12	Helper	171	5	176	291.03	318.22	304.63
13	Instrument Mech	2	0	2	310.76	342.69	326.73
14	Loader/Unloader	3	1	4	354.95	354.95	354.95
15	Mate/Mukaddam	2	0	2	288.00	302.61	295.31
16	Mechanic(General)	1	0	1	288.46	288.46	288.46
17	Motor Mechanic	1	0	1	284.62	284.62	284.62
18	Oilman/Greaser	10	0	10	296.93	307.16	302.05
19	Painter	2	0	2	300.00	315.77	307.89
20	Plumber	3	0	3	242.31	267.69	255.00
21	Press Man	1	0	1	304.42	304.42	304.42
22	Pump Attendant	2	0	2	291.69	300.00	295.85
23	Sorter	5	0	5	284.62	322.50	303.56
24	Supervisor	163	0	163	343.13	529.00	436.07
25	Sweeper	3	2	5	240.78	244.09	242.44
26	Switch Board Atten.	5	0	5	249.23	284.62	266.93
27	Tester	4	0	4	240.00	276.92	258.46
28	Turner	6	0	6	273.72	467.23	370.48
29	Watchman	16	0	16	301.07	304.61	302.84
30	Weigher	2	0	2	300.00	300.00	300.00

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
	31 Welder	13	0	13	258.34	299.93	279.14
	32 Fork Lift Operator	4	0	4	255.77	300.00	277.89
	33 Mach. Op./Machinist	123	0	123	285.69	476.92	381.31
	34 Af. Treat. Plant Op.	2	0	2	303.08	316.38	309.73
	35 Gen./Turbo Operator	2	0	2	300.00	308.46	304.23
	36 Cool Room Attendant	5	0	5	333.46	428.85	381.16
	37 Electrolyser Att.	7	0	7	320.57	504.55	412.56
	38 Expeller Operator	38	0	38	343.31	392.14	367.73
	39 Filter Pressman	8	0	8	341.50	353.50	347.50
	40 Seamer	15	0	15	340.97	366.64	353.81
	41 Plant Operator	33	0	33	255.69	412.35	334.02
	42 Peeler	5	0	5	326.92	326.92	326.92
	43 Grader	3	0	3	346.15	365.38	355.77
	44 Chemist	1	0	1	493.96	493.96	493.96
	45 Miscellaneous	106	0	106	290.46	1156.53	723.50
3	Maharashtra	1349	9	1358	413.16	422.34	417.75
	1 Boiler Attendant	13	0	13	426.03	449.22	437.63
	2 Checker	20	0	20	307.69	307.69	307.69
	3 Coolie/Mazdoor	48	1	49	296.45	296.45	296.45
	4 Driver	6	0	6	387.82	387.82	387.82
	5 Electrician	115	0	115	459.62	459.62	459.62
	6 Fitter	7	0	7	467.03	467.03	467.03
	7 Mech/Elec Foreman	10	0	10	653.84	769.23	711.54
	8 Helper	403	3	406	372.33	376.63	374.48
	9 Oilman/Greaser	35	0	35	434.00	434.00	434.00
	10 Packer	4	2	6	525.56	525.56	525.56
	11 Pump Attendant	3	0	3	530.76	569.23	550.00
	12 Sorter	1	0	1	572.03	572.03	572.03
	13 Supervisor	27	0	27	439.00	454.53	446.77
	14 Sweeper	24	2	26	386.20	406.54	396.37
	15 Watchman	62	0	62	367.43	367.43	367.43

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 Welder	3	0	3	384.61	923.07	653.84
	17 Mach. Op./Machinist	193	0	193	382.06	400.80	391.43
	18 Cool Room Attendant	39	0	39	473.69	473.69	473.69
	19 Electrolyser Att.	9	0	9	615.38	646.00	630.69
	20 Expeller Operator	41	1	42	494.14	503.48	498.81
	21 Filter Pressman	111	0	111	474.98	487.72	481.35
	22 Seamer	24	0	24	324.04	330.13	327.09
	23 Plant Operator	150	0	150	487.54	492.47	490.01
	24 Miscellaneous	1	0	1	230.76	230.76	230.76
4	Andhra Pradesh	1682	117	1799	348.50	375.23	361.87
	1 Boiler Attendant	32	0	32	317.86	363.72	340.79
	2 Coolie/Mazdoor	51	9	60	276.04	322.69	299.37
	3 Driver	20	0	20	327.59	365.67	346.63
	4 Electrician	24	0	24	330.96	376.73	353.85
	5 Fireman	4	0	4	380.00	387.53	383.77
	6 Fitter	2	0	2	480.00	480.00	480.00
	7 Grinder	12	0	12	248.07	248.07	248.07
	8 Helper	827	68	895	323.60	340.44	332.02
	9 Loader/Unloader	55	0	55	357.36	369.88	363.62
	10 Packer	52	8	60	325.53	359.22	342.38
	11 Supervisor	52	12	64	384.84	459.58	422.21
	12 Sweeper	6	8	14	311.36	314.65	313.01
	13 Turner	2	0	2	455.38	506.15	480.77
	14 Watchman	30	3	33	373.80	375.16	374.48
	15 Welder	2	0	2	490.00	509.23	499.62
	16 Mach. Op./Machinist	20	0	20	362.04	464.38	413.21
	17 Cool Room Attendant	44	7	51	408.12	412.04	410.08
	18 Electrolyser Att.	31	0	31	444.19	444.19	444.19
	19 Expeller Operator	188	0	188	409.15	477.06	443.11
	20 Filter Pressman	48	0	48	387.92	387.92	387.92
	21 Seamer	68	2	70	392.51	392.51	392.51

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 Plant Operator	106	0	106	390.64	429.34	409.99
	23 Peeler	2	0	2	315.38	315.38	315.38
	24 Roaster	2	0	2	343.00	343.00	343.00
	25 Grader	2	0	2	343.00	343.00	343.00
5	Tamil Nadu	247	80	327	231.71	361.01	296.36
	1 Boiler Attendant	2	0	2	253.85	301.73	277.79
	2 Checker	4	1	5	289.98	1230.00	759.99
	3 Driver	4	0	4	282.69	355.77	319.23
	4 Electrician	10	0	10	192.50	346.93	269.72
	5 Helper	68	44	112	233.67	264.17	248.92
	6 Loader/Unloader	34	0	34	312.69	457.25	384.97
	7 Mechanic(General)	1	0	1	384.62	384.62	384.62
	8 Packer	4	31	35	176.33	176.99	176.66
	9 Supervisor	35	0	35	219.93	516.88	368.41
	10 Sweeper	1	2	3	79.33	79.33	79.33
	11 Tester	2	0	2	269.23	303.84	286.54
	12 Watchman	2	0	2	208.34	241.64	224.99
	13 Mach. Op./Machinist	7	0	7	291.66	423.06	357.36
	14 Expeller Operator	32	0	32	260.21	499.85	380.03
	15 Filter Pressman	7	2	9	239.07	267.84	253.46
	16 Plant Operator	23	0	23	201.06	488.85	344.96
	17 Miscellaneous	11	0	11	124.00	242.00	183.00
6	Telangana	267	1	268	305.38	336.38	320.88
	1 Coolie/Mazdoor	26	0	26	323.96	335.50	329.73
	2 Driver	4	0	4	221.15	336.54	278.85
	3 Electrician	3	0	3	352.56	352.56	352.56
	4 Fitter	2	0	2	335.00	335.00	335.00
	5 Mech/Elec Foreman	5	0	5	403.84	403.84	403.84
	6 Helper	64	1	65	280.06	310.23	295.15

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 Packer	44	0	44	291.21	329.02	310.12
	8 Supervisor	19	0	19	285.43	394.74	340.09
	9 Tester	1	0	1	269.23	269.23	269.23
	10 Watchman	1	0	1	307.92	307.92	307.92
	11 Mach. Op./Machinist	21	0	21	229.31	275.09	252.20
	12 Expeller Operator	43	0	43	341.86	352.91	347.39
	13 Filter Pressman	2	0	2	300.00	300.00	300.00
	14 Plant Operator	32	0	32	364.18	376.92	370.55
9	Residual	4081	43	4124	232.34	291.12	261.73
	1 Boiler Attendant	65	0	65	277.84	465.48	371.66
	2 Checker	16	0	16	256.98	304.32	280.65
	3 Compressor Op.	4	0	4	319.04	664.77	491.91
	4 Coolie/Mazdoor	1268	0	1268	212.75	261.88	237.32
	5 Die Maker	2	0	2	561.68	561.68	561.68
	6 Driver	69	0	69	293.82	384.33	339.08
	7 Electrician	50	0	50	270.93	358.27	314.60
	8 Fireman	25	0	25	164.40	201.05	182.73
	9 Fitter	53	0	53	258.63	354.69	306.66
	10 Mech/Elec Foreman	12	0	12	458.54	478.56	468.55
	11 Helper	1164	4	1168	194.86	219.50	207.18
	12 Loader/Unloader	19	0	19	143.79	181.94	162.87
	13 Mistry/Kangani	5	0	5	275.97	562.15	419.06
	14 Mechanic(General)	3	0	3	385.87	385.87	385.87
	15 Oilman/Greaser	5	0	5	456.29	456.29	456.29
	16 Packer	130	3	133	237.09	344.76	290.93
	17 Press Man	1	0	1	343.00	343.00	343.00
	18 Pump Attendant	1	0	1	383.00	383.00	383.00
	19 Sorter	1	0	1	273.38	273.38	273.38
	20 Supervisor	206	0	206	327.67	479.96	403.82
	21 Sweeper	20	1	21	236.78	242.91	239.85
	22 Switch Board Atten.	2	0	2	300.73	300.73	300.73

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	Tester	13	0	13	290.90	393.75	342.33
	24	Turner	2	0	2	468.64	468.64	468.64
	25	Watchman	94	0	94	243.23	309.63	276.43
	26	Weigher	2	0	2	403.85	403.85	403.85
	27	Welder	4	0	4	279.28	303.15	291.22
	28	Fork Lift Operator	5	0	5	133.94	143.20	138.57
	29	Mach. Op./Machinist	224	0	224	256.00	407.88	331.94
	30	Af. Treat. Plant Op.	2	0	2	300.73	300.73	300.73
	31	Gen./Turbo Operator	2	0	2	176.27	218.42	197.35
	32	Cool Room Attendant	62	0	62	279.73	285.26	282.50
	33	Electrolyser Att.	46	0	46	282.37	300.31	291.34
	34	Expeller Operator	121	0	121	372.74	424.81	398.78
	35	Filter Pressman	35	0	35	262.87	374.18	318.53
	36	Seamer	59	0	59	264.18	289.84	277.01
	37	Plant Operator	251	35	286	221.71	276.52	249.12
	38	Miscellaneous	38	0	38	363.90	410.86	387.38
III.	Edible Nuts		313	532	845	271.34	296.16	283.75
1	Andhra Pradesh		63	140	203	243.67	252.03	247.85
	1	Helper	2	0	2	500.00	500.00	500.00
	2	Packer	6	0	6	346.15	346.15	346.15
	3	Supervisor	2	0	2	576.92	576.92	576.92
	4	Mach. Op./Machinist	3	0	3	615.38	615.38	615.38
	5	Drier Worker	3	0	3	200.96	275.00	237.98
	6	Peeler	10	65	75	180.11	181.88	181.00
	7	Roaster	26	0	26	170.80	180.56	175.68
	8	Scrubber	3	0	3	200.96	243.26	222.11
	9	Sheller	3	48	51	337.62	347.58	342.60
	10	Grader	5	27	32	219.20	233.41	226.31

