

Occupational Wage Survey Seventh Round



REPORT ON TEN ENGINEERING INDUSTRIES



सत्यमेव जयते

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



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

REPORT

ON

**TEN ENGINEERING INDUSTRIES
(July 2017 – December 2017)**

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

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 Ten Engineering Industries (Ship Building, Locomotives, Motor Vehicles, Motor Cycles, Bicycles/Rickshaws, Aircrafts, Domestic Appliances, Televisions, Computers and Watches) 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 Ten Engineering Industries at different places for extending their whole hearted cooperation enabling Labour Bureau in timely collection of data. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution of the survey as well as in preparation of the present Report. I would also like to thank the Chairman and the members of the Technical Advisory Committee, constituted by the Ministry for examining the various technical aspects of OWS, for providing useful inputs in the finalization of the report.

Suggestions for further improvement in the OWS reports are welcome.

Amar Singh
Director General

Chandigarh
July, 2018

CONTENTS

	Subjects	Page
	Main Findings of the Survey	1-4
CHAPTER-I	Introduction	5-13
1.1	Genesis of the Survey	5-6
1.2	Objectives of the Survey	6
1.3	Selection of Industries	6
1.4	Scope and Coverage	7
1.5	Geographical Stratification	7-9
1.6	Sampling Design and Estimation Procedure	9-10
1.7	Selection of Occupations	10
1.8	Field Investigation and Reference Period	10-11
1.9	Collection of Data and Schedule	11
1.10	Coverage of Units and Sample Size	11-13
CHAPTER-II	STRUCTURE OF WORK-FORCE	14-25
2.0	Introduction	14
2.1	Distribution of Workers	14-15
2.2	Distribution of Work-Force by Sexage	16-17
2.3	Distribution of Work-Force by System of Wage Payment	17-18
2.4	Work-Force in Major Occupations	19-22
2.5	Trend in Composition of Work Force by Sexage and System of Wage Payment	23
2.6	Percentage Distribution of Work Force in different Occupations and Industries by Sexage	24-25
CHAPTER-III	WAGE RATES AND DEARNESS ALLOWANCES	26-40
3.0	Introduction	26
3.1	Wage Rates	26
3.2	Average Daily Wage Rates by Industries	26-27
3.3	Average Daily Wage Rates by Sexage	28-32
3.4	Average Daily Wage Rates by System of Payment	33-34
3.5	Average Daily Wage Rates by Occupation and Sexage	34-35
3.6	Trend in Wage Rates and Real Wage Rates	35-36
3.7	Dearness Allowance	37
3.8	Extent of Dearness Allowances Payment	37
3.9	Extent of Employees Receiving Dearness Allowances	38
3.10	Percentage Distribution of Units Paying DA by Criterion for Payment of DA	38-40

CHAPTER-IV	PAY ROLL EARNINGS	41-49
4.0	Introduction	41
4.1	Average Daily Earnings by Sexage	41-42
4.2	Average Daily Earnings by System of Wage Payment	43-44
4.3	Average Daily Earnings by Components	44
4.4	Distribution of Workers by Levels of Average Daily Earnings	45
4.5	Distribution of Workers and Total Wage Bill by Occupation	45-46
4.6	Average Daily Earnings by Occupation and Sexage	46-47
4.7	Average Daily Earnings by Occupations, Sexage and System of Payment	48
4.8	Earnings by Occupations and Components of Earnings	48
4.9	Trend in Average Daily Earnings and Real Earnings of Workers	48-49
CHAPTER-V	SPECIAL TABLES	50-52
5.1	Coefficient of Variation for Wage Rates	50
5.2	Coefficient of Variation OF Average Daily Earnings by Occupations and Between Strata	51
5.3	Weighting Diagram for Wage Rate Index Number	52
5.4	Limitations of the Survey	52

LIST OF TABLES

1.1	Coverage of Units and Percentage Share of Units in Sample to the Frame	53-54
2.1	Category-wise Employment Distribution in Industries	55-56
2.2	Percentage Distribution of Work-Force by Sexage	57-58
2.3	Percentage Distribution of Work-Force by System of Wage Payment	59-60
2.4	Percentage Distribution of Workers in Different Industries by Occupation	61-64
2.5	Trend in Composition of Workers by Sexage and System of Wage Payment	65-66
2.6	Percentage Distribution of Workers in Different Occupations by Sexage	67-77
2.7	Percentage Distribution of Workers in Different Occupations by System of Wage Payment	78-88

3.1	Average Daily Minimum and Maximum Wage Rates in Industries	89-90
3.2	Average Daily Wage Rates of Workers in Industries by Sexage	91-92
3.2(a)	Average Daily Minimum Wage Rates of Workers in Industries by Sexage	93-94
3.2(b)	Average Daily Maximum Wage Rates of Workers in Industries by Sexage	95-96
3.3	Average Daily Wage Rates of Time-Rated Workers in Industries by Sexage	97-98
3.3(a)	Average Daily Minimum Wage Rates of Time-Rated Workers in Industries by Sexage	99-100
3.3(b)	Average Daily Maximum Wage Rates of Time-Rated Workers in Industries by Sexage	101-102
3.4	Average Daily Wage Rates of Workers in Industries by Occupation and Sexage	103-113
3.4(a)	Average Daily Minimum Wage Rates of Workers in Industries by Occupation and Sexage	114-124
3.4(b)	Average Daily Maximum Wage Rates of Workers in Industries by Occupation and Sexage	125-135
3.5	Average Daily Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	136-146
3.5(a)	Average Daily Minimum Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	147-157
3.5(b)	Average Daily Maximum Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	158-168
3.6	Trend in Average Daily Wage Rates and Real Wage Rates of Workers	169-171
3.7	Percentage of Units Paying Dearness Allowance, Utilization of Consumer Price Index Numbers, Base Years and Scope	172-174
3.8	Percentage of Employees (Manual and Non-Manual) Receiving Dearness Allowance	175-176
3.9	Percentage Distribution of Units Paying Dearness Allowance by System of Payment	177-178
4.1	Average Daily Earnings of Workers by Sexage	179-180
4.2	Average Daily Earnings of Time-Rated Workers by Sexage	181-182
4.3	Average Daily Earnings of Workers by System of Payment	183-184
4.4	Average Daily Earnings of Workers by Components	185-187
4.5	Percentage Distribution of Workers Receiving Earnings per Day by Size Class of Daily Earnings	188-189
4.6	Distribution of Workers and Total Wage Bill by Occupation	190-199
4.7	Average Daily Earnings of Workers by Occupation and Sexage	200-210
4.8	Average Daily Earnings of Time-Rated Workers by Occupation and Sexage	211-221

4.9	Average Daily Earnings of Workers by Occupation and System of Payment	222-231
4.10	Average Daily Earnings of Workers in Different Occupations by Components	232-246
4.11	Trend in Average Daily Earnings and Real Earnings	247-249
5.1	Coefficient of Variance of Average Wage Rates by Stratum	250-251
5.2	Coefficient of Variation of Average Daily Earnings by Stratum	252-253
5.3	Coefficient of Variation of Average Daily Earnings by Occupation	254-263
5.4	Occupational Employment and Mean Wage Rates of Sample Workers by Industry/Stratum	264-304

ANNEXURES

I	List of 56 Industries Selected for Coverage under Occupational Wage Survey (Seventh Round)	305-309
II	Concepts and Definitions	310-319
III	Sampling Design and Estimation Procedure of the Survey	320-324
IV	List of Occupations with Brief Job Descriptions for Ten Engineering Industries	325-337
V	Occupational Wage Survey Schedule	338-348
VI	List of Reports brought out by Labour Bureau on Occupational Wage Surveys	349-353
VII	Composition of Technical Advisory Committee	354-355
VIII	List of Officers/Officials Associated with the Occupational Wage Survey Report	356

MAIN FINDINGS OF THE SURVEY

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

INTRODUCTION

1. Alongwith many other industries, the seventh round of Occupational Wage Survey covered Ten Engineering Industries, viz., Ship Building, Locomotives, Motor Vehicles, Motor Cycles, Bicycles/ Rickshaws, Aircraft, Domestic Appliances, Television, Computer and Watches. The present report relates to these ten engineering industries.
2. The field work for Ten Engineering Industries was carried out during July, 2017 to December, 2017.
3. Information was collected from 1081 sample units, which accounted for 11.94 percent of the total number of units (9052) in the frame.

STRUCTURE OF WORK FORCE

4. The total number of workers in Ten Engineering Industries is estimated to be 12.90 lakhs. Out of these, 10.18 lakh workers were manual workers (78.87 percent) and remaining 2.72 lakh workers were non-manual (21.13 percent).
5. Out of 12.90 lakh workers employed in the Ten Engineering Industries, Motor Vehicles had maximum share (72.46 percent) in the total workforce, followed by Motor Cycles (14.30 percent), Domestic Appliances (5.47 percent), Locomotives (2.42 percent), Bicycles/Rickshaws (1.67 percent), Television (0.98 percent), Computer (0.90 percent), Aircraft (0.71 percent), Watches (0.58 percent) and Ship Building (0.51 percent).
6. Out of the total 10.18 lakh manual workers in Ten Engineering Industries, men workers constituted 91.39 percent, whereas the remaining 8.61 percent were women. None of the engineering industries reported employment of adolescent or children workers during the survey.
7. All workers were employed by the time-rated system of payment. None of the units reported piece-rated system.
8. The highest percentage of total work force was employed as Helper (31.85 percent), followed by Machine Operator/Machinist and Assembler occupations with a share of 20.15 percent and 6.87 percent, respectively.

WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rates of men and women workers for all the engineering industries combined together were Rs. 428.48 and Rs. 314.19, respectively. The average daily wage rates for all

the workers of all the engineering industries worked out to be Rs. 418.64.

10. The average daily wage rates worked out to be Rs. 550.35 in Ship Building Industry, Rs. 407.14 in Locomotives Industry, Rs. 422.53 in Motor Vehicles Industry, Rs. 421.01 in Motor Cycles Industry, Rs. 337.63 in Bicycles/Rickshaws Industry, Rs. 523.43 in Aircraft Industry, Rs. 390.38 in Domestic Appliances Industry, Rs. 351.04 in Television Industry, Rs. 407.94 in Computer Industry and Rs. 346.17 in Watch Industry.
11. The average daily wage rates of women workers were less than that of the men workers in all the Engineering Industries, except in Ship Building Industry. The average daily wage rate of women workers was higher than that of their men counterparts in 3 occupations in Ship Building Industry, 3 occupations in Locomotives Industry, 1 occupation in Motor Vehicles Industry, 4 occupations in Motor Cycles Industry, 4 occupations in Aircraft Industry, 4 occupations in Domestic Appliances Industry, 7 occupations in Television Industry, 6 occupations in Computer Industry and 8 occupations in Watches Industry.
12. In each of the Ten Engineering Industries, a substantial variation was observed in the average daily wage rates among workers in different occupations. The occupations with highest and lowest average daily wage rates in different industries were as follows:
 - Ship Building Industry: Plater (Rs. 797.05) and Instrument Mechanic (Rs. 218.50);
 - Locomotives Industry: Lifter (Rs. 1032.69) and Carpenter (Rs. 134.61);
 - Motor vehicles Industry: Assembler (Rs. 993.47) and Sheetmetal Worker (Rs. 215.00);
 - Motor Cycles Industry: Fireman (Rs. 621.44) and Lineman (Rs. 181.50);
 - Bicycles/Rickshaw Industry: Grinder (Rs. 846.15) and Loader/Unloader (Rs. 259.50);
 - Aircrafts Industry: Instrument Mechanic (Rs. 1347.58) and Plumber (Rs. 142.50);
 - Domestic Appliances Industry: Plumber (Rs. 1436.53) and Shaper Machine Operator (Rs. 228.54);
 - Television Industry: Fitter (Rs. 685.30) and Apprentices/Trainees (Rs. 158.31);
 - Computer Industry: Compressor Operator (Rs. 788.46) and Fork Lift Operator (Rs. 174.16);
 - Watches Industry: Machine Operator/Machinist (Rs. 595.12) and Polisher (Rs. 216.88).
13. The highest change in real wage rates during seventh round (2016) as compared to that in the sixth round (2007) was observed at 51.76 percent in the Ship Building Industry, followed by 30.94 percent in Bicycles/Rickshaws Industry, 27.92 percent in Aircraft Industry, 13.55 percent in Motor Vehicles Industry, 8.32 percent in Locomotives Industry, 6.15 percent in Computer Industry, 0.15 percent in Motor Cycles Industry, -11.69

percent in Domestic Appliances Industry and -44.52 percent in Watches Industry. There was no change observed in real wage rate of Television Industry.

14. Dearness allowance as a separate component of wages/salaries was paid in 15.53 percent of units covering 16.69 percent of the workers in Ten Engineering Industries.
15. Among different Engineering Industries, 19.35 percent units in Ship Building Industry, 14.32 percent units in Locomotives Industry, 17.61 percent units in Motor Vehicles Industry, 18.58 percent in Motor Cycles Industry, 0.84 percent in Bicycles/Rickshaws Industry, 31.43 percent in Aircraft Industry, 10.02 percent in Domestic Appliances Industry, 29.17 percent in Television Industry, 20.55 percent in Computer Industry and 9.00 percent units in Watches Industry were paying dearness allowance to their employees.

PAYROLL EARNINGS

16. The overall average daily earnings of men, women and all workers in the Ten Engineering Industries worked out to Rs. 558.84, Rs. 332.63 and Rs. 539.36, 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 male counterparts.

To illustrate further, women workers were employed in 6 out of 40 occupations in the Ship Buildings Industry, 8 out of 62 occupations in Locomotives industry, 28 out of 54 occupations in Motor Vehicles Industry, 20 out of 60 occupations in Motor Cycles Industry, 6 out of 39 occupations in Bicycle/Rickshaws Industry, 15 out of 39 occupations in Aircraft Industry, 23 out of 51 occupations in Domestic Appliances Industry, 14 out of 23 occupations in Television Industry, 17 out of 38 occupations in Computers Industry and 25 out of 41 occupations in Watches Industry.

The occupations where women's average daily earnings higher than their men counterparts were 3 occupations in Ship Buildings Industry (Coolie/Mazdoor, Helper and Supervisor); 3 occupations in Locomotives Industry (Loader/Unloader, Sweeper and Winder); 2 occupations in Motor Vehicles Industry (Compressor Operator and Shaper Machine Operator); 4 occupations in Motor Cycles Industry (Helper, Packer, Sweeper and Miscellaneous); 2 occupations in Bicycles/Rickshaws Industry (Driller and Packer); 3 occupations in Aircraft Industry (Sweeper, Storekeeper and Aircraft Erector); 4 occupations in Domestic Appliances Industry (Assembler, Sorter, Sweeper and Apprentice/Trainees); 4 occupations in Television Industry (Assembler, Attendant-Q Control, Cabinet Fitter and Examiner-Gr.II); 6 occupations in Computer Industry (Coolie/Mazdoor, Packer, Storekeeper, Apprentice/Trainees, Instrument Fitter and Miscellaneous) and 13 occupations in Watches Industry (Assembler, Carpenter, Gas Cutter, Grinder, Painter, Pattern Maker, Press Man, Sheetmetal

Worker, Sweeper, Watchman, Winder, Machine Operator/Machinist and Operator).

18. The average daily earnings of men workers were the highest at Rs. 878.96 in Aircraft Industry, followed by Rs. 625.21 in Ship Building Industry. Similarly, the average daily earnings of women workers was the highest at Rs. 928.53 in Ship Building Industry, followed by Rs. 553.40 in Aircraft Industry, whereas the lowest average daily earnings of women workers was at Rs. 226.40 in Bicycles/Rickshaws Industry.
19. The highest average daily earnings in different occupations were reported for Plater (Rs. 1089.15) in Ship Building Industry; Lifter (Rs. 2460.49) in Locomotives Industry; Assembler (Rs. 1556.85) in Motor Vehicles Industry; Fireman (Rs. 1659.31) in Motor Cycles Industry; Grinder (Rs. 733.33) in Bicycles/Rickshaws Industry; Instrument Mechanic (Rs. 1670.18) in Aircraft Industry; Chargehand (Rs. 1306.61) in Domestic Appliances Industry; Fitter (Rs. 1285.95) in Television Industry; Chargehand (Rs. 1219.90) in Computer Industry and Fitter (Rs. 594.66) in Watch Industry.

On the other hand, the lowest average daily earnings were reported for Instrument Mechanic (Rs. 218.50) in Ship Building Industry; Boiler Attendant (Rs. 200.00) in Locomotives Industry; Sheetmetal Worker (Rs. 187.78) in Motor Vehicles Industry; Plater (Rs. 240.67) in Motor Cycles Industry; Loader/Unloader (Rs. 224.57) in Bicycles/Rickshaws Industry; Packer (Rs. 362.20) in Aircraft Industry; Shaper Machine Operator (Rs. 228.55) in Domestic Appliances Industry; Storekeeper (Rs. 324.85) in Television Industry; Welder (Rs. 259.85) in Computer Industry and Miscellaneous (Rs. 205.81) in Watch Industry.

20. Basic wages and dearness allowance accounted for 70.20 percent of total average daily earnings.
21. The average daily earnings of about 41.44 percent of workers were in the range of Rs. 250.01 to Rs. 375.00 per day, followed by 23.21 percent workers between Rs. 375.01 to 500.00.
22. The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2007) has been observed at 59.72 percent in Ship Building Industry, followed by 18.88 percent in Television Industry, 12.79 percent in Locomotives Industry, 11.74 percent in Computer Industry, 6.29 percent in Motor Vehicles Industry, 5.32 percent in Aircraft Industry, 3.90 percent in Bicycles/Rickshaws Industry, -19.27 percent in Domestic Appliances Industry, -20.11 percent in Motor Cycles industry and -38.65 percent in Watch Industry.

CHAPTER-I

INTRODUCTION

1.1 GENESIS OF THE SURVEY

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

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

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

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

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

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

- a. Ship Buildings,
- b. Locomotives,
- c. Motor Vehicles,
- d. Motor Cycles,
- e. Bicycles/Rickshaws,
- f. Aircrafts,
- g. Domestic Appliances,
- h. Televisions,
- i. Computers; and
- j. Watch.

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 Ten Engineering Industries has been prepared.

1.3 SELECTION OF INDUSTRIES

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

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

Out of 56 industries covered under the 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 Ten Engineering Industries extends to all the Engineering Industries registered under Sections 2m(i) and 2m(ii) of the Factories Act, 1948. Sections 2m(i) and 2m(ii) of the Act refer to the establishments using power and employing 10 or more workers and those not using power and employing 20 or more workers on any day of the preceding 12 months, respectively.

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

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

'Worker' means a person employed, directly or through any agency (including a contractor), with or without the knowledge of the principal employer, whether for remuneration or not, in any manufacturing process or in cleaning any part of machinery or premises used for manufacturing process or in any other kind of work incidental to, or connected with, the manufacturing process or the subject of the manufacturing process (but does not include any member of the armed forces of the Union). However, detailed definition of 'Worker' in accordance with the different Acts covered under the survey is presented in Annexure-II.

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

1.5 GEOGRAPHICAL STRATIFICATION

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

Sl. No.	Industry	Stratum
1.	Ship Building	1. West Bengal 2. Gujarat 3. Maharashtra 4. Goa

Sl. No.	Industry	Stratum
		5. Kerala 6. Tamil Nadu 7. Residual (Punjab, Haryana, U.P, Jharkhand, Odisha, Daman & Diu, A.P, Karnataka and Puducherry)
2.	Locomotives	1. Uttar Pradesh 2. West Bengal 3. Maharashtra 4. Residual (H.P, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, Bihar, Meghalaya, Assam, Jharkhand, Odisha, Chhattisgarh, M.P, Gujarat, A.P, Karnataka, Kerala and Telangana)
3.	Motor Vehicles	1. Haryana 2. Maharashtra 3. Tamil Nadu 4. Residual (H.P, Punjab, Uttarakhand, Delhi, Rajasthan, U.P, West Bengal, M.P, Gujarat, A.P, Karnataka, Goa and Telangana)
4.	Motor Cycles	1. Punjab 2. Uttarakhand 3. Haryana 4. Uttar Pradesh 5. Maharashtra 6. Residual (H.P, Delhi, Rajasthan, West Bengal, Odisha, Gujarat, Karnataka and Tamil Nadu)
5.	Bicycles/Rickshaws	1. Punjab 2. Uttar Pradesh 3. Residual (Chandigarh, Haryana, Delhi, West Bengal, M.P, Gujarat, Maharashtra and Tamil Nadu)
6.	Aircraft	4. All India

Sl. No.	Industry	Stratum
7.	Domestic Appliances	<ol style="list-style-type: none"> 1. Himachal Pradesh 2. Maharashtra 3. Tamil Nadu 4. Telangana 5. Residual (Punjab, Uttarakhand, Haryana, Delhi, U.P, West Bengal, M.P, Gujarat, Daman & Diu, Karnataka, Goa and Puducherry)
8.	Television	<ol style="list-style-type: none"> 1. Uttarakhand 2. Uttar Pradesh 3. Gujarat 4. Maharashtra 5. Residual (J&K, H.P, Punjab, West Bengal, M.P, Karnataka and Tamil Nadu)
9.	Computer	<ol style="list-style-type: none"> 1. Himachal Pradesh 2. Uttar Pradesh 3. Maharashtra 4. Karnataka 5. Residual (Uttarakhand, Haryana, Delhi, Rajasthan, West Bengal, Gujarat, Daman & Diu, Goa, Tamil Nadu, Puducherry and Telangana)
10.	Watches	<ol style="list-style-type: none"> 1. Himachal Pradesh 2. Uttarakhand 3. Gujarat 4. Karnataka 5. Tamil Nadu 6. Residual (J&K, Punjab, Haryana, Delhi, Rajasthan, U.P, West Bengal, Daman & Diu, Maharashtra and Goa)

1.6 SAMPLING DESIGN AND ESTIMATION PROCEDURES

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

- a. A two stage sampling design was adopted. The selection of units was the first stage, whereas, the selection of the workers employed in different occupations in the selected units formed second stage.

- b. The sample was designed in such a way that the permissible error in the average maximum wage rate would be 5 percent with 95 percent confidence interval. For the purpose of statistical exercise, average maximum wage rate was derived as weighted average of maximum wage rate of all the occupations in each of the sample units covered during the Sixth Round. The weights were the number of workers employed in the different occupations in the sample units.
- c. The sample size so determined was allocated in the strata of the industry in proportion of its share of units in the frame.
- d. The frame in each stratum was further divided into two size classes, viz. Upper Size Class and Lower Size Class on the basis of the average daily employment in engineering industries at the national level. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.
- e. For the purpose of obtaining estimates in respect of the pay roll earnings of workers in each occupation, a predetermined sample of workers (see Para 1.3, Annexure-III) belonging to each category of sexage 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 Ten Engineering Industries was prepared on the basis of pilot survey conducted for the purpose, wherein, two sample units were selected from each industry. On the basis of the list of occupations prepared in Sixth Round, the lists of occupations including job description were updated for the current round of OWS. The occupations, which accounted for the bulk of the workforce in each sampled unit, were listed. The occupations, which did not feature in the list but were listed in the sample units, were clubbed together and designated as the 'Miscellaneous' occupation. The list of occupations along with the job description is presented in Annexure-IV.

1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

The field work for Ten Engineering Industries was launched during July, 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 Engineering Industries. Wage period ending on the

reference date or a period wherein the reference date falls was taken as the reference period for the collection of data under the survey.

1.9 COLLECTION OF DATA AND SCHEDULE

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

The Technical Committee on OWS comprising 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 Engineering Industries. A total of 9052 units constituted the overall frame for Ten Engineering Industries. Out of these, 1081 units were selected in the sample, which accounted for 11.94 percent of the total units in the frame. The percentage of units in sample to frame was 65.59 percent in Ship Building Industry, 29.19 percent in Locomotives Industry, 2.68 percent in Motor Vehicles Industry, 24.12 percent in Motor Cycles Industry, 14.55 percent in Bicycles/Rickshaws Industry, 65.71 percent in Aircraft Industry, 23.38 percent in Domestic Appliances Industry, 39.58 percent in Television Industry, 50.68 percent in Computer Industry and 63.00 percent in Watches Industry.

It may be mentioned here that the number of units in the ten engineering industries has increased sharply from 3140 frame units in Sixth Round (2007) to 9052 frame units in Seventh Round (2016). However, the number of frame units in Computer Industry declined from 464 frame units in sixth round to 146 frame units in seventh round. Hence, there is a possibility of mismatch in the coverage of Ten Engineering Industries in the two rounds. Furthermore, the coverage of Refrigerators & Air conditioners were further enhanced and regrouped as Domestic Appliances Industry whereas, TV & Teleprinters were regrouped as Television Industry. Therefore, there is divergence in the estimates compiled in seventh round as compared to sixth round and hence, users must be cautious in analyzing the results.

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

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

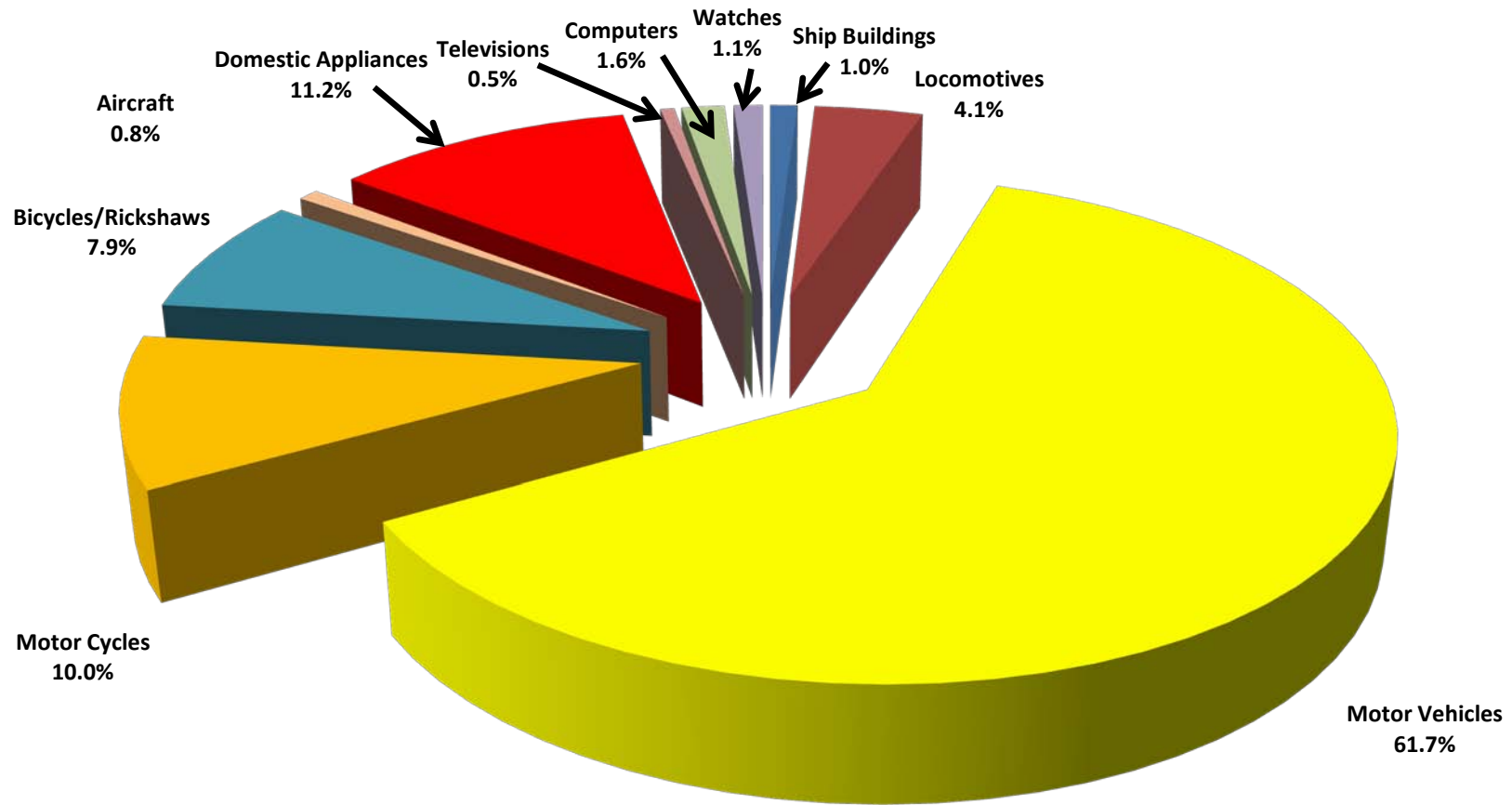
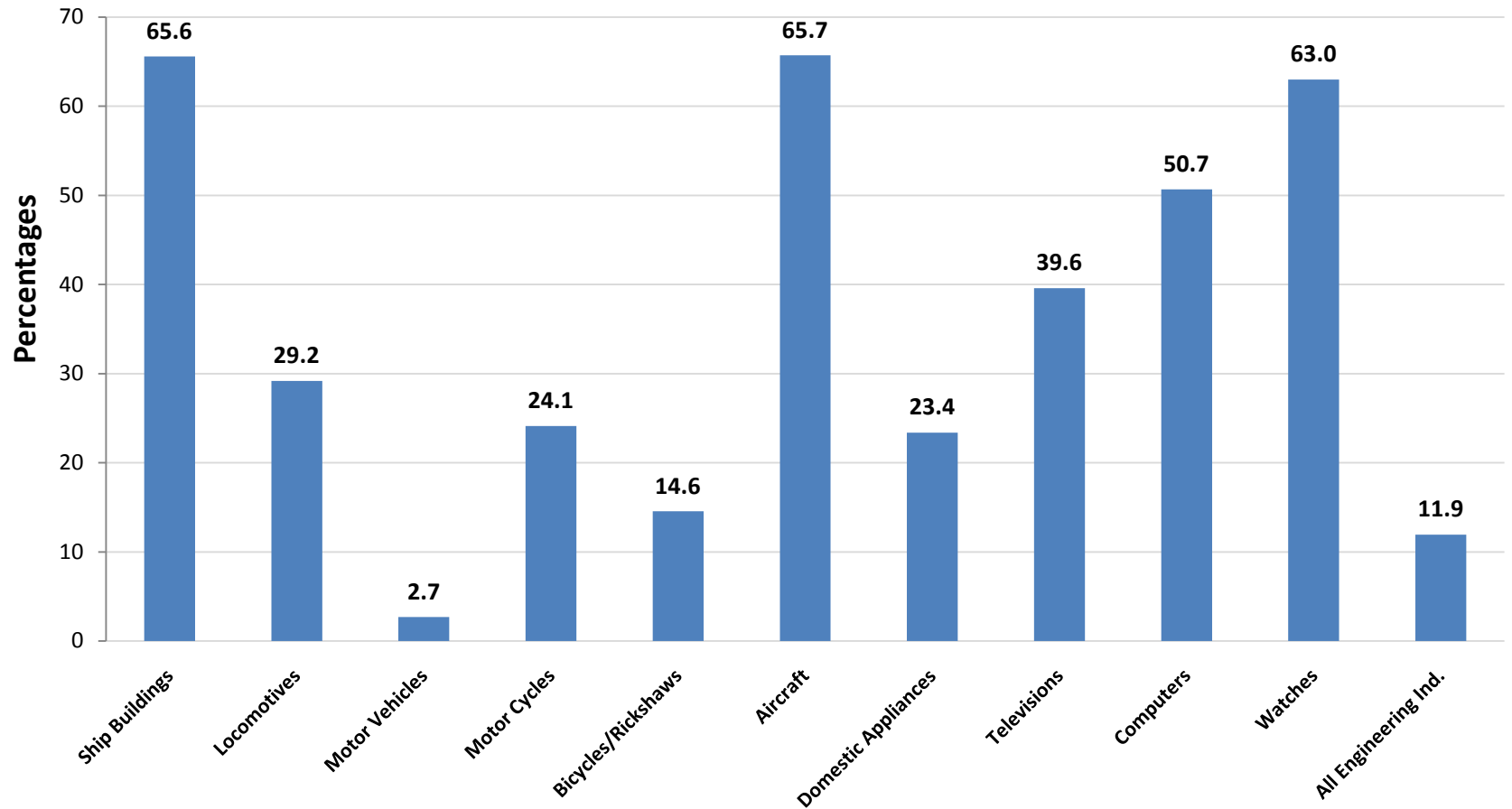


Exhibit 1.2: Percentage of Units in the Sample to the Frame of Ten Engineering Industries



CHAPTER-II

STRUCTURE OF WORK-FORCE

2.0 INTRODUCTION

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

2.1 DISTRIBUTION OF WORKERS

The distribution of workers in selected Engineering Industries is presented in Table 2.1. The total number of workers in 10 Engineering Industries is estimated to be 12,90,529. Out of 12.90 lakh workers employed in the ten engineering industries, Motor Vehicles had maximum share (72.46 percent), followed by Motor Cycles (14.30 percent), Domestic Appliances (5.47 percent), Locomotives (2.42 percent), Bicycles/Rickshaws (1.67 percent), Television (0.98 percent), Computers (0.90 percent), Aircrafts (0.71 percent), Watches (0.58 percent) and Ship Building (0.51 percent).

Out of the total Workforce, 10,17,844 workers were manual workers, which accounted for 78.87 percent of the total number of workers in the ten engineering industries. The percentage of manual workers to total workforce was 71.27 percent in Ship Building, 71.00 percent in Locomotives, 78.21 percent in Motor Vehicles, 83.30 percent in Motor Cycles, 83.85 percent in Bicycles/Rickshaws, 71.54 percent in Aircrafts, 80.03 percent in Domestic Appliances, 83.54 percent in Televisions, 73.11 percent in Computers and 76.67 percent in Watches Industry.

Exhibit 2.1: Distribution of Workers in Ten Engineering Industries

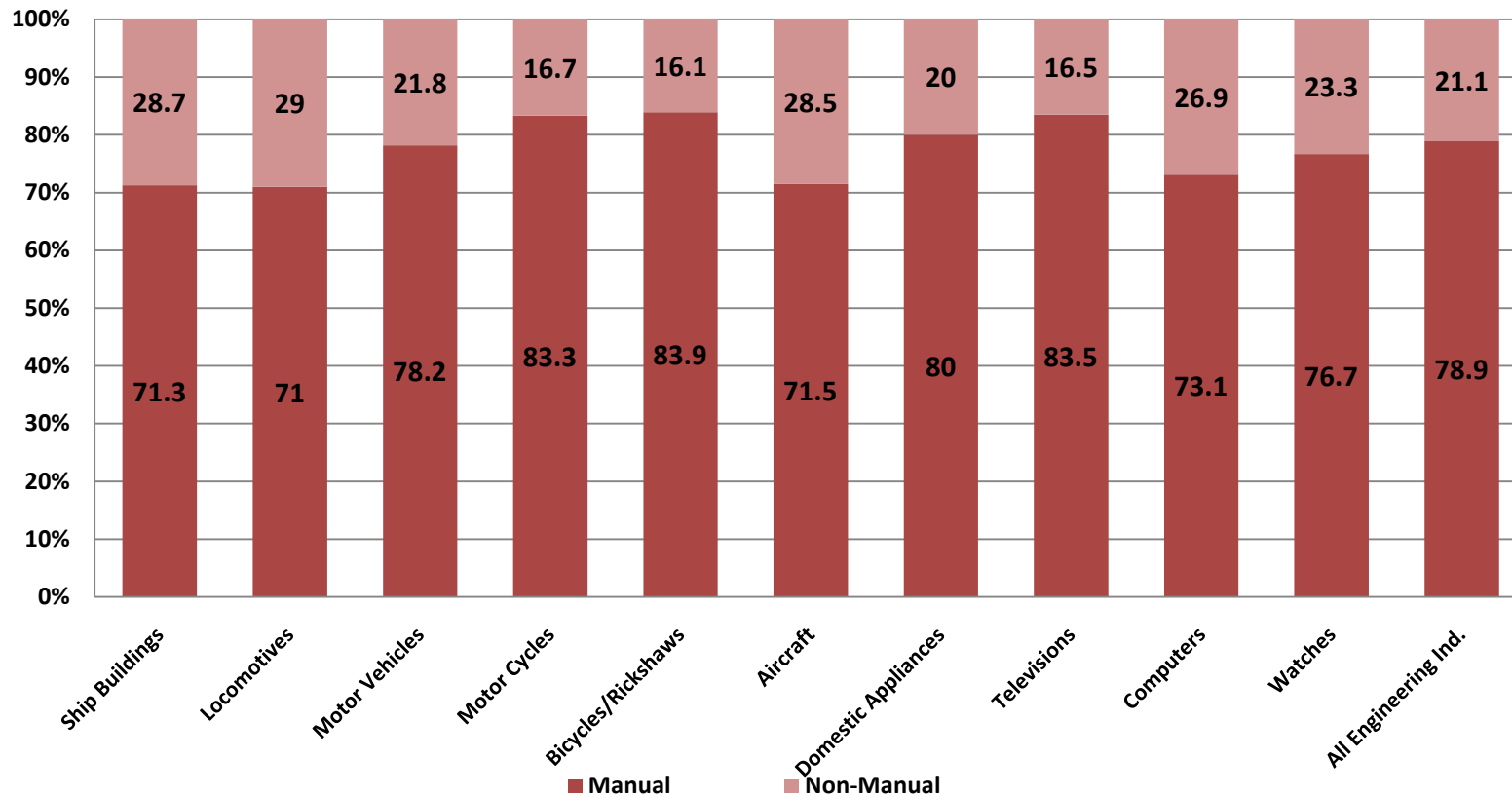
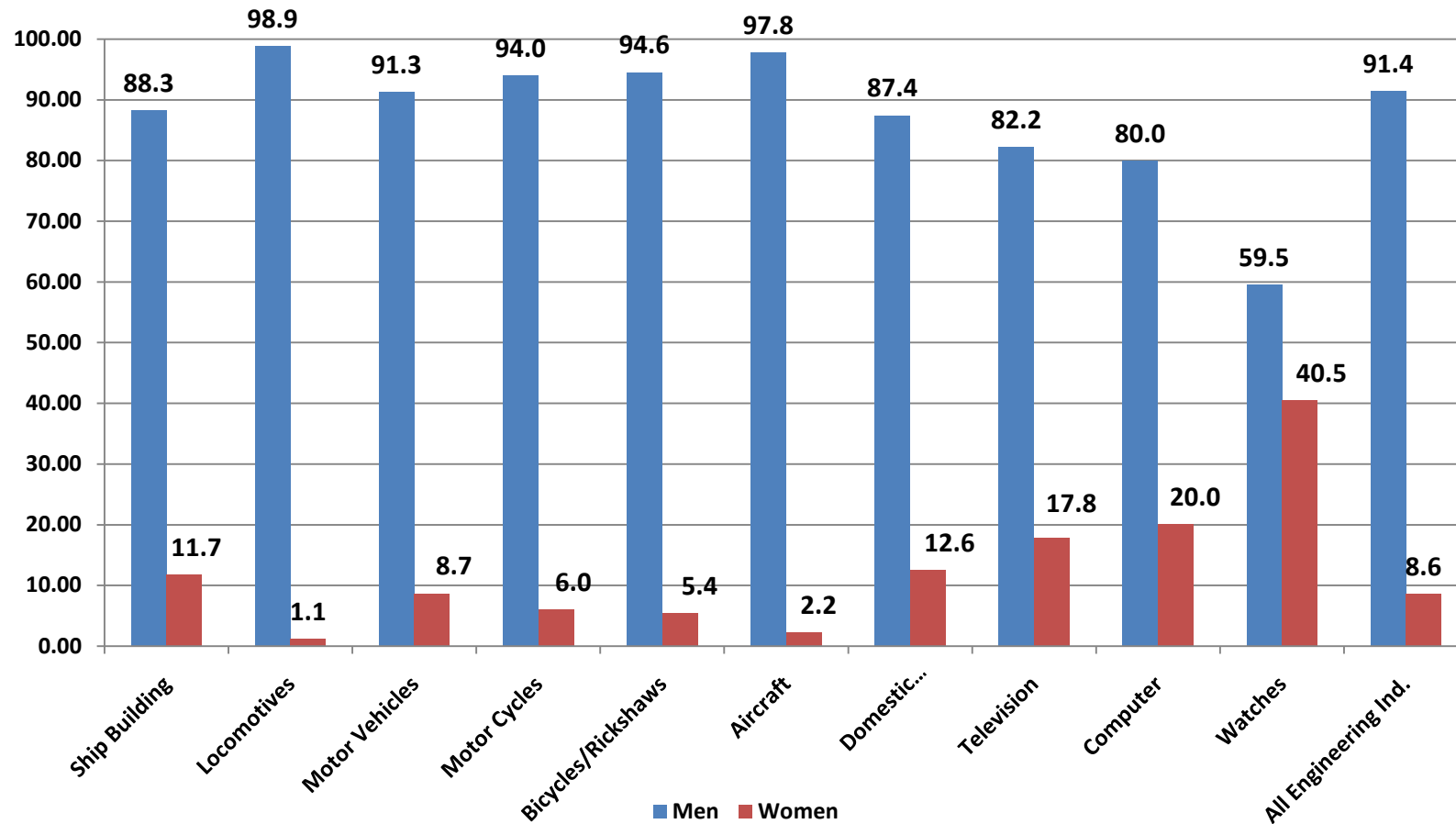


Exhibit 2.2: Percentage Distribution of Workforce by Sexage



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 ten engineering industries covered under the survey has been estimated to be about 10.18 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) were employed in Motor Vehicles (71.85 percent), followed by 15.10 percent in Motor Cycles, 5.55 percent in Domestic Appliances, 2.18 percent in Locomotives, 1.77 percent in Bicycles/Rickshaws, 1.04 percent in Televisions, 0.84 percent in Computers, 0.65 percent in Aircraft, 0.56 percent in Watches and 0.47 percent in Ship Building Industry. Men workers constituted 91.39 percent of the total work force, whereas the remaining 8.61 percent were women. None of the engineering industries reported employment of adolescents or children during the survey.

While examining the sexage wise workforce at industry level, it is observed that the share of men workers was highest at 98.86 percent in Locomotives Industry, followed by 97.83 percent in Aircraft Industry, 94.56 percent in Bicycles/Rickshaws Industry, 93.97 percent in Motor Cycles Industry, 91.33 percent in Motor Vehicles Industry, 88.27 percent in Ship Building Industry, 87.43 percent in Domestic Appliances Industry, 82.17 percent in Television Industry, 80.00 percent in Computers Industry and 59.50 percent in Watches Industry. The proportion of women workers was found to be highest at 40.50 percent in Watches Industry, followed by 20.00 percent in Computers Industry, 17.83 percent in Television Industry, 12.57 percent in Domestic Appliances Industry, 11.73 percent in Ship Building Industry, 8.67 percent in Motor Vehicles Industry, 6.03 percent in Motor Cycles Industry, 5.44 percent in Bicycles/Rickshaws Industry, 2.17 percent in Aircraft Industry and 1.14 percent in Locomotives Industry.

2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers by system of wage payment is shown in Table 2.3. It is observed that entire workforce (cent percent) in Ten Engineering Industries were employed by the time-rated system. None of the units in the Ten Engineering Industries reported piece-rated system of payment.

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

Exhibit 2.3: Percentage Distribution of Workforce by System of Payment



2.4 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.4. Taking all engineering industries together, the highest percentage of work force was employed as Helper (31.85 percent), followed by Machine Operator/Machinist and Assembler with share of 20.15 percent and 6.87 percent, respectively.

The data revealed that in Ship Building Industry, 22.46 percent of the total workers were Helper, followed by Coolie/Mazdoor, Fitter and Welder occupations with 15.78 percent, 8.29 percent and 6.83 percent share of the work force, respectively.

In Locomotives Industry, Helper, Machine Operator/Machinist and Fitter occupations accounted for 30.33 percent, 12.86 percent and 4.98 percent of the total employment, respectively.

In Motor Vehicles Industry, Helper occupation had the highest proportion of workers, i.e. 31.51 percent, followed by the Machine Operator/Machinist and Assembler with 20.05 percent and 8.35 percent of the workers, respectively.

In Motor Cycles Industry, Helper, Machine Operator/Machinist and Apprentice/Trainees occupations accounted for 32.48 percent, 27.02 percent and 7.96 percent of the total employment, respectively.

In case of Bicycles/Rickshaws Industry, the highest proportion of workers was engaged in Helper occupation with 49.05 percent, followed by Machine Operator/Machinist with 11.04 percent and Cycle Fitter with 6.29 percent.

In Aircraft Industry, 25.43 percent of the total workers were Machine Operator/Machinist, followed by Aircraft Erector and Helper occupations with 8.99 percent and 8.20 percent share of the work force, respectively.

In Domestic Appliances Industry, Helper occupation had the highest proportion of workers, i.e. 35.77 percent, followed by the Assembler and Machine Operator/Machinist with 11.13 percent and 10.13 percent of the workers, respectively.

In Television Industry, Machine Operator/Machinist, Helper and Operator occupations accounted for 31.50 percent, 25.41 percent and 13.36 percent of the total employment, respectively.

In Computers Industry, Helper, Technician and Machine Operator/Machinist occupations accounted for 25.45 percent, 13.66 percent and 13.02 percent of the total employment, respectively.

In case of Watches Industry, the highest proportion of workers was engaged in Helper occupation with 27.37 percent, followed by Operator with 15.96 percent and Watch Maker with 15.54 percent.

Exhibit 2.4(a): Topmost Occupations constituting 80 percent of the Total Workforce at All Ten Engineering Industries Level

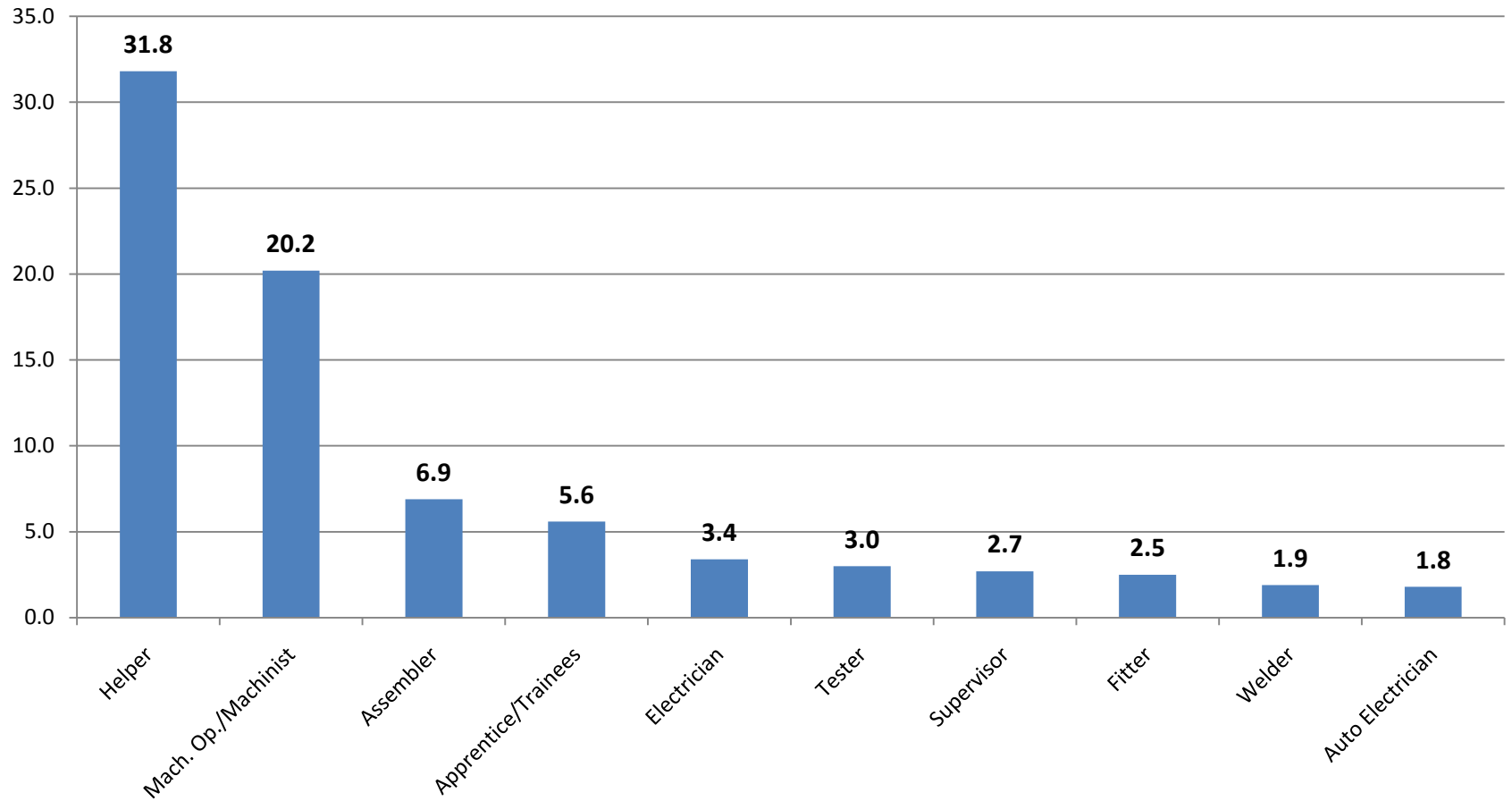


Exhibit 2.4(b): Top/Bottom Occupations in Engineering Industries

Srl in order	Ship Building	Locomotives	Motor Vehicles	Motor Cycles	Bicycles/Rickshaws
Top Five Occupations (%)					
1	Helper (22.46)	Helper (30.33)	Helper (31.51)	Helper (32.48)	Helper (49.05)
2	Coolie/ Mazdoor (15.78)	Machine Operator/ Machinist (12.86)	Machine Operator/ Machinist (20.05)	Machine Operator/ Machinist (27.02)	Machine Operator/ Machinist (11.04)
3	Fitter (8.29)	Fitter (4.98)	Assembler (8.35)	Apprentice/ Trainees (7.96)	Cycle Fitter (6.29)
4	Welder (6.83)	Fitter C&W (4.25)	Apprentice/ Trainees (5.98)	Frazer (5.05)	Supervisor (4.72)
5	Plater (6.50)	Welder (4.05)	Electrician (4.37)	Tester (2.94)	Filer (3.50)
Bottom Five Occupations (%)					
1	Gen./ Turbo Operator (0.02)	Boiler Attendant (0.01)	Plumber (0.01)	Carpenter (0.01)	Boiler Attendant (0.04)
2	Tool Maker (0.04)	Chargehand (0.01)	Winder (0.02)	Lineman (0.01)	Chargeman (0.04)
3	Die Maker (0.04)	Sorter (0.01)	Chargeman (0.02)	Plater (0.01)	Grinder (0.04)
4	Sorter (0.06)	Mate/ Mukaddam (0.01)	Insulator (0.02)	Plumber (0.01)	Loader/ Unloader (0.07)
5	Instrument Mechanic (0.08)	Compressor Operator (0.02)	Mistry/ Kangani (0.02)	Polisher (0.01)	Rollerman/ Roller (0.07)

Exhibit 2.4(b): Top/Bottom Occupations in Engineering Industries

Srl in order	Aircraft	Domestic Appliances	Television	Computer	Watches
Top Five Occupations (%)					
1	Machine Operator/ Machinist (25.43)	Helper (35.77)	Machine Operator/ Machinist (31.50)	Helper (25.45)	Helper (27.37)
2	Aircraft Erector (8.99)	Assembler (11.13)	Helper (25.41)	Technician (13.66)	Operator (15.96)
3	Helper (8.20)	Machine Operator/ Machinist (10.13)	Operator (13.36)	Machine Operator/ Machinist (13.02)	Watch Maker (15.54)
4	Fitter (7.11)	Supervisor (5.12)	Watchman (7.45)	Operator (12.79)	Moulder Plastic (7.21)
5	Supervisor (6.08)	Refrigerator /AC Mechanic (4.53)	Assembler (4.02)	Assembler (3.45)	Assembler (6.98)
Bottom Five Occupations (%)					
1	Loader/ Unloader (0.02)	Armature Winder (0.01)	Fitter (0.04)	Chargehand (0.01)	Mechanic (Gen) (0.02)
2	Marker (0.02)	Boiler Attendant (0.01)	Fireman (0.06)	Wireman (0.01)	Setter (0.02)
3	Millwright (0.02)	Plumber (0.01)	Electrician (0.08)	Fork lift Operator (0.02)	Cook (0.02)
4	Plumber (0.03)	Sorter (0.01)	Boiler Attendant (0.09)	Instrument Mechanic (0.05)	Lineman (0.03)
5	Carpenter (0.09)	Milling Machine Opt. (0.01)	Apprentice/ Trainees (0.13)	Sheetmetal Worker (0.08)	Carpenter (0.05)

2.5 TRENDS IN COMPOSITION OF WORKFORCE BY SEXAGE AND SYSTEM OF WAGE PAYMENT

The trend in composition of the workforce by sexage and system of wage payment is presented in Table 2.5. The table reveals that there has been a positive growth in the overall employment. As compared with the previous round, the employment has recorded an increase in Locomotives Industry, Motor Vehicles Industry, Motor Cycles Industry, Aircraft Industry and Domestic Appliances Industry, whereas it declined in Ship Building Industry, Bicycles/Rickshaws Industry, Television Industry, Computers Industry and Watches Industry in the current round. The proportion of time-rated workers was cent percent in all the engineering in the current round as compared to previous round.

Exhibit 2.5: Trend in Composition of Workforce

Industries	Seventh Round (2016)	Sixth Round (2007)	%Growth of Seventh Round Over Sixth Round	%Growth of Sixth Round Over Fifth Round
Ship Building	4,741	6,352	(-) 25.36	(-) 75.37
Locomotives	22,147	9,996	121.56	(-) 91.90
Motor Vehicles	7,31,327	1,38,725	427.18	61.22
Motor Cycles	1,53,705	1,03,151	49.01	250.83
Bicycles/ Rickshaws	18,023	19,363	(-) 6.92	(-) 30.65
Aircraft	6,594	936	604.49	(-) 82.17
Domestic Appliances (*)	56,524	7,267	677.82	(-) 64.16
Televisions (*)	10,539	12,905	(-) 18.33	(-) 51.88
Computers (*)	8,516	52,217	(-) 83.69	184.89
Watch	5,728	7,578	(-) 24.41	(-) 50.35
All Ten Engineering Industries	10,17,844	3,58,490	183.59	(-) 5.29

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

2.6 PERCENTAGE DISTRIBUTION OF WORKFORCE IN DIFFERENT OCCUPATIONS AND INDUSTRIES BY SEXAGE

The percentage distribution of workers in different occupations and industries by sexage for each occupation is given in Table 2.6. In Ship Building Industry, 88.27 percent were men workers and remaining, 11.73 percent were women workers. Out of the total 40 occupations reported in Ship Building Industry, 6 occupations had employment of women workers. Women workers constituted significant proportion of 56.42 percent of the total employment in Coolie/Mazdoor occupation, followed by 22.22 percent in Storekeeper, 20.00 percent in Miscellaneous and 11.55 percent in Helper. On the other hand, Men Workers were employed cent percent in each of the occupations of Carpenter, Checker, Core Maker, Crane Operator, Die Maker, Driver, Electrician, Fitter, Mech/Elec Foreman, Gas Cutter, Grinder, Instrument Mechanic, Lineman, Mate/Mukkadam, Mechanic (Gen), Moulder, Painter, Plumber, Pressman, Sorter, Sweeper, Turner, Watchman, Welder, Wireman, Setter, Tool Maker, Gen./Turbo Operator, Boiler Maker, Erector, Plater, Sail Maker, Boat Builder and Insulator.

In Locomotives Industry, 98.86 percent were men workers and remaining, 1.14 percent were women workers. Out of 62 occupations reported in Locomotives Industry, women workers were employed in 8 occupations. Winder occupation cent percent women workers was on the top, followed by Coolie/Mazdoor and Sweeper occupations with 10.33 percent and 6.14 percent women workers, respectively.

In Motor Vehicles Industry, 91.33 percent were men workers and remaining, 8.67 percent were women workers. Out of 54 occupations reported in Motor Vehicles Industry, women workers were employed in 28 occupations. Women workers constituted significant proportions of 65.04 percent, 58.86 percent, 42.86 percent, 26.48 percent, 21.97 percent, 19.03 percent, 16.75 percent, 13.69 percent and 12.21 percent of the total employment in the occupations of Electrician, Packer, Sheetmetal Worker, Sweeper, Apprentice/Trainees, Loader/Unloader, Coolie/Mazdoor, Moulder and Compressor Operator respectively. Men Workers were found to be cent percent in remaining 26 occupations reported in the industry.

In Motor Cycles Industry, 93.97 percent were men workers and remaining, 6.03 percent were women workers. Out of 60 occupations reported under Motor Cycles Industry, women workers were employed in 20 occupations. Women workers constituted sizeable proportion of 49.56 percent, 39.24 percent, 37.29 percent, 16.73 percent and 12.32 percent of the total employment in the occupations of Gas Cutter, Apprentice/Trainees, Furnaceman, Sweeper and Packer, respectively.

In Bicycles/Rickshaws Industry, 94.56 percent were men workers and remaining, 5.44 percent were women workers. Out of 39 occupations In Bicycles/Rickshaws Industry, women workers were employed in 6 occupations. Women workers constituted 42.86 percent, 24.14 percent, 17.12 percent and 9.56 percent of the total employment in the occupations of Driller, Milling Machine Operator, Sweeper and Helper, respectively.

In Aircraft Industry, 97.83 percent were men workers and remaining, 2.17 percent were women workers. Out of 39 occupations reported in Aircraft Industry, women workers were employed in 15 occupations. Women

workers constituted significant proportions of 31.46 percent, 16.67 percent and 11.46 percent of the total employment in the occupations of Sweeper, Miscellaneous and Helper, respectively. Men workers were found to be cent percent in remaining 24 occupations reported in the industry.

In Domestic Appliances Industry, 87.43 percent were men workers and remaining, 12.57 percent were women workers. Out of 51 occupations reported in Domestic Appliances Industry, women workers were employed in 23 occupations. Women workers constituted cent percent of the total employment in the occupation of Sorter, followed by 35.71 percent in Motor Mechanic, 34.88 percent in Die Maker, 33.33 percent in Tester, 28.60 percent in Packer, 24.01 percent in Helper, 23.86 percent in Apprentice/Trainees, 13.16 percent in Assembler, 12.90 percent in Lineman, 9.98 percent in Sand Mix Operator and 9.30 percent in Sweeper occupations, respectively. Men workers were found to be cent percent in remaining 28 occupations reported in the industry.

In Television Industry, 82.17 percent were men workers and remaining, 17.83 percent were women workers. Out of 23 occupations reported in Televisions Industry, women workers were employed in 14 occupations. Women workers constituted significant proportion of 35.38 percent, 32.35 percent, 31.68 percent, 29.70 percent, 28.72 percent, 17.49 percent, 15.79 percent, 16.10 percent and 10.78 percent of the total employment in the occupations of Assembler, Inspector, Operator, Soldering Operator, Cabinet Fitter, Bench Fitter, Technician, Trouble Shooter and Machine Operator/Machinist occupations, respectively. Men workers were found to be cent percent in remaining 9 occupations reported in the industry.

In Computer Industry, 80.00 percent were men workers and remaining, 20.00 percent were women workers. Out of 38 occupations reported in Computer Industry, women workers were employed in 17 occupations. Women workers constituted sizeable proportions in the occupations of Coolie/Mazdoor (87.11 percent), Lineman (62.50 percent), Machine Operator/Machinist (59.60 percent), Assembler (27.89 percent), Painter (21.37 percent), Technician (20.81 percent), Supervisor (20.14 percent), Checker (18.71 percent), Sweeper (14.43 percent), Packer (11.43 percent), Helper (11.03 percent) and Storekeeper (10.00 percent), respectively. Men Workers were found to be cent percent in remaining 21 occupations reported in the industry.

In Watches Industry, 59.50 percent were men workers and remaining, 40.50 percent were women workers. Out of 41 occupations reported in Watches Industry, women workers were employed in 25 occupations. Women workers were engaged cent percent in each of the occupations of Carpenter, Pattern Maker, Sheetmetal Worker, and Winder, followed by Painter (93.06 percent), Gas Cutter (86.67 percent), Pressman (72.06 percent), Miscellaneous (71.43 percent), Polisher (67.21 percent), Sweeper (61.90 percent), Watch Maker (57.87 percent), Grinder (53.33 percent), Machine Operator/Machinist (44.76 percent), Operator (42.45 percent), Checker (40.74 percent), Packer (33.96 percent), Helper (33.67 percent), Apprentice/Trainees (30.26 percent), Moulder-Plastic (29.54 percent), Coolie/Mazdoor (25.45 percent), Soldering Operator (14.59 percent) and Storekeeper (11.11 percent), respectively. Men Workers were found to be cent percent in remaining 16 occupations reported in the industry.

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 daily minimum wage rates varied between Rs. 319.71 (Watches Industry) and Rs. 455.38 (Ship Building Industry) whereas the average daily maximum wage rates varied between Rs. 354.12 (Bicycles/Rickshaws Industry) and RS. 659.20 (Aircrafts Industry), respectively. At the stratum level, the lowest average daily minimum wage rate of Rs. 234.01 were in Tamil Nadu stratum of Ship Building Industry and lowest average daily maximum wage rate of Rs. 287.54 were in Tamil Nadu stratum of Ship Building Industry. Similarly, the highest average daily minimum wage rate of Rs. 670.89 were found in Kerala stratum of Ship Building Industry and the highest average daily maximum wage rate of Rs. 1220.00 was observed in Uttar Pradesh stratum of Computer Industry.

The percentage difference in the minimum and maximum wage rates was 22.72 in the Ten Engineering Industries. Furthermore, the difference was the lowest in Bicycles/Rickshaws Industry (10.28 percent) and highest in

Aircraft Industry (70.05 percent). At the stratum level, it was lowest in Haryana stratum (2.79 percent) under Motor Cycles Industry and highest in Uttar Pradesh stratum (155.33 percent) under Computer 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
Ship Building	550.35	455.38	645.31	41.71
Locomotives	407.14	355.13	459.15	29.29
Motor Vehicles	422.53	376.13	468.93	24.67
Motor Cycles	421.01	397.49	444.52	11.83
Bicycles/Rickshaws	337.63	321.12	354.12	10.28
Aircraft	523.43	387.66	659.20	70.05
Domestic Appliances	390.38	355.25	425.50	19.77
Television	351.04	323.87	378.22	16.78
Computer	407.94	325.50	490.39	50.66
Watches	346.17	319.71	372.62	16.55
All Ten Engineering Industries	418.64	375.93	461.34	22.72

3.3 AVERAGE DAILY WAGE RATES BY SEXAGE

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

The average daily wage rates of men and women workers for all the engineering industries combined together were Rs. 428.48 and Rs. 314.19, respectively. The average daily wage rates for all the workers of all the engineering industries worked out to be Rs. 418.64.

Among all the ten engineering industries (Table 3.2), the average daily wage rates was maximum in Ship Building Industry (Rs. 550.35), followed by Aircraft Industry (Rs. 523.43), Motor Vehicles Industry (Rs. 422.53), Motor Cycles Industry (Rs. 421.01), Computer Industry (Rs. 407.94), Locomotives Industry (Rs. 407.14), Domestic Appliances Industry (Rs. 390.38), Television Industry (Rs. 351.04), Watches Industry (Rs. 346.17) and Bicycles/Rickshaws Industry (Rs. 337.63)

At the stratum level taking all engineering industries together the highest average daily wage rate was observed in Uttar Pradesh stratum (Rs. 848.91) for the Computer Industry whereas, the lowest average daily wage rate was found in Tamil Nadu stratum (Rs. 260.77) for Ship Building Industry.

The Table reveals that average daily wage rates of women workers were less than that of the men workers in all the engineering industries, except in Ship Building Industry. At the stratum level, the average daily wage rate of women workers was higher than their male counterparts in West Bengal, Tamil Nadu and Residual strata in Ship Building Industry, West Bengal stratum in Locomotives Industry, Uttar Pradesh stratum in Television Industry, Uttar Pradesh stratum in Computer Industry and Uttarakhand stratum in Watches Industry.

Exhibit 3.2: Average Daily Wage Rates by Sexage

Industries	Average Daily Wage Rates (Rs.)		
	Men	Women	Combined
Ship Building	524.42	745.49	550.35
Locomotives	408.00	332.61	407.14
Motor Vehicles	434.35	298.10	422.53
Motor Cycles	422.19	402.52	421.01
Bicycles/Rickshaws	342.59	251.27	337.63
Aircraft	526.16	400.42	523.43
Domestic Appliances	404.86	289.66	390.38
Television	355.08	332.42	351.04
Computer	415.35	378.33	407.94
Watches	356.77	330.60	346.17
All Ten Engineering Industries	428.48	314.19	418.64

The average daily minimum wage rates for all the engineering industries taken together worked out to be Rs. 384.81 for men, Rs. 281.64 for women and Rs. 375.93 for all workers. In Ship Building Industry, the average daily minimum wage rates were found to be the highest (i.e Rs. 455.38), followed by Rs. 397.49 in Motor Cycles and Rs. 387.66 in Aircraft Industry. The average daily minimum wage rates were lowest in Watches Industry at Rs. 319.71. At the stratum level taking all engineering industries together, the highest average daily minimum wage rate was observed in Kerala stratum (Rs. 670.89) under Ship Building Industry, followed by Rs. 491.07 in Haryana stratum under Motor Cycles Industry and Rs. 488.63 in West Bengal stratum under Ship Building Industry. The lowest average daily minimum wage rate was found in Tamil Nadu stratum (Rs. 234.01) under Ship Building Industry, followed by Rs. 252.03 in Tamil Nadu stratum under Domestic Appliances Industry and Rs. 262.61 in Himachal Pradesh stratum under Domestic Appliances Industry.

The average daily maximum wage rates for all the engineering industries taken together worked out to be Rs. 472.14 for men, Rs. 346.74 for women and Rs. 461.34 for all workers. In Aircraft Industry, the average daily maximum wage rates were found to be the highest (i.e Rs. 659.20), followed by Rs. 645.31 in Ship Building and Rs. 490.39 in Computer Industry. The average daily maximum wage rates were lowest in Bicycles/Rickshaws Industry at Rs. 354.12. At the stratum level taking all engineering industries together, the highest average daily maximum wage rate was observed in Uttar Pradesh stratum (Rs. 1220.00) under Computer Industry, followed by Rs. 931.56 in Kerala stratum under Ship Building Industry and Rs. 846.54 in Maharashtra stratum under Ship Building Industry. The lowest average daily maximum wage rate was found in Tamil Nadu stratum (Rs. 287.54) under Ship Building Industry, followed by Rs. 300.47 in Himachal Pradesh stratum under Computer Industry and Rs. 308.49 in Himachal Pradesh stratum under Domestic Appliances Industry.

The data reveals that the average daily minimum and maximum wage rates for women workers were lower compared to men workers except Ship Building Industries. 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.

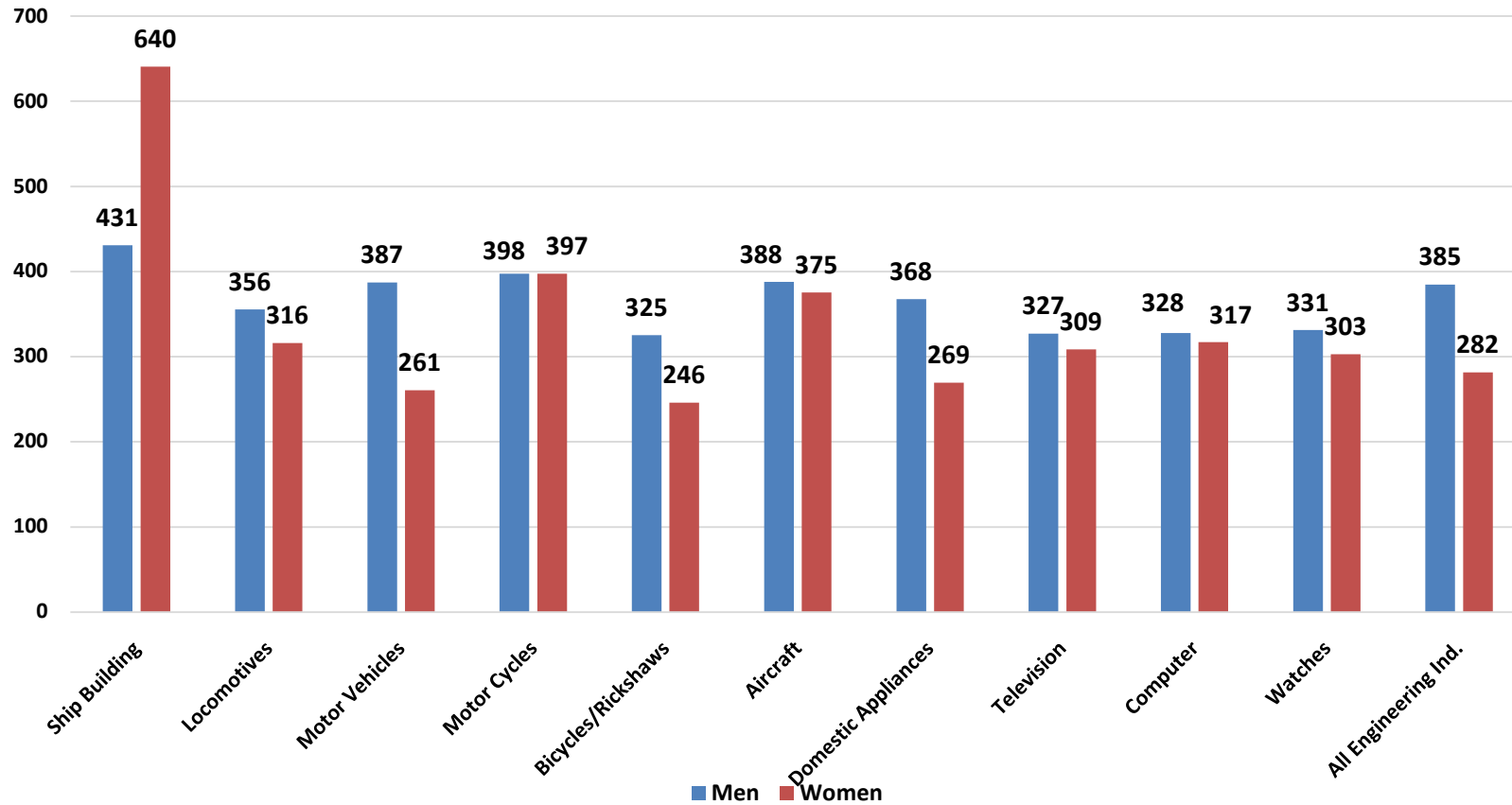


Exhibit 3.2(b): Average Daily Maximum Wage Rates (Rs.) by Sexage.

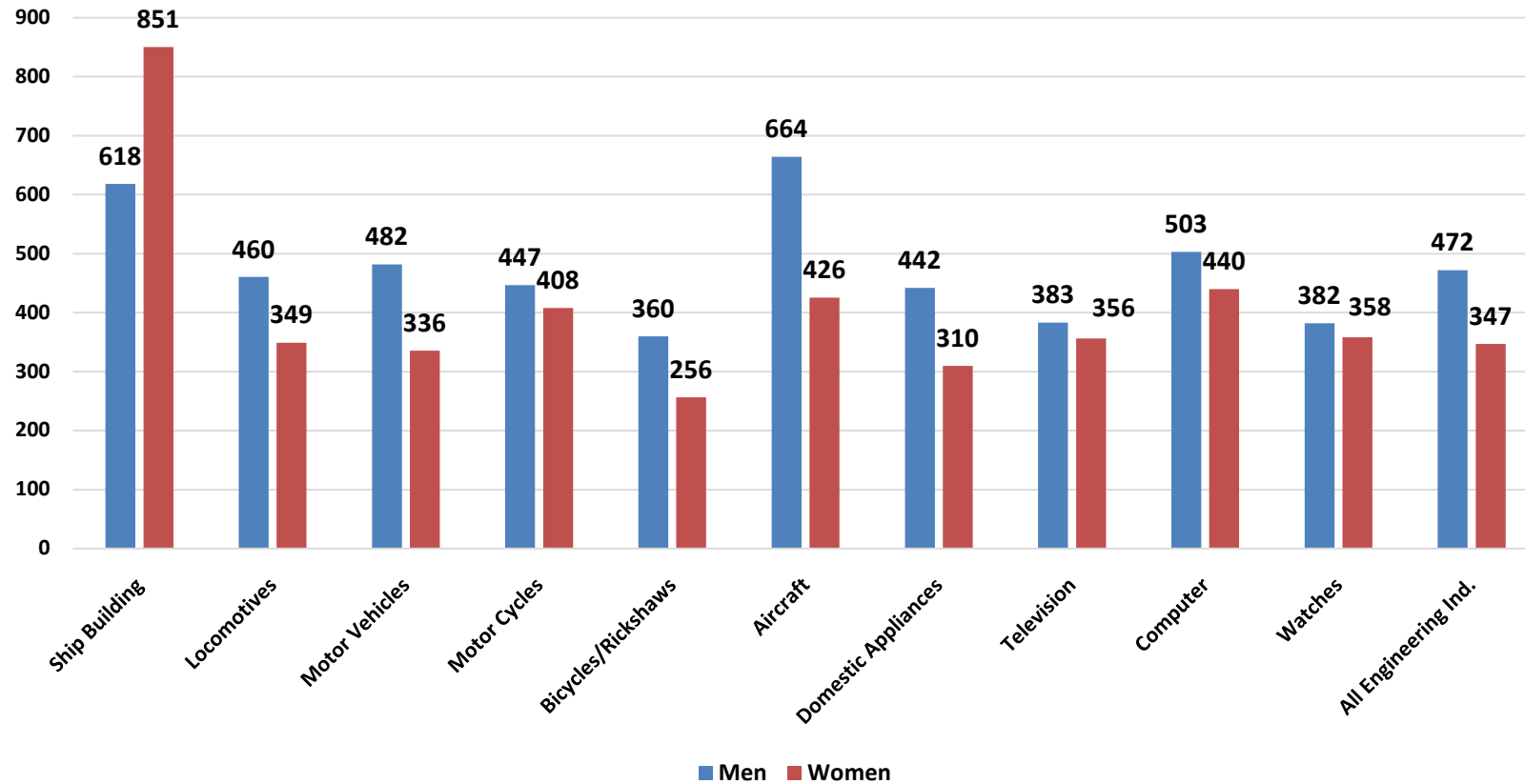
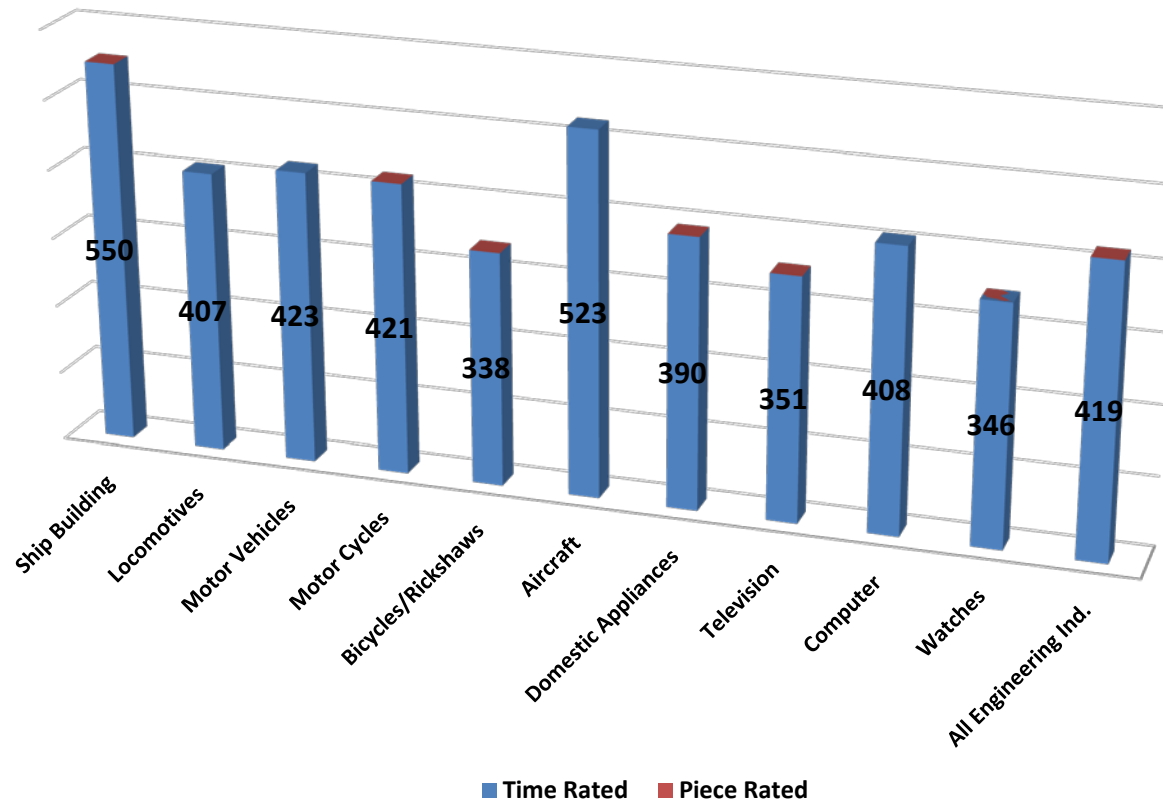


Exhibit 3.3: Average Daily Wage Rates (Rs.) by System of Payment



3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

The average daily wage rates for time-rated workers are same as that for all workers (presented in Table 3.2) as there are no piece-rated workers in Ten Engineering Industries. The average daily wage rates of time-rated workers by sexage have been depicted in Table 3.3. The entire workforce in Ten Engineering Industries was employed by the time rated system and none of the units in the industry observed piece-rated system of payment. The average daily wage rates of time-rated workers worked out to be Rs. 418.64 for all the engineering industries taken together.

3.5 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 3.4. Table 3.5 show average daily wage rates for time-rated workers. The average daily wage rates for time-rated workers (Table 3.5) are same as that for all workers (Table 3.4) as there are no piece-rated workers in Ten Engineering Industries.

There is a great deal of variation in average daily wage rates amongst workers belonging to different occupations of each of the ten engineering industries with the extent of variation being more pronounced in Locomotives Industry, Aircraft Industry and Domestic Appliances Industry.

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

- Plater (Rs. 797.05) and Instrument Mechanic (Rs. 218.50) for Ship Building Industry;
- Lifter (Rs. 1032.69) and Carpenter (Rs. 134.61) for Locomotives Industry;
- Assembler (Rs. 993.47) and Sheetmetal Worker (Rs. 215.00) for Motor Vehicles Industry;
- Fireman (Rs. 621.44) and Lineman (Rs. 181.50) for Motor Cycles Industry;
- Grinder (Rs. 846.15) and Loader/Unloader (Rs. 259.50) for Bicycles/Rickshaws Industry;
- Instrument Mechanic (Rs. 1347.58) and Plumber (Rs. 142.50) for Aircraft Industry;
- Plumber (Rs. 1436.53) and Shaper Machine Operator (Rs. 228.54) for Domestic Appliances Industry;
- Fitter (Rs. 685.30) and Apprentice/Trainees (Rs. 158.31) for Television Industry;
- Compressor Operator (Rs. 788.46) and Fork Lift Operator (Rs. 174.16) for Computer Industry; and
- Machine Operator/Machinist (Rs. 595.12) and Polisher (Rs. 216.88) for Watches Industry.

Women Workers were employed in a few out of all the occupations in each of the ten engineering 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, the number of occupations where women's average daily wage rates were higher than the men workers in corresponding occupations were as under:

- Ship Building Industry: 40,6,3 (Helper, Supervisor and Machine Operator/Machinist);
- Locomotives Industry: 62,8,3 (Sweeper, Winder and Fitter-C&W);
- Motor Vehicles Industry: 54,28,1 (Apprentice/Trainees);
- Motor Cycle Industry: 60,20,4 (Helper, Pressman, Apprentice/Trainees and Miscellaneous);
- Aircraft Industry: 39,15,4 (Sweeper, Milling Machine Operator, Apprentice/Trainees and Aircraft Erector);
- Domestic Appliances Industry: 51,23,4 (Assembler, Chargehand, Sorter and Apprentice/Trainees);
- Television Industry: 23,14,7 (Assembler, Watchman, Store Keeper, Attendant-Q Control, Cabinet Fitter, Examiner Gr-II and Inspector);
- Computer Industry: 38,17,6 (Coolie/Mazdoor, Packer, Painter, Apprentice/Trainees, Technician and Miscellaneous); and
- Watches Industry: 41,25,8 (Carpenter, Gas Cutter, Pattern Maker, Sheetmetal Worker, Sweeper, Winder, Machine Operator/Machinist and Operator).

3.6 TRENDS IN WAGE RATES AND REAL WAGE RATES

The trend in average daily wage rates and real wage rates of workers in the selected Engineering Industries has been presented in Table 3.6. The Table reveals that there has been increasing trend in the overall average daily wage rates of workers in all the Engineering Industries.

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

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

where,

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

The real wage rates and percentage increase in real wage rates in the current round (Seventh) with respect to that in the previous round (Sixth) in the Ten Engineering industries have also been depicted in Table 3.6. It reveals that the real wage rates of the workers have increased during the seventh round as compared to that during the sixth round in Ship Building, Locomotives, Motor Vehicles, Motor Cycles, Bicycle & Rickshaws, Aircraft and Computer Industries, whereas Domestic Appliances and Watches Industries have recorded a decline in real wage rates. There is no change in real wage rates in Television Industry.

The highest change in real wage rates during seventh round (2016) as compared to that in the sixth round (2007) was observed at 51.76 percent in the Ship Building Industry, followed by 30.94 percent in Bicycles/Rickshaws Industry, 27.92 percent in Aircraft Industry, 13.55 percent in Motor Vehicles Industry, 8.32 percent in Locomotives Industry, 6.15 percent in Computer Industry, 0.15 percent in Motor Cycles Industry, (-)11.69 percent in Domestic Appliances Industry and (-)44.52 percent in Watches Industry.

Exhibit 3.4: Trend in Real Wage Rates in Ten Engineering Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2007)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Ship Building	8.62	5.68	51.76	(-)40.92
2	Locomotives	6.38	5.89	8.32	(-)47.12
3	Motor Vehicles	6.62	5.83	13.55	3.46
4	Motor Cycles	6.60	6.59	0.15	12.27
5	Bicycles/Rickshaws	5.29	4.04	30.94	5.87
6	Aircraft	8.20	6.41	27.92	(-)70.54
7	Domestic Appliances (*)	6.12	6.93	(-)11.69	22.65
8	Television (*)	5.50	5.50	-	26.15
9	Computer (*)	6.39	6.02	6.15	64.03
10	Watches	5.42	9.77	(-)44.52	91.94

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

(⁺) = The prices are at 1960 price.

3.7 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.

3.8 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 3.7. For all Engineering industries taken together, 15.53 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different Engineering industries, 19.35 percent units in Ship Building Industry, 14.32 percent units in Locomotives Industry, 17.61 percent units in Motor Vehicles Industry, 18.58 percent in Motor Cycle Industry 0.84 percent in Bicycles/Rickshaws Industry, 31.43 percent in Aircrafts Industry, 10.02 percent in Domestic Appliances Industry, 29.17 percent in Television Industry, 20.55 percent in Computer Industry and 9.00 percent in Watches Industry were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 41.89 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 33.64 percent of the units were using CPI series brought out by State Governments and remaining 24.47 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in West Bengal stratum of Ship Building Industry, West Bengal Stratum in Locomotives Industry, Residual stratum in Bicycles/Rickshaws Industry, Maharashtra and Telangana strata in Domestic Appliances Industry, Maharashtra and Residual strata in Television Industry and Maharashtra stratum in Computer 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, 56.20 percent units were using CPI Numbers for Industrial workers (2001=100), 34.12 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 9.68 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 9.17 percent units were using All India Consumer Price Index Numbers (AICPI) and 90.83 percent were using others.

3.9 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

Table 3.8 reveals that 32.23 percent employees in Ship Building Industry, 26.24 percent employees in Locomotives Industry, 12.33 percent employees in Motor Vehicles Industry, 30.25 percent in Motor Cycles Industry, 0.36 percent in Bicycles/Rickshaws Industry, 37.82 percent in Aircraft Industry, 27.93 percent in Domestic Appliances Industry, 54.76 percent in Television Industry, 17.73 percent in Computer Industry and 22.73 percent employees in Watches Industry were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 0.48 percent was in Haryana stratum of Motor Cycles Industry. Taking entire ten engineering industries as a whole, 16.69 percent of employees were receiving dearness allowance. Out of all the units paying dearness allowance in the engineering industries, 79.77 percent of employees were receiving dearness allowance.

3.10 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 3.9.

Among the units paying DA (i.e. 15.53 percent of the total number of units), a vast majority (about 82.93 percent) units were paying DA on Flat Rates, followed by 10.03 percent units paying DA on Pay Scales/Slab system, 4.83 percent units paying DA on CPI Numbers and 2.21 percent units were paying DA on other methods/combination system.

Exhibit 3.5: Percentage Units Paying DA & Employees Receiving DA in Mining Industry

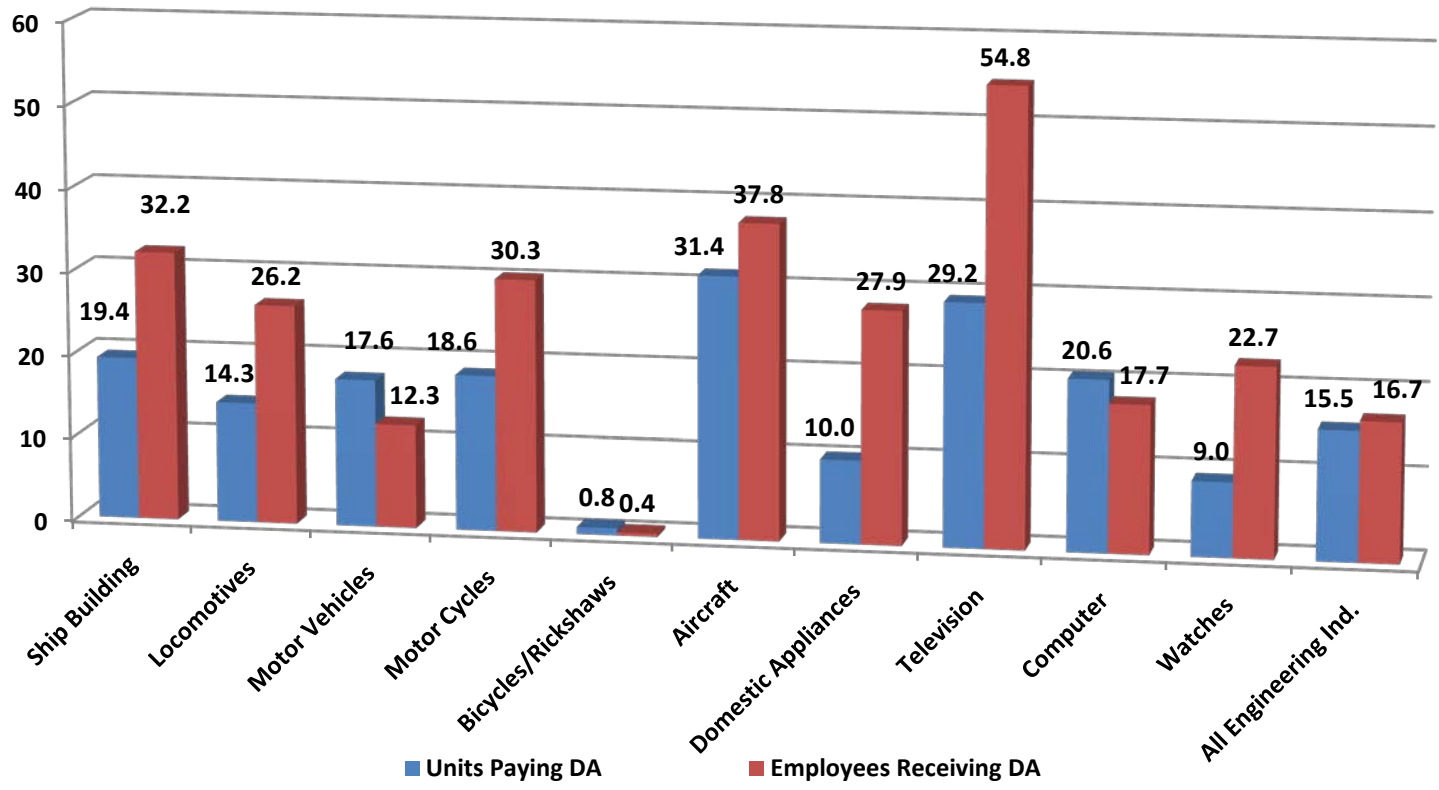
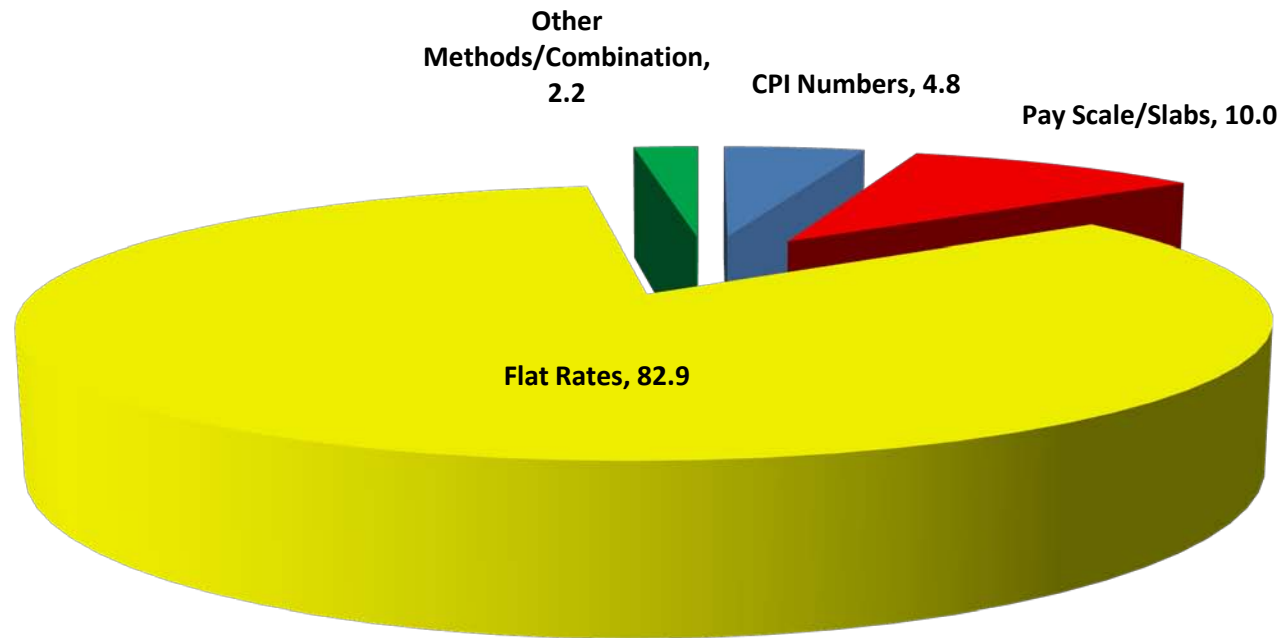


Exhibit 3.6: Percentage Distribution of Units Paying DA by System of Payments



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 ten 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 Ten Engineering Industries worked out to Rs. 558.84, Rs. 332.63 and Rs. 539.36, respectively.

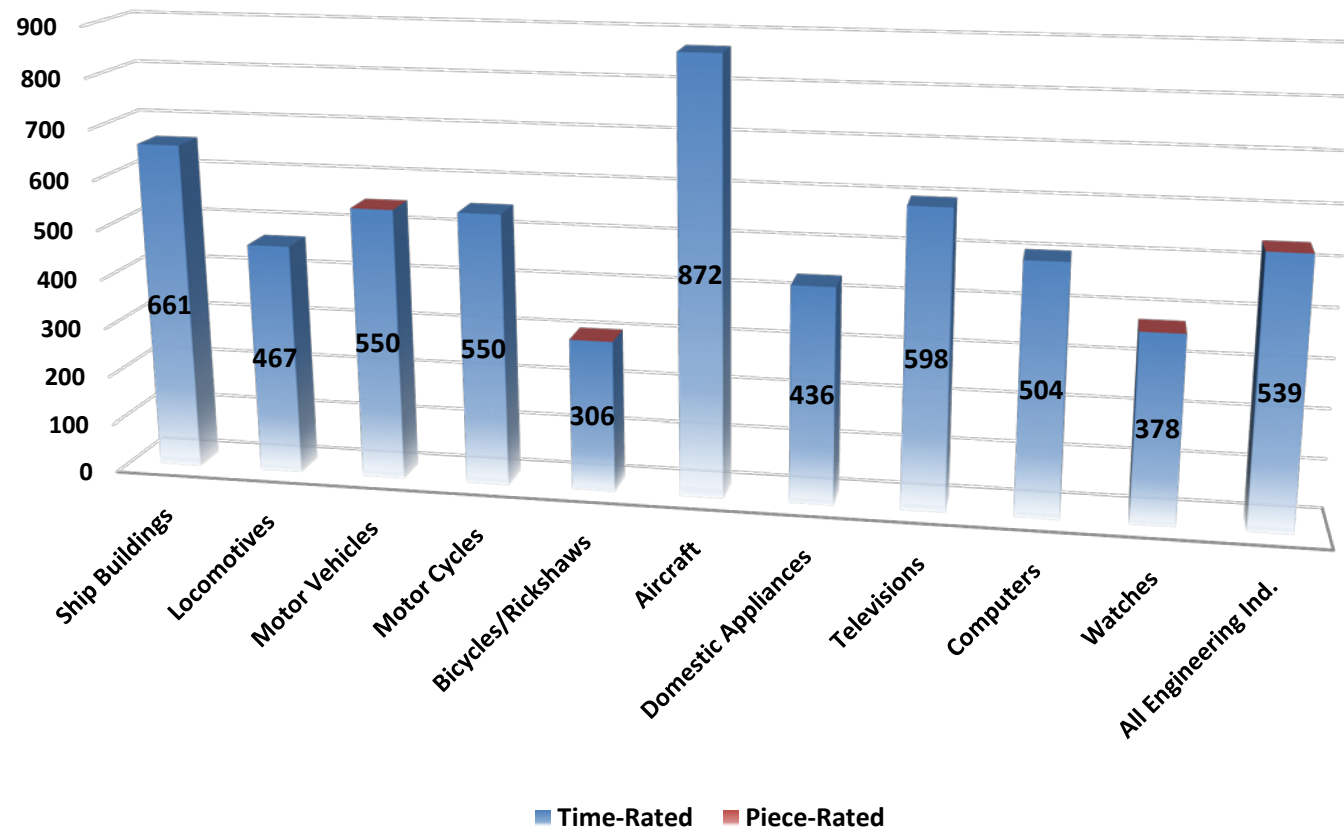
The earnings of women workers were less than that of their men counterparts in all selected the Engineering industries, except in Ship Building and Watches Industries. However, at the stratum level, the average daily earnings of women workers were higher than their men counterparts in the West Bengal and Kerala Strata of Ship Building Industry, West Bengal stratum of Locomotives Industry, Maharashtra stratum of Domestic Appliances Industry, Uttar Pradesh stratum of Television Industry, Uttar Pradesh stratum of Computers Industry and Uttarakhand and Gujarat strata of Watches Industry.

The average daily earnings of men workers were the highest at Rs. 878.96 in Aircraft Industry, followed by Rs. 625.21 in Ship Building Industry. Similarly, the average daily earnings of women workers was the highest at Rs. 928.53 in Ship Building Industry, followed by Rs. 553.40 in Aircraft Industry, whereas the lowest average daily earnings of women workers at Rs. 226.40 was in Bicycles/Rickshaws Industry.

Exhibit 4.1: Average Daily Earnings by Sexage

Industries	Average Daily Earnings (Rs.)		
	Men	Women	Combined
Ship Building	625.21	928.53	660.78
Locomotives	468.64	343.56	467.22
Motor Vehicles	572.62	312.54	550.06
Motor Cycles	560.52	387.51	550.09
Bicycles/Rickshaws	310.70	226.40	306.11
Aircraft	878.96	553.40	871.90
Domestic Appliances	451.87	325.93	436.04
Television	622.82	485.40	598.32
Computer	523.79	425.86	504.20
Watches	377.42	378.32	377.78
All Ten Engineering Industries	558.84	332.63	539.36

Exhibit 4.2: Average Daily Earnings (Rs.) by System of Payment

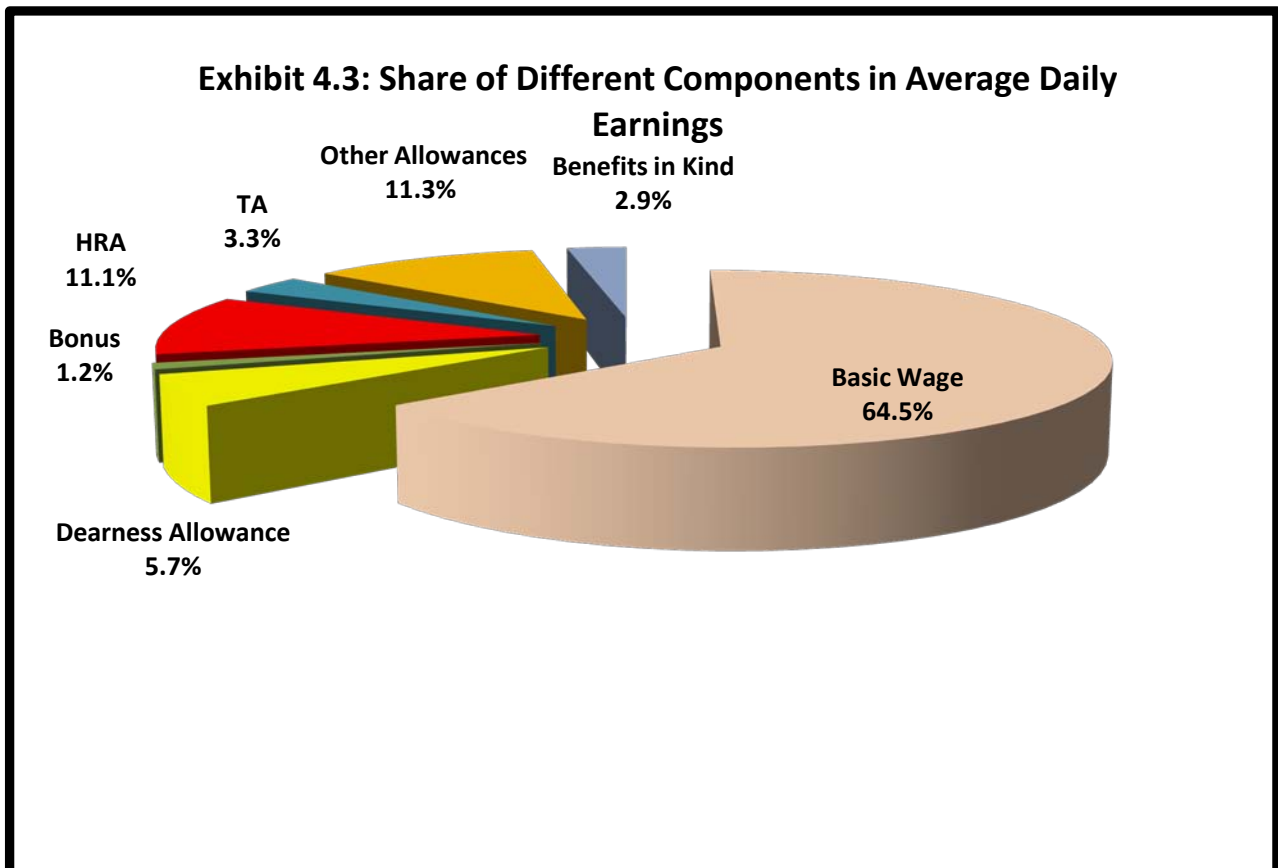


4.2 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

The average daily earnings of workers by system of wage payment are given in Table 4.3. For all Engineering industries taken together, the average daily earnings of Rs. 539.36 were observed for the time-rated workers. None of the units in the Ten Engineering Industries observed piece-rated system of payment.

4.3 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.4. 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 70.20 percent of total average daily earnings for all the Ten Engineering Industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were other allowances (11.27 percent), house rent allowances (11.13 percent), travelling allowances (3.32 percent), benefits in kind (2.92 percent) and bonus (1.16 percent).



4.4 DISTRIBUTION OF WORKERS BY LEVELS OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.5. The average daily earnings of about 41.44 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 23.21 percent workers between Rs. 375.01 to Rs. 500.00.

The workers receiving the average daily earnings between Rs. 250.01 to 375.00 were 19.26 percent in Ship Building Industry, 32.11 percent in Locomotives Industry, 41.70 percent in Motor Vehicles Industry, 41.52 percent in Motor Cycles Industry, 51.05 percent in Bicycles/Rickshaws Industry, 11.76 percent in Aircraft Industry, 47.20 percent in Domestic Appliances Industry, 34.55 percent in Television Industry, 32.43 percent in Computers Industry and 33.84 percent in Watches Industry.

At stratum level, 75.89 percent of the workers in Residual stratum of Ship Building Industry, 40.08 percent in Residual stratum of Locomotives Industry, 65.89 percent in Haryana stratum of Motor Vehicles Industry, 59.49 percent in Uttarakhand stratum of Motor Cycles Industry, 79.31 percent in Uttar Pradesh stratum of Bicycles/Rickshaws Industry, 66.92 percent in Tamil Nadu stratum of Domestic Appliances Industry, 52.30 percent in Uttarakhand stratum of Television Industry, 40.67 percent in Himachal Pradesh stratum of Computers Industry and 52.99 percent in Karnataka stratum of Watches Industry earned in the range of Rs. 250.01 to 375.00 per day.

4.5 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 4.6. It is observed that in each Engineering Industry, there are only few main occupations, which employed bulk of workers and accounted for the major portion of the wage bill in the industry.

In Ship Building Industry, 70.39 percent of the total workers were employed in seven main occupations viz., Coolie/Mazdoor, Fitter, Helper, Welder, Erector, Plater and Boat Builder. These seven occupations accounted for 75.35 percent of the wage bill in the industry.

In Locomotives Industry, 46.61 percent of the total workers were employed in three main occupations viz., Foreman, Helper and Machine Operator/Machinist. These three occupations accounted for 47.08 percent of the wage bill in the industry.

In Motor Vehicles Industry, 65.89 percent of the total workers were employed in four main occupations viz., Assembler, Helper, Machine Operator/Machinist and Apprentice/Trainees. These four occupations accounted for 68.38 percent of the wage bill in the industry.

In Motor Cycles Industry, 72.51 percent of the total workers were employed in four main occupations viz., Helper, Machine Operator/Machinist, Apprentice/Trainees and Frazer. These four occupations accounted for 73.50 percent of the wage bill in the industry.

In Bicycles/Rickshaws Industry, 74.31 percent of the total workers were employed in five main occupations viz., Coolie/Mazdoor, Helper, Supervisor, Machine Operator/Machinist and Cycle Fitter. These five occupations accounted for 72.02 percent of the wage bill in the industry.

In Aircraft Industry, 59.84 percent of the total workers were employed in six main occupations viz., Fitter, Helper, Instrument Mechanic, Supervisor, Machine Operator/Machinist and Aircraft Erector. These six occupations accounted for 61.47 percent of the wage bill in the industry.

In Domestic Appliances Industry, 74.14 percent of the total workers were employed in seven main occupations viz., Assembler, Helper, Supervisor, Machine Operator/Machinist, Refrigerator/AC Mechanic, Insulator and Sand Mix Operator. These seven occupations accounted for 74.18 percent of the wage bill in the industry.

In Television Industry, 77.72 percent of the total workers were employed in four main occupations viz., Helper, Watchman, Machine Operator/Machinist and Operator. These four occupations accounted for 81.68 percent of the wage bill in the industry.

In Computer Industry, 64.92 percent of the total workers were employed in four main occupations viz., Helper, Machine Operator/Machinist, Operator and Technician. These four occupations accounted for 65.84 percent of the wage bill in the industry.

In Watches Industry, 76.73 percent of the total workers were employed in six main occupations viz., Assembler, Helper, Machine Operator/Machinist, Operator, Watch Maker and Moulder-Plastic. These six occupations accounted for 77.71 percent of the wage bill in industry.

4.6 AVERAGE DAILY EARNINGS OF WORKERS BY OCCUPATION AND SEXAGE

Average daily earnings of workers by occupation and sex have been presented in Table 4.7.

The highest average daily earnings were observed for Plater (Rs. 1089.15) in Ship Building Industry; Lifter (Rs. 2460.49) in Locomotives Industry; Assembler (Rs. 1556.85) in Motor Vehicles Industry; Fireman (Rs. 1659.31) in Motor Cycles Industry; Grinder (Rs. 733.33) in Bicycles/Rickshaws Industry; Instrument Mechanic (Rs. 1670.18) in Aircraft Industry; Chargehand (Rs. 1306.61) in Domestic Appliances Industry; Fitter (Rs. 1285.95) in Television Industry; Chargehand (Rs. 1219.90) in Computers Industry and Fitter (Rs. 594.66) in Watches Industry.

On the other hand, the lowest average daily earnings were observed for Instrument Mechanic (Rs. 218.50) in Ship Building Industry; Boiler Attendant (Rs. 200.00) in Locomotives Industry; Sheetmetal Worker (Rs. 187.78) in Motor Vehicles Industry; Plater (Rs. 240.67) in Motor Cycles Industry; Loader/Unloader (Rs. 224.57) in Bicycles/Rickshaws Industry; Packer (Rs. 362.20) in Aircraft Industry; Shaper Machine Operator (Rs. 228.55) in Domestic Appliances Industry; Storekeeper (Rs. 324.85) in

Television Industry; Welder (Rs. 259.85) in Computers Industry and Miscellaneous (Rs. 205.81) in Watches Industry.

Out of 40 occupations observed in the Ship Buildings Industry, women were employed in 6 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Coolie/Mazdoor, Helper and Supervisor.

Out of 62 occupations observed in the Locomotives Industry, women were employed in 8 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Loader/Unloader, Sweeper and Winder.

Out of 54 occupations observed in the Motor Vehicles Industry, women were employed in 28 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Compressor Operator and Shaper Machine Operator.

Out of 60 occupations observed in the Motor Cycles Industry, women were employed in 20 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Helper, Packer, Sweeper and Miscellaneous.

Out of 39 occupations observed in the Bicycles/Rickshaws Industry, women were employed in 6 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Driller and Packer.

Out of 39 occupations observed in the Aircraft Industry, women were employed in 15 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Sweeper, Storekeeper and Aircraft Erector.

Out of 51 occupations observed in the Domestic Appliances Industry, women were employed in 23 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Assembler, Sorter, Sweeper and Apprentice/Trainees.

Out of 23 occupations observed in the Television Industry, women were employed in 14 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Assembler, Attendant-Q Control, Cabinet Fitter and Examiner-Gr.II.

Out of 38 occupations observed in the Computers Industry, women were employed in 17 occupations and their earnings were more than their men counterparts in 6 occupations, viz. Coolie/Mazdoor, Packer, Storekeeper, Apprentice/Trainees, Instrument Fitter and Miscellaneous.

Out of 41 occupations observed in the Watches Industry, women were employed in 25 occupations and their earnings were more than their men counterparts in 13 occupations, viz. Assembler, Carpenter, Gas Cutter, Grinder, Painter, Pattern Maker, Press Man, Sheetmetal Worker, Sweeper, Watchman, Winder, Machine Operator/Machinist and Operator.

4.7 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 4.8 and 4.9, respectively. Table 4.9 shows that the average daily earnings of piece-rated workers were not observed in any selected Industries during survey.

An analysis of data presented in Table 4.8, revealed that at occupation level, the average daily earnings of time-rated women workers were higher than that of their men counterparts in 3 occupations, viz. Coolie/Mazdoor, Helper and Supervisor in Ship Building Industry; in 3 occupations, viz. Loader/Unloader, Sweeper and Winder in Locomotives Industry; in 2 occupations, viz. Compressor Operator and Shaper Machine Operator in Motor Vehicles Industry; in 4 occupations, viz. Helper, Packer, Sweeper and Miscellaneous in Motor Cycle Industry; in 2 occupations, viz. Driller and Packer in Bicycle/Rickshaws Industry; in 3 occupations, viz., Sweeper, Storekeeper and Aircraft Erector in Aircraft Industry; in 4 occupations, viz. Assembler, Sorter, Sweeper and Apprentice/Trainees in Domestic Appliances Industry and in 4 occupations, viz. Assembler, Attendant-Q Control, Cabinet Fitter and Examiner-Gr.II in Television Industry; in 6 occupations viz. Coolie/Mazdoor, Packer, Storekeeper, Apprentice/Trainees, Instrument Fitter and Miscellaneous in Computers Industry and in 13 occupations viz. Assembler, Carpenter, Gas Cutter, Grinder, Painter, Pattern maker, Press Man, Sheetmetal Worker, Sweeper, Watchman, Winder, Machine Operator/Machinist and Operator in Watches Industry.

4.8 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF EARNINGS

The average daily earnings of workers by components in each occupation are depicted in Table 4.10. It is observed that in all the occupations as well as at industry level, the basic wage and dearness allowance were the major components of the average daily earnings. Among other components of earning, other allowances, travelling allowance and house rent allowance were paid in most of the occupations in all the engineering industries with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the engineering industries. Benefits-in-kind was also paid in most of the occupations of all the engineering industries.

4.9 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings of workers by sexage and system of wage payment over different rounds has been presented in Table 4.11. It is seen that the average daily earnings have registered an increase in all Ten Engineering Industries in the seventh round (2016) over the sixth round (2007).

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 4.11. The real earnings have been defined on the same line as the real wage rate defined in Chapter-III.

The Table shows the extent of increase in real earnings of workers in the year 2016 as compared to 2007. The Table reveals that the real earnings of the workers have increased in the seventh round over the sixth round in the seven Engineering industries, whereas, real earnings has decreased in Motor Cycles, Domestic Appliances and Watches Industries.

The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2007) has been observed at 59.72 percent in Ship Building Industry, followed by 18.88 percent in Television Industry, 12.79 percent in Locomotives Industry, 11.74 percent in Computer Industry, 6.29 percent in Motor Vehicles Industry, 5.32 percent in Aircraft Industry, 3.90 percent in Bicycles/Rickshaws Industry, -19.27 percent in Domestic Appliances Industry, -20.11 percent in Motor Cycles industry and -38.65 percent in Watch Industry.

Exhibit 4.4: Trend in Real Earnings (Rs.) in Engineering Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2007)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Ship Building	10.35	6.48	59.72	(-) 50.17
2	Locomotives	7.32	6.49	12.79	(-)24.22
3	Motor Vehicles	8.62	8.11	6.29	63.33
4	Motor Cycles	8.62	10.79	(-)20.11	80.13
5	Bicycles/ Rickshaws	4.80	4.62	3.90	25.00
6	Aircraft	13.66	12.97	5.32	10.40
7	Domestic Appliances (*)	6.83	8.46	(-)19.27	30.35
8	Television (*)	9.38	7.89	18.88	81.80
9	Computer (*)	7.90	7.07	11.74	77.19
10	Watches	5.92	9.65	(-)38.65	41.70

(*) 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 19.11 percent. The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 31.25 percent and 36.88 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation of average daily wage rates was observed at 40.50 percent in Ship Building Industry, followed by Television Industry at 36.51 percent. The lowest coefficient of variation was reported in Aircrafts Industry at 4.69 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 85.41 percent was observed in Kerala stratum of Ship Building Industry, followed by 71.17 percent in Gujarat stratum of Television Industry. The minimum coefficient of variation was 3.07 percent in Uttar Pradesh stratum of Television Industry.

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

For comparing the variations in the average earnings at industry, stratum and occupation level, the coefficient of variation 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 46.63 percent. The maximum coefficient of variation of average daily wage earnings was observed at 79.95 percent in Aircraft Industry, followed by Locomotives at 53.20 percent. The lowest coefficient of variation was observed in Bicycles/Rickshaws Industry at 34.20 percent. At stratum level, among the engineering industries, the highest coefficient of variation at 74.93 percent was observed in Gujarat stratum of Ship Building Industry, followed by 70.10 percent in Tamil Nadu stratum of Watches Industry. The minimum coefficient of variation was 10.55 percent in Uttar Pradesh stratum of Bicycles/Rickshaws Industry.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Ship Building Industry was observed in Sweeper (70.67 percent) and Mate/Mukaddam (0.83 percent) occupations, respectively. In Locomotives Industry, the highest and lowest coefficient of variation was observed in Driller (71.83 percent) and Loader/Unloader (1.58 percent) occupations, respectively. The highest and lowest coefficient of variation in Motor Vehicles Industry was observed in Assembler (77.20 percent) and Boring Machine Operator (1.07 percent) occupations, respectively. The highest and lowest coefficient of variation in Motor Cycles Industry was observed in Mech/Elec Foreman (63.61 percent) and Polisher (2.03 percent) occupations, respectively. In Bicycles/Rickshaw Industry, the highest and lowest coefficient of variation was observed in Coolie/Mazdoor (56.88 percent) and Painter (1.81 percent) occupations, respectively. The highest and lowest coefficient of variation in Aircraft Industry was observed in Aircraft Erector (97.57 percent) and Instrument Mechanic (21.33 percent) occupations, respectively. In Domestic Appliances Industry, the highest and lowest coefficient of variation was observed in Chargehand (84.59 percent) and Shaper Machine Operator (1.79 percent) occupations, respectively. The highest and lowest coefficient of variation in Television Industry was observed in Bench Fitter (93.45 percent) and Apprentice/Trainees (5.60 percent) occupations, respectively. The highest and lowest coefficient of variation in Computer Industry was observed in Supervisor (68.66 percent) and Shaper Machine Operator (0.88 percent) occupations, respectively. In Watches Industry, the highest and lowest coefficient of variation was observed in Polisher (76.67 percent) and Pattern Maker (1.77 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 91 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 strata level to derive the estimates based on the information received from 1124 sample units.

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

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

The average daily wage rate at industry level was observed to contain significantly higher coefficient of variation (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

**TEN ENGINEERING INDUSTRIES
(2017)**

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

Sl. No.	Industry/Stratum	Number of Units in						Percentage of Units in Sample to Frame
		Frame			Sample			
		Upper	Lower	Total	Upper	Lower	Total	
1	2	3	4	5	6	7	8	9
I.	Ship Building	16	77	93	7	54	61	65.59
	1 West Bengal	3	9	12	3	7	10	83.33
	2 Gujarat	4	6	10	1	4	5	50.00
	3 Maharashtra	1	12	13	0(*)	8	8	61.54
	4 Goa	3	10	13	2	9	11	84.62
	5 Kerala	1	10	11	1	9	10	90.91
	6 Tamil Nadu	1	12	13	0(*)	5	5	38.46
	7 Residual	3	18	21	0(*)	12	12	57.14
II.	Locomotives	74	296	370	22	86	108	29.19
	1 Uttar Pradesh	7	34	41	0(*)	11	11	26.83
	2 West Bengal	19	64	83	7	14	21	25.30
	3 Maharashtra	11	28	39	4	10	14	35.90
	4 Residual	37	170	207	11	51	62	29.95
III.	Motor Vehicles	972	4616	5588	27	123	150	2.68
	1 Haryana	169	456	625	5	16	21	3.36
	2 Maharashtra	203	1101	1304	7	34	41	3.14
	3 Tamil Nadu	276	1091	1367	5	18	23	1.68
	4 Residual	324	1968	2292	10	55	65	2.84
IV.	Motor Cycles	185	719	904	41	177	218	24.12
	1 Punjab	24	200	224	7	54	61	27.23
	2 Uttarakhand	28	27	55	4	4	8	14.55
	3 Haryana	38	55	93	9	14	23	24.73
	4 Uttar Pradesh	9	68	77	0(*)	13	13	16.88
	5 Maharashtra	52	201	253	13	51	64	25.30
	6 Residual	34	168	202	8	41	49	24.26
V.	Bicycles/Rickshaws	104	611	715	16	88	104	14.55
	1 Punjab	82	520	602	13	76	89	14.78
	2 Uttar Pradesh	6	27	33	1	2	3	9.09
	3 Residual	16	64	80	2	10	12	15.00
VI.	Aircraft	16	54	70	9	37	46	65.71
	1 Residual	16	54	70	9	37	46	65.71

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
VII.	Domestic Appliances	177	841	1018	45	193	238	23.38
	1 Himachal Pradesh	36	152	188	11	46	57	30.32
	2 Maharashtra	21	88	109	5	27	32	29.36
	3 Tamil Nadu	18	70	88	5	15	20	22.73
	4 Telangana	13	160	173	1	28	29	16.76
	5 Residual	89	371	460	23	77	100	21.74
VIII.	Television	9	39	48	4	15	19	39.58
	1 Uttarakhand	2	7	9	1	1	2	22.22
	2 Uttar Pradesh	2	16	18	0(*)	5	5	27.78
	3 Gujarat	2	1	3	1	1	2	66.67
	4 Maharashtra	3	4	7	2	1	3	42.86
	5 Residual	0	11	11	0	7	7	63.64
IX.	Computer	31	115	146	19	55	74	50.68
	1 Himachal Pradesh	2	27	29	0(*)	10	10	34.48
	2 Uttar Pradesh	2	3	5	0(*)	1	1	20.00
	3 Maharashtra	12	15	27	9	11	20	74.07
	4 Karnataka	2	20	22	1	10	11	50.00
	5 Residual	13	50	63	9	23	32	50.79
X.	Watches	18	82	100	10	53	63	63.00
	1 Himachal Pradesh	5	12	17	4	5	9	52.94
	2 Uttarakhand	4	4	8	2	1	3	37.50
	3 Gujarat	2	11	13	2	10	12	92.31
	4 Karnataka	2	25	27	1	17	18	66.67
	5 Tamil Nadu	2	8	10	0(*)	5	5	50.00
	6 Residual	3	22	25	1	15	16	64.00
	All Ten Engineering Ind.	1602	7450	9052	200	881	1081	11.94

(*): Number of units in Sample (n) is zero for upper class of the stratum although corresponding number in Frame (N) is positive. The samples were allocated in these classes as per the sampling design but, the units were observed to be closed, casualty, etc. Suitable adjustments have been made in multipliers of Upper/Lower classes in these strata depending upon the exact nature/status of these sample units.

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.	Ship Building	4741	1911	6652
	1 West Bengal	202	33	235
	2 Gujarat	870	172	1042
	3 Maharashtra	344	166	510
	4 Goa	933	670	1603
	5 Kerala	1494	531	2025
	6 Tamil Nadu	150	219	369
	7 Residual	748	120	868
II.	Locomotives	22147	9043	31190
	1 Uttar Pradesh	1416	316	1732
	2 West Bengal	6862	2754	9616
	3 Maharashtra	3252	1263	4515
	4 Residual	10617	4710	15327
III.	Motor Vehicles	731327	203767	935094
	1 Haryana	88530	22393	110923
	2 Maharashtra	89456	35072	124528
	3 Tamil Nadu	153353	42638	195991
	4 Residual	399988	103664	503652
IV.	Motor Cycles	153705	30812	184517
	1 Punjab	13766	2833	16599
	2 Uttarakhand	31199	5593	36792
	3 Haryana	52852	8196	61048
	4 Uttar Pradesh	2208	534	2742
	5 Maharashtra	37860	9592	47452
	6 Residual	15820	4064	19884
V.	Bicycles/Rickshaws	18023	3470	21493
	1 Punjab	15213	3074	18287
	2 Uttar Pradesh	406	92	498
	3 Residual	2404	304	2708
VI.	Aircraft	6594	2623	9217
	1 Residual	6594	2623	9217

Table 2.1

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
VII.	Domestic Appliances	56524	14107	70631
	1 Himachal Pradesh	6231	1233	7464
	2 Maharashtra	3388	690	4078
	3 Tamil Nadu	4819	1713	6532
	4 Telangana	5046	860	5906
	5 Residual	37040	9611	46651
VIII.	Television	10539	2077	12616
	1 Uttarakhand	2019	153	2172
	2 Uttar Pradesh	672	680	1352
	3 Gujarat	756	354	1110
	4 Maharashtra	6654	816	7470
	5 Residual	438	74	512
IX.	Computer	8516	3132	11648
	1 Himachal Pradesh	1704	486	2190
	2 Uttar Pradesh	930	40	970
	3 Maharashtra	1668	487	2155
	4 Karnataka	1250	406	1656
	5 Residual	2964	1713	4677
X.	Watches	5728	1743	7471
	1 Himachal Pradesh	910	361	1271
	2 Uttarakhand	1406	576	1982
	3 Gujarat	1210	257	1467
	4 Karnataka	727	188	915
	5 Tamil Nadu	274	26	300
	6 Residual	1201	335	1536
All Ten Engineering Ind.		1017844	272685	1290529

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.	Ship Building	4741	0.47	88.27	11.73	-	-
	1 West Bengal	202	0.02	99.50	0.50	-	-
	2 Gujarat	870	0.09	100.00	-	-	-
	3 Maharashtra	344	0.03	99.42	0.58	-	-
	4 Goa	933	0.09	98.71	1.29	-	-
	5 Kerala	1494	0.15	64.59	35.41	-	-
	6 Tamil Nadu	150	0.01	96.00	4.00	-	-
	7 Residual	748	0.07	99.20	0.80	-	-
II.	Locomotives	22147	2.18	98.86	1.14	-	-
	1 Uttar Pradesh	1416	0.14	100.00	-	-	-
	2 West Bengal	6862	0.67	99.83	0.17	-	-
	3 Maharashtra	3252	0.32	100.00	-	-	-
	4 Residual	10617	1.04	97.74	2.26	-	-
III.	Motor Vehicles	731327	71.85	91.33	8.67	-	-
	1 Haryana	88530	8.70	99.64	0.36	-	-
	2 Maharashtra	89456	8.79	94.11	5.89	-	-
	3 Tamil Nadu	153353	15.07	72.45	27.55	-	-
	4 Residual	399988	39.30	96.10	3.90	-	-
IV.	Motor Cycles	153705	15.10	93.97	6.03	-	-
	1 Punjab	13766	1.35	96.06	3.94	-	-
	2 Uttarakhand	31199	3.07	97.46	2.54	-	-
	3 Haryana	52852	5.19	88.56	11.44	-	-
	4 Uttar Pradesh	2208	0.22	99.73	0.27	-	-
	5 Maharashtra	37860	3.72	96.68	3.32	-	-
	6 Residual	15820	1.55	96.06	3.94	-	-
V.	Bicycles/Rickshaws	18023	1.77	94.56	5.44	-	-
	1 Punjab	15213	1.49	93.95	6.05	-	-
	2 Uttar Pradesh	406	0.04	100.00	-	-	-
	3 Residual	2404	0.24	97.50	2.50	-	-
VI.	Aircraft	6594	0.65	97.83	2.17	-	-
	1 Residual	6594	0.65	97.83	2.17	-	-

Table 2.2

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adolescents	Children
1	2	3	4	5	6	7	8
VII.	Domestic Appliances	56524	5.55	87.43	12.57	-	-
	1 Himachal Pradesh	6231	0.61	90.18	9.82	-	-
	2 Maharashtra	3388	0.33	86.78	13.22	-	-
	3 Tamil Nadu	4819	0.47	72.48	27.52	-	-
	4 Telangana	5046	0.50	96.31	3.69	-	-
	5 Residual	37040	3.64	87.76	12.24	-	-
VIII.	Television	10539	1.04	82.17	17.83	-	-
	1 Uttarakhand	2019	0.20	71.12	28.88	-	-
	2 Uttar Pradesh	672	0.07	88.10	11.90	-	-
	3 Gujarat	756	0.07	100.00	-	-	-
	4 Maharashtra	6654	0.65	85.72	14.28	-	-
	5 Residual	438	0.04	39.27	60.73	-	-
IX.	Computer	8516	0.84	80.00	20.00	-	-
	1 Himachal Pradesh	1704	0.17	86.97	13.03	-	-
	2 Uttar Pradesh	930	0.09	86.56	13.44	-	-
	3 Maharashtra	1668	0.16	36.69	63.31	-	-
	4 Karnataka	1250	0.12	87.36	12.64	-	-
	5 Residual	2964	0.29	95.21	4.79	-	-
X.	Watches	5728	0.56	59.50	40.50	-	-
	1 Himachal Pradesh	910	0.09	80.33	19.67	-	-
	2 Uttarakhand	1406	0.14	28.45	71.55	-	-
	3 Gujarat	1210	0.12	32.73	67.27	-	-
	4 Karnataka	727	0.07	86.80	13.20	-	-
	5 Tamil Nadu	274	0.03	35.77	64.23	-	-
	6 Residual	1201	0.12	95.92	4.08	-	-
All Ten Engineering Ind.		1017844	100.00	91.39	8.61	-	-

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.	Ship Building	4741	100.00	0.00
	1 West Bengal	202	100.00	0.00
	2 Gujarat	870	100.00	0.00
	3 Maharashtra	344	100.00	0.00
	4 Goa	933	100.00	0.00
	5 Kerala	1494	100.00	0.00
	6 Tamil Nadu	150	100.00	0.00
	7 Residual	748	100.00	0.00
II.	Locomotives	22147	100.00	0.00
	1 Uttar Pradesh	1416	100.00	0.00
	2 West Bengal	6862	100.00	0.00
	3 Maharashtra	3252	100.00	0.00
	4 Residual	10617	100.00	0.00
III.	Motor Vehicles	731327	100.00	0.00
	1 Haryana	88530	100.00	0.00
	2 Maharashtra	89456	100.00	0.00
	3 Tamil Nadu	153353	100.00	0.00
	4 Residual	399988	100.00	0.00
IV.	Motor Cycles	153705	100.00	0.00
	1 Punjab	13766	100.00	0.00
	2 Uttarakhand	31199	100.00	0.00
	3 Haryana	52852	100.00	0.00
	4 Uttar Pradesh	2208	100.00	0.00
	5 Maharashtra	37860	100.00	0.00
	6 Residual	15820	100.00	0.00
V.	Bicycles/Rickshaws	18023	100.00	0.00
	1 Punjab	15213	100.00	0.00
	2 Uttar Pradesh	406	100.00	0.00
	3 Residual	2404	100.00	0.00
VI.	Aircraft	6594	100.00	0.00
	1 Residual	6594	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
VII.	Domestic Appliances	56524	100.00	0.00
	1 Himachal Pradesh	6231	100.00	0.00
	2 Maharashtra	3388	100.00	0.00
	3 Tamil Nadu	4819	100.00	0.00
	4 Telangana	5046	100.00	0.00
	5 Residual	37040	100.00	0.00
VIII.	Television	10539	100.00	0.00
	1 Uttarakhand	2019	100.00	0.00
	2 Uttar Pradesh	672	100.00	0.00
	3 Gujarat	756	100.00	0.00
	4 Maharashtra	6654	100.00	0.00
	5 Residual	438	100.00	0.00
IX.	Computer	8516	100.00	0.00
	1 Himachal Pradesh	1704	100.00	0.00
	2 Uttar Pradesh	930	100.00	0.00
	3 Maharashtra	1668	100.00	0.00
	4 Karnataka	1250	100.00	0.00
	5 Residual	2964	100.00	0.00
X.	Watches	5728	100.00	0.00
	1 Himachal Pradesh	910	100.00	0.00
	2 Uttarakhand	1406	100.00	0.00
	3 Gujarat	1210	100.00	0.00
	4 Karnataka	727	100.00	0.00
	5 Tamil Nadu	274	100.00	0.00
	6 Residual	1201	100.00	0.00
All Ten Engineering Ind.		1017844	100.00	0.00

TABLE 2.4
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT INDUSTRIES BY OCCUPATION

Sl. No.	Occupation	Percentage of Workers										
		Ship Bldg	Locomotives	Motor Vehicles	Motor Cycles	Bicycles Rickshaws	Aircraft	Domestic Appliance	TV	Computers	Watches	All Ind.
1	Armature Winder	-	-	-	-	-	-	0.01	-	-	-	0.00
2	Assembler	-	0.62	8.35	0.66	0.32	3.84	11.13	4.02	3.45	6.98	6.87
3	Blacksmith	-	0.14	-	0.02	-	-	-	-	-	-	0.01
4	Boiler Attendan	-	0.01	-	-	0.04	-	0.01	0.09	-	-	0.00
5	Carpenter	0.93	0.03	0.05	0.01	-	0.09	-	-	-	0.05	0.04
6	Chargehand	-	0.01	0.14	-	-	0.68	0.15	-	0.01	0.14	0.11
7	Chargeman	-	0.04	0.02	-	0.04	-	0.03	-	-	-	0.02
8	Checker	0.19	1.20	0.87	1.30	1.43	2.71	0.60	-	2.01	1.41	0.95
9	Compressor Op.	-	0.02	1.05	-	-	-	-	-	0.16	-	0.75
10	Coolie/Mazdoor	15.78	3.93	1.04	1.21	3.21	-	0.90	-	3.37	0.96	1.23
11	Core Maker	0.17	0.19	-	-	-	-	0.05	-	-	-	0.01
12	Crane Operator	0.13	0.63	0.08	0.05	0.12	-	-	0.55	-	-	0.08
13	Die Maker	0.04	0.03	0.17	0.33	0.09	-	0.30	-	-	0.24	0.19
14	Driller	-	1.21	0.24	0.20	0.23	0.35	0.49	-	0.16	-	0.26
15	Driver	1.10	1.74	0.71	0.60	1.38	1.08	0.88	0.16	0.92	0.42	0.73
16	Electrician	2.53	1.71	4.37	0.51	1.10	1.41	1.73	0.08	1.83	0.37	3.41
17	Fireman	-	-	-	0.03	0.12	-	-	0.06	-	-	0.01
18	Fitter	8.29	4.98	2.54	2.36	1.14	7.11	2.55	0.04	0.60	0.14	2.54
19	Mech/Elec Forem	0.84	3.42	0.18	0.66	1.63	4.31	0.29	-	1.05	0.21	0.39
20	Furnaceman	-	0.54	0.06	0.15	0.47	0.15	0.09	-	-	-	0.09
21	Gas Cutter	0.30	0.44	0.02	0.07	0.08	0.30	0.03	-	-	0.26	0.05
22	Grinder	0.27	1.35	0.10	0.12	0.04	1.41	0.35	-	0.28	0.26	0.15
23	Hammerman	-	-	-	0.02	0.27	-	-	-	-	-	0.01
24	Helper	22.46	30.33	31.51	32.48	49.05	8.20	35.77	25.41	25.45	27.37	31.85
25	Instrument Mech	0.08	0.07	-	0.14	-	4.03	0.02	-	0.05	-	0.05
26	Lineman	0.08	-	-	0.01	-	-	0.38	-	0.19	0.03	0.03
27	Loader/Unloader	-	1.87	0.42	0.69	0.07	0.02	0.63	-	0.09	-	0.48
28	Mistry/Kangani	-	-	0.02	0.16	0.77	-	-	-	-	-	0.05
29	Marker	-	0.06	-	-	-	0.02	-	-	-	-	0.00
30	Mate/Mukaddam	0.23	0.01	-	-	-	-	-	-	-	-	0.00
31	Mechanic(Genera	0.67	1.60	0.37	0.38	-	1.59	1.84	-	1.06	0.02	0.48

Table 2.4

Sl. No.	Occupation	Percentage of Workers										
		Ship Bldg	Locomotives	Motor Vehicles	Motor Cycles	Bicycles Rickshaws	Aircraft	Domestic Appliance	TV	Computers	Watches	All Ind.
32	Millwright	-	-	-	-	-	0.02	-	-	-	-	0.00
33	Motor Mechanic	-	1.12	0.42	0.24	-	-	0.12	-	-	-	0.37
34	Moulder	0.65	1.14	0.47	0.11	0.08	-	0.62	-	0.54	-	0.42
35	Oilman/Greaser	-	0.09	-	0.02	-	-	-	-	-	-	0.00
36	Packer	-	0.10	1.31	0.72	1.81	0.08	1.66	-	1.23	0.93	1.19
37	Painter	1.60	1.06	0.46	0.71	0.54	0.55	0.47	-	1.37	1.26	0.53
38	Pattern Maker	-	0.07	-	-	-	-	0.04	-	-	0.07	0.00
39	Plater	-	-	-	0.01	-	-	-	-	-	0.23	0.00
40	Plumber	0.27	-	0.01	0.01	-	0.03	0.01	-	-	0.07	0.01
41	Polisher	-	-	-	0.01	-	-	0.16	-	0.28	1.06	0.02
42	Press Man	0.17	0.43	0.44	0.25	1.88	-	0.10	-	-	1.19	0.41
43	Rivetter	-	0.23	-	-	-	-	-	-	-	-	0.01
44	Rollerman/Rolle	-	-	0.03	0.03	0.07	-	-	-	-	-	0.03
45	Shaper Machine	-	0.72	0.43	0.05	0.17	0.30	0.07	-	1.12	0.09	0.35
46	Sheetmetal Work	-	-	0.03	-	-	-	0.24	-	0.08	0.19	0.04
47	Sorter	0.06	0.01	-	-	-	-	0.01	-	-	-	0.00
48	Supervisor	2.38	3.51	2.36	2.83	4.72	6.08	5.12	0.99	3.44	2.22	2.67
49	Sweeper	1.20	1.54	0.75	0.54	0.62	1.35	0.84	0.73	1.14	0.37	0.74
50	Tester	-	0.04	-	0.03	-	-	0.70	-	-	0.54	0.05
51	Tindal	-	0.02	-	-	-	-	-	-	-	-	0.00
52	Trimmer	-	0.11	0.67	0.03	-	0.50	-	-	-	-	0.49
53	Trolley Driver	-	-	-	0.02	-	-	-	-	-	-	0.00
54	Turner	0.67	0.82	0.33	1.94	0.70	4.53	1.24	-	-	0.98	0.67
55	Watchman	1.52	1.59	1.32	1.61	1.78	1.17	1.76	7.45	2.08	3.60	1.48
56	Welder	6.83	4.05	2.02	1.53	0.69	1.82	1.95	-	0.42	-	1.94
57	Winder	-	0.03	0.02	-	-	-	0.47	-	-	0.21	0.04
58	Wireman	0.08	-	0.08	0.05	-	0.18	0.03	-	0.01	-	0.07
59	Boring Machine	-	0.38	0.68	0.01	-	0.88	-	-	-	-	0.51
60	Fork Lift Opera	-	0.05	0.07	0.01	-	-	-	-	0.02	-	0.05
61	Mach. Op./Machi	2.68	12.86	20.05	27.02	11.04	25.43	10.13	31.50	13.02	3.67	20.15
62	Casting Man	-	-	0.50	0.15	-	-	-	-	-	-	0.38
63	Milling Machine	-	0.05	0.20	0.33	0.16	2.37	0.01	-	-	-	0.21
64	Setter	0.08	0.06	0.28	0.01	0.47	1.00	-	-	-	0.02	0.22
65	Tool Maker	0.04	-	0.18	0.04	0.08	0.45	0.16	-	0.14	0.73	0.15
66	Gen./Turbo Oper	0.02	0.02	-	-	-	-	-	-	-	-	0.00
67	Store Keeper	0.19	0.53	0.40	0.50	1.16	1.24	0.71	0.89	0.70	0.31	0.46
68	Apprentice/Trai	-	0.96	5.98	7.96	-	2.34	0.16	0.13	1.12	1.33	5.56