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
2	Karnataka	39	243	282	306.45	331.18	318.82
1	Boiler Attendant	1	0	1	482.61	482.61	482.61
2	Checker	3	0	3	288.46	315.00	301.73
3	Helper	19	10	29	299.65	352.04	325.85
4	Loader/Unloader	13	0	13	271.40	271.40	271.40
5	Packer	0	19	19	250.22	254.58	252.40
6	Sweeper	0	3	3	253.23	254.58	253.91
7	Drier Worker	1	0	1	310.00	310.00	310.00
8	Peeler	0	66	66	280.44	323.54	301.99
9	Roaster	0	6	6	290.53	320.38	305.46
10	Sheller	0	83	83	349.17	374.74	361.96
11	Grader	2	56	58	306.85	309.27	308.06
3	Kerala	56	2	58	291.65	294.62	293.14
1	Coolie/Mazdoor	1	0	1	276.92	276.92	276.92
2	Helper	13	0	13	276.92	276.92	276.92
3	Packer	3	0	3	291.76	291.76	291.76
4	Watchman	3	0	3	300.00	300.00	300.00
5	Drier Worker	2	0	2	300.00	300.00	300.00
6	Peeler	10	2	12	288.61	288.61	288.61
7	Roaster	12	0	12	323.08	337.46	330.27
8	Scrubber	12	0	12	276.92	276.92	276.92
4	Tamil Nadu	10	57	67	207.87	235.92	221.90
1	Packer	5	0	5	300.00	300.00	300.00
2	Peeler	0	24	24	186.19	240.90	213.55
3	Roaster	5	0	5	309.50	339.50	324.50
4	Sheller	0	28	28	184.34	199.20	191.77
5	Grader	0	5	5	250.00	250.00	250.00

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	145	90	235	266.19	309.79	287.99
1	Coolie/Mazdoor	2	4	6	250.00	250.00	250.00
2	Helper	30	47	77	276.08	334.03	305.06
3	Packer	8	4	12	275.00	300.00	287.50
4	Supervisor	14	1	15	416.54	496.66	456.60
5	Watchman	4	0	4	349.00	349.00	349.00
6	Mach. Op./Machinist	21	0	21	313.72	349.05	331.39
7	Drier Worker	20	0	20	215.80	297.58	256.69
8	Roaster	22	10	32	238.38	245.25	241.82
9	Sheller	12	0	12	215.00	279.00	247.00
10	Grader	12	24	36	215.00	240.50	227.75
IV.	Tobacco	4232	6870	11102	140.12	155.96	148.04
1	West Bengal	1507	10	1517	81.06	120.86	100.96
1	Checker	384	0	384	122.24	228.60	175.42
2	Coolie/Mazdoor	927	10	937	43.57	54.22	48.90
3	Driver	30	0	30	195.78	221.99	208.89
4	Electrician	3	0	3	183.45	190.37	186.91
5	Helper	4	0	4	144.06	173.07	158.57
6	Packer	9	0	9	60.00	75.00	67.50
7	Sorter	79	0	79	181.12	223.46	202.29
8	Supervisor	23	0	23	222.22	369.03	295.63
9	Sweeper	11	0	11	152.64	195.57	174.11
10	Watchman	31	0	31	174.51	213.48	194.00
11	Weigher	1	0	1	150.19	150.19	150.19
12	Blender	1	0	1	150.19	150.19	150.19
13	Casemaker	1	0	1	216.46	216.46	216.46
14	Miscellaneous	3	0	3	214.12	244.88	229.50

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
2	Andhra Pradesh	290	250	540	278.13	325.74	301.94
1	Coolie/Mazdoor	224	190	414	280.49	324.19	302.34
2	Blender	15	60	75	285.38	327.69	306.54
3	Casemaket	7	0	7	250.00	269.23	259.62
4	Feeder and Receiver	6	0	6	250.00	269.23	259.62
5	Gum Maker	10	0	10	211.53	307.69	259.61
6	Stitching Operator	8	0	8	307.69	423.07	365.38
7	Operator	20	0	20	241.82	357.21	299.52
3	Kerala	82	387	469	208.06	222.22	215.14
1	Loader/Unloader	1	0	1	280.00	280.00	280.00
2	Mistry/Kangani	3	1	4	252.13	252.13	252.13
3	Packer	28	0	28	270.00	363.46	316.73
4	Supervisor	6	0	6	357.69	384.61	371.15
5	Watchman	2	0	2	311.92	311.92	311.92
6	Feeder and Receiver	10	356	366	190.91	190.91	190.91
7	Gum Maker	0	12	12	215.50	215.50	215.50
8	Miscellaneous	32	18	50	270.00	347.26	308.63
4	Telangana	793	4500	5293	122.41	129.54	125.98
1	Checker	646	0	646	213.50	271.97	242.74
2	Driver	5	0	5	300.00	300.00	300.00
3	Packer	142	0	142	244.46	244.46	244.46
4	Feeder and Receiver	0	4500	4500	105.28	105.28	105.28
9	Residual	1560	1723	3283	163.56	177.37	170.47
1	Boiler Attendant	1	0	1	224.61	224.61	224.61
2	Checker	11	0	11	246.99	265.78	256.39
3	Coolie/Mazdoor	0	36	36	334.93	346.15	340.54

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	4 Driver	6	0	6	166.66	183.45	175.06
	5 Helper	57	11	68	149.35	200.43	174.89
	6 Packer	100	5	105	257.93	283.32	270.63
	7 Sorter	2	0	2	224.61	224.61	224.61
	8 Supervisor	3	0	3	430.76	430.76	430.76
	9 Sweeper	5	6	11	276.64	277.69	277.17
	10 Watchman	10	0	10	216.25	216.25	216.25
	11 Mach. Op./Machinist	5	0	5	361.15	368.85	365.00
	12 Blender	67	205	272	247.71	248.15	247.93
	13 Casemaker	17	801	818	237.86	246.98	242.42
	14 Feeder and Receiver	2	4	6	291.00	291.00	291.00
	15 Gum Maker	400	600	1000	113.07	113.07	113.07
	16 Stitching Operator	1	0	1	115.38	115.38	115.38
	17 Operator	2	0	2	303.00	313.00	308.00
	18 Miscellaneous	871	55	926	105.28	138.57	121.93
V.	Paper	12063	1026	13089	378.21	459.61	418.91
	1 Uttar Pradesh	661	48	709	425.41	432.89	429.15
	1 Blacksmith	2	0	2	391.30	391.30	391.30
	2 Carpenter	2	0	2	276.92	276.92	276.92
	3 Driver	4	0	4	408.61	408.61	408.61
	4 Electrician	16	0	16	496.29	496.29	496.29
	5 Fitter	37	0	37	521.66	521.66	521.66
	6 Mech/Elec Foreman	1	0	1	769.23	769.23	769.23
	7 Helper	143	38	181	275.79	280.60	278.20
	8 Loader/Unloader	2	0	2	576.15	576.15	576.15
	9 Oilman/Greaser	19	0	19	500.45	505.68	503.07
	10 Packer	19	0	19	473.89	499.15	486.52
	11 Supervisor	30	0	30	515.15	552.28	533.72
	12 Sweeper	14	6	20	274.48	274.48	274.48

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 Watchman	16	2	18	488.46	488.46	488.46
	14 Welder	18	0	18	505.68	505.68	505.68
	15 Mach. Op./Machinist	5	0	5	395.62	407.15	401.39
	16 Bamboo Feeder/Man	42	0	42	505.68	505.68	505.68
	17 Beater Man/Operat.	40	0	40	500.25	500.25	500.25
	18 Blade Sharp. Mistry	47	0	47	505.68	507.56	506.62
	19 Bleaching Mach. Op.	1	0	1	334.61	334.61	334.61
	20 Cutter/Guilloti	7	0	7	321.24	337.72	329.48
	21 Digester Op./Jamadar	46	0	46	499.20	499.20	499.20
	22 Dryer Man/Asst. Op.	41	0	41	505.68	505.68	505.68
	23 Machineman	29	1	30	423.74	456.20	439.97
	24 Rewinding Mach Op.	15	0	15	495.80	495.80	495.80
	25 Finisher	50	0	50	489.07	490.61	489.84
	26 Binder/Binding Op.	6	0	6	239.19	376.92	308.06
	27 Counter	1	0	1	333.00	333.00	333.00
	28 Feeder/Paperfeeder	2	0	2	225.00	300.00	262.50
	29 Mach/Press Inker	3	0	3	225.00	300.00	262.50
	30 Off. Prin. Mach. Op.	1	0	1	350.00	500.00	425.00
	31 Mach Man/Rotary Op	1	0	1	225.00	300.00	262.50
	32 Miscellaneous	1	1	2	435.58	435.58	435.58
2	Gujarat	1125	13	1138	362.95	417.81	390.38
	1 Assembler	3	0	3	274.61	347.31	310.96
	2 Blacksmith	10	0	10	631.04	631.04	631.04
	3 Boiler Attendant	19	0	19	288.60	548.67	418.64
	4 Carpenter	1	0	1	304.80	304.80	304.80
	5 Checker	3	0	3	352.37	352.37	352.37
	6 Coolie/Mazdoor	56	2	58	306.40	396.06	351.23
	7 Driller	14	0	14	631.04	631.04	631.04
	8 Driver	35	0	35	506.78	507.35	507.07
	9 Electrician	25	0	25	366.77	407.53	387.15
	10 Fireman	11	0	11	415.11	417.30	416.21

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
11	Fitter	45	0	45	289.47	341.52	315.50
12	Mech/Elec Foreman	1	0	1	1346.15	1346.15	1346.15
13	Helper	332	11	343	282.28	298.66	290.47
14	Mechanic(General)	10	0	10	296.50	389.54	343.02
15	Oilman/Greaser	2	0	2	288.80	288.80	288.80
16	Packer	8	0	8	288.80	304.80	296.80
17	Press Man	7	0	7	296.80	304.80	300.80
18	Sorter	1	0	1	256.36	256.36	256.36
19	Supervisor	48	0	48	517.05	663.97	590.51
20	Sweeper	4	0	4	302.91	302.91	302.91
21	Turner	10	0	10	328.39	380.31	354.35
22	Watchman	31	0	31	361.86	381.68	371.77
23	Welder	12	0	12	456.93	456.93	456.93
24	Winder	2	0	2	295.90	303.90	299.90
25	Wireman	9	0	9	296.00	303.11	299.56
26	Mach. Op./Machinist	15	0	15	407.41	576.54	491.98
27	Setter	1	0	1	279.00	279.00	279.00
28	Bamboo Feeder/Man	1	0	1	341.30	341.30	341.30
29	Bleaching Mach. Op.	8	0	8	319.23	538.46	428.85
30	Cutter/Guilloti	70	0	70	502.72	523.39	513.06
31	Digester Op./Jamadar	2	0	2	341.30	341.30	341.30
32	Dryer Man/Asst. Op.	31	0	31	601.55	601.55	601.55
33	Machineman	66	0	66	299.46	397.27	348.37
34	Rewinding Mach Op.	130	0	130	364.95	503.55	434.25
35	Finisher	30	0	30	570.20	585.58	577.89
36	Binder/Binding Op.	7	0	7	281.32	281.32	281.32
37	Block/Die Caster	3	0	3	256.36	312.80	284.58
38	Compositor/Assembler	2	0	2	263.29	263.29	263.29
39	Feeder/Paperfeeder	5	0	5	260.85	260.85	260.85
40	Mono/Lino/Photo Op.	2	0	2	303.80	312.80	308.30
41	Off. Prin. Mach. Op.	7	0	7	263.60	268.74	266.17
42	Paste Up Man	5	0	5	242.74	242.74	242.74
43	Mach Man/Rotary Op	5	0	5	288.69	296.72	292.71

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
	44 Miscellaneous	36	0	36	403.63	479.27	441.45
3	Maharashtra	966	54	1020	340.77	456.88	398.83
	1 Boiler Attendant	18	0	18	385.55	689.40	537.48
	2 Checker	1	0	1	115.38	115.38	115.38
	3 Coolie/Mazdoor	18	0	18	291.60	321.09	306.35
	4 Driver	16	0	16	397.76	399.92	398.84
	5 Electrician	3	0	3	333.54	414.79	374.17
	6 Fireman	1	0	1	325.54	325.54	325.54
	7 Fitter	24	0	24	449.08	486.58	467.83
	8 Mech/Elec Foreman	13	0	13	749.61	749.61	749.61
	9 Helper	295	32	327	270.44	326.24	298.34
	10 Mechanic(General)	31	0	31	357.79	358.48	358.14
	11 Packer	4	0	4	576.92	692.31	634.62
	12 Sorter	3	0	3	231.12	231.33	231.23
	13 Supervisor	47	1	48	374.99	449.96	412.48
	14 Sweeper	6	2	8	250.19	250.19	250.19
	15 Turner	3	0	3	379.32	474.19	426.76
	16 Watchman	20	0	20	298.08	301.54	299.81
	17 Welder	2	0	2	386.54	386.54	386.54
	18 Wireman	3	0	3	300.00	338.00	319.00
	19 Fork Lift Operator	1	0	1	326.92	326.92	326.92
	20 Mach. Op./Machinist	65	1	66	312.19	489.35	400.77
	21 Store Keeper	3	0	3	370.46	370.46	370.46
	22 Bamboo Feeder/Man	1	0	1	390.38	390.38	390.38
	23 Beater Man/Operat.	51	0	51	375.38	637.04	506.21
	24 Blade Sharp. Mistry	19	0	19	308.38	1140.38	724.38
	25 Bleaching Mach. Op.	30	3	33	431.90	632.59	532.25
	26 Cutter/Guilloti	25	0	25	435.26	474.50	454.88
	27 Digester Op./Jamadar	36	1	37	393.29	727.18	560.24
	28 Dryer Man/Asst. Op.	40	3	43	356.72	514.93	435.83
	29 Machineman	70	0	70	369.47	515.94	442.71