Table 2.4

Sl. No.	Occupation	Percentage of Workers										
		Ship Bldg	Locomotives	Motor Vehicles	Motor Cycles	Bicycles Rickshaws	Aircraft	Domestic Appliance	TV	Computers	Watches	All Ind.
69	Cook	-	-	-	0.01	-	-	-	-	-	0.02	0.00
70	Boiler Maker	4.70	-	-	-	-	-	-	-	-	-	0.02
71	Erector	5.34	-	-	-	-	-	-	-	-	-	0.02
72	Plater	6.50	-	-	-	-	-	-	-	-	-	0.03
73	Sail Maker	2.28	-	-	-	-	-	-	-	-	-	0.01
74	Boat Builder	5.19	-	0.04	-	-	-	-	-	-	-	0.06
75	Insulator	3.21	-	0.02	-	-	-	-	-	-	-	0.03
76	Boiler Maker	-	1.12	-	-	-	-	-	-	-	-	0.02
77	Cooper Smith	-	1.78	-	-	-	-	-	-	-	-	0.04
78	Fitter-C & W	-	4.25	-	-	-	-	-	-	-	-	0.09
79	Fitter-Loco	-	1.76	-	-	-	-	-	-	-	-	0.04
80	Lifter	-	0.04	-	-	-	-	-	-	-	-	0.00
81	Power Hammer Op	-	2.34	-	-	-	-	-	-	-	-	0.05
82	Frazer	-	0.05	1.27	-	-	-	-	-	-	-	0.91
83	Auto Electricia	-	-	2.47	-	-	-	-	-	-	-	1.78
84	Tester	-	0.47	4.11	-	-	-	-	-	-	-	2.96
85	Frazer	-	-	-	5.05	-	-	-	-	-	-	0.76
86	Auto Electricia	-	-	-	2.90	-	-	-	-	-	-	0.44
87	Tester	-	-	-	2.94	-	-	-	-	-	-	0.44
88	Brazer	-	-	-	-	2.67	-	-	-	-	-	0.05
89	Cycle Fitter	-	-	-	-	6.29	-	-	-	-	-	0.11
90	Filer	-	-	-	-	3.50	-	-	-	-	-	0.06
91	Aircraft Erecto	-	-	-	-	-	8.99	-	-	-	-	0.06
92	Radio/Radar Mec	-	-	-	-	-	3.20	-	-	-	-	0.02
93	Inspector	-	-	-	-	-	-	2.83	-	-	-	0.16
94	Refrig/AC Mecha	-	-	-	-	-	-	4.53	-	-	-	0.25
95	Insulator	-	-	-	-	-	-	2.94	-	-	-	0.16
96	Sand Mix Operat	-	-	-	-	-	-	4.52	-	-	-	0.25
97	Attendant-Q Con	-	-	-	-	-	-	-	1.13	-	-	0.01
98	Bench Fitter	-	-	-	-	-	-	-	2.50	-	-	0.03
99	Cabinet Fitter	-	-	-	-	-	-	-	1.78	-	-	0.02
100	Operator	-	-	-	-	-	-	-	13.36	-	-	0.14
101	Soldering Opera	-	-	-	-	-	-	-	1.92	-	-	0.02
102	Trouble Shooter	-	-	-	-	-	-	-	1.80	-	-	0.02
103	Technician	-	-	-	-	-	-	-	3.89	-	-	0.04
104	Examiner-Grade	-	-	-	-	-	-	-	0.23	-	-	0.00
105	Inspector	-	-	-	-	-	-	-	1.29	-	-	0.01

Table 2.4

Sl. No.	Occupation	Percentage of Workers										
		Ship Bldg	Locomotives	Motor Vehicles	Motor Cycles	Bicycles Rickshaws	Aircraft	Domestic Appliance	TV	Computers	Watches	All Ind.
106	Bench Fitter	-	-	-	-	-	-	-	-	1.75	-	0.01
107	Instrument Fitt	-	-	-	-	-	-	-	-	2.41	-	0.02
108	Operator	-	-	-	-	-	-	-	-	12.79	-	0.11
109	Technician	-	-	-	-	-	-	-	-	13.66	-	0.11
110	Trouble Shooter	-	-	-	-	-	-	-	-	1.24	-	0.01
111	Operator	-	-	-	-	-	-	-	-	-	15.96	0.09
112	Watch Maker	-	-	-	-	-	-	-	-	-	15.54	0.09
113	Moulder-Plastic	-	-	-	-	-	-	-	-	-	7.21	0.04
114	Soldering Opera	-	-	-	-	-	-	-	-	-	3.23	0.02
115	Miscellaneous	0.21	0.41	0.30	0.19	-	0.18	0.22	-	0.75	0.12	0.27
Total		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

TABLE 2.5
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. Ship Building								
	First Round(1959)	24400	100.00	-	-	-	100.00	-
	Second Round(1963)	22594	100.00	-	-	-	100.00	-
	Third Round(1975)	46548	99.92	0.08	-	-	100.00	-
	Fourth Round(1987)	38802	99.82	0.18	-	-	99.61	0.39
	Fifth Round(1995)	25790	99.15	0.85	-	-	100.00	-
	Sixth Round(2007)	6352	99.69	0.31	-	-	100.00	-
	Seventh Round(2016)	4741	88.27	11.73	-	-	100.00	-
II. Locomotives								
	First Round(1959)	180900	99.90	0.10	-	-	100.00	-
	Second Round(1963)	136491	100.00	-	-	-	100.00	-
	Third Round(1975)	173841	99.96	0.04	-	-	100.00	-
	Fourth Round(1987)	225190	98.84	1.16	-	-	100.00	-
	Fifth Round(1995)	123399	99.80	0.20	-	-	99.96	0.04
	Sixth Round(2007)	9996	99.78	0.22	-	-	100.00	-
	Seventh Round(2016)	22147	98.86	1.14	-	-	100.00	-
III. Motor Vehicles								
	First Round(1959)	46300	99.60	0.10	-	0.30	100.00	-
	Second Round(1963)	94343	99.90	0.10	-	-	88.60	11.40
	Third Round(1975)	28125	99.88	0.12	-	-	100.00	-
	Fourth Round(1987)	576278	99.96	0.04	-	-	99.89	0.11
	Fifth Round(1995)	86049	98.94	1.06	-	-	100.00	-
	Sixth Round(2007)	138725	96.22	3.78	-	-	99.74	0.26
	Seventh Round(2016)	731327	91.33	8.67	-	-	100.00	-
IV. Motor Cycles								
	Fourth Round(1987)	46496	98.20	1.80	-	-	100.00	-
	Fifth Round(1995)	29402	97.45	2.55	-	-	99.85	0.15
	Sixth Round(2007)	103151	98.56	1.44	-	-	99.24	0.76
	Seventh Round(2016)	153705	93.97	6.03	-	-	100.00	-
V. Bicycles/Rickshaws								
	First Round(1959)	9900	100.00	-	-	-	54.10	45.90
	Second Round(1963)	9613	99.90	0.10	-	-	96.30	3.70
	Third Round(1975)	8327	99.96	0.02	-	0.02	81.12	18.88
	Fourth Round(1987)	82557	99.36	0.64	-	-	57.18	42.82
	Fifth Round(1995)	27919	98.22	1.78	-	-	91.45	8.55
	Sixth Round(2007)	19363	97.88	2.12	-	-	96.28	3.72

Table 2.5

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
	Seventh Round(2016)	18023	94.56	5.44	-	-	100.00	-
VI.	Aircrafts							
	First Round(1959)	15200	100.00	-	-	-	100.00	-
	Second Round(1963)	18254	100.00	-	-	-	100.00	-
	Third Round(1975)	18785	96.83	3.17	-	-	100.00	-
	Fourth Round(1987)	14646	100.00	-	-	-	100.00	-
	Fifth Round(1995)	5250	100.00	-	-	-	100.00	-
	Sixth Round(2007)	936	100.00	-	-	-	100.00	-
	Seventh Round(2016)	6594	97.83	2.17	-	-	100.00	-
VII.	Domestic Appliances (*)							
	Fourth Round(1987)	7424	99.68	0.32	-	-	100.00	-
	Fifth Round(1995)	20279	96.53	3.47	-	-	99.94	0.06
	Sixth Round(2007)	7267	99.19	0.81	-	-	99.20	0.80
	Seventh Round(2016)	56524	87.43	12.57	-	-	100.00	-
VIII.	Television (*)							
	Fourth Round(1987)	14480	72.72	27.28	-	-	100.00	-
	Fifth Round(1995)	26821	62.72	37.28	-	-	100.00	-
	Sixth Round(2007)	12905	77.26	22.74	-	-	100.00	-
	Seventh Round(2016)	10539	82.17	17.83	-	-	100.00	-
IX.	Computer (*)							
	Fourth Round(1987)	30083	82.58	17.42	-	-	100.00	-
	Fifth Round(1995)	18329	39.02	60.98	-	-	100.00	-
	Sixth Round(2007)	52217	70.44	29.56	-	-	100.00	-
	Seventh Round(2016)	8516	80.00	20.00	-	-	100.00	-
X.	Watches							
	Fourth Round(1987)	18769	62.86	37.14	-	-	100.00	-
	Fifth Round(1995)	15262	69.00	31.00	-	-	99.93	0.07
	Sixth Round(2007)	7578	75.93	24.07	-	-	99.82	0.18
	Seventh Round(2016)	5728	59.50	40.50	-	-	100.00	-

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

TABLE 2.6
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.	Ship Building	4741	88.27	11.73	-	-
	1 Carpenter	44	100.00	-	-	-
	2 Checker	9	100.00	-	-	-
	3 Coolie/Mazdoor	748	43.58	56.42	-	-
	4 Core Maker	8	100.00	-	-	-
	5 Crane Operator	6	100.00	-	-	-
	6 Die Maker	2	100.00	-	-	-
	7 Driver	52	100.00	-	-	-
	8 Electrician	120	100.00	-	-	-
	9 Fitter	393	100.00	-	-	-
	10 Mech/Elec Foreman	40	100.00	-	-	-
	11 Gas Cutter	14	100.00	-	-	-
	12 Grinder	13	100.00	-	-	-
	13 Helper	1065	88.45	11.55	-	-
	14 Instrument Mech	4	100.00	-	-	-
	15 Lineman	4	100.00	-	-	-
	16 Mate/Mukaddam	11	100.00	-	-	-
	17 Mechanic(General)	32	100.00	-	-	-
	18 Moulder	31	100.00	-	-	-
	19 Painter	76	100.00	-	-	-
	20 Plumber	13	100.00	-	-	-
	21 Press Man	8	100.00	-	-	-
	22 Sorter	3	100.00	-	-	-
	23 Supervisor	113	99.12	0.88	-	-
	24 Sweeper	57	100.00	-	-	-
	25 Turner	32	100.00	-	-	-
	26 Watchman	72	100.00	-	-	-
	27 Welder	324	100.00	-	-	-
	28 Wireman	4	100.00	-	-	-
	29 Mach. Op./Machinist	127	95.28	4.72	-	-
	30 Setter	4	100.00	-	-	-
	31 Tool Maker	2	100.00	-	-	-
	32 Gen./Turbo Operator	1	100.00	-	-	-
	33 Store Keeper	9	77.78	22.22	-	-
	34 Boiler Maker	223	100.00	-	-	-
	35 Erector	253	100.00	-	-	-
	36 Plater	308	100.00	-	-	-
	37 Sail Maker	108	100.00	-	-	-
	38 Boat Builder	246	100.00	-	-	-
	39 Insulator	152	100.00	-	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	40 Miscellaneous	10	80.00	20.00	-	-
II.	Locomotives	22147	98.86	1.14	-	-
	1 Assembler	137	100.00	-	-	-
	2 Blacksmith	30	100.00	-	-	-
	3 Boiler Attendant	3	100.00	-	-	-
	4 Carpenter	6	100.00	-	-	-
	5 Chargehand	3	100.00	-	-	-
	6 Chargeman	8	100.00	-	-	-
	7 Checker	266	97.74	2.26	-	-
	8 Compressor Op.	4	100.00	-	-	-
	9 Coolie/Mazdoor	871	89.67	10.33	-	-
	10 Core Maker	41	100.00	-	-	-
	11 Crane Operator	139	100.00	-	-	-
	12 Die Maker	7	100.00	-	-	-
	13 Driller	269	100.00	-	-	-
	14 Driver	385	100.00	-	-	-
	15 Electrician	379	100.00	-	-	-
	16 Fitter	1102	100.00	-	-	-
	17 Mech/Elec Foreman	757	100.00	-	-	-
	18 Furnaceman	119	100.00	-	-	-
	19 Gas Cutter	97	100.00	-	-	-
	20 Grinder	300	100.00	-	-	-
	21 Helper	6718	99.51	0.49	-	-
	22 Instrument Mech	15	100.00	-	-	-
	23 Loader/Unloader	414	97.10	2.90	-	-
	24 Marker	14	100.00	-	-	-
	25 Mate/Mukaddam	3	100.00	-	-	-
	26 Mechanic(General)	354	100.00	-	-	-
	27 Motor Mechanic	247	100.00	-	-	-
	28 Moulder	252	100.00	-	-	-
	29 Oilman/Greaser	21	100.00	-	-	-
	30 Packer	23	100.00	-	-	-
	31 Painter	234	100.00	-	-	-
	32 Pattern Maker	16	100.00	-	-	-
	33 Press Man	95	100.00	-	-	-
	34 Rivetter	51	100.00	-	-	-
	35 Shaper Machine Op	159	100.00	-	-	-
	36 Sorter	3	100.00	-	-	-
	37 Supervisor	778	94.99	5.01	-	-
	38 Sweeper	342	93.86	6.14	-	-
	39 Tester	9	100.00	-	-	-
	40 Tindal	4	100.00	-	-	-
	41 Trimmer	24	100.00	-	-	-
	42 Turner	181	100.00	-	-	-
	43 Watchman	353	100.00	-	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
44	Welder	898	100.00	-	-	-
45	Winder	6	-	100.00	-	-
46	Boring Machine Op.	85	100.00	-	-	-
47	Fork Lift Operator	12	100.00	-	-	-
48	Mach. Op./Machinist	2849	100.00	-	-	-
49	Milling Machine Op.	10	100.00	-	-	-
50	Setter	13	100.00	-	-	-
51	Gen./Turbo Operator	4	100.00	-	-	-
52	Store Keeper	117	100.00	-	-	-
53	Apprentice/Trainees	212	100.00	-	-	-
54	Boiler Maker	248	100.00	-	-	-
55	Cooper Smith	394	100.00	-	-	-
56	Fitter-C & W	942	95.22	4.78	-	-
57	Fitter-Loco	389	100.00	-	-	-
58	Lifter	9	100.00	-	-	-
59	Power Hammer Op	519	100.00	-	-	-
60	Frazer	12	100.00	-	-	-
61	Tester	105	100.00	-	-	-
62	Miscellaneous	90	100.00	-	-	-
III.	Motor Vehicles	731327	91.33	8.67	-	-
1	Assembler	61080	99.94	0.06	-	-
2	Carpenter	384	100.00	-	-	-
3	Chargehand	990	100.00	-	-	-
4	Chargeman	180	100.00	-	-	-
5	Checker	6368	90.84	9.16	-	-
6	Compressor Op.	7656	87.79	12.21	-	-
7	Coolie/Mazdoor	7634	83.25	16.75	-	-
8	Crane Operator	561	100.00	-	-	-
9	Die Maker	1245	100.00	-	-	-
10	Driller	1724	100.00	-	-	-
11	Driver	5191	100.00	-	-	-
12	Electrician	31963	34.96	65.04	-	-
13	Fitter	18573	97.76	2.24	-	-
14	Mech/Elec Foreman	1315	100.00	-	-	-
15	Furnaceman	432	100.00	-	-	-
16	Gas Cutter	172	100.00	-	-	-
17	Grinder	728	100.00	-	-	-
18	Helper	230430	95.30	4.70	-	-
19	Lineman	34	100.00	-	-	-
20	Loader/Unloader	3074	80.97	19.03	-	-
21	Mistry/Kangani	122	100.00	-	-	-
22	Mechanic(General)	2711	97.97	2.03	-	-
23	Motor Mechanic	3099	100.00	-	-	-
24	Moulder	3440	86.31	13.69	-	-
25	Packer	9551	41.14	58.86	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
26	Painter	3357	95.95	4.05	-	-
27	Plumber	104	100.00	-	-	-
28	Press Man	3186	100.00	-	-	-
29	Rollerman/Roller	218	100.00	-	-	-
30	Shaper Machine Op	3141	94.75	5.25	-	-
31	Sheetmetal Worker	252	57.14	42.86	-	-
32	Supervisor	17288	96.50	3.50	-	-
33	Sweeper	5464	73.52	26.48	-	-
34	Trimmer	4864	99.34	0.66	-	-
35	Turner	2427	97.03	2.97	-	-
36	Watchman	9619	99.63	0.37	-	-
37	Welder	14741	100.00	-	-	-
38	Winder	144	100.00	-	-	-
39	Wireman	576	100.00	-	-	-
40	Boring Machine Op.	5005	91.21	8.79	-	-
41	Fork Lift Operator	492	100.00	-	-	-
42	Mach. Op./Machinist	146605	95.12	4.88	-	-
43	Casting Man	3648	100.00	-	-	-
44	Milling Machine Op.	1431	100.00	-	-	-
45	Setter	2015	100.00	-	-	-
46	Tool Maker	1315	97.26	2.74	-	-
47	Store Keeper	2918	98.90	1.10	-	-
48	Apprentice/Trainees	43743	78.03	21.97	-	-
49	Boat Builder	320	100.00	-	-	-
50	Insulator	160	100.00	-	-	-
51	Frazer	9295	95.35	4.65	-	-
52	Auto Electrician	18098	95.76	4.24	-	-
53	Tester	30050	97.62	2.38	-	-
54	Miscellaneous	2194	98.36	1.64	-	-
IV.	Motor Cycles	153705	93.97	6.03	-	-
1	Assembler	1008	99.21	0.79	-	-
2	Blacksmith	36	100.00	-	-	-
3	Boiler Attendant	4	100.00	-	-	-
4	Carpenter	8	100.00	-	-	-
5	Checker	2005	98.60	1.40	-	-
6	Coolie/Mazdoor	1864	98.93	1.07	-	-
7	Crane Operator	78	100.00	-	-	-
8	Die Maker	500	100.00	-	-	-
9	Driller	315	97.46	2.54	-	-
10	Driver	917	100.00	-	-	-
11	Electrician	785	100.00	-	-	-
12	Fireman	52	100.00	-	-	-
13	Fitter	3632	100.00	-	-	-
14	Mech/Elec Foreman	1019	100.00	-	-	-
15	Furnaceman	236	62.71	37.29	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
16	Gas Cutter	113	50.44	49.56	-	-
17	Grinder	178	100.00	-	-	-
18	Hammerman	31	100.00	-	-	-
19	Helper	49919	93.19	6.81	-	-
20	Instrument Mech	212	100.00	-	-	-
21	Lineman	16	100.00	-	-	-
22	Loader/Unloader	1056	100.00	-	-	-
23	Mistry/Kangani	248	100.00	-	-	-
24	Mechanic (General)	582	98.63	1.37	-	-
25	Millwright	4	100.00	-	-	-
26	Motor Mechanic	368	100.00	-	-	-
27	Moulder	174	100.00	-	-	-
28	Oilman/Greaser	24	100.00	-	-	-
29	Packer	1104	87.68	12.32	-	-
30	Painter	1094	100.00	-	-	-
31	Pattern Maker	4	100.00	-	-	-
32	Plater	16	100.00	-	-	-
33	Plumber	8	100.00	-	-	-
34	Polisher	20	100.00	-	-	-
35	Press Man	383	93.73	6.27	-	-
36	Rollerman/Roller	44	100.00	-	-	-
37	Shaper Machine Op	75	100.00	-	-	-
38	Supervisor	4356	99.54	0.46	-	-
39	Sweeper	837	83.27	16.73	-	-
40	Tester	48	100.00	-	-	-
41	Trimmer	40	100.00	-	-	-
42	Trolley Driver	24	100.00	-	-	-
43	Turner	2987	100.00	-	-	-
44	Watchman	2469	97.73	2.27	-	-
45	Welder	2350	100.00	-	-	-
46	Wireman	74	100.00	-	-	-
47	Boring Machine Op.	8	100.00	-	-	-
48	Fork Lift Operator	8	100.00	-	-	-
49	Mach. Op./Machinist	41529	99.29	0.71	-	-
50	Casting Man	224	100.00	-	-	-
51	Milling Machine Op.	505	100.00	-	-	-
52	Setter	15	100.00	-	-	-
53	Tool Maker	56	100.00	-	-	-
54	Store Keeper	769	96.88	3.12	-	-
55	Apprentice/Trainees	12232	60.76	39.24	-	-
56	Cook	16	100.00	-	-	-
57	Frazer	7766	98.67	1.33	-	-
58	Auto Electrician	4453	99.37	0.63	-	-
59	Tester	4518	99.76	0.24	-	-
60	Miscellaneous	289	95.85	4.15	-	-
V.	Bicycles/Rickshaws	18023	94.56	5.44	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
1	Assembler	58	100.00	-	-	-
2	Boiler Attendant	8	100.00	-	-	-
3	Chargeman	8	100.00	-	-	-
4	Checker	257	100.00	-	-	-
5	Coolie/Mazdoor	579	100.00	-	-	-
6	Crane Operator	21	100.00	-	-	-
7	Die Maker	16	100.00	-	-	-
8	Driller	42	57.14	42.86	-	-
9	Driver	249	100.00	-	-	-
10	Electrician	199	100.00	-	-	-
11	Fireman	21	100.00	-	-	-
12	Fitter	205	100.00	-	-	-
13	Mech/Elec Foreman	293	100.00	-	-	-
14	Furnaceman	84	100.00	-	-	-
15	Gas Cutter	14	100.00	-	-	-
16	Grinder	7	100.00	-	-	-
17	Hammerman	49	100.00	-	-	-
18	Helper	8840	90.44	9.56	-	-
19	Loader/Unloader	12	100.00	-	-	-
20	Mistry/Kangani	138	100.00	-	-	-
21	Moulder	14	100.00	-	-	-
22	Packer	327	93.58	6.42	-	-
23	Painter	98	100.00	-	-	-
24	Press Man	338	100.00	-	-	-
25	Rollerman/Roller	12	100.00	-	-	-
26	Shaper Machine Op	30	100.00	-	-	-
27	Supervisor	851	100.00	-	-	-
28	Sweeper	111	82.88	17.12	-	-
29	Turner	126	100.00	-	-	-
30	Watchman	321	100.00	-	-	-
31	Welder	124	100.00	-	-	-
32	Mach. Op./Machinist	1990	96.48	3.52	-	-
33	Milling Machine Op.	29	75.86	24.14	-	-
34	Setter	84	100.00	-	-	-
35	Tool Maker	14	100.00	-	-	-
36	Store Keeper	209	100.00	-	-	-
37	Brazer	482	100.00	-	-	-
38	Cycle Fitter	1133	100.00	-	-	-
39	Filer	630	100.00	-	-	-
VI.	Aircraft	6594	97.83	2.17	-	-
	1 Assembler	253	98.42	1.58	-	-
	2 Carpenter	6	100.00	-	-	-
	3 Chargehand	45	91.11	8.89	-	-
	4 Checker	179	93.30	6.70	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
5	Driller	23	100.00	-	-	-
6	Driver	71	100.00	-	-	-
7	Electrician	93	100.00	-	-	-
8	Fitter	469	99.57	0.43	-	-
9	Mech/Elec Foreman	284	100.00	-	-	-
10	Furnaceman	10	100.00	-	-	-
11	Gas Cutter	20	100.00	-	-	-
12	Grinder	93	100.00	-	-	-
13	Helper	541	88.54	11.46	-	-
14	Instrument Mech	266	97.74	2.26	-	-
15	Loader/Unloader	1	100.00	-	-	-
16	Marker	1	100.00	-	-	-
17	Mechanic(General)	105	100.00	-	-	-
18	Millwright	1	100.00	-	-	-
19	Packer	5	100.00	-	-	-
20	Painter	36	100.00	-	-	-
21	Plumber	2	100.00	-	-	-
22	Shaper Machine Op	20	100.00	-	-	-
23	Supervisor	401	99.25	0.75	-	-
24	Sweeper	89	68.54	31.46	-	-
25	Trimmer	33	100.00	-	-	-
26	Turner	299	100.00	-	-	-
27	Watchman	77	100.00	-	-	-
28	Welder	120	100.00	-	-	-
29	Wireman	12	100.00	-	-	-
30	Boring Machine Op.	58	100.00	-	-	-
31	Mach. Op./Machinist	1677	100.00	-	-	-
32	Milling Machine Op.	156	98.72	1.28	-	-
33	Setter	66	98.48	1.52	-	-
34	Tool Maker	30	100.00	-	-	-
35	Store Keeper	82	97.56	2.44	-	-
36	Apprentice/Trainees	154	95.45	4.55	-	-
37	Aircraft Erector	593	99.66	0.34	-	-
38	Radio/Radar Mechanic	211	97.16	2.84	-	-
39	Miscellaneous	12	83.33	16.67	-	-
VII.	Domestic Appliances	56524	87.43	12.57	-	-
1	Armature Winder	3	100.00	-	-	-
2	Assembler	6292	86.84	13.16	-	-
3	Boiler Attendant	6	100.00	-	-	-
4	Chargehand	83	92.77	7.23	-	-
5	Chargeman	15	100.00	-	-	-
6	Checker	338	92.90	7.10	-	-
7	Coolie/Mazdoor	506	93.08	6.92	-	-
8	Core Maker	30	100.00	-	-	-
9	Die Maker	172	65.12	34.88	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
10	Driller	276	100.00	-	-	-
11	Driver	497	100.00	-	-	-
12	Electrician	980	100.00	-	-	-
13	Fitter	1442	99.17	0.83	-	-
14	Mech/Elec Foreman	163	100.00	-	-	-
15	Furnaceman	50	100.00	-	-	-
16	Gas Cutter	15	100.00	-	-	-
17	Grinder	196	97.45	2.55	-	-
18	Helper	20218	75.99	24.01	-	-
19	Instrument Mech	9	100.00	-	-	-
20	Lineman	217	87.10	12.90	-	-
21	Loader/Unloader	358	100.00	-	-	-
22	Mechanic(General)	1041	100.00	-	-	-
23	Motor Mechanic	70	64.29	35.71	-	-
24	Moulder	350	100.00	-	-	-
25	Packer	937	71.40	28.60	-	-
26	Painter	263	100.00	-	-	-
27	Pattern Maker	24	100.00	-	-	-
28	Plumber	4	100.00	-	-	-
29	Polisher	88	100.00	-	-	-
30	Press Man	54	100.00	-	-	-
31	Shaper Machine Op	39	100.00	-	-	-
32	Sheetmetal Worker	137	100.00	-	-	-
33	Sorter	5	-	100.00	-	-
34	Supervisor	2896	97.48	2.52	-	-
35	Sweeper	473	90.70	9.30	-	-
36	Tester	396	66.67	33.33	-	-
37	Turner	699	100.00	-	-	-
38	Watchman	995	96.88	3.12	-	-
39	Welder	1105	100.00	-	-	-
40	Winder	263	96.96	3.04	-	-
41	Wireman	18	100.00	-	-	-
42	Mach. Op./Machinist	5726	93.77	6.23	-	-
43	Milling Machine Op.	5	100.00	-	-	-
44	Tool Maker	88	100.00	-	-	-
45	Store Keeper	400	93.50	6.50	-	-
46	Apprentice/Trainees	88	76.14	23.86	-	-
47	Inspector	1597	99.62	0.38	-	-
48	Refrig/AC Mechanic	2558	100.00	-	-	-
49	Insulator	1662	100.00	-	-	-
50	Sand Mix Operator	2555	90.02	9.98	-	-
51	Miscellaneous	122	97.54	2.46	-	-
VIII.	Television	10539	82.17	17.83	-	-
	1 Assembler	424	64.62	35.38	-	-
	2 Boiler Attendant	10	100.00	-	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	3 Crane Operator	58	100.00	-	-	-
	4 Driver	17	100.00	-	-	-
	5 Electrician	8	100.00	-	-	-
	6 Fireman	6	100.00	-	-	-
	7 Fitter	4	100.00	-	-	-
	8 Helper	2678	78.01	21.99	-	-
	9 Supervisor	104	100.00	-	-	-
	10 Sweeper	77	100.00	-	-	-
	11 Watchman	785	98.47	1.53	-	-
	12 Mach. Op./Machinist	3320	89.22	10.78	-	-
	13 Store Keeper	94	91.49	8.51	-	-
	14 Apprentice/Trainees	14	100.00	-	-	-
	15 Attendant-Q Control	119	91.60	8.40	-	-
	16 Bench Fitter	263	82.51	17.49	-	-
	17 Cabinet Fitter	188	71.28	28.72	-	-
	18 Operator	1408	68.32	31.68	-	-
	19 Soldering Operator	202	70.30	29.70	-	-
	20 Trouble Shooter	190	84.21	15.79	-	-
	21 Technician	410	83.90	16.10	-	-
	22 Examiner-Grade II	24	75.00	25.00	-	-
	23 Inspector	136	67.65	32.35	-	-
IX.	Computer	8516	80.00	20.00	-	-
	1 Assembler	294	72.11	27.89	-	-
	2 Chargehand	1	100.00	-	-	-
	3 Checker	171	81.29	18.71	-	-
	4 Compressor Op.	14	100.00	-	-	-
	5 Coolie/Mazdoor	287	12.89	87.11	-	-
	6 Driller	14	100.00	-	-	-
	7 Driver	78	100.00	-	-	-
	8 Electrician	156	100.00	-	-	-
	9 Fitter	51	100.00	-	-	-
	10 Mech/Elec Foreman	89	100.00	-	-	-
	11 Grinder	24	100.00	-	-	-
	12 Helper	2167	88.97	11.03	-	-
	13 Instrument Mech	4	100.00	-	-	-
	14 Lineman	16	37.50	62.50	-	-
	15 Loader/Unloader	8	100.00	-	-	-
	16 Mechanic(General)	90	100.00	-	-	-
	17 Moulder	46	100.00	-	-	-
	18 Packer	105	88.57	11.43	-	-
	19 Painter	117	78.63	21.37	-	-
	20 Polisher	24	100.00	-	-	-
	21 Shaper Machine Op	95	100.00	-	-	-
	22 Sheetmetal Worker	7	100.00	-	-	-
	23 Supervisor	293	79.86	20.14	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	24 Sweeper	97	85.57	14.43	-	-
	25 Watchman	177	100.00	-	-	-
	26 Welder	36	100.00	-	-	-
	27 Wireman	1	100.00	-	-	-
	28 Fork Lift Operator	2	100.00	-	-	-
	29 Mach. Op./Machinist	1109	40.40	59.60	-	-
	30 Tool Maker	12	100.00	-	-	-
	31 Store Keeper	60	90.00	10.00	-	-
	32 Apprentice/Trainees	95	95.79	4.21	-	-
	33 Bench Fitter	149	100.00	-	-	-
	34 Instrument Fitter	205	91.71	8.29	-	-
	35 Operator	1089	96.33	3.67	-	-
	36 Technician	1163	79.19	20.81	-	-
	37 Trouble Shooter	106	96.23	3.77	-	-
	38 Miscellaneous	64	90.63	9.37	-	-
X.	Watches	5728	59.50	40.50	-	-
	1 Assembler	400	22.00	78.00	-	-
	2 Carpenter	3	-	100.00	-	-
	3 Chargehand	8	100.00	-	-	-
	4 Checker	81	59.26	40.74	-	-
	5 Coolie/Mazdoor	55	74.55	25.45	-	-
	6 Die Maker	14	100.00	-	-	-
	7 Driver	24	100.00	-	-	-
	8 Electrician	21	100.00	-	-	-
	9 Fitter	8	100.00	-	-	-
	10 Mech/Elec Foreman	12	100.00	-	-	-
	11 Gas Cutter	15	13.33	86.67	-	-
	12 Grinder	15	46.67	53.33	-	-
	13 Helper	1568	66.33	33.67	-	-
	14 Lineman	2	100.00	-	-	-
	15 Mechanic(General)	1	100.00	-	-	-
	16 Packer	53	66.04	33.96	-	-
	17 Painter	72	6.94	93.06	-	-
	18 Pattern Maker	4	-	100.00	-	-
	19 Plater	13	100.00	-	-	-
	20 Plumber	4	100.00	-	-	-
	21 Polisher	61	32.79	67.21	-	-
	22 Press Man	68	27.94	72.06	-	-
	23 Shaper Machine Op	5	100.00	-	-	-
	24 Sheetmetal Worker	11	-	100.00	-	-
	25 Supervisor	127	93.70	6.30	-	-
	26 Sweeper	21	38.10	61.90	-	-
	27 Tester	31	100.00	-	-	-
	28 Turner	56	100.00	-	-	-
	29 Watchman	206	95.15	4.85	-	-

Table 2.6

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
30	Winder	12	-	100.00	-	-
31	Mach. Op./Machinist	210	55.24	44.76	-	-
32	Setter	1	100.00	-	-	-
33	Tool Maker	42	100.00	-	-	-
34	Store Keeper	18	88.89	11.11	-	-
35	Apprentice/Trainees	76	69.74	30.26	-	-
36	Cook	1	100.00	-	-	-
37	Operator	914	57.55	42.45	-	-
38	Watch Maker	890	42.13	57.87	-	-
39	Moulder-Plastic	413	70.46	29.54	-	-
40	Soldering Operator	185	85.41	14.59	-	-
41	Miscellaneous	7	28.57	71.43	-	-
All Ten Engineering Ind.		1017844	91.39	8.61	-	-

TABLE 2.7
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.	Ship Building	4741	100.00	0.00
	1 Carpenter	44	100.00	0.00
	2 Checker	9	100.00	0.00
	3 Coolie/Mazdoor	748	100.00	0.00
	4 Core Maker	8	100.00	0.00
	5 Crane Operator	6	100.00	0.00
	6 Die Maker	2	100.00	0.00
	7 Driver	52	100.00	0.00
	8 Electrician	120	100.00	0.00
	9 Fitter	393	100.00	0.00
	10 Mech/Elec Foreman	40	100.00	0.00
	11 Gas Cutter	14	100.00	0.00
	12 Grinder	13	100.00	0.00
	13 Helper	1065	100.00	0.00
	14 Instrument Mech	4	100.00	0.00
	15 Lineman	4	100.00	0.00
	16 Mate/Mukaddam	11	100.00	0.00
	17 Mechanic(General)	32	100.00	0.00
	18 Moulder	31	100.00	0.00
	19 Painter	76	100.00	0.00
	20 Plumber	13	100.00	0.00
	21 Press Man	8	100.00	0.00
	22 Sorter	3	100.00	0.00
	23 Supervisor	113	100.00	0.00
	24 Sweeper	57	100.00	0.00
	25 Turner	32	100.00	0.00
	26 Watchman	72	100.00	0.00
	27 Welder	324	100.00	0.00
	28 Wireman	4	100.00	0.00
	29 Mach. Op./Machinist	127	100.00	0.00
	30 Setter	4	100.00	0.00
	31 Tool Maker	2	100.00	0.00
	32 Gen./Turbo Operator	1	100.00	0.00
	33 Store Keeper	9	100.00	0.00
	34 Boiler Maker	223	100.00	0.00
	35 Erector	253	100.00	0.00
	36 Plater	308	100.00	0.00
	37 Sail Maker	108	100.00	0.00
	38 Boat Builder	246	100.00	0.00
	39 Insulator	152	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	40 Miscellaneous	10	100.00	0.00
II.	Locomotives	22147	100.00	0.00
	1 Assembler	137	100.00	0.00
	2 Blacksmith	30	100.00	0.00
	3 Boiler Attendant	3	100.00	0.00
	4 Carpenter	6	100.00	0.00
	5 Chargehand	3	100.00	0.00
	6 Chargeman	8	100.00	0.00
	7 Checker	266	100.00	0.00
	8 Compressor Op.	4	100.00	0.00
	9 Coolie/Mazdoor	871	100.00	0.00
	10 Core Maker	41	100.00	0.00
	11 Crane Operator	139	100.00	0.00
	12 Die Maker	7	100.00	0.00
	13 Driller	269	100.00	0.00
	14 Driver	385	100.00	0.00
	15 Electrician	379	100.00	0.00
	16 Fitter	1102	100.00	0.00
	17 Mech/Elec Foreman	757	100.00	0.00
	18 Furnaceman	119	100.00	0.00
	19 Gas Cutter	97	100.00	0.00
	20 Grinder	300	100.00	0.00
	21 Helper	6718	100.00	0.00
	22 Instrument Mech	15	100.00	0.00
	23 Loader/Unloader	414	100.00	0.00
	24 Marker	14	100.00	0.00
	25 Mate/Mukaddam	3	100.00	0.00
	26 Mechanic(General)	354	100.00	0.00
	27 Motor Mechanic	247	100.00	0.00
	28 Moulder	252	100.00	0.00
	29 Oilman/Greaser	21	100.00	0.00
	30 Packer	23	100.00	0.00
	31 Painter	234	100.00	0.00
	32 Pattern Maker	16	100.00	0.00
	33 Press Man	95	100.00	0.00
	34 Rivetter	51	100.00	0.00
	35 Shaper Machine Op	159	100.00	0.00
	36 Sorter	3	100.00	0.00
	37 Supervisor	778	100.00	0.00
	38 Sweeper	342	100.00	0.00
	39 Tester	9	100.00	0.00
	40 Tindal	4	100.00	0.00
	41 Trimmer	24	100.00	0.00
	42 Turner	181	100.00	0.00
	43 Watchman	353	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
44	Welder	898	100.00	0.00
45	Winder	6	100.00	0.00
46	Boring Machine Op.	85	100.00	0.00
47	Fork Lift Operator	12	100.00	0.00
48	Mach. Op./Machinist	2849	100.00	0.00
49	Milling Machine Op.	10	100.00	0.00
50	Setter	13	100.00	0.00
51	Gen./Turbo Operator	4	100.00	0.00
52	Store Keeper	117	100.00	0.00
53	Apprentice/Trainees	212	100.00	0.00
54	Boiler Maker	248	100.00	0.00
55	Cooper Smith	394	100.00	0.00
56	Fitter-C & W	942	100.00	0.00
57	Fitter-Loco	389	100.00	0.00
58	Lifter	9	100.00	0.00
59	Power Hammer Op	519	100.00	0.00
60	Frazer	12	100.00	0.00
61	Tester	105	100.00	0.00
62	Miscellaneous	90	100.00	0.00
III.	Motor Vehicles	731327	100.00	0.00
1	Assembler	61080	100.00	0.00
2	Carpenter	384	100.00	0.00
3	Chargehand	990	100.00	0.00
4	Chargeman	180	100.00	0.00
5	Checker	6368	100.00	0.00
6	Compressor Op.	7656	100.00	0.00
7	Coolie/Mazdoor	7634	100.00	0.00
8	Crane Operator	561	100.00	0.00
9	Die Maker	1245	100.00	0.00
10	Driller	1724	100.00	0.00
11	Driver	5191	100.00	0.00
12	Electrician	31963	100.00	0.00
13	Fitter	18573	100.00	0.00
14	Mech/Elec Foreman	1315	100.00	0.00
15	Furnaceman	432	100.00	0.00
16	Gas Cutter	172	100.00	0.00
17	Grinder	728	100.00	0.00
18	Helper	230430	100.00	0.00
19	Lineman	34	100.00	0.00
20	Loader/Unloader	3074	100.00	0.00
21	Mistry/Kangani	122	100.00	0.00
22	Mechanic(General)	2711	100.00	0.00
23	Motor Mechanic	3099	100.00	0.00
24	Moulder	3440	100.00	0.00
25	Packer	9551	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
26	Painter	3357	100.00	0.00
27	Plumber	104	100.00	0.00
28	Press Man	3186	100.00	0.00
29	Rollerman/Roller	218	100.00	0.00
30	Shaper Machine Op	3141	100.00	0.00
31	Sheetmetal Worker	252	100.00	0.00
32	Supervisor	17288	100.00	0.00
33	Sweeper	5464	100.00	0.00
34	Trimmer	4864	100.00	0.00
35	Turner	2427	100.00	0.00
36	Watchman	9619	100.00	0.00
37	Welder	14741	100.00	0.00
38	Winder	144	100.00	0.00
39	Wireman	576	100.00	0.00
40	Boring Machine Op.	5005	100.00	0.00
41	Fork Lift Operator	492	100.00	0.00
42	Mach. Op./Machinist	146605	100.00	0.00
43	Casting Man	3648	100.00	0.00
44	Milling Machine Op.	1431	100.00	0.00
45	Setter	2015	100.00	0.00
46	Tool Maker	1315	100.00	0.00
47	Store Keeper	2918	100.00	0.00
48	Apprentice/Trainees	43743	100.00	0.00
49	Boat Builder	320	100.00	0.00
50	Insulator	160	100.00	0.00
51	Frazer	9295	100.00	0.00
52	Auto Electrician	18098	100.00	0.00
53	Tester	30050	100.00	0.00
54	Miscellaneous	2194	100.00	0.00
IV.	Motor Cycles	153705	100.00	0.00
1	Assembler	1008	100.00	0.00
2	Blacksmith	36	100.00	0.00
3	Boiler Attendant	4	100.00	0.00
4	Carpenter	8	100.00	0.00
5	Checker	2005	100.00	0.00
6	Coolie/Mazdoor	1864	100.00	0.00
7	Crane Operator	78	100.00	0.00
8	Die Maker	500	100.00	0.00
9	Driller	315	100.00	0.00
10	Driver	917	100.00	0.00
11	Electrician	785	100.00	0.00
12	Fireman	52	100.00	0.00
13	Fitter	3632	100.00	0.00
14	Mech/Elec Foreman	1019	100.00	0.00
15	Furnaceman	236	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
16	Gas Cutter	113	100.00	0.00
17	Grinder	178	100.00	0.00
18	Hammerman	31	100.00	0.00
19	Helper	49919	100.00	0.00
20	Instrument Mech	212	100.00	0.00
21	Lineman	16	100.00	0.00
22	Loader/Unloader	1056	100.00	0.00
23	Mistry/Kangani	248	100.00	0.00
24	Mechanic (General)	582	100.00	0.00
25	Millwright	4	100.00	0.00
26	Motor Mechanic	368	100.00	0.00
27	Moulder	174	100.00	0.00
28	Oilman/Greaser	24	100.00	0.00
29	Packer	1104	100.00	0.00
30	Painter	1094	100.00	0.00
31	Pattern Maker	4	100.00	0.00
32	Plater	16	100.00	0.00
33	Plumber	8	100.00	0.00
34	Polisher	20	100.00	0.00
35	Press Man	383	100.00	0.00
36	Rollerman/Roller	44	100.00	0.00
37	Shaper Machine Op	75	100.00	0.00
38	Supervisor	4356	100.00	0.00
39	Sweeper	837	100.00	0.00
40	Tester	48	100.00	0.00
41	Trimmer	40	100.00	0.00
42	Trolly Driver	24	100.00	0.00
43	Turner	2987	100.00	0.00
44	Watchman	2469	100.00	0.00
45	Welder	2350	100.00	0.00
46	Wireman	74	100.00	0.00
47	Boring Machine Op.	8	100.00	0.00
48	Fork Lift Operator	8	100.00	0.00
49	Mach. Op./Machinist	41529	100.00	0.00
50	Casting Man	224	100.00	0.00
51	Milling Machine Op.	505	100.00	0.00
52	Setter	15	100.00	0.00
53	Tool Maker	56	100.00	0.00
54	Store Keeper	769	100.00	0.00
55	Apprentice/Trainees	12232	100.00	0.00
56	Cook	16	100.00	0.00
57	Frazer	7766	100.00	0.00
58	Auto Electrician	4453	100.00	0.00
59	Tester	4518	100.00	0.00
60	Miscellaneous	289	100.00	0.00
V.	Bicycles/Rickshaws	18023	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
1	Assembler	58	100.00	0.00
2	Boiler Attendant	8	100.00	0.00
3	Chargeman	8	100.00	0.00
4	Checker	257	100.00	0.00
5	Coolie/Mazdoor	579	100.00	0.00
6	Crane Operator	21	100.00	0.00
7	Die Maker	16	100.00	0.00
8	Driller	42	100.00	0.00
9	Driver	249	100.00	0.00
10	Electrician	199	100.00	0.00
11	Fireman	21	100.00	0.00
12	Fitter	205	100.00	0.00
13	Mech/Elec Foreman	293	100.00	0.00
14	Furnaceman	84	100.00	0.00
15	Gas Cutter	14	100.00	0.00
16	Grinder	7	100.00	0.00
17	Hammerman	49	100.00	0.00
18	Helper	8840	100.00	0.00
19	Loader/Unloader	12	100.00	0.00
20	Mistry/Kangani	138	100.00	0.00
21	Moulder	14	100.00	0.00
22	Packer	327	100.00	0.00
23	Painter	98	100.00	0.00
24	Press Man	338	100.00	0.00
25	Rollerman/Roller	12	100.00	0.00
26	Shaper Machine Op	30	100.00	0.00
27	Supervisor	851	100.00	0.00
28	Sweeper	111	100.00	0.00
29	Turner	126	100.00	0.00
30	Watchman	321	100.00	0.00
31	Welder	124	100.00	0.00
32	Mach. Op./Machinist	1990	100.00	0.00
33	Milling Machine Op.	29	100.00	0.00
34	Setter	84	100.00	0.00
35	Tool Maker	14	100.00	0.00
36	Store Keeper	209	100.00	0.00
37	Brazer	482	100.00	0.00
38	Cycle Fitter	1133	100.00	0.00
39	Filer	630	100.00	0.00
VI.	Aircraft	6594	100.00	0.00
1	Assembler	253	100.00	0.00
2	Carpenter	6	100.00	0.00
3	Chargehand	45	100.00	0.00
4	Checker	179	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
5	Driller	23	100.00	0.00
6	Driver	71	100.00	0.00
7	Electrician	93	100.00	0.00
8	Fitter	469	100.00	0.00
9	Mech/Elec Foreman	284	100.00	0.00
10	Furnaceman	10	100.00	0.00
11	Gas Cutter	20	100.00	0.00
12	Grinder	93	100.00	0.00
13	Helper	541	100.00	0.00
14	Instrument Mech	266	100.00	0.00
15	Loader/Unloader	1	100.00	0.00
16	Marker	1	100.00	0.00
17	Mechanic(General)	105	100.00	0.00
18	Millwright	1	100.00	0.00
19	Packer	5	100.00	0.00
20	Painter	36	100.00	0.00
21	Plumber	2	100.00	0.00
22	Shaper Machine Op	20	100.00	0.00
23	Supervisor	401	100.00	0.00
24	Sweeper	89	100.00	0.00
25	Trimmer	33	100.00	0.00
26	Turner	299	100.00	0.00
27	Watchman	77	100.00	0.00
28	Welder	120	100.00	0.00
29	Wireman	12	100.00	0.00
30	Boring Machine Op.	58	100.00	0.00
31	Mach. Op./Machinist	1677	100.00	0.00
32	Milling Machine Op.	156	100.00	0.00
33	Setter	66	100.00	0.00
34	Tool Maker	30	100.00	0.00
35	Store Keeper	82	100.00	0.00
36	Apprentice/Trainees	154	100.00	0.00
37	Aircraft Erector	593	100.00	0.00
38	Radio/Radar Mechanic	211	100.00	0.00
39	Miscellaneous	12	100.00	0.00
VII.	Domestic Appliances	56524	100.00	0.00
1	Armature Winder	3	100.00	0.00
2	Assembler	6292	100.00	0.00
3	Boiler Attendant	6	100.00	0.00
4	Chargehand	83	100.00	0.00
5	Chargeman	15	100.00	0.00
6	Checker	338	100.00	0.00
7	Coolie/Mazdoor	506	100.00	0.00
8	Core Maker	30	100.00	0.00
9	Die Maker	172	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
10	Driller	276	100.00	0.00
11	Driver	497	100.00	0.00
12	Electrician	980	100.00	0.00
13	Fitter	1442	100.00	0.00
14	Mech/Elec Foreman	163	100.00	0.00
15	Furnaceman	50	100.00	0.00
16	Gas Cutter	15	100.00	0.00
17	Grinder	196	100.00	0.00
18	Helper	20218	100.00	0.00
19	Instrument Mech	9	100.00	0.00
20	Lineman	217	100.00	0.00
21	Loader/Unloader	358	100.00	0.00
22	Mechanic(General)	1041	100.00	0.00
23	Motor Mechanic	70	100.00	0.00
24	Moulder	350	100.00	0.00
25	Packer	937	100.00	0.00
26	Painter	263	100.00	0.00
27	Pattern Maker	24	100.00	0.00
28	Plumber	4	100.00	0.00
29	Polisher	88	100.00	0.00
30	Press Man	54	100.00	0.00
31	Shaper Machine Op	39	100.00	0.00
32	Sheetmetal Worker	137	100.00	0.00
33	Sorter	5	100.00	0.00
34	Supervisor	2896	100.00	0.00
35	Sweeper	473	100.00	0.00
36	Tester	396	100.00	0.00
37	Turner	699	100.00	0.00
38	Watchman	995	100.00	0.00
39	Welder	1105	100.00	0.00
40	Winder	263	100.00	0.00
41	Wireman	18	100.00	0.00
42	Mach. Op./Machinist	5726	100.00	0.00
43	Milling Machine Op.	5	100.00	0.00
44	Tool Maker	88	100.00	0.00
45	Store Keeper	400	100.00	0.00
46	Apprentice/Trainees	88	100.00	0.00
47	Inspector	1597	100.00	0.00
48	Refrig/AC Mechanic	2558	100.00	0.00
49	Insulator	1662	100.00	0.00
50	Sand Mix Operator	2555	100.00	0.00
51	Miscellaneous	122	100.00	0.00
VIII.	Television	10539	100.00	0.00
	1 Assembler	424	100.00	0.00
	2 Boiler Attendant	10	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	3 Crane Operator	58	100.00	0.00
	4 Driver	17	100.00	0.00
	5 Electrician	8	100.00	0.00
	6 Fireman	6	100.00	0.00
	7 Fitter	4	100.00	0.00
	8 Helper	2678	100.00	0.00
	9 Supervisor	104	100.00	0.00
	10 Sweeper	77	100.00	0.00
	11 Watchman	785	100.00	0.00
	12 Mach. Op./Machinist	3320	100.00	0.00
	13 Store Keeper	94	100.00	0.00
	14 Apprentice/Trainees	14	100.00	0.00
	15 Attendant-Q Control	119	100.00	0.00
	16 Bench Fitter	263	100.00	0.00
	17 Cabinet Fitter	188	100.00	0.00
	18 Operator	1408	100.00	0.00
	19 Soldering Operator	202	100.00	0.00
	20 Trouble Shooter	190	100.00	0.00
	21 Technician	410	100.00	0.00
	22 Examiner-Grade II	24	100.00	0.00
	23 Inspector	136	100.00	0.00
IX.	Computer	8516	100.00	0.00
	1 Assembler	294	100.00	0.00
	2 Chargehand	1	100.00	0.00
	3 Checker	171	100.00	0.00
	4 Compressor Op.	14	100.00	0.00
	5 Coolie/Mazdoor	287	100.00	0.00
	6 Driller	14	100.00	0.00
	7 Driver	78	100.00	0.00
	8 Electrician	156	100.00	0.00
	9 Fitter	51	100.00	0.00
	10 Mech/Elec Foreman	89	100.00	0.00
	11 Grinder	24	100.00	0.00
	12 Helper	2167	100.00	0.00
	13 Instrument Mech	4	100.00	0.00
	14 Lineman	16	100.00	0.00
	15 Loader/Unloader	8	100.00	0.00
	16 Mechanic(General)	90	100.00	0.00
	17 Moulder	46	100.00	0.00
	18 Packer	105	100.00	0.00
	19 Painter	117	100.00	0.00
	20 Polisher	24	100.00	0.00
	21 Shaper Machine Op	95	100.00	0.00
	22 Sheetmetal Worker	7	100.00	0.00
	23 Supervisor	293	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
24	Sweeper	97	100.00	0.00
25	Watchman	177	100.00	0.00
26	Welder	36	100.00	0.00
27	Wireman	1	100.00	0.00
28	Fork Lift Operator	2	100.00	0.00
29	Mach. Op./Machinist	1109	100.00	0.00
30	Tool Maker	12	100.00	0.00
31	Store Keeper	60	100.00	0.00
32	Apprentice/Trainees	95	100.00	0.00
33	Bench Fitter	149	100.00	0.00
34	Instrument Fitter	205	100.00	0.00
35	Operator	1089	100.00	0.00
36	Technician	1163	100.00	0.00
37	Trouble Shooter	106	100.00	0.00
38	Miscellaneous	64	100.00	0.00
X.	Watches	5728	100.00	0.00
1	Assembler	400	100.00	0.00
2	Carpenter	3	100.00	0.00
3	Chargehand	8	100.00	0.00
4	Checker	81	100.00	0.00
5	Coolie/Mazdoor	55	100.00	0.00
6	Die Maker	14	100.00	0.00
7	Driver	24	100.00	0.00
8	Electrician	21	100.00	0.00
9	Fitter	8	100.00	0.00
10	Mech/Elec Foreman	12	100.00	0.00
11	Gas Cutter	15	100.00	0.00
12	Grinder	15	100.00	0.00
13	Helper	1568	100.00	0.00
14	Lineman	2	100.00	0.00
15	Mechanic(General)	1	100.00	0.00
16	Packer	53	100.00	0.00
17	Painter	72	100.00	0.00
18	Pattern Maker	4	100.00	0.00
19	Plater	13	100.00	0.00
20	Plumber	4	100.00	0.00
21	Polisher	61	100.00	0.00
22	Press Man	68	100.00	0.00
23	Shaper Machine Op	5	100.00	0.00
24	Sheetmetal Worker	11	100.00	0.00
25	Supervisor	127	100.00	0.00
26	Sweeper	21	100.00	0.00
27	Tester	31	100.00	0.00
28	Turner	56	100.00	0.00
29	Watchman	206	100.00	0.00

Table 2.7

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
30	Winder	12	100.00	0.00
31	Mach. Op./Machinist	210	100.00	0.00
32	Setter	1	100.00	0.00
33	Tool Maker	42	100.00	0.00
34	Store Keeper	18	100.00	0.00
35	Apprentice/Trainees	76	100.00	0.00
36	Cook	1	100.00	0.00
37	Operator	914	100.00	0.00
38	Watch Maker	890	100.00	0.00
39	Moulder-Plastic	413	100.00	0.00
40	Soldering Operator	185	100.00	0.00
41	Miscellaneous	7	100.00	0.00
All Ten Engineering Ind.		1017844	100.00	0.00

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.	Ship Building	455.38	645.31	41.71
	1 West Bengal	488.63	563.55	15.33
	2 Gujarat	341.49	648.69	89.96
	3 Maharashtra	467.89	846.54	80.93
	4 Goa	353.68	406.32	14.88
	5 Kerala	670.89	931.56	38.85
	6 Tamil Nadu	234.01	287.54	22.88
	7 Residual	313.92	369.04	17.56
II.	Locomotives	355.13	459.15	29.29
	1 Uttar Pradesh	420.09	492.88	17.33
	2 West Bengal	376.14	451.10	19.93
	3 Maharashtra	283.33	458.86	61.95
	4 Residual	354.88	459.94	29.60
III.	Motor Vehicles	376.13	468.93	24.67
	1 Haryana	351.90	369.44	4.98
	2 Maharashtra	418.74	465.90	11.26
	3 Tamil Nadu	338.57	513.65	51.71
	4 Residual	386.36	474.49	22.81
IV.	Motor Cycles	397.49	444.52	11.83
	1 Punjab	276.06	330.35	19.67
	2 Uttarakhand	287.85	372.50	29.41
	3 Haryana	491.07	504.77	2.79
	4 Uttar Pradesh	312.35	455.56	45.85
	5 Maharashtra	414.99	444.50	7.11
	6 Residual	376.73	483.12	28.24
V.	Bicycles/Rickshaws	321.12	354.12	10.28
	1 Punjab	308.38	337.55	9.46
	2 Uttar Pradesh	280.29	322.11	14.92
	3 Residual	408.71	464.42	13.63
VI.	Aircraft	387.66	659.20	70.05
	1 Residual	387.66	659.20	70.05

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
VII.	Domestic Appliances	355.25	425.50	19.77
	1 Himachal Pradesh	262.61	308.49	17.47
	2 Maharashtra	308.34	336.17	9.03
	3 Tamil Nadu	252.03	430.93	70.98
	4 Telangana	308.22	373.47	21.17
	5 Residual	394.96	459.74	16.40
VIII.	Television	323.87	378.22	16.78
	1 Uttarakhand	287.48	401.51	39.67
	2 Uttar Pradesh	361.90	405.16	11.95
	3 Gujarat	344.04	583.54	69.61
	4 Maharashtra	330.12	342.03	3.61
	5 Residual	303.54	424.82	39.96
IX.	Computer	325.50	490.39	50.66
	1 Himachal Pradesh	262.62	300.47	14.41
	2 Uttar Pradesh	477.82	1220.00	155.33
	3 Maharashtra	384.47	464.94	20.93
	4 Karnataka	298.33	520.95	74.62
	5 Residual	292.12	372.07	27.37
X.	Watches	319.71	372.62	16.55
	1 Himachal Pradesh	321.93	371.28	15.33
	2 Uttarakhand	314.17	350.32	11.51
	3 Gujarat	304.18	326.88	7.46
	4 Karnataka	327.44	409.15	24.95
	5 Tamil Nadu	304.01	681.78	124.26
	6 Residual	339.07	353.17	4.16
All Ten Engineering Ind.		375.93	461.34	22.72

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Ship Building	524.42	745.49	-	-	550.35
	1 West Bengal	524.80	785.72	-	-	526.09
	2 Gujarat	495.09	-	-	-	495.09
	3 Maharashtra	658.81	384.61	-	-	657.22
	4 Goa	381.77	244.87	-	-	380.00
	5 Kerala	819.49	767.89	-	-	801.22
	6 Tamil Nadu	260.10	276.92	-	-	260.77
	7 Residual	341.38	353.65	-	-	341.48
II.	Locomotives	408.00	332.61	-	-	407.14
	1 Uttar Pradesh	456.49	-	-	-	456.49
	2 West Bengal	413.01	759.91	-	-	413.62
	3 Maharashtra	371.10	-	-	-	371.10
	4 Residual	409.63	311.25	-	-	407.41
III.	Motor Vehicles	434.35	298.10	-	-	422.53
	1 Haryana	360.84	312.52	-	-	360.67
	2 Maharashtra	446.11	381.76	-	-	442.32
	3 Tamil Nadu	477.19	291.83	-	-	426.12
	4 Residual	436.26	286.54	-	-	430.43
IV.	Motor Cycles	422.19	402.52	-	-	421.01
	1 Punjab	304.79	264.64	-	-	303.21
	2 Uttarakhand	330.58	314.80	-	-	330.18
	3 Haryana	503.04	458.30	-	-	497.92
	4 Uttar Pradesh	384.25	276.92	-	-	383.96
	5 Maharashtra	433.57	318.25	-	-	429.75
	6 Residual	436.73	264.16	-	-	429.93
V.	Bicycles/Rickshaws	342.59	251.27	-	-	337.63
	1 Punjab	327.72	249.01	-	-	322.96
	2 Uttar Pradesh	301.20	-	-	-	301.20
	3 Residual	440.42	285.92	-	-	436.56
VI.	Aircraft	526.16	400.42	-	-	523.43
	1 Residual	526.16	400.42	-	-	523.43

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
VII.	Domestic Appliances	404.86	289.66	-	-	390.38
	1 Himachal Pradesh	287.27	269.78	-	-	285.55
	2 Maharashtra	324.10	310.18	-	-	322.26
	3 Tamil Nadu	366.98	274.32	-	-	341.48
	4 Telangana	345.44	220.77	-	-	340.85
	5 Residual	445.45	297.62	-	-	427.35
VIII.	Television	355.08	332.42	-	-	351.04
	1 Uttarakhand	355.24	318.02	-	-	344.49
	2 Uttar Pradesh	358.98	565.19	-	-	383.53
	3 Gujarat	463.79	-	-	-	463.79
	4 Maharashtra	337.08	330.05	-	-	336.08
	5 Residual	459.64	302.45	-	-	364.18
IX.	Computer	415.35	378.33	-	-	407.94
	1 Himachal Pradesh	288.03	238.28	-	-	281.55
	2 Uttar Pradesh	829.59	973.31	-	-	848.91
	3 Maharashtra	529.10	364.20	-	-	424.71
	4 Karnataka	429.60	271.72	-	-	409.64
	5 Residual	333.86	297.16	-	-	332.10
X.	Watches	356.77	330.60	-	-	346.17
	1 Himachal Pradesh	362.58	281.39	-	-	346.61
	2 Uttarakhand	302.75	343.97	-	-	332.25
	3 Gujarat	341.82	302.74	-	-	315.53
	4 Karnataka	383.47	268.53	-	-	368.29
	5 Tamil Nadu	504.09	486.66	-	-	492.90
	6 Residual	349.81	259.50	-	-	346.12
All Ten Engineering Ind.		428.48	314.19	-	-	418.64

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.	Ship Building	430.79	640.47	-	-	455.38
	1 West Bengal	487.15	785.72	-	-	488.63
	2 Gujarat	341.49	-	-	-	341.49
	3 Maharashtra	468.37	384.61	-	-	467.89
	4 Goa	355.12	243.59	-	-	353.68
	5 Kerala	678.06	657.81	-	-	670.89
	6 Tamil Nadu	232.70	265.38	-	-	234.01
	7 Residual	313.69	341.92	-	-	313.92
II.	Locomotives	355.58	316.08	-	-	355.13
	1 Uttar Pradesh	420.09	-	-	-	420.09
	2 West Bengal	375.46	759.91	-	-	376.14
	3 Maharashtra	283.33	-	-	-	283.33
	4 Residual	356.29	293.88	-	-	354.88
III.	Motor Vehicles	387.10	260.66	-	-	376.13
	1 Haryana	352.04	312.52	-	-	351.90
	2 Maharashtra	421.37	376.77	-	-	418.74
	3 Tamil Nadu	375.84	240.58	-	-	338.57
	4 Residual	390.89	274.75	-	-	386.36
IV.	Motor Cycles	397.50	397.29	-	-	397.49
	1 Punjab	277.56	239.53	-	-	276.06
	2 Uttarakhand	287.78	290.57	-	-	287.85
	3 Haryana	495.30	458.30	-	-	491.07
	4 Uttar Pradesh	312.45	276.92	-	-	312.35
	5 Maharashtra	418.50	312.68	-	-	414.99
	6 Residual	381.92	250.33	-	-	376.73
V.	Bicycles/Rickshaws	325.44	246.13	-	-	321.12
	1 Punjab	312.55	243.54	-	-	308.38
	2 Uttar Pradesh	280.29	-	-	-	280.29
	3 Residual	411.85	285.92	-	-	408.71
VI.	Aircraft	387.93	375.31	-	-	387.66
	1 Residual	387.93	375.31	-	-	387.66

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
VII.	Domestic Appliances	367.59	269.43	-	-	355.25
	1 Himachal Pradesh	263.11	257.98	-	-	262.61
	2 Maharashtra	309.90	298.12	-	-	308.34
	3 Tamil Nadu	260.43	229.90	-	-	252.03
	4 Telangana	311.75	216.00	-	-	308.22
	5 Residual	410.74	281.90	-	-	394.96
VIII.	Television	327.19	308.60	-	-	323.87
	1 Uttarakhand	290.72	279.47	-	-	287.48
	2 Uttar Pradesh	341.70	511.38	-	-	361.90
	3 Gujarat	344.04	-	-	-	344.04
	4 Maharashtra	330.68	326.74	-	-	330.12
	5 Residual	391.53	246.65	-	-	303.54
IX.	Computer	327.64	316.95	-	-	325.50
	1 Himachal Pradesh	266.89	234.12	-	-	262.62
	2 Uttar Pradesh	472.39	512.81	-	-	477.82
	3 Maharashtra	476.69	331.03	-	-	384.47
	4 Karnataka	309.71	219.66	-	-	298.33
	5 Residual	292.85	277.59	-	-	292.12
X.	Watches	331.25	302.77	-	-	319.71
	1 Himachal Pradesh	335.68	265.77	-	-	321.93
	2 Uttarakhand	289.36	324.04	-	-	314.17
	3 Gujarat	309.56	301.57	-	-	304.18
	4 Karnataka	338.93	251.87	-	-	327.44
	5 Tamil Nadu	358.81	273.49	-	-	304.01
	6 Residual	343.88	226.16	-	-	339.07
All Ten Engineering Ind.		384.81	281.64	-	-	375.93

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.	Ship Building	618.05	850.50	-	-	645.31
	1 West Bengal	562.44	785.72	-	-	563.55
	2 Gujarat	648.69	-	-	-	648.69
	3 Maharashtra	849.25	384.61	-	-	846.54
	4 Goa	408.41	246.15	-	-	406.32
	5 Kerala	960.93	877.97	-	-	931.56
	6 Tamil Nadu	287.50	288.45	-	-	287.54
	7 Residual	369.07	365.38	-	-	369.04
II.	Locomotives	460.41	349.15	-	-	459.15
	1 Uttar Pradesh	492.88	-	-	-	492.88
	2 West Bengal	450.56	759.91	-	-	451.10
	3 Maharashtra	458.86	-	-	-	458.86
	4 Residual	462.97	328.61	-	-	459.94
III.	Motor Vehicles	481.60	335.55	-	-	468.93
	1 Haryana	369.64	312.52	-	-	369.44
	2 Maharashtra	470.85	386.76	-	-	465.90
	3 Tamil Nadu	578.53	343.06	-	-	513.65
	4 Residual	481.63	298.32	-	-	474.49
IV.	Motor Cycles	446.88	407.75	-	-	444.52
	1 Punjab	332.02	289.75	-	-	330.35
	2 Uttarakhand	373.37	339.03	-	-	372.50
	3 Haryana	510.77	458.30	-	-	504.77
	4 Uttar Pradesh	456.04	276.92	-	-	455.56
	5 Maharashtra	448.64	323.83	-	-	444.50
	6 Residual	491.55	277.98	-	-	483.12
V.	Bicycles/Rickshaws	359.74	256.41	-	-	354.12
	1 Punjab	342.90	254.48	-	-	337.55
	2 Uttar Pradesh	322.11	-	-	-	322.11
	3 Residual	468.99	285.92	-	-	464.42
VI.	Aircraft	664.38	425.53	-	-	659.20
	1 Residual	664.38	425.53	-	-	659.20

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
VII.	Domestic Appliances	442.13	309.88	-	-	425.50
	1 Himachal Pradesh	311.42	281.57	-	-	308.49
	2 Maharashtra	338.29	322.24	-	-	336.17
	3 Tamil Nadu	473.52	318.74	-	-	430.93
	4 Telangana	379.13	225.53	-	-	373.47
	5 Residual	480.16	313.35	-	-	459.74
VIII.	Television	382.98	356.25	-	-	378.22
	1 Uttarakhand	419.76	356.56	-	-	401.51
	2 Uttar Pradesh	376.26	619.00	-	-	405.16
	3 Gujarat	583.54	-	-	-	583.54
	4 Maharashtra	343.47	333.37	-	-	342.03
	5 Residual	527.75	358.26	-	-	424.82
IX.	Computer	503.06	439.70	-	-	490.39
	1 Himachal Pradesh	309.17	242.43	-	-	300.47
	2 Uttar Pradesh	1186.80	1433.81	-	-	1220.00
	3 Maharashtra	581.52	397.38	-	-	464.94
	4 Karnataka	549.48	323.79	-	-	520.95
	5 Residual	374.86	316.72	-	-	372.07
X.	Watches	382.28	358.42	-	-	372.62
	1 Himachal Pradesh	389.47	297.00	-	-	371.28
	2 Uttarakhand	316.14	363.91	-	-	350.32
	3 Gujarat	374.09	303.92	-	-	326.88
	4 Karnataka	428.01	285.18	-	-	409.15
	5 Tamil Nadu	649.37	699.83	-	-	681.78
	6 Residual	355.74	292.85	-	-	353.17
All Ten Engineering Ind.		472.14	346.74	-	-	461.34

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	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Ship Building	524.42	745.49	-	-	550.35
	1 West Bengal	524.80	785.72	-	-	526.09
	2 Gujarat	495.09	-	-	-	495.09
	3 Maharashtra	658.81	384.61	-	-	657.22
	4 Goa	381.77	244.87	-	-	380.00
	5 Kerala	819.49	767.89	-	-	801.22
	6 Tamil Nadu	260.10	276.92	-	-	260.77
	7 Residual	341.38	353.65	-	-	341.48
II.	Locomotives	408.00	332.61	-	-	407.14
	1 Uttar Pradesh	456.49	-	-	-	456.49
	2 West Bengal	413.01	759.91	-	-	413.62
	3 Maharashtra	371.10	-	-	-	371.10
	4 Residual	409.63	311.25	-	-	407.41
III.	Motor Vehicles	434.35	298.10	-	-	422.53
	1 Haryana	360.84	312.52	-	-	360.67
	2 Maharashtra	446.11	381.76	-	-	442.32
	3 Tamil Nadu	477.19	291.83	-	-	426.12
	4 Residual	436.26	286.54	-	-	430.43
IV.	Motor Cycles	422.19	402.52	-	-	421.01
	1 Punjab	304.79	264.64	-	-	303.21
	2 Uttarakhand	330.58	314.80	-	-	330.18
	3 Haryana	503.04	458.30	-	-	497.92
	4 Uttar Pradesh	384.25	276.92	-	-	383.96
	5 Maharashtra	433.57	318.25	-	-	429.75
	6 Residual	436.73	264.16	-	-	429.93
V.	Bicycles/Rickshaws	342.59	251.27	-	-	337.63
	1 Punjab	327.72	249.01	-	-	322.96
	2 Uttar Pradesh	301.20	-	-	-	301.20
	3 Residual	440.42	285.92	-	-	436.56
VI.	Aircraft	526.16	400.42	-	-	523.43
	1 Residual	526.16	400.42	-	-	523.43

Table 3.3

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
VII.	Domestic Appliances	404.86	289.66	-	-	390.38
	1 Himachal Pradesh	287.27	269.78	-	-	285.55
	2 Maharashtra	324.10	310.18	-	-	322.26
	3 Tamil Nadu	366.98	274.32	-	-	341.48
	4 Telangana	345.44	220.77	-	-	340.85
	5 Residual	445.45	297.62	-	-	427.35
VIII.	Television	355.08	332.42	-	-	351.04
	1 Uttarakhand	355.24	318.02	-	-	344.49
	2 Uttar Pradesh	358.98	565.19	-	-	383.53
	3 Gujarat	463.79	-	-	-	463.79
	4 Maharashtra	337.08	330.05	-	-	336.08
	5 Residual	459.64	302.45	-	-	364.18
IX.	Computer	415.35	378.33	-	-	407.94
	1 Himachal Pradesh	288.03	238.28	-	-	281.55
	2 Uttar Pradesh	829.59	973.31	-	-	848.91
	3 Maharashtra	529.10	364.20	-	-	424.71
	4 Karnataka	429.60	271.72	-	-	409.64
	5 Residual	333.86	297.16	-	-	332.10
X.	Watches	356.77	330.60	-	-	346.17
	1 Himachal Pradesh	362.58	281.39	-	-	346.61
	2 Uttarakhand	302.75	343.97	-	-	332.25
	3 Gujarat	341.82	302.74	-	-	315.53
	4 Karnataka	383.47	268.53	-	-	368.29
	5 Tamil Nadu	504.09	486.66	-	-	492.90
	6 Residual	349.81	259.50	-	-	346.12
All Ten Engineering Ind.		428.48	314.19	-	-	418.64

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Ship Building	430.79	640.47	-	-	455.38
	1 West Bengal	487.15	785.72	-	-	488.63
	2 Gujarat	341.49	-	-	-	341.49
	3 Maharashtra	468.37	384.61	-	-	467.89
	4 Goa	355.12	243.59	-	-	353.68
	5 Kerala	678.06	657.81	-	-	670.89
	6 Tamil Nadu	232.70	265.38	-	-	234.01
	7 Residual	313.69	341.92	-	-	313.92
II.	Locomotives	355.58	316.08	-	-	355.13
	1 Uttar Pradesh	420.09	-	-	-	420.09
	2 West Bengal	375.46	759.91	-	-	376.14
	3 Maharashtra	283.33	-	-	-	283.33
	4 Residual	356.29	293.88	-	-	354.88
III.	Motor Vehicles	387.10	260.66	-	-	376.13
	1 Haryana	352.04	312.52	-	-	351.90
	2 Maharashtra	421.37	376.77	-	-	418.74
	3 Tamil Nadu	375.84	240.58	-	-	338.57
	4 Residual	390.89	274.75	-	-	386.36
IV.	Motor Cycles	397.50	397.29	-	-	397.49
	1 Punjab	277.56	239.53	-	-	276.06
	2 Uttarakhand	287.78	290.57	-	-	287.85
	3 Haryana	495.30	458.30	-	-	491.07
	4 Uttar Pradesh	312.45	276.92	-	-	312.35
	5 Maharashtra	418.50	312.68	-	-	414.99
	6 Residual	381.92	250.33	-	-	376.73
V.	Bicycles/Rickshaws	325.44	246.13	-	-	321.12
	1 Punjab	312.55	243.54	-	-	308.38
	2 Uttar Pradesh	280.29	-	-	-	280.29
	3 Residual	411.85	285.92	-	-	408.71
VI.	Aircraft	387.93	375.31	-	-	387.66
	1 Residual	387.93	375.31	-	-	387.66

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
VII.	Domestic Appliances	367.59	269.43	-	-	355.25
	1 Himachal Pradesh	263.11	257.98	-	-	262.61
	2 Maharashtra	309.90	298.12	-	-	308.34
	3 Tamil Nadu	260.43	229.90	-	-	252.03
	4 Telangana	311.75	216.00	-	-	308.22
	5 Residual	410.74	281.90	-	-	394.96
VIII.	Television	327.19	308.60	-	-	323.87
	1 Uttarakhand	290.72	279.47	-	-	287.48
	2 Uttar Pradesh	341.70	511.38	-	-	361.90
	3 Gujarat	344.04	-	-	-	344.04
	4 Maharashtra	330.68	326.74	-	-	330.12
	5 Residual	391.53	246.65	-	-	303.54
IX.	Computer	327.64	316.95	-	-	325.50
	1 Himachal Pradesh	266.89	234.12	-	-	262.62
	2 Uttar Pradesh	472.39	512.81	-	-	477.82
	3 Maharashtra	476.69	331.03	-	-	384.47
	4 Karnataka	309.71	219.66	-	-	298.33
	5 Residual	292.85	277.59	-	-	292.12
X.	Watches	331.25	302.77	-	-	319.71
	1 Himachal Pradesh	335.68	265.77	-	-	321.93
	2 Uttarakhand	289.36	324.04	-	-	314.17
	3 Gujarat	309.56	301.57	-	-	304.18
	4 Karnataka	338.93	251.87	-	-	327.44
	5 Tamil Nadu	358.81	273.49	-	-	304.01
	6 Residual	343.88	226.16	-	-	339.07
All Ten Engineering Ind.		384.81	281.64	-	-	375.93

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

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Ship Building	618.05	850.50	-	-	645.31
	1 West Bengal	562.44	785.72	-	-	563.55
	2 Gujarat	648.69	-	-	-	648.69
	3 Maharashtra	849.25	384.61	-	-	846.54
	4 Goa	408.41	246.15	-	-	406.32
	5 Kerala	960.93	877.97	-	-	931.56
	6 Tamil Nadu	287.50	288.45	-	-	287.54
	7 Residual	369.07	365.38	-	-	369.04
II.	Locomotives	460.41	349.15	-	-	459.15
	1 Uttar Pradesh	492.88	-	-	-	492.88
	2 West Bengal	450.56	759.91	-	-	451.10
	3 Maharashtra	458.86	-	-	-	458.86
	4 Residual	462.97	328.61	-	-	459.94
III.	Motor Vehicles	481.60	335.55	-	-	468.93
	1 Haryana	369.64	312.52	-	-	369.44
	2 Maharashtra	470.85	386.76	-	-	465.90
	3 Tamil Nadu	578.53	343.06	-	-	513.65
	4 Residual	481.63	298.32	-	-	474.49
IV.	Motor Cycles	446.88	407.75	-	-	444.52
	1 Punjab	332.02	289.75	-	-	330.35
	2 Uttarakhand	373.37	339.03	-	-	372.50
	3 Haryana	510.77	458.30	-	-	504.77
	4 Uttar Pradesh	456.04	276.92	-	-	455.56
	5 Maharashtra	448.64	323.83	-	-	444.50
	6 Residual	491.55	277.98	-	-	483.12
V.	Bicycles/Rickshaws	359.74	256.41	-	-	354.12
	1 Punjab	342.90	254.48	-	-	337.55
	2 Uttar Pradesh	322.11	-	-	-	322.11
	3 Residual	468.99	285.92	-	-	464.42
VI.	Aircraft	664.38	425.53	-	-	659.20
	1 Residual	664.38	425.53	-	-	659.20

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
VII.	Domestic Appliances	442.13	309.88	-	-	425.50
	1 Himachal Pradesh	311.42	281.57	-	-	308.49
	2 Maharashtra	338.29	322.24	-	-	336.17
	3 Tamil Nadu	473.52	318.74	-	-	430.93
	4 Telangana	379.13	225.53	-	-	373.47
	5 Residual	480.16	313.35	-	-	459.74
VIII.	Television	382.98	356.25	-	-	378.22
	1 Uttarakhand	419.76	356.56	-	-	401.51
	2 Uttar Pradesh	376.26	619.00	-	-	405.16
	3 Gujarat	583.54	-	-	-	583.54
	4 Maharashtra	343.47	333.37	-	-	342.03
	5 Residual	527.75	358.26	-	-	424.82
IX.	Computer	503.06	439.70	-	-	490.39
	1 Himachal Pradesh	309.17	242.43	-	-	300.47
	2 Uttar Pradesh	1186.80	1433.81	-	-	1220.00
	3 Maharashtra	581.52	397.38	-	-	464.94
	4 Karnataka	549.48	323.79	-	-	520.95
	5 Residual	374.86	316.72	-	-	372.07
X.	Watches	382.28	358.42	-	-	372.62
	1 Himachal Pradesh	389.47	297.00	-	-	371.28
	2 Uttarakhand	316.14	363.91	-	-	350.32
	3 Gujarat	374.09	303.92	-	-	326.88
	4 Karnataka	428.01	285.18	-	-	409.15
	5 Tamil Nadu	649.37	699.83	-	-	681.78
	6 Residual	355.74	292.85	-	-	353.17
All Ten Engineering Ind.		472.14	346.74	-	-	461.34

TABLE 3.4
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.	Ship Building	524.42	745.49	-	-	550.35
	1 Carpenter	607.33	-	-	-	607.33
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	931.40	689.30	-	-	794.82
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	570.18	-	-	-	570.18
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	496.31	-	-	-	496.31
	8 Electrician	457.10	-	-	-	457.10
	9 Fitter	390.53	-	-	-	390.53
	10 Mech/Elec Foreman	454.98	-	-	-	454.98
	11 Gas Cutter	380.73	-	-	-	380.73
	12 Grinder	516.70	-	-	-	516.70
	13 Helper	467.97	970.39	-	-	525.99
	14 Instrument Mech	218.50	-	-	-	218.50
	15 Lineman	476.43	-	-	-	476.43
	16 Mate/Mukaddam	479.20	-	-	-	479.20
	17 Mechanic(General)	563.87	-	-	-	563.87
	18 Moulder	331.14	-	-	-	331.14
	19 Painter	506.47	-	-	-	506.47
	20 Plumber	781.75	-	-	-	781.75
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	572.21	785.72	-	-	574.10
	24 Sweeper	358.73	-	-	-	358.73
	25 Turner	382.16	-	-	-	382.16
	26 Watchman	363.40	-	-	-	363.40
	27 Welder	374.67	-	-	-	374.67
	28 Wireman	400.19	-	-	-	400.19
	29 Mach. Op./Machinist	319.25	353.65	-	-	320.87
	30 Setter	500.00	-	-	-	500.00
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	359.50	-	-	-	359.50
	35 Erector	498.18	-	-	-	498.18
	36 Plater	797.05	-	-	-	797.05
	37 Sail Maker	535.65	-	-	-	535.65
	38 Boat Builder	764.78	-	-	-	764.78
	39 Insulator	447.61	-	-	-	447.61
	40 Miscellaneous	603.77	384.61	-	-	559.93

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
II.	Locomotives	408.00	332.61	-	-	407.14
	1 Assembler	565.42	-	-	-	565.42
	2 Blacksmith	406.00	-	-	-	406.00
	3 Boiler Attendant	230.76	-	-	-	230.76
	4 Carpenter	134.61	-	-	-	134.61
	5 Chargehand	685.00	-	-	-	685.00
	6 Chargeman	550.00	-	-	-	550.00
	7 Checker	639.09	413.46	-	-	634.00
	8 Compressor Op.	500.00	-	-	-	500.00
	9 Coolie/Mazdoor	333.22	266.92	-	-	326.37
	10 Core Maker	512.89	-	-	-	512.89
	11 Crane Operator	443.86	-	-	-	443.86
	12 Die Maker	438.02	-	-	-	438.02
	13 Driller	553.59	-	-	-	553.59
	14 Driver	301.17	-	-	-	301.17
	15 Electrician	433.64	-	-	-	433.64
	16 Fitter	419.79	-	-	-	419.79
	17 Mech/Elec Foreman	495.69	-	-	-	495.69
	18 Furnaceman	526.78	-	-	-	526.78
	19 Gas Cutter	357.51	-	-	-	357.51
	20 Grinder	376.99	-	-	-	376.99
	21 Helper	356.19	276.97	-	-	355.80
	22 Instrument Mech	224.71	-	-	-	224.71
	23 Loader/Unloader	465.38	448.45	-	-	464.89
	24 Marker	422.09	-	-	-	422.09
	25 Mate/Mukaddam	290.76	-	-	-	290.76
	26 Mechanic(General)	358.36	-	-	-	358.36
	27 Motor Mechanic	337.20	-	-	-	337.20
	28 Moulder	446.70	-	-	-	446.70
	29 Oilman/Greaser	451.37	-	-	-	451.37
	30 Packer	219.01	-	-	-	219.01
	31 Painter	372.71	-	-	-	372.71
	32 Pattern Maker	544.97	-	-	-	544.97
	33 Press Man	306.73	-	-	-	306.73
	34 Rivetter	308.66	-	-	-	308.66
	35 Shaper Machine Op	343.62	-	-	-	343.62
	36 Sorter	469.11	-	-	-	469.11
	37 Supervisor	487.95	304.88	-	-	478.77
	38 Sweeper	279.62	330.99	-	-	282.77
	39 Tester	877.68	-	-	-	877.68
	40 Tindal	318.96	-	-	-	318.96
	41 Trimmer	268.45	-	-	-	268.45
	42 Turner	328.55	-	-	-	328.55
	43 Watchman	330.33	-	-	-	330.33
	44 Welder	417.06	-	-	-	417.06

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	147.69	-	-	-	147.69
47	Fork Lift Operator	274.04	-	-	-	274.04
48	Mach. Op./Machinist	507.47	-	-	-	507.47
49	Milling Machine Op.	147.73	-	-	-	147.73
50	Setter	563.83	-	-	-	563.83
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	406.44	-	-	-	406.44
53	Apprentice/Trainees	427.67	-	-	-	427.67
54	Boiler Maker	351.74	-	-	-	351.74
55	Cooper Smith	330.53	-	-	-	330.53
56	Fitter-C & W	420.56	424.48	-	-	420.75
57	Fitter-Loco	447.10	-	-	-	447.10
58	Lifter	1032.69	-	-	-	1032.69
59	Power Hammer Op	507.41	-	-	-	507.41
60	Frazer	208.67	-	-	-	208.67
61	Tester	300.21	-	-	-	300.21
62	Miscellaneous	320.77	-	-	-	320.77
III.	Motor Vehicles	434.35	298.10	-	-	422.53
1	Assembler	993.92	223.54	-	-	993.47
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	221.92	-	-	-	221.92
5	Checker	317.74	221.82	-	-	308.95
6	Compressor Op.	578.09	488.84	-	-	567.19
7	Coolie/Mazdoor	348.79	220.38	-	-	327.28
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	511.31	-	-	-	511.31
10	Driller	399.22	-	-	-	399.22
11	Driver	377.84	-	-	-	377.84
12	Electrician	420.37	226.92	-	-	294.54
13	Fitter	378.03	221.54	-	-	374.53
14	Mech/Elec Foreman	483.24	-	-	-	483.24
15	Furnaceman	311.73	-	-	-	311.73
16	Gas Cutter	344.19	-	-	-	344.19
17	Grinder	357.23	-	-	-	357.23
18	Helper	300.69	292.65	-	-	300.31
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	284.23	196.21	-	-	267.48
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	398.92	286.57	-	-	396.65
23	Motor Mechanic	390.12	-	-	-	390.12
24	Moulder	239.56	232.59	-	-	238.61
25	Packer	352.19	180.56	-	-	251.16
26	Painter	323.61	240.53	-	-	320.24

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
27	Plumber	290.74	-	-	-	290.74
28	Press Man	437.44	-	-	-	437.44
29	Rollerman/Roller	344.57	-	-	-	344.57
30	Shaper Machine Op	492.50	472.90	-	-	491.47
31	Sheetmetal Worker	230.00	195.00	-	-	215.00
32	Supervisor	498.20	274.75	-	-	490.38
33	Sweeper	297.85	242.89	-	-	283.30
34	Trimmer	369.53	300.00	-	-	369.07
35	Turner	385.41	240.00	-	-	381.10
36	Watchman	327.48	284.15	-	-	327.32
37	Welder	401.91	-	-	-	401.91
38	Winder	257.69	-	-	-	257.69
39	Wireman	256.02	-	-	-	256.02
40	Boring Machine Op.	456.77	448.23	-	-	456.02
41	Fork Lift Operator	476.25	-	-	-	476.25
42	Mach. Op./Machinist	446.07	386.27	-	-	443.15
43	Casting Man	351.44	-	-	-	351.44
44	Milling Machine Op.	379.03	-	-	-	379.03
45	Setter	336.88	-	-	-	336.88
46	Tool Maker	451.36	326.92	-	-	447.95
47	Store Keeper	382.81	376.92	-	-	382.75
48	Apprentice/Trainees	313.67	480.67	-	-	350.35
49	Boat Builder	932.69	-	-	-	932.69
50	Insulator	932.69	-	-	-	932.69
51	Frazer	444.31	262.63	-	-	435.86
52	Auto Electrician	502.50	249.75	-	-	491.77
53	Tester	512.74	270.35	-	-	506.97
54	Miscellaneous	326.07	229.69	-	-	324.49
IV.	Motor Cycles	422.19	402.52	-	-	421.01
1	Assembler	441.04	210.00	-	-	439.21
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	590.58	-	-	-	590.58
5	Checker	388.56	323.34	-	-	387.65
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	268.30	-	-	-	268.30
8	Die Maker	409.11	-	-	-	409.11
9	Driller	351.20	196.44	-	-	347.27
10	Driver	422.42	-	-	-	422.42
11	Electrician	493.51	-	-	-	493.51
12	Fireman	621.44	-	-	-	621.44
13	Fitter	420.22	-	-	-	420.22
14	Mech/Elec Foreman	535.43	-	-	-	535.43
15	Furnaceman	393.12	211.00	-	-	325.21
16	Gas Cutter	335.79	211.16	-	-	274.03

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
17	Grinder	290.26	-	-	-	290.26
18	Hammerman	293.80	-	-	-	293.80
19	Helper	333.51	457.26	-	-	341.94
20	Instrument Mech	398.55	-	-	-	398.55
21	Lineman	181.50	-	-	-	181.50
22	Loader/Unloader	296.29	-	-	-	296.29
23	Mistry/Kangani	252.63	-	-	-	252.63
24	Mechanic(General)	360.81	211.54	-	-	358.76
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	481.06	-	-	-	481.06
27	Moulder	480.76	-	-	-	480.76
28	Oilman/Greaser	614.87	-	-	-	614.87
29	Packer	280.73	253.68	-	-	277.40
30	Painter	424.67	-	-	-	424.67
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	345.04	-	-	-	345.04
34	Polisher	444.00	-	-	-	444.00
35	Press Man	290.14	361.60	-	-	294.62
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	287.64	-	-	-	287.64
38	Supervisor	504.35	360.29	-	-	503.69
39	Sweeper	353.56	349.58	-	-	352.89
40	Tester	373.69	-	-	-	373.69
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	511.45	-	-	-	511.45
44	Watchman	359.63	296.61	-	-	358.20
45	Welder	405.82	-	-	-	405.82
46	Wireman	237.79	-	-	-	237.79
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	488.93	358.28	-	-	487.99
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	365.00	-	-	-	365.00
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	423.79	-	-	-	423.79
54	Store Keeper	459.86	211.00	-	-	452.10
55	Apprentice/Trainees	355.41	384.61	-	-	366.87
56	Cook	317.17	-	-	-	317.17
57	Frazer	584.71	361.51	-	-	581.75
58	Auto Electrician	557.19	216.92	-	-	555.05
59	Tester	459.94	209.26	-	-	459.33
60	Miscellaneous	340.67	528.61	-	-	348.48
V.	Bicycles/Rickshaws	342.59	251.27	-	-	337.63

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Assembler	318.55	-	-	-	318.55
	2 Boiler Attendant	532.19	-	-	-	532.19
	3 Chargeman	336.53	-	-	-	336.53
	4 Checker	371.96	-	-	-	371.96
	5 Coolie/Mazdoor	705.65	-	-	-	705.65
	6 Crane Operator	326.73	-	-	-	326.73
	7 Die Maker	565.13	-	-	-	565.13
	8 Driller	305.00	305.00	-	-	305.00
	9 Driver	352.24	-	-	-	352.24
	10 Electrician	340.53	-	-	-	340.53
	11 Fireman	355.77	-	-	-	355.77
	12 Fitter	417.92	-	-	-	417.92
	13 Mech/Elec Foreman	497.42	-	-	-	497.42
	14 Furnaceman	353.52	-	-	-	353.52
	15 Gas Cutter	384.61	-	-	-	384.61
	16 Grinder	846.15	-	-	-	846.15
	17 Hammerman	821.15	-	-	-	821.15
	18 Helper	287.25	248.79	-	-	283.57
	19 Loader/Unloader	259.50	-	-	-	259.50
	20 Mistry/Kangani	396.12	-	-	-	396.12
	21 Moulder	307.30	-	-	-	307.30
	22 Packer	309.86	255.77	-	-	306.38
	23 Painter	284.20	-	-	-	284.20
	24 Press Man	388.49	-	-	-	388.49
	25 Rollerman/Roller	288.23	-	-	-	288.23
	26 Shaper Machine Op	300.00	-	-	-	300.00
	27 Supervisor	445.70	-	-	-	445.70
	28 Sweeper	270.85	264.91	-	-	269.83
	29 Turner	463.78	-	-	-	463.78
	30 Watchman	283.28	-	-	-	283.28
	31 Welder	287.62	-	-	-	287.62
	32 Mach. Op./Machinist	349.56	250.00	-	-	346.06
	33 Milling Machine Op.	411.17	375.00	-	-	402.44
	34 Setter	324.02	-	-	-	324.02
	35 Tool Maker	321.15	-	-	-	321.15
	36 Store Keeper	368.68	-	-	-	368.68
	37 Brazier	475.85	-	-	-	475.85
	38 Cycle Fitter	339.72	-	-	-	339.72
	39 Filer	306.06	-	-	-	306.06
VI.	Aircraft	526.16	400.42	-	-	523.43
	1 Assembler	480.50	392.13	-	-	479.11
	2 Carpenter	158.08	-	-	-	158.08
	3 Chargehand	819.06	461.54	-	-	787.28
	4 Checker	512.74	326.81	-	-	500.28
	5 Driller	357.35	-	-	-	357.35

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Driver	461.54	-	-	-	461.54
7	Electrician	394.68	-	-	-	394.68
8	Fitter	396.28	270.85	-	-	395.75
9	Mech/Elec Foreman	404.61	-	-	-	404.61
10	Furnaceman	184.97	-	-	-	184.97
11	Gas Cutter	366.80	-	-	-	366.80
12	Grinder	368.25	-	-	-	368.25
13	Helper	361.36	334.17	-	-	358.25
14	Instrument Mech	1351.00	1199.23	-	-	1347.58
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	689.90	-	-	-	689.90
18	Millwright	354.60	-	-	-	354.60
19	Packer	343.46	-	-	-	343.46
20	Painter	604.40	-	-	-	604.40
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	364.63	-	-	-	364.63
23	Supervisor	561.92	212.25	-	-	559.30
24	Sweeper	301.50	326.42	-	-	309.34
25	Trimmer	643.83	-	-	-	643.83
26	Turner	506.22	-	-	-	506.22
27	Watchman	349.85	-	-	-	349.85
28	Welder	312.18	-	-	-	312.18
29	Wireman	348.95	-	-	-	348.95
30	Boring Machine Op.	295.35	-	-	-	295.35
31	Mach. Op./Machinist	438.35	-	-	-	438.35
32	Milling Machine Op.	433.24	607.73	-	-	435.48
33	Setter	530.81	402.15	-	-	528.87
34	Tool Maker	400.41	-	-	-	400.41
35	Store Keeper	653.97	429.38	-	-	648.49
36	Apprentice/Trainees	234.14	302.32	-	-	237.24
37	Aircraft Erector	855.33	2307.69	-	-	860.23
38	Radio/Radar Mechanic	777.19	310.25	-	-	763.91
39	Miscellaneous	397.46	311.15	-	-	383.07
VII.	Domestic Appliances	404.86	289.66	-	-	390.38
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	312.11	331.86	-	-	314.71
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	502.24	576.92	-	-	507.63
5	Chargeman	273.79	-	-	-	273.79
6	Checker	485.97	350.61	-	-	476.36
7	Coolie/Mazdoor	329.48	294.10	-	-	327.03
8	Core Maker	375.45	-	-	-	375.45
9	Die Maker	358.14	307.00	-	-	340.30
10	Driller	302.95	-	-	-	302.95

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
11	Driver	340.17	-	-	-	340.17
12	Electrician	373.63	-	-	-	373.63
13	Fitter	368.79	307.00	-	-	368.27
14	Mech/Elec Foreman	404.30	-	-	-	404.30
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	290.04	-	-	-	290.04
17	Grinder	307.65	200.00	-	-	304.90
18	Helper	309.10	271.18	-	-	300.00
19	Instrument Mech	391.00	-	-	-	391.00
20	Lineman	329.18	307.00	-	-	326.32
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	332.47	-	-	-	332.47
23	Motor Mechanic	545.93	389.36	-	-	490.01
24	Moulder	301.95	-	-	-	301.95
25	Packer	340.98	291.22	-	-	326.75
26	Painter	475.74	-	-	-	475.74
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	341.57	-	-	-	341.57
30	Press Man	323.45	-	-	-	323.45
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	393.13	-	-	-	393.13
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	486.55	366.48	-	-	483.53
35	Sweeper	292.51	264.19	-	-	289.87
36	Tester	291.33	286.55	-	-	289.74
37	Turner	299.86	-	-	-	299.86
38	Watchman	303.02	262.55	-	-	301.76
39	Welder	365.31	-	-	-	365.31
40	Winder	307.42	300.76	-	-	307.22
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	363.22	362.45	-	-	363.17
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	311.10	-	-	-	311.10
45	Store Keeper	383.03	232.19	-	-	373.23
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	658.41	615.38	-	-	658.25
48	Refrig/AC Mechanic	713.02	-	-	-	713.02
49	Insulator	1020.29	-	-	-	1020.29
50	Sand Mix Operator	608.96	350.64	-	-	583.18
51	Miscellaneous	333.92	218.07	-	-	331.07
VIII. Television		355.08	332.42	-	-	351.04
1	Assembler	281.15	307.94	-	-	290.63
2	Boiler Attendant	523.54	-	-	-	523.54
3	Crane Operator	518.51	-	-	-	518.51

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	4 Driver	440.53	-	-	-	440.53
	5 Electrician	682.01	-	-	-	682.01
	6 Fireman	538.33	-	-	-	538.33
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	254.57	205.73	-	-	243.83
	9 Supervisor	390.24	-	-	-	390.24
	10 Sweeper	267.68	-	-	-	267.68
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	402.04	372.78	-	-	398.88
	13 Store Keeper	293.85	319.38	-	-	296.02
	14 Apprentice/Trainees	158.31	-	-	-	158.31
	15 Attendant-Q Control	361.73	403.85	-	-	365.27
	16 Bench Fitter	451.75	365.39	-	-	436.64
	17 Cabinet Fitter	341.78	434.47	-	-	368.40
	18 Operator	473.56	422.14	-	-	457.27
	19 Soldering Operator	431.19	323.08	-	-	399.08
	20 Trouble Shooter	391.83	365.39	-	-	387.65
	21 Technician	498.82	413.45	-	-	485.08
	22 Examiner-Grade II	467.34	954.69	-	-	589.18
	23 Inspector	461.34	508.60	-	-	476.63
IX.	Computer	415.35	378.33	-	-	407.94
	1 Assembler	437.43	299.07	-	-	398.84
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	464.38	407.76	-	-	453.79
	4 Compressor Op.	788.46	-	-	-	788.46
	5 Coolie/Mazdoor	406.17	418.52	-	-	416.92
	6 Driller	475.00	-	-	-	475.00
	7 Driver	301.58	-	-	-	301.58
	8 Electrician	378.80	-	-	-	378.80
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	413.84	-	-	-	413.84
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	294.46	216.79	-	-	285.90
	13 Instrument Mech	181.54	-	-	-	181.54
	14 Lineman	255.06	255.06	-	-	255.06
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	400.72	-	-	-	400.72
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	373.01	394.77	-	-	375.49
	19 Painter	348.52	355.15	-	-	349.94
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	325.93	-	-	-	325.93
	22 Sheetmetal Worker	178.16	-	-	-	178.16
	23 Supervisor	433.98	406.01	-	-	428.35
	24 Sweeper	276.39	174.01	-	-	261.61

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
25	Watchman	309.34	-	-	-	309.34
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	174.16	-	-	-	174.16
29	Mach. Op./Machinist	489.67	342.46	-	-	401.93
30	Tool Maker	397.82	-	-	-	397.82
31	Store Keeper	297.82	272.78	-	-	295.31
32	Apprentice/Trainees	268.65	415.38	-	-	274.83
33	Bench Fitter	497.43	-	-	-	497.43
34	Instrument Fitter	345.31	267.48	-	-	338.85
35	Operator	525.81	402.88	-	-	521.29
36	Technician	613.92	627.93	-	-	616.83
37	Trouble Shooter	376.83	264.04	-	-	372.58
38	Miscellaneous	395.81	729.14	-	-	427.06
X.	Watches	356.77	330.60	-	-	346.17
1	Assembler	349.20	310.23	-	-	318.80
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	399.80	292.50	-	-	356.08
5	Coolie/Mazdoor	378.55	337.53	-	-	368.11
6	Die Maker	360.33	-	-	-	360.33
7	Driver	352.12	-	-	-	352.12
8	Electrician	308.72	-	-	-	308.72
9	Fitter	475.70	-	-	-	475.70
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.28	284.35	-	-	306.25
13	Helper	292.72	253.62	-	-	279.55
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	248.43	196.43	-	-	230.77
17	Painter	371.10	283.05	-	-	289.17
18	Pattern Maker	-	286.93	-	-	286.93
19	Plater	334.81	-	-	-	334.81
20	Plumber	384.00	-	-	-	384.00
21	Polisher	302.85	174.94	-	-	216.88
22	Press Man	289.71	281.46	-	-	283.77
23	Shaper Machine Op	355.00	-	-	-	355.00
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	500.62	386.68	-	-	493.45
26	Sweeper	244.96	268.45	-	-	259.50
27	Tester	467.34	-	-	-	467.34
28	Turner	392.16	-	-	-	392.16
29	Watchman	254.04	222.92	-	-	252.53
30	Winder	-	308.33	-	-	308.33

Table 3.4

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
31	Mach. Op./Machinist	487.02	728.52	-	-	595.12
32	Setter	295.77	-	-	-	295.77
33	Tool Maker	315.73	-	-	-	315.73
34	Store Keeper	387.59	265.38	-	-	374.01
35	Apprentice/Trainees	244.95	232.38	-	-	241.14
36	Cook	374.62	-	-	-	374.62
37	Operator	418.05	451.60	-	-	432.29
38	Watch Maker	402.03	308.48	-	-	347.90
39	Moulder-Plastic	385.40	301.16	-	-	360.51
40	Soldering Operator	383.23	307.62	-	-	372.19
41	Miscellaneous	311.53	208.89	-	-	238.21
All Ten Engineering Ind.		428.48	314.19	-	-	418.64

TABLE 3.4(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.	Ship Building	430.79	640.47	-	-	455.38
	1 Carpenter	381.62	-	-	-	381.62
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	745.10	587.45	-	-	656.16
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	371.43	-	-	-	371.43
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	470.47	-	-	-	470.47
	8 Electrician	345.96	-	-	-	345.96
	9 Fitter	353.07	-	-	-	353.07
	10 Mech/Elec Foreman	396.51	-	-	-	396.51
	11 Gas Cutter	357.16	-	-	-	357.16
	12 Grinder	467.06	-	-	-	467.06
	13 Helper	418.09	845.69	-	-	467.48
	14 Instrument Mech	211.00	-	-	-	211.00
	15 Lineman	471.25	-	-	-	471.25
	16 Mate/Mukaddam	474.51	-	-	-	474.51
	17 Mechanic(General)	469.61	-	-	-	469.61
	18 Moulder	305.55	-	-	-	305.55
	19 Painter	425.37	-	-	-	425.37
	20 Plumber	665.30	-	-	-	665.30
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	548.01	785.72	-	-	550.11
	24 Sweeper	335.36	-	-	-	335.36
	25 Turner	367.14	-	-	-	367.14
	26 Watchman	322.98	-	-	-	322.98
	27 Welder	333.95	-	-	-	333.95
	28 Wireman	391.69	-	-	-	391.69
	29 Mach. Op./Machinist	308.61	341.92	-	-	310.18
	30 Setter	384.62	-	-	-	384.62
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	324.17	-	-	-	324.17
	35 Erector	383.96	-	-	-	383.96
	36 Plater	499.90	-	-	-	499.90
	37 Sail Maker	491.46	-	-	-	491.46
	38 Boat Builder	567.70	-	-	-	567.70
	39 Insulator	290.35	-	-	-	290.35

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
	40 Miscellaneous	497.76	384.61	-	-	475.13	
II.	Locomotives	355.58	316.08	-	-	355.13	
	1 Assembler	466.49	-	-	-	466.49	
	2 Blacksmith	406.00	-	-	-	406.00	
	3 Boiler Attendant	230.76	-	-	-	230.76	
	4 Carpenter	134.61	-	-	-	134.61	
	5 Chargehand	685.00	-	-	-	685.00	
	6 Chargeman	550.00	-	-	-	550.00	
	7 Checker	262.27	250.00	-	-	261.99	
	8 Compressor Op.	500.00	-	-	-	500.00	
	9 Coolie/Mazdoor	306.64	266.92	-	-	302.54	
	10 Core Maker	509.71	-	-	-	509.71	
	11 Crane Operator	430.01	-	-	-	430.01	
	12 Die Maker	438.02	-	-	-	438.02	
	13 Driller	535.58	-	-	-	535.58	
	14 Driver	282.94	-	-	-	282.94	
	15 Electrician	425.03	-	-	-	425.03	
	16 Fitter	389.95	-	-	-	389.95	
	17 Mech/Elec Foreman	257.14	-	-	-	257.14	
	18 Furnaceman	518.16	-	-	-	518.16	
	19 Gas Cutter	337.96	-	-	-	337.96	
	20 Grinder	359.40	-	-	-	359.40	
	21 Helper	321.52	268.23	-	-	321.26	
	22 Instrument Mech	185.19	-	-	-	185.19	
	23 Loader/Unloader	330.75	331.50	-	-	330.77	
	24 Marker	422.09	-	-	-	422.09	
	25 Mate/Mukaddam	290.76	-	-	-	290.76	
	26 Mechanic(General)	333.10	-	-	-	333.10	
	27 Motor Mechanic	293.60	-	-	-	293.60	
	28 Moulder	425.94	-	-	-	425.94	
	29 Oilman/Greaser	392.91	-	-	-	392.91	
	30 Packer	209.97	-	-	-	209.97	
	31 Painter	302.46	-	-	-	302.46	
	32 Pattern Maker	540.11	-	-	-	540.11	
	33 Press Man	306.73	-	-	-	306.73	
	34 Rivetter	282.69	-	-	-	282.69	
	35 Shaper Machine Op	287.48	-	-	-	287.48	
	36 Sorter	469.11	-	-	-	469.11	
	37 Supervisor	373.88	266.57	-	-	368.50	
	38 Sweeper	252.49	330.99	-	-	257.31	
	39 Tester	877.68	-	-	-	877.68	
	40 Tindal	318.96	-	-	-	318.96	
	41 Trimmer	268.45	-	-	-	268.45	
	42 Turner	297.01	-	-	-	297.01	
	43 Watchman	308.68	-	-	-	308.68	

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
44	Welder	385.31	-	-	-	385.31
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	98.07	-	-	-	98.07
47	Fork Lift Operator	273.07	-	-	-	273.07
48	Mach. Op./Machinist	455.73	-	-	-	455.73
49	Milling Machine Op.	138.46	-	-	-	138.46
50	Setter	561.25	-	-	-	561.25
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	282.67	-	-	-	282.67
53	Apprentice/Trainees	265.92	-	-	-	265.92
54	Boiler Maker	329.82	-	-	-	329.82
55	Cooper Smith	305.18	-	-	-	305.18
56	Fitter-C & W	390.81	424.48	-	-	392.42
57	Fitter-Loco	434.01	-	-	-	434.01
58	Lifter	719.23	-	-	-	719.23
59	Power Hammer Op	413.69	-	-	-	413.69
60	Frazer	203.98	-	-	-	203.98
61	Tester	279.27	-	-	-	279.27
62	Miscellaneous	313.62	-	-	-	313.62
III.	Motor Vehicles	387.10	260.66	-	-	376.13
1	Assembler	834.29	223.54	-	-	833.93
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	214.23	-	-	-	214.23
5	Checker	258.61	211.67	-	-	254.31
6	Compressor Op.	558.43	472.34	-	-	547.92
7	Coolie/Mazdoor	330.73	216.75	-	-	311.63
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	466.23	-	-	-	466.23
10	Driller	374.64	-	-	-	374.64
11	Driver	311.60	-	-	-	311.60
12	Electrician	346.81	192.30	-	-	246.31
13	Fitter	338.91	221.54	-	-	336.29
14	Mech/Elec Foreman	469.29	-	-	-	469.29
15	Furnaceman	296.53	-	-	-	296.53
16	Gas Cutter	312.07	-	-	-	312.07
17	Grinder	345.70	-	-	-	345.70
18	Helper	289.78	276.24	-	-	289.14
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	260.03	181.06	-	-	245.00
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	307.58	286.57	-	-	307.15
23	Motor Mechanic	345.19	-	-	-	345.19
24	Moulder	119.33	231.35	-	-	134.67
25	Packer	310.46	174.49	-	-	230.42

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
26	Painter	297.68	232.59	-	-	295.05
27	Plumber	280.35	-	-	-	280.35
28	Press Man	359.79	-	-	-	359.79
29	Rollerman/Roller	290.75	-	-	-	290.75
30	Shaper Machine Op	459.16	471.03	-	-	459.78
31	Sheetmetal Worker	220.00	170.00	-	-	198.57
32	Supervisor	424.52	269.32	-	-	419.09
33	Sweeper	295.29	239.19	-	-	280.43
34	Trimmer	351.26	300.00	-	-	350.93
35	Turner	367.44	210.00	-	-	362.77
36	Watchman	319.13	276.00	-	-	318.97
37	Welder	382.59	-	-	-	382.59
38	Winder	257.69	-	-	-	257.69
39	Wireman	244.45	-	-	-	244.45
40	Boring Machine Op.	397.03	447.61	-	-	401.48
41	Fork Lift Operator	449.06	-	-	-	449.06
42	Mach. Op./Machinist	408.70	381.52	-	-	407.38
43	Casting Man	300.00	-	-	-	300.00
44	Milling Machine Op.	356.08	-	-	-	356.08
45	Setter	308.68	-	-	-	308.68
46	Tool Maker	409.27	326.92	-	-	407.01
47	Store Keeper	352.80	376.92	-	-	353.06
48	Apprentice/Trainees	273.70	342.18	-	-	288.74
49	Boat Builder	750.00	-	-	-	750.00
50	Insulator	846.15	-	-	-	846.15
51	Frazer	401.87	254.99	-	-	395.05
52	Auto Electrician	420.41	217.50	-	-	411.80
53	Tester	359.37	270.35	-	-	357.25
54	Miscellaneous	317.23	229.69	-	-	315.79
IV.	Motor Cycles	397.50	397.29	-	-	397.49
1	Assembler	402.94	210.00	-	-	401.40
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	584.23	-	-	-	584.23
5	Checker	338.39	282.81	-	-	337.61
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	229.26	-	-	-	229.26
8	Die Maker	393.46	-	-	-	393.46
9	Driller	272.40	128.84	-	-	268.75
10	Driver	410.98	-	-	-	410.98
11	Electrician	461.89	-	-	-	461.89
12	Fireman	559.61	-	-	-	559.61
13	Fitter	385.99	-	-	-	385.99
14	Mech/Elec Foreman	430.71	-	-	-	430.71
15	Furnaceman	385.18	211.00	-	-	320.23

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
16	Gas Cutter	241.94	122.31	-	-	182.66
17	Grinder	249.48	-	-	-	249.48
18	Hammerman	278.52	-	-	-	278.52
19	Helper	324.19	450.47	-	-	332.78
20	Instrument Mech	396.92	-	-	-	396.92
21	Lineman	177.17	-	-	-	177.17
22	Loader/Unloader	273.39	-	-	-	273.39
23	Mistry/Kangani	241.09	-	-	-	241.09
24	Mechanic(General)	221.25	211.54	-	-	221.12
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	399.24	-	-	-	399.24
27	Moulder	454.14	-	-	-	454.14
28	Oilman/Greaser	358.46	-	-	-	358.46
29	Packer	279.27	253.68	-	-	276.12
30	Painter	415.79	-	-	-	415.79
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	339.15	-	-	-	339.15
34	Polisher	353.07	-	-	-	353.07
35	Press Man	277.73	255.38	-	-	276.33
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	276.04	-	-	-	276.04
38	Supervisor	428.02	337.20	-	-	427.60
39	Sweeper	346.40	349.58	-	-	346.94
40	Tester	254.86	-	-	-	254.86
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	488.23	-	-	-	488.23
44	Watchman	353.62	296.61	-	-	352.33
45	Welder	377.59	-	-	-	377.59
46	Wireman	236.21	-	-	-	236.21
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	467.41	346.46	-	-	466.55
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	319.04	-	-	-	319.04
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	382.82	-	-	-	382.82
54	Store Keeper	426.37	211.00	-	-	419.65
55	Apprentice/Trainees	335.59	384.61	-	-	354.83
56	Cook	294.91	-	-	-	294.91
57	Frazer	520.46	266.09	-	-	517.09
58	Auto Electrician	516.84	193.84	-	-	514.81
59	Tester	402.92	209.26	-	-	402.45
60	Miscellaneous	324.58	384.61	-	-	327.08
V.	Bicycles/Rickshaws	325.44	246.13	-	-	321.12

Table 3.4(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 Assembler	312.52	-	-	-	312.52
	2 Boiler Attendant	532.19	-	-	-	532.19
	3 Chargeman	336.53	-	-	-	336.53
	4 Checker	320.61	-	-	-	320.61
	5 Coolie/Mazdoor	703.79	-	-	-	703.79
	6 Crane Operator	307.30	-	-	-	307.30
	7 Die Maker	438.46	-	-	-	438.46
	8 Driller	305.00	305.00	-	-	305.00
	9 Driver	349.01	-	-	-	349.01
	10 Electrician	297.15	-	-	-	297.15
	11 Fireman	346.15	-	-	-	346.15
	12 Fitter	376.86	-	-	-	376.86
	13 Mech/Elec Foreman	473.00	-	-	-	473.00
	14 Furnaceman	353.52	-	-	-	353.52
	15 Gas Cutter	384.61	-	-	-	384.61
	16 Grinder	846.15	-	-	-	846.15
	17 Hammerman	815.38	-	-	-	815.38
	18 Helper	279.93	245.74	-	-	276.66
	19 Loader/Unloader	259.50	-	-	-	259.50
	20 Mistry/Kangani	299.30	-	-	-	299.30
	21 Moulder	307.30	-	-	-	307.30
	22 Packer	282.00	244.23	-	-	279.58
	23 Painter	284.20	-	-	-	284.20
	24 Press Man	340.95	-	-	-	340.95
	25 Rollerman/Roller	288.00	-	-	-	288.00
	26 Shaper Machine Op	284.61	-	-	-	284.61
	27 Supervisor	409.23	-	-	-	409.23
	28 Sweeper	269.63	264.91	-	-	268.82
	29 Turner	403.81	-	-	-	403.81
	30 Watchman	280.32	-	-	-	280.32
	31 Welder	281.35	-	-	-	281.35
	32 Mach. Op./Machinist	314.21	221.15	-	-	310.93
	33 Milling Machine Op.	411.17	346.15	-	-	395.47
	34 Setter	303.00	-	-	-	303.00
	35 Tool Maker	321.15	-	-	-	321.15
	36 Store Keeper	356.99	-	-	-	356.99
	37 Brazier	464.65	-	-	-	464.65
	38 Cycle Fitter	310.67	-	-	-	310.67
	39 Filer	302.85	-	-	-	302.85
VI.	Aircraft	387.93	375.31	-	-	387.66
	1 Assembler	467.22	328.38	-	-	465.02
	2 Carpenter	157.50	-	-	-	157.50
	3 Chargehand	284.87	461.54	-	-	300.57
	4 Checker	322.83	323.46	-	-	322.87

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
5	Driller	280.22	-	-	-	280.22
6	Driver	426.98	-	-	-	426.98
7	Electrician	284.76	-	-	-	284.76
8	Fitter	281.11	270.85	-	-	281.07
9	Mech/Elec Foreman	265.62	-	-	-	265.62
10	Furnaceman	170.01	-	-	-	170.01
11	Gas Cutter	348.87	-	-	-	348.87
12	Grinder	274.59	-	-	-	274.59
13	Helper	301.12	326.81	-	-	304.06
14	Instrument Mech	738.11	834.89	-	-	740.29
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	596.22	-	-	-	596.22
18	Millwright	354.60	-	-	-	354.60
19	Packer	312.15	-	-	-	312.15
20	Painter	457.64	-	-	-	457.64
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	279.76	-	-	-	279.76
23	Supervisor	363.66	189.34	-	-	362.36
24	Sweeper	288.76	323.12	-	-	299.57
25	Trimmer	352.50	-	-	-	352.50
26	Turner	373.56	-	-	-	373.56
27	Watchman	342.36	-	-	-	342.36
28	Welder	255.57	-	-	-	255.57
29	Wireman	333.10	-	-	-	333.10
30	Boring Machine Op.	230.01	-	-	-	230.01
31	Mach. Op./Machinist	354.20	-	-	-	354.20
32	Milling Machine Op.	307.21	512.92	-	-	309.84
33	Setter	506.11	402.15	-	-	504.54
34	Tool Maker	354.81	-	-	-	354.81
35	Store Keeper	503.39	429.38	-	-	501.59
36	Apprentice/Trainees	198.71	296.48	-	-	203.15
37	Aircraft Erector	557.36	2307.69	-	-	563.26
38	Radio/Radar Mechanic	704.39	266.64	-	-	691.95
39	Miscellaneous	343.62	311.15	-	-	338.21
VII.	Domestic Appliances	367.59	269.43	-	-	355.25
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	303.45	299.76	-	-	302.96
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	489.89	576.92	-	-	496.18
5	Chargeman	267.66	-	-	-	267.66
6	Checker	370.01	319.34	-	-	366.42
7	Coolie/Mazdoor	266.78	286.22	-	-	268.13
8	Core Maker	312.18	-	-	-	312.18
9	Die Maker	310.90	307.00	-	-	309.54

Table 3.4(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	Driller	281.38	-	-	-	281.38
11	Driver	294.14	-	-	-	294.14
12	Electrician	339.22	-	-	-	339.22
13	Fitter	301.70	307.00	-	-	301.75
14	Mech/Elec Foreman	365.82	-	-	-	365.82
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	286.56	-	-	-	286.56
17	Grinder	274.94	200.00	-	-	273.03
18	Helper	283.00	254.74	-	-	276.22
19	Instrument Mech	381.00	-	-	-	381.00
20	Lineman	316.88	307.00	-	-	315.61
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	293.15	-	-	-	293.15
23	Motor Mechanic	353.72	353.72	-	-	353.72
24	Moulder	288.84	-	-	-	288.84
25	Packer	316.68	274.82	-	-	304.71
26	Painter	475.25	-	-	-	475.25
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	322.55	-	-	-	322.55
30	Press Man	312.91	-	-	-	312.91
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	331.34	-	-	-	331.34
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	371.20	343.79	-	-	370.51
35	Sweeper	289.65	264.19	-	-	287.28
36	Tester	280.49	284.47	-	-	281.82
37	Turner	282.75	-	-	-	282.75
38	Watchman	292.12	257.59	-	-	291.04
39	Welder	302.23	-	-	-	302.23
40	Winder	287.54	300.76	-	-	287.94
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	319.88	291.26	-	-	318.09
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	282.12	-	-	-	282.12
45	Store Keeper	322.30	227.00	-	-	316.10
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	615.95	615.38	-	-	615.95
48	Refrig/AC Mechanic	697.16	-	-	-	697.16
49	Insulator	941.16	-	-	-	941.16
50	Sand Mix Operator	550.68	337.28	-	-	529.38
51	Miscellaneous	283.99	218.07	-	-	282.37
VIII. Television		327.19	308.60	-	-	323.87
1	Assembler	281.09	304.31	-	-	289.30
2	Boiler Attendant	521.11	-	-	-	521.11

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	3 Crane Operator	498.43	-	-	-	498.43
	4 Driver	439.68	-	-	-	439.68
	5 Electrician	674.80	-	-	-	674.80
	6 Fireman	531.81	-	-	-	531.81
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	248.74	194.50	-	-	236.81
	9 Supervisor	341.63	-	-	-	341.63
	10 Sweeper	266.75	-	-	-	266.75
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	391.14	369.19	-	-	388.77
	13 Store Keeper	293.85	273.38	-	-	292.11
	14 Apprentice/Trainees	156.18	-	-	-	156.18
	15 Attendant-Q Control	326.00	323.08	-	-	325.75
	16 Bench Fitter	322.13	300.00	-	-	318.26
	17 Cabinet Fitter	314.47	370.37	-	-	330.52
	18 Operator	359.47	377.97	-	-	365.33
	19 Soldering Operator	393.06	300.00	-	-	365.42
	20 Trouble Shooter	319.04	300.00	-	-	316.03
	21 Technician	431.07	367.18	-	-	420.78
	22 Examiner-Grade II	449.48	954.69	-	-	575.78
	23 Inspector	411.93	449.99	-	-	424.24
IX.	Computer	327.64	316.95	-	-	325.50
	1 Assembler	314.66	281.66	-	-	305.45
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	385.47	358.47	-	-	380.42
	4 Compressor Op.	500.00	-	-	-	500.00
	5 Coolie/Mazdoor	389.91	371.76	-	-	374.10
	6 Driller	475.00	-	-	-	475.00
	7 Driver	276.72	-	-	-	276.72
	8 Electrician	316.97	-	-	-	316.97
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	321.99	-	-	-	321.99
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	286.04	216.17	-	-	278.34
	13 Instrument Mech	115.38	-	-	-	115.38
	14 Lineman	241.92	241.92	-	-	241.92
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	294.99	-	-	-	294.99
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	362.71	394.77	-	-	366.37
	19 Painter	344.51	355.15	-	-	346.78
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	322.11	-	-	-	322.11
	22 Sheetmetal Worker	133.23	-	-	-	133.23
	23 Supervisor	334.48	367.93	-	-	341.22

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
24	Sweeper	275.02	166.59	-	-	259.37
25	Watchman	289.94	-	-	-	289.94
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	121.54	-	-	-	121.54
29	Mach. Op./Machinist	373.94	314.13	-	-	338.29
30	Tool Maker	345.98	-	-	-	345.98
31	Store Keeper	256.44	272.78	-	-	258.07
32	Apprentice/Trainees	221.45	415.38	-	-	229.62
33	Bench Fitter	325.82	-	-	-	325.82
34	Instrument Fitter	332.47	215.00	-	-	322.73
35	Operator	372.46	285.50	-	-	369.27
36	Technician	372.69	379.61	-	-	374.13
37	Trouble Shooter	315.88	264.04	-	-	313.93
38	Miscellaneous	310.89	264.04	-	-	306.50
X.	Watches	331.25	302.77	-	-	319.71
1	Assembler	321.29	307.76	-	-	310.73
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	331.11	279.19	-	-	309.96
5	Coolie/Mazdoor	296.13	292.00	-	-	295.08
6	Die Maker	330.38	-	-	-	330.38
7	Driver	346.84	-	-	-	346.84
8	Electrician	298.69	-	-	-	298.69
9	Fitter	427.62	-	-	-	427.62
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.27	284.35	-	-	306.25
13	Helper	285.07	243.00	-	-	270.90
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	214.09	179.82	-	-	202.45
17	Painter	279.86	283.05	-	-	282.83
18	Pattern Maker	-	264.71	-	-	264.71
19	Plater	225.00	-	-	-	225.00
20	Plumber	384.00	-	-	-	384.00
21	Polisher	264.18	163.03	-	-	196.20
22	Press Man	261.82	281.46	-	-	275.97
23	Shaper Machine Op	333.69	-	-	-	333.69
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	466.55	327.11	-	-	457.76
26	Sweeper	238.47	268.45	-	-	257.03
27	Tester	467.34	-	-	-	467.34
28	Turner	387.27	-	-	-	387.27
29	Watchman	249.04	222.92	-	-	247.77

Table 3.4(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
30	Winder	-	308.33	-	-	308.33	
31	Mach. Op./Machinist	366.06	335.18	-	-	352.24	
32	Setter	295.77	-	-	-	295.77	
33	Tool Maker	315.73	-	-	-	315.73	
34	Store Keeper	377.98	265.38	-	-	365.47	
35	Apprentice/Trainees	243.59	232.38	-	-	240.20	
36	Cook	374.62	-	-	-	374.62	
37	Operator	386.32	405.67	-	-	394.53	
38	Watch Maker	358.92	307.49	-	-	329.16	
39	Moulder-Plastic	371.27	300.37	-	-	350.32	
40	Soldering Operator	334.76	295.84	-	-	329.08	
41	Miscellaneous	311.53	203.92	-	-	234.67	
All Ten Engineering Ind.		384.81	281.64	-	-	375.93	

TABLE 3.4(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.	Ship Building	618.05	850.50	-	-	645.31
	1 Carpenter	833.04	-	-	-	833.04
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	1117.70	791.15	-	-	933.47
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	768.93	-	-	-	768.93
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	522.15	-	-	-	522.15
	8 Electrician	568.23	-	-	-	568.23
	9 Fitter	427.99	-	-	-	427.99
	10 Mech/Elec Foreman	513.44	-	-	-	513.44
	11 Gas Cutter	404.30	-	-	-	404.30
	12 Grinder	566.33	-	-	-	566.33
	13 Helper	517.84	1095.09	-	-	584.51
	14 Instrument Mech	226.00	-	-	-	226.00
	15 Lineman	481.60	-	-	-	481.60
	16 Mate/Mukaddam	483.88	-	-	-	483.88
	17 Mechanic(General)	658.13	-	-	-	658.13
	18 Moulder	356.72	-	-	-	356.72
	19 Painter	587.57	-	-	-	587.57
	20 Plumber	898.20	-	-	-	898.20
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	596.40	785.72	-	-	598.08
	24 Sweeper	382.09	-	-	-	382.09
	25 Turner	397.18	-	-	-	397.18
	26 Watchman	403.82	-	-	-	403.82
	27 Welder	415.38	-	-	-	415.38
	28 Wireman	408.69	-	-	-	408.69
	29 Mach. Op./Machinist	329.89	365.38	-	-	331.56
	30 Setter	615.38	-	-	-	615.38
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	394.83	-	-	-	394.83
	35 Erector	612.39	-	-	-	612.39
	36 Plater	1094.20	-	-	-	1094.20
	37 Sail Maker	579.83	-	-	-	579.83
	38 Boat Builder	961.85	-	-	-	961.85
	39 Insulator	604.86	-	-	-	604.86

Table 3.4(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 Miscellaneous	709.77	384.61	-	-	644.73
II.	Locomotives	460.41	349.15	-	-	459.15
	1 Assembler	664.35	-	-	-	664.35
	2 Blacksmith	406.00	-	-	-	406.00
	3 Boiler Attendant	230.76	-	-	-	230.76
	4 Carpenter	134.61	-	-	-	134.61
	5 Chargehand	685.00	-	-	-	685.00
	6 Chargeman	550.00	-	-	-	550.00
	7 Checker	1015.89	576.92	-	-	1005.99
	8 Compressor Op.	500.00	-	-	-	500.00
	9 Coolie/Mazdoor	359.80	266.92	-	-	350.20
	10 Core Maker	516.06	-	-	-	516.06
	11 Crane Operator	457.69	-	-	-	457.69
	12 Die Maker	438.02	-	-	-	438.02
	13 Driller	571.59	-	-	-	571.59
	14 Driver	319.40	-	-	-	319.40
	15 Electrician	442.26	-	-	-	442.26
	16 Fitter	449.63	-	-	-	449.63
	17 Mech/Elec Foreman	734.24	-	-	-	734.24
	18 Furnaceman	535.40	-	-	-	535.40
	19 Gas Cutter	377.05	-	-	-	377.05
	20 Grinder	394.58	-	-	-	394.58
	21 Helper	390.85	285.71	-	-	390.34
	22 Instrument Mech	264.23	-	-	-	264.23
	23 Loader/Unloader	600.00	565.40	-	-	599.00
	24 Marker	422.09	-	-	-	422.09
	25 Mate/Mukaddam	290.76	-	-	-	290.76
	26 Mechanic(General)	383.62	-	-	-	383.62
	27 Motor Mechanic	380.80	-	-	-	380.80
	28 Moulder	467.46	-	-	-	467.46
	29 Oilman/Greaser	509.82	-	-	-	509.82
	30 Packer	228.03	-	-	-	228.03
	31 Painter	442.95	-	-	-	442.95
	32 Pattern Maker	549.82	-	-	-	549.82
	33 Press Man	306.73	-	-	-	306.73
	34 Rivetter	334.62	-	-	-	334.62
	35 Shaper Machine Op	399.76	-	-	-	399.76
	36 Sorter	469.11	-	-	-	469.11
	37 Supervisor	602.01	343.19	-	-	589.03
	38 Sweeper	306.74	330.99	-	-	308.23
	39 Tester	877.68	-	-	-	877.68
	40 Tindal	318.96	-	-	-	318.96
	41 Trimmer	268.45	-	-	-	268.45
	42 Turner	360.08	-	-	-	360.08
	43 Watchman	351.99	-	-	-	351.99

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
44	Welder	448.81	-	-	-	448.81
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	197.30	-	-	-	197.30
47	Fork Lift Operator	275.00	-	-	-	275.00
48	Mach. Op./Machinist	559.20	-	-	-	559.20
49	Milling Machine Op.	157.00	-	-	-	157.00
50	Setter	566.40	-	-	-	566.40
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	530.21	-	-	-	530.21
53	Apprentice/Trainees	589.43	-	-	-	589.43
54	Boiler Maker	373.66	-	-	-	373.66
55	Cooper Smith	355.87	-	-	-	355.87
56	Fitter-C & W	450.31	424.48	-	-	449.08
57	Fitter-Loco	460.19	-	-	-	460.19
58	Lifter	1346.15	-	-	-	1346.15
59	Power Hammer Op	601.13	-	-	-	601.13
60	Frazer	213.36	-	-	-	213.36
61	Tester	321.15	-	-	-	321.15
62	Miscellaneous	327.93	-	-	-	327.93
III.	Motor Vehicles	481.60	335.55	-	-	468.93
1	Assembler	1153.54	223.54	-	-	1152.99
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	229.61	-	-	-	229.61
5	Checker	376.86	231.96	-	-	363.60
6	Compressor Op.	597.73	505.34	-	-	586.45
7	Coolie/Mazdoor	366.85	224.01	-	-	342.92
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	556.39	-	-	-	556.39
10	Driller	423.80	-	-	-	423.80
11	Driver	444.07	-	-	-	444.07
12	Electrician	493.93	261.53	-	-	342.77
13	Fitter	417.15	221.54	-	-	412.77
14	Mech/Elec Foreman	497.19	-	-	-	497.19
15	Furnaceman	326.92	-	-	-	326.92
16	Gas Cutter	376.31	-	-	-	376.31
17	Grinder	368.77	-	-	-	368.77
18	Helper	311.60	309.06	-	-	311.48
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	308.43	211.37	-	-	289.96
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	490.27	286.57	-	-	486.14
23	Motor Mechanic	435.05	-	-	-	435.05
24	Moulder	359.79	233.82	-	-	342.54
25	Packer	393.92	186.62	-	-	271.90

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
26	Painter	349.53	248.47	-	-	345.44
27	Plumber	301.12	-	-	-	301.12
28	Press Man	515.08	-	-	-	515.08
29	Rollerman/Roller	398.38	-	-	-	398.38
30	Shaper Machine Op	525.83	474.76	-	-	523.15
31	Sheetmetal Worker	240.00	220.00	-	-	231.43
32	Supervisor	571.87	280.18	-	-	561.66
33	Sweeper	300.42	246.59	-	-	286.16
34	Trimmer	387.79	300.00	-	-	387.21
35	Turner	403.38	270.00	-	-	399.43
36	Watchman	335.83	292.30	-	-	335.67
37	Welder	421.21	-	-	-	421.21
38	Winder	257.69	-	-	-	257.69
39	Wireman	267.58	-	-	-	267.58
40	Boring Machine Op.	516.50	448.84	-	-	510.55
41	Fork Lift Operator	503.43	-	-	-	503.43
42	Mach. Op./Machinist	483.43	391.02	-	-	478.92
43	Casting Man	402.88	-	-	-	402.88
44	Milling Machine Op.	401.98	-	-	-	401.98
45	Setter	365.07	-	-	-	365.07
46	Tool Maker	493.45	326.92	-	-	488.89
47	Store Keeper	412.82	376.92	-	-	412.43
48	Apprentice/Trainees	353.64	619.15	-	-	411.96
49	Boat Builder	1115.38	-	-	-	1115.38
50	Insulator	1019.23	-	-	-	1019.23
51	Frazer	486.74	270.26	-	-	476.68
52	Auto Electrician	584.58	282.00	-	-	571.74
53	Tester	666.10	270.35	-	-	656.69
54	Miscellaneous	334.91	229.69	-	-	333.18
IV.	Motor Cycles	446.88	407.75	-	-	444.52
1	Assembler	479.14	210.00	-	-	477.01
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	596.92	-	-	-	596.92
5	Checker	438.73	363.86	-	-	437.68
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	307.34	-	-	-	307.34
8	Die Maker	424.75	-	-	-	424.75
9	Driller	430.00	264.03	-	-	425.79
10	Driver	433.86	-	-	-	433.86
11	Electrician	525.13	-	-	-	525.13
12	Fireman	683.26	-	-	-	683.26
13	Fitter	454.45	-	-	-	454.45
14	Mech/Elec Foreman	640.15	-	-	-	640.15
15	Furnaceman	401.04	211.00	-	-	330.18

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
16	Gas Cutter	429.64	300.00	-	-	365.39
17	Grinder	331.04	-	-	-	331.04
18	Hammerman	309.06	-	-	-	309.06
19	Helper	342.84	464.05	-	-	351.09
20	Instrument Mech	400.18	-	-	-	400.18
21	Lineman	185.82	-	-	-	185.82
22	Loader/Unloader	319.19	-	-	-	319.19
23	Mistry/Kangani	264.15	-	-	-	264.15
24	Mechanic(General)	500.37	211.54	-	-	496.40
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	562.88	-	-	-	562.88
27	Moulder	507.38	-	-	-	507.38
28	Oilman/Greaser	871.28	-	-	-	871.28
29	Packer	282.19	253.68	-	-	278.68
30	Painter	433.54	-	-	-	433.54
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	350.92	-	-	-	350.92
34	Polisher	534.92	-	-	-	534.92
35	Press Man	302.55	467.82	-	-	312.91
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	299.25	-	-	-	299.25
38	Supervisor	580.68	383.37	-	-	579.78
39	Sweeper	360.70	349.58	-	-	358.84
40	Tester	492.52	-	-	-	492.52
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	534.66	-	-	-	534.66
44	Watchman	365.64	296.61	-	-	364.08
45	Welder	434.04	-	-	-	434.04
46	Wireman	239.36	-	-	-	239.36
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	510.44	370.10	-	-	509.44
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	410.95	-	-	-	410.95
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	464.77	-	-	-	464.77
54	Store Keeper	493.36	211.00	-	-	484.54
55	Apprentice/Trainees	375.23	384.61	-	-	378.91
56	Cook	339.42	-	-	-	339.42
57	Frazer	648.96	456.93	-	-	646.42
58	Auto Electrician	597.52	240.00	-	-	595.28
59	Tester	516.95	209.26	-	-	516.20
60	Miscellaneous	356.76	672.61	-	-	369.88
V.	Bicycles/Rickshaws	359.74	256.41	-	-	354.12

Table 3.4(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 Assembler	324.59	-	-	-	324.59
	2 Boiler Attendant	532.19	-	-	-	532.19
	3 Chargeman	336.53	-	-	-	336.53
	4 Checker	423.31	-	-	-	423.31
	5 Coolie/Mazdoor	707.52	-	-	-	707.52
	6 Crane Operator	346.15	-	-	-	346.15
	7 Die Maker	691.80	-	-	-	691.80
	8 Driller	305.00	305.00	-	-	305.00
	9 Driver	355.47	-	-	-	355.47
	10 Electrician	383.91	-	-	-	383.91
	11 Fireman	365.38	-	-	-	365.38
	12 Fitter	458.97	-	-	-	458.97
	13 Mech/Elec Foreman	521.83	-	-	-	521.83
	14 Furnaceman	353.52	-	-	-	353.52
	15 Gas Cutter	384.61	-	-	-	384.61
	16 Grinder	846.15	-	-	-	846.15
	17 Hammerman	826.92	-	-	-	826.92
	18 Helper	294.57	251.83	-	-	290.48
	19 Loader/Unloader	259.50	-	-	-	259.50
	20 Mistry/Kangani	492.94	-	-	-	492.94
	21 Moulder	307.30	-	-	-	307.30
	22 Packer	337.71	267.30	-	-	333.19
	23 Painter	284.20	-	-	-	284.20
	24 Press Man	436.03	-	-	-	436.03
	25 Rollerman/Roller	288.46	-	-	-	288.46
	26 Shaper Machine Op	315.38	-	-	-	315.38
	27 Supervisor	482.17	-	-	-	482.17
	28 Sweeper	272.07	264.91	-	-	270.84
	29 Turner	523.74	-	-	-	523.74
	30 Watchman	286.24	-	-	-	286.24
	31 Welder	293.90	-	-	-	293.90
	32 Mach. Op./Machinist	384.90	278.84	-	-	381.17
	33 Milling Machine Op.	411.17	403.84	-	-	409.40
	34 Setter	345.04	-	-	-	345.04
	35 Tool Maker	321.15	-	-	-	321.15
	36 Store Keeper	380.37	-	-	-	380.37
	37 Brazier	487.06	-	-	-	487.06
	38 Cycle Fitter	368.78	-	-	-	368.78
	39 Filer	309.26	-	-	-	309.26
VI.	Aircraft	664.38	425.53	-	-	659.20
	1 Assembler	493.79	455.88	-	-	493.19
	2 Carpenter	158.65	-	-	-	158.65
	3 Chargehand	1353.24	461.54	-	-	1273.98
	4 Checker	702.66	330.17	-	-	677.69

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
5	Driller	434.49	-	-	-	434.49
6	Driver	496.09	-	-	-	496.09
7	Electrician	504.61	-	-	-	504.61
8	Fitter	511.45	270.85	-	-	510.42
9	Mech/Elec Foreman	543.59	-	-	-	543.59
10	Furnaceman	199.94	-	-	-	199.94
11	Gas Cutter	384.73	-	-	-	384.73
12	Grinder	461.90	-	-	-	461.90
13	Helper	421.60	341.52	-	-	412.43
14	Instrument Mech	1963.89	1563.57	-	-	1954.86
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	783.59	-	-	-	783.59
18	Millwright	354.60	-	-	-	354.60
19	Packer	374.77	-	-	-	374.77
20	Painter	751.15	-	-	-	751.15
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	449.50	-	-	-	449.50
23	Supervisor	760.17	235.15	-	-	756.24
24	Sweeper	314.23	329.72	-	-	319.10
25	Trimmer	935.15	-	-	-	935.15
26	Turner	638.87	-	-	-	638.87
27	Watchman	357.33	-	-	-	357.33
28	Welder	368.78	-	-	-	368.78
29	Wireman	364.79	-	-	-	364.79
30	Boring Machine Op.	360.68	-	-	-	360.68
31	Mach. Op./Machinist	522.50	-	-	-	522.50
32	Milling Machine Op.	559.27	702.54	-	-	561.11
33	Setter	555.52	402.15	-	-	553.19
34	Tool Maker	446.01	-	-	-	446.01
35	Store Keeper	804.55	429.38	-	-	795.40
36	Apprentice/Trainees	269.57	308.16	-	-	271.32
37	Aircraft Erector	1153.30	2307.69	-	-	1157.19
38	Radio/Radar Mechanic	849.98	353.85	-	-	835.87
39	Miscellaneous	451.29	311.15	-	-	427.93
VII.	Domestic Appliances	442.13	309.88	-	-	425.50
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	320.77	363.95	-	-	326.45
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	514.57	576.92	-	-	519.08
5	Chargeman	279.92	-	-	-	279.92
6	Checker	601.93	381.87	-	-	586.31
7	Coolie/Mazdoor	392.17	301.98	-	-	385.93
8	Core Maker	438.72	-	-	-	438.72
9	Die Maker	405.39	307.00	-	-	371.07