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 Rewinding Mach Op.	85	2	87	386.52	507.32	446.92
	31 Finisher	26	7	33	328.02	330.81	329.42
	32 Miscellaneous	6	2	8	373.75	373.75	373.75
4	Tamil Nadu	1408	205	1613	446.91	620.32	533.62
	1 Boiler Attendant	65	0	65	579.92	918.62	749.27
	2 Chargehand	1	0	1	250.00	250.00	250.00
	3 Checker	17	1	18	643.81	779.11	711.46
	4 Driver	32	0	32	339.00	384.51	361.76
	5 Electrician	73	0	73	575.14	863.82	719.48
	6 Fireman	2	0	2	123.08	123.08	123.08
	7 Fitter	66	0	66	730.29	859.01	794.65
	8 Mech/Elec Foreman	18	0	18	507.71	700.06	603.89
	9 Helper	121	157	278	169.34	242.51	205.93
	10 Loader/Unloader	11	0	11	235.00	238.13	236.57
	11 Mistry/Kangani	1	0	1	188.46	188.46	188.46
	12 Mechanic(General)	27	0	27	435.47	511.53	473.50
	13 Moulder	1	0	1	250.00	250.00	250.00
	14 Packer	2	5	7	164.83	184.45	174.64
	15 Plumber	35	0	35	535.72	537.64	536.68
	16 Press Man	2	0	2	269.23	269.23	269.23
	17 Pump Attendant	4	0	4	535.72	535.72	535.72
	18 Sorter	4	0	4	437.49	819.61	628.55
	19 Supervisor	163	2	165	587.78	735.34	661.56
	20 Sweeper	1	0	1	260.00	260.00	260.00
	21 Turner	1	0	1	839.46	839.46	839.46
	22 Watchman	10	0	10	308.66	339.29	323.98
	23 Weigher	10	0	10	664.62	976.31	820.47
	24 Welder	9	0	9	619.85	927.84	773.85
	25 Fork Lift Operator	2	0	2	800.24	902.20	851.22
	26 Mach. Op./Machinist	74	2	76	226.95	404.65	315.80
	27 Af. Treat. Plant Op.	24	0	24	693.19	977.21	835.20

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	28 Gen./Turbo Operator	13	0	13	539.66	570.28	554.97
	29 Beater Man/Operat.	93	3	96	536.33	763.40	649.87
	30 Bleaching Mach. Op.	54	2	56	462.86	481.08	471.97
	31 Cutter/Guilloti	19	1	20	418.13	422.61	420.37
	32 Digester Op./Jamadar	91	0	91	663.20	949.89	806.55
	33 Dryer Man/Asst. Op.	25	1	26	265.99	288.37	277.18
	34 Machineman	181	1	182	609.62	1051.87	830.75
	35 Rewinding Mach Op.	52	6	58	337.17	407.85	372.51
	36 Finisher	100	1	101	306.03	414.57	360.30
	37 Miscellaneous	4	23	27	162.37	162.37	162.37
9	Residual	7903	706	8609	367.91	437.54	402.73
	1 Blacksmith	1	0	1	579.99	579.99	579.99
	2 Boiler Attendant	72	0	72	548.14	634.89	591.52
	3 Carpenter	11	0	11	302.97	348.80	325.89
	4 Chargehand	8	0	8	377.77	406.89	392.33
	5 Checker	15	2	17	442.61	456.56	449.59
	6 Coolie/Mazdoor	338	17	355	271.69	328.96	300.33
	7 Driller	2	0	2	500.00	500.00	500.00
	8 Driver	183	0	183	318.88	366.26	342.57
	9 Electrician	228	0	228	415.29	489.59	452.44
	10 Fireman	16	0	16	298.40	305.40	301.90
	11 Fitter	307	0	307	329.68	433.26	381.47
	12 Mech/Elec Foreman	79	1	80	323.81	703.59	513.70
	13 Helper	1908	551	2459	246.61	282.80	264.71
	14 Loader/Unloader	36	0	36	340.69	340.69	340.69
	15 Marker	3	0	3	201.92	201.92	201.92
	16 Mason	3	0	3	494.96	511.36	503.16
	17 Mechanic(General)	15	0	15	172.07	251.29	211.68
	18 Motor Mechanic	5	0	5	459.90	482.73	471.32
	19 Oilman/Greaser	23	0	23	479.70	498.57	489.14
	20 Packer	169	4	173	362.26	380.21	371.24

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 Painter	1	0	1	306.80	306.80	306.80
	22 Plumber	4	0	4	298.91	360.99	329.95
	23 Press Man	11	0	11	291.47	292.37	291.92
	24 Rigger	2	0	2	694.87	726.50	710.69
	25 Shaper Machine Op	4	0	4	548.07	595.38	571.73
	26 Supervisor	219	82	301	553.41	627.41	590.41
	27 Sweeper	43	24	67	478.33	479.19	478.76
	28 Tester	13	0	13	293.43	360.66	327.05
	29 Turner	4	0	4	238.55	280.57	259.56
	30 Watchman	181	3	184	426.16	467.23	446.70
	31 Welder	41	0	41	359.03	439.73	399.38
	32 Wireman	1	0	1	201.00	201.00	201.00
	33 Mach. Op./Machinist	544	4	548	250.16	406.93	328.55
	34 Store Keeper	2	1	3	402.50	402.60	402.55
	35 Bamboo Feeder/Man	374	2	376	454.94	542.83	498.89
	36 Beater Man/Operat.	610	0	610	421.61	542.02	481.82
	37 Blade Sharp. Mistry	205	0	205	490.22	549.25	519.74
	38 Bleaching Mach. Op.	443	3	446	492.86	555.53	524.20
	39 Cutter/Guilloti	379	0	379	482.10	520.82	501.46
	40 Digester Op./Jamadar	292	1	293	520.94	600.05	560.50
	41 Dryer Man/Asst. Op.	296	1	297	430.08	495.14	462.61
	42 Machineman	203	0	203	481.74	523.04	502.39
	43 Rewinding Mach Op.	236	0	236	454.15	638.14	546.15
	44 Finisher	353	8	361	427.62	465.37	446.50
	45 Feeder/Paperfeeder	5	1	6	584.62	610.25	597.44
	46 Mach/Press Inker	1	0	1	331.53	331.53	331.53
	47 Miscellaneous	14	1	15	900.96	912.99	906.98
VI.	Printing/Publishing	7190	805	7995	324.96	451.97	388.47
	1 Delhi	628	62	690	365.35	389.66	377.51

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 Helper	401	61	462	341.19	364.00	352.60
	2 Supervisor	11	0	11	508.06	525.54	516.80
	3 Sweeper	1	0	1	500.96	500.96	500.96
	4 Watchman	13	0	13	361.31	362.11	361.71
	5 Binder/Binding Op.	20	0	20	441.76	537.12	489.44
	6 Block/Die Caster	8	0	8	405.83	405.83	405.83
	7 Compositor/Assembler	2	0	2	423.08	423.08	423.08
	8 Copy/Proof Reader	2	0	2	437.31	437.31	437.31
	9 Counter	3	1	4	427.57	427.57	427.57
	10 Cutting Man/Cutter	68	0	68	413.84	438.13	425.99
	11 Feeder/Paperfeeder	12	0	12	437.48	439.40	438.44
	12 Mono/Lino/Photo Op.	14	0	14	353.35	456.70	405.03
	13 Mach/Press Inker	42	0	42	399.37	418.10	408.74
	14 Machineman(Photo)	2	0	2	493.54	493.54	493.54
	15 Mach Man/Rotary Op	27	0	27	416.96	424.92	420.94
	16 Miscellaneous	2	0	2	403.85	403.85	403.85
2	Uttar Pradesh	361	5	366	328.29	398.36	363.33
	1 Checker	2	0	2	307.69	307.69	307.69
	2 Driver	4	0	4	438.54	438.54	438.54
	3 Electrician	6	0	6	366.07	639.15	502.61
	4 Helper	137	4	141	271.28	301.22	286.25
	5 Packer	13	0	13	285.35	329.73	307.54
	6 Supervisor	16	0	16	473.46	554.71	514.09
	7 Sweeper	5	0	5	276.38	276.38	276.38
	8 Watchman	2	0	2	302.07	302.07	302.07
	9 Mach. Op./Machinist	12	0	12	447.11	500.96	474.04
	10 Binder/Binding Op.	42	0	42	339.64	416.46	378.05
	11 Block/Die Caster	2	0	2	369.23	376.92	373.08
	12 Compositor/Assembler	8	0	8	323.17	464.71	393.94
	13 Copy/Proof Reader	7	0	7	402.36	424.87	413.62
	14 Counter	2	0	2	356.78	397.53	377.16

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)			
		Men	Women	Total	Minimum	Maximum	Mean	
1	2	3	4	5	6	7	8	
	15	Cutting Man/Cutter	24	1	25	349.65	391.16	370.41
	16	Feeder/Paperfeeder	14	0	14	340.11	420.10	380.11
	17	Line Cleaner	2	0	2	288.46	288.46	288.46
	18	Mono/Lino/Photo Op.	21	0	21	403.49	465.76	434.63
	19	Mach/Press Inker	17	0	17	329.41	825.56	577.49
	20	Off. Prin. Mach. Op.	7	0	7	391.29	391.29	391.29
	21	Paste Up Man	1	0	1	288.46	288.46	288.46
	22	Mach Man/Rotary Op	14	0	14	398.61	452.26	425.44
	23	Miscellaneous	3	0	3	273.38	273.38	273.38
3	Maharashtra		1774	228	2002	389.43	607.57	498.50
	1	Boiler Attendant	27	1	28	266.26	416.96	341.61
	2	Checker	2	1	3	461.53	461.53	461.53
	3	Compressor Op.	15	0	15	659.67	769.23	714.45
	4	Coolie/Mazdoor	59	2	61	255.37	412.34	333.86
	5	Driver	28	0	28	444.65	482.50	463.58
	6	Electrician	22	0	22	507.76	701.52	604.64
	7	Engine Room Atten	2	0	2	236.80	269.23	253.02
	8	Fireman	3	0	3	1169.03	1366.84	1267.94
	9	Fitter	9	0	9	495.01	495.01	495.01
	10	Mech/Elec Foreman	3	0	3	349.95	401.56	375.76
	11	Helper	309	27	336	336.54	431.61	384.08
	12	Loader/Unloader	8	0	8	304.40	304.40	304.40
	13	Mate/Mukaddam	4	0	4	1279.99	1396.87	1338.43
	14	Packer	27	94	121	301.49	316.34	308.92
	15	Painter	4	0	4	451.92	674.04	562.98
	16	Sorter	10	0	10	626.67	720.81	673.74
	17	Supervisor	82	33	115	485.93	707.33	596.63
	18	Sweeper	15	3	18	627.39	727.16	677.28
	19	Watchman	24	0	24	778.73	892.87	835.80
	20	Mach. Op./Machinist	222	2	224	298.31	446.17	372.24
	21	Store Keeper	12	2	14	401.14	554.78	477.96