Table 3.4(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	Driller	324.51	-	-	-	324.51
11	Driver	386.21	-	-	-	386.21
12	Electrician	408.04	-	-	-	408.04
13	Fitter	435.87	307.00	-	-	434.80
14	Mech/Elec Foreman	442.78	-	-	-	442.78
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	293.52	-	-	-	293.52
17	Grinder	340.36	200.00	-	-	336.78
18	Helper	335.19	287.61	-	-	323.77
19	Instrument Mech	401.00	-	-	-	401.00
20	Lineman	341.47	307.00	-	-	337.03
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	371.78	-	-	-	371.78
23	Motor Mechanic	738.14	425.00	-	-	626.30
24	Moulder	315.07	-	-	-	315.07
25	Packer	365.28	307.62	-	-	348.79
26	Painter	476.22	-	-	-	476.22
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	360.58	-	-	-	360.58
30	Press Man	333.99	-	-	-	333.99
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	454.92	-	-	-	454.92
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	601.90	389.17	-	-	596.54
35	Sweeper	295.36	264.19	-	-	292.46
36	Tester	302.17	288.63	-	-	297.66
37	Turner	316.97	-	-	-	316.97
38	Watchman	313.92	267.52	-	-	312.48
39	Welder	428.39	-	-	-	428.39
40	Winder	327.30	300.76	-	-	326.49
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	406.55	433.64	-	-	408.24
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	340.08	-	-	-	340.08
45	Store Keeper	443.76	237.38	-	-	430.34
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	700.87	615.38	-	-	700.55
48	Refrig/AC Mechanic	728.87	-	-	-	728.87
49	Insulator	1099.41	-	-	-	1099.41
50	Sand Mix Operator	667.24	364.01	-	-	636.98
51	Miscellaneous	383.86	218.07	-	-	379.78
VIII. Television		382.98	356.25	-	-	378.22
1	Assembler	281.21	311.57	-	-	291.95
2	Boiler Attendant	525.97	-	-	-	525.97

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	3 Crane Operator	538.58	-	-	-	538.58
	4 Driver	441.38	-	-	-	441.38
	5 Electrician	689.22	-	-	-	689.22
	6 Fireman	544.85	-	-	-	544.85
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	260.40	216.96	-	-	250.85
	9 Supervisor	438.84	-	-	-	438.84
	10 Sweeper	268.62	-	-	-	268.62
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	412.93	376.36	-	-	408.99
	13 Store Keeper	293.85	365.38	-	-	299.94
	14 Apprentice/Trainees	160.44	-	-	-	160.44
	15 Attendant-Q Control	397.47	484.62	-	-	404.79
	16 Bench Fitter	581.35	430.77	-	-	555.02
	17 Cabinet Fitter	369.09	498.57	-	-	406.28
	18 Operator	587.66	466.32	-	-	549.22
	19 Soldering Operator	469.32	346.15	-	-	432.73
	20 Trouble Shooter	464.62	430.77	-	-	459.27
	21 Technician	566.57	459.72	-	-	549.37
	22 Examiner-Grade II	485.20	954.69	-	-	602.57
	23 Inspector	510.74	567.20	-	-	529.01
IX.	Computer	503.06	439.70	-	-	490.39
	1 Assembler	560.20	316.47	-	-	492.22
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	543.29	457.04	-	-	527.15
	4 Compressor Op.	1076.92	-	-	-	1076.92
	5 Coolie/Mazdoor	422.43	465.26	-	-	459.74
	6 Driller	475.00	-	-	-	475.00
	7 Driver	326.43	-	-	-	326.43
	8 Electrician	440.63	-	-	-	440.63
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	505.68	-	-	-	505.68
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	302.88	217.42	-	-	293.46
	13 Instrument Mech	247.69	-	-	-	247.69
	14 Lineman	268.19	268.19	-	-	268.19
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	506.44	-	-	-	506.44
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	383.30	394.77	-	-	384.61
	19 Painter	352.53	355.15	-	-	353.09
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	329.75	-	-	-	329.75
	22 Sheetmetal Worker	223.08	-	-	-	223.08
	23 Supervisor	533.48	444.09	-	-	515.48

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
24	Sweeper	277.75	181.42	-	-	263.85
25	Watchman	328.75	-	-	-	328.75
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	226.77	-	-	-	226.77
29	Mach. Op./Machinist	605.39	370.79	-	-	465.56
30	Tool Maker	449.66	-	-	-	449.66
31	Store Keeper	339.20	272.78	-	-	332.56
32	Apprentice/Trainees	315.84	415.38	-	-	320.03
33	Bench Fitter	669.04	-	-	-	669.04
34	Instrument Fitter	358.14	319.96	-	-	354.98
35	Operator	679.14	520.26	-	-	673.31
36	Technician	855.15	876.24	-	-	859.54
37	Trouble Shooter	437.78	264.04	-	-	431.22
38	Miscellaneous	480.73	1194.23	-	-	547.62
X.	Watches	382.28	358.42	-	-	372.62
1	Assembler	377.10	312.70	-	-	326.87
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	468.48	305.81	-	-	402.21
5	Coolie/Mazdoor	460.97	383.05	-	-	441.13
6	Die Maker	390.27	-	-	-	390.27
7	Driver	357.39	-	-	-	357.39
8	Electrician	318.75	-	-	-	318.75
9	Fitter	523.78	-	-	-	523.78
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.30	284.35	-	-	306.26
13	Helper	300.36	264.24	-	-	288.20
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	282.77	213.04	-	-	259.09
17	Painter	462.32	283.05	-	-	295.50
18	Pattern Maker	-	309.13	-	-	309.13
19	Plater	444.62	-	-	-	444.62
20	Plumber	384.00	-	-	-	384.00
21	Polisher	341.51	186.86	-	-	237.56
22	Press Man	317.61	281.46	-	-	291.56
23	Shaper Machine Op	376.31	-	-	-	376.31
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	534.70	446.25	-	-	529.13
26	Sweeper	251.45	268.45	-	-	261.97
27	Tester	467.34	-	-	-	467.34
28	Turner	397.05	-	-	-	397.05
29	Watchman	259.05	222.92	-	-	257.29

Table 3.4(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
30	Winder	-	308.33	-	-	308.33
31	Mach. Op./Machinist	607.99	1121.85	-	-	838.00
32	Setter	295.77	-	-	-	295.77
33	Tool Maker	315.73	-	-	-	315.73
34	Store Keeper	397.21	265.38	-	-	382.56
35	Apprentice/Trainees	246.30	232.38	-	-	242.09
36	Cook	374.62	-	-	-	374.62
37	Operator	449.79	497.54	-	-	470.06
38	Watch Maker	445.13	309.48	-	-	366.63
39	Moulder-Plastic	399.53	301.95	-	-	370.70
40	Soldering Operator	431.68	319.40	-	-	415.30
41	Miscellaneous	311.53	213.85	-	-	241.76
All Ten Engineering Ind.		472.14	346.74	-	-	461.34

TABLE 3.5
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.	Ship Building	524.42	745.49	-	-	550.35
	1 Carpenter	607.33	-	-	-	607.33
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	931.40	689.30	-	-	794.82
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	570.18	-	-	-	570.18
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	496.31	-	-	-	496.31
	8 Electrician	457.10	-	-	-	457.10
	9 Fitter	390.53	-	-	-	390.53
	10 Mech/Elec Foreman	454.98	-	-	-	454.98
	11 Gas Cutter	380.73	-	-	-	380.73
	12 Grinder	516.70	-	-	-	516.70
	13 Helper	467.97	970.39	-	-	525.99
	14 Instrument Mech	218.50	-	-	-	218.50
	15 Lineman	476.43	-	-	-	476.43
	16 Mate/Mukaddam	479.20	-	-	-	479.20
	17 Mechanic(General)	563.87	-	-	-	563.87
	18 Moulder	331.14	-	-	-	331.14
	19 Painter	506.47	-	-	-	506.47
	20 Plumber	781.75	-	-	-	781.75
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	572.21	785.72	-	-	574.10
	24 Sweeper	358.73	-	-	-	358.73
	25 Turner	382.16	-	-	-	382.16
	26 Watchman	363.40	-	-	-	363.40
	27 Welder	374.67	-	-	-	374.67
	28 Wireman	400.19	-	-	-	400.19
	29 Mach. Op./Machinist	319.25	353.65	-	-	320.87
	30 Setter	500.00	-	-	-	500.00
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	359.50	-	-	-	359.50
	35 Erector	498.18	-	-	-	498.18
	36 Plater	797.05	-	-	-	797.05
	37 Sail Maker	535.65	-	-	-	535.65
	38 Boat Builder	764.78	-	-	-	764.78
	39 Insulator	447.61	-	-	-	447.61

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
40	Miscellaneous	603.77	384.61	-	-	559.93
II.	Locomotives	408.00	332.61	-	-	407.14
1	Assembler	565.42	-	-	-	565.42
2	Blacksmith	406.00	-	-	-	406.00
3	Boiler Attendant	230.76	-	-	-	230.76
4	Carpenter	134.61	-	-	-	134.61
5	Chargehand	685.00	-	-	-	685.00
6	Chargeman	550.00	-	-	-	550.00
7	Checker	639.09	413.46	-	-	634.00
8	Compressor Op.	500.00	-	-	-	500.00
9	Coolie/Mazdoor	333.22	266.92	-	-	326.37
10	Core Maker	512.89	-	-	-	512.89
11	Crane Operator	443.86	-	-	-	443.86
12	Die Maker	438.02	-	-	-	438.02
13	Driller	553.59	-	-	-	553.59
14	Driver	301.17	-	-	-	301.17
15	Electrician	433.64	-	-	-	433.64
16	Fitter	419.79	-	-	-	419.79
17	Mech/Elec Foreman	495.69	-	-	-	495.69
18	Furnaceman	526.78	-	-	-	526.78
19	Gas Cutter	357.51	-	-	-	357.51
20	Grinder	376.99	-	-	-	376.99
21	Helper	356.19	276.97	-	-	355.80
22	Instrument Mech	224.71	-	-	-	224.71
23	Loader/Unloader	465.38	448.45	-	-	464.89
24	Marker	422.09	-	-	-	422.09
25	Mate/Mukaddam	290.76	-	-	-	290.76
26	Mechanic(General)	358.36	-	-	-	358.36
27	Motor Mechanic	337.20	-	-	-	337.20
28	Moulder	446.70	-	-	-	446.70
29	Oilman/Greaser	451.37	-	-	-	451.37
30	Packer	219.01	-	-	-	219.01
31	Painter	372.71	-	-	-	372.71
32	Pattern Maker	544.97	-	-	-	544.97
33	Press Man	306.73	-	-	-	306.73
34	Rivetter	308.66	-	-	-	308.66
35	Shaper Machine Op	343.62	-	-	-	343.62
36	Sorter	469.11	-	-	-	469.11
37	Supervisor	487.95	304.88	-	-	478.77
38	Sweeper	279.62	330.99	-	-	282.77
39	Tester	877.68	-	-	-	877.68
40	Tindal	318.96	-	-	-	318.96
41	Trimmer	268.45	-	-	-	268.45
42	Turner	328.55	-	-	-	328.55
43	Watchman	330.33	-	-	-	330.33

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
44	Welder	417.06	-	-	-	417.06
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	147.69	-	-	-	147.69
47	Fork Lift Operator	274.04	-	-	-	274.04
48	Mach. Op./Machinist	507.47	-	-	-	507.47
49	Milling Machine Op.	147.73	-	-	-	147.73
50	Setter	563.83	-	-	-	563.83
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	406.44	-	-	-	406.44
53	Apprentice/Trainees	427.67	-	-	-	427.67
54	Boiler Maker	351.74	-	-	-	351.74
55	Cooper Smith	330.53	-	-	-	330.53
56	Fitter-C & W	420.56	424.48	-	-	420.75
57	Fitter-Loco	447.10	-	-	-	447.10
58	Lifter	1032.69	-	-	-	1032.69
59	Power Hammer Op	507.41	-	-	-	507.41
60	Frazer	208.67	-	-	-	208.67
61	Tester	300.21	-	-	-	300.21
62	Miscellaneous	320.77	-	-	-	320.77
III.	Motor Vehicles	434.35	298.10	-	-	422.53
1	Assembler	993.92	223.54	-	-	993.47
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	221.92	-	-	-	221.92
5	Checker	317.74	221.82	-	-	308.95
6	Compressor Op.	578.09	488.84	-	-	567.19
7	Coolie/Mazdoor	348.79	220.38	-	-	327.28
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	511.31	-	-	-	511.31
10	Driller	399.22	-	-	-	399.22
11	Driver	377.84	-	-	-	377.84
12	Electrician	420.37	226.92	-	-	294.54
13	Fitter	378.03	221.54	-	-	374.53
14	Mech/Elec Foreman	483.24	-	-	-	483.24
15	Furnaceman	311.73	-	-	-	311.73
16	Gas Cutter	344.19	-	-	-	344.19
17	Grinder	357.23	-	-	-	357.23
18	Helper	300.69	292.65	-	-	300.31
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	284.23	196.21	-	-	267.48
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	398.92	286.57	-	-	396.65
23	Motor Mechanic	390.12	-	-	-	390.12
24	Moulder	239.56	232.59	-	-	238.61
25	Packer	352.19	180.56	-	-	251.16

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
26	Painter	323.61	240.53	-	-	320.24
27	Plumber	290.74	-	-	-	290.74
28	Press Man	437.44	-	-	-	437.44
29	Rollerman/Roller	344.57	-	-	-	344.57
30	Shaper Machine Op	492.50	472.90	-	-	491.47
31	Sheetmetal Worker	230.00	195.00	-	-	215.00
32	Supervisor	498.20	274.75	-	-	490.38
33	Sweeper	297.85	242.89	-	-	283.30
34	Trimmer	369.53	300.00	-	-	369.07
35	Turner	385.41	240.00	-	-	381.10
36	Watchman	327.48	284.15	-	-	327.32
37	Welder	401.91	-	-	-	401.91
38	Winder	257.69	-	-	-	257.69
39	Wireman	256.02	-	-	-	256.02
40	Boring Machine Op.	456.77	448.23	-	-	456.02
41	Fork Lift Operator	476.25	-	-	-	476.25
42	Mach. Op./Machinist	446.07	386.27	-	-	443.15
43	Casting Man	351.44	-	-	-	351.44
44	Milling Machine Op.	379.03	-	-	-	379.03
45	Setter	336.88	-	-	-	336.88
46	Tool Maker	451.36	326.92	-	-	447.95
47	Store Keeper	382.81	376.92	-	-	382.75
48	Apprentice/Trainees	313.67	480.67	-	-	350.35
49	Boat Builder	932.69	-	-	-	932.69
50	Insulator	932.69	-	-	-	932.69
51	Frazer	444.31	262.63	-	-	435.86
52	Auto Electrician	502.50	249.75	-	-	491.77
53	Tester	512.74	270.35	-	-	506.97
54	Miscellaneous	326.07	229.69	-	-	324.49
IV.	Motor Cycles	422.19	402.52	-	-	421.01
1	Assembler	441.04	210.00	-	-	439.21
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	590.58	-	-	-	590.58
5	Checker	388.56	323.34	-	-	387.65
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	268.30	-	-	-	268.30
8	Die Maker	409.11	-	-	-	409.11
9	Driller	351.20	196.44	-	-	347.27
10	Driver	422.42	-	-	-	422.42
11	Electrician	493.51	-	-	-	493.51
12	Fireman	621.44	-	-	-	621.44
13	Fitter	420.22	-	-	-	420.22
14	Mech/Elec Foreman	535.43	-	-	-	535.43
15	Furnaceman	393.12	211.00	-	-	325.21

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
16	Gas Cutter	335.79	211.16	-	-	274.03
17	Grinder	290.26	-	-	-	290.26
18	Hammerman	293.80	-	-	-	293.80
19	Helper	333.51	457.26	-	-	341.94
20	Instrument Mech	398.55	-	-	-	398.55
21	Lineman	181.50	-	-	-	181.50
22	Loader/Unloader	296.29	-	-	-	296.29
23	Mistry/Kangani	252.63	-	-	-	252.63
24	Mechanic(General)	360.81	211.54	-	-	358.76
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	481.06	-	-	-	481.06
27	Moulder	480.76	-	-	-	480.76
28	Oilman/Greaser	614.87	-	-	-	614.87
29	Packer	280.73	253.68	-	-	277.40
30	Painter	424.67	-	-	-	424.67
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	345.04	-	-	-	345.04
34	Polisher	444.00	-	-	-	444.00
35	Press Man	290.14	361.60	-	-	294.62
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	287.64	-	-	-	287.64
38	Supervisor	504.35	360.29	-	-	503.69
39	Sweeper	353.56	349.58	-	-	352.89
40	Tester	373.69	-	-	-	373.69
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	511.45	-	-	-	511.45
44	Watchman	359.63	296.61	-	-	358.20
45	Welder	405.82	-	-	-	405.82
46	Wireman	237.79	-	-	-	237.79
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	488.93	358.28	-	-	487.99
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	365.00	-	-	-	365.00
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	423.79	-	-	-	423.79
54	Store Keeper	459.86	211.00	-	-	452.10
55	Apprentice/Trainees	355.41	384.61	-	-	366.87
56	Cook	317.17	-	-	-	317.17
57	Frazer	584.71	361.51	-	-	581.75
58	Auto Electrician	557.19	216.92	-	-	555.05
59	Tester	459.94	209.26	-	-	459.33
60	Miscellaneous	340.67	528.61	-	-	348.48
V.	Bicycles/Rickshaws	342.59	251.27	-	-	337.63

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
	1 Assembler	318.55	-	-	-	318.55
	2 Boiler Attendant	532.19	-	-	-	532.19
	3 Chargeman	336.53	-	-	-	336.53
	4 Checker	371.96	-	-	-	371.96
	5 Coolie/Mazdoor	705.65	-	-	-	705.65
	6 Crane Operator	326.73	-	-	-	326.73
	7 Die Maker	565.13	-	-	-	565.13
	8 Driller	305.00	305.00	-	-	305.00
	9 Driver	352.24	-	-	-	352.24
	10 Electrician	340.53	-	-	-	340.53
	11 Fireman	355.77	-	-	-	355.77
	12 Fitter	417.92	-	-	-	417.92
	13 Mech/Elec Foreman	497.42	-	-	-	497.42
	14 Furnaceman	353.52	-	-	-	353.52
	15 Gas Cutter	384.61	-	-	-	384.61
	16 Grinder	846.15	-	-	-	846.15
	17 Hammerman	821.15	-	-	-	821.15
	18 Helper	287.25	248.79	-	-	283.57
	19 Loader/Unloader	259.50	-	-	-	259.50
	20 Mistry/Kangani	396.12	-	-	-	396.12
	21 Moulder	307.30	-	-	-	307.30
	22 Packer	309.86	255.77	-	-	306.38
	23 Painter	284.20	-	-	-	284.20
	24 Press Man	388.49	-	-	-	388.49
	25 Rollerman/Roller	288.23	-	-	-	288.23
	26 Shaper Machine Op	300.00	-	-	-	300.00
	27 Supervisor	445.70	-	-	-	445.70
	28 Sweeper	270.85	264.91	-	-	269.83
	29 Turner	463.78	-	-	-	463.78
	30 Watchman	283.28	-	-	-	283.28
	31 Welder	287.62	-	-	-	287.62
	32 Mach. Op./Machinist	349.56	250.00	-	-	346.06
	33 Milling Machine Op.	411.17	375.00	-	-	402.44
	34 Setter	324.02	-	-	-	324.02
	35 Tool Maker	321.15	-	-	-	321.15
	36 Store Keeper	368.68	-	-	-	368.68
	37 Brazier	475.85	-	-	-	475.85
	38 Cycle Fitter	339.72	-	-	-	339.72
	39 Filer	306.06	-	-	-	306.06
VI.	Aircraft	526.16	400.42	-	-	523.43
	1 Assembler	480.50	392.13	-	-	479.11
	2 Carpenter	158.08	-	-	-	158.08
	3 Chargehand	819.06	461.54	-	-	787.28
	4 Checker	512.74	326.81	-	-	500.28

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
5	Driller	357.35	-	-	-	357.35
6	Driver	461.54	-	-	-	461.54
7	Electrician	394.68	-	-	-	394.68
8	Fitter	396.28	270.85	-	-	395.75
9	Mech/Elec Foreman	404.61	-	-	-	404.61
10	Furnaceman	184.97	-	-	-	184.97
11	Gas Cutter	366.80	-	-	-	366.80
12	Grinder	368.25	-	-	-	368.25
13	Helper	361.36	334.17	-	-	358.25
14	Instrument Mech	1351.00	1199.23	-	-	1347.58
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	689.90	-	-	-	689.90
18	Millwright	354.60	-	-	-	354.60
19	Packer	343.46	-	-	-	343.46
20	Painter	604.40	-	-	-	604.40
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	364.63	-	-	-	364.63
23	Supervisor	561.92	212.25	-	-	559.30
24	Sweeper	301.50	326.42	-	-	309.34
25	Trimmer	643.83	-	-	-	643.83
26	Turner	506.22	-	-	-	506.22
27	Watchman	349.85	-	-	-	349.85
28	Welder	312.18	-	-	-	312.18
29	Wireman	348.95	-	-	-	348.95
30	Boring Machine Op.	295.35	-	-	-	295.35
31	Mach. Op./Machinist	438.35	-	-	-	438.35
32	Milling Machine Op.	433.24	607.73	-	-	435.48
33	Setter	530.81	402.15	-	-	528.87
34	Tool Maker	400.41	-	-	-	400.41
35	Store Keeper	653.97	429.38	-	-	648.49
36	Apprentice/Trainees	234.14	302.32	-	-	237.24
37	Aircraft Erector	855.33	2307.69	-	-	860.23
38	Radio/Radar Mechanic	777.19	310.25	-	-	763.91
39	Miscellaneous	397.46	311.15	-	-	383.07
VII.	Domestic Appliances	404.86	289.66	-	-	390.38
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	312.11	331.86	-	-	314.71
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	502.24	576.92	-	-	507.63
5	Chargeman	273.79	-	-	-	273.79
6	Checker	485.97	350.61	-	-	476.36
7	Coolie/Mazdoor	329.48	294.10	-	-	327.03
8	Core Maker	375.45	-	-	-	375.45
9	Die Maker	358.14	307.00	-	-	340.30

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
10	Driller	302.95	-	-	-	302.95
11	Driver	340.17	-	-	-	340.17
12	Electrician	373.63	-	-	-	373.63
13	Fitter	368.79	307.00	-	-	368.27
14	Mech/Elec Foreman	404.30	-	-	-	404.30
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	290.04	-	-	-	290.04
17	Grinder	307.65	200.00	-	-	304.90
18	Helper	309.10	271.18	-	-	300.00
19	Instrument Mech	391.00	-	-	-	391.00
20	Lineman	329.18	307.00	-	-	326.32
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	332.47	-	-	-	332.47
23	Motor Mechanic	545.93	389.36	-	-	490.01
24	Moulder	301.95	-	-	-	301.95
25	Packer	340.98	291.22	-	-	326.75
26	Painter	475.74	-	-	-	475.74
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	341.57	-	-	-	341.57
30	Press Man	323.45	-	-	-	323.45
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	393.13	-	-	-	393.13
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	486.55	366.48	-	-	483.53
35	Sweeper	292.51	264.19	-	-	289.87
36	Tester	291.33	286.55	-	-	289.74
37	Turner	299.86	-	-	-	299.86
38	Watchman	303.02	262.55	-	-	301.76
39	Welder	365.31	-	-	-	365.31
40	Winder	307.42	300.76	-	-	307.22
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	363.22	362.45	-	-	363.17
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	311.10	-	-	-	311.10
45	Store Keeper	383.03	232.19	-	-	373.23
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	658.41	615.38	-	-	658.25
48	Refrig/AC Mechanic	713.02	-	-	-	713.02
49	Insulator	1020.29	-	-	-	1020.29
50	Sand Mix Operator	608.96	350.64	-	-	583.18
51	Miscellaneous	333.92	218.07	-	-	331.07
VIII. Television		355.08	332.42	-	-	351.04
1	Assembler	281.15	307.94	-	-	290.63
2	Boiler Attendant	523.54	-	-	-	523.54

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
	3 Crane Operator	518.51	-	-	-	518.51
	4 Driver	440.53	-	-	-	440.53
	5 Electrician	682.01	-	-	-	682.01
	6 Fireman	538.33	-	-	-	538.33
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	254.57	205.73	-	-	243.83
	9 Supervisor	390.24	-	-	-	390.24
	10 Sweeper	267.68	-	-	-	267.68
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	402.04	372.78	-	-	398.88
	13 Store Keeper	293.85	319.38	-	-	296.02
	14 Apprentice/Trainees	158.31	-	-	-	158.31
	15 Attendant-Q Control	361.73	403.85	-	-	365.27
	16 Bench Fitter	451.75	365.39	-	-	436.64
	17 Cabinet Fitter	341.78	434.47	-	-	368.40
	18 Operator	473.56	422.14	-	-	457.27
	19 Soldering Operator	431.19	323.08	-	-	399.08
	20 Trouble Shooter	391.83	365.39	-	-	387.65
	21 Technician	498.82	413.45	-	-	485.08
	22 Examiner-Grade II	467.34	954.69	-	-	589.18
	23 Inspector	461.34	508.60	-	-	476.63
IX.	Computer	415.35	378.33	-	-	407.94
	1 Assembler	437.43	299.07	-	-	398.84
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	464.38	407.76	-	-	453.79
	4 Compressor Op.	788.46	-	-	-	788.46
	5 Coolie/Mazdoor	406.17	418.52	-	-	416.92
	6 Driller	475.00	-	-	-	475.00
	7 Driver	301.58	-	-	-	301.58
	8 Electrician	378.80	-	-	-	378.80
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	413.84	-	-	-	413.84
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	294.46	216.79	-	-	285.90
	13 Instrument Mech	181.54	-	-	-	181.54
	14 Lineman	255.06	255.06	-	-	255.06
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	400.72	-	-	-	400.72
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	373.01	394.77	-	-	375.49
	19 Painter	348.52	355.15	-	-	349.94
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	325.93	-	-	-	325.93
	22 Sheetmetal Worker	178.16	-	-	-	178.16
	23 Supervisor	433.98	406.01	-	-	428.35

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
24	Sweeper	276.39	174.01	-	-	261.61
25	Watchman	309.34	-	-	-	309.34
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	174.16	-	-	-	174.16
29	Mach. Op./Machinist	489.67	342.46	-	-	401.93
30	Tool Maker	397.82	-	-	-	397.82
31	Store Keeper	297.82	272.78	-	-	295.31
32	Apprentice/Trainees	268.65	415.38	-	-	274.83
33	Bench Fitter	497.43	-	-	-	497.43
34	Instrument Fitter	345.31	267.48	-	-	338.85
35	Operator	525.81	402.88	-	-	521.29
36	Technician	613.92	627.93	-	-	616.83
37	Trouble Shooter	376.83	264.04	-	-	372.58
38	Miscellaneous	395.81	729.14	-	-	427.06
X.	Watches	356.77	330.60	-	-	346.17
1	Assembler	349.20	310.23	-	-	318.80
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	399.80	292.50	-	-	356.08
5	Coolie/Mazdoor	378.55	337.53	-	-	368.11
6	Die Maker	360.33	-	-	-	360.33
7	Driver	352.12	-	-	-	352.12
8	Electrician	308.72	-	-	-	308.72
9	Fitter	475.70	-	-	-	475.70
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.28	284.35	-	-	306.25
13	Helper	292.72	253.62	-	-	279.55
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	248.43	196.43	-	-	230.77
17	Painter	371.10	283.05	-	-	289.17
18	Pattern Maker	-	286.93	-	-	286.93
19	Plater	334.81	-	-	-	334.81
20	Plumber	384.00	-	-	-	384.00
21	Polisher	302.85	174.94	-	-	216.88
22	Press Man	289.71	281.46	-	-	283.77
23	Shaper Machine Op	355.00	-	-	-	355.00
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	500.62	386.68	-	-	493.45
26	Sweeper	244.96	268.45	-	-	259.50
27	Tester	467.34	-	-	-	467.34
28	Turner	392.16	-	-	-	392.16
29	Watchman	254.04	222.92	-	-	252.53

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
30	Winder	-	308.33	-	-	308.33	
31	Mach. Op./Machinist	487.02	728.52	-	-	595.12	
32	Setter	295.77	-	-	-	295.77	
33	Tool Maker	315.73	-	-	-	315.73	
34	Store Keeper	387.59	265.38	-	-	374.01	
35	Apprentice/Trainees	244.95	232.38	-	-	241.14	
36	Cook	374.62	-	-	-	374.62	
37	Operator	418.05	451.60	-	-	432.29	
38	Watch Maker	402.03	308.48	-	-	347.90	
39	Moulder-Plastic	385.40	301.16	-	-	360.51	
40	Soldering Operator	383.23	307.62	-	-	372.19	
41	Miscellaneous	311.53	208.89	-	-	238.21	
All Ten Engineering Ind.		428.48	314.19	-	-	418.64	

TABLE 3.5(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.	Ship Building	430.79	640.47	-	-	455.38
	1 Carpenter	381.62	-	-	-	381.62
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	745.10	587.45	-	-	656.16
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	371.43	-	-	-	371.43
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	470.47	-	-	-	470.47
	8 Electrician	345.96	-	-	-	345.96
	9 Fitter	353.07	-	-	-	353.07
	10 Mech/Elec Foreman	396.51	-	-	-	396.51
	11 Gas Cutter	357.16	-	-	-	357.16
	12 Grinder	467.06	-	-	-	467.06
	13 Helper	418.09	845.69	-	-	467.48
	14 Instrument Mech	211.00	-	-	-	211.00
	15 Lineman	471.25	-	-	-	471.25
	16 Mate/Mukaddam	474.51	-	-	-	474.51
	17 Mechanic(General)	469.61	-	-	-	469.61
	18 Moulder	305.55	-	-	-	305.55
	19 Painter	425.37	-	-	-	425.37
	20 Plumber	665.30	-	-	-	665.30
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	548.01	785.72	-	-	550.11
	24 Sweeper	335.36	-	-	-	335.36
	25 Turner	367.14	-	-	-	367.14
	26 Watchman	322.98	-	-	-	322.98
	27 Welder	333.95	-	-	-	333.95
	28 Wireman	391.69	-	-	-	391.69
	29 Mach. Op./Machinist	308.61	341.92	-	-	310.18
	30 Setter	384.62	-	-	-	384.62
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	324.17	-	-	-	324.17
	35 Erector	383.96	-	-	-	383.96
	36 Plater	499.90	-	-	-	499.90
	37 Sail Maker	491.46	-	-	-	491.46
	38 Boat Builder	567.70	-	-	-	567.70
	39 Insulator	290.35	-	-	-	290.35

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	
	40 Miscellaneous	497.76	384.61	-	-	475.13	
II.	Locomotives	355.58	316.08	-	-	355.13	
	1 Assembler	466.49	-	-	-	466.49	
	2 Blacksmith	406.00	-	-	-	406.00	
	3 Boiler Attendant	230.76	-	-	-	230.76	
	4 Carpenter	134.61	-	-	-	134.61	
	5 Chargehand	685.00	-	-	-	685.00	
	6 Chargeman	550.00	-	-	-	550.00	
	7 Checker	262.27	250.00	-	-	261.99	
	8 Compressor Op.	500.00	-	-	-	500.00	
	9 Coolie/Mazdoor	306.64	266.92	-	-	302.54	
	10 Core Maker	509.71	-	-	-	509.71	
	11 Crane Operator	430.01	-	-	-	430.01	
	12 Die Maker	438.02	-	-	-	438.02	
	13 Driller	535.58	-	-	-	535.58	
	14 Driver	282.94	-	-	-	282.94	
	15 Electrician	425.03	-	-	-	425.03	
	16 Fitter	389.95	-	-	-	389.95	
	17 Mech/Elec Foreman	257.14	-	-	-	257.14	
	18 Furnaceman	518.16	-	-	-	518.16	
	19 Gas Cutter	337.96	-	-	-	337.96	
	20 Grinder	359.40	-	-	-	359.40	
	21 Helper	321.52	268.23	-	-	321.26	
	22 Instrument Mech	185.19	-	-	-	185.19	
	23 Loader/Unloader	330.75	331.50	-	-	330.77	
	24 Marker	422.09	-	-	-	422.09	
	25 Mate/Mukaddam	290.76	-	-	-	290.76	
	26 Mechanic(General)	333.10	-	-	-	333.10	
	27 Motor Mechanic	293.60	-	-	-	293.60	
	28 Moulder	425.94	-	-	-	425.94	
	29 Oilman/Greaser	392.91	-	-	-	392.91	
	30 Packer	209.97	-	-	-	209.97	
	31 Painter	302.46	-	-	-	302.46	
	32 Pattern Maker	540.11	-	-	-	540.11	
	33 Press Man	306.73	-	-	-	306.73	
	34 Rivetter	282.69	-	-	-	282.69	
	35 Shaper Machine Op	287.48	-	-	-	287.48	
	36 Sorter	469.11	-	-	-	469.11	
	37 Supervisor	373.88	266.57	-	-	368.50	
	38 Sweeper	252.49	330.99	-	-	257.31	
	39 Tester	877.68	-	-	-	877.68	
	40 Tindal	318.96	-	-	-	318.96	
	41 Trimmer	268.45	-	-	-	268.45	
	42 Turner	297.01	-	-	-	297.01	
	43 Watchman	308.68	-	-	-	308.68	

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
44	Welder	385.31	-	-	-	385.31
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	98.07	-	-	-	98.07
47	Fork Lift Operator	273.07	-	-	-	273.07
48	Mach. Op./Machinist	455.73	-	-	-	455.73
49	Milling Machine Op.	138.46	-	-	-	138.46
50	Setter	561.25	-	-	-	561.25
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	282.67	-	-	-	282.67
53	Apprentice/Trainees	265.92	-	-	-	265.92
54	Boiler Maker	329.82	-	-	-	329.82
55	Cooper Smith	305.18	-	-	-	305.18
56	Fitter-C & W	390.81	424.48	-	-	392.42
57	Fitter-Loco	434.01	-	-	-	434.01
58	Lifter	719.23	-	-	-	719.23
59	Power Hammer Op	413.69	-	-	-	413.69
60	Frazer	203.98	-	-	-	203.98
61	Tester	279.27	-	-	-	279.27
62	Miscellaneous	313.62	-	-	-	313.62
III.	Motor Vehicles	387.10	260.66	-	-	376.13
1	Assembler	834.29	223.54	-	-	833.93
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	214.23	-	-	-	214.23
5	Checker	258.61	211.67	-	-	254.31
6	Compressor Op.	558.43	472.34	-	-	547.92
7	Coolie/Mazdoor	330.73	216.75	-	-	311.63
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	466.23	-	-	-	466.23
10	Driller	374.64	-	-	-	374.64
11	Driver	311.60	-	-	-	311.60
12	Electrician	346.81	192.30	-	-	246.31
13	Fitter	338.91	221.54	-	-	336.29
14	Mech/Elec Foreman	469.29	-	-	-	469.29
15	Furnaceman	296.53	-	-	-	296.53
16	Gas Cutter	312.07	-	-	-	312.07
17	Grinder	345.70	-	-	-	345.70
18	Helper	289.78	276.24	-	-	289.14
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	260.03	181.06	-	-	245.00
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	307.58	286.57	-	-	307.15
23	Motor Mechanic	345.19	-	-	-	345.19
24	Moulder	119.33	231.35	-	-	134.67
25	Packer	310.46	174.49	-	-	230.42

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
26	Painter	297.68	232.59	-	-	295.05
27	Plumber	280.35	-	-	-	280.35
28	Press Man	359.79	-	-	-	359.79
29	Rollerman/Roller	290.75	-	-	-	290.75
30	Shaper Machine Op	459.16	471.03	-	-	459.78
31	Sheetmetal Worker	220.00	170.00	-	-	198.57
32	Supervisor	424.52	269.32	-	-	419.09
33	Sweeper	295.29	239.19	-	-	280.43
34	Trimmer	351.26	300.00	-	-	350.93
35	Turner	367.44	210.00	-	-	362.77
36	Watchman	319.13	276.00	-	-	318.97
37	Welder	382.59	-	-	-	382.59
38	Winder	257.69	-	-	-	257.69
39	Wireman	244.45	-	-	-	244.45
40	Boring Machine Op.	397.03	447.61	-	-	401.48
41	Fork Lift Operator	449.06	-	-	-	449.06
42	Mach. Op./Machinist	408.70	381.52	-	-	407.38
43	Casting Man	300.00	-	-	-	300.00
44	Milling Machine Op.	356.08	-	-	-	356.08
45	Setter	308.68	-	-	-	308.68
46	Tool Maker	409.27	326.92	-	-	407.01
47	Store Keeper	352.80	376.92	-	-	353.06
48	Apprentice/Trainees	273.70	342.18	-	-	288.74
49	Boat Builder	750.00	-	-	-	750.00
50	Insulator	846.15	-	-	-	846.15
51	Frazer	401.87	254.99	-	-	395.05
52	Auto Electrician	420.41	217.50	-	-	411.80
53	Tester	359.37	270.35	-	-	357.25
54	Miscellaneous	317.23	229.69	-	-	315.79
IV.	Motor Cycles	397.50	397.29	-	-	397.49
1	Assembler	402.94	210.00	-	-	401.40
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	584.23	-	-	-	584.23
5	Checker	338.39	282.81	-	-	337.61
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	229.26	-	-	-	229.26
8	Die Maker	393.46	-	-	-	393.46
9	Driller	272.40	128.84	-	-	268.75
10	Driver	410.98	-	-	-	410.98
11	Electrician	461.89	-	-	-	461.89
12	Fireman	559.61	-	-	-	559.61
13	Fitter	385.99	-	-	-	385.99
14	Mech/Elec Foreman	430.71	-	-	-	430.71
15	Furnaceman	385.18	211.00	-	-	320.23

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
16	Gas Cutter	241.94	122.31	-	-	182.66
17	Grinder	249.48	-	-	-	249.48
18	Hammerman	278.52	-	-	-	278.52
19	Helper	324.19	450.47	-	-	332.78
20	Instrument Mech	396.92	-	-	-	396.92
21	Lineman	177.17	-	-	-	177.17
22	Loader/Unloader	273.39	-	-	-	273.39
23	Mistry/Kangani	241.09	-	-	-	241.09
24	Mechanic(General)	221.25	211.54	-	-	221.12
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	399.24	-	-	-	399.24
27	Moulder	454.14	-	-	-	454.14
28	Oilman/Greaser	358.46	-	-	-	358.46
29	Packer	279.27	253.68	-	-	276.12
30	Painter	415.79	-	-	-	415.79
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	339.15	-	-	-	339.15
34	Polisher	353.07	-	-	-	353.07
35	Press Man	277.73	255.38	-	-	276.33
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	276.04	-	-	-	276.04
38	Supervisor	428.02	337.20	-	-	427.60
39	Sweeper	346.40	349.58	-	-	346.94
40	Tester	254.86	-	-	-	254.86
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	488.23	-	-	-	488.23
44	Watchman	353.62	296.61	-	-	352.33
45	Welder	377.59	-	-	-	377.59
46	Wireman	236.21	-	-	-	236.21
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	467.41	346.46	-	-	466.55
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	319.04	-	-	-	319.04
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	382.82	-	-	-	382.82
54	Store Keeper	426.37	211.00	-	-	419.65
55	Apprentice/Trainees	335.59	384.61	-	-	354.83
56	Cook	294.91	-	-	-	294.91
57	Frazer	520.46	266.09	-	-	517.09
58	Auto Electrician	516.84	193.84	-	-	514.81
59	Tester	402.92	209.26	-	-	402.45
60	Miscellaneous	324.58	384.61	-	-	327.08
V.	Bicycles/Rickshaws	325.44	246.13	-	-	321.12

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	
	1 Assembler	312.52	-	-	-	312.52	
	2 Boiler Attendant	532.19	-	-	-	532.19	
	3 Chargeman	336.53	-	-	-	336.53	
	4 Checker	320.61	-	-	-	320.61	
	5 Coolie/Mazdoor	703.79	-	-	-	703.79	
	6 Crane Operator	307.30	-	-	-	307.30	
	7 Die Maker	438.46	-	-	-	438.46	
	8 Driller	305.00	305.00	-	-	305.00	
	9 Driver	349.01	-	-	-	349.01	
	10 Electrician	297.15	-	-	-	297.15	
	11 Fireman	346.15	-	-	-	346.15	
	12 Fitter	376.86	-	-	-	376.86	
	13 Mech/Elec Foreman	473.00	-	-	-	473.00	
	14 Furnaceman	353.52	-	-	-	353.52	
	15 Gas Cutter	384.61	-	-	-	384.61	
	16 Grinder	846.15	-	-	-	846.15	
	17 Hammerman	815.38	-	-	-	815.38	
	18 Helper	279.93	245.74	-	-	276.66	
	19 Loader/Unloader	259.50	-	-	-	259.50	
	20 Mistry/Kangani	299.30	-	-	-	299.30	
	21 Moulder	307.30	-	-	-	307.30	
	22 Packer	282.00	244.23	-	-	279.58	
	23 Painter	284.20	-	-	-	284.20	
	24 Press Man	340.95	-	-	-	340.95	
	25 Rollerman/Roller	288.00	-	-	-	288.00	
	26 Shaper Machine Op	284.61	-	-	-	284.61	
	27 Supervisor	409.23	-	-	-	409.23	
	28 Sweeper	269.63	264.91	-	-	268.82	
	29 Turner	403.81	-	-	-	403.81	
	30 Watchman	280.32	-	-	-	280.32	
	31 Welder	281.35	-	-	-	281.35	
	32 Mach. Op./Machinist	314.21	221.15	-	-	310.93	
	33 Milling Machine Op.	411.17	346.15	-	-	395.47	
	34 Setter	303.00	-	-	-	303.00	
	35 Tool Maker	321.15	-	-	-	321.15	
	36 Store Keeper	356.99	-	-	-	356.99	
	37 Brazier	464.65	-	-	-	464.65	
	38 Cycle Fitter	310.67	-	-	-	310.67	
	39 Filer	302.85	-	-	-	302.85	
VI.	Aircraft	387.93	375.31	-	-	387.66	
	1 Assembler	467.22	328.38	-	-	465.02	
	2 Carpenter	157.50	-	-	-	157.50	
	3 Chargehand	284.87	461.54	-	-	300.57	
	4 Checker	322.83	323.46	-	-	322.87	

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
5	Driller	280.22	-	-	-	280.22
6	Driver	426.98	-	-	-	426.98
7	Electrician	284.76	-	-	-	284.76
8	Fitter	281.11	270.85	-	-	281.07
9	Mech/Elec Foreman	265.62	-	-	-	265.62
10	Furnaceman	170.01	-	-	-	170.01
11	Gas Cutter	348.87	-	-	-	348.87
12	Grinder	274.59	-	-	-	274.59
13	Helper	301.12	326.81	-	-	304.06
14	Instrument Mech	738.11	834.89	-	-	740.29
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	596.22	-	-	-	596.22
18	Millwright	354.60	-	-	-	354.60
19	Packer	312.15	-	-	-	312.15
20	Painter	457.64	-	-	-	457.64
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	279.76	-	-	-	279.76
23	Supervisor	363.66	189.34	-	-	362.36
24	Sweeper	288.76	323.12	-	-	299.57
25	Trimmer	352.50	-	-	-	352.50
26	Turner	373.56	-	-	-	373.56
27	Watchman	342.36	-	-	-	342.36
28	Welder	255.57	-	-	-	255.57
29	Wireman	333.10	-	-	-	333.10
30	Boring Machine Op.	230.01	-	-	-	230.01
31	Mach. Op./Machinist	354.20	-	-	-	354.20
32	Milling Machine Op.	307.21	512.92	-	-	309.84
33	Setter	506.11	402.15	-	-	504.54
34	Tool Maker	354.81	-	-	-	354.81
35	Store Keeper	503.39	429.38	-	-	501.59
36	Apprentice/Trainees	198.71	296.48	-	-	203.15
37	Aircraft Erector	557.36	2307.69	-	-	563.26
38	Radio/Radar Mechanic	704.39	266.64	-	-	691.95
39	Miscellaneous	343.62	311.15	-	-	338.21
VII.	Domestic Appliances	367.59	269.43	-	-	355.25
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	303.45	299.76	-	-	302.96
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	489.89	576.92	-	-	496.18
5	Chargeman	267.66	-	-	-	267.66
6	Checker	370.01	319.34	-	-	366.42
7	Coolie/Mazdoor	266.78	286.22	-	-	268.13
8	Core Maker	312.18	-	-	-	312.18
9	Die Maker	310.90	307.00	-	-	309.54

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
10	Driller	281.38	-	-	-	281.38
11	Driver	294.14	-	-	-	294.14
12	Electrician	339.22	-	-	-	339.22
13	Fitter	301.70	307.00	-	-	301.75
14	Mech/Elec Foreman	365.82	-	-	-	365.82
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	286.56	-	-	-	286.56
17	Grinder	274.94	200.00	-	-	273.03
18	Helper	283.00	254.74	-	-	276.22
19	Instrument Mech	381.00	-	-	-	381.00
20	Lineman	316.88	307.00	-	-	315.61
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	293.15	-	-	-	293.15
23	Motor Mechanic	353.72	353.72	-	-	353.72
24	Moulder	288.84	-	-	-	288.84
25	Packer	316.68	274.82	-	-	304.71
26	Painter	475.25	-	-	-	475.25
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	322.55	-	-	-	322.55
30	Press Man	312.91	-	-	-	312.91
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	331.34	-	-	-	331.34
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	371.20	343.79	-	-	370.51
35	Sweeper	289.65	264.19	-	-	287.28
36	Tester	280.49	284.47	-	-	281.82
37	Turner	282.75	-	-	-	282.75
38	Watchman	292.12	257.59	-	-	291.04
39	Welder	302.23	-	-	-	302.23
40	Winder	287.54	300.76	-	-	287.94
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	319.88	291.26	-	-	318.09
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	282.12	-	-	-	282.12
45	Store Keeper	322.30	227.00	-	-	316.10
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	615.95	615.38	-	-	615.95
48	Refrig/AC Mechanic	697.16	-	-	-	697.16
49	Insulator	941.16	-	-	-	941.16
50	Sand Mix Operator	550.68	337.28	-	-	529.38
51	Miscellaneous	283.99	218.07	-	-	282.37
VIII.	Television	327.19	308.60	-	-	323.87
	1 Assembler	281.09	304.31	-	-	289.30
	2 Boiler Attendant	521.11	-	-	-	521.11

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
	3 Crane Operator	498.43	-	-	-	498.43
	4 Driver	439.68	-	-	-	439.68
	5 Electrician	674.80	-	-	-	674.80
	6 Fireman	531.81	-	-	-	531.81
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	248.74	194.50	-	-	236.81
	9 Supervisor	341.63	-	-	-	341.63
	10 Sweeper	266.75	-	-	-	266.75
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	391.14	369.19	-	-	388.77
	13 Store Keeper	293.85	273.38	-	-	292.11
	14 Apprentice/Trainees	156.18	-	-	-	156.18
	15 Attendant-Q Control	326.00	323.08	-	-	325.75
	16 Bench Fitter	322.13	300.00	-	-	318.26
	17 Cabinet Fitter	314.47	370.37	-	-	330.52
	18 Operator	359.47	377.97	-	-	365.33
	19 Soldering Operator	393.06	300.00	-	-	365.42
	20 Trouble Shooter	319.04	300.00	-	-	316.03
	21 Technician	431.07	367.18	-	-	420.78
	22 Examiner-Grade II	449.48	954.69	-	-	575.78
	23 Inspector	411.93	449.99	-	-	424.24
IX.	Computer	327.64	316.95	-	-	325.50
	1 Assembler	314.66	281.66	-	-	305.45
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	385.47	358.47	-	-	380.42
	4 Compressor Op.	500.00	-	-	-	500.00
	5 Coolie/Mazdoor	389.91	371.76	-	-	374.10
	6 Driller	475.00	-	-	-	475.00
	7 Driver	276.72	-	-	-	276.72
	8 Electrician	316.97	-	-	-	316.97
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	321.99	-	-	-	321.99
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	286.04	216.17	-	-	278.34
	13 Instrument Mech	115.38	-	-	-	115.38
	14 Lineman	241.92	241.92	-	-	241.92
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	294.99	-	-	-	294.99
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	362.71	394.77	-	-	366.37
	19 Painter	344.51	355.15	-	-	346.78
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	322.11	-	-	-	322.11
	22 Sheetmetal Worker	133.23	-	-	-	133.23
	23 Supervisor	334.48	367.93	-	-	341.22

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
24	Sweeper	275.02	166.59	-	-	259.37
25	Watchman	289.94	-	-	-	289.94
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	121.54	-	-	-	121.54
29	Mach. Op./Machinist	373.94	314.13	-	-	338.29
30	Tool Maker	345.98	-	-	-	345.98
31	Store Keeper	256.44	272.78	-	-	258.07
32	Apprentice/Trainees	221.45	415.38	-	-	229.62
33	Bench Fitter	325.82	-	-	-	325.82
34	Instrument Fitter	332.47	215.00	-	-	322.73
35	Operator	372.46	285.50	-	-	369.27
36	Technician	372.69	379.61	-	-	374.13
37	Trouble Shooter	315.88	264.04	-	-	313.93
38	Miscellaneous	310.89	264.04	-	-	306.50
X.	Watches	331.25	302.77	-	-	319.71
1	Assembler	321.29	307.76	-	-	310.73
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	331.11	279.19	-	-	309.96
5	Coolie/Mazdoor	296.13	292.00	-	-	295.08
6	Die Maker	330.38	-	-	-	330.38
7	Driver	346.84	-	-	-	346.84
8	Electrician	298.69	-	-	-	298.69
9	Fitter	427.62	-	-	-	427.62
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.27	284.35	-	-	306.25
13	Helper	285.07	243.00	-	-	270.90
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	214.09	179.82	-	-	202.45
17	Painter	279.86	283.05	-	-	282.83
18	Pattern Maker	-	264.71	-	-	264.71
19	Plater	225.00	-	-	-	225.00
20	Plumber	384.00	-	-	-	384.00
21	Polisher	264.18	163.03	-	-	196.20
22	Press Man	261.82	281.46	-	-	275.97
23	Shaper Machine Op	333.69	-	-	-	333.69
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	466.55	327.11	-	-	457.76
26	Sweeper	238.47	268.45	-	-	257.03
27	Tester	467.34	-	-	-	467.34
28	Turner	387.27	-	-	-	387.27
29	Watchman	249.04	222.92	-	-	247.77

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	
30	Winder	-	308.33	-	-	308.33	
31	Mach. Op./Machinist	366.06	335.18	-	-	352.24	
32	Setter	295.77	-	-	-	295.77	
33	Tool Maker	315.73	-	-	-	315.73	
34	Store Keeper	377.98	265.38	-	-	365.47	
35	Apprentice/Trainees	243.59	232.38	-	-	240.20	
36	Cook	374.62	-	-	-	374.62	
37	Operator	386.32	405.67	-	-	394.53	
38	Watch Maker	358.92	307.49	-	-	329.16	
39	Moulder-Plastic	371.27	300.37	-	-	350.32	
40	Soldering Operator	334.76	295.84	-	-	329.08	
41	Miscellaneous	311.53	203.92	-	-	234.67	
All Ten Engineering Ind.		384.81	281.64	-	-	375.93	

TABLE 3.5(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.	Ship Building	618.05	850.50	-	-	645.31
	1 Carpenter	833.04	-	-	-	833.04
	2 Checker	355.38	-	-	-	355.38
	3 Coolie/Mazdoor	1117.70	791.15	-	-	933.47
	4 Core Maker	360.00	-	-	-	360.00
	5 Crane Operator	768.93	-	-	-	768.93
	6 Die Maker	284.61	-	-	-	284.61
	7 Driver	522.15	-	-	-	522.15
	8 Electrician	568.23	-	-	-	568.23
	9 Fitter	427.99	-	-	-	427.99
	10 Mech/Elec Foreman	513.44	-	-	-	513.44
	11 Gas Cutter	404.30	-	-	-	404.30
	12 Grinder	566.33	-	-	-	566.33
	13 Helper	517.84	1095.09	-	-	584.51
	14 Instrument Mech	226.00	-	-	-	226.00
	15 Lineman	481.60	-	-	-	481.60
	16 Mate/Mukaddam	483.88	-	-	-	483.88
	17 Mechanic(General)	658.13	-	-	-	658.13
	18 Moulder	356.72	-	-	-	356.72
	19 Painter	587.57	-	-	-	587.57
	20 Plumber	898.20	-	-	-	898.20
	21 Press Man	325.96	-	-	-	325.96
	22 Sorter	261.15	-	-	-	261.15
	23 Supervisor	596.40	785.72	-	-	598.08
	24 Sweeper	382.09	-	-	-	382.09
	25 Turner	397.18	-	-	-	397.18
	26 Watchman	403.82	-	-	-	403.82
	27 Welder	415.38	-	-	-	415.38
	28 Wireman	408.69	-	-	-	408.69
	29 Mach. Op./Machinist	329.89	365.38	-	-	331.56
	30 Setter	615.38	-	-	-	615.38
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	745.76	-	-	-	745.76
	33 Store Keeper	304.48	284.61	-	-	300.07
	34 Boiler Maker	394.83	-	-	-	394.83
	35 Erector	612.39	-	-	-	612.39
	36 Plater	1094.20	-	-	-	1094.20
	37 Sail Maker	579.83	-	-	-	579.83
	38 Boat Builder	961.85	-	-	-	961.85
	39 Insulator	604.86	-	-	-	604.86

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
	40 Miscellaneous	709.77	384.61	-	-	644.73	
II.	Locomotives	460.41	349.15	-	-	459.15	
	1 Assembler	664.35	-	-	-	664.35	
	2 Blacksmith	406.00	-	-	-	406.00	
	3 Boiler Attendant	230.76	-	-	-	230.76	
	4 Carpenter	134.61	-	-	-	134.61	
	5 Chargehand	685.00	-	-	-	685.00	
	6 Chargeman	550.00	-	-	-	550.00	
	7 Checker	1015.89	576.92	-	-	1005.99	
	8 Compressor Op.	500.00	-	-	-	500.00	
	9 Coolie/Mazdoor	359.80	266.92	-	-	350.20	
	10 Core Maker	516.06	-	-	-	516.06	
	11 Crane Operator	457.69	-	-	-	457.69	
	12 Die Maker	438.02	-	-	-	438.02	
	13 Driller	571.59	-	-	-	571.59	
	14 Driver	319.40	-	-	-	319.40	
	15 Electrician	442.26	-	-	-	442.26	
	16 Fitter	449.63	-	-	-	449.63	
	17 Mech/Elec Foreman	734.24	-	-	-	734.24	
	18 Furnaceman	535.40	-	-	-	535.40	
	19 Gas Cutter	377.05	-	-	-	377.05	
	20 Grinder	394.58	-	-	-	394.58	
	21 Helper	390.85	285.71	-	-	390.34	
	22 Instrument Mech	264.23	-	-	-	264.23	
	23 Loader/Unloader	600.00	565.40	-	-	599.00	
	24 Marker	422.09	-	-	-	422.09	
	25 Mate/Mukaddam	290.76	-	-	-	290.76	
	26 Mechanic(General)	383.62	-	-	-	383.62	
	27 Motor Mechanic	380.80	-	-	-	380.80	
	28 Moulder	467.46	-	-	-	467.46	
	29 Oilman/Greaser	509.82	-	-	-	509.82	
	30 Packer	228.03	-	-	-	228.03	
	31 Painter	442.95	-	-	-	442.95	
	32 Pattern Maker	549.82	-	-	-	549.82	
	33 Press Man	306.73	-	-	-	306.73	
	34 Rivetter	334.62	-	-	-	334.62	
	35 Shaper Machine Op	399.76	-	-	-	399.76	
	36 Sorter	469.11	-	-	-	469.11	
	37 Supervisor	602.01	343.19	-	-	589.03	
	38 Sweeper	306.74	330.99	-	-	308.23	
	39 Tester	877.68	-	-	-	877.68	
	40 Tindal	318.96	-	-	-	318.96	
	41 Trimmer	268.45	-	-	-	268.45	
	42 Turner	360.08	-	-	-	360.08	
	43 Watchman	351.99	-	-	-	351.99	

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
44	Welder	448.81	-	-	-	448.81
45	Winder	-	808.38	-	-	808.38
46	Boring Machine Op.	197.30	-	-	-	197.30
47	Fork Lift Operator	275.00	-	-	-	275.00
48	Mach. Op./Machinist	559.20	-	-	-	559.20
49	Milling Machine Op.	157.00	-	-	-	157.00
50	Setter	566.40	-	-	-	566.40
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	530.21	-	-	-	530.21
53	Apprentice/Trainees	589.43	-	-	-	589.43
54	Boiler Maker	373.66	-	-	-	373.66
55	Cooper Smith	355.87	-	-	-	355.87
56	Fitter-C & W	450.31	424.48	-	-	449.08
57	Fitter-Loco	460.19	-	-	-	460.19
58	Lifter	1346.15	-	-	-	1346.15
59	Power Hammer Op	601.13	-	-	-	601.13
60	Frazer	213.36	-	-	-	213.36
61	Tester	321.15	-	-	-	321.15
62	Miscellaneous	327.93	-	-	-	327.93
III.	Motor Vehicles	481.60	335.55	-	-	468.93
1	Assembler	1153.54	223.54	-	-	1152.99
2	Carpenter	258.00	-	-	-	258.00
3	Chargehand	320.00	-	-	-	320.00
4	Chargeman	229.61	-	-	-	229.61
5	Checker	376.86	231.96	-	-	363.60
6	Compressor Op.	597.73	505.34	-	-	586.45
7	Coolie/Mazdoor	366.85	224.01	-	-	342.92
8	Crane Operator	311.38	-	-	-	311.38
9	Die Maker	556.39	-	-	-	556.39
10	Driller	423.80	-	-	-	423.80
11	Driver	444.07	-	-	-	444.07
12	Electrician	493.93	261.53	-	-	342.77
13	Fitter	417.15	221.54	-	-	412.77
14	Mech/Elec Foreman	497.19	-	-	-	497.19
15	Furnaceman	326.92	-	-	-	326.92
16	Gas Cutter	376.31	-	-	-	376.31
17	Grinder	368.77	-	-	-	368.77
18	Helper	311.60	309.06	-	-	311.48
19	Lineman	318.50	-	-	-	318.50
20	Loader/Unloader	308.43	211.37	-	-	289.96
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	490.27	286.57	-	-	486.14
23	Motor Mechanic	435.05	-	-	-	435.05
24	Moulder	359.79	233.82	-	-	342.54
25	Packer	393.92	186.62	-	-	271.90

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
26	Painter	349.53	248.47	-	-	345.44
27	Plumber	301.12	-	-	-	301.12
28	Press Man	515.08	-	-	-	515.08
29	Rollerman/Roller	398.38	-	-	-	398.38
30	Shaper Machine Op	525.83	474.76	-	-	523.15
31	Sheetmetal Worker	240.00	220.00	-	-	231.43
32	Supervisor	571.87	280.18	-	-	561.66
33	Sweeper	300.42	246.59	-	-	286.16
34	Trimmer	387.79	300.00	-	-	387.21
35	Turner	403.38	270.00	-	-	399.43
36	Watchman	335.83	292.30	-	-	335.67
37	Welder	421.21	-	-	-	421.21
38	Winder	257.69	-	-	-	257.69
39	Wireman	267.58	-	-	-	267.58
40	Boring Machine Op.	516.50	448.84	-	-	510.55
41	Fork Lift Operator	503.43	-	-	-	503.43
42	Mach. Op./Machinist	483.43	391.02	-	-	478.92
43	Casting Man	402.88	-	-	-	402.88
44	Milling Machine Op.	401.98	-	-	-	401.98
45	Setter	365.07	-	-	-	365.07
46	Tool Maker	493.45	326.92	-	-	488.89
47	Store Keeper	412.82	376.92	-	-	412.43
48	Apprentice/Trainees	353.64	619.15	-	-	411.96
49	Boat Builder	1115.38	-	-	-	1115.38
50	Insulator	1019.23	-	-	-	1019.23
51	Frazer	486.74	270.26	-	-	476.68
52	Auto Electrician	584.58	282.00	-	-	571.74
53	Tester	666.10	270.35	-	-	656.69
54	Miscellaneous	334.91	229.69	-	-	333.18
IV.	Motor Cycles	446.88	407.75	-	-	444.52
1	Assembler	479.14	210.00	-	-	477.01
2	Blacksmith	292.30	-	-	-	292.30
3	Boiler Attendant	326.92	-	-	-	326.92
4	Carpenter	596.92	-	-	-	596.92
5	Checker	438.73	363.86	-	-	437.68
6	Coolie/Mazdoor	371.00	282.00	-	-	370.04
7	Crane Operator	307.34	-	-	-	307.34
8	Die Maker	424.75	-	-	-	424.75
9	Driller	430.00	264.03	-	-	425.79
10	Driver	433.86	-	-	-	433.86
11	Electrician	525.13	-	-	-	525.13
12	Fireman	683.26	-	-	-	683.26
13	Fitter	454.45	-	-	-	454.45
14	Mech/Elec Foreman	640.15	-	-	-	640.15
15	Furnaceman	401.04	211.00	-	-	330.18

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
16	Gas Cutter	429.64	300.00	-	-	365.39
17	Grinder	331.04	-	-	-	331.04
18	Hammerman	309.06	-	-	-	309.06
19	Helper	342.84	464.05	-	-	351.09
20	Instrument Mech	400.18	-	-	-	400.18
21	Lineman	185.82	-	-	-	185.82
22	Loader/Unloader	319.19	-	-	-	319.19
23	Mistry/Kangani	264.15	-	-	-	264.15
24	Mechanic(General)	500.37	211.54	-	-	496.40
25	Millwright	515.38	-	-	-	515.38
26	Motor Mechanic	562.88	-	-	-	562.88
27	Moulder	507.38	-	-	-	507.38
28	Oilman/Greaser	871.28	-	-	-	871.28
29	Packer	282.19	253.68	-	-	278.68
30	Painter	433.54	-	-	-	433.54
31	Pattern Maker	596.15	-	-	-	596.15
32	Plater	277.69	-	-	-	277.69
33	Plumber	350.92	-	-	-	350.92
34	Polisher	534.92	-	-	-	534.92
35	Press Man	302.55	467.82	-	-	312.91
36	Rollerman/Roller	277.69	-	-	-	277.69
37	Shaper Machine Op	299.25	-	-	-	299.25
38	Supervisor	580.68	383.37	-	-	579.78
39	Sweeper	360.70	349.58	-	-	358.84
40	Tester	492.52	-	-	-	492.52
41	Trimmer	288.77	-	-	-	288.77
42	Trolley Driver	450.00	-	-	-	450.00
43	Turner	534.66	-	-	-	534.66
44	Watchman	365.64	296.61	-	-	364.08
45	Welder	434.04	-	-	-	434.04
46	Wireman	239.36	-	-	-	239.36
47	Boring Machine Op.	350.92	-	-	-	350.92
48	Fork Lift Operator	206.27	-	-	-	206.27
49	Mach. Op./Machinist	510.44	370.10	-	-	509.44
50	Casting Man	201.00	-	-	-	201.00
51	Milling Machine Op.	410.95	-	-	-	410.95
52	Setter	377.19	-	-	-	377.19
53	Tool Maker	464.77	-	-	-	464.77
54	Store Keeper	493.36	211.00	-	-	484.54
55	Apprentice/Trainees	375.23	384.61	-	-	378.91
56	Cook	339.42	-	-	-	339.42
57	Frazer	648.96	456.93	-	-	646.42
58	Auto Electrician	597.52	240.00	-	-	595.28
59	Tester	516.95	209.26	-	-	516.20
60	Miscellaneous	356.76	672.61	-	-	369.88
V.	Bicycles/Rickshaws	359.74	256.41	-	-	354.12

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 Assembler	324.59	-	-	-	324.59
	2 Boiler Attendant	532.19	-	-	-	532.19
	3 Chargeman	336.53	-	-	-	336.53
	4 Checker	423.31	-	-	-	423.31
	5 Coolie/Mazdoor	707.52	-	-	-	707.52
	6 Crane Operator	346.15	-	-	-	346.15
	7 Die Maker	691.80	-	-	-	691.80
	8 Driller	305.00	305.00	-	-	305.00
	9 Driver	355.47	-	-	-	355.47
	10 Electrician	383.91	-	-	-	383.91
	11 Fireman	365.38	-	-	-	365.38
	12 Fitter	458.97	-	-	-	458.97
	13 Mech/Elec Foreman	521.83	-	-	-	521.83
	14 Furnaceman	353.52	-	-	-	353.52
	15 Gas Cutter	384.61	-	-	-	384.61
	16 Grinder	846.15	-	-	-	846.15
	17 Hammerman	826.92	-	-	-	826.92
	18 Helper	294.57	251.83	-	-	290.48
	19 Loader/Unloader	259.50	-	-	-	259.50
	20 Mistry/Kangani	492.94	-	-	-	492.94
	21 Moulder	307.30	-	-	-	307.30
	22 Packer	337.71	267.30	-	-	333.19
	23 Painter	284.20	-	-	-	284.20
	24 Press Man	436.03	-	-	-	436.03
	25 Rollerman/Roller	288.46	-	-	-	288.46
	26 Shaper Machine Op	315.38	-	-	-	315.38
	27 Supervisor	482.17	-	-	-	482.17
	28 Sweeper	272.07	264.91	-	-	270.84
	29 Turner	523.74	-	-	-	523.74
	30 Watchman	286.24	-	-	-	286.24
	31 Welder	293.90	-	-	-	293.90
	32 Mach. Op./Machinist	384.90	278.84	-	-	381.17
	33 Milling Machine Op.	411.17	403.84	-	-	409.40
	34 Setter	345.04	-	-	-	345.04
	35 Tool Maker	321.15	-	-	-	321.15
	36 Store Keeper	380.37	-	-	-	380.37
	37 Brazier	487.06	-	-	-	487.06
	38 Cycle Fitter	368.78	-	-	-	368.78
	39 Filer	309.26	-	-	-	309.26
VI.	Aircraft	664.38	425.53	-	-	659.20
	1 Assembler	493.79	455.88	-	-	493.19
	2 Carpenter	158.65	-	-	-	158.65
	3 Chargehand	1353.24	461.54	-	-	1273.98
	4 Checker	702.66	330.17	-	-	677.69

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
5	Driller	434.49	-	-	-	434.49
6	Driver	496.09	-	-	-	496.09
7	Electrician	504.61	-	-	-	504.61
8	Fitter	511.45	270.85	-	-	510.42
9	Mech/Elec Foreman	543.59	-	-	-	543.59
10	Furnaceman	199.94	-	-	-	199.94
11	Gas Cutter	384.73	-	-	-	384.73
12	Grinder	461.90	-	-	-	461.90
13	Helper	421.60	341.52	-	-	412.43
14	Instrument Mech	1963.89	1563.57	-	-	1954.86
15	Loader/Unloader	567.69	-	-	-	567.69
16	Marker	323.61	-	-	-	323.61
17	Mechanic(General)	783.59	-	-	-	783.59
18	Millwright	354.60	-	-	-	354.60
19	Packer	374.77	-	-	-	374.77
20	Painter	751.15	-	-	-	751.15
21	Plumber	142.50	-	-	-	142.50
22	Shaper Machine Op	449.50	-	-	-	449.50
23	Supervisor	760.17	235.15	-	-	756.24
24	Sweeper	314.23	329.72	-	-	319.10
25	Trimmer	935.15	-	-	-	935.15
26	Turner	638.87	-	-	-	638.87
27	Watchman	357.33	-	-	-	357.33
28	Welder	368.78	-	-	-	368.78
29	Wireman	364.79	-	-	-	364.79
30	Boring Machine Op.	360.68	-	-	-	360.68
31	Mach. Op./Machinist	522.50	-	-	-	522.50
32	Milling Machine Op.	559.27	702.54	-	-	561.11
33	Setter	555.52	402.15	-	-	553.19
34	Tool Maker	446.01	-	-	-	446.01
35	Store Keeper	804.55	429.38	-	-	795.40
36	Apprentice/Trainees	269.57	308.16	-	-	271.32
37	Aircraft Erector	1153.30	2307.69	-	-	1157.19
38	Radio/Radar Mechanic	849.98	353.85	-	-	835.87
39	Miscellaneous	451.29	311.15	-	-	427.93
VII.	Domestic Appliances	442.13	309.88	-	-	425.50
1	Armature Winder	437.00	-	-	-	437.00
2	Assembler	320.77	363.95	-	-	326.45
3	Boiler Attendant	317.30	-	-	-	317.30
4	Chargehand	514.57	576.92	-	-	519.08
5	Chargeman	279.92	-	-	-	279.92
6	Checker	601.93	381.87	-	-	586.31
7	Coolie/Mazdoor	392.17	301.98	-	-	385.93
8	Core Maker	438.72	-	-	-	438.72
9	Die Maker	405.39	307.00	-	-	371.07