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	Cook	15	4	19	316.47	725.36	520.92
	23	Bleaching Mach. Op.	8	0	8	134.61	328.84	231.73
	24	Machineman	3	0	3	397.95	437.95	417.95
	25	Rewinding Mach Op.	3	0	3	380.00	420.00	400.00
	26	Binder/Binding Op.	53	0	53	331.72	406.82	369.27
	27	Block/Die Caster	27	1	28	921.92	1435.31	1178.62
	28	Compositor/Assembler	14	5	19	743.61	848.01	795.81
	29	Copy/Proof Reader	8	0	8	1208.79	1423.56	1316.18
	30	Counter	13	0	13	317.42	317.42	317.42
	31	Cutting Man/Cutter	39	2	41	356.61	433.80	395.21
	32	Photo Engraver	39	14	53	471.80	704.90	588.35
	33	Feeder/Paperfeeder	58	0	58	373.37	435.03	404.20
	34	Line Cleaner	9	0	9	655.61	809.42	732.52
	35	Mono/Lino/Photo Op.	46	0	46	480.53	655.53	568.03
	36	Ludlow Operator	1	0	1	326.92	326.92	326.92
	37	Mach/Press Inker	14	0	14	322.04	648.37	485.21
	38	Machineman(Photo)	91	12	103	340.92	796.55	568.74
	39	Off. Prin. Mach. Op.	205	17	222	398.12	632.63	515.38
	40	Paste Up Man	17	1	18	327.50	408.83	368.17
	41	Mach Man/Rotary Op	130	6	136	313.08	1174.74	743.91
	42	Miscellaneous	94	1	95	441.05	772.42	606.74
4	Karnataka		358	74	432	343.80	428.16	385.98
	1	Boiler Attendant	15	0	15	305.76	469.23	387.50
	2	Checker	1	19	20	300.23	300.23	300.23
	3	Driver	6	0	6	386.19	386.19	386.19
	4	Electrician	1	0	1	423.07	423.07	423.07
	5	Fitter	3	0	3	325.00	537.50	431.25
	6	Helper	77	45	122	327.72	360.97	344.35
	7	Loader/Unloader	3	0	3	403.84	403.84	403.84
	8	Painter	1	0	1	400.00	400.00	400.00
	9	Supervisor	30	1	31	459.04	578.42	518.73

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 Sweeper	0	1	1	400.38	400.38	400.38
	11 Welder	2	0	2	312.50	450.00	381.25
	12 Mach. Op./Machinist	2	0	2	461.53	569.23	515.38
	13 Binder/Binding Op.	35	8	43	270.87	534.75	402.81
	14 Block/Die Caster	18	0	18	324.50	332.03	328.27
	15 Compositor/Assembler	21	0	21	313.46	329.04	321.25
	16 Counter	3	0	3	403.84	403.84	403.84
	17 Cutting Man/Cutter	28	0	28	413.93	456.77	435.35
	18 Feeder/Paperfeeder	4	0	4	384.13	426.44	405.29
	19 Mach/Press Inker	4	0	4	400.00	423.07	411.54
	20 Off. Prin. Mach. Op.	86	0	86	336.07	458.42	397.25
	21 Paste Up Man	8	0	8	433.89	477.31	455.60
	22 Mach Man/Rotary Op	10	0	10	406.21	502.61	454.41
5	Kerala	309	34	343	514.15	813.62	663.89
	1 Driver	3	0	3	574.89	606.24	590.57
	2 Electrician	6	0	6	702.38	857.61	780.00
	3 Mech/Elec Foreman	8	0	8	986.00	993.21	989.61
	4 Helper	12	2	14	278.72	341.08	309.90
	5 Loader/Unloader	1	0	1	1157.07	1157.07	1157.07
	6 Marker	2	0	2	298.46	298.46	298.46
	7 Packer	8	0	8	739.30	739.30	739.30
	8 Supervisor	7	0	7	790.23	1185.87	988.05
	9 Sweeper	1	1	2	589.97	589.97	589.97
	10 Mach. Op./Machinist	10	0	10	359.37	592.95	476.16
	11 Binder/Binding Op.	79	20	99	515.42	915.86	715.64
	12 Block/Die Caster	6	0	6	522.48	727.56	625.02
	13 Compositor/Assembler	5	2	7	390.27	541.82	466.05
	14 Copy/Proof Reader	2	1	3	567.66	567.66	567.66
	15 Cutting Man/Cutter	8	0	8	336.93	881.36	609.15
	16 Photo Engraver	1	0	1	502.69	502.69	502.69
	17 Feeder/Paperfeeder	18	0	18	640.73	640.73	640.73

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 Impositor Imposer	8	0	8	724.13	836.31	780.22
	19 Line Cleaner	13	2	15	341.00	622.21	481.61
	20 Mono/Lino/Photo Op.	2	0	2	612.99	624.99	618.99
	21 Ludlow Operator	10	3	13	292.90	775.16	534.03
	22 Off. Prin. Mach. Op.	81	0	81	521.53	931.56	726.55
	23 Mach Man/Rotary Op	18	3	21	435.14	661.10	548.12
6	Tamil Nadu	1127	299	1426	245.65	378.10	311.88
	1 Carpenter	1	0	1	646.00	695.00	670.50
	2 Checker	14	17	31	338.46	1632.08	985.27
	3 Coolie/Mazdoor	12	5	17	124.82	130.76	127.79
	4 Driver	39	0	39	298.75	352.28	325.52
	5 Electrician	13	0	13	356.45	523.82	440.14
	6 Mech/Elec Foreman	3	1	4	1171.10	1172.60	1171.85
	7 Helper	231	157	388	201.60	266.56	234.08
	8 Loader/Unloader	11	1	12	202.59	347.89	275.24
	9 Mechanic(General)	4	0	4	394.89	893.64	644.27
	10 Packer	59	59	118	233.83	259.95	246.89
	11 Sorter	1	0	1	211.53	211.53	211.53
	12 Supervisor	33	3	36	323.47	459.25	391.36
	13 Sweeper	10	3	13	314.58	348.95	331.77
	14 Watchman	23	0	23	313.91	423.00	368.46
	15 Welder	1	0	1	426.38	426.38	426.38
	16 Mach. Op./Machinist	95	0	95	223.72	373.91	298.82
	17 Gen./Turbo Operator	4	0	4	230.08	248.83	239.46
	18 Apprentices/Trainees	27	0	27	115.38	213.46	164.42
	19 Binder/Binding Op.	96	30	126	277.75	336.22	306.99
	20 Block/Die Caster	16	3	19	325.13	411.34	368.24
	21 Compositor/Assembler	10	1	11	412.80	522.75	467.78
	22 Copy/Proof Reader	14	1	15	578.35	688.91	633.63
	23 Counter	7	1	8	160.43	227.45	193.94
	24 Cutting Man/Cutter	96	6	102	222.73	333.96	278.35

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
	25 Photo Engraver	6	3	9	251.07	512.61	381.84
	26 Feeder/Paperfeeder	31	0	31	236.19	360.33	298.26
	27 Impositor Imposer	1	0	1	302.88	302.88	302.88
	28 Line Cleaner	0	1	1	203.33	203.33	203.33
	29 Mono/Lino/Photo Op.	22	1	23	349.82	591.32	470.57
	30 Mach/Press Inker	14	3	17	186.62	252.50	219.56
	31 Machineman(Photo)	28	0	28	127.71	554.72	341.22
	32 Off. Prin. Mach. Op.	135	2	137	277.40	497.13	387.27
	33 Paste Up Man	3	0	3	385.00	577.00	481.00
	34 Mach Man/Rotary Op	52	1	53	255.66	349.76	302.71
	35 Miscellaneous	15	0	15	92.30	307.69	200.00
9	Residual	2633	103	2736	281.79	357.91	319.85
	1 Checker	2	3	5	195.09	205.29	200.19
	2 Coolie/Mazdoor	3	0	3	369.07	377.80	373.44
	3 Driver	18	0	18	303.91	312.46	308.19
	4 Electrician	47	0	47	309.93	364.56	337.25
	5 Fitter	11	0	11	271.88	295.07	283.48
	6 Mech/Elec Foreman	6	0	6	515.62	557.22	536.42
	7 Helper	697	60	757	220.99	293.38	257.19
	8 Loader/Unloader	2	0	2	191.69	191.69	191.69
	9 Marker	19	0	19	200.00	250.00	225.00
	10 Mason	1	0	1	451.07	451.07	451.07
	11 Mechanic(General)	30	0	30	279.62	431.74	355.68
	12 Packer	47	0	47	251.09	336.45	293.77
	13 Plumber	1	0	1	250.00	250.00	250.00
	14 Press Man	2	0	2	404.50	404.50	404.50
	15 Supervisor	106	3	109	377.69	533.66	455.68
	16 Sweeper	15	5	20	341.69	376.44	359.07
	17 Watchman	56	0	56	268.44	303.50	285.97
	18 Fork Lift Operator	7	0	7	273.63	334.60	304.12
	19 Mach. Op./Machinist	128	3	131	291.07	386.09	338.58

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
	20 Binder/Binding Op.	189	0	189	325.40	404.84	365.12
	21 Block/Die Caster	41	0	41	329.19	458.54	393.87
	22 Compositor/Assembler	101	0	101	308.29	312.93	310.61
	23 Copy/Proof Reader	49	5	54	234.84	429.64	332.24
	24 Counter	11	0	11	341.78	367.41	354.60
	25 Cutting Man/Cutter	287	0	287	304.44	380.41	342.43
	26 Photo Engraver	9	0	9	354.30	364.93	359.62
	27 Feeder/Paperfeeder	112	0	112	279.05	319.57	299.31
	28 Impositor Imposer	1	0	1	319.26	319.26	319.26
	29 Line Cleaner	20	0	20	233.34	250.00	241.67
	30 Mono/Lino/Photo Op.	33	0	33	305.75	317.55	311.65
	31 Mach/Press Inker	118	0	118	249.85	269.69	259.77
	32 Machineman(Photo)	12	1	13	423.94	491.79	457.87
	33 Off. Prin. Mach. Op.	232	5	237	313.65	435.64	374.65
	34 Paste Up Man	17	5	22	341.54	364.50	353.02
	35 Mach Man/Rotary Op	143	0	143	320.73	334.92	327.83
	36 Miscellaneous	60	13	73	333.39	534.78	434.09
VII.	Milk Products	18583	957	19540	411.12	592.95	502.04
1	Gujarat	1659	11	1670	496.54	647.14	571.84
	1 Boiler Attendant	15	0	15	330.69	366.39	348.54
	2 Checker	5	0	5	445.27	641.04	543.16
	3 Coolie/Mazdoor	94	0	94	332.08	332.08	332.08
	4 Driver	8	0	8	325.74	434.43	380.09
	5 Electrician	27	0	27	220.36	325.35	272.86
	6 Fitter	73	0	73	494.57	563.05	528.81
	7 Mech/Elec Foreman	44	0	44	810.39	945.31	877.85
	8 Grinder	2	0	2	397.35	397.35	397.35
	9 Helper	326	8	334	320.37	433.97	377.17
	10 Mechanic(General)	8	0	8	364.78	364.78	364.78

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
	11 Packer	5	0	5	525.54	537.07	531.31
	12 Supervisor	53	0	53	281.31	480.94	381.13
	13 Sweeper	7	0	7	271.67	278.50	275.09
	14 Tester	13	0	13	341.88	416.01	378.95
	15 Watchman	52	0	52	310.95	321.47	316.21
	16 Welder	3	0	3	207.87	259.48	233.68
	17 Wireman	3	0	3	427.43	427.43	427.43
	18 Mach. Op./Machinist	142	0	142	560.54	675.49	618.02
	19 Gen./Turbo Operator	2	0	2	207.08	236.65	221.87
	20 Cold Storage Atten	117	0	117	672.88	977.44	825.16
	21 Dairy Prod Processor	57	0	57	344.06	815.78	579.92
	22 Filler Prod Operator	291	0	291	865.67	1136.39	1001.03
	23 Ice Cream Maker	3	1	4	500.38	500.38	500.38
	24 Plant Operator	89	0	89	445.85	543.59	494.72
	25 Refrig. Mechanic	7	0	7	200.83	374.46	287.65
	26 Washer	193	0	193	394.14	465.13	429.64
	27 Chemist	3	0	3	333.33	333.33	333.33
	28 Miscellaneous	17	2	19	389.79	587.74	488.77
2	Maharashtra	2943	46	2989	312.72	417.69	365.21
	1 Boiler Attendant	62	0	62	275.31	371.01	323.16
	2 Checker	30	21	51	431.12	647.37	539.25
	3 Compressor Op.	1	0	1	333.00	333.00	333.00
	4 Coolie/Mazdoor	419	2	421	282.74	289.07	285.91
	5 Driver	77	0	77	314.43	407.85	361.14
	6 Electrician	92	0	92	396.97	568.56	482.77
	7 Engine Room Atten	1	0	1	335.84	335.84	335.84
	8 Fireman	10	0	10	295.37	329.64	312.51
	9 Fitter	35	0	35	315.55	571.32	443.44
	10 Mech/Elec Foreman	4	0	4	1114.53	1179.48	1147.01
	11 Helper	522	1	523	218.24	279.68	248.96
	12 Loader/Unloader	12	0	12	191.07	240.00	215.54

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	Mechanic(General)	5	0	5	376.92	792.30	584.61
	14	Motor Mechanic	2	0	2	488.07	504.23	496.15
	15	Packer	13	0	13	357.73	444.29	401.01
	16	Supervisor	155	0	155	289.98	526.62	408.30
	17	Sweeper	10	3	13	296.63	323.76	310.20
	18	Tester	15	4	19	374.47	537.76	456.12
	19	Watchman	100	0	100	243.89	277.94	260.92
	20	Welder	7	0	7	333.65	391.01	362.33
	21	Wireman	2	0	2	222.80	310.03	266.42
	22	Fork Lift Operator	5	0	5	607.40	728.35	667.88
	23	Mach. Op./Machinist	167	0	167	267.75	334.60	301.18
	24	Store Keeper	4	0	4	384.28	420.82	402.55
	25	Cold Storage Atten	53	0	53	380.50	430.91	405.71
	26	Dairy Prod Processor	174	0	174	418.03	603.20	510.62
	27	Filler Prod Operator	58	8	66	327.56	376.70	352.13
	28	Ice Cream Maker	45	1	46	293.47	357.19	325.33
	29	Plant Operator	208	0	208	319.64	488.28	403.96
	30	Refrig. Mechanic	53	2	55	444.32	519.57	481.95
	31	Washer	596	4	600	365.70	514.38	440.04
	32	Chemist	1	0	1	367.00	367.00	367.00
	33	Miscellaneous	5	0	5	347.48	369.48	358.48
3	Andhra Pradesh		2831	224	3055	431.80	649.59	540.70
	1	Boiler Attendant	6	0	6	165.70	222.29	194.00
	2	Checker	63	0	63	213.81	320.46	267.14
	3	Coolie/Mazdoor	143	42	185	245.34	750.45	497.90
	4	Driver	21	0	21	335.76	439.65	387.71
	5	Electrician	38	0	38	123.16	288.04	205.60
	6	Mech/Elec Foreman	22	0	22	1243.50	1248.94	1246.22
	7	Helper	709	30	739	397.52	527.94	462.73
	8	Loader/Unloader	39	10	49	190.21	320.40	255.31
	9	Mechanic(General)	17	0	17	179.36	465.38	322.37

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
	10 Packer	25	3	28	262.98	294.24	278.61
	11 Supervisor	584	2	586	462.84	666.53	564.69
	12 Sweeper	2	1	3	294.53	304.79	299.66
	13 Tester	2	0	2	183.33	233.33	208.33
	14 Watchman	26	0	26	481.81	497.25	489.53
	15 Weigher	2	0	2	288.46	288.46	288.46
	16 Welder	2	0	2	248.19	346.15	297.17
	17 Mach. Op./Machinist	25	0	25	165.18	462.19	313.69
	18 Cold Storage Atten	37	3	40	308.76	335.02	321.89
	19 Dairy Prod Processor	373	27	400	611.08	1153.04	882.06
	20 Filler Prod Operator	136	0	136	522.88	547.69	535.29
	21 Ice Cream Maker	8	0	8	376.44	376.44	376.44
	22 Plant Operator	459	80	539	466.93	637.17	552.05
	23 Refrig. Mechanic	20	0	20	308.11	325.61	316.86
	24 Washer	28	24	52	295.01	307.29	301.15
	25 Miscellaneous	44	2	46	269.78	407.23	338.51
4	Tamil Nadu	867	120	987	364.20	726.55	545.38
	1 Boiler Attendant	9	0	9	577.32	1492.85	1035.09
	2 Checker	27	7	34	203.93	384.12	294.03
	3 Compressor Op.	42	0	42	657.69	1716.07	1186.88
	4 Coolie/Mazdoor	197	40	237	546.84	778.47	662.66
	5 Driver	35	0	35	491.32	857.96	674.64
	6 Electrician	25	0	25	284.98	574.33	429.66
	7 Helper	20	22	42	207.07	289.58	248.33
	8 Loader/Unloader	39	0	39	206.01	378.12	292.07
	9 Mechanic(General)	14	0	14	430.44	908.31	669.38
	10 Packer	15	10	25	195.06	241.58	218.32
	11 Plumber	1	0	1	404.35	404.35	404.35
	12 Sorter	4	0	4	236.00	251.00	243.50
	13 Supervisor	49	3	52	609.23	1100.18	854.71
	14 Sweeper	7	18	25	226.01	250.00	238.01

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 Watchman	13	0	13	302.36	313.90	308.13
	16 Welder	1	0	1	490.91	490.91	490.91
	17 Mach. Op./Machinist	7	0	7	1087.42	1087.42	1087.42
	18 Af. Treat. Plant Op.	3	0	3	1014.61	1014.61	1014.61
	19 Cold Storage Atten	84	0	84	164.17	1290.80	727.49
	20 Dairy Prod Processor	143	1	144	247.42	571.80	409.61
	21 Filler Prod Operator	5	0	5	389.30	689.45	539.38
	22 Ice Cream Maker	17	17	34	182.99	244.20	213.60
	23 Plant Operator	75	0	75	215.55	613.37	414.46
	24 Refrig. Mechanic	1	0	1	689.45	689.45	689.45
	25 Washer	14	0	14	241.37	375.33	308.35
	26 Miscellaneous	20	2	22	299.26	428.37	363.82
9	Residual	10283	556	10839	423.53	604.80	514.17
	1 Boiler Attendant	56	0	56	680.25	760.19	720.22
	2 Chargehand	1	0	1	653.85	653.85	653.85
	3 Checker	71	5	76	399.23	579.09	489.16
	4 Compressor Op.	6	0	6	489.10	525.96	507.53
	5 Coolie/Mazdoor	477	4	481	308.19	358.95	333.57
	6 Driver	377	0	377	464.77	621.43	543.10
	7 Electrician	137	0	137	559.10	717.89	638.50
	8 Fireman	3	0	3	1564.40	1569.46	1566.93
	9 Fitter	54	0	54	620.72	812.90	716.81
	10 Mech/Elec Foreman	43	1	44	626.26	873.22	749.74
	11 Helper	2842	136	2978	306.04	466.91	386.48
	12 Loader/Unloader	13	0	13	307.43	347.86	327.65
	13 Mistry/Kangani	1	0	1	500.99	500.99	500.99
	14 Mechanic(General)	156	0	156	273.64	374.89	324.27
	15 Motor Mechanic	1	0	1	1265.10	1265.10	1265.10
	16 Packer	461	7	468	261.33	277.10	269.22
	17 Painter	2	0	2	125.92	125.92	125.92
	18 Plumber	9	0	9	538.73	846.77	692.75

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	19 Pump Attendant	1	0	1	250.00	600.00	425.00
	20 Supervisor	412	19	431	805.58	1117.99	961.79
	21 Sweeper	93	20	113	322.50	397.10	359.80
	22 Turner	3	0	3	333.00	600.00	466.50
	23 Watchman	215	2	217	353.17	418.04	385.61
	24 Welder	7	0	7	380.17	393.42	386.80
	25 Fork Lift Operator	3	0	3	331.18	331.18	331.18
	26 Mach. Op./Machinist	135	0	135	558.92	677.96	618.44
	27 Gen./Turbo Operator	1	0	1	676.92	676.92	676.92
	28 Cold Storage Atten	494	63	557	526.46	861.48	693.97
	29 Dairy Prod Processor	1873	118	1991	536.98	705.84	621.41
	30 Filler Prod Operator	537	2	539	426.98	518.91	472.95
	31 Ice Cream Maker	157	23	180	313.22	391.31	352.27
	32 Plant Operator	1155	105	1260	386.30	668.95	527.63
	33 Refrig. Mechanic	124	2	126	631.67	874.58	753.13
	34 Washer	145	49	194	429.47	921.23	675.35
	35 Chemist	2	0	2	1205.40	1205.40	1205.40
	36 Miscellaneous	216	0	216	570.89	900.98	735.94
VIII.	Soft Drinks	773	106	879	327.41	375.57	351.49
9	Residual	773	106	879	327.41	375.57	351.49
	1 Boiler Attendant	13	0	13	323.19	341.61	332.40
	2 Chargehand	2	0	2	155.07	165.42	160.25
	3 Coolie/Mazdoor	18	6	24	196.43	205.55	200.99
	4 Driver	15	0	15	246.83	351.89	299.36
	5 Electrician	39	0	39	247.39	342.19	294.79
	6 Fitter	10	0	10	391.39	650.50	520.95
	7 Mech/Elec Foreman	2	0	2	479.80	549.99	514.90
	8 Helper	235	73	308	272.33	281.91	277.12
	9 Loader/Unloader	121	0	121	526.79	609.80	568.30

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)			
		Men	Women	Total	Minimum	Maximum	Mean	
1	2	3	4	5	6	7	8	
	10	Mechanic(General)	23	0	23	344.25	454.03	399.14
	11	Packer	3	0	3	150.00	150.00	150.00
	12	Painter	2	0	2	362.45	362.45	362.45
	13	Plumber	2	0	2	160.07	160.07	160.07
	14	Supervisor	63	0	63	359.71	517.48	438.60
	15	Sweeper	10	3	13	193.91	193.91	193.91
	16	Turner	1	0	1	207.60	207.60	207.60
	17	Watchman	12	0	12	186.68	211.88	199.28
	18	Welder	4	0	4	217.32	217.32	217.32
	19	Fork Lift Operator	10	0	10	417.78	428.55	423.17
	20	Mach. Op./Machinist	12	0	12	295.99	427.05	361.52
	21	Apprentices/Trainees	2	0	2	378.26	400.26	389.26
	22	Ammonia Comp. Op	16	1	17	316.49	316.49	316.49
	23	Bottle Washer	15	12	27	218.17	220.75	219.46
	24	Bottle Sorter	7	0	7	314.68	314.68	314.68
	25	Crownman	3	0	3	482.05	482.05	482.05
	26	Filling Machine Op	107	10	117	349.92	402.54	376.23
	27	Level Checker	5	0	5	373.79	373.79	373.79
	28	Syrup/Mixing Atte	6	0	6	449.56	449.56	449.56
	29	Refrig. Mechanic	3	0	3	345.90	345.90	345.90
	30	Chemist	6	1	7	307.91	327.29	317.60
	31	Miscellaneous	6	0	6	451.19	451.19	451.19
IX.		Plastic Articles	2554	184	2738	324.75	384.13	354.44
	1	Uttar Pradesh	176	4	180	331.68	361.85	346.77
		1 Checker	1	0	1	296.15	296.15	296.15
		2 Coolie/Mazdoor	9	0	9	278.23	278.23	278.23
		3 Electrician	1	0	1	615.38	615.38	615.38
		4 Mech/Elec Foreman	1	0	1	461.54	461.54	461.54
		5 Helper	61	3	64	281.56	314.11	297.84

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 Packer	2	0	2	480.76	480.76	480.76
	7 Supervisor	10	0	10	482.88	535.52	509.20
	8 Watchman	3	0	3	290.18	290.18	290.18
	9 Mach. Op./Machinist	3	0	3	273.46	273.46	273.46
	10 Tablet Machine Op	19	0	19	365.38	432.69	399.04
	11 Extrud. Mach Setter	1	0	1	305.99	305.99	305.99
	12 Injection Mould. Op	8	0	8	469.47	488.70	479.09
	13 Moulder (Hand)	31	1	32	341.14	341.14	341.14
	14 Bottle Blowing Op	6	0	6	330.76	343.58	337.17
	15 Finisher	17	0	17	296.15	311.53	303.84
	16 Miscellaneous	3	0	3	461.53	811.53	636.53
2	Gujarat	291	15	306	298.15	401.58	349.87
	1 Chargehand	14	0	14	411.61	1001.80	706.71
	2 Checker	4	2	6	171.04	307.69	239.37
	3 Coolie/Mazdoor	19	0	19	208.66	275.48	242.07
	4 Driver	3	0	3	270.00	270.00	270.00
	5 Electrician	1	0	1	144.00	144.00	144.00
	6 Fitter	3	0	3	374.68	484.33	429.51
	7 Helper	54	6	60	265.05	298.98	282.02
	8 Loader/Unloader	5	0	5	137.78	143.93	140.86
	9 Mate/Mukaddam	1	0	1	296.15	296.15	296.15
	10 Packer	2	2	4	287.50	287.50	287.50
	11 Painter	1	0	1	137.50	137.50	137.50
	12 Supervisor	19	0	19	592.85	871.48	732.17
	13 Tester	3	0	3	143.93	148.26	146.10
	14 Turner	10	0	10	135.56	171.43	153.50
	15 Watchman	7	0	7	324.94	326.26	325.60
	16 Welder	5	0	5	289.87	373.20	331.54
	17 Mach. Op./Machinist	9	0	9	133.33	159.23	146.28
	18 Tablet Machine Op	23	0	23	315.65	345.52	330.59
	19 Extrud. Mach Setter	24	0	24	304.45	328.91	316.68