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	Driller	324.51	-	-	-	324.51
11	Driver	386.21	-	-	-	386.21
12	Electrician	408.04	-	-	-	408.04
13	Fitter	435.87	307.00	-	-	434.80
14	Mech/Elec Foreman	442.78	-	-	-	442.78
15	Furnaceman	300.69	-	-	-	300.69
16	Gas Cutter	293.52	-	-	-	293.52
17	Grinder	340.36	200.00	-	-	336.78
18	Helper	335.19	287.61	-	-	323.77
19	Instrument Mech	401.00	-	-	-	401.00
20	Lineman	341.47	307.00	-	-	337.03
21	Loader/Unloader	327.51	-	-	-	327.51
22	Mechanic(General)	371.78	-	-	-	371.78
23	Motor Mechanic	738.14	425.00	-	-	626.30
24	Moulder	315.07	-	-	-	315.07
25	Packer	365.28	307.62	-	-	348.79
26	Painter	476.22	-	-	-	476.22
27	Pattern Maker	453.53	-	-	-	453.53
28	Plumber	1436.53	-	-	-	1436.53
29	Polisher	360.58	-	-	-	360.58
30	Press Man	333.99	-	-	-	333.99
31	Shaper Machine Op	228.54	-	-	-	228.54
32	Sheetmetal Worker	454.92	-	-	-	454.92
33	Sorter	-	408.65	-	-	408.65
34	Supervisor	601.90	389.17	-	-	596.54
35	Sweeper	295.36	264.19	-	-	292.46
36	Tester	302.17	288.63	-	-	297.66
37	Turner	316.97	-	-	-	316.97
38	Watchman	313.92	267.52	-	-	312.48
39	Welder	428.39	-	-	-	428.39
40	Winder	327.30	300.76	-	-	326.49
41	Wireman	325.53	-	-	-	325.53
42	Mach. Op./Machinist	406.55	433.64	-	-	408.24
43	Milling Machine Op.	438.46	-	-	-	438.46
44	Tool Maker	340.08	-	-	-	340.08
45	Store Keeper	443.76	237.38	-	-	430.34
46	Apprentice/Trainees	330.59	361.53	-	-	337.98
47	Inspector	700.87	615.38	-	-	700.55
48	Refrig/AC Mechanic	728.87	-	-	-	728.87
49	Insulator	1099.41	-	-	-	1099.41
50	Sand Mix Operator	667.24	364.01	-	-	636.98
51	Miscellaneous	383.86	218.07	-	-	379.78
VIII. Television		382.98	356.25	-	-	378.22
1	Assembler	281.21	311.57	-	-	291.95
2	Boiler Attendant	525.97	-	-	-	525.97

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
	3 Crane Operator	538.58	-	-	-	538.58
	4 Driver	441.38	-	-	-	441.38
	5 Electrician	689.22	-	-	-	689.22
	6 Fireman	544.85	-	-	-	544.85
	7 Fitter	685.30	-	-	-	685.30
	8 Helper	260.40	216.96	-	-	250.85
	9 Supervisor	438.84	-	-	-	438.84
	10 Sweeper	268.62	-	-	-	268.62
	11 Watchman	190.51	243.46	-	-	191.32
	12 Mach. Op./Machinist	412.93	376.36	-	-	408.99
	13 Store Keeper	293.85	365.38	-	-	299.94
	14 Apprentice/Trainees	160.44	-	-	-	160.44
	15 Attendant-Q Control	397.47	484.62	-	-	404.79
	16 Bench Fitter	581.35	430.77	-	-	555.02
	17 Cabinet Fitter	369.09	498.57	-	-	406.28
	18 Operator	587.66	466.32	-	-	549.22
	19 Soldering Operator	469.32	346.15	-	-	432.73
	20 Trouble Shooter	464.62	430.77	-	-	459.27
	21 Technician	566.57	459.72	-	-	549.37
	22 Examiner-Grade II	485.20	954.69	-	-	602.57
	23 Inspector	510.74	567.20	-	-	529.01
IX.	Computer	503.06	439.70	-	-	490.39
	1 Assembler	560.20	316.47	-	-	492.22
	2 Chargehand	454.80	-	-	-	454.80
	3 Checker	543.29	457.04	-	-	527.15
	4 Compressor Op.	1076.92	-	-	-	1076.92
	5 Coolie/Mazdoor	422.43	465.26	-	-	459.74
	6 Driller	475.00	-	-	-	475.00
	7 Driver	326.43	-	-	-	326.43
	8 Electrician	440.63	-	-	-	440.63
	9 Fitter	273.47	-	-	-	273.47
	10 Mech/Elec Foreman	505.68	-	-	-	505.68
	11 Grinder	288.46	-	-	-	288.46
	12 Helper	302.88	217.42	-	-	293.46
	13 Instrument Mech	247.69	-	-	-	247.69
	14 Lineman	268.19	268.19	-	-	268.19
	15 Loader/Unloader	368.00	-	-	-	368.00
	16 Mechanic(General)	506.44	-	-	-	506.44
	17 Moulder	297.32	-	-	-	297.32
	18 Packer	383.30	394.77	-	-	384.61
	19 Painter	352.53	355.15	-	-	353.09
	20 Polisher	288.46	-	-	-	288.46
	21 Shaper Machine Op	329.75	-	-	-	329.75
	22 Sheetmetal Worker	223.08	-	-	-	223.08
	23 Supervisor	533.48	444.09	-	-	515.48

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
24	Sweeper	277.75	181.42	-	-	263.85
25	Watchman	328.75	-	-	-	328.75
26	Welder	234.77	-	-	-	234.77
27	Wireman	295.00	-	-	-	295.00
28	Fork Lift Operator	226.77	-	-	-	226.77
29	Mach. Op./Machinist	605.39	370.79	-	-	465.56
30	Tool Maker	449.66	-	-	-	449.66
31	Store Keeper	339.20	272.78	-	-	332.56
32	Apprentice/Trainees	315.84	415.38	-	-	320.03
33	Bench Fitter	669.04	-	-	-	669.04
34	Instrument Fitter	358.14	319.96	-	-	354.98
35	Operator	679.14	520.26	-	-	673.31
36	Technician	855.15	876.24	-	-	859.54
37	Trouble Shooter	437.78	264.04	-	-	431.22
38	Miscellaneous	480.73	1194.23	-	-	547.62
X.	Watches	382.28	358.42	-	-	372.62
1	Assembler	377.10	312.70	-	-	326.87
2	Carpenter	-	326.92	-	-	326.92
3	Chargehand	278.26	-	-	-	278.26
4	Checker	468.48	305.81	-	-	402.21
5	Coolie/Mazdoor	460.97	383.05	-	-	441.13
6	Die Maker	390.27	-	-	-	390.27
7	Driver	357.39	-	-	-	357.39
8	Electrician	318.75	-	-	-	318.75
9	Fitter	523.78	-	-	-	523.78
10	Mech/Elec Foreman	404.48	-	-	-	404.48
11	Gas Cutter	219.23	276.92	-	-	269.23
12	Grinder	331.30	284.35	-	-	306.26
13	Helper	300.36	264.24	-	-	288.20
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	269.23	-	-	-	269.23
16	Packer	282.77	213.04	-	-	259.09
17	Painter	462.32	283.05	-	-	295.50
18	Pattern Maker	-	309.13	-	-	309.13
19	Plater	444.62	-	-	-	444.62
20	Plumber	384.00	-	-	-	384.00
21	Polisher	341.51	186.86	-	-	237.56
22	Press Man	317.61	281.46	-	-	291.56
23	Shaper Machine Op	376.31	-	-	-	376.31
24	Sheetmetal Worker	-	307.69	-	-	307.69
25	Supervisor	534.70	446.25	-	-	529.13
26	Sweeper	251.45	268.45	-	-	261.97
27	Tester	467.34	-	-	-	467.34
28	Turner	397.05	-	-	-	397.05
29	Watchman	259.05	222.92	-	-	257.29

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
30	Winder	-	308.33	-	-	308.33	
31	Mach. Op./Machinist	607.99	1121.85	-	-	838.00	
32	Setter	295.77	-	-	-	295.77	
33	Tool Maker	315.73	-	-	-	315.73	
34	Store Keeper	397.21	265.38	-	-	382.56	
35	Apprentice/Trainees	246.30	232.38	-	-	242.09	
36	Cook	374.62	-	-	-	374.62	
37	Operator	449.79	497.54	-	-	470.06	
38	Watch Maker	445.13	309.48	-	-	366.63	
39	Moulder-Plastic	399.53	301.95	-	-	370.70	
40	Soldering Operator	431.68	319.40	-	-	415.30	
41	Miscellaneous	311.53	213.85	-	-	241.76	
All Ten Engineering Ind.		472.14	346.74	-	-	461.34	

TABLE 3.6
TREND IN AVERAGE DAILY WAGE RATES AND REAL WAGE RATES OF WORKERS AT FIRST ROUND REFERENCE YEAR PRICE

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Wage Rate at Current Price	Real Wage Rate	
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
I. Ship Building											
	First Round(1959)	-	-	-	-	-	-	4.96	4.96	-	-
	Second Round(1963)	6.22	3.67	-	1.81	-	-	6.19	4.89	24.80	-1.41
	Third Round(1975)	21.42	11.31	-	-	21.41	-	21.41	6.53	245.80	33.06
	Fourth Round(1987)	55.40	11.25	-	-	55.42	30.00	55.32	7.54	158.44	20.37
	Fifth Round(1995)	118.62	130.72	-	-	118.72	-	118.72	7.71	114.61	3.42
	Sixth Round(2007)	173.46	160.85	-	-	173.42	-	173.42	5.68	46.07	-40.92
	Seventh Round(2016)	524.42	745.49	-	-	550.35	-	550.35	8.62	217.35	51.76
II. Locomotives											
	First Round(1959)	-	-	-	-	-	-	4.52	4.52	-	-
	Second Round(1963)	5.81	3.65	-	-	-	-	5.81	4.59	28.43	1.55
	Third Round(1975)	18.28	13.06	-	-	18.28	-	18.28	5.58	214.81	21.90
	Fourth Round(1987)	58.95	40.81	-	-	58.74	-	58.74	8.01	221.40	53.76
	Fifth Round(1995)	123.53	99.25	-	-	123.52	45.64	123.48	8.02	110.23	0.22
	Sixth Round(2007)	179.99	102.10	-	-	179.81	-	179.81	5.89	45.62	-47.12
	Seventh Round(2016)	408.00	332.61	-	-	407.14	-	407.14	6.38	126.43	8.32
III. Motor Vehicles											
	First Round(1959)	-	-	-	-	-	-	3.76	3.76	-	-
	Second Round(1963)	5.02	7.45	-	-	-	-	5.02	3.97	33.69	5.73
	Third Round(1975)	21.35	19.28	-	-	21.35	-	21.35	6.52	325.30	67.91
	Fourth Round(1987)	45.99	29.16	-	-	46.00	28.24	45.98	6.27	115.34	-6.66
	Fifth Round(1995)	88.03	69.05	-	-	87.83	-	87.83	5.70	91.03	-15.18

Table 3.6

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Overall	Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
	Sixth Round(2007)	179.07	149.38	-	-	177.97	170.98	177.95	5.83	102.62	3.46
	Seventh Round(2016)	434.35	298.10	-	-	422.53	-	422.53	6.62	137.44	13.55
IV.	Motor Cycles										
	Fourth Round(1987)	52.12	16.68	-	-	51.49	-	51.49	7.02	-	-
	Fifth Round(1995)	91.06	67.75	-	-	90.53	44.97	90.46	5.87	75.68	-16.38
	Sixth Round(2007)	202.58	110.23	-	-	201.67	145.71	201.25	6.59	122.47	12.27
	Seventh Round(2016)	422.19	402.52	-	-	421.01	-	421.01	6.60	109.20	0.15
V.	Bicycles/Rickshaws										
	First Round(1959)	-	-	-	-	-	-	4.60	4.60	-	-
	Second Round(1963)	5.12	2.66	-	-	-	-	5.12	4.04	11.20	-12.17
	Third Round(1975)	14.19	20.13	-	2.86	14.47	11.46	14.19	4.33	177.32	6.30
	Fourth Round(1987)	31.50	18.62	-	-	24.84	40.19	31.42	4.28	121.47	-1.09
	Fifth Round(1995)	58.39	43.03	-	-	57.67	62.84	58.11	3.77	84.98	-11.08
	Sixth Round(2007)	123.83	97.80	-	-	119.42	223.29	123.28	4.04	112.15	5.87
	Seventh Round(2016)	342.59	251.27	-	-	337.63	-	337.63	5.29	173.87	30.94
VI.	Aircrafts										
	First Round(1959)	-	-	-	-	-	-	4.82	4.82	-	-
	Second Round(1963)	12.51	-	-	-	-	-	12.51	9.88	159.44	104.98
	Third Round(1975)	26.27	26.51	-	-	26.27	-	26.27	8.02	110.08	-38.59
	Fourth Round(1987)	58.78	-	-	-	58.73	-	58.78	8.01	123.73	-0.21
	Fifth Round(1995)	151.01	-	-	-	151.01	-	151.01	9.81	156.92	37.35
	Sixth Round(2007)	195.76	-	-	-	195.76	-	195.76	6.41	29.64	-70.54
	Seventh Round(2016)	526.16	400.42	-	-	523.43	-	523.43	8.20	167.38	27.92

Table 3.6

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of			Overall	Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
VII. Domestic Appliances (*)											
	Fourth Round(1987)	55.15	44.07	-	-	55.11	-	55.11	7.51	-	-
	Fifth Round(1995)	87.74	68.95	-	-	87.10	55.93	87.08	5.65	58.01	-24.77
	Sixth Round(2007)	212.43	84.08	-	-	212.04	129.88	211.39	6.93	142.75	22.65
	Seventh Round(2016)	404.86	289.66	-	-	390.38	-	390.38	6.12	84.67	-11.69
VIII. Television (*)											
	Fourth Round(1987)	36.70	28.37	-	-	34.43	-	34.43	4.69	-	-
	Fifth Round(1995)	72.72	57.64	-	-	67.09	-	67.09	4.36	94.89	-7.04
	Sixth Round(2007)	164.91	177.29	-	-	167.73	-	167.73	5.50	150.01	26.15
	Seventh Round(2016)	355.08	332.42	-	-	351.04	-	351.04	5.50	109.29	-
IX. Computer (*)											
	Fourth Round(1987)	51.35	37.95	-	-	49.02	-	49.02	6.68	-	-
	Fifth Round(1995)	81.66	40.37	-	-	56.48	-	56.48	3.67	15.21	-45.06
	Sixth Round(2007)	192.26	163.64	-	-	183.80	-	183.80	6.02	225.45	64.03
	Seventh Round(2016)	415.35	378.33	-	-	407.94	-	407.94	6.39	121.95	6.15
X. Watches											
	Fourth Round(1987)	41.75	36.62	-	-	39.84	-	39.84	5.43	-	-
	Fifth Round(1995)	80.35	74.27	-	-	78.46	88.10	78.46	5.09	96.94	-6.26
	Sixth Round(2007)	329.41	199.98	-	-	298.35	246.00	298.25	9.77	280.13	91.94
	Seventh Round(2016)	356.77	330.60	-	-	346.17	-	346.17	5.42	16.07	-44.52

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

*: Not comparable with previous rounds due to coverage of domestic items in addition to Refrigerators & Air Conditioners.

TABLE 3.7
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.	Ship Building	93	19.35	22.22	61.11	16.67	75.00	25.00	.	75.00	25.00
	1 West Bengal	12	33.33	100.00	.	.	75.00	25.00	.	75.00	25.00
	2 Gujarat	10	.	.	.	.	.	.	.	.	.
	3 Maharashtra	13	15.38	.	100.00	.	.	.	.	.	.
	4 Goa	13	23.08	.	.	100.00	.	.	.	.	.
	5 Kerala	11	27.27	.	100.00	.	.	.	.	.	.
	6 Tamil Nadu	13	46.15	.	100.00	.	.	.	.	.	.
	7 Residual	21	.	.	.	.	.	.	.	.	.
II.	Locomotives	370	14.32	43.40	45.28	11.32	86.96	13.04	.	26.09	73.91
	1 Uttar Pradesh	41	.	.	.	.	.	.	.	.	.
	2 West Bengal	83	24.10	100.00	.	.	100.00	.	.	30.00	70.00
	3 Maharashtra	39	15.38	.	100.00	.	.	.	.	.	.
	4 Residual	207	13.04	11.11	66.67	22.22	.	100.00	.	.	100.00
III.	Motor Vehicles	5588	17.61	41.16	35.26	23.58	46.67	44.44	8.89	8.89	91.11
	1 Haryana	625	.	.	.	.	.	.	.	.	.
	2 Maharashtra	1304	40.57	69.75	.	30.25	51.22	48.78	.	.	100.00
	3 Tamil Nadu	1367	12.51	.	100.00	.	.	.	.	.	.
	4 Residual	2292	12.39	12.68	61.97	25.35	.	.	100.00	100.00	.
IV.	Motor Cycles	904	18.58	47.62	11.90	40.48	85.00	10.00	5.00	.	100.00

Table 3.7

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
	1 Punjab	224	.	.	.	.	.	.	.	.	.
	2 Uttarakhand	55	50.91	.	.	100.00	.	.	.	.	.
	3 Haryana	93	4.30	.	.	100.00	.	.	.	.	.
	4 Uttar Pradesh	77	15.58	.	.	100.00	.	.	.	.	.
	5 Maharashtra	253	37.94	83.33	.	16.67	85.00	10.00	5.00	.	100.00
	6 Residual	202	13.86	.	71.43	28.57	.	.	.	.	.
V.	Bicycles/Rickshaws	715	0.84	100.00	.	.	100.00	.	.	100.00	.
	1 Punjab	602	.	.	.	.	.	.	.	.	.
	2 Uttar Pradesh	33	.	.	.	.	.	.	.	.	.
	3 Residual	80	7.50	100.00	.	.	100.00	.	.	100.00	.
VI.	Aircraft	70	31.43	13.64	86.36	.	100.00	.	.	100.00	.
	1 Residual	70	31.43	13.64	86.36	.	100.00	.	.	100.00	.
VII.	Domestic Appliances	1018	10.02	45.10	43.14	11.76	63.04	8.70	28.26	.	100.00
	1 Himachal Pradesh	188	.	.	.	.	.	.	.	.	.
	2 Maharashtra	109	12.84	100.00	.	.	100.00	.	.	.	100.00
	3 Tamil Nadu	88	27.27	37.50	62.50	.	55.56	44.44	.	.	100.00
	4 Telangana	173	7.51	100.00	.	.	.	.	100.00	.	100.00
	5 Residual	460	11.09	19.61	56.86	23.53	100.00	.	.	.	100.00
VIII.	Television	48	29.17	57.14	.	42.86	.	50.00	50.00	.	100.00
	1 Uttarakhand	9	.	.	.	.	.	.	.	.	.
	2 Uttar Pradesh	18	22.22	.	.	100.00	.	.	.	.	.
	3 Gujarat	3	66.67	.	.	100.00	.	.	.	.	.

Table 3.7

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 Maharashtra	7	85.71	100.00	.	.	.	66.67	33.33	.	100.00
	5 Residual	11	18.18	100.00	.	.	.	.	100.00	.	100.00
IX.	Computer	146	20.55	46.67	26.66	26.67	92.86	7.14	.	.	100.00
	1 Himachal Pradesh	29	.	.	.	.	.	.	.	.	.
	2 Uttar Pradesh	5	.	.	.	.	.	.	.	.	.
	3 Maharashtra	27	44.44	100.00	.	.	91.67	8.33	.	.	100.00
	4 Karnataka	22	18.18	.	100.00	.	.	.	.	.	.
	5 Residual	63	22.22	14.29	28.57	57.14	100.00	.	.	.	100.00
X.	Watches	100	9.00	.	.	100.00	.	.	.	.	.
	1 Himachal Pradesh	17	.	.	.	.	.	.	.	.	.
	2 Uttarakhand	8	50.00	.	.	100.00	.	.	.	.	.
	3 Gujarat	13	23.08	.	.	100.00	.	.	.	.	.
	4 Karnataka	27	7.41	.	.	100.00	.	.	.	.	.
	5 Tamil Nadu	10	.	.	.	.	.	.	.	.	.
	6 Residual	25	.	.	.	.	.	.	.	.	.
All Ten Engineering Ind.		9052	15.53	41.89	33.64	24.47	56.20	34.12	9.68	9.17	90.83

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

TABLE 3.8
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.	Ship Building	2269	6652	94.49	32.23
	1 West Bengal	146	235	92.47	57.45
	2 Gujarat	-	1042	-	-
	3 Maharashtra	76	510	52.63	7.84
	4 Goa	129	1603	39.53	3.18
	5 Kerala	1846	2025	100.00	91.16
	6 Tamil Nadu	72	369	100.00	19.51
	7 Residual	-	868	-	-
II.	Locomotives	10635	31190	76.96	26.24
	1 Uttar Pradesh	-	1732	-	-
	2 West Bengal	4743	9616	98.76	48.71
	3 Maharashtra	1749	4515	100.00	38.74
	4 Residual	4143	15327	42.29	11.43
III.	Motor Vehicles	148171	935094	77.80	12.33
	1 Haryana	-	110923	-	-
	2 Maharashtra	73172	124528	90.64	53.26
	3 Tamil Nadu	47731	195991	62.55	15.23
	4 Residual	27268	503652	70.06	3.79
IV.	Motor Cycles	69232	184517	80.63	30.25
	1 Punjab	-	16599	-	-
	2 Uttarakhand	20860	36792	71.91	40.77
	3 Haryana	296	61048	100.00	0.48
	4 Uttar Pradesh	288	2742	81.25	8.53
	5 Maharashtra	40004	47452	90.59	76.37
	6 Residual	7784	19884	52.00	20.36
V.	Bicycles/Rickshaws	78	21493	100.00	0.36
	1 Punjab	-	18287	-	-
	2 Uttar Pradesh	-	498	-	-
	3 Residual	78	2708	100.00	2.88

Table 3.8

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.	Aircraft	5320	9217	65.53	37.82
	1 Residual	5320	9217	65.53	37.82
VII.	Domestic Appliances	22352	70631	88.26	27.93
	1 Himachal Pradesh	-	7464	-	-
	2 Maharashtra	1431	4078	81.97	28.76
	3 Tamil Nadu	4690	6532	99.36	71.34
	4 Telangana	1742	5906	89.55	26.41
	5 Residual	14489	46651	85.13	26.44
VIII.	Television	7454	12616	92.68	54.76
	1 Uttarakhand	-	2172	-	-
	2 Uttar Pradesh	696	1352	26.44	13.61
	3 Gujarat	1024	1110	99.61	91.89
	4 Maharashtra	5594	7470	100.00	74.89
	5 Residual	140	512	78.57	21.48
IX.	Computer	2693	11648	76.68	17.73
	1 Himachal Pradesh	-	2190	-	-
	2 Uttar Pradesh	-	970	-	-
	3 Maharashtra	1551	2155	94.07	67.70
	4 Karnataka	408	1656	95.10	23.43
	5 Residual	734	4677	29.70	4.66
X.	Watches	1808	7471	93.92	22.73
	1 Himachal Pradesh	-	1271	-	-
	2 Uttarakhand	1554	1982	100.00	78.41
	3 Gujarat	55	1467	78.18	2.93
	4 Karnataka	199	915	50.75	11.04
	5 Tamil Nadu	-	300	-	-
	6 Residual	-	1536	-	-
All Ten Engineering Ind.		270012	1290529	79.77	16.69

TABLE 3.9
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.	Ship Building	18	27.77	27.78	27.78	16.67	-
	1 West Bengal	4	100.00	-	-	-	-
	2 Gujarat	-	-	-	-	-	-
	3 Maharashtra	2	-	-	100.00	-	-
	4 Goa	3	-	-	-	100.00	-
	5 Kerala	3	33.33	66.67	-	-	-
	6 Tamil Nadu	6	-	50.00	50.00	-	-
	7 Residual	-	-	-	-	-	-
II.	Locomotives	53	49.06	11.32	28.30	11.32	-
	1 Uttar Pradesh	-	-	-	-	-	-
	2 West Bengal	20	100.00	-	-	-	-
	3 Maharashtra	6	50.00	-	50.00	-	-
	4 Residual	27	11.12	22.22	44.44	22.22	-
III.	Motor Vehicles	984	-	11.79	88.21	-	-
	1 Haryana	-	-	-	-	-	-
	2 Maharashtra	529	-	-	100.00	-	-
	3 Tamil Nadu	171	-	67.84	32.16	-	-
	4 Residual	284	-	-	100.00	-	-
IV.	Motor Cycles	168	2.38	4.76	92.86	-	-
	1 Punjab	-	-	-	-	-	-
	2 Uttarakhand	28	-	-	100.00	-	-
	3 Haryana	4	-	-	100.00	-	-
	4 Uttar Pradesh	12	-	-	100.00	-	-
	5 Maharashtra	96	4.17	-	95.83	-	-
	6 Residual	28	-	28.57	71.43	-	-
V.	Bicycles/Rickshaws	6	-	-	100.00	-	-
	1 Punjab	-	-	-	-	-	-
	2 Uttar Pradesh	-	-	-	-	-	-
	3 Residual	6	-	-	100.00	-	-

Table 3.9

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	Combination of these
1	2	3	4	5	6	7	8
VI.	Aircraft	22	31.82	27.27	36.36	4.55	-
	1 Residual	22	31.82	27.27	36.36	4.55	-
VII.	Domestic Appliances	102	23.53	-	72.55	3.92	-
	1 Himachal Pradesh	-	-	-	-	-	-
	2 Maharashtra	14	28.57	-	71.43	-	-
	3 Tamil Nadu	24	20.83	-	79.17	-	-
	4 Telangana	13	-	-	100.00	-	-
	5 Residual	51	29.41	-	62.75	7.84	-
VIII.	Television	14	-	-	57.14	42.86	-
	1 Uttarakhand	-	-	-	-	-	-
	2 Uttar Pradesh	4	-	-	-	100.00	-
	3 Gujarat	2	-	-	-	100.00	-
	4 Maharashtra	6	-	-	100.00	-	-
	5 Residual	2	-	-	100.00	-	-
IX.	Computer	30	6.66	-	60.00	6.67	26.67
	1 Himachal Pradesh	-	-	-	-	-	-
	2 Uttar Pradesh	-	-	-	-	-	-
	3 Maharashtra	12	-	-	100.00	-	-
	4 Karnataka	4	-	-	-	-	100.00
	5 Residual	14	14.28	-	42.86	14.29	28.57
X.	Watches	9	-	-	88.89	11.11	-
	1 Himachal Pradesh	-	-	-	-	-	-
	2 Uttarakhand	4	-	-	100.00	-	-
	3 Gujarat	3	-	-	100.00	-	-
	4 Karnataka	2	-	-	50.00	50.00	-
	5 Tamil Nadu	-	-	-	-	-	-
	6 Residual	-	-	-	-	-	-
All Ten Engineering Ind.		1406	4.83	10.03	82.93	1.64	0.57

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.	Ship Building	625.21	928.53	-	-	660.78
	1 West Bengal	506.20(*)	721.22(*)	-	-	507.27(*)
	2 Gujarat	873.24	-	-	-	873.24
	3 Maharashtra	747.79	333.33(*)	-	-	745.38
	4 Goa	522.09	278.95	-	-	518.96
	5 Kerala	733.26(*)	958.90	-	-	813.16
	6 Tamil Nadu	510.62	400.00	-	-	506.20
	7 Residual	319.86(*)	311.78(*)	-	-	319.79(*)
II.	Locomotives	468.64	343.56	-	-	467.22
	1 Uttar Pradesh	396.92(*)	-	-	-	396.92(*)
	2 West Bengal	418.15	765.28	-	-	418.75
	3 Maharashtra	627.49	-	-	-	627.49
	4 Residual	461.99	322.47	-	-	458.83
III.	Motor Vehicles	572.62	312.54	-	-	550.06
	1 Haryana	374.27	327.40	-	-	374.10
	2 Maharashtra	584.37	407.72	-	-	573.96
	3 Tamil Nadu	723.14	307.00	-	-	608.48
	4 Residual	572.06	295.07	-	-	561.27
IV.	Motor Cycles	560.52	387.51(*)	-	-	550.09
	1 Punjab	298.25(*)	226.11(*)	-	-	295.40(*)
	2 Uttarakhand	340.79	282.02(*)	-	-	339.30
	3 Haryana	535.23	412.52(*)	-	-	521.20
	4 Uttar Pradesh	412.33	240.00(*)	-	-	411.86
	5 Maharashtra	876.30	443.06	-	-	861.93
	6 Residual	567.16	309.05	-	-	556.98
V.	Bicycles/Rickshaws	310.70(*)	226.40	-	-	306.11(*)
	1 Punjab	290.49(*)	221.33	-	-	286.31(*)
	2 Uttar Pradesh	285.69(*)	-	-	-	285.69(*)
	3 Residual	438.24(*)	304.12	-	-	434.89(*)
VI.	Aircraft	878.96	553.40	-	-	871.90
	1 Residual	878.96	553.40	-	-	871.90

Table 4.1

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
VII.	Domestic Appliances	451.87	325.93	-	-	436.04
	1 Himachal Pradesh	281.14(*)	251.59(*)	-	-	278.24(*)
	2 Maharashtra	467.38	522.58	-	-	474.68
	3 Tamil Nadu	410.98	277.40	-	-	374.22
	4 Telangana	397.86	277.16	-	-	393.41
	5 Residual	492.45	332.72	-	-	472.90
VIII.	Television	622.82	485.40	-	-	598.32
	1 Uttarakhand	350.76(*)	330.02	-	-	344.77
	2 Uttar Pradesh	396.06	569.44	-	-	416.70
	3 Gujarat	1223.75	-	-	-	1223.75
	4 Maharashtra	638.02	611.02	-	-	634.16
	5 Residual	529.53	352.04	-	-	421.74
IX.	Computer	523.79	425.86	-	-	504.20
	1 Himachal Pradesh	320.02	256.80	-	-	311.78
	2 Uttar Pradesh	974.61	1058.45	-	-	985.88
	3 Maharashtra	631.65	388.43	-	-	477.67
	4 Karnataka	584.08	410.29	-	-	562.12
	5 Residual	455.48	428.92	-	-	454.20
X.	Watches	377.42	378.32	-	-	377.78
	1 Himachal Pradesh	340.90(*)	279.79(*)	-	-	328.88(*)
	2 Uttarakhand	347.53	387.70	-	-	376.27
	3 Gujarat	384.46	389.26	-	-	387.69
	4 Karnataka	389.95	327.34	-	-	381.68
	5 Tamil Nadu	504.07(*)	445.81(*)	-	-	466.65(*)
	6 Residual	390.91	221.11(*)	-	-	383.99
	All Ten Engineering Ind.	558.84	332.63	-	-	539.36

(*)—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.	Ship Building	625.21	928.53	-	-	660.78
	1 West Bengal	506.20	721.22	-	-	507.27
	2 Gujarat	873.24	-	-	-	873.24
	3 Maharashtra	747.79	333.33	-	-	745.38
	4 Goa	522.09	278.95	-	-	518.96
	5 Kerala	733.26	958.90	-	-	813.16
	6 Tamil Nadu	510.62	400.00	-	-	506.20
	7 Residual	319.86	311.78	-	-	319.79
II.	Locomotives	468.64	343.56	-	-	467.22
	1 Uttar Pradesh	396.92	-	-	-	396.92
	2 West Bengal	418.15	765.28	-	-	418.75
	3 Maharashtra	627.49	-	-	-	627.49
	4 Residual	461.99	322.47	-	-	458.83
III.	Motor Vehicles	572.62	312.54	-	-	550.06
	1 Haryana	374.27	327.40	-	-	374.10
	2 Maharashtra	584.37	407.72	-	-	573.96
	3 Tamil Nadu	723.14	307.00	-	-	608.48
	4 Residual	572.06	295.07	-	-	561.27
IV.	Motor Cycles	560.52	387.51	-	-	550.09
	1 Punjab	298.25	226.11	-	-	295.40
	2 Uttarakhand	340.79	282.02	-	-	339.30
	3 Haryana	535.23	412.52	-	-	521.20
	4 Uttar Pradesh	412.33	240.00	-	-	411.86
	5 Maharashtra	876.30	443.06	-	-	861.93
	6 Residual	567.16	309.05	-	-	556.98
V.	Bicycles/Rickshaws	310.70	226.40	-	-	306.11
	1 Punjab	290.49	221.33	-	-	286.31
	2 Uttar Pradesh	285.69	-	-	-	285.69
	3 Residual	438.24	304.12	-	-	434.89
VI.	Aircraft	878.96	553.40	-	-	871.90
	1 Residual	878.96	553.40	-	-	871.90

Table 4.2

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
VII.	Domestic Appliances	451.87	325.93	-	-	436.04
	1 Himachal Pradesh	281.14	251.59	-	-	278.24
	2 Maharashtra	467.38	522.58	-	-	474.68
	3 Tamil Nadu	410.98	277.40	-	-	374.22
	4 Telangana	397.86	277.16	-	-	393.41
	5 Residual	492.45	332.72	-	-	472.90
VIII.	Television	622.82	485.40	-	-	598.32
	1 Uttarakhand	350.76	330.02	-	-	344.77
	2 Uttar Pradesh	396.06	569.44	-	-	416.70
	3 Gujarat	1223.75	-	-	-	1223.75
	4 Maharashtra	638.02	611.02	-	-	634.16
	5 Residual	529.53	352.04	-	-	421.74
IX.	Computer	523.79	425.86	-	-	504.20
	1 Himachal Pradesh	320.02	256.80	-	-	311.78
	2 Uttar Pradesh	974.61	1058.45	-	-	985.88
	3 Maharashtra	631.65	388.43	-	-	477.67
	4 Karnataka	584.08	410.29	-	-	562.12
	5 Residual	455.48	428.92	-	-	454.20
X.	Watches	377.42	378.32	-	-	377.78
	1 Himachal Pradesh	340.90	279.79	-	-	328.88
	2 Uttarakhand	347.53	387.70	-	-	376.27
	3 Gujarat	384.46	389.26	-	-	387.69
	4 Karnataka	389.95	327.34	-	-	381.68
	5 Tamil Nadu	504.07	445.81	-	-	466.65
	6 Residual	390.91	221.11	-	-	383.99
All Ten Engineering Ind.		558.84	332.63	-	-	539.36

TABLE 4.3
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.	Ship Building	660.78	-	660.78
	1 West Bengal	507.27	-	507.27
	2 Gujarat	873.24	-	873.24
	3 Maharashtra	745.38	-	745.38
	4 Goa	518.96	-	518.96
	5 Kerala	813.16	-	813.16
	6 Tamil Nadu	506.20	-	506.20
	7 Residual	319.79	-	319.79
II.	Locomotives	467.22	-	467.22
	1 Uttar Pradesh	396.92	-	396.92
	2 West Bengal	418.75	-	418.75
	3 Maharashtra	627.49	-	627.49
	4 Residual	458.83	-	458.83
III.	Motor Vehicles	550.06	-	550.06
	1 Haryana	374.10	-	374.10
	2 Maharashtra	573.96	-	573.96
	3 Tamil Nadu	608.48	-	608.48
	4 Residual	561.27	-	561.27
IV.	Motor Cycles	550.09	-	550.09
	1 Punjab	295.40	-	295.40
	2 Uttarakhand	339.30	-	339.30
	3 Haryana	521.20	-	521.20
	4 Uttar Pradesh	411.86	-	411.86
	5 Maharashtra	861.93	-	861.93
	6 Residual	556.98	-	556.98
V.	Bicycles/Rickshaws	306.11	-	306.11
	1 Punjab	286.31	-	286.31
	2 Uttar Pradesh	285.69	-	285.69
	3 Residual	434.89	-	434.89
VI.	Aircraft	871.90	-	871.90
	1 Residual	871.90	-	871.90

Table 4.3

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
VII.	Domestic Appliances	436.04	-	436.04
	1 Himachal Pradesh	278.24	-	278.24
	2 Maharashtra	474.68	-	474.68
	3 Tamil Nadu	374.22	-	374.22
	4 Telangana	393.41	-	393.41
	5 Residual	472.90	-	472.90
VIII.	Television	598.32	-	598.32
	1 Uttarakhand	344.77	-	344.77
	2 Uttar Pradesh	416.70	-	416.70
	3 Gujarat	1223.75	-	1223.75
	4 Maharashtra	634.16	-	634.16
	5 Residual	421.74	-	421.74
IX.	Computer	504.20	-	504.20
	1 Himachal Pradesh	311.78	-	311.78
	2 Uttar Pradesh	985.88	-	985.88
	3 Maharashtra	477.67	-	477.67
	4 Karnataka	562.12	-	562.12
	5 Residual	454.20	-	454.20
X.	Watches	377.78	-	377.78
	1 Himachal Pradesh	328.88	-	328.88
	2 Uttarakhand	376.27	-	376.27
	3 Gujarat	387.69	-	387.69
	4 Karnataka	381.68	-	381.68
	5 Tamil Nadu	466.65	-	466.65
	6 Residual	383.99	-	383.99
All Ten Engineering Ind.		539.36	-	539.36

TABLE 4.4
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.	Ship Building	381.21	102.39	0.08	67.44	9.83	98.67	1.16	660.78
	1 West Bengal	275.89	183.19	1.93	36.43	5.05	4.78	-	507.27
	2 Gujarat	423.94	-	-	80.62	15.97	352.71	-	873.24
	3 Maharashtra	550.89	9.55	-	92.83	46.47	40.18	5.46	745.38
	4 Goa	333.11	7.79	-	69.84	13.46	91.78	2.98	518.96
	5 Kerala	425.07	290.97	-	78.96	-	18.13	0.03	813.16
	6 Tamil Nadu	224.08	21.15	-	133.87	21.00	106.10	-	506.20
	7 Residual	285.85	-	-	9.44	-	23.43	1.07	319.79
II.	Locomotives	289.55	66.07	2.93	46.49	13.56	39.70	8.92	467.22
	1 Uttar Pradesh	396.92	-	-	-	-	-	-	396.92
	2 West Bengal	221.34	140.69	-	22.61	1.87	32.24	-	418.75
	3 Maharashtra	294.23	28.52	18.43	96.67	54.87	99.91	34.86	627.49
	4 Residual	317.88	38.17	0.47	52.76	10.26	31.37	7.92	458.83
III.	Motor Vehicles	357.44	26.50	1.04	64.53	19.34	64.83	16.38	550.06
	1 Haryana	305.86	-	0.87	33.62	10.21	19.84	3.70	374.10
	2 Maharashtra	355.16	55.70	1.72	60.02	15.74	85.62	-	573.96
	3 Tamil Nadu	298.43	79.67	-	84.41	35.97	55.21	54.79	608.48
	4 Residual	391.98	5.45	1.32	64.76	15.80	73.84	8.12	561.27
IV.	Motor Cycles	337.20	39.68	32.17	50.90	17.49	51.37	21.28	550.09

Table 4.4

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 Punjab	264.26	-	0.12	22.36	1.36	7.30	-	295.40
	2 Uttarakhand	218.23	58.71	-	23.00	11.63	27.73	-	339.30
	3 Haryana	432.73	0.15	0.09	45.49	19.03	14.92	8.79	521.20
	4 Uttar Pradesh	314.41	5.73	-	31.63	-	60.09	-	411.86
	5 Maharashtra	344.29	78.11	128.30	88.74	26.36	124.85	71.28	861.93
	6 Residual	302.40	81.52	5.08	60.96	19.12	81.07	6.83	556.98
V.	Bicycles/Rickshaws	290.34	0.49	0.16	6.19	0.99	7.40	0.54	306.11
	1 Punjab	277.82	-	-	6.01	0.86	1.62	-	286.31
	2 Uttar Pradesh	285.69	-	-	-	-	-	-	285.69
	3 Residual	370.44	3.70	1.18	8.33	1.95	45.25	4.04	434.89
VI.	Aircraft	393.73	111.26	9.96	149.40	53.55	149.15	4.85	871.90
	1 Residual	393.73	111.26	9.96	149.40	53.55	149.15	4.85	871.90
VII.	Domestic Appliances	310.67	35.20	2.45	35.90	8.20	36.81	6.81	436.04
	1 Himachal Pradesh	244.31	-	0.15	17.37	5.80	10.61	-	278.24
	2 Maharashtra	268.48	35.44	13.16	42.44	12.81	60.39	41.96	474.68
	3 Tamil Nadu	207.23	123.50	2.73	23.81	1.71	14.04	1.20	374.22
	4 Telangana	287.85	7.68	1.36	44.13	23.54	15.15	13.70	393.41
	5 Residual	342.26	33.36	1.96	38.87	6.94	44.97	4.54	472.90
VIII.	Television	255.09	83.52	37.54	77.72	7.05	126.59	10.81	598.32
	1 Uttarakhand	283.60	-	-	37.12	24.05	-	-	344.77
	2 Uttar Pradesh	338.04	17.62	-	46.80	7.27	6.97	-	416.70
	3 Gujarat	399.00	119.50	-	105.27	2.89	597.09	-	1223.75
	4 Maharashtra	217.74	115.18	59.45	94.36	2.29	128.48	16.66	634.16

Table 4.4

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	315.65	26.54	-	11.99	7.84	52.69	7.03	421.74
IX.	Computer	312.46	38.82	0.05	74.49	13.38	60.33	4.67	504.20
	1 Himachal Pradesh	241.23	-	-	46.65	1.98	20.95	0.97	311.78
	2 Uttar Pradesh	694.41	-	-	192.13	-	99.34	-	985.88
	3 Maharashtra	210.53	154.27	-	30.81	7.16	63.82	11.08	477.67
	4 Karnataka	335.51	15.98	0.37	116.42	20.07	60.01	13.76	562.12
	5 Residual	281.22	17.99	-	60.47	24.80	68.90	0.82	454.20
X.	Watches	290.30	31.20	0.10	29.38	3.48	22.37	0.95	377.78
	1 Himachal Pradesh	301.10	-	-	19.37	5.82	2.59	-	328.88
	2 Uttarakhand	204.43	118.58	-	9.54	0.12	43.60	-	376.27
	3 Gujarat	302.16	1.17	-	61.99	0.75	19.39	2.23	387.69
	4 Karnataka	297.93	14.52	0.81	13.31	6.16	45.39	3.56	381.68
	5 Tamil Nadu	436.38	-	-	4.01	26.26	-	-	466.65
	6 Residual	332.69	-	-	42.88	1.60	6.67	0.15	383.99
	All Ten Engineering Ind.	347.66	31.00	6.26	60.04	17.90	60.75	15.75	539.36

TABLE 4.5
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.	Ship Building	0.06	0.32	5.69	19.26	12.22	24.92	24.45	13.08
	1 West Bengal	-	3.17	20.81	6.81	37.41	23.63	8.17	-
	2 Gujarat	-	1.03	1.84	4.02	6.44	38.17	14.48	34.02
	3 Maharashtra	-	-	0.58	9.50	13.57	17.93	54.93	3.49
	4 Goa	-	-	11.02	14.48	25.41	23.56	15.13	10.40
	5 Kerala	-	-	2.35	6.51	0.87	30.82	45.55	13.90
	6 Tamil Nadu	-	-	-	21.00	49.00	21.00	4.00	5.00
	7 Residual	0.36	-	9.60	75.89	10.38	3.77	-	-
II.	Locomotives	-	0.51	13.24	32.11	29.50	13.81	5.35	5.48
	1 Uttar Pradesh	-	-	32.58	32.24	14.17	18.47	2.54	-
	2 West Bengal	-	1.57	7.44	26.83	42.91	15.18	6.07	-
	3 Maharashtra	-	0.17	0.65	17.07	26.27	20.55	18.41	16.88
	4 Residual	-	-	18.27	40.08	23.87	10.25	1.27	6.26
III.	Motor Vehicles	0.22	0.63	4.16	41.70	25.45	15.25	6.93	5.66
	1 Haryana	-	-	4.17	65.89	21.53	6.36	1.61	0.44
	2 Maharashtra	-	-	0.93	13.63	26.64	45.60	11.16	2.04
	3 Tamil Nadu	0.97	2.74	1.86	30.17	22.59	6.95	22.18	12.54
	4 Residual	0.03	0.11	5.77	47.03	27.14	13.61	1.32	4.99
IV.	Motor Cycles	-	0.05	6.59	41.52	18.48	19.44	10.25	3.67
	1 Punjab	-	0.31	33.23	54.54	6.89	4.69	0.34	-
	2 Uttarakhand	-	-	14.00	59.49	9.39	17.12	-	-
	3 Haryana	-	-	-	47.98	24.40	15.76	7.15	4.71
	4 Uttar Pradesh	-	-	28.02	46.24	12.79	10.34	2.61	-
	5 Maharashtra	-	-	0.60	13.85	21.29	31.75	26.49	6.02
	6 Residual	-	0.20	2.16	38.71	20.82	20.93	11.63	5.55
V.	Bicycles/Rickshaws	-	-	34.20	51.05	6.45	8.30	-	-
	1 Punjab	-	-	39.78	48.27	5.88	6.07	-	-
	2 Uttar Pradesh	-	-	20.69	79.31	-	-	-	-
	3 Residual	-	-	1.12	63.93	11.14	23.81	-	-

Table 4.5

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
VI.	Aircraft	-	-	1.40	11.76	8.18	21.45	27.38	29.83
	1 Residual	-	-	1.40	11.76	8.18	21.45	27.38	29.83
VII.	Domestic Appliances	-	0.84	14.61	47.20	14.01	12.90	6.64	3.80
	1 Himachal Pradesh	-	3.01	53.75	23.89	11.81	6.20	1.34	-
	2 Maharashtra	-	-	5.94	41.32	24.98	16.06	11.70	-
	3 Tamil Nadu	-	3.60	6.15	66.92	10.47	6.16	5.05	1.65
	4 Telangana	-	0.84	3.00	55.19	17.16	23.81	-	-
	5 Residual	-	0.19	11.51	48.00	13.41	13.13	8.18	5.58
VIII.	Television	-	-	1.53	34.55	17.13	19.57	16.88	10.34
	1 Uttarakhand	-	-	4.16	52.30	43.54	-	-	-
	2 Uttar Pradesh	-	-	11.01	41.28	30.75	7.04	7.84	2.08
	3 Gujarat	-	-	-	-	1.85	2.91	2.65	92.59
	4 Maharashtra	-	-	-	32.75	8.52	28.13	24.95	5.65
	5 Residual	-	-	0.68	29.60	31.67	27.55	10.50	-
IX.	Computer	-	1.91	13.09	32.43	19.75	17.23	7.15	8.44
	1 Himachal Pradesh	-	-	44.13	40.67	5.69	8.89	0.62	-
	2 Uttar Pradesh	-	-	-	1.08	1.08	45.70	-	52.14
	3 Maharashtra	-	0.12	0.66	36.90	39.15	11.29	3.64	8.24
	4 Karnataka	-	-	0.42	28.38	22.24	30.01	16.12	2.83
	5 Residual	-	5.42	11.68	36.76	21.71	11.04	11.34	2.05
X.	Watches	0.14	0.55	20.80	33.84	26.20	10.30	8.04	0.13
	1 Himachal Pradesh	-	0.33	39.13	43.50	10.81	6.23	-	-
	2 Uttarakhand	-	-	42.37	27.88	0.92	0.28	28.19	0.36
	3 Gujarat	-	-	0.69	13.84	75.75	9.72	-	-
	4 Karnataka	-	-	8.79	52.99	20.86	16.33	1.03	-
	5 Tamil Nadu	2.92	9.82	17.79	24.86	8.18	14.84	20.62	0.97
	6 Residual	-	0.15	9.91	44.04	24.89	21.01	-	-
All Textile Industries		0.16	0.54	5.97	41.44	23.21	15.71	7.58	5.39

TABLE 4.6
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.	Ship Building	100.00	100.00
	1 Carpenter	0.93	0.90
	2 Checker	0.19	0.13
	3 Coolie/Mazdoor	15.78	19.49
	4 Core Maker	0.17	0.11
	5 Crane Operator	0.13	0.12
	6 Die Maker	0.04	0.02
	7 Driver	1.10	1.08
	8 Electrician	2.53	2.88
	9 Fitter	8.29	6.94
	10 Mech/Elec Foreman	0.84	1.00
	11 Gas Cutter	0.30	0.17
	12 Grinder	0.27	0.21
	13 Helper	22.46	20.10
	14 Instrument Mech	0.08	0.03
	15 Lineman	0.08	0.06
	16 Mate/Mukaddam	0.23	0.15
	17 Mechanic(General)	0.67	0.73
	18 Moulder	0.65	0.33
	19 Painter	1.60	1.39
	20 Plumber	0.27	0.32
	21 Press Man	0.17	0.08
	22 Sorter	0.06	0.06
	23 Supervisor	2.38	2.49
	24 Sweeper	1.20	0.63
	25 Turner	0.67	0.44
	26 Watchman	1.52	0.96
	27 Welder	6.83	5.57
	28 Wireman	0.08	0.09
	29 Mach. Op./Machinist	2.68	1.57
	30 Setter	0.08	0.06
	31 Tool Maker	0.04	0.02
	32 Gen./Turbo Operator	0.02	0.02
	33 Store Keeper	0.19	0.16
	34 Boiler Maker	4.70	2.42
	35 Erector	5.34	6.15
	36 Plater	6.50	10.71
	37 Sail Maker	2.28	1.87
	38 Boat Builder	5.19	6.39
	39 Insulator	3.21	3.97
	40 Miscellaneous	0.21	0.18
II.	Locomotives	100.00	100.00

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
1	Assembler	0.62	0.87
2	Blacksmith	0.14	0.10
3	Boiler Attendant	0.01	0.01
4	Carpenter	0.03	0.02
5	Chargehand	0.01	0.02
6	Chargeman	0.04	0.04
7	Checker	1.20	2.52
8	Compressor Op.	0.02	0.02
9	Coolie/Mazdoor	3.93	3.31
10	Core Maker	0.19	0.18
11	Crane Operator	0.63	0.55
12	Die Maker	0.03	0.03
13	Driller	1.21	1.76
14	Driver	1.74	1.31
15	Electrician	1.71	1.80
16	Fitter	4.98	4.79
17	Mech/Elec Foreman	3.42	5.83
18	Furnaceman	0.54	0.55
19	Gas Cutter	0.44	0.35
20	Grinder	1.35	1.09
21	Helper	30.33	24.23
22	Instrument Mech	0.07	0.03
23	Loader/Unloader	1.87	1.95
24	Marker	0.06	0.05
25	Mate/Mukaddam	0.01	0.01
26	Mechanic(General)	1.60	1.46
27	Motor Mechanic	1.12	1.08
28	Moulder	1.14	1.02
29	Oilman/Greaser	0.09	0.10
30	Packer	0.10	0.06
31	Painter	1.06	1.11
32	Pattern Maker	0.07	0.08
33	Press Man	0.43	0.35
34	Rivetter	0.23	0.16
35	Shaper Machine Op	0.72	0.48
36	Sorter	0.01	0.02
37	Supervisor	3.51	4.02
38	Sweeper	1.54	1.02
39	Tester	0.04	0.08
40	Tindal	0.02	0.01
41	Trimmer	0.11	0.11
42	Turner	0.82	0.68
43	Watchman	1.59	1.30
44	Welder	4.05	3.95
45	Winder	0.03	0.05
46	Boring Machine Op.	0.38	0.21
47	Fork Lift Operator	0.05	0.03
48	Mach. Op./Machinist	12.86	17.02
49	Milling Machine Op.	0.05	0.02

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
50	Setter	0.06	0.07
51	Gen./Turbo Operator	0.02	0.02
52	Store Keeper	0.53	0.72
53	Apprentice/Trainees	0.96	0.81
54	Boiler Maker	1.12	0.96
55	Cooper Smith	1.78	1.46
56	Fitter-C & W	4.25	4.47
57	Fitter-Loco	1.76	1.94
58	Lifter	0.04	0.21
59	Power Hammer Op	2.34	2.72
60	Frazer	0.05	0.09
61	Tester	0.47	0.42
62	Miscellaneous	0.41	0.30
III.	Motor Vehicles	100.00	100.00
1	Assembler	8.35	23.64
2	Carpenter	0.05	0.04
3	Chargehand	0.14	0.11
4	Chargeman	0.02	0.01
5	Checker	0.87	0.71
6	Compressor Op.	1.05	1.39
7	Coolie/Mazdoor	1.04	0.65
8	Crane Operator	0.08	0.05
9	Die Maker	0.17	0.22
10	Driller	0.24	0.21
11	Driver	0.71	0.56
12	Electrician	4.37	2.96
13	Fitter	2.54	2.21
14	Mech/Elec Foreman	0.18	0.19
15	Furnaceman	0.06	0.03
16	Gas Cutter	0.02	0.01
17	Grinder	0.10	0.07
18	Helper	31.51	19.07
19	Lineman	0.00	0.00
20	Loader/Unloader	0.42	0.28
21	Mistry/Kangani	0.02	0.02
22	Mechanic(General)	0.37	0.33
23	Motor Mechanic	0.42	0.40
24	Moulder	0.47	0.29
25	Packer	1.31	0.74
26	Painter	0.46	0.34
27	Plumber	0.01	0.01
28	Press Man	0.44	0.35
29	Rollerman/Roller	0.03	0.02
30	Shaper Machine Op	0.43	0.73
31	Sheetmetal Worker	0.03	0.01
32	Supervisor	2.36	2.79
33	Sweeper	0.75	0.43

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
34	Trimmer	0.67	0.44
35	Turner	0.33	0.29
36	Watchman	1.32	0.79
37	Welder	2.02	1.89
38	Winder	0.02	0.01
39	Wireman	0.08	0.06
40	Boring Machine Op.	0.68	1.11
41	Fork Lift Operator	0.07	0.06
42	Mach. Op./Machinist	20.05	21.66
43	Casting Man	0.50	0.42
44	Milling Machine Op.	0.20	0.14
45	Setter	0.28	0.23
46	Tool Maker	0.18	0.19
47	Store Keeper	0.40	0.32
48	Apprentice/Trainees	5.98	4.01
49	Boat Builder	0.04	0.06
50	Insulator	0.02	0.03
51	Frazer	1.27	1.05
52	Auto Electrician	2.47	3.23
53	Tester	4.11	4.90
54	Miscellaneous	0.30	0.19
IV.	Motor Cycles	100.00	100.00
1	Assembler	0.66	0.62
2	Blacksmith	0.02	0.04
3	Boiler Attendant	0.00	0.00
4	Carpenter	0.01	0.01
5	Checker	1.30	1.18
6	Coolie/Mazdoor	1.21	1.07
7	Crane Operator	0.05	0.02
8	Die Maker	0.33	0.39
9	Driller	0.20	0.14
10	Driver	0.60	0.49
11	Electrician	0.51	0.49
12	Fireman	0.03	0.10
13	Fitter	2.36	2.18
14	Mech/Elec Foreman	0.66	0.98
15	Furnaceman	0.15	0.11
16	Gas Cutter	0.07	0.06
17	Grinder	0.12	0.08
18	Hammerman	0.02	0.01
19	Helper	32.48	20.52
20	Instrument Mech	0.14	0.10
21	Lineman	0.01	0.01
22	Loader/Unloader	0.69	0.38
23	Mistry/Kangani	0.16	0.07
24	Mechanic(General)	0.38	0.38
25	Millwright	0.00	0.01

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
26	Motor Mechanic	0.24	0.30
27	Moulder	0.11	0.10
28	Oilman/Greaser	0.02	0.03
29	Packer	0.72	0.36
30	Painter	0.71	0.66
31	Pattern Maker	0.00	0.00
32	Plater	0.01	0.00
33	Plumber	0.01	0.00
34	Polisher	0.01	0.01
35	Press Man	0.25	0.14
36	Rollerman/Roller	0.03	0.02
37	Shaper Machine Op	0.05	0.02
38	Supervisor	2.83	3.09
39	Sweeper	0.54	0.34
40	Tester	0.03	0.04
41	Trimmer	0.03	0.01
42	Trolly Driver	0.02	0.02
43	Turner	1.94	2.25
44	Watchman	1.61	1.15
45	Welder	1.53	1.24
46	Wireman	0.05	0.02
47	Boring Machine Op.	0.01	0.00
48	Fork Lift Operator	0.01	0.00
49	Mach. Op./Machinist	27.02	41.71
50	Casting Man	0.15	0.08
51	Milling Machine Op.	0.33	0.21
52	Setter	0.01	0.01
53	Tool Maker	0.04	0.04
54	Store Keeper	0.50	0.47
55	Apprentice/Trainees	7.96	4.99
56	Cook	0.01	0.01
57	Frazer	5.05	6.28
58	Auto Electrician	2.90	3.63
59	Tester	2.94	3.21
60	Miscellaneous	0.19	0.12
V.	Bicycles/Rickshaws	100.00	100.00
1	Assembler	0.32	0.29
2	Boiler Attendant	0.04	0.09
3	Chargeman	0.04	0.08
4	Checker	1.43	1.62
5	Coolie/Mazdoor	3.21	6.49
6	Crane Operator	0.12	0.11
7	Die Maker	0.09	0.18
8	Driller	0.23	0.28
9	Driver	1.38	1.42
10	Electrician	1.10	1.11
11	Fireman	0.12	0.12

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
12	Fitter	1.14	1.57
13	Mech/Elec Foreman	1.63	2.37
14	Furnaceman	0.47	0.47
15	Gas Cutter	0.08	0.08
16	Grinder	0.04	0.09
17	Hammerman	0.27	0.64
18	Helper	49.05	41.54
19	Loader/Unloader	0.07	0.05
20	Mistry/Kangani	0.77	0.88
21	Moulder	0.08	0.07
22	Packer	1.81	1.47
23	Painter	0.54	0.44
24	Press Man	1.88	2.09
25	Rollerman/Roller	0.07	0.05
26	Shaper Machine Op	0.17	0.15
27	Supervisor	4.72	6.36
28	Sweeper	0.62	0.52
29	Turner	0.70	0.94
30	Watchman	1.78	1.55
31	Welder	0.69	0.59
32	Mach. Op./Machinist	11.04	11.55
33	Milling Machine Op.	0.16	0.21
34	Setter	0.47	0.42
35	Tool Maker	0.08	0.07
36	Store Keeper	1.16	1.21
37	Brazer	2.67	3.66
38	Cycle Fitter	6.29	6.08
39	Filer	3.50	3.09
VI.	Aircraft	100.00	100.00
1	Assembler	3.84	3.93
2	Carpenter	0.09	0.06
3	Chargehand	0.68	1.10
4	Checker	2.71	3.02
5	Driller	0.35	0.31
6	Driver	1.08	0.80
7	Electrician	1.41	1.17
8	Fitter	7.11	5.77
9	Mech/Elec Foreman	4.31	4.74
10	Furnaceman	0.15	0.11
11	Gas Cutter	0.30	0.25
12	Grinder	1.41	1.31
13	Helper	8.20	4.40
14	Instrument Mech	4.03	7.73
15	Loader/Unloader	0.02	0.01
16	Marker	0.02	0.01
17	Mechanic(General)	1.59	1.57
18	Millwright	0.02	0.01

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
19	Packer	0.08	0.03
20	Painter	0.55	0.59
21	Plumber	0.03	0.02
22	Shaper Machine Op	0.30	0.21
23	Supervisor	6.08	6.36
24	Sweeper	1.35	0.56
25	Trimmer	0.50	0.91
26	Turner	4.53	4.55
27	Watchman	1.17	0.69
28	Welder	1.82	1.29
29	Wireman	0.18	0.17
30	Boring Machine Op.	0.88	0.76
31	Mach. Op./Machinist	25.43	24.67
32	Milling Machine Op.	2.37	2.98
33	Setter	1.00	1.18
34	Tool Maker	0.45	0.37
35	Store Keeper	1.24	1.19
36	Apprentice/Trainees	2.34	1.13
37	Aircraft Erector	8.99	12.54
38	Radio/Radar Mechanic	3.20	3.37
39	Miscellaneous	0.18	0.14
VII.	Domestic Appliances	100.00	100.00
1	Armature Winder	0.01	0.01
2	Assembler	11.13	8.83
3	Boiler Attendant	0.01	0.01
4	Chargehand	0.15	0.44
5	Chargeman	0.03	0.02
6	Checker	0.60	0.76
7	Coolie/Mazdoor	0.90	0.58
8	Core Maker	0.05	0.05
9	Die Maker	0.30	0.25
10	Driller	0.49	0.39
11	Driver	0.88	0.86
12	Electrician	1.73	1.71
13	Fitter	2.55	2.78
14	Mech/Elec Foreman	0.29	0.40
15	Furnaceman	0.09	0.06
16	Gas Cutter	0.03	0.02
17	Grinder	0.35	0.33
18	Helper	35.77	25.53
19	Instrument Mech	0.02	0.02
20	Lineman	0.38	0.30
21	Loader/Unloader	0.63	0.46
22	Mechanic(General)	1.84	1.69
23	Motor Mechanic	0.12	0.17
24	Moulder	0.62	0.41
25	Packer	1.66	1.29

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
26	Painter	0.47	0.57
27	Pattern Maker	0.04	0.05
28	Plumber	0.01	0.01
29	Polisher	0.16	0.11
30	Press Man	0.10	0.07
31	Shaper Machine Op	0.07	0.04
32	Sheetmetal Worker	0.24	0.29
33	Sorter	0.01	0.01
34	Supervisor	5.12	6.16
35	Sweeper	0.84	0.61
36	Tester	0.70	0.45
37	Turner	1.24	1.02
38	Watchman	1.76	1.35
39	Welder	1.95	2.03
40	Winder	0.47	0.34
41	Wireman	0.03	0.03
42	Mach. Op./Machinist	10.13	9.54
43	Milling Machine Op.	0.01	0.01
44	Tool Maker	0.16	0.12
45	Store Keeper	0.71	0.69
46	Apprentice/Trainees	0.16	0.11
47	Inspector	2.83	4.76
48	Refrig/AC Mechanic	4.53	8.11
49	Insulator	2.94	7.57
50	Sand Mix Operator	4.52	8.44
51	Miscellaneous	0.22	0.18
VIII.	Television	100.00	100.00
1	Assembler	4.02	2.48
2	Boiler Attendant	0.09	0.19
3	Crane Operator	0.55	1.13
4	Driver	0.16	0.18
5	Electrician	0.08	0.16
6	Fireman	0.06	0.11
7	Fitter	0.04	0.08
8	Helper	25.41	15.00
9	Supervisor	0.99	0.73
10	Sweeper	0.73	0.62
11	Watchman	7.45	4.21
12	Mach. Op./Machinist	31.50	42.46
13	Store Keeper	0.89	0.48
14	Apprentice/Trainees	0.13	0.09
15	Attendant-Q Control	1.13	0.76
16	Bench Fitter	2.50	1.76
17	Cabinet Fitter	1.78	1.18
18	Operator	13.36	20.01
19	Soldering Operator	1.92	1.49
20	Trouble Shooter	1.80	1.25

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
	21 Technician	3.89	4.13
	22 Examiner-Grade II	0.23	0.36
	23 Inspector	1.29	1.13
IX.	Computer	100.00	100.00
	1 Assembler	3.45	3.50
	2 Chargehand	0.01	0.03
	3 Checker	2.01	2.70
	4 Compressor Op.	0.16	0.21
	5 Coolie/Mazdoor	3.37	2.95
	6 Driller	0.16	0.17
	7 Driver	0.92	0.81
	8 Electrician	1.83	1.76
	9 Fitter	0.60	0.37
	10 Mech/Elec Foreman	1.05	1.30
	11 Grinder	0.28	0.22
	12 Helper	25.45	15.10
	13 Instrument Mech	0.05	0.04
	14 Lineman	0.19	0.12
	15 Loader/Unloader	0.09	0.08
	16 Mechanic(General)	1.06	1.68
	17 Moulder	0.54	0.41
	18 Packer	1.23	1.14
	19 Painter	1.37	0.98
	20 Polisher	0.28	0.23
	21 Shaper Machine Op	1.12	0.72
	22 Sheetmetal Worker	0.08	0.06
	23 Supervisor	3.44	4.47
	24 Sweeper	1.14	0.64
	25 Watchman	2.08	1.47
	26 Welder	0.42	0.22
	27 Wireman	0.01	0.01
	28 Fork Lift Operator	0.02	0.02
	29 Mach. Op./Machinist	13.02	12.01
	30 Tool Maker	0.14	0.15
	31 Store Keeper	0.70	0.70
	32 Apprentice/Trainees	1.12	0.59
	33 Bench Fitter	1.75	2.49
	34 Instrument Fitter	2.41	2.02
	35 Operator	12.79	15.27
	36 Technician	13.66	23.46
	37 Trouble Shooter	1.24	1.28
	38 Miscellaneous	0.75	0.62
X.	Watches	100.00	100.00
	1 Assembler	6.98	6.78
	2 Carpenter	0.05	0.06

Table 4.6

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
3	Chargehand	0.14	0.12
4	Checker	1.41	1.56
5	Coolie/Mazdoor	0.96	0.83
6	Die Maker	0.24	0.32
7	Driver	0.42	0.42
8	Electrician	0.37	0.30
9	Fitter	0.14	0.22
10	Mech/Elec Foreman	0.21	0.31
11	Gas Cutter	0.26	0.25
12	Grinder	0.26	0.26
13	Helper	27.37	21.63
14	Lineman	0.03	0.04
15	Mechanic(General)	0.02	0.01
16	Packer	0.93	0.51
17	Painter	1.26	1.26
18	Pattern Maker	0.07	0.04
19	Plater	0.23	0.16
20	Plumber	0.07	0.09
21	Polisher	1.06	0.67
22	Press Man	1.19	1.18
23	Shaper Machine Op	0.09	0.07
24	Sheetmetal Worker	0.19	0.21
25	Supervisor	2.22	3.08
26	Sweeper	0.37	0.23
27	Tester	0.54	0.59
28	Turner	0.98	1.24
29	Watchman	3.60	2.64
30	Winder	0.21	0.23
31	Mach. Op./Machinist	3.67	5.39
32	Setter	0.02	0.01
33	Tool Maker	0.73	0.77
34	Store Keeper	0.31	0.27
35	Apprentice/Trainees	1.33	0.74
36	Cook	0.02	0.02
37	Operator	15.96	19.56
38	Watch Maker	15.54	16.19
39	Moulder-Plastic	7.21	8.16
40	Soldering Operator	3.23	3.48
41	Miscellaneous	0.12	0.07

TABLE 4.7
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.	Ship Building	625.21	928.53	-	-	660.78
	1 Carpenter	643.99	-	-	-	643.99
	2 Checker	442.67	-	-	-	442.67
	3 Coolie/Mazdoor	680.26	921.06	-	-	816.12
	4 Core Maker	414.00	-	-	-	414.00
	5 Crane Operator	629.80	-	-	-	629.80
	6 Die Maker	246.66	-	-	-	246.66
	7 Driver	650.04	-	-	-	650.04
	8 Electrician	753.06	-	-	-	753.06
	9 Fitter	553.48	-	-	-	553.48
	10 Mech/Elec Foreman	785.36	-	-	-	785.36
	11 Gas Cutter	374.31	-	-	-	374.31
	12 Grinder	507.67	-	-	-	507.67
	13 Helper	537.54	1002.57	-	-	591.25
	14 Instrument Mech	218.50	-	-	-	218.50
	15 Lineman	441.47	-	-	-	441.47
	16 Mate/Mukaddam	438.11	-	-	-	438.11
	17 Mechanic(General)	711.56	-	-	-	711.56
	18 Moulder	331.23	-	-	-	331.23
	19 Painter	574.07	-	-	-	574.07
	20 Plumber	782.55	-	-	-	782.55
	21 Press Man	320.03	-	-	-	320.03
	22 Sorter	587.88	-	-	-	587.88
	23 Supervisor	691.12	721.22	-	-	691.39
	24 Sweeper	346.23	-	-	-	346.23
	25 Turner	430.40	-	-	-	430.40
	26 Watchman	418.47	-	-	-	418.47
	27 Welder	538.29	-	-	-	538.29
	28 Wireman	711.04	-	-	-	711.04
	29 Mach. Op./Machinist	390.08	311.78	-	-	386.38
	30 Setter	484.98	-	-	-	484.98
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	701.73	-	-	-	701.73
	33 Store Keeper	595.20	500.00	-	-	574.05
	34 Boiler Maker	340.58	-	-	-	340.58
	35 Erector	761.36	-	-	-	761.36
	36 Plater	1089.15	-	-	-	1089.15
	37 Sail Maker	541.18	-	-	-	541.18
	38 Boat Builder	814.28	-	-	-	814.28
	39 Insulator	817.54	-	-	-	817.54
	40 Miscellaneous	609.39	333.33	-	-	554.18