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
	20 Injection Mould. Op	38	0	38	349.40	484.74	417.07
	21 Moulder (Hand)	10	0	10	285.82	429.21	357.52
	22 Cemente/Assembler	17	0	17	302.04	309.64	305.84
	23 Finisher	13	1	14	306.40	359.25	332.83
	24 Miscellaneous	6	4	10	212.38	598.08	405.23
3	Daman & Diu	237	6	243	342.95	363.35	353.15
	1 Checker	2	0	2	334.62	342.31	338.47
	2 Driver	1	0	1	384.62	384.62	384.62
	3 Fitter	4	0	4	307.69	330.77	319.23
	4 Helper	43	6	49	222.21	244.46	233.34
	5 Supervisor	23	0	23	538.46	562.04	550.25
	6 Sweeper	9	0	9	193.16	220.52	206.84
	7 Watchman	9	0	9	260.26	261.11	260.69
	8 Tablet Machine Op	29	0	29	323.34	340.45	331.90
	9 Extrud. Mach Setter	36	0	36	303.53	320.73	312.13
	10 Injection Mould. Op	8	0	8	336.54	351.44	343.99
	11 Moulder (Hand)	20	0	20	357.54	373.46	365.50
	12 Bottle Blowing Op	3	0	3	322.69	326.92	324.81
	13 Cemente/Assembler	13	0	13	338.46	365.38	351.92
	14 Finisher	37	0	37	491.48	519.75	505.62
4	Maharashtra	207	47	254	334.19	372.09	353.14
	1 Checker	2	0	2	294.23	603.84	449.04
	2 Coolie/Mazdoor	0	6	6	310.00	310.00	310.00
	3 Driver	1	0	1	250.00	250.00	250.00
	4 Fitter	2	0	2	461.53	461.53	461.53
	5 Helper	69	20	89	287.37	298.32	292.85
	6 Packer	6	21	27	302.05	350.04	326.05
	7 Plumber	1	0	1	289.23	289.23	289.23
	8 Supervisor	24	0	24	370.08	532.25	451.17

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 Sweeper	3	0	3	506.40	506.40	506.40
	10 Turner	2	0	2	461.53	461.53	461.53
	11 Watchman	10	0	10	341.70	341.70	341.70
	12 Welder	2	0	2	592.30	592.30	592.30
	13 Mach. Op./Machinist	43	0	43	407.97	447.35	427.66
	14 Tablet Machine Op	5	0	5	358.29	376.75	367.52
	15 Extrud. Mach Setter	20	0	20	292.32	333.37	312.85
	16 Injection Mould. Op	8	0	8	350.00	380.00	365.00
	17 Miscellaneous	9	0	9	370.51	370.51	370.51
5	Tamil Nadu	116	11	127	232.80	283.46	258.13
	1 Checker	2	0	2	261.53	284.61	273.07
	2 Driller	3	0	3	274.00	385.00	329.50
	3 Driver	1	0	1	105.00	105.00	105.00
	4 Electrician	1	0	1	141.53	141.53	141.53
	5 Fitter	3	0	3	280.00	312.00	296.00
	6 Helper	43	5	48	166.21	181.51	173.86
	7 Packer	0	5	5	280.77	280.77	280.77
	8 Supervisor	17	0	17	180.18	410.23	295.21
	9 Sweeper	0	1	1	126.15	126.15	126.15
	10 Turner	3	0	3	136.00	280.00	208.00
	11 Watchman	2	0	2	125.00	280.00	202.50
	12 Mach. Op./Machinist	4	0	4	105.00	105.00	105.00
	13 Extrud. Mach Setter	10	0	10	266.92	316.16	291.54
	14 Injection Mould. Op	12	0	12	132.05	138.72	135.39
	15 Bottle Blowing Op	15	0	15	615.38	615.38	615.38
9	Residual	1527	101	1628	331.97	396.14	364.06
	1 Boiler Attendant	10	0	10	307.00	307.00	307.00
	2 Checker	16	0	16	305.12	467.65	386.39
	3 Compressor Op.	1	0	1	381.08	381.08	381.08

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	4 Coolie/Mazdoor	85	2	87	217.91	363.20	290.56
	5 Driver	32	0	32	264.58	352.12	308.35
	6 Electrician	19	0	19	246.12	472.70	359.41
	7 Fitter	13	0	13	256.36	303.37	279.87
	8 Helper	591	70	661	316.30	351.80	334.05
	9 Loader/Unloader	20	0	20	243.46	265.00	254.23
	10 Mistry/Kangani	1	0	1	409.62	409.62	409.62
	11 Mate/Mukaddam	3	0	3	249.23	249.23	249.23
	12 Mechanic (General)	19	0	19	411.78	572.73	492.26
	13 Oilman/Greaser	1	0	1	307.00	307.00	307.00
	14 Packer	40	0	40	241.67	315.06	278.37
	15 Painter	2	0	2	192.31	250.00	221.16
	16 Supervisor	85	0	85	430.14	617.02	523.58
	17 Sweeper	22	6	28	238.73	263.64	251.19
	18 Watchman	19	0	19	333.63	333.63	333.63
	19 Welder	2	0	2	311.51	311.51	311.51
	20 Mach. Op./Machinist	154	0	154	491.09	574.28	532.69
	21 Store Keeper	2	0	2	230.77	576.92	403.85
	22 Tablet Machine Op	44	0	44	384.01	433.55	408.78
	23 Extrud. Mach Setter	121	7	128	362.96	414.18	388.57
	24 Injection Mould. Op	16	1	17	297.15	350.66	323.91
	25 Moulder (Hand)	29	0	29	360.64	401.47	381.06
	26 Bottle Blowing Op	35	1	36	276.07	389.20	332.64
	27 Cementer/Assembler	39	10	49	249.99	281.50	265.75
	28 Finisher	76	3	79	318.39	380.45	349.42
	29 Miscellaneous	30	1	31	351.68	353.96	352.82
----- Nine Manufacturing Ind.		58579	10745	69324	333.76	434.54	384.15

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

ANNEXURES

ON

**NINE MANUFACTURING INDUSTRIES
(2017)**

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

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

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

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

(C) SERVICE SECTOR

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

(D) MANUFACTURING INDUSTRY (The Factories Act, 1948)**1 Sugar Industry**

- I. 10721 Manufacture or refining of sugar (sucrose) from sugarcane
- II. 10722 Manufacture of `gur' from sugarcane
- III. 10723 Manufacture of `gur' from other than sugarcane
- IV. 10724 Manufacture of `khandsari' sugar from sugarcane
- V. 10725 Manufacture of `khandsari' sugar from other than sugarcane
- VI. 10726 Manufacture of `boora' and candy from sugarcane
- VII. 10727 Manufacture of `boora' and candy from other than sugarcane
- VIII. 10728 Manufacture of molasses
- IX. 10729 Manufacture of sugar from other sources (juice of palm, suger beet etc.)

2 Oils and Fats Industry

- I. 10401 Manufacture of hydrogenated oil and vanaspati ghee
- II. 10402 Manufacture of vegetable oils and fats excluding corn oil
- III. 10403 Manufacture of edible animal oils and fats
- IV. 10404 Manufacture of fish oil
- V. 10405 Manufacture of non-edible animal oil and fats
- VI. 10406 Manufacture of oil cakes & meals incl. residual products, e.g. Oleostearin, Palmstearin
- VII. 10407 Manufacture of non-defatted flour or meals of oilseeds, oilnuts or kernels
- VIII. 10408 Manufacture of non-defatted flour or meals of oilseeds, oilnuts or kernels
- IX. 10409 Manufacture of other vegetable oil, animal oil and fats n.e.c

3 Processing of Edible Nuts Industry

- I. 10793 Processing of edible nuts

4 Tobacco Products Industry

- I. 12001 12001 Stemming and redrying of tobacco
- II. 12002 12002 Manufacture of bidi

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

- | | | |
|--------|-----------------------------------|-----------------------------------------------------------------------------------------------|
| III. | 12003 | 12003- Manufacture of cigarettes, cigarette tobacco |
| IV. | 12004 | 12004 Manufacture of cigars and cheroots |
| V. | 12005 | 12005 Manufacture of snuff |
| VI. | 12006 | 12006 Manufacture of zarda |
| VII. | 12007 | 12007 Manufacture of catechu(katha) and chewing lime |
| VIII. | 12008 | 12008 Manufacture of pan masala and related products. |
| IX. | 12009 | 12009 Manufacture of other tobacco products including chewing tobacco n.e.c. |
| | | |
| 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 | |
| I. | 17011 | Manufacture of pulp |
| II. | 17012 | Manufacture of news print |
| III. | 17013 | Manufacture of paper and paper rolls not further processed |
| IV. | 17014 | Manufacture of packing paper |
| V. | 17015 | Manufacture of other special purpose paper (excluding computer stationary) |
| VI. | 17016 | Manufacture of paper board, straw board |
| VII. | 17017 | Manufacture of hard board including false board and chip board |
| VIII. | 17019 | Manufacture of other primary paper materials including composite paper and paper board n.e.c. |
| IX. | 17021 | Manufacture of corrugated paper and paperboard |
| X. | 17022 | Manufacture of corrugated paper board containers |
| XI. | 17023 | Manufacture of card board boxes |
| XII. | 17024 | Manufacture of sacks and bags of paper |
| XIII. | 17029 | Manufacture of other containers of paper and paperboard n.e.c. |
| XIV. | 17091 | Manufacture of computer paper |
| XV. | 17092 | Manufacture of paper cups, saucers, plates, hoops, cones and other similar products. |
| XVI. | 17093 | Manufacture of printing, writing and photocopying paper ready for use |
| XVII. | 17094 | Manufacture of paper pulp articles other than containers (such as egg trays) |
| XVIII. | 17095. | Manufacture of file cover/file boards, and similar articles |
| XIX. | 17096 | Manufacture of wall paper |
| XX. | 17097 | Manufacture of carbon paper & stationary items |
| XXI. | 17099 | Manufacture of other paper products n.e.c. |
| | | |
| 12 | Printing and Publishing Industry | |
| I. | 18111 | Printing of newspapers |
| II. | 18112 | Printing of magazines and other periodicals, books and brochures, |

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

		maps,atlases, posters etc.
III.	18113	Printing of postage stams, taxation stamps, cheques and other security papers.
IV.	18114	Printing of bank notes, currency notes
V.	18115	Printing directly onto textiles, flexographic plastic, glass, metal, wood and ceramics
VI.	18119	Other printing activities like screen printing other than textile n.e.c.
VII.	58111	Publishing of books, brochures, leaflets and similar publications, including publishing encyclopedias (including on CD-ROM)
VIII.	58112	Publishing of atlases, maps and charts
IX.	58113	Publishing of audio books
X.	58121	Publishing of mailing lists and telephone directories
XI.	58122	Publishing of other directories and compilations, such as case law, pharmaceutical compendia etc.
XII.	58131	Publishing of newspapers
XIII.	58132	Publishing of journals and periodicals
XIV.	58191	On-line publishing of statistics and other information
XV.	58199	Other publishing activities (including on-line) n.e.c.
XVI.	58201	Publishing of operating systems and system software
XVII.	58202	Publishing of operating business and other applications
XVIII.	58203	Publishing of computer games for all platforms
13	Footwear Industry	
14	Petroleum Refineries Industry	
15	Chemicals & Gases Industry	
16	Fertilizers Industry	
17	Drugs & Medicines Industry	
18	Soaps & Detergents Industry	
19	Match Industry	
20	Glass & Glass Products Industry	
21	Cement Industry	
22	Iron and Steel Industry	
23	Castings and Forgings Industry	
24	Agricultural Machinery Industry	
25	Textile Machinery Industry	
26	Machine Tools Industry	