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
II.	Locomotives	468.64	343.56	-	-	467.22
	1 Assembler	657.86	-	-	-	657.86
	2 Blacksmith	351.86	-	-	-	351.86
	3 Boiler Attendant	200.00	-	-	-	200.00
	4 Carpenter	320.61	-	-	-	320.61
	5 Chargehand	593.67	-	-	-	593.67
	6 Chargeman	549.00	-	-	-	549.00
	7 Checker	986.20	640.39	-	-	978.40
	8 Compressor Op.	500.00	-	-	-	500.00
	9 Coolie/Mazdoor	405.47	288.31	-	-	393.36
	10 Core Maker	464.83	-	-	-	464.83
	11 Crane Operator	409.60	-	-	-	409.60
	12 Die Maker	422.47	-	-	-	422.47
	13 Driller	675.42	-	-	-	675.42
	14 Driver	350.98	-	-	-	350.98
	15 Electrician	491.22	-	-	-	491.22
	16 Fitter	449.84	-	-	-	449.84
	17 Mech/Elec Foreman	796.85	-	-	-	796.85
	18 Furnaceman	479.60	-	-	-	479.60
	19 Gas Cutter	377.89	-	-	-	377.89
	20 Grinder	374.53	-	-	-	374.53
	21 Helper	373.54	306.44	-	-	373.21
	22 Instrument Mech	209.25	-	-	-	209.25
	23 Loader/Unloader	487.29	498.29	-	-	487.61
	24 Marker	377.16	-	-	-	377.16
	25 Mate/Mukaddam	290.77	-	-	-	290.77
	26 Mechanic(General)	426.33	-	-	-	426.33
	27 Motor Mechanic	451.10	-	-	-	451.10
	28 Moulder	419.08	-	-	-	419.08
	29 Oilman/Greaser	513.54	-	-	-	513.54
	30 Packer	292.27	-	-	-	292.27
	31 Painter	492.34	-	-	-	492.34
	32 Pattern Maker	509.24	-	-	-	509.24
	33 Press Man	382.77	-	-	-	382.77
	34 Rivetter	330.15	-	-	-	330.15
	35 Shaper Machine Op	315.05	-	-	-	315.05
	36 Sorter	597.31	-	-	-	597.31
	37 Supervisor	544.08	359.07	-	-	534.81
	38 Sweeper	303.23	389.08	-	-	308.50
	39 Tester	882.77	-	-	-	882.77
	40 Tindal	276.43	-	-	-	276.43
	41 Trimmer	460.03	-	-	-	460.03
	42 Turner	386.26	-	-	-	386.26
	43 Watchman	380.32	-	-	-	380.32
	44 Welder	455.31	-	-	-	455.31

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
45	Winder	-	812.55	-	-	812.55
46	Boring Machine Op.	258.63	-	-	-	258.63
47	Fork Lift Operator	237.50	-	-	-	237.50
48	Mach. Op./Machinist	618.00	-	-	-	618.00
49	Milling Machine Op.	227.55	-	-	-	227.55
50	Setter	555.42	-	-	-	555.42
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	634.01	-	-	-	634.01
53	Apprentice/Trainees	393.72	-	-	-	393.72
54	Boiler Maker	399.09	-	-	-	399.09
55	Cooper Smith	382.77	-	-	-	382.77
56	Fitter-C & W	500.98	303.20	-	-	491.53
57	Fitter-Loco	515.21	-	-	-	515.21
58	Lifter	2460.49	-	-	-	2460.49
59	Power Hammer Op	541.84	-	-	-	541.84
60	Frazer	758.55	-	-	-	758.55
61	Tester	414.81	-	-	-	414.81
62	Miscellaneous	339.69	-	-	-	339.69
III.	Motor Vehicles	572.62	312.54	-	-	550.06
1	Assembler	1557.59	296.62	-	-	1556.85
2	Carpenter	386.00	-	-	-	386.00
3	Chargehand	436.25	-	-	-	436.25
4	Chargeman	226.34	-	-	-	226.34
5	Checker	471.98	206.32	-	-	447.65
6	Compressor Op.	701.88	952.36	-	-	732.47
7	Coolie/Mazdoor	366.33	223.32	-	-	342.37
8	Crane Operator	371.56	-	-	-	371.56
9	Die Maker	712.29	-	-	-	712.29
10	Driller	494.92	-	-	-	494.92
11	Driver	433.33	-	-	-	433.33
12	Electrician	580.88	260.26	-	-	372.34
13	Fitter	482.55	317.33	-	-	478.85
14	Mech/Elec Foreman	570.26	-	-	-	570.26
15	Furnaceman	324.27	-	-	-	324.27
16	Gas Cutter	293.18	-	-	-	293.18
17	Grinder	412.55	-	-	-	412.55
18	Helper	335.28	286.03	-	-	332.97
19	Lineman	495.48	-	-	-	495.48
20	Loader/Unloader	389.44	271.50	-	-	366.99
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	487.36	430.65	-	-	486.21
23	Motor Mechanic	520.25	-	-	-	520.25
24	Moulder	344.46	319.75	-	-	341.08
25	Packer	410.99	245.04	-	-	313.31
26	Painter	407.84	286.21	-	-	402.92

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
27	Plumber	292.48	-	-	-	292.48
28	Press Man	447.90	-	-	-	447.90
29	Rollerman/Roller	429.82	-	-	-	429.82
30	Shaper Machine Op	935.77	946.61	-	-	936.34
31	Sheetmetal Worker	196.45	176.22	-	-	187.78
32	Supervisor	658.52	423.33	-	-	650.28
33	Sweeper	348.20	242.39	-	-	320.18
34	Trimmer	365.47	258.33	-	-	364.77
35	Turner	485.29	207.67	-	-	477.05
36	Watchman	331.95	239.20	-	-	331.60
37	Welder	516.97	-	-	-	516.97
38	Winder	375.00	-	-	-	375.00
39	Wireman	405.74	-	-	-	405.74
40	Boring Machine Op.	895.02	881.62	-	-	893.84
41	Fork Lift Operator	456.35	-	-	-	456.35
42	Mach. Op./Machinist	602.10	442.81	-	-	594.33
43	Casting Man	462.39	-	-	-	462.39
44	Milling Machine Op.	406.05	-	-	-	406.05
45	Setter	460.36	-	-	-	460.36
46	Tool Maker	594.61	403.33	-	-	589.37
47	Store Keeper	441.46	366.94	-	-	440.64
48	Apprentice/Trainees	381.40	325.44	-	-	369.11
49	Boat Builder	805.95	-	-	-	805.95
50	Insulator	776.80	-	-	-	776.80
51	Frazer	464.02	279.48	-	-	455.44
52	Auto Electrician	736.44	321.26	-	-	718.82
53	Tester	663.87	313.58	-	-	655.54
54	Miscellaneous	344.11	307.70	-	-	343.51
IV.	Motor Cycles	560.52	387.51	-	-	550.09
1	Assembler	517.88	350.00	-	-	516.55
2	Blacksmith	825.31	-	-	-	825.31
3	Boiler Attendant	283.31	-	-	-	283.31
4	Carpenter	768.28	-	-	-	768.28
5	Checker	496.50	466.92	-	-	496.08
6	Coolie/Mazdoor	485.79	244.40	-	-	483.20
7	Crane Operator	252.37	-	-	-	252.37
8	Die Maker	652.12	-	-	-	652.12
9	Driller	385.92	117.84	-	-	379.11
10	Driver	456.20	-	-	-	456.20
11	Electrician	531.37	-	-	-	531.37
12	Fireman	1659.31	-	-	-	1659.31
13	Fitter	507.68	-	-	-	507.68
14	Mech/Elec Foreman	809.64	-	-	-	809.64
15	Furnaceman	432.00	296.18	-	-	381.35
16	Gas Cutter	582.57	247.10	-	-	416.32

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
17	Grinder	393.44	-	-	-	393.44
18	Hammerman	308.80	-	-	-	308.80
19	Helper	339.92	451.68	-	-	347.53
20	Instrument Mech	383.27	-	-	-	383.27
21	Lineman	292.55	-	-	-	292.55
22	Loader/Unloader	304.50	-	-	-	304.50
23	Mistry/Kangani	251.92	-	-	-	251.92
24	Mechanic(General)	550.90	469.99	-	-	549.78
25	Millwright	1410.00	-	-	-	1410.00
26	Motor Mechanic	693.20	-	-	-	693.20
27	Moulder	507.84	-	-	-	507.84
28	Oilman/Greaser	1109.75	-	-	-	1109.75
29	Packer	276.42	294.97	-	-	278.70
30	Painter	513.07	-	-	-	513.07
31	Pattern Maker	603.67	-	-	-	603.67
32	Plater	240.67	-	-	-	240.67
33	Plumber	451.60	-	-	-	451.60
34	Polisher	411.06	-	-	-	411.06
35	Press Man	302.46	299.19	-	-	302.26
36	Rollerman/Roller	306.88	-	-	-	306.88
37	Shaper Machine Op	275.72	-	-	-	275.72
38	Supervisor	599.94	533.46	-	-	599.64
39	Sweeper	343.26	359.55	-	-	345.98
40	Tester	714.76	-	-	-	714.76
41	Trimmer	277.43	-	-	-	277.43
42	Trolley Driver	640.00	-	-	-	640.00
43	Turner	637.48	-	-	-	637.48
44	Watchman	395.26	257.07	-	-	392.12
45	Welder	446.68	-	-	-	446.68
46	Wireman	266.98	-	-	-	266.98
47	Boring Machine Op.	372.31	-	-	-	372.31
48	Fork Lift Operator	445.79	-	-	-	445.79
49	Mach. Op./Machinist	850.56	660.14	-	-	849.21
50	Casting Man	305.16	-	-	-	305.16
51	Milling Machine Op.	349.89	-	-	-	349.89
52	Setter	445.40	-	-	-	445.40
53	Tool Maker	607.34	-	-	-	607.34
54	Store Keeper	520.54	275.27	-	-	512.88
55	Apprentice/Trainees	352.23	333.33	-	-	344.81
56	Cook	339.58	-	-	-	339.58
57	Frazer	687.24	437.22	-	-	683.93
58	Auto Electrician	690.79	347.90	-	-	688.64
59	Tester	602.24	329.26	-	-	601.57
60	Miscellaneous	335.14	549.76	-	-	344.05
V.	Bicycles/Rickshaws	310.70	226.40	-	-	306.11

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Assembler	276.68	-	-	-	276.68
2	Boiler Attendant	614.66	-	-	-	614.66
3	Chargeman	583.33	-	-	-	583.33
4	Checker	348.53	-	-	-	348.53
5	Coolie/Mazdoor	618.40	-	-	-	618.40
6	Crane Operator	277.56	-	-	-	277.56
7	Die Maker	626.52	-	-	-	626.52
8	Driller	362.45	368.04	-	-	364.85
9	Driver	315.69	-	-	-	315.69
10	Electrician	307.87	-	-	-	307.87
11	Fireman	305.56	-	-	-	305.56
12	Fitter	423.33	-	-	-	423.33
13	Mech/Elec Foreman	446.53	-	-	-	446.53
14	Furnaceman	306.39	-	-	-	306.39
15	Gas Cutter	333.33	-	-	-	333.33
16	Grinder	733.33	-	-	-	733.33
17	Hammerman	715.00	-	-	-	715.00
18	Helper	263.59	218.04	-	-	259.24
19	Loader/Unloader	224.57	-	-	-	224.57
20	Mistry/Kangani	352.28	-	-	-	352.28
21	Moulder	266.33	-	-	-	266.33
22	Packer	247.81	258.73	-	-	248.51
23	Painter	246.43	-	-	-	246.43
24	Press Man	341.38	-	-	-	341.38
25	Rollerman/Roller	249.59	-	-	-	249.59
26	Shaper Machine Op	266.99	-	-	-	266.99
27	Supervisor	412.12	-	-	-	412.12
28	Sweeper	258.31	253.55	-	-	257.49
29	Turner	412.72	-	-	-	412.72
30	Watchman	266.22	-	-	-	266.22
31	Welder	262.60	-	-	-	262.60
32	Mach. Op./Machinist	322.25	266.47	-	-	320.29
33	Milling Machine Op.	423.19	300.00	-	-	393.46
34	Setter	275.72	-	-	-	275.72
35	Tool Maker	278.33	-	-	-	278.33
36	Store Keeper	318.25	-	-	-	318.25
37	Brazer	418.78	-	-	-	418.78
38	Cycle Fitter	296.12	-	-	-	296.12
39	Filer	270.90	-	-	-	270.90
VI.	Aircraft	878.96	553.40	-	-	871.90
1	Assembler	894.73	745.87	-	-	892.37
2	Carpenter	527.77	-	-	-	527.77
3	Chargehand	1490.40	472.75	-	-	1399.94
4	Checker	1007.32	447.38	-	-	969.78
5	Driller	765.66	-	-	-	765.66

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Driver	650.27	-	-	-	650.27
7	Electrician	720.40	-	-	-	720.40
8	Fitter	708.96	270.77	-	-	707.09
9	Mech/Elec Foreman	958.86	-	-	-	958.86
10	Furnaceman	619.46	-	-	-	619.46
11	Gas Cutter	722.68	-	-	-	722.68
12	Grinder	808.25	-	-	-	808.25
13	Helper	479.74	376.27	-	-	467.89
14	Instrument Mech	1680.11	1239.82	-	-	1670.18
15	Loader/Unloader	820.00	-	-	-	820.00
16	Marker	692.84	-	-	-	692.84
17	Mechanic(General)	860.58	-	-	-	860.58
18	Millwright	373.84	-	-	-	373.84
19	Packer	362.20	-	-	-	362.20
20	Painter	936.09	-	-	-	936.09
21	Plumber	475.00	-	-	-	475.00
22	Shaper Machine Op	601.55	-	-	-	601.55
23	Supervisor	916.25	334.47	-	-	911.90
24	Sweeper	302.95	493.44	-	-	362.88
25	Trimmer	1592.42	-	-	-	1592.42
26	Turner	874.91	-	-	-	874.91
27	Watchman	514.63	-	-	-	514.63
28	Welder	619.29	-	-	-	619.29
29	Wireman	832.00	-	-	-	832.00
30	Boring Machine Op.	755.29	-	-	-	755.29
31	Mach. Op./Machinist	845.67	-	-	-	845.67
32	Milling Machine Op.	1099.40	1042.30	-	-	1098.67
33	Setter	1029.54	774.15	-	-	1025.67
34	Tool Maker	708.48	-	-	-	708.48
35	Store Keeper	835.42	871.53	-	-	836.30
36	Apprentice/Trainees	428.24	290.60	-	-	421.98
37	Aircraft Erector	1200.88	5700.00	-	-	1216.05
38	Radio/Radar Mechanic	927.68	612.55	-	-	918.72
39	Miscellaneous	715.61	526.61	-	-	684.11
VII.	Domestic Appliances	451.87	325.93	-	-	436.04
1	Armature Winder	600.88	-	-	-	600.88
2	Assembler	326.66	472.63	-	-	345.87
3	Boiler Attendant	291.67	-	-	-	291.67
4	Chargehand	1369.46	500.00	-	-	1306.61
5	Chargeman	254.74	-	-	-	254.74
6	Checker	563.96	386.66	-	-	551.37
7	Coolie/Mazdoor	284.92	256.33	-	-	282.94
8	Core Maker	433.38	-	-	-	433.38
9	Die Maker	363.27	332.00	-	-	352.36
10	Driller	346.64	-	-	-	346.64

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
11	Driver	424.59	-	-	-	424.59
12	Electrician	428.87	-	-	-	428.87
13	Fitter	476.04	331.96	-	-	474.84
14	Mech/Elec Foreman	608.79	-	-	-	608.79
15	Furnaceman	296.77	-	-	-	296.77
16	Gas Cutter	291.46	-	-	-	291.46
17	Grinder	418.50	200.00	-	-	412.92
18	Helper	321.03	280.28	-	-	311.25
19	Instrument Mech	498.00	-	-	-	498.00
20	Lineman	344.61	332.00	-	-	342.98
21	Loader/Unloader	319.28	-	-	-	319.28
22	Mechanic(General)	400.68	-	-	-	400.68
23	Motor Mechanic	654.79	461.92	-	-	585.91
24	Moulder	288.71	-	-	-	288.71
25	Packer	356.18	294.76	-	-	338.62
26	Painter	534.47	-	-	-	534.47
27	Pattern Maker	485.69	-	-	-	485.69
28	Plumber	426.05	-	-	-	426.05
29	Polisher	303.83	-	-	-	303.83
30	Press Man	323.73	-	-	-	323.73
31	Shaper Machine Op	228.55	-	-	-	228.55
32	Sheetmetal Worker	529.12	-	-	-	529.12
33	Sorter	-	654.42	-	-	654.42
34	Supervisor	528.15	385.48	-	-	524.56
35	Sweeper	319.25	326.47	-	-	319.92
36	Tester	287.05	261.02	-	-	278.37
37	Turner	360.99	-	-	-	360.99
38	Watchman	335.93	265.84	-	-	333.75
39	Welder	453.11	-	-	-	453.11
40	Winder	318.56	310.30	-	-	318.31
41	Wireman	354.79	-	-	-	354.79
42	Mach. Op./Machinist	411.01	408.09	-	-	410.83
43	Milling Machine Op.	380.00	-	-	-	380.00
44	Tool Maker	330.75	-	-	-	330.75
45	Store Keeper	431.53	298.12	-	-	422.86
46	Apprentice/Trainees	299.39	313.34	-	-	302.72
47	Inspector	735.27	533.33	-	-	734.51
48	Refrig/AC Mechanic	781.27	-	-	-	781.27
49	Insulator	1122.63	-	-	-	1122.63
50	Sand Mix Operator	832.95	641.14	-	-	813.80
51	Miscellaneous	359.87	189.00	-	-	355.67
VIII.	Television	622.82	485.40	-	-	598.32
	1 Assembler	356.63	390.32	-	-	368.55
	2 Boiler Attendant	1214.80	-	-	-	1214.80
	3 Crane Operator	1226.12	-	-	-	1226.12

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	4 Driver	655.77	-	-	-	655.77
	5 Electrician	1265.46	-	-	-	1265.46
	6 Fireman	1190.57	-	-	-	1190.57
	7 Fitter	1285.95	-	-	-	1285.95
	8 Helper	371.11	290.18	-	-	353.31
	9 Supervisor	441.48	-	-	-	441.48
	10 Sweeper	506.01	-	-	-	506.01
	11 Watchman	339.50	254.34	-	-	338.20
	12 Mach. Op./Machinist	815.73	730.40	-	-	806.53
	13 Store Keeper	329.32	276.80	-	-	324.85
	14 Apprentice/Trainees	422.45	-	-	-	422.45
	15 Attendant-Q Control	403.39	420.67	-	-	404.84
	16 Bench Fitter	427.49	398.13	-	-	422.35
	17 Cabinet Fitter	374.16	450.29	-	-	396.02
	18 Operator	1023.51	620.85	-	-	895.96
	19 Soldering Operator	512.00	357.05	-	-	465.98
	20 Trouble Shooter	419.55	382.81	-	-	413.75
	21 Technician	675.16	423.76	-	-	634.69
	22 Examiner-Grade II	699.70	1686.87	-	-	946.49
	23 Inspector	542.88	480.05	-	-	522.55
IX.	Computer	523.79	425.86	-	-	504.20
	1 Assembler	580.72	331.97	-	-	511.34
	2 Chargehand	1219.90	-	-	-	1219.90
	3 Checker	721.16	487.97	-	-	677.52
	4 Compressor Op.	635.64	-	-	-	635.64
	5 Coolie/Mazdoor	383.23	450.13	-	-	441.50
	6 Driller	530.00	-	-	-	530.00
	7 Driver	447.76	-	-	-	447.76
	8 Electrician	483.74	-	-	-	483.74
	9 Fitter	314.10	-	-	-	314.10
	10 Mech/Elec Foreman	625.10	-	-	-	625.10
	11 Grinder	388.77	-	-	-	388.77
	12 Helper	305.57	248.23	-	-	299.24
	13 Instrument Mech	434.44	-	-	-	434.44
	14 Lineman	454.52	221.56	-	-	308.92
	15 Loader/Unloader	453.78	-	-	-	453.78
	16 Mechanic(General)	800.18	-	-	-	800.18
	17 Moulder	379.16	-	-	-	379.16
	18 Packer	466.38	476.76	-	-	467.56
	19 Painter	365.15	344.65	-	-	360.77
	20 Polisher	403.84	-	-	-	403.84
	21 Shaper Machine Op	324.02	-	-	-	324.02
	22 Sheetmetal Worker	378.90	-	-	-	378.90
	23 Supervisor	705.03	456.79	-	-	655.04
	24 Sweeper	292.04	244.97	-	-	285.25

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
25	Watchman	355.73	-	-	-	355.73
26	Welder	259.85	-	-	-	259.85
27	Wireman	522.73	-	-	-	522.73
28	Fork Lift Operator	415.43	-	-	-	415.43
29	Mach. Op./Machinist	607.63	368.10	-	-	464.86
30	Tool Maker	532.17	-	-	-	532.17
31	Store Keeper	491.28	555.08	-	-	497.66
32	Apprentice/Trainees	261.74	427.17	-	-	268.71
33	Bench Fitter	718.78	-	-	-	718.78
34	Instrument Fitter	407.67	606.08	-	-	424.12
35	Operator	607.73	454.88	-	-	602.11
36	Technician	896.99	748.38	-	-	866.07
37	Trouble Shooter	521.99	453.86	-	-	519.42
38	Miscellaneous	394.70	638.73	-	-	417.58
X.	Watches	377.42	378.32	-	-	377.78
1	Assembler	345.72	372.59	-	-	366.68
2	Carpenter	-	433.57	-	-	433.57
3	Chargehand	334.43	-	-	-	334.43
4	Checker	469.49	343.31	-	-	418.08
5	Coolie/Mazdoor	339.80	293.25	-	-	327.95
6	Die Maker	491.62	-	-	-	491.62
7	Driver	378.78	-	-	-	378.78
8	Electrician	312.76	-	-	-	312.76
9	Fitter	594.66	-	-	-	594.66
10	Mech/Elec Foreman	558.68	-	-	-	558.68
11	Gas Cutter	276.92	380.76	-	-	366.91
12	Grinder	374.50	376.07	-	-	375.34
13	Helper	308.26	279.25	-	-	298.49
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	233.33	-	-	-	233.33
16	Packer	226.98	168.53	-	-	207.13
17	Painter	353.54	379.58	-	-	377.78
18	Pattern Maker	-	243.08	-	-	243.08
19	Plater	272.45	-	-	-	272.45
20	Plumber	465.73	-	-	-	465.73
21	Polisher	387.03	164.04	-	-	237.15
22	Press Man	344.08	389.57	-	-	376.86
23	Shaper Machine Op	321.34	-	-	-	321.34
24	Sheetmetal Worker	-	411.45	-	-	411.45
25	Supervisor	532.22	403.81	-	-	524.13
26	Sweeper	235.29	244.08	-	-	240.73
27	Tester	410.49	-	-	-	410.49
28	Turner	479.09	-	-	-	479.09
29	Watchman	276.71	283.93	-	-	277.07
30	Winder	-	408.40	-	-	408.40

Table 4.7

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
31	Mach. Op./Machinist	471.39	659.93	-	-	555.78
32	Setter	256.34	-	-	-	256.34
33	Tool Maker	398.24	-	-	-	398.24
34	Store Keeper	339.10	230.00	-	-	326.97
35	Apprentice/Trainees	214.00	201.40	-	-	210.19
36	Cook	374.67	-	-	-	374.67
37	Operator	435.28	500.92	-	-	463.15
38	Watch Maker	404.85	385.61	-	-	393.72
39	Moulder-Plastic	455.16	362.13	-	-	427.68
40	Soldering Operator	412.25	378.93	-	-	407.39
41	Miscellaneous	270.00	180.14	-	-	205.81
All Ten Engineering Ind.		558.84	332.63	-	-	539.36

TABLE 4.8
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.	Ship Building	625.21	928.53	-	-	660.78
	1 Carpenter	643.99	-	-	-	643.99
	2 Checker	442.67	-	-	-	442.67
	3 Coolie/Mazdoor	680.26	921.06	-	-	816.12
	4 Core Maker	414.00	-	-	-	414.00
	5 Crane Operator	629.80	-	-	-	629.80
	6 Die Maker	246.66	-	-	-	246.66
	7 Driver	650.04	-	-	-	650.04
	8 Electrician	753.06	-	-	-	753.06
	9 Fitter	553.48	-	-	-	553.48
	10 Mech/Elec Foreman	785.36	-	-	-	785.36
	11 Gas Cutter	374.31	-	-	-	374.31
	12 Grinder	507.67	-	-	-	507.67
	13 Helper	537.54	1002.57	-	-	591.25
	14 Instrument Mech	218.50	-	-	-	218.50
	15 Lineman	441.47	-	-	-	441.47
	16 Mate/Mukaddam	438.11	-	-	-	438.11
	17 Mechanic(General)	711.56	-	-	-	711.56
	18 Moulder	331.23	-	-	-	331.23
	19 Painter	574.07	-	-	-	574.07
	20 Plumber	782.55	-	-	-	782.55
	21 Press Man	320.03	-	-	-	320.03
	22 Sorter	587.88	-	-	-	587.88
	23 Supervisor	691.12	721.22	-	-	691.39
	24 Sweeper	346.23	-	-	-	346.23
	25 Turner	430.40	-	-	-	430.40
	26 Watchman	418.47	-	-	-	418.47
	27 Welder	538.29	-	-	-	538.29
	28 Wireman	711.04	-	-	-	711.04
	29 Mach. Op./Machinist	390.08	311.78	-	-	386.38
	30 Setter	484.98	-	-	-	484.98
	31 Tool Maker	340.00	-	-	-	340.00
	32 Gen./Turbo Operator	701.73	-	-	-	701.73
	33 Store Keeper	595.20	500.00	-	-	574.05
	34 Boiler Maker	340.58	-	-	-	340.58
	35 Erector	761.36	-	-	-	761.36
	36 Plater	1089.15	-	-	-	1089.15
	37 Sail Maker	541.18	-	-	-	541.18
	38 Boat Builder	814.28	-	-	-	814.28
	39 Insulator	817.54	-	-	-	817.54

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	40 Miscellaneous	609.39	333.33	-	-	554.18
II.	Locomotives	468.64	343.56	-	-	467.22
	1 Assembler	657.86	-	-	-	657.86
	2 Blacksmith	351.86	-	-	-	351.86
	3 Boiler Attendant	200.00	-	-	-	200.00
	4 Carpenter	320.61	-	-	-	320.61
	5 Chargehand	593.67	-	-	-	593.67
	6 Chargeman	549.00	-	-	-	549.00
	7 Checker	986.20	640.39	-	-	978.40
	8 Compressor Op.	500.00	-	-	-	500.00
	9 Coolie/Mazdoor	405.47	288.31	-	-	393.36
	10 Core Maker	464.83	-	-	-	464.83
	11 Crane Operator	409.60	-	-	-	409.60
	12 Die Maker	422.47	-	-	-	422.47
	13 Driller	675.42	-	-	-	675.42
	14 Driver	350.98	-	-	-	350.98
	15 Electrician	491.22	-	-	-	491.22
	16 Fitter	449.84	-	-	-	449.84
	17 Mech/Elec Foreman	796.85	-	-	-	796.85
	18 Furnaceman	479.60	-	-	-	479.60
	19 Gas Cutter	377.89	-	-	-	377.89
	20 Grinder	374.53	-	-	-	374.53
	21 Helper	373.54	306.44	-	-	373.21
	22 Instrument Mech	209.25	-	-	-	209.25
	23 Loader/Unloader	487.29	498.29	-	-	487.61
	24 Marker	377.16	-	-	-	377.16
	25 Mate/Mukaddam	290.77	-	-	-	290.77
	26 Mechanic(General)	426.33	-	-	-	426.33
	27 Motor Mechanic	451.10	-	-	-	451.10
	28 Moulder	419.08	-	-	-	419.08
	29 Oilman/Greaser	513.54	-	-	-	513.54
	30 Packer	292.27	-	-	-	292.27
	31 Painter	492.34	-	-	-	492.34
	32 Pattern Maker	509.24	-	-	-	509.24
	33 Press Man	382.77	-	-	-	382.77
	34 Rivetter	330.15	-	-	-	330.15
	35 Shaper Machine Op	315.05	-	-	-	315.05
	36 Sorter	597.31	-	-	-	597.31
	37 Supervisor	544.08	359.07	-	-	534.81
	38 Sweeper	303.23	389.08	-	-	308.50
	39 Tester	882.77	-	-	-	882.77
	40 Tindal	276.43	-	-	-	276.43
	41 Trimmer	460.03	-	-	-	460.03
	42 Turner	386.26	-	-	-	386.26
	43 Watchman	380.32	-	-	-	380.32

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
44	Welder	455.31	-	-	-	455.31
45	Winder	-	812.55	-	-	812.55
46	Boring Machine Op.	258.63	-	-	-	258.63
47	Fork Lift Operator	237.50	-	-	-	237.50
48	Mach. Op./Machinist	618.00	-	-	-	618.00
49	Milling Machine Op.	227.55	-	-	-	227.55
50	Setter	555.42	-	-	-	555.42
51	Gen./Turbo Operator	500.00	-	-	-	500.00
52	Store Keeper	634.01	-	-	-	634.01
53	Apprentice/Trainees	393.72	-	-	-	393.72
54	Boiler Maker	399.09	-	-	-	399.09
55	Cooper Smith	382.77	-	-	-	382.77
56	Fitter-C & W	500.98	303.20	-	-	491.53
57	Fitter-Loco	515.21	-	-	-	515.21
58	Lifter	2460.49	-	-	-	2460.49
59	Power Hammer Op	541.84	-	-	-	541.84
60	Frazer	758.55	-	-	-	758.55
61	Tester	414.81	-	-	-	414.81
62	Miscellaneous	339.69	-	-	-	339.69
III.	Motor Vehicles	572.62	312.54	-	-	550.06
1	Assembler	1557.59	296.62	-	-	1556.85
2	Carpenter	386.00	-	-	-	386.00
3	Chargehand	436.25	-	-	-	436.25
4	Chargeman	226.34	-	-	-	226.34
5	Checker	471.98	206.32	-	-	447.65
6	Compressor Op.	701.88	952.36	-	-	732.47
7	Coolie/Mazdoor	366.33	223.32	-	-	342.37
8	Crane Operator	371.56	-	-	-	371.56
9	Die Maker	712.29	-	-	-	712.29
10	Driller	494.92	-	-	-	494.92
11	Driver	433.33	-	-	-	433.33
12	Electrician	580.88	260.26	-	-	372.34
13	Fitter	482.55	317.33	-	-	478.85
14	Mech/Elec Foreman	570.26	-	-	-	570.26
15	Furnaceman	324.27	-	-	-	324.27
16	Gas Cutter	293.18	-	-	-	293.18
17	Grinder	412.55	-	-	-	412.55
18	Helper	335.28	286.03	-	-	332.97
19	Lineman	495.48	-	-	-	495.48
20	Loader/Unloader	389.44	271.50	-	-	366.99
21	Mistry/Kangani	550.00	-	-	-	550.00
22	Mechanic(General)	487.36	430.65	-	-	486.21
23	Motor Mechanic	520.25	-	-	-	520.25
24	Moulder	344.46	319.75	-	-	341.08
25	Packer	410.99	245.04	-	-	313.31

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
26	Painter	407.84	286.21	-	-	402.92
27	Plumber	292.48	-	-	-	292.48
28	Press Man	447.90	-	-	-	447.90
29	Rollerman/Roller	429.82	-	-	-	429.82
30	Shaper Machine Op	935.77	946.61	-	-	936.34
31	Sheetmetal Worker	196.45	176.22	-	-	187.78
32	Supervisor	658.52	423.33	-	-	650.28
33	Sweeper	348.20	242.39	-	-	320.18
34	Trimmer	365.47	258.33	-	-	364.77
35	Turner	485.29	207.67	-	-	477.05
36	Watchman	331.95	239.20	-	-	331.60
37	Welder	516.97	-	-	-	516.97
38	Winder	375.00	-	-	-	375.00
39	Wireman	405.74	-	-	-	405.74
40	Boring Machine Op.	895.02	881.62	-	-	893.84
41	Fork Lift Operator	456.35	-	-	-	456.35
42	Mach. Op./Machinist	602.10	442.81	-	-	594.33
43	Casting Man	462.39	-	-	-	462.39
44	Milling Machine Op.	406.05	-	-	-	406.05
45	Setter	460.36	-	-	-	460.36
46	Tool Maker	594.61	403.33	-	-	589.37
47	Store Keeper	441.46	366.94	-	-	440.64
48	Apprentice/Trainees	381.40	325.44	-	-	369.11
49	Boat Builder	805.95	-	-	-	805.95
50	Insulator	776.80	-	-	-	776.80
51	Frazer	464.02	279.48	-	-	455.44
52	Auto Electrician	736.44	321.26	-	-	718.82
53	Tester	663.87	313.58	-	-	655.54
54	Miscellaneous	344.11	307.70	-	-	343.51
IV.	Motor Cycles	560.52	387.51	-	-	550.09
1	Assembler	517.88	350.00	-	-	516.55
2	Blacksmith	825.31	-	-	-	825.31
3	Boiler Attendant	283.31	-	-	-	283.31
4	Carpenter	768.28	-	-	-	768.28
5	Checker	496.50	466.92	-	-	496.08
6	Coolie/Mazdoor	485.79	244.40	-	-	483.20
7	Crane Operator	252.37	-	-	-	252.37
8	Die Maker	652.12	-	-	-	652.12
9	Driller	385.92	117.84	-	-	379.11
10	Driver	456.20	-	-	-	456.20
11	Electrician	531.37	-	-	-	531.37
12	Fireman	1659.31	-	-	-	1659.31
13	Fitter	507.68	-	-	-	507.68
14	Mech/Elec Foreman	809.64	-	-	-	809.64
15	Furnaceman	432.00	296.18	-	-	381.35

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
16	Gas Cutter	582.57	247.10	-	-	416.32
17	Grinder	393.44	-	-	-	393.44
18	Hammerman	308.80	-	-	-	308.80
19	Helper	339.92	451.68	-	-	347.53
20	Instrument Mech	383.27	-	-	-	383.27
21	Lineman	292.55	-	-	-	292.55
22	Loader/Unloader	304.50	-	-	-	304.50
23	Mistry/Kangani	251.92	-	-	-	251.92
24	Mechanic(General)	550.90	469.99	-	-	549.78
25	Millwright	1410.00	-	-	-	1410.00
26	Motor Mechanic	693.20	-	-	-	693.20
27	Moulder	507.84	-	-	-	507.84
28	Oilman/Greaser	1109.75	-	-	-	1109.75
29	Packer	276.42	294.97	-	-	278.70
30	Painter	513.07	-	-	-	513.07
31	Pattern Maker	603.67	-	-	-	603.67
32	Plater	240.67	-	-	-	240.67
33	Plumber	451.60	-	-	-	451.60
34	Polisher	411.06	-	-	-	411.06
35	Press Man	302.46	299.19	-	-	302.26
36	Rollerman/Roller	306.88	-	-	-	306.88
37	Shaper Machine Op	275.72	-	-	-	275.72
38	Supervisor	599.94	533.46	-	-	599.64
39	Sweeper	343.26	359.55	-	-	345.98
40	Tester	714.76	-	-	-	714.76
41	Trimmer	277.43	-	-	-	277.43
42	Trolley Driver	640.00	-	-	-	640.00
43	Turner	637.48	-	-	-	637.48
44	Watchman	395.26	257.07	-	-	392.12
45	Welder	446.68	-	-	-	446.68
46	Wireman	266.98	-	-	-	266.98
47	Boring Machine Op.	372.31	-	-	-	372.31
48	Fork Lift Operator	445.79	-	-	-	445.79
49	Mach. Op./Machinist	850.56	660.14	-	-	849.21
50	Casting Man	305.16	-	-	-	305.16
51	Milling Machine Op.	349.89	-	-	-	349.89
52	Setter	445.40	-	-	-	445.40
53	Tool Maker	607.34	-	-	-	607.34
54	Store Keeper	520.54	275.27	-	-	512.88
55	Apprentice/Trainees	352.23	333.33	-	-	344.81
56	Cook	339.58	-	-	-	339.58
57	Frazer	687.24	437.22	-	-	683.93
58	Auto Electrician	690.79	347.90	-	-	688.64
59	Tester	602.24	329.26	-	-	601.57
60	Miscellaneous	335.14	549.76	-	-	344.05
V.	Bicycles/Rickshaws	310.70	226.40	-	-	306.11

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	1 Assembler	276.68	-	-	-	276.68
	2 Boiler Attendant	614.66	-	-	-	614.66
	3 Chargeman	583.33	-	-	-	583.33
	4 Checker	348.53	-	-	-	348.53
	5 Coolie/Mazdoor	618.40	-	-	-	618.40
	6 Crane Operator	277.56	-	-	-	277.56
	7 Die Maker	626.52	-	-	-	626.52
	8 Driller	362.45	368.04	-	-	364.85
	9 Driver	315.69	-	-	-	315.69
	10 Electrician	307.87	-	-	-	307.87
	11 Fireman	305.56	-	-	-	305.56
	12 Fitter	423.33	-	-	-	423.33
	13 Mech/Elec Foreman	446.53	-	-	-	446.53
	14 Furnaceman	306.39	-	-	-	306.39
	15 Gas Cutter	333.33	-	-	-	333.33
	16 Grinder	733.33	-	-	-	733.33
	17 Hammerman	715.00	-	-	-	715.00
	18 Helper	263.59	218.04	-	-	259.24
	19 Loader/Unloader	224.57	-	-	-	224.57
	20 Mistry/Kangani	352.28	-	-	-	352.28
	21 Moulder	266.33	-	-	-	266.33
	22 Packer	247.81	258.73	-	-	248.51
	23 Painter	246.43	-	-	-	246.43
	24 Press Man	341.38	-	-	-	341.38
	25 Rollerman/Roller	249.59	-	-	-	249.59
	26 Shaper Machine Op	266.99	-	-	-	266.99
	27 Supervisor	412.12	-	-	-	412.12
	28 Sweeper	258.31	253.55	-	-	257.49
	29 Turner	412.72	-	-	-	412.72
	30 Watchman	266.22	-	-	-	266.22
	31 Welder	262.60	-	-	-	262.60
	32 Mach. Op./Machinist	322.25	266.47	-	-	320.29
	33 Milling Machine Op.	423.19	300.00	-	-	393.46
	34 Setter	275.72	-	-	-	275.72
	35 Tool Maker	278.33	-	-	-	278.33
	36 Store Keeper	318.25	-	-	-	318.25
	37 Brazier	418.78	-	-	-	418.78
	38 Cycle Fitter	296.12	-	-	-	296.12
	39 Filer	270.90	-	-	-	270.90
VI.	Aircraft	878.96	553.40	-	-	871.90
	1 Assembler	894.73	745.87	-	-	892.37
	2 Carpenter	527.77	-	-	-	527.77
	3 Chargehand	1490.40	472.75	-	-	1399.94
	4 Checker	1007.32	447.38	-	-	969.78

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
5	Driller	765.66	-	-	-	765.66
6	Driver	650.27	-	-	-	650.27
7	Electrician	720.40	-	-	-	720.40
8	Fitter	708.96	270.77	-	-	707.09
9	Mech/Elec Foreman	958.86	-	-	-	958.86
10	Furnaceman	619.46	-	-	-	619.46
11	Gas Cutter	722.68	-	-	-	722.68
12	Grinder	808.25	-	-	-	808.25
13	Helper	479.74	376.27	-	-	467.89
14	Instrument Mech	1680.11	1239.82	-	-	1670.18
15	Loader/Unloader	820.00	-	-	-	820.00
16	Marker	692.84	-	-	-	692.84
17	Mechanic(General)	860.58	-	-	-	860.58
18	Millwright	373.84	-	-	-	373.84
19	Packer	362.20	-	-	-	362.20
20	Painter	936.09	-	-	-	936.09
21	Plumber	475.00	-	-	-	475.00
22	Shaper Machine Op	601.55	-	-	-	601.55
23	Supervisor	916.25	334.47	-	-	911.90
24	Sweeper	302.95	493.44	-	-	362.88
25	Trimmer	1592.42	-	-	-	1592.42
26	Turner	874.91	-	-	-	874.91
27	Watchman	514.63	-	-	-	514.63
28	Welder	619.29	-	-	-	619.29
29	Wireman	832.00	-	-	-	832.00
30	Boring Machine Op.	755.29	-	-	-	755.29
31	Mach. Op./Machinist	845.67	-	-	-	845.67
32	Milling Machine Op.	1099.40	1042.30	-	-	1098.67
33	Setter	1029.54	774.15	-	-	1025.67
34	Tool Maker	708.48	-	-	-	708.48
35	Store Keeper	835.42	871.53	-	-	836.30
36	Apprentice/Trainees	428.24	290.60	-	-	421.98
37	Aircraft Erector	1200.88	5700.00	-	-	1216.05
38	Radio/Radar Mechanic	927.68	612.55	-	-	918.72
39	Miscellaneous	715.61	526.61	-	-	684.11
VII.	Domestic Appliances	451.87	325.93	-	-	436.04
1	Armature Winder	600.88	-	-	-	600.88
2	Assembler	326.66	472.63	-	-	345.87
3	Boiler Attendant	291.67	-	-	-	291.67
4	Chargehand	1369.46	500.00	-	-	1306.61
5	Chargeman	254.74	-	-	-	254.74
6	Checker	563.96	386.66	-	-	551.37
7	Coolie/Mazdoor	284.92	256.33	-	-	282.94
8	Core Maker	433.38	-	-	-	433.38
9	Die Maker	363.27	332.00	-	-	352.36

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
10	Driller	346.64	-	-	-	346.64
11	Driver	424.59	-	-	-	424.59
12	Electrician	428.87	-	-	-	428.87
13	Fitter	476.04	331.96	-	-	474.84
14	Mech/Elec Foreman	608.79	-	-	-	608.79
15	Furnaceman	296.77	-	-	-	296.77
16	Gas Cutter	291.46	-	-	-	291.46
17	Grinder	418.50	200.00	-	-	412.92
18	Helper	321.03	280.28	-	-	311.25
19	Instrument Mech	498.00	-	-	-	498.00
20	Lineman	344.61	332.00	-	-	342.98
21	Loader/Unloader	319.28	-	-	-	319.28
22	Mechanic(General)	400.68	-	-	-	400.68
23	Motor Mechanic	654.79	461.92	-	-	585.91
24	Moulder	288.71	-	-	-	288.71
25	Packer	356.18	294.76	-	-	338.62
26	Painter	534.47	-	-	-	534.47
27	Pattern Maker	485.69	-	-	-	485.69
28	Plumber	426.05	-	-	-	426.05
29	Polisher	303.83	-	-	-	303.83
30	Press Man	323.73	-	-	-	323.73
31	Shaper Machine Op	228.55	-	-	-	228.55
32	Sheetmetal Worker	529.12	-	-	-	529.12
33	Sorter	-	654.42	-	-	654.42
34	Supervisor	528.15	385.48	-	-	524.56
35	Sweeper	319.25	326.47	-	-	319.92
36	Tester	287.05	261.02	-	-	278.37
37	Turner	360.99	-	-	-	360.99
38	Watchman	335.93	265.84	-	-	333.75
39	Welder	453.11	-	-	-	453.11
40	Winder	318.56	310.30	-	-	318.31
41	Wireman	354.79	-	-	-	354.79
42	Mach. Op./Machinist	411.01	408.09	-	-	410.83
43	Milling Machine Op.	380.00	-	-	-	380.00
44	Tool Maker	330.75	-	-	-	330.75
45	Store Keeper	431.53	298.12	-	-	422.86
46	Apprentice/Trainees	299.39	313.34	-	-	302.72
47	Inspector	735.27	533.33	-	-	734.51
48	Refrig/AC Mechanic	781.27	-	-	-	781.27
49	Insulator	1122.63	-	-	-	1122.63
50	Sand Mix Operator	832.95	641.14	-	-	813.80
51	Miscellaneous	359.87	189.00	-	-	355.67
VIII. Television		622.82	485.40	-	-	598.32
1	Assembler	356.63	390.32	-	-	368.55
2	Boiler Attendant	1214.80	-	-	-	1214.80

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	3 Crane Operator	1226.12	-	-	-	1226.12
	4 Driver	655.77	-	-	-	655.77
	5 Electrician	1265.46	-	-	-	1265.46
	6 Fireman	1190.57	-	-	-	1190.57
	7 Fitter	1285.95	-	-	-	1285.95
	8 Helper	371.11	290.18	-	-	353.31
	9 Supervisor	441.48	-	-	-	441.48
	10 Sweeper	506.01	-	-	-	506.01
	11 Watchman	339.50	254.34	-	-	338.20
	12 Mach. Op./Machinist	815.73	730.40	-	-	806.53
	13 Store Keeper	329.32	276.80	-	-	324.85
	14 Apprentice/Trainees	422.45	-	-	-	422.45
	15 Attendant-Q Control	403.39	420.67	-	-	404.84
	16 Bench Fitter	427.49	398.13	-	-	422.35
	17 Cabinet Fitter	374.16	450.29	-	-	396.02
	18 Operator	1023.51	620.85	-	-	895.96
	19 Soldering Operator	512.00	357.05	-	-	465.98
	20 Trouble Shooter	419.55	382.81	-	-	413.75
	21 Technician	675.16	423.76	-	-	634.69
	22 Examiner-Grade II	699.70	1686.87	-	-	946.49
	23 Inspector	542.88	480.05	-	-	522.55
IX.	Computer	523.79	425.86	-	-	504.20
	1 Assembler	580.72	331.97	-	-	511.34
	2 Chargehand	1219.90	-	-	-	1219.90
	3 Checker	721.16	487.97	-	-	677.52
	4 Compressor Op.	635.64	-	-	-	635.64
	5 Coolie/Mazdoor	383.23	450.13	-	-	441.50
	6 Driller	530.00	-	-	-	530.00
	7 Driver	447.76	-	-	-	447.76
	8 Electrician	483.74	-	-	-	483.74
	9 Fitter	314.10	-	-	-	314.10
	10 Mech/Elec Foreman	625.10	-	-	-	625.10
	11 Grinder	388.77	-	-	-	388.77
	12 Helper	305.57	248.23	-	-	299.24
	13 Instrument Mech	434.44	-	-	-	434.44
	14 Lineman	454.52	221.56	-	-	308.92
	15 Loader/Unloader	453.78	-	-	-	453.78
	16 Mechanic(General)	800.18	-	-	-	800.18
	17 Moulder	379.16	-	-	-	379.16
	18 Packer	466.38	476.76	-	-	467.56
	19 Painter	365.15	344.65	-	-	360.77
	20 Polisher	403.84	-	-	-	403.84
	21 Shaper Machine Op	324.02	-	-	-	324.02
	22 Sheetmetal Worker	378.90	-	-	-	378.90
	23 Supervisor	705.03	456.79	-	-	655.04

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
24	Sweeper	292.04	244.97	-	-	285.25
25	Watchman	355.73	-	-	-	355.73
26	Welder	259.85	-	-	-	259.85
27	Wireman	522.73	-	-	-	522.73
28	Fork Lift Operator	415.43	-	-	-	415.43
29	Mach. Op./Machinist	607.63	368.10	-	-	464.86
30	Tool Maker	532.17	-	-	-	532.17
31	Store Keeper	491.28	555.08	-	-	497.66
32	Apprentice/Trainees	261.74	427.17	-	-	268.71
33	Bench Fitter	718.78	-	-	-	718.78
34	Instrument Fitter	407.67	606.08	-	-	424.12
35	Operator	607.73	454.88	-	-	602.11
36	Technician	896.99	748.38	-	-	866.07
37	Trouble Shooter	521.99	453.86	-	-	519.42
38	Miscellaneous	394.70	638.73	-	-	417.58
X.	Watches	377.42	378.32	-	-	377.78
1	Assembler	345.72	372.59	-	-	366.68
2	Carpenter	-	433.57	-	-	433.57
3	Chargehand	334.43	-	-	-	334.43
4	Checker	469.49	343.31	-	-	418.08
5	Coolie/Mazdoor	339.80	293.25	-	-	327.95
6	Die Maker	491.62	-	-	-	491.62
7	Driver	378.78	-	-	-	378.78
8	Electrician	312.76	-	-	-	312.76
9	Fitter	594.66	-	-	-	594.66
10	Mech/Elec Foreman	558.68	-	-	-	558.68
11	Gas Cutter	276.92	380.76	-	-	366.91
12	Grinder	374.50	376.07	-	-	375.34
13	Helper	308.26	279.25	-	-	298.49
14	Lineman	482.00	-	-	-	482.00
15	Mechanic(General)	233.33	-	-	-	233.33
16	Packer	226.98	168.53	-	-	207.13
17	Painter	353.54	379.58	-	-	377.78
18	Pattern Maker	-	243.08	-	-	243.08
19	Plater	272.45	-	-	-	272.45
20	Plumber	465.73	-	-	-	465.73
21	Polisher	387.03	164.04	-	-	237.15
22	Press Man	344.08	389.57	-	-	376.86
23	Shaper Machine Op	321.34	-	-	-	321.34
24	Sheetmetal Worker	-	411.45	-	-	411.45
25	Supervisor	532.22	403.81	-	-	524.13
26	Sweeper	235.29	244.08	-	-	240.73
27	Tester	410.49	-	-	-	410.49
28	Turner	479.09	-	-	-	479.09
29	Watchman	276.71	283.93	-	-	277.07

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
30	Winder	-	408.40	-	-	408.40
31	Mach. Op./Machinist	471.39	659.93	-	-	555.78
32	Setter	256.34	-	-	-	256.34
33	Tool Maker	398.24	-	-	-	398.24
34	Store Keeper	339.10	230.00	-	-	326.97
35	Apprentice/Trainees	214.00	201.40	-	-	210.19
36	Cook	374.67	-	-	-	374.67
37	Operator	435.28	500.92	-	-	463.15
38	Watch Maker	404.85	385.61	-	-	393.72
39	Moulder-Plastic	455.16	362.13	-	-	427.68
40	Soldering Operator	412.25	378.93	-	-	407.39
41	Miscellaneous	270.00	180.14	-	-	205.81
All Ten Engineering Ind.		558.84	332.63	-	-	539.36

TABLE 4.9
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.	Ship Building	660.78	-	660.78
	1 Carpenter	643.99	-	643.99
	2 Checker	442.67	-	442.67
	3 Coolie/Mazdoor	816.12	-	816.12
	4 Core Maker	414.00	-	414.00
	5 Crane Operator	629.80	-	629.80
	6 Die Maker	246.66	-	246.66
	7 Driver	650.04	-	650.04
	8 Electrician	753.06	-	753.06
	9 Fitter	553.48	-	553.48
	10 Mech/Elec Foreman	785.36	-	785.36
	11 Gas Cutter	374.31	-	374.31
	12 Grinder	507.67	-	507.67
	13 Helper	591.25	-	591.25
	14 Instrument Mech	218.50	-	218.50
	15 Lineman	441.47	-	441.47
	16 Mate/Mukaddam	438.11	-	438.11
	17 Mechanic(General)	711.56	-	711.56
	18 Moulder	331.23	-	331.23
	19 Painter	574.07	-	574.07
	20 Plumber	782.55	-	782.55
	21 Press Man	320.03	-	320.03
	22 Sorter	587.88	-	587.88
	23 Supervisor	691.39	-	691.39
	24 Sweeper	346.23	-	346.23
	25 Turner	430.40	-	430.40
	26 Watchman	418.47	-	418.47
	27 Welder	538.29	-	538.29
	28 Wireman	711.04	-	711.04
	29 Mach. Op./Machinist	386.38	-	386.38
	30 Setter	484.98	-	484.98
	31 Tool Maker	340.00	-	340.00
	32 Gen./Turbo Operator	701.73	-	701.73
	33 Store Keeper	574.05	-	574.05
	34 Boiler Maker	340.58	-	340.58
	35 Erector	761.36	-	761.36
	36 Plater	1089.15	-	1089.15
	37 Sail Maker	541.18	-	541.18
	38 Boat Builder	814.28	-	814.28
	39 Insulator	817.54	-	817.54
	40 Miscellaneous	554.18	-	554.18
II.	Locomotives	467.22	-	467.22

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
1	Assembler	657.86	-	657.86
2	Blacksmith	351.86	-	351.86
3	Boiler Attendant	200.00	-	200.00
4	Carpenter	320.61	-	320.61
5	Chargehand	593.67	-	593.67
6	Chargeman	549.00	-	549.00
7	Checker	978.40	-	978.40
8	Compressor Op.	500.00	-	500.00
9	Coolie/Mazdoor	393.36	-	393.36
10	Core Maker	464.83	-	464.83
11	Crane Operator	409.60	-	409.60
12	Die Maker	422.47	-	422.47
13	Driller	675.42	-	675.42
14	Driver	350.98	-	350.98
15	Electrician	491.22	-	491.22
16	Fitter	449.84	-	449.84
17	Mech/Elec Foreman	796.85	-	796.85
18	Furnaceman	479.60	-	479.60
19	Gas Cutter	377.89	-	377.89
20	Grinder	374.53	-	374.53
21	Helper	373.21	-	373.21
22	Instrument Mech	209.25	-	209.25
23	Loader/Unloader	487.61	-	487.61
24	Marker	377.16	-	377.16
25	Mate/Mukaddam	290.77	-	290.77
26	Mechanic(General)	426.33	-	426.33
27	Motor Mechanic	451.10	-	451.10
28	Moulder	419.08	-	419.08
29	Oilman/Greaser	513.54	-	513.54
30	Packer	292.27	-	292.27
31	Painter	492.34	-	492.34
32	Pattern Maker	509.24	-	509.24
33	Press Man	382.77	-	382.77
34	Rivetter	330.15	-	330.15
35	Shaper Machine Op	315.05	-	315.05
36	Sorter	597.31	-	597.31
37	Supervisor	534.81	-	534.81
38	Sweeper	308.50	-	308.50
39	Tester	882.77	-	882.77
40	Tindal	276.43	-	276.43
41	Trimmer	460.03	-	460.03
42	Turner	386.26	-	386.26
43	Watchman	380.32	-	380.32
44	Welder	455.31	-	455.31
45	Winder	812.55	-	812.55
46	Boring Machine Op.	258.63	-	258.63
47	Fork Lift Operator	237.50	-	237.50
48	Mach. Op./Machinist	618.00	-	618.00

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
49	Milling Machine Op.	227.55	-	227.55
50	Setter	555.42	-	555.42
51	Gen./Turbo Operator	500.00	-	500.00
52	Store Keeper	634.01	-	634.01
53	Apprentice/Trainees	393.72	-	393.72
54	Boiler Maker	399.09	-	399.09
55	Cooper Smith	382.77	-	382.77
56	Fitter-C & W	491.53	-	491.53
57	Fitter-Loco	515.21	-	515.21
58	Lifter	2460.49	-	2460.49
59	Power Hammer Op	541.84	-	541.84
60	Frazer	758.55	-	758.55
61	Tester	414.81	-	414.81
62	Miscellaneous	339.69	-	339.69
III.	Motor Vehicles	550.06	-	550.06
1	Assembler	1556.85	-	1556.85
2	Carpenter	386.00	-	386.00
3	Chargehand	436.25	-	436.25
4	Chargeman	226.34	-	226.34
5	Checker	447.65	-	447.65
6	Compressor Op.	732.47	-	732.47
7	Coolie/Mazdoor	342.37	-	342.37
8	Crane Operator	371.56	-	371.56
9	Die Maker	712.29	-	712.29
10	Driller	494.92	-	494.92
11	Driver	433.33	-	433.33
12	Electrician	372.34	-	372.34
13	Fitter	478.85	-	478.85
14	Mech/Elec Foreman	570.26	-	570.26
15	Furnaceman	324.27	-	324.27
16	Gas Cutter	293.18	-	293.18
17	Grinder	412.55	-	412.55
18	Helper	332.97	-	332.97
19	Lineman	495.48	-	495.48
20	Loader/Unloader	366.99	-	366.99
21	Mistry/Kangani	550.00	-	550.00
22	Mechanic(General)	486.21	-	486.21
23	Motor Mechanic	520.25	-	520.25
24	Moulder	341.08	-	341.08
25	Packer	313.31	-	313.31
26	Painter	402.92	-	402.92
27	Plumber	292.48	-	292.48
28	Press Man	447.90	-	447.90
29	Rollerman/Roller	429.82	-	429.82
30	Shaper Machine Op	936.34	-	936.34
31	Sheetmetal Worker	187.78	-	187.78
32	Supervisor	650.28	-	650.28

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
33	Sweeper	320.18	-	320.18
34	Trimmer	364.77	-	364.77
35	Turner	477.05	-	477.05
36	Watchman	331.60	-	331.60
37	Welder	516.97	-	516.97
38	Winder	375.00	-	375.00
39	Wireman	405.74	-	405.74
40	Boring Machine Op.	893.84	-	893.84
41	Fork Lift Operator	456.35	-	456.35
42	Mach. Op./Machinist	594.33	-	594.33
43	Casting Man	462.39	-	462.39
44	Milling Machine Op.	406.05	-	406.05
45	Setter	460.36	-	460.36
46	Tool Maker	589.37	-	589.37
47	Store Keeper	440.64	-	440.64
48	Apprentice/Trainees	369.11	-	369.11
49	Boat Builder	805.95	-	805.95
50	Insulator	776.80	-	776.80
51	Frazer	455.44	-	455.44
52	Auto Electrician	718.82	-	718.82
53	Tester	655.54	-	655.54
54	Miscellaneous	343.51	-	343.51
IV.	Motor Cycles	550.09	-	550.09
1	Assembler	516.55	-	516.55
2	Blacksmith	825.31	-	825.31
3	Boiler Attendant	283.31	-	283.31
4	Carpenter	768.28	-	768.28
5	Checker	496.08	-	496.08
6	Coolie/Mazdoor	483.20	-	483.20
7	Crane Operator	252.37	-	252.37
8	Die Maker	652.12	-	652.12
9	Driller	379.11	-	379.11
10	Driver	456.20	-	456.20
11	Electrician	531.37	-	531.37
12	Fireman	1659.31	-	1659.31
13	Fitter	507.68	-	507.68
14	Mech/Elec Foreman	809.64	-	809.64
15	Furnaceman	381.35	-	381.35
16	Gas Cutter	416.32	-	416.32
17	Grinder	393.44	-	393.44
18	Hammerman	308.80	-	308.80
19	Helper	347.53	-	347.53
20	Instrument Mech	383.27	-	383.27
21	Lineman	292.55	-	292.55
22	Loader/Unloader	304.50	-	304.50
23	Mistry/Kangani	251.92	-	251.92
24	Mechanic(General)	549.78	-	549.78

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
25	Millwright	1410.00	-	1410.00
26	Motor Mechanic	693.20	-	693.20
27	Moulder	507.84	-	507.84
28	Oilman/Greaser	1109.75	-	1109.75
29	Packer	278.70	-	278.70
30	Painter	513.07	-	513.07
31	Pattern Maker	603.67	-	603.67
32	Plater	240.67	-	240.67
33	Plumber	451.60	-	451.60
34	Polisher	411.06	-	411.06
35	Press Man	302.26	-	302.26
36	Rollerman/Roller	306.88	-	306.88
37	Shaper Machine Op	275.72	-	275.72
38	Supervisor	599.64	-	599.64
39	Sweeper	345.98	-	345.98
40	Tester	714.76	-	714.76
41	Trimmer	277.43	-	277.43
42	Trolly Driver	640.00	-	640.00
43	Turner	637.48	-	637.48
44	Watchman	392.12	-	392.12
45	Welder	446.68	-	446.68
46	Wireman	266.98	-	266.98
47	Boring Machine Op.	372.31	-	372.31
48	Fork Lift Operator	445.79	-	445.79
49	Mach. Op./Machinist	849.21	-	849.21
50	Casting Man	305.16	-	305.16
51	Milling Machine Op.	349.89	-	349.89
52	Setter	445.40	-	445.40
53	Tool Maker	607.34	-	607.34
54	Store Keeper	512.88	-	512.88
55	Apprentice/Trainees	344.81	-	344.81
56	Cook	339.58	-	339.58
57	Frazer	683.93	-	683.93
58	Auto Electrician	688.64	-	688.64
59	Tester	601.57	-	601.57
60	Miscellaneous	344.05	-	344.05
V.	Bicycles/Rickshaws	306.11	-	306.11
1	Assembler	276.68	-	276.68
2	Boiler Attendant	614.66	-	614.66
3	Chargeman	583.33	-	583.33
4	Checker	348.53	-	348.53
5	Coolie/Mazdoor	618.40	-	618.40
6	Crane Operator	277.56	-	277.56
7	Die Maker	626.52	-	626.52
8	Driller	364.85	-	364.85
9	Driver	315.69	-	315.69
10	Electrician	307.87	-	307.87

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
11	Fireman	305.56	-	305.56
12	Fitter	423.33	-	423.33
13	Mech/Elec Foreman	446.53	-	446.53
14	Furnaceman	306.39	-	306.39
15	Gas Cutter	333.33	-	333.33
16	Grinder	733.33	-	733.33
17	Hammerman	715.00	-	715.00
18	Helper	259.24	-	259.24
19	Loader/Unloader	224.57	-	224.57
20	Mistry/Kangani	352.28	-	352.28
21	Moulder	266.33	-	266.33
22	Packer	248.51	-	248.51
23	Painter	246.43	-	246.43
24	Press Man	341.38	-	341.38
25	Rollerman/Roller	249.59	-	249.59
26	Shaper Machine Op	266.99	-	266.99
27	Supervisor	412.12	-	412.12
28	Sweeper	257.49	-	257.49
29	Turner	412.72	-	412.72
30	Watchman	266.22	-	266.22
31	Welder	262.60	-	262.60
32	Mach. Op./Machinist	320.29	-	320.29
33	Milling Machine Op.	393.46	-	393.46
34	Setter	275.72	-	275.72
35	Tool Maker	278.33	-	278.33
36	Store Keeper	318.25	-	318.25
37	Brazer	418.78	-	418.78
38	Cycle Fitter	296.12	-	296.12
39	Filer	270.90	-	270.90
VI.	Aircraft	871.90	-	871.90
1	Assembler	892.37	-	892.37
2	Carpenter	527.77	-	527.77
3	Chargehand	1399.94	-	1399.94
4	Checker	969.78	-	969.78
5	Driller	765.66	-	765.66
6	Driver	650.27	-	650.27
7	Electrician	720.40	-	720.40
8	Fitter	707.09	-	707.09
9	Mech/Elec Foreman	958.86	-	958.86
10	Furnaceman	619.46	-	619.46
11	Gas Cutter	722.68	-	722.68
12	Grinder	808.25	-	808.25
13	Helper	467.89	-	467.89
14	Instrument Mech	1670.18	-	1670.18
15	Loader/Unloader	820.00	-	820.00
16	Marker	692.84	-	692.84
17	Mechanic(General)	860.58	-	860.58

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
18	Millwright	373.84	-	373.84
19	Packer	362.20	-	362.20
20	Painter	936.09	-	936.09
21	Plumber	475.00	-	475.00
22	Shaper Machine Op	601.55	-	601.55
23	Supervisor	911.90	-	911.90
24	Sweeper	362.88	-	362.88
25	Trimmer	1592.42	-	1592.42
26	Turner	874.91	-	874.91
27	Watchman	514.63	-	514.63
28	Welder	619.29	-	619.29
29	Wireman	832.00	-	832.00
30	Boring Machine Op.	755.29	-	755.29
31	Mach. Op./Machinist	845.67	-	845.67
32	Milling Machine Op.	1098.67	-	1098.67
33	Setter	1025.67	-	1025.67
34	Tool Maker	708.48	-	708.48
35	Store Keeper	836.30	-	836.30
36	Apprentice/Trainees	421.98	-	421.98
37	Aircraft Erector	1216.05	-	1216.05
38	Radio/Radar Mechanic	918.72	-	918.72
39	Miscellaneous	684.11	-	684.11
VII.	Domestic Appliances	436.04	-	436.04
1	Armature Winder	600.88	-	600.88
2	Assembler	345.87	-	345.87
3	Boiler Attendant	291.67	-	291.67
4	Chargehand	1306.61	-	1306.61
5	Chargeman	254.74	-	254.74
6	Checker	551.37	-	551.37
7	Coolie/Mazdoor	282.94	-	282.94
8	Core Maker	433.38	-	433.38
9	Die Maker	352.36	-	352.36
10	Driller	346.64	-	346.64
11	Driver	424.59	-	424.59
12	Electrician	428.87	-	428.87
13	Fitter	474.84	-	474.84
14	Mech/Elec Foreman	608.79	-	608.79
15	Furnaceman	296.77	-	296.77
16	Gas Cutter	291.46	-	291.46
17	Grinder	412.92	-	412.92
18	Helper	311.25	-	311.25
19	Instrument Mech	498.00	-	498.00
20	Lineman	342.98	-	342.98
21	Loader/Unloader	319.28	-	319.28
22	Mechanic(General)	400.68	-	400.68
23	Motor Mechanic	585.91	-	585.91
24	Moulder	288.71	-	288.71

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
25	Packer	338.62	-	338.62
26	Painter	534.47	-	534.47
27	Pattern Maker	485.69	-	485.69
28	Plumber	426.05	-	426.05
29	Polisher	303.83	-	303.83
30	Press Man	323.73	-	323.73
31	Shaper Machine Op	228.55	-	228.55
32	Sheetmetal Worker	529.12	-	529.12
33	Sorter	654.42	-	654.42
34	Supervisor	524.56	-	524.56
35	Sweeper	319.92	-	319.92
36	Tester	278.37	-	278.37
37	Turner	360.99	-	360.99
38	Watchman	333.75	-	333.75
39	Welder	453.11	-	453.11
40	Winder	318.31	-	318.31
41	Wireman	354.79	-	354.79
42	Mach. Op./Machinist	410.83	-	410.83
43	Milling Machine Op.	380.00	-	380.00
44	Tool Maker	330.75	-	330.75
45	Store Keeper	422.86	-	422.86
46	Apprentice/Trainees	302.72	-	302.72
47	Inspector	734.51	-	734.51
48	Refrig/AC Mechanic	781.27	-	781.27
49	Insulator	1122.63	-	1122.63
50	Sand Mix Operator	813.80	-	813.80
51	Miscellaneous	355.67	-	355.67
VIII. Television		598.32	-	598.32
1	Assembler	368.55	-	368.55
2	Boiler Attendant	1214.80	-	1214.80
3	Crane Operator	1226.12	-	1226.12
4	Driver	655.77	-	655.77
5	Electrician	1265.46	-	1265.46
6	Fireman	1190.57	-	1190.57
7	Fitter	1285.95	-	1285.95
8	Helper	353.31	-	353.31
9	Supervisor	441.48	-	441.48
10	Sweeper	506.01	-	506.01
11	Watchman	338.20	-	338.20
12	Mach. Op./Machinist	806.53	-	806.53
13	Store Keeper	324.85	-	324.85
14	Apprentice/Trainees	422.45	-	422.45
15	Attendant-Q Control	404.84	-	404.84
16	Bench Fitter	422.35	-	422.35
17	Cabinet Fitter	396.02	-	396.02
18	Operator	895.96	-	895.96
19	Soldering Operator	465.98	-	465.98

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	20 Trouble Shooter	413.75	-	413.75
	21 Technician	634.69	-	634.69
	22 Examiner-Grade II	946.49	-	946.49
	23 Inspector	522.55	-	522.55
IX.	Computer	504.20	-	504.20
	1 Assembler	511.34	-	511.34
	2 Chargehand	1219.90	-	1219.90
	3 Checker	677.52	-	677.52
	4 Compressor Op.	635.64	-	635.64
	5 Coolie/Mazdoor	441.50	-	441.50
	6 Driller	530.00	-	530.00
	7 Driver	447.76	-	447.76
	8 Electrician	483.74	-	483.74
	9 Fitter	314.10	-	314.10
	10 Mech/Elec Foreman	625.10	-	625.10
	11 Grinder	388.77	-	388.77
	12 Helper	299.24	-	299.24
	13 Instrument Mech	434.44	-	434.44
	14 Lineman	308.92	-	308.92
	15 Loader/Unloader	453.78	-	453.78
	16 Mechanic(General)	800.18	-	800.18
	17 Moulder	379.16	-	379.16
	18 Packer	467.56	-	467.56
	19 Painter	360.77	-	360.77
	20 Polisher	403.84	-	403.84
	21 Shaper Machine Op	324.02	-	324.02
	22 Sheetmetal Worker	378.90	-	378.90
	23 Supervisor	655.04	-	655.04
	24 Sweeper	285.25	-	285.25
	25 Watchman	355.73	-	355.73
	26 Welder	259.85	-	259.85
	27 Wireman	522.73	-	522.73
	28 Fork Lift Operator	415.43	-	415.43
	29 Mach. Op./Machinist	464.86	-	464.86
	30 Tool Maker	532.17	-	532.17
	31 Store Keeper	497.66	-	497.66
	32 Apprentice/Trainees	268.71	-	268.71
	33 Bench Fitter	718.78	-	718.78
	34 Instrument Fitter	424.12	-	424.12
	35 Operator	602.11	-	602.11
	36 Technician	866.07	-	866.07
	37 Trouble Shooter	519.42	-	519.42
	38 Miscellaneous	417.58	-	417.58
X.	Watches	377.78	-	377.78
	1 Assembler	366.68	-	366.68

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
	2 Carpenter	433.57	-	433.57
	3 Chargehand	334.43	-	334.43
	4 Checker	418.08	-	418.08
	5 Coolie/Mazdoor	327.95	-	327.95
	6 Die Maker	491.62	-	491.62
	7 Driver	378.78	-	378.78
	8 Electrician	312.76	-	312.76
	9 Fitter	594.66	-	594.66
	10 Mech/Elec Foreman	558.68	-	558.68
	11 Gas Cutter	366.91	-	366.91
	12 Grinder	375.34	-	375.34
	13 Helper	298.49	-	298.49
	14 Lineman	482.00	-	482.00
	15 Mechanic(General)	233.33	-	233.33
	16 Packer	207.13	-	207.13
	17 Painter	377.78	-	377.78
	18 Pattern Maker	243.08	-	243.08
	19 Plater	272.45	-	272.45
	20 Plumber	465.73	-	465.73
	21 Polisher	237.15	-	237.15
	22 Press Man	376.86	-	376.86
	23 Shaper Machine Op	321.34	-	321.34
	24 Sheetmetal Worker	411.45	-	411.45
	25 Supervisor	524.13	-	524.13
	26 Sweeper	240.73	-	240.73
	27 Tester	410.49	-	410.49
	28 Turner	479.09	-	479.09
	29 Watchman	277.07	-	277.07
	30 Winder	408.40	-	408.40
	31 Mach. Op./Machinist	555.78	-	555.78
	32 Setter	256.34	-	256.34
	33 Tool Maker	398.24	-	398.24
	34 Store Keeper	326.97	-	326.97
	35 Apprentice/Trainees	210.19	-	210.19
	36 Cook	374.67	-	374.67
	37 Operator	463.15	-	463.15
	38 Watch Maker	393.72	-	393.72
	39 Moulder-Plastic	427.68	-	427.68
	40 Soldering Operator	407.39	-	407.39
	41 Miscellaneous	205.81	-	205.81
All Ten Engineering Ind.		539.36	-	539.36

TABLE 4.10
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.	Ship Building	381.21	102.39	0.08	67.44	9.83	98.67	1.16	660.78
	1 Carpenter	507.72	13.36	-	82.49	39.23	1.19	-	643.99
	2 Checker	340.00	-	-	102.67	-	-	-	442.67
	3 Coolie/Mazdoor	412.10	299.97	-	83.71	0.16	20.18	-	816.12
	4 Core Maker	360.00	-	-	54.00	-	-	-	414.00
	5 Crane Operator	305.62	275.49	-	47.27	-	1.42	-	629.80
	6 Die Maker	246.66	-	-	-	-	-	-	246.66
	7 Driver	325.68	118.01	-	78.07	15.74	112.54	-	650.04
	8 Electrician	369.72	23.15	-	120.25	30.91	208.75	0.28	753.06
	9 Fitter	319.30	31.27	-	33.40	9.57	158.62	1.32	553.48
	10 Mech/Elec Foreman	412.64	9.20	-	141.33	37.79	179.15	5.25	785.36
	11 Gas Cutter	324.31	24.07	-	12.67	-	13.26	-	374.31
	12 Grinder	330.96	130.69	-	29.06	-	16.96	-	507.67
	13 Helper	346.55	131.31	0.37	44.08	1.53	66.52	0.89	591.25
	14 Instrument Mech	218.50	-	-	-	-	-	-	218.50
	15 Lineman	77.79	336.84	-	19.99	-	6.85	-	441.47
	16 Mate/Mukaddam	74.93	338.51	-	19.07	-	5.60	-	438.11
	17 Mechanic (General)	407.50	74.34	-	97.31	40.69	65.06	26.66	711.56
	18 Moulder	300.63	-	-	20.00	-	10.60	-	331.23
	19 Painter	350.52	93.50	-	61.72	14.91	53.42	-	574.07
	20 Plumber	396.11	289.16	-	79.22	-	18.06	-	782.55
	21 Press Man	280.28	-	-	27.89	-	-	11.86	320.03
	22 Sorter	261.15	-	-	156.73	-	170.00	-	587.88
	23 Supervisor	465.25	39.61	-	79.23	14.03	90.35	2.92	691.39
	24 Sweeper	223.05	84.57	-	27.38	-	7.62	3.61	346.23
	25 Turner	278.31	60.01	-	56.32	0.32	33.57	1.87	430.40
	26 Watchman	265.07	50.53	-	35.59	0.74	64.72	1.82	418.47
	27 Welder	302.82	38.00	-	63.71	12.13	121.07	0.56	538.29

Table 4.10

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
28	Wireman	346.83	-	-	161.87	26.67	175.67	-	711.04
29	Mach. Op./Machinist	289.76	7.05	-	27.50	3.68	58.07	0.32	386.38
30	Setter	433.33	-	-	-	-	51.65	-	484.98
31	Tool Maker	340.00	-	-	-	-	-	-	340.00
32	Gen./Turbo Operator	369.33	277.00	-	55.40	-	-	-	701.73
33	Store Keeper	281.39	-	-	73.13	44.71	174.82	-	574.05
34	Boiler Maker	295.25	-	-	12.12	-	31.40	1.81	340.58
35	Erector	404.26	30.62	-	100.86	16.26	207.27	2.09	761.36
36	Plater	555.33	37.82	-	137.99	21.14	336.21	0.66	1089.15
37	Sail Maker	395.34	70.48	-	59.03	0.54	13.20	2.59	541.18
38	Boat Builder	591.78	83.19	-	94.99	38.37	5.10	0.85	814.28
39	Insulator	408.76	-	-	100.46	27.75	279.42	1.15	817.54
40	Miscellaneous	361.39	123.62	-	51.00	-	7.17	11.00	554.18
II.	Locomotives	289.55	66.07	2.93	46.49	13.56	39.70	8.92	467.22
1	Assembler	409.44	104.59	-	46.05	1.40	45.50	50.88	657.86
2	Blacksmith	351.86	-	-	-	-	-	-	351.86
3	Boiler Attendant	200.00	-	-	-	-	-	-	200.00
4	Carpenter	144.18	-	-	176.43	-	-	-	320.61
5	Chargehand	593.67	-	-	-	-	-	-	593.67
6	Chargeman	549.00	-	-	-	-	-	-	549.00
7	Checker	600.74	46.32	-	228.24	40.44	55.61	7.05	978.40
8	Compressor Op.	500.00	-	-	-	-	-	-	500.00
9	Coolie/Mazdoor	264.39	21.41	-	13.18	1.72	92.66	-	393.36
10	Core Maker	168.54	287.07	-	9.22	-	-	-	464.83
11	Crane Operator	214.39	180.85	-	11.55	-	2.81	-	409.60
12	Die Maker	379.61	-	-	42.86	-	-	-	422.47
13	Driller	379.17	115.73	-	107.19	18.39	28.17	26.77	675.42
14	Driver	258.47	5.94	-	39.38	4.75	40.74	1.70	350.98
15	Electrician	321.98	57.51	3.57	50.93	11.50	29.57	16.16	491.22
16	Fitter	239.99	138.05	0.31	21.16	0.64	48.66	1.03	449.84
17	Mech/Elec Foreman	379.61	-	0.78	219.68	0.85	193.16	2.77	796.85

Table 4.10

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
18	Furnaceman	128.84	332.39	-	18.37	-	-	-	479.60
19	Gas Cutter	279.83	61.02	-	24.20	-	12.84	-	377.89
20	Grinder	208.46	119.06	-	17.87	0.66	19.94	8.54	374.53
21	Helper	227.23	80.86	-	27.69	18.19	17.46	1.78	373.21
22	Instrument Mech	199.27	-	-	9.98	-	-	-	209.25
23	Loader/Unloader	395.12	-	-	11.21	8.95	72.33	-	487.61
24	Marker	212.81	153.01	-	9.91	-	1.43	-	377.16
25	Mate/Mukaddam	290.77	-	-	-	-	-	-	290.77
26	Mechanic(General)	293.11	39.43	0.28	36.45	8.09	47.14	1.83	426.33
27	Motor Mechanic	265.17	36.71	4.62	67.96	9.58	33.24	33.82	451.10
28	Moulder	387.31	2.20	-	5.89	-	23.68	-	419.08
29	Oilman/Greaser	300.12	106.90	-	33.32	-	73.20	-	513.54
30	Packer	189.80	-	-	24.49	32.61	45.37	-	292.27
31	Painter	312.63	2.17	0.43	87.81	10.29	79.01	-	492.34
32	Pattern Maker	224.71	267.50	-	17.03	-	-	-	509.24
33	Press Man	265.84	-	-	4.51	33.77	56.30	22.35	382.77
34	Rivetter	264.17	-	-	13.67	-	52.31	-	330.15
35	Shaper Machine Op	277.43	-	-	5.21	-	32.41	-	315.05
36	Sorter	469.12	-	-	-	-	128.19	-	597.31
37	Supervisor	396.98	6.20	-	60.39	19.40	51.22	0.62	534.81
38	Sweeper	228.75	24.50	-	24.55	13.17	14.76	2.77	308.50
39	Tester	434.67	326.00	-	65.20	-	56.90	-	882.77
40	Tindal	276.43	-	-	-	-	-	-	276.43
41	Trimmer	141.66	112.11	-	-	-	40.97	165.29	460.03
42	Turner	274.91	9.16	-	42.98	2.96	51.92	4.33	386.26
43	Watchman	274.30	9.30	-	48.06	0.79	36.94	10.93	380.32
44	Welder	305.25	64.59	-	34.12	7.82	35.58	7.95	455.31
45	Winder	400.33	300.27	-	60.07	-	51.88	-	812.55
46	Boring Machine Op.	118.14	-	-	58.86	-	81.63	-	258.63
47	Fork Lift Operator	237.50	-	-	-	-	-	-	237.50
48	Mach. Op./Machinist	329.20	110.78	19.99	56.65	32.31	33.26	35.81	618.00
49	Milling Machine Op.	128.03	-	-	6.40	-	93.12	-	227.55
50	Setter	320.23	169.17	-	33.84	-	32.18	-	555.42

Table 4.10

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
51	Gen./Turbo Operator	500.00	-	-	-	-	-	-	500.00
52	Store Keeper	345.65	11.52	1.71	148.12	3.16	123.64	0.21	634.01
53	Apprentice/Trainees	373.17	2.49	-	10.38	-	7.68	-	393.72
54	Boiler Maker	321.27	-	-	20.54	1.67	45.40	10.21	399.09
55	Cooper Smith	312.59	-	-	13.27	1.70	55.21	-	382.77
56	Fitter-C & W	313.60	59.47	-	73.89	8.26	26.24	10.07	491.53
57	Fitter-Loco	359.40	46.81	-	41.54	7.57	50.13	9.76	515.21
58	Lifter	970.51	-	-	767.60	-	-	722.38	2460.49
59	Power Hammer Op	369.99	72.47	8.09	62.56	11.04	9.56	8.13	541.84
60	Frazer	143.78	58.11	-	58.10	-	498.56	-	758.55
61	Tester	283.46	2.20	-	3.66	1.47	124.02	-	414.81
62	Miscellaneous	271.28	6.66	-	46.48	1.11	14.12	0.04	339.69
III.	Motor Vehicles	357.44	26.50	1.04	64.53	19.34	64.83	16.38	550.06
1	Assembler	966.18	0.53	0.05	285.18	62.40	241.59	0.92	1556.85
2	Carpenter	258.00	-	-	110.00	-	18.00	-	386.00
3	Chargehand	320.00	-	-	25.66	90.59	-	-	436.25
4	Chargeman	188.34	-	-	38.00	-	-	-	226.34
5	Checker	253.39	24.71	0.84	55.99	34.96	70.11	7.65	447.65
6	Compressor Op.	465.56	56.76	-	67.42	19.26	27.15	96.32	732.47
7	Coolie/Mazdoor	282.36	27.01	-	12.15	-	20.85	-	342.37
8	Crane Operator	298.54	-	-	62.75	-	10.27	-	371.56
9	Die Maker	438.72	16.04	13.84	112.64	12.78	110.06	8.21	712.29
10	Driller	349.66	2.83	-	113.32	24.69	4.15	0.27	494.92
11	Driver	322.36	9.35	0.55	44.73	17.93	37.23	1.18	433.33
12	Electrician	239.03	10.95	0.07	71.88	23.67	23.17	3.57	372.34
13	Fitter	305.38	17.59	0.74	75.38	16.50	50.62	12.64	478.85
14	Mech/Elec Foreman	415.91	-	8.68	75.32	20.57	47.98	1.80	570.26
15	Furnaceman	263.00	-	-	52.60	-	-	8.67	324.27
16	Gas Cutter	288.27	-	-	1.75	-	-	3.16	293.18
17	Grinder	306.10	16.46	-	58.08	17.74	12.88	1.29	412.55
18	Helper	269.57	4.64	0.39	11.92	5.70	35.01	5.74	332.97

Table 4.10

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
19	Lineman	276.03	-	-	110.00	66.66	42.79	-	495.48
20	Loader/Unloader	252.93	-	-	40.56	58.55	12.33	2.62	366.99
21	Mistry/Kangani	550.00	-	-	-	-	-	-	550.00
22	Mechanic (General)	293.85	39.48	-	43.54	13.48	77.10	18.76	486.21
23	Motor Mechanic	322.91	44.50	-	76.20	-	76.19	0.45	520.25
24	Moulder	211.77	-	-	74.32	7.37	41.61	6.01	341.08
25	Packer	227.36	3.61	-	52.45	2.77	27.12	-	313.31
26	Painter	305.43	-	0.79	46.08	1.82	46.88	1.92	402.92
27	Plumber	251.98	-	-	-	-	27.68	12.82	292.48
28	Press Man	348.58	22.56	0.38	51.86	12.09	11.89	0.54	447.90
29	Rollerman/Roller	328.80	-	-	41.10	23.48	36.44	-	429.82
30	Shaper Machine Op	479.20	-	-	161.43	45.87	20.37	229.47	936.34
31	Sheetmetal Worker	187.78	-	-	-	-	-	-	187.78
32	Supervisor	418.91	15.00	8.94	66.98	20.61	106.84	13.00	650.28
33	Sweeper	266.96	1.23	0.13	24.03	21.10	4.96	1.77	320.18
34	Trimmer	317.47	-	-	46.34	-	-	0.96	364.77
35	Turner	336.50	5.69	1.69	79.49	25.82	25.12	2.74	477.05
36	Watchman	287.61	9.94	1.16	20.59	2.91	7.55	1.84	331.60
37	Welder	319.33	49.78	2.11	73.60	12.58	58.12	1.45	516.97
38	Winder	257.69	-	-	76.92	28.85	11.54	-	375.00
39	Wireman	263.77	-	-	97.78	2.96	36.73	4.50	405.74
40	Boring Machine Op.	447.91	-	-	155.77	44.50	23.08	222.58	893.84
41	Fork Lift Operator	427.32	-	-	28.79	0.24	-	-	456.35
42	Mach. Op./Machinist	344.93	63.39	2.20	58.51	23.94	81.24	20.12	594.33
43	Casting Man	296.63	-	-	-	9.91	113.76	42.09	462.39
44	Milling Machine Op.	327.69	-	2.90	64.05	3.17	0.82	7.42	406.05
45	Setter	292.92	-	-	50.95	41.79	69.21	5.49	460.36
46	Tool Maker	381.85	14.58	-	137.44	32.55	22.95	-	589.37
47	Store Keeper	335.72	2.73	3.18	55.80	17.29	22.53	3.39	440.64
48	Apprentice/Trainees	289.04	-	0.94	14.36	1.39	46.82	16.56	369.11
49	Boat Builder	805.95	-	-	-	-	-	-	805.95
50	Insulator	776.80	-	-	-	-	-	-	776.80
51	Frazer	347.13	14.73	0.64	47.57	24.75	19.85	0.77	455.44

Table 4.10

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
	52 Auto Electrician	313.89	151.90	0.74	129.35	49.69	48.94	24.31	718.82
	53 Tester	265.87	101.57	0.33	100.41	31.34	59.38	96.64	655.54
	54 Miscellaneous	286.10	-	-	23.96	3.46	23.16	6.83	343.51
IV.	Motor Cycles	337.20	39.68	32.17	50.90	17.49	51.37	21.28	550.09
	1 Assembler	340.18	43.33	-	52.53	2.75	67.92	9.84	516.55
	2 Blacksmith	281.49	-	-	19.28	-	103.70	420.84	825.31
	3 Boiler Attendant	283.31	-	-	-	-	-	-	283.31
	4 Carpenter	390.50	121.33	-	89.40	-	95.25	71.80	768.28
	5 Checker	326.31	19.29	6.61	53.89	13.99	64.55	11.44	496.08
	6 Coolie/Mazdoor	285.93	81.38	-	19.84	0.02	95.95	0.08	483.20
	7 Crane Operator	252.37	-	-	-	-	-	-	252.37
	8 Die Maker	355.50	-	1.07	200.83	19.85	24.05	50.82	652.12
	9 Driller	287.37	9.93	3.78	55.90	6.51	15.62	-	379.11
	10 Driver	371.78	2.48	9.62	30.77	9.99	20.62	10.94	456.20
	11 Electrician	419.95	9.68	-	67.01	4.55	18.69	11.49	531.37
	12 Fireman	588.26	57.80	368.38	32.69	57.80	102.22	452.16	1659.31
	13 Fitter	350.34	14.60	-	66.31	11.45	40.57	24.41	507.68
	14 Mech/Elec Foreman	449.03	15.10	97.91	88.00	25.30	91.70	42.60	809.64
	15 Furnaceman	282.50	-	-	59.76	2.49	17.11	19.49	381.35
	16 Gas Cutter	227.71	-	-	125.40	16.06	47.15	-	416.32
	17 Grinder	254.43	11.75	4.78	48.46	23.69	35.40	14.93	393.44
	18 Hammerman	256.45	-	-	39.26	-	13.09	-	308.80
	19 Helper	271.01	29.45	1.45	7.40	12.05	22.93	3.24	347.53
	20 Instrument Mech	333.91	-	-	26.40	0.63	19.39	2.94	383.27
	21 Lineman	158.55	-	48.75	66.25	8.33	4.17	6.50	292.55
	22 Loader/Unloader	261.29	-	-	19.87	3.12	20.02	0.20	304.50
	23 Mistry/Kangani	222.32	-	-	22.41	0.54	6.23	0.42	251.92
	24 Mechanic(General)	292.71	22.25	0.11	76.34	18.22	130.71	9.44	549.78
	25 Millwright	446.67	-	-	178.67	53.33	705.33	26.00	1410.00
	26 Motor Mechanic	439.77	-	-	91.68	15.17	133.25	13.33	693.20
	27 Moulder	423.95	-	18.50	32.24	21.86	11.29	-	507.84

Table 4.10

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
28	Oilman/Greaser	602.49	-	-	222.49	-	240.33	44.44	1109.75
29	Packer	244.00	-	0.17	15.15	0.57	9.34	9.47	278.70
30	Painter	368.15	-	-	81.81	16.28	23.19	23.64	513.07
31	Pattern Maker	516.67	-	-	78.33	-	-	8.67	603.67
32	Plater	240.67	-	-	-	-	-	-	240.67
33	Plumber	299.06	-	-	152.54	-	-	-	451.60
34	Polisher	411.06	-	-	-	-	-	-	411.06
35	Press Man	251.66	-	-	19.98	9.74	17.46	3.42	302.26
36	Rollerman/Roller	273.88	-	-	17.75	15.25	-	-	306.88
37	Shaper Machine Op	225.32	22.31	3.14	14.25	9.41	1.29	-	275.72
38	Supervisor	412.14	8.22	0.37	81.31	18.06	77.54	2.00	599.64
39	Sweeper	290.81	31.18	-	5.31	2.21	15.17	1.30	345.98
40	Tester	327.32	29.83	-	144.95	72.49	140.17	-	714.76
41	Trimmer	266.27	-	-	-	11.16	-	-	277.43
42	Trolley Driver	390.00	-	-	133.33	66.67	50.00	-	640.00
43	Turner	436.87	16.28	0.18	119.31	7.75	24.85	32.24	637.48
44	Watchman	303.08	22.91	17.91	15.37	5.16	18.11	9.58	392.12
45	Welder	299.00	58.49	-	22.88	4.37	58.91	3.03	446.68
46	Wireman	206.77	-	-	45.16	-	15.05	-	266.98
47	Boring Machine Op.	304.12	-	-	56.52	11.67	-	-	372.31
48	Fork Lift Operator	178.76	-	-	147.07	73.34	12.07	34.55	445.79
49	Mach. Op./Machinist	392.69	61.35	110.70	95.95	30.10	99.67	58.75	849.21
50	Casting Man	172.41	-	-	74.71	32.31	-	25.73	305.16
51	Milling Machine Op.	315.76	-	0.18	22.29	5.33	5.79	0.54	349.89
52	Setter	344.94	-	-	66.57	-	33.89	-	445.40
53	Tool Maker	407.37	-	-	44.91	14.72	125.81	14.53	607.34
54	Store Keeper	387.41	3.17	-	40.59	15.58	59.46	6.67	512.88
55	Apprentice/Trainees	325.99	-	0.17	6.22	2.15	10.28	-	344.81
56	Cook	265.77	-	-	9.17	4.17	41.26	19.21	339.58
57	Frazer	357.54	146.83	9.63	78.46	25.80	53.12	12.55	683.93
58	Auto Electrician	456.48	33.46	0.41	98.87	28.33	56.92	14.17	688.64
59	Tester	371.74	32.67	0.26	99.02	31.68	54.59	11.61	601.57
60	Miscellaneous	308.00	-	-	11.15	16.31	4.04	4.55	344.05

Table 4.10

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
V.	Bicycles/Rickshaws	290.34	0.49	0.16	6.19	0.99	7.40	0.54	306.11
1	Assembler	276.68	-	-	-	-	-	-	276.68
2	Boiler Attendant	461.23	-	-	92.23	33.33	27.87	-	614.66
3	Chargeman	291.67	-	-	58.33	-	233.33	-	583.33
4	Checker	301.89	-	-	19.33	3.11	24.20	-	348.53
5	Coolie/Mazdoor	618.40	-	-	-	-	-	-	618.40
6	Crane Operator	277.56	-	-	-	-	-	-	277.56
7	Die Maker	489.78	-	-	96.45	32.80	7.49	-	626.52
8	Driller	305.01	-	-	-	-	5.49	54.35	364.85
9	Driver	300.36	3.67	-	7.33	2.55	1.78	-	315.69
10	Electrician	284.49	-	-	7.96	1.44	13.98	-	307.87
11	Fireman	305.56	-	-	-	-	-	-	305.56
12	Fitter	376.47	-	-	21.00	3.65	14.87	7.34	423.33
13	Mech/Elec Foreman	436.28	-	-	8.98	-	1.27	-	446.53
14	Furnaceman	306.39	-	-	-	-	-	-	306.39
15	Gas Cutter	333.33	-	-	-	-	-	-	333.33
16	Grinder	733.33	-	-	-	-	-	-	733.33
17	Hammerman	715.00	-	-	-	-	-	-	715.00
18	Helper	244.93	-	-	5.28	0.90	7.91	0.22	259.24
19	Loader/Unloader	224.57	-	-	-	-	-	-	224.57
20	Mistry/Kangani	352.28	-	-	-	-	-	-	352.28
21	Moulder	266.33	-	-	-	-	-	-	266.33
22	Packer	246.76	-	-	1.59	0.16	-	-	248.51
23	Painter	246.43	-	-	-	-	-	-	246.43
24	Press Man	313.11	13.54	7.07	7.66	-	-	-	341.38
25	Rollerman/Roller	249.59	-	-	-	-	-	-	249.59
26	Shaper Machine Op	266.99	-	-	-	-	-	-	266.99
27	Supervisor	382.87	2.15	-	14.23	2.94	9.93	-	412.12
28	Sweeper	219.70	14.24	4.12	4.10	2.55	12.78	-	257.49
29	Turner	396.93	-	-	8.77	2.08	4.94	-	412.72
30	Watchman	245.23	-	-	5.29	-	15.70	-	266.22

Table 4.10

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 Welder	250.59	-	-	-	2.20	9.81	-	262.60
	32 Mach. Op./Machinist	293.30	-	-	10.01	1.37	15.61	-	320.29
	33 Milling Machine Op.	355.97	-	-	25.55	9.77	2.17	-	393.46
	34 Setter	275.72	-	-	-	-	-	-	275.72
	35 Tool Maker	278.33	-	-	-	-	-	-	278.33
	36 Store Keeper	318.25	-	-	-	-	-	-	318.25
	37 Brazier	414.58	-	-	-	0.39	-	3.81	418.78
	38 Cycle Fitter	290.12	-	-	5.29	-	-	0.71	296.12
	39 Filer	265.90	-	-	2.55	-	0.37	2.08	270.90
VI.	Aircraft	393.73	111.26	9.96	149.40	53.55	149.15	4.85	871.90
	1 Assembler	300.24	184.24	111.72	86.81	15.92	164.25	29.19	892.37
	2 Carpenter	157.12	-	-	209.49	157.11	4.05	-	527.77
	3 Chargehand	696.23	4.24	-	252.33	31.81	415.33	-	1399.94
	4 Checker	439.75	59.95	9.68	158.46	39.69	258.85	3.40	969.78
	5 Driller	292.98	67.22	2.10	201.55	128.37	73.44	-	765.66
	6 Driver	380.50	38.08	3.73	94.26	37.05	94.07	2.58	650.27
	7 Electrician	291.20	56.08	1.05	130.39	90.31	151.37	-	720.40
	8 Fitter	273.60	95.30	3.63	168.36	93.94	67.26	5.00	707.09
	9 Mech/Elec Foreman	382.23	-	-	303.91	131.06	140.43	1.23	958.86
	10 Furnaceman	166.71	14.01	0.96	195.37	142.84	99.57	-	619.46
	11 Gas Cutter	296.13	75.59	1.12	177.23	114.25	58.36	-	722.68
	12 Grinder	303.54	75.86	1.70	212.69	141.44	73.02	-	808.25
	13 Helper	270.65	52.50	1.14	58.06	30.70	50.82	4.02	467.89
	14 Instrument Mech	671.51	754.08	-	134.18	32.21	78.20	-	1670.18
	15 Loader/Unloader	492.00	-	-	246.00	41.00	31.00	10.00	820.00
	16 Marker	315.92	7.69	86.54	57.69	-	225.00	-	692.84
	17 Mechanic(General)	490.02	106.46	8.41	103.06	16.07	131.06	5.50	860.58
	18 Millwright	234.92	119.69	-	-	-	19.23	-	373.84
	19 Packer	261.12	41.54	-	23.34	15.00	21.20	-	362.20
	20 Painter	419.36	71.57	16.63	153.72	37.12	233.16	4.53	936.09
	21 Plumber	142.50	-	-	190.00	142.50	-	-	475.00

Table 4.10

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
22	Shaper Machine Op	359.18	-	-	83.66	20.90	137.81	-	601.55
23	Supervisor	443.78	83.24	0.39	227.46	55.51	99.73	1.79	911.90
24	Sweeper	264.85	26.74	2.61	35.26	14.71	14.86	3.85	362.88
25	Trimmer	695.39	-	-	278.16	-	618.87	-	1592.42
26	Turner	330.47	182.13	0.88	198.27	113.79	49.37	-	874.91
27	Watchman	312.86	20.71	1.00	65.55	31.57	81.03	1.91	514.63
28	Welder	288.58	25.12	0.34	142.75	89.14	73.19	0.17	619.29
29	Wireman	315.77	33.23	0.80	231.25	120.12	130.83	-	832.00
30	Boring Machine Op.	259.98	53.81	2.41	225.44	147.54	66.11	-	755.29
31	Mach. Op./Machinist	353.11	79.24	10.82	141.03	48.27	206.48	6.72	845.67
32	Milling Machine Op.	450.04	34.88	0.74	240.67	91.07	281.27	-	1098.67
33	Setter	315.20	216.04	133.85	108.85	18.51	198.26	34.96	1025.67
34	Tool Maker	323.49	77.06	49.08	118.73	49.71	77.59	12.82	708.48
35	Store Keeper	461.12	42.59	15.07	139.60	29.37	139.31	9.24	836.30
36	Apprentice/Trainees	169.73	42.93	-	100.05	64.03	45.24	-	421.98
37	Aircraft Erector	624.17	179.48	-	136.06	4.77	269.55	2.02	1216.05
38	Radio/Radar Mechanic	674.39	-	-	131.98	22.55	85.03	4.77	918.72
39	Miscellaneous	363.68	30.93	38.78	100.68	-	150.04	-	684.11
VII.	Domestic Appliances	310.67	35.20	2.45	35.90	8.20	36.81	6.81	436.04
1	Armature Winder	437.00	-	-	163.88	-	-	-	600.88
2	Assembler	301.25	5.84	3.04	15.50	3.37	15.22	1.65	345.87
3	Boiler Attendant	275.00	-	-	-	16.67	-	-	291.67
4	Chargehand	440.53	-	-	150.73	113.66	601.69	-	1306.61
5	Chargeman	236.40	-	-	18.34	-	-	-	254.74
6	Checker	396.23	19.00	0.80	74.44	8.79	51.86	0.25	551.37
7	Coolie/Mazdoor	241.20	28.16	-	5.40	1.88	5.59	0.71	282.94
8	Core Maker	346.59	-	-	34.72	17.94	18.37	15.76	433.38
9	Die Maker	333.22	-	-	19.14	-	-	-	352.36
10	Driller	275.15	6.89	0.47	29.82	18.01	7.30	9.00	346.64
11	Driver	275.46	55.04	1.05	44.26	1.37	47.01	0.40	424.59
12	Electrician	327.76	12.18	1.24	42.71	6.02	20.83	18.13	428.87

Table 4.10

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	Fitter	307.37	20.85	3.86	57.76	29.98	34.84	20.18	474.84
14	Mech/Elec Foreman	353.17	1.98	9.27	125.39	-	52.72	66.26	608.79
15	Furnaceman	296.77	-	-	-	-	-	-	296.77
16	Gas Cutter	259.19	-	-	8.00	-	24.27	-	291.46
17	Grinder	255.47	13.28	16.71	58.30	33.98	14.83	20.35	412.92
18	Helper	224.84	37.59	0.14	17.77	4.47	20.40	6.04	311.25
19	Instrument Mech	390.67	-	-	107.33	-	-	-	498.00
20	Lineman	307.27	6.45	-	22.95	6.31	-	-	342.98
21	Loader/Unloader	319.28	-	-	-	-	-	-	319.28
22	Mechanic(General)	227.87	68.44	0.75	32.84	2.88	67.00	0.90	400.68
23	Motor Mechanic	349.98	145.83	2.61	87.49	-	-	-	585.91
24	Moulder	258.64	11.37	-	9.73	-	8.97	-	288.71
25	Packer	299.20	18.16	0.13	9.25	1.49	10.39	-	338.62
26	Painter	428.26	3.71	-	62.57	9.62	24.34	5.97	534.47
27	Pattern Maker	400.76	-	-	62.50	1.60	20.83	-	485.69
28	Plumber	130.63	141.25	-	-	-	154.17	-	426.05
29	Polisher	296.70	-	-	4.28	2.85	-	-	303.83
30	Press Man	305.84	-	-	17.89	-	-	-	323.73
31	Shaper Machine Op	228.55	-	-	-	-	-	-	228.55
32	Sheetmetal Worker	395.85	-	44.26	81.16	-	7.85	-	529.12
33	Sorter	408.65	-	-	152.65	93.12	-	-	654.42
34	Supervisor	409.59	11.31	2.65	64.93	10.75	24.82	0.51	524.56
35	Sweeper	214.64	46.84	-	14.62	1.32	41.06	1.44	319.92
36	Tester	263.89	4.23	-	4.28	-	5.97	-	278.37
37	Turner	205.74	64.40	1.87	15.27	8.20	60.58	4.93	360.99
38	Watchman	263.75	10.35	0.19	13.39	2.11	42.49	1.47	333.75
39	Welder	281.11	41.70	3.42	49.23	26.49	37.79	13.37	453.11
40	Winder	274.55	8.47	-	21.59	11.77	1.93	-	318.31
41	Wireman	282.14	41.67	-	30.98	-	-	-	354.79
42	Mach. Op./Machinist	293.79	22.02	11.28	30.20	7.70	37.88	7.96	410.83
43	Milling Machine Op.	380.00	-	-	-	-	-	-	380.00
44	Tool Maker	200.88	81.39	-	-	-	48.48	-	330.75
45	Store Keeper	336.21	3.07	2.70	52.09	11.12	14.34	3.33	422.86

Table 4.10

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
46	Apprentice/Trainees	292.92	-	-	-	-	9.80	-	302.72
47	Inspector	505.89	60.45	0.95	97.96	9.55	50.62	9.09	734.51
48	Refrig/AC Mechanic	554.69	75.00	-	66.54	10.31	61.22	13.51	781.27
49	Insulator	686.55	164.98	-	121.35	18.57	108.50	22.68	1122.63
50	Sand Mix Operator	449.68	52.69	6.44	94.74	29.12	169.70	11.43	813.80
51	Miscellaneous	297.37	-	-	37.08	-	21.22	-	355.67
VIII.	Television	255.09	83.52	37.54	77.72	7.05	126.59	10.81	598.32
1	Assembler	178.06	113.17	-	21.75	1.40	51.74	2.43	368.55
2	Boiler Attendant	384.50	126.18	-	96.21	5.85	602.06	-	1214.80
3	Crane Operator	392.30	128.85	-	97.77	3.02	604.18	-	1226.12
4	Driver	363.22	46.08	-	33.77	2.84	209.86	-	655.77
5	Electrician	235.36	446.65	-	120.27	31.73	431.45	-	1265.46
6	Fireman	391.12	125.78	-	97.85	1.90	573.92	-	1190.57
7	Fitter	238.65	446.65	-	120.27	31.73	448.65	-	1285.95
8	Helper	182.42	49.37	21.40	17.68	3.57	67.07	11.80	353.31
9	Supervisor	345.01	8.14	-	54.95	9.01	22.15	2.22	441.48
10	Sweeper	200.99	59.79	-	30.34	3.70	143.59	67.60	506.01
11	Watchman	156.59	31.50	-	14.82	1.10	47.20	86.99	338.20
12	Mach. Op./Machinist	274.11	118.21	101.89	162.27	0.82	147.66	1.57	806.53
13	Store Keeper	186.36	106.04	-	11.68	-	20.77	-	324.85
14	Apprentice/Trainees	155.27	36.81	-	76.07	-	154.30	-	422.45
15	Attendant-Q Control	324.17	-	-	53.38	27.29	-	-	404.84
16	Bench Fitter	330.68	-	-	64.25	27.42	-	-	422.35
17	Cabinet Fitter	325.27	-	-	43.43	27.32	-	-	396.02
18	Operator	333.12	134.62	-	72.96	13.06	341.81	0.39	895.96
19	Soldering Operator	318.36	35.38	-	54.22	28.86	29.16	-	465.98
20	Trouble Shooter	326.95	-	-	53.73	33.07	-	-	413.75
21	Technician	336.92	111.14	-	64.50	18.66	99.79	3.68	634.69
22	Examiner-Grade II	475.78	109.53	-	190.95	69.39	87.16	13.68	946.49
23	Inspector	373.13	46.98	-	46.95	23.97	31.52	-	522.55

Table 4.10

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
IX.	Computer	312.46	38.82	0.05	74.49	13.38	60.33	4.67	504.20
	1 Assembler	273.41	76.25	1.58	57.78	23.83	47.76	30.73	511.34
	2 Chargehand	394.17	-	-	157.67	53.33	614.73	-	1219.90
	3 Checker	282.59	104.94	-	101.40	27.01	145.17	16.41	677.52
	4 Compressor Op.	575.97	-	-	-	-	59.67	-	635.64
	5 Coolie/Mazdoor	254.13	103.44	-	29.19	6.91	45.94	1.89	441.50
	6 Driller	411.67	-	-	73.33	-	25.00	20.00	530.00
	7 Driver	244.81	24.99	-	64.91	30.06	66.96	16.03	447.76
	8 Electrician	313.13	2.21	-	51.75	14.02	91.25	11.38	483.74
	9 Fitter	237.02	-	-	55.84	-	21.24	-	314.10
	10 Mech/Elec Foreman	394.29	-	-	55.39	64.90	109.74	0.78	625.10
	11 Grinder	288.46	-	-	46.15	34.61	-	19.55	388.77
	12 Helper	250.13	9.98	-	21.67	2.01	12.89	2.56	299.24
	13 Instrument Mech	152.66	-	-	38.17	176.87	61.54	5.20	434.44
	14 Lineman	215.36	-	-	28.07	18.71	46.78	-	308.92
	15 Loader/Unloader	368.73	-	-	-	-	85.05	-	453.78
	16 Mechanic(General)	377.02	-	-	169.70	15.42	236.07	1.97	800.18
	17 Moulder	281.08	-	-	51.07	17.56	8.70	20.75	379.16
	18 Packer	225.52	103.15	-	123.04	4.26	11.27	0.32	467.56
	19 Painter	337.79	-	-	16.37	4.35	2.08	0.18	360.77
	20 Polisher	288.46	-	-	53.85	40.38	-	21.15	403.84
	21 Shaper Machine Op	324.02	-	-	-	-	-	-	324.02
	22 Sheetmetal Worker	163.02	-	-	40.76	97.29	72.63	5.20	378.90
	23 Supervisor	322.30	40.54	-	78.92	55.82	150.92	6.54	655.04
	24 Sweeper	229.01	5.61	-	16.19	2.78	24.67	6.99	285.25
	25 Watchman	276.23	1.69	-	26.24	14.44	36.79	0.34	355.73
	26 Welder	203.47	-	-	26.34	-	29.17	0.87	259.85
	27 Wireman	255.67	-	-	63.93	86.60	112.53	4.00	522.73
	28 Fork Lift Operator	150.92	-	-	37.73	191.39	30.19	5.20	415.43
	29 Mach. Op./Machinist	176.73	156.37	-	40.51	14.54	67.78	8.93	464.86
	30 Tool Maker	234.31	92.01	-	89.65	-	116.20	-	532.17
	31 Store Keeper	259.91	1.80	-	74.29	56.51	98.67	6.48	497.66

Table 4.10

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
	32 Apprentice/Trainees	254.26	-	-	10.88	-	3.57	-	268.71
	33 Bench Fitter	363.39	-	-	178.39	25.73	149.05	2.22	718.78
	34 Instrument Fitter	301.59	6.38	-	45.49	16.73	47.50	6.43	424.12
	35 Operator	396.68	28.92	-	143.42	5.63	26.61	0.85	602.11
	36 Technician	528.92	2.34	-	171.29	12.99	150.24	0.29	866.07
	37 Trouble Shooter	302.35	5.13	-	90.01	98.73	21.59	1.61	519.42
	38 Miscellaneous	281.28	37.54	-	63.31	12.89	20.38	2.18	417.58
X.	Watches	290.30	31.20	0.10	29.38	3.48	22.37	0.95	377.78
	1 Assembler	300.50	-	-	49.88	0.61	15.59	0.10	366.68
	2 Carpenter	326.96	-	-	78.97	-	27.64	-	433.57
	3 Chargehand	241.17	-	-	93.26	-	-	-	334.43
	4 Checker	310.11	6.13	-	36.24	9.22	51.70	4.68	418.08
	5 Coolie/Mazdoor	304.86	23.09	-	-	-	-	-	327.95
	6 Die Maker	314.46	-	5.71	44.93	29.95	94.34	2.23	491.62
	7 Driver	320.26	12.31	-	14.16	1.81	29.07	1.17	378.78
	8 Electrician	282.83	9.38	-	10.92	4.62	5.01	-	312.76
	9 Fitter	466.09	-	-	8.14	94.60	25.83	-	594.66
	10 Mech/Elec Foreman	350.55	-	-	171.11	36.67	-	0.35	558.68
	11 Gas Cutter	269.23	-	-	66.66	2.56	23.33	5.13	366.91
	12 Grinder	304.21	-	-	53.80	2.22	15.11	-	375.34
	13 Helper	248.48	16.30	0.10	16.84	3.14	13.16	0.47	298.49
	14 Lineman	482.00	-	-	-	-	-	-	482.00
	15 Mechanic(General)	233.33	-	-	-	-	-	-	233.33
	16 Packer	202.01	-	-	-	-	5.12	-	207.13
	17 Painter	287.71	-	-	65.55	0.84	22.24	1.44	377.78
	18 Pattern Maker	243.08	-	-	-	-	-	-	243.08
	19 Plater	272.45	-	-	-	-	-	-	272.45
	20 Plumber	384.00	-	-	61.30	-	20.43	-	465.73
	21 Polisher	203.07	-	-	11.96	19.09	-	3.03	237.15
	22 Press Man	276.93	-	-	70.75	-	29.18	-	376.86
	23 Shaper Machine Op	306.00	-	-	-	-	15.34	-	321.34

Table 4.10

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	Sheetmetal Worker	305.79	-	-	84.53	-	21.13	-	411.45
25	Supervisor	417.21	35.50	-	22.60	15.65	31.02	2.15	524.13
26	Sweeper	226.18	-	-	6.19	-	5.98	2.38	240.73
27	Tester	410.49	-	-	-	-	-	-	410.49
28	Turner	385.90	-	-	67.89	-	25.30	-	479.09
29	Watchman	216.47	34.69	-	0.90	0.15	23.90	0.96	277.07
30	Winder	308.30	-	-	80.08	-	20.02	-	408.40
31	Mach. Op./Machinist	486.90	18.42	-	15.62	25.36	7.05	2.43	555.78
32	Setter	256.34	-	-	-	-	-	-	256.34
33	Tool Maker	315.71	-	-	61.90	-	20.63	-	398.24
34	Store Keeper	324.15	-	-	-	2.59	-	0.23	326.97
35	Apprentice/Trainees	204.79	-	-	-	-	5.40	-	210.19
36	Cook	324.67	-	-	-	-	-	50.00	374.67
37	Operator	308.19	89.20	-	29.68	0.20	35.66	0.22	463.15
38	Watch Maker	296.00	29.48	-	44.01	0.98	21.67	1.58	393.72
39	Moulder-Plastic	278.86	63.17	0.51	37.03	3.64	42.97	1.50	427.68
40	Soldering Operator	320.26	8.07	0.76	32.80	5.65	36.76	3.09	407.39
41	Miscellaneous	205.81	-	-	-	-	-	-	205.81
All Ten Engineering Ind.		347.66	31.00	6.26	60.04	17.90	60.75	15.75	539.36

TABLE 4.11
TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS AT FIRST ROUND REFERENCE YEAR PRICE

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$		
		By Sex-age Groups				By System of Wage payment			Earnings at Current Price	Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
I. Ship Building											
	First Round(1959)	6.16	-	-	-	6.16	-	6.16	6.16	-	-
	Second Round(1963)	6.66	3.97	-	1.23	6.60	-	6.60	5.22	7.14	-15.26
	Third Round(1975)	24.94	9.54	-	-	16.77	-	16.77	5.12	154.09	-1.62
	Fourth Round(1987)	84.82	15.80	-	-	84.87	42.42	84.70	11.54	405.07	104.22
	Fifth Round(1995)	147.59	117.92	-	-	147.34	-	147.34	9.57	73.96	-31.98
	Sixth Round(2007)	198.01	149.94	-	-	197.86	-	197.86	6.48	34.29	-50.17
	Seventh Round(2016)	625.21	928.53	-	-	660.78	-	660.78	10.35	233.96	59.72
II. Locomotives											
	First Round(1959)	4.17	2.82	-	-	4.17	-	4.17	4.17	-	-
	Second Round(1963)	5.51	3.98	-	-	5.51	-	5.51	4.35	32.13	4.32
	Third Round(1975)	17.02	11.29	-	-	16.48	-	16.48	5.03	199.09	16.30
	Fourth Round(1987)	55.54	37.96	-	-	55.34	-	55.34	7.54	235.80	60.20
	Fifth Round(1995)	115.55	69.79	-	-	115.49	46.54	115.46	7.50	108.64	-0.96
	Sixth Round(2007)	198.40	163.53	-	-	198.32	-	198.32	6.49	71.77	-24.22
	Seventh Round(2016)	468.64	343.56	-	-	467.22	-	467.22	7.32	135.59	12.79
III. Motor Vehicles											
	First Round(1959)	3.49	1.95	-	0.65	3.49	-	3.49	3.49	-	-
	Second Round(1963)	4.61	6.83	-	-	4.29	7.25	4.61	3.64	32.09	4.30
	Third Round(1975)	20.48	16.44	-	-	22.45	-	20.48	6.25	344.25	74.78
	Fourth Round(1987)	65.57	28.48	-	-	65.58	29.07	65.54	8.93	220.02	76.79
	Fifth Round(1995)	90.96	83.43	-	-	90.88	-	90.88	5.90	38.66	-86.82

Table 4.11

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$		
		By Sex-age Groups				By System of Wage payment			Earnings at Current Price	Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
	Sixth Round(2007)	245.21	309.54	-	-	247.84	174.07	247.64	8.11	172.49	63.33
	Seventh Round(2016)	572.62	312.54	-	-	550.06	-	550.06	8.62	122.12	6.29
IV.	Motor Cycles										
	Fourth Round(1987)	62.46	16.30	-	-	61.63	-	61.63	8.40	-	-
	Fifth Round(1995)	92.87	65.21	-	-	92.24	45.03	92.17	5.99	49.55	-28.69
	Sixth Round(2007)	332.10	129.64	-	-	330.59	144.78	329.19	10.79	257.16	80.13
	Seventh Round(2016)	560.52	387.51	-	-	550.09	-	550.09	8.62	67.10	-20.11
V.	Bicycles/Rickshaws										
	First Round(1959)	4.60	-	-	-	3.35	6.09	4.60	4.60	-	-
	Second Round(1963)	6.72	2.17	-	-	6.76	5.13	6.70	5.30	45.65	15.22
	Third Round(1975)	13.16	15.67	-	2.40	13.26	13.47	10.06	3.07	50.15	-48.48
	Fourth Round(1987)	29.36	21.02	-	-	22.18	38.83	29.31	3.99	191.35	20.00
	Fifth Round(1995)	53.70	42.67	-	-	53.03	58.48	53.50	3.47	82.53	-11.31
	Sixth Round(2007)	141.88	99.45	-	-	137.89	221.01	140.98	4.62	163.51	25.00
	Seventh Round(2016)	310.70	226.40	-	-	306.11	-	306.11	4.80	117.13	3.90
VI.	Aircrafts										
	First Round(1959)	4.90	-	-	-	4.90	-	4.90	4.90	-	-
	Second Round(1963)	12.49	-	-	-	12.49	-	12.49	9.87	154.90	101.43
	Third Round(1975)	19.70	20.42	-	-	19.72	-	19.72	6.02	57.89	-78.57
	Fourth Round(1987)	87.13	-	-	-	87.13	-	87.13	11.88	341.84	119.59
	Fifth Round(1995)	191.88	-	-	-	191.88	-	191.88	12.46	120.22	11.84
	Sixth Round(2007)	396.10	-	-	-	396.10	-	396.10	12.97	106.43	10.40
	Seventh Round(2016)	878.96	553.40	-	-	871.90	-	871.90	13.66	120.12	5.32

Table 4.11

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Earnings at Current Price	Real Earnings	
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				

VII. Domestic Appliances (*)											
	Fourth Round(1987)	64.59	55.51	-	-	64.56	-	64.56	8.80	-	-
	Fifth Round(1995)	100.65	78.51	-	-	99.91	55.93	99.88	6.49	54.71	-26.25
	Sixth Round(2007)	259.65	88.18	-	-	259.05	159.79	258.26	8.46	158.57	30.35
	Seventh Round(2016)	451.87	325.93	-	-	436.04	-	436.04	6.83	68.84	-19.27
VIII. Television (*)											
	Fourth Round(1987)	38.01	29.84	-	-	35.78	-	35.78	4.88	-	-
	Fifth Round(1995)	72.97	56.57	-	-	66.86	-	66.86	4.34	86.86	-11.07
	Sixth Round(2007)	231.35	273.31	-	-	240.89	-	240.89	7.89	260.29	81.80
	Seventh Round(2016)	622.82	485.40	-	-	598.32	-	598.32	9.38	148.38	18.88
IX. Computer (*)											
	Fourth Round(1987)	52.05	33.92	-	-	48.90	-	48.90	6.66	-	-
	Fifth Round(1995)	87.40	44.85	-	-	61.45	-	61.45	3.99	25.66	-40.09
	Sixth Round(2007)	230.12	181.50	-	-	215.75	-	215.75	7.07	251.10	77.19
	Seventh Round(2016)	523.79	425.86	-	-	504.20	-	504.20	7.90	133.70	11.74
X. Watches											
	Fourth Round(1987)	42.01	35.88	-	-	39.74	-	39.74	5.42	-	-
	Fifth Round(1995)	102.11	111.21	-	-	104.94	88.10	104.93	6.81	164.04	25.65
	Sixth Round(2007)	326.09	194.36	-	-	294.02	490.23	294.38	9.65	180.55	41.70
	Seventh Round(2016)	377.42	378.32	-	-	377.78	-	377.78	5.92	28.33	-38.65

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

*: Not comparable with previous rounds due to coverage of domestic items in addition to Refrigerators & Air Conditioners.

TABLE 5.1
COEFFICIENT OF VARIATION OF AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
I.	Ship Building	42.66	56.18	40.50
	1 West Bengal	50.73	49.46	41.12
	2 Gujarat	34.11	51.39	10.02
	3 Maharashtra	22.17	52.38	12.77
	4 Goa	32.64	43.27	27.72
	5 Kerala	82.75	99.35	85.41
	6 Tamil Nadu	23.90	30.33	19.22
	7 Residual	12.89	19.04	15.04
II.	Locomotives	42.20	48.01	30.92
	1 Uttar Pradesh	27.13	27.26	8.76
	2 West Bengal	55.36	60.51	42.91
	3 Maharashtra	26.34	44.77	24.08
	4 Residual	43.19	47.03	30.68
III.	Motor Vehicles	31.25	36.34	18.14
	1 Haryana	25.00	25.80	15.20
	2 Maharashtra	29.54	31.94	16.23
	3 Tamil Nadu	40.32	43.18	27.34
	4 Residual	28.77	35.70	11.55
IV.	Motor Cycles	28.38	30.63	18.75
	1 Punjab	17.98	26.00	19.06
	2 Uttarakhand	8.64	18.30	30.22
	3 Haryana	29.54	29.45	20.14
	4 Uttar Pradesh	11.73	26.48	22.72
	5 Maharashtra	27.72	27.31	10.25
	6 Residual	41.05	41.20	22.46
V.	Bicycles/Rickshaws	22.51	25.60	13.32
	1 Punjab	22.06	25.65	9.35
	2 Uttar Pradesh	2.76	9.46	31.05
	3 Residual	27.80	28.78	23.72
VI.	Aircraft	39.28	57.30	4.69
	1 Residual	39.28	57.30	4.69

Table 5.1

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
VII.	Domestic Appliances	32.65	40.11	18.64
	1 Himachal Pradesh	26.92	29.37	5.77
	2 Maharashtra	21.93	25.75	5.82
	3 Tamil Nadu	30.93	53.24	19.52
	4 Telangana	22.87	26.90	11.49
	5 Residual	38.54	44.11	23.43
VIII.	Television	32.70	32.84	36.51
	1 Uttarakhand	5.17	8.15	63.83
	2 Uttar Pradesh	21.71	26.82	3.07
	3 Gujarat	11.30	10.88	71.17
	4 Maharashtra	58.54	59.24	56.36
	5 Residual	36.67	41.01	17.46
IX.	Computer	32.59	35.14	18.10
	1 Himachal Pradesh	21.68	29.76	12.56
	2 Uttar Pradesh	-	-	-
	3 Maharashtra	30.98	31.33	16.64
	4 Karnataka	32.47	46.49	33.40
	5 Residual	36.93	30.85	5.77
X.	Watches	26.59	34.58	18.72
	1 Himachal Pradesh	34.30	31.81	14.13
	2 Uttarakhand	34.07	38.34	9.05
	3 Gujarat	8.74	28.32	26.71
	4 Karnataka	24.33	23.56	22.06
	5 Tamil Nadu	41.73	72.27	21.64
	6 Residual	22.97	13.50	15.09
All Ten Engineering Ind.		31.25	36.88	19.11

TABLE 5.2
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Ship Building	47.52
	1 West Bengal	42.37
	2 Gujarat	74.93
	3 Maharashtra	38.48
	4 Goa	51.02
	5 Kerala	57.63
	6 Tamil Nadu	38.08
	7 Residual	28.65
II.	Locomotives	53.20
	1 Uttar Pradesh	37.12
	2 West Bengal	46.43
	3 Maharashtra	47.40
	4 Residual	59.28
III.	Motor Vehicles	44.75
	1 Haryana	38.49
	2 Maharashtra	34.70
	3 Tamil Nadu	50.73
	4 Residual	47.81
IV.	Motor Cycles	45.09
	1 Punjab	34.96
	2 Uttarakhand	32.59
	3 Haryana	46.86
	4 Uttar Pradesh	39.70
	5 Maharashtra	42.26
	6 Residual	50.89
V.	Bicycles/Rickshaws	34.20
	1 Punjab	35.50
	2 Uttar Pradesh	10.55
	3 Residual	30.18
VI.	Aircraft	79.95
	1 Residual	79.95

Table 5.2

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
VII.	Domestic Appliances	49.81
	1 Himachal Pradesh	45.29
	2 Maharashtra	32.91
	3 Tamil Nadu	52.76
	4 Telangana	25.58
	5 Residual	57.43
VIII.	Television	52.45
	1 Uttarakhand	21.65
	2 Uttar Pradesh	67.86
	3 Gujarat	36.42
	4 Maharashtra	50.97
	5 Residual	39.86
IX.	Computer	52.15
	1 Himachal Pradesh	43.61
	2 Uttar Pradesh	50.25
	3 Maharashtra	38.29
	4 Karnataka	56.70
	5 Residual	56.93
X.	Watches	42.48
	1 Himachal Pradesh	34.42
	2 Uttarakhand	67.29
	3 Gujarat	19.37
	4 Karnataka	34.44
	5 Tamil Nadu	70.10
	6 Residual	28.40
All Ten Engineering Ind.		46.63

TABLE 5.3
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Ship Building	47.52
	1 Carpenter	63.20
	2 Checker	13.31
	3 Coolie/Mazdoor	39.49
	4 Core Maker	-
	5 Crane Operator	28.08
	6 Die Maker	-
	7 Driver	47.52
	8 Electrician	43.25
	9 Fitter	50.41
	10 Mech/Elec Foreman	30.46
	11 Gas Cutter	10.25
	12 Grinder	28.86
	13 Helper	56.86
	14 Instrument Mech	-
	15 Lineman	-
	16 Mate/Mukaddam	0.83
	17 Mechanic(General)	39.57
	18 Moulder	30.17
	19 Painter	31.06
	20 Plumber	-
	21 Press Man	2.91
	22 Sorter	-
	23 Supervisor	47.58
	24 Sweeper	70.67
	25 Turner	42.06
	26 Watchman	47.65
	27 Welder	49.07
	28 Wireman	-
	29 Mach. Op./Machinist	35.35
	30 Setter	-
	31 Tool Maker	-
	32 Gen./Turbo Operator	-
	33 Store Keeper	35.95
	34 Boiler Maker	18.90
	35 Erector	44.43
	36 Plater	68.93
	37 Sail Maker	43.53
	38 Boat Builder	60.95
	39 Insulator	35.84
	40 Miscellaneous	53.75
II.	Locomotives	53.20

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
1	Assembler	26.49
2	Blacksmith	-
3	Boiler Attendant	-
4	Carpenter	-
5	Chargehand	-
6	Chargeman	-
7	Checker	53.33
8	Compressor Op.	-
9	Coolie/Mazdoor	48.48
10	Core Maker	2.84
11	Crane Operator	32.40
12	Die Maker	62.44
13	Driller	71.83
14	Driver	45.15
15	Electrician	56.98
16	Fitter	49.64
17	Mech/Elec Foreman	57.63
18	Furnaceman	17.05
19	Gas Cutter	20.38
20	Grinder	30.06
21	Helper	38.72
22	Instrument Mech	-
23	Loader/Unloader	1.58
24	Marker	31.92
25	Mate/Mukaddam	-
26	Mechanic(General)	28.37
27	Motor Mechanic	23.74
28	Moulder	40.17
29	Oilman/Greaser	55.56
30	Packer	23.13
31	Painter	55.84
32	Pattern Maker	15.86
33	Press Man	5.08
34	Rivetter	-
35	Shaper Machine Op	29.72
36	Sorter	-
37	Supervisor	35.83
38	Sweeper	37.07
39	Tester	-
40	Tindal	-
41	Trimmer	-
42	Turner	41.27
43	Watchman	49.83
44	Welder	53.41
45	Winder	-
46	Boring Machine Op.	-
47	Fork Lift Operator	-
48	Mach. Op./Machinist	56.11

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
49	Milling Machine Op.	-
50	Setter	51.98
51	Gen./Turbo Operator	-
52	Store Keeper	51.05
53	Apprentice/Trainees	41.50
54	Boiler Maker	62.12
55	Cooper Smith	37.02
56	Fitter-C & W	58.43
57	Fitter-Loco	62.10
58	Lifter	-
59	Power Hammer Op	63.28
60	Frazer	54.42
61	Tester	30.82
62	Miscellaneous	22.96
III.	Motor Vehicles	44.75
1	Assembler	77.20
2	Carpenter	-
3	Chargehand	-
4	Chargeman	-
5	Checker	58.93
6	Compressor Op.	27.31
7	Coolie/Mazdoor	39.20
8	Crane Operator	43.76
9	Die Maker	24.14
10	Driller	46.03
11	Driver	38.01
12	Electrician	41.35
13	Fitter	42.99
14	Mech/Elec Foreman	41.51
15	Furnaceman	-
16	Gas Cutter	13.45
17	Grinder	44.93
18	Helper	32.47
19	Lineman	-
20	Loader/Unloader	42.74
21	Mistry/Kangani	-
22	Mechanic(General)	49.82
23	Motor Mechanic	38.38
24	Moulder	17.80
25	Packer	49.73
26	Painter	60.42
27	Plumber	48.72
28	Press Man	38.74
29	Rollerman/Roller	9.60
30	Shaper Machine Op	31.39
31	Sheetmetal Worker	7.68
32	Supervisor	44.54

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
33	Sweeper	43.09
34	Trimmer	22.39
35	Turner	31.93
36	Watchman	32.59
37	Welder	38.15
38	Winder	-
39	Wireman	26.46
40	Boring Machine Op.	1.07
41	Fork Lift Operator	26.05
42	Mach. Op./Machinist	39.25
43	Casting Man	-
44	Milling Machine Op.	27.96
45	Setter	37.61
46	Tool Maker	46.54
47	Store Keeper	37.91
48	Apprentice/Trainees	37.34
49	Boat Builder	-
50	Insulator	-
51	Frazer	41.63
52	Auto Electrician	43.69
53	Tester	40.15
54	Miscellaneous	32.36
IV.	Motor Cycles	45.09
1	Assembler	31.04
2	Blacksmith	-
3	Boiler Attendant	-
4	Carpenter	-
5	Checker	45.70
6	Coolie/Mazdoor	42.46
7	Crane Operator	-
8	Die Maker	41.23
9	Driller	45.47
10	Driver	61.20
11	Electrician	48.36
12	Fireman	-
13	Fitter	40.66
14	Mech/Elec Foreman	63.61
15	Furnaceman	29.09
16	Gas Cutter	49.24
17	Grinder	58.08
18	Hammerman	30.76
19	Helper	44.78
20	Instrument Mech	51.50
21	Lineman	11.13
22	Loader/Unloader	44.27
23	Mistry/Kangani	17.39
24	Mechanic(General)	41.25

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
25	Millwright	-
26	Motor Mechanic	48.63
27	Moulder	29.44
28	Oilman/Greaser	28.63
29	Packer	17.00
30	Painter	47.12
31	Pattern Maker	-
32	Plater	-
33	Plumber	-
34	Polisher	2.03
35	Press Man	26.69
36	Rollerman/Roller	-
37	Shaper Machine Op	12.88
38	Supervisor	38.01
39	Sweeper	32.98
40	Tester	25.09
41	Trimmer	15.97
42	Trolly Driver	-
43	Turner	41.16
44	Watchman	42.58
45	Welder	35.54
46	Wireman	16.80
47	Boring Machine Op.	-
48	Fork Lift Operator	11.04
49	Mach. Op./Machinist	50.51
50	Casting Man	-
51	Milling Machine Op.	57.46
52	Setter	36.87
53	Tool Maker	11.82
54	Store Keeper	46.52
55	Apprentice/Trainees	21.40
56	Cook	23.18
57	Frazer	45.99
58	Auto Electrician	40.18
59	Tester	39.40
60	Miscellaneous	37.51
V.	Bicycles/Rickshaws	34.20
1	Assembler	3.53
2	Boiler Attendant	-
3	Chargeman	-
4	Checker	16.83
5	Coolie/Mazdoor	56.88
6	Crane Operator	-
7	Die Maker	-
8	Driller	3.23
9	Driver	20.73
10	Electrician	18.18

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
11	Fireman	-
12	Fitter	32.90
13	Mech/Elec Foreman	26.82
14	Furnaceman	43.97
15	Gas Cutter	-
16	Grinder	-
17	Hammerman	-
18	Helper	14.59
19	Loader/Unloader	15.47
20	Mistry/Kangani	39.42
21	Moulder	-
22	Packer	10.11
23	Painter	1.81
24	Press Man	22.66
25	Rollerman/Roller	-
26	Shaper Machine Op	-
27	Supervisor	29.05
28	Sweeper	21.92
29	Turner	26.33
30	Watchman	23.70
31	Welder	32.38
32	Mach. Op./Machinist	32.36
33	Milling Machine Op.	40.90
34	Setter	21.54
35	Tool Maker	-
36	Store Keeper	14.07
37	Brazer	31.54
38	Cycle Fitter	39.94
39	Filer	13.15
VI.	Aircraft	79.95
1	Assembler	36.16
2	Carpenter	-
3	Chargehand	83.95
4	Checker	95.26
5	Driller	70.31
6	Driver	49.90
7	Electrician	23.51
8	Fitter	42.88
9	Mech/Elec Foreman	89.17
10	Furnaceman	-
11	Gas Cutter	43.60
12	Grinder	53.76
13	Helper	38.14
14	Instrument Mech	21.33
15	Loader/Unloader	-
16	Marker	-
17	Mechanic(General)	41.08

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
18	Millwright	-
19	Packer	21.55
20	Painter	47.38
21	Plumber	-
22	Shaper Machine Op	-
23	Supervisor	45.18
24	Sweeper	40.15
25	Trimmer	-
26	Turner	51.67
27	Watchman	37.38
28	Welder	31.04
29	Wireman	40.49
30	Boring Machine Op.	-
31	Mach. Op./Machinist	51.81
32	Milling Machine Op.	68.00
33	Setter	30.35
34	Tool Maker	31.81
35	Store Keeper	43.17
36	Apprentice/Trainees	32.14
37	Aircraft Erector	97.57
38	Radio/Radar Mechanic	33.95
39	Miscellaneous	24.43
VII.	Domestic Appliances	49.81
1	Armature Winder	-
2	Assembler	43.23
3	Boiler Attendant	-
4	Chargehand	84.59
5	Chargeman	2.12
6	Checker	40.43
7	Coolie/Mazdoor	18.84
8	Core Maker	16.58
9	Die Maker	25.25
10	Driller	26.54
11	Driver	53.95
12	Electrician	46.90
13	Fitter	33.49
14	Mech/Elec Foreman	37.93
15	Furnaceman	24.54
16	Gas Cutter	24.19
17	Grinder	30.55
18	Helper	36.16
19	Instrument Mech	-
20	Lineman	8.82
21	Loader/Unloader	18.65
22	Mechanic(General)	62.54
23	Motor Mechanic	24.43
24	Moulder	50.88

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
25	Packer	30.58
26	Painter	48.04
27	Pattern Maker	25.42
28	Plumber	-
29	Polisher	17.28
30	Press Man	48.21
31	Shaper Machine Op	1.79
32	Sheetmetal Worker	46.06
33	Sorter	-
34	Supervisor	43.17
35	Sweeper	72.21
36	Tester	23.25
37	Turner	33.62
38	Watchman	50.90
39	Welder	40.21
40	Winder	21.73
41	Wireman	25.67
42	Mach. Op./Machinist	51.20
43	Milling Machine Op.	-
44	Tool Maker	18.84
45	Store Keeper	31.11
46	Apprentice/Trainees	10.84
47	Inspector	49.57
48	Refrig/AC Mechanic	66.53
49	Insulator	58.19
50	Sand Mix Operator	61.25
51	Miscellaneous	50.04
VIII. Television		52.45
1	Assembler	37.99
2	Boiler Attendant	-
3	Crane Operator	-
4	Driver	77.65
5	Electrician	-
6	Fireman	-
7	Fitter	-
8	Helper	65.99
9	Supervisor	26.60
10	Sweeper	80.48
11	Watchman	33.38
12	Mach. Op./Machinist	6.90
13	Store Keeper	37.54
14	Apprentice/Trainees	5.60
15	Attendant-Q Control	43.12
16	Bench Fitter	93.45
17	Cabinet Fitter	39.49
18	Operator	55.15
19	Soldering Operator	58.07

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	20 Trouble Shooter	48.67
	21 Technician	42.69
	22 Examiner-Grade II	61.97
	23 Inspector	40.78
IX.	Computer	52.15
	1 Assembler	39.27
	2 Chargehand	-
	3 Checker	45.80
	4 Compressor Op.	-
	5 Coolie/Mazdoor	14.14
	6 Driller	-
	7 Driver	30.76
	8 Electrician	26.18
	9 Fitter	56.20
	10 Mech/Elec Foreman	23.19
	11 Grinder	-
	12 Helper	47.44
	13 Instrument Mech	-
	14 Lineman	48.73
	15 Loader/Unloader	-
	16 Mechanic(General)	39.21
	17 Moulder	7.27
	18 Packer	37.86
	19 Painter	5.84
	20 Polisher	-
	21 Shaper Machine Op	0.88
	22 Sheetmetal Worker	-
	23 Supervisor	68.66
	24 Sweeper	21.77
	25 Watchman	36.20
	26 Welder	13.84
	27 Wireman	-
	28 Fork Lift Operator	-
	29 Mach. Op./Machinist	43.84
	30 Tool Maker	58.95
	31 Store Keeper	46.42
	32 Apprentice/Trainees	43.87
	33 Bench Fitter	38.77
	34 Instrument Fitter	39.53
	35 Operator	51.25
	36 Technician	48.59
	37 Trouble Shooter	43.28
	38 Miscellaneous	32.66
X.	Watches	42.48
	1 Assembler	22.43

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
2	Carpenter	-
3	Chargehand	-
4	Checker	40.00
5	Coolie/Mazdoor	22.70
6	Die Maker	20.51
7	Driver	23.15
8	Electrician	26.29
9	Fitter	51.75
10	Mech/Elec Foreman	7.88
11	Gas Cutter	22.33
12	Grinder	59.68
13	Helper	28.96
14	Lineman	-
15	Mechanic(General)	-
16	Packer	33.92
17	Painter	8.84
18	Pattern Maker	1.77
19	Plater	-
20	Plumber	-
21	Polisher	76.67
22	Press Man	23.14
23	Shaper Machine Op	12.73
24	Sheetmetal Worker	-
25	Supervisor	45.14
26	Sweeper	20.78
27	Tester	9.59
28	Turner	20.24
29	Watchman	17.55
30	Winder	-
31	Mach. Op./Machinist	34.25
32	Setter	-
33	Tool Maker	-
34	Store Keeper	41.26
35	Apprentice/Trainees	13.57
36	Cook	-
37	Operator	42.65
38	Watch