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

- 27 Electrical Industrial Machinery Industry
- 28 Electrical Apparatus Industry
- 29 Ship Building Industry
- 30 Locomotives/Wagons Industry
- 31 Motor Vehicles (Motor Vehicles/Trailors/Semi-Trailors) Industry
- 32 Motor Cycle/Scooter Industry
- 33 Bicycles/Rickshaws Industry
- 34 Aircrafts/Spacecrafts & Parts Industry
- 35 Tea Processing Industry
- 36 Tyre and Tube Industries
- 37 Steam Generators (Boilers) Industry
- 38 Dairy Products Industry
- | | | |
|------|-------|------------------------------------------------------------------------------------------------------|
| I. | 10501 | Manufacture of pasteurised milk whether or not in bottles/ polythene packs etc. (plain or flavoured) |
| II. | 10502 | Manufacture of milk-powder, ice-cream powder and condensed milk except baby milk food |
| III. | 10503 | Manufacture of baby milk foods |
| IV. | 10504 | Manufacture of cream, butter, cheese, curd, ghee, khoya etc |
| V. | 10505 | Manufacture of ice-cream, kulfi etc. |
| VI. | 10509 | Manufacture of other dairy products n.e.c. |
- 39 Soft Drink Industry
- | | | |
|----|-------|----------------------------|
| I. | 11045 | Manufacture of soft drinks |
|----|-------|----------------------------|
- 40 Aluminium Industry
- 41 Domestic Appliances Industry
- 42 Televisions Industry
- 43 Computers and Peripheral Equipments Industry
- 44 Watches & Clocks Industry
- 45 Plastic Articles Industry
- | | | |
|-----|-------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| I. | 22201 | Manufacture of semi-finished of plastic products (plastic plates, sheets, blocks, film, foil, strip etc.) |
| II. | 22202 | Manufacture of tableware, kitchenware and other household articles and toilet articles of plastic, including manufacture of vacuum flasks and |

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

		other vacuum vessels
III.	22203	Manufacture of plastic articles for the packing of goods (plastic bags, sacks, containers, boxes, cases, carboys, bottles etc.)
IV.	22204	Manufacture of bathing tubs, wash-basins, lavatory pans and covers, flushing cisterns and similar sanitary-ware of plastics
V.	22205	Manufacture of travel goods of plastics (suitcase, vanity bags, holdalls and similar articles)
VI.	22206	Manufacture of spectacle frames of plastic
VII.	22207	Manufacture of moulded industrial accessories of plastics (including electrical insulating fittings of plastics)
VIII.	22208	Manufacture of polymer/ synthetic / PVC water storage tanks
IX.	22209.	Manufacture of other plastics products n.e.c.

CONCEPTS AND DEFINITIONS

2.1 UNITS/MINES/PLANTATIONS/FACTORIES/ESTABLISHMENTS

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

2.2 SAMPLE OR SELECTED UNITS/ESTABLISHMENTS

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

2.3 ESTABLISHMENTS

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

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

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

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

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

2.4 EMPLOYERS

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

2.5 WORKER

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

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

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

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

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

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

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

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

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

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

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

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

2.6 WORKERS COVERED (TYPE OF WORKERS)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2.7 REFERENCE PERIOD

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

2.8 SURVEY PERIOD

The survey period for 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^{th} stratum

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

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

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

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

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

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

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

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

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

1.3 SELECTION OF WORKERS (SECOND STAGE)

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

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

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

2.0 ESTIMATION PROCEDURE

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

2.0.1 AGGREGATES (EMPLOYMENT AND TOTAL WAGE)

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

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

where,

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

PAY ROLL EARNINGS

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

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

Where,

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

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

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

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

2.0.2 RATIOS

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

2.2 COEFFICIENT OF VARIATION

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

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

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

And

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

where,

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

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

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

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

and

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

where,

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

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

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

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

Sample mean square and sample mean of average daily earnings combined for nine manufacturing 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 MANUFACTURING INDUSTRIES

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the factories and performs other jobs connected with the smithy shop.
0006	Boiler Attendant/ Boiler Maker	Operates boilers to generate steam of required pressure by controlling and adjusting waterfeed, draught evaporation, fire, etc. for heat or power. Operates supply valves and ensures that steam is supplied to engine room at prescribed pressure. Maintains water level and steam pressure as prescribed. Checks temperature and pressure of steam by reading gauges and feeds fuel accordingly. May operate boilers with different fuels such as gas, oils ,coal and may be designated accordingly
0010	Carpenter	Makes assembles, alters and repairs wooden structures and articles using hand or power tools or both. If required, may prepare patterns also. Undertakes repair works also.
0011	Charge hand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc. May also handle intricate jobs himself.
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. Examines articles for defects in making and returns the defective work for correction or rejects the same. Checks proper markings and labels according to instructions.
0015	Compressor Attendant/Air Compressor Operator	Operates and services power driven air compressor which generates and supplies compressed air to drive pneumatic tools, hoists and other mechanical equipment. May also undertake minor repairs.

ANNEXURE-IV

0016	Coolie/Mazdoor/ Labourer	Performs various unskilled jobs such as lifting and carrying loads, cleaning and sweeping loom sheds, machine rooms, etc.
0022	Driller	Drills holes in metals according to specifications by means of twist drill or other drilling machines , or by hand.
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.
0025	Engine Room Attendant	Looks after engine room, operates steam engine in the event of failure of electricity.
0026	Fireman	Shovels coal into boiler to generate steam at required pressure. Adjusts steam pressure by regulating feed of coal and water.
0027	Fitter	Sizes metal parts accurately according to drawings by sawing, chipping, filing, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs. May undertake machining operations such as burning, shaping milling etc. He also helps in the erection and maintenance of machines and maintenance of machines and accessories, assembly of parts, fabrication work and pipe line work for the supply of steam, water, air etc. The electric fitter attends to the maintenance and overhauling of motors.
0028	Foreman (Mechanical Electrical)	In - charge of group of workers in his section / department Supervises and guides workers engaged in various metal making and refining processes, controls operations of respective departments such as blast furnace, stock house, steel making, metal drawing and extruding etc. and ensures observance of precautionary measures and correct working procedures. May also handle intricate jobs himself.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and low-skilled jobs.
0036	Loader/Unloader	Loads/ Unloads heavy materials, etc. from wagons and trucks.

ANNEXURE-IV

0037	Maistry/Mistry/ Kangani	Guides & supervises the <i>kangani</i> workers under his charge and does intricate jobs himself. May also attend to breakdowns.
0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0040	Mate/Mukaddam	Supervises and directs the work of a group of mazdoors or unskilled/semi-skilled workers doing such jobs as carrying material/finished products, bottling, packing, and operating different types of machines engines etc.
0041	Mechanic (General)	Attends to installation, repair (General) maintenance and examination of various types of machinery etc.
0043	Mechanic (Motor/ Vehicles/Motor Cycle/Scooter)	Repairs, overhauls and services motor vehicles to keep them in good running order. Also carries out repairs of internal combustion engines.
0045	Oilman	Cleans and Lubricates various types of engines or machinery or looms etc. May make minor adjustment, tighten loose parts and assist machine operators or mechanics.
0046	Packer	Attends to the job of packing finished products. May also operate automatic packing machines.
0047	Painter	Applies decorative or protective coats of paint, varnish, shelloack, anamel. Lacquer or other materials on exterior or interior surfaces, fixtures of glass, metals, wood, blaster, concrete bricks, building boards or other objects.
0052	Plumber	Lays out, assembles, installs and maintains sanitary fittings and fixtures, sewage and drainage system, gas and water pipelines, etc. May do lead burning and dressing of lead pipes and sheet head in construction work and laying of septic tanks.
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 undertake minor repairs and clean, oil and grease the pump.

ANNEXURE-IV

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	Is 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 (Conservancy)	Cleans and sweeps factory premises, toilets and removes garbage.
0067	Switch Board Attendant	Operates and attends to switches and switch gears on switch board to regulate flow of electric current from power house or sub-station to different feeding units.
0069	Tester	Tests the leakage in the empty tins with the help of air and water. Check 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.
0075	Turner	Makes metal articles to required specifications using lathe and cutting tools, cleans and oils machine.
0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0078	Weigher	Weighs material and products to determine whether they conform to the specifications for use in production processes and for purpose of trade and commerce wing balance, platform or floor sides.
0079	Welder	Welds, cuts or fuses metal parts with electric arc or gas flame by hand or machine. May strengthen the joints with molten metal.
0084	Fork Lift Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
0085	Machine Operator/ Machine Man/ Machinist/ Computer Numerical/ Control Operator	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.

0090	Affluent Treatment Plant Operator	Operates the plant to treat the affluent discharged from the factory.
0091	Generator/Turbo Generator Operator	Operates the generator/turbo generator used for producing electricity. May clean and oil machine.
0099	Miscellaneous	Miscellaneous occupations.

INDUSTRY:**MANUFACTURE OF SUGAR**

0101	Cane Feeder	Presses the cane with the help of bamboo when it is in excess in the roller of the mill. Also ensures that the mills are properly fed.
0102	Centrifugal Operator	Operates centrifugal machine for separating sugar crystals from massacuite. May manually feed massacuite into centrifugal machine.
0103	Chuna Man/Lime Kiln Attendant	Supplies juice by operating valves from milk of lime tank to juice heater for mixing it further with raw cane juice for boiling. May add prescribed quantity of milk of lime and sulphur dioxide to raw cane juice.
0104	Clarifier Attendant/ Setting Attendant	Operates clarifier and settling tanks to clarify properly sugar cane juice.
0105	Crystallizer	Tends crystallizer tank to collect hot massaquites received from pans for developing into sugar crystals. Opens valves to discharge massacuites from crystallizer.
0106	Juice Heater Attendant	Operates juice heaters to heat raw juice to required temperature. Also attends to other incidental work.
0107	Magma Maker	Prepares magma (solution) from sugar of massacuites by adding water syrup and molasses and by mechanically stirring from reprocessing.
0108	Pan Man/Pan Attendant	Looks after the boiling of pans and attends to other incidental jobs.

0109	Press Attendant	Operates filter press to filter mud and other sediments from sugarcane juice.
0110	Quadruple Man/ Quadruple Mate/ Evaporator Operator/Vapour Cell Operator	Boils sugarcane juice in evaporators to evaporate excess water till syrup of specified consistency is obtained.
0111	Sulphitation Attendant	Tends sulphitation tanks to purify juice before further processing. Cleans and checks tank equipment and pipeline to maintain to in proper working condition.

INDUSTRY:**MANUFACTURE OF OILS & FATS**

0201	Cool Room Attendant	Looks after the operations of refrigeration unit to get the desired temperature in cool room and bakery fat chilling units.
0202	Electrolyser Attendant	Tends electrolyser and regulates voltage.
0203	Expeller Operator	Tends machine that presses oil seeds, such as cotton seed copra, castor seed, etc. to extract oil.
0204	Filler Pressman	Operates filter press machine to filter solutions.
0205	Seamer	Seams tins on machines.
0206	Plant Operator	Maintains and repairs main plant, compressor, condenser, cooling tower and booster, etc.

INDUSTRY:**PROCESSING OF EDIBLE NUTS**

0301	Drier Worker	Places trays with kernels in the Borma (Drier) or hot chamber, rakes them from time to time and takes them out when dried. Also keeps Borma at required temperature by feeding fuel to the fire pit.
0302	Peeler	Peels the testa of cashew kernels by hand and sorts out the primary grades.
0303	Roaster	Roasts Cashewnuts by drum roasting, sizing, moistering or by oil bath roasting method.

0304	Scrubber	Scrubs roasted nuts with the help of a piece of gunny cloth and ash in order to clean oil stickening on them before shelling.
0305	Sheller	Breaks the shells of roasted nuts with the use of a mallet or cuts open the shells of roasted nuts with cutting machine and extract the kernels.
0306	Grader	Attends to the work of sorting out the kind of different sizes and colour/quality.

INDUSTRY:**TOBACCO PRODUCTS**

0401	Blender	Mixes various grades and kinds of tobacco leaves in accordance with formula to form blend of distinctive flavours. May spray tobacco with oils, cloves and other spices and kneads tobacco to blend for getting the desired flavour.
0402	Casemaker	Cuts cardboard pieces to required size and shape, folds ends and joints to make cigarette packets.
0403	Feeder and Receiver	Feeds conditioned /cured tobacco into the cigarette making machine, keeps the machine and working place clean.
0404	Gum Maker	Prepares paste from gum or other pasting materials.
0405	Stitching Operator	Stitches the cases on the bottom side by stitching machine for filling the cartons.
0406	Operator	Operates all types of machines in preparing the cigarettes.

INDUSTRY:**PAPER AND PAPER PRODUCTS**

1101	Bambo Feeder/ Bamboo Man/ Chipping Machine Man	Feeds and operates machine to cut logs, wooden blocks, Bamboo, etc., into similar places for making pulps.
1102	Beater Man/ (Beater Operator/ Madhani Wala)	Operates machines that mixes, beats, hydrates pulps and other ingredients used in making paper.
1103	Blade Sharpening Mistry	Sharpens the blades of various kind of cutting machine.
1104	Bleaching Machine Operator	Operates bleaching equipment that bleaches materials, such as wood pulps, rags, and straw or water paper pulp. Keeps regular check on pulp water, back water operating valves chlorine flow. May prepare bleaching solutions.
1105	Cutter/Cutter Man/ Guillotine Man	Cuts paper or sheets to desired size on cutting machine. Cleans and oils machine.
1106	Digester Operator/ Digester Jamadar/ Digester	Operates boiler (Cooker) to convert raw material into paper pulp. Supervises charging of cooker with ingredients such as wood, chips, rags, operates valves of liquor for introducing steam to raise temperature and pressure inside the digester.

1107	Dryer Man/Drying Cylinder Man/ Operator II/ Assistant Operator	Operates the machine in which paper is dried, calendered and wound on reels, maintains temperature of the drier rollers and pressure of calender rollers.
1108	Machine Man	Operates section of machine in which wet pulp, fed on an endless wire mesh belt, is formed into paper.
1109	Rewinding Machine Operator	Operates the rewinding machine for loading and unloading the paper rolls. Reject the finished reels from the rewinder and writes on each reel the size and specification, etc. Cuts the cares according to reel sizes and fits the same on the unwind shaft.
1110	Finisher	Removes defective sheets and jobs the paper, counts the papers and packs them into quarterly, half, full ream.
<u>INDUSTRY:</u>		<u>PRINTING AND PUBLISHING</u>
1201	Binder/Book Binder/Binding Machine Operator	Assembles printing or written pages in the form of books, magazines, lodgers etc., by performing various operations connected with book binding such as reeling, perforating, cutting, stitching etc.
1202	Block Maker/Plate Maker/Die Caster/ Rotary Caster/ Mono Caster/Stereo Block Caster/Stereo Assistant	Prepares stereo plates, photopolymer plates flat printing by operating casting machine. Dries matrix and places it in correct position in casting box. Cleans and oils machine. Also maintains records of the material required in the department.
1203	Compositor/ (Assembler/ Compositor Reservist)	Sets type by hand for printing. Picks up type from case and assembles into works and lines in composing stick. Arranges even spacing of lines. Transfers composed matter to galley. Revises composed matters according to corrections made in proof. May also make up matter by positioning blocks and arranging type for effective display.
1204	Copy Holder/ Reader/Proof Reader	Reads manuscript aloud to proof reader to enable him to make corrections in proof.
1205	Counter	Counts number of units of raw materials, products or other articles received, transferred or produced.
1206	Cutting Machine Man/Machine man/	Cuts paper or card board sheets to desired size on cutting machine, guillotine machine. Cleans and oils the machine.

Cutter/Cutting Man		
1207	Etcher/Line Ether/Photo Engraver/Retoucher	Etches designs on surface of photographically printed or photographically engraved printing rollers and plates. Sensitizing screening of carbon tissue. Operates transferring machine, prepares acid solution. Also attends to chemical cleaning of cylinder.
1208	Feeder/Flyman Paper Gogger/Paper Feeder	Feeds paper filled up on feeding platform into machine for printing and checks flow of paper sheets into machine and regulates speed of feeding.
1209	Impositor Imposer/ Lock-up-Man	Remove composed matter from galley and arranges it on imposing stone in prescribed pattern. Fixes spacing of margin using wooden chips, loads and hammer and loads and hammer and locks matter in chase.
1210	Lino Barman/Line Cleaner/Lino Baller /Lino Assistant/ Line type Attendant /Lino Attendant/ Barman	Cleans space band, mould surface and metal pot of Lino type setting machine with wire brush applying graphite with rag to remove metallic particles and dust to prevent clogging during operation.
1211	Mono/Lino/Photo/ Operation/Intertype Setting Machine Operator/ Composing Machine Operator	Operates keyboard of line-type setting or inter-type setting machine to cast lines of type called slugs. Attends to bar changing of liner, measure, body and type face and feeding of metal whenever necessary select the right type face and size according to the style follower in the press.
1212	Ludlow Operator	Assembles (Ludlow) metries by hand from the type cases on a stick and justified them as specified in copy. Fixes the stick along with the set matrices on the casting board of the machine. Feeds the metal whenever required and regulates the temperature. Also clean and lubricate the machine.
1213	Machine Inker/ Press Inker /Ink Man/Press Man	Fills ink through on printing machine with liquid ink and applies ink manually with roller an type set in hand press.
1214	Machine Man (Photogravure)	Operates high-speed multi-colour gravure machine. Sets impression roller. Prepares and sets doctor blades and ensures correct fold and correct viscosity of ink.
1215	Offset Printing Machine Operator/ Litho Printer	Operates offset printing press in which impression from plate is first received on rubber blanket and then transferred to paper.

1216	Paste Up Man	Collects various outputs and pastes up on dummy pages as per the instructions layout.
1217	Senior Machine Man/Rotary Operator / Machine Minder Rotary Printing Colour Printer	Sets and operates rotary printing machine that prints on continuous roll of paper by means of steredotype plates locked in a revolving cylinder. Fills ink fountain and regulates flow of ink on inking rollers, adjusts rollers and paper folding and cutting mechanism keeps record of production.

INDUSTRY:

DAIRY(MILK)PRODUCTS

4701	Cold Storage Attendant	Receives the finished products and keeps them in the cold storage for freezing. Also issues the products as per order for dispatch.
4702	Dairy Product Processor	Performs all or several tasks in preparation of various dairy products. Pasturises raw milk or other diary products to remove harmful bacteria. Separates cream form milk and churns it into butter.
4703	Filler Production Operator	Attends to filling of ice cream in cups and boxes and packing thereof manually and mechanically.
4704	Ice Cream Maker	Makes Ice Cream by mixing milk, sugar, fruits and other ingredients and by freezing mixture in freezing machine. Measures and mixes ingredients according to recipe.
4705	Plant Operator	Maintain and repairs main plant, compressor, condenser, cooling tower and booster etc.
4706	Refrigeration Mechanic	Maintain and repairs the freeze cabins by replacing defective parts, replacing coil insulation requiring electrical coil connection and soldering etc.
4707	Washer	Attends to cleaning of different types of vessels, trays , etc. required in production department.

INDUSTRY:

MANUFACTURE OF SOFT DRINKS

4801	Ammonia Compressor Operator	Operates ammonia compressor and auxiliary unit for making ice by freezing water. Examines thermometers, pressure gauges and other instruments to ascertain the working condition of plant. Maintains prescribed record of meter readings cleans equipments and performs other tasks to keep system in good running order.
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ANNEXURE-IV

4802	Bottle Washer	Operates bottle washing machine for washing empty, used or dirty bottles. Arranges for collection of empty used or dirty bottles from godown to washing machine, adds prescribed quantity of chemicals to water in washing tanks. May check bottles at delivery end of machine and remove damaged, defective and unclean bottles.
4803	Bottle Sorter	Sorts empty bottles, brandwise, picks up other company's defective bottles and also sends the dirty bottles for washing.
4804	Crownman	Operates automatic or semi-automatic machine to crown filled bottles. Feeds crowns in crowning machine hopper.
4805	Filling Machine Operator	Operates the automatic filling machine to fill bottles with syrup and carbonated water. Watches operations and readings of gas and oil pressure, water temperature and speed meter. Also removes stuck up and defective bottles.
4806	Level Checker	Checks the standard level of the filled bottles and picks up the high/low level bottles from conveyor belt and also remove the bottles which contain the foreign matter in the syrup.
4807	Mixing Attendant/ Syrup Maker	Prepares syrups of different flavours for making sweet aerated drinks by mixing and boiling ingredients.
4808	Refrigeration Mechanic	Maintains and repairs freeze cabins by replacing defective parts, refitting coils, insulating, requiring electrical connections and soldering etc.
4809	Chemist	Conducts chemical analysis of samples to determine composition strength or conformity with prescribed standards.

INDUSTRY:

MANUFACTURE OF PLASTIC ARTICLES

5401	Tablet Machine Operator/Rotary Performer	Tends tablet machine that compresses plastic powder into pellets of biscuits of specified weight and shape for use in moulding plastic products.
5402	Extruding Machine / Setter / Operator	Sets, adjusts and operates die and extrusion machine to form dry or dough like plastic into continuous rod, tube, strip or similar shape of desired dimensions.
5403	Injection Moulding Machine Operator/ Compressor Moulding Machine	Sets up and operates injection or compressor moulding machine to cast products from thermoplastic materials.

Operator		
5404	Moulder (Hand)	Moulds plastic sheets into desired shape in hand moulding press.
5405	Bottle Blowing/ Vacuum Plastic Forming Machine Operator	Feeds thermo plastic material into happer and operates bultons and leaves of bottle blowing machine to extrude tube like material and pumps on to shape it into form of mould. Also tend machine that moulds. Thermo plastic sheets into products such as automobile piller parts, nose pieces, rare quarter panel covers and toys.
5406	Cementer/ Assembler	Joins plastic sheets of moulded parts with solvents still plater of screws etc. May assemble parts on jig and secure them in position with clamps.
5407	Finisher	Shapes, finishes or assembles plastic objects such as goggle frames, containers in expensive camera boxes, performing variety of repetitive, routine hand or machine operations which do not require careful workmanship.

CONFIDENTIAL

Original

Substituted

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

Block-I Identification Particulars

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

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

12. Complete Postal Address with Name of Person Contacted

13. E-mail address and Phone No. _____

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

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

Sample Sl. No.

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 & 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-IV DEARNESS ALLOWANCES*

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)

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

Code	Number
Code	Number

Code	Number
Code	Number
Code	Number

Any other Series

- 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)

<input type="text"/>	<input type="text"/>	<input type="text"/>
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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.

BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS											
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 & Children-4.

**Regular-1, Contract-2 & Casual-3.

***Time-Rated-1 & Piece-Rated-2,

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

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

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

FOR FIELD OFFICER ONLY

1. Name of the Field Officer _____

2. Date of investigation

From _____ To _____

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

4. Signature of the Field Officer

Comments/Remarks

--	--

A. FOR SUPERVISING OFFICER ONLY

5. Name of the Supervising Officer _____

6. Date of receipt of Schedule _____

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

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

Comments/Remarks

--	--

BLOCK-VII FOR HEADQUARTER USE ONLY

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

Comments/Remarks

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

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

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

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

ANNEXURE-VI

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

ANNEXURE-VI

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
2018	<u>PDLB-681</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Five Textile Industries	555.00
2018	<u>PDLB-682</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Textile Garments Industry	405.00
2018	<u>PDLB-678</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Three Plantation Industries	359.00
2018	<u>PDLB-680</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Tea Processing Industry	301.00
2018	<u>PDLB-677</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Four Mining Industries	483.00
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
2018	<u>PDLB-684</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Nine Manufacturing Industries	712.00

NS = Not for Sale

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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

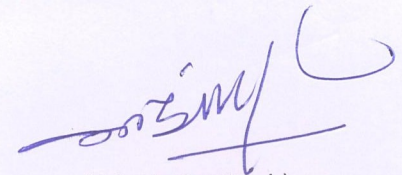
2. Terms of References:

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)**.



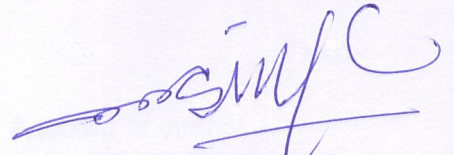
(Mohinder Singh)
Section Officer

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

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Deputy Director General

Shri Kailash G. Sharma
Director

Shri Ashok Kumar
Deputy Director

Ms Anu Verma
Assistant Director

Shri Rajiv Kumar
Assistant Director

Shri B. K. Dutta
Assistant Director

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Smt Dolly Sood

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Smt Om Kalia	Investigator	Gr.II
Smt Madhu Sharma	Investigator	Gr.II
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Sh Balbir Singh	Investigator	Gr.II
Sh Jitender Kumar Yadav	Investigator	Gr.II
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.....about the Labour Bureau

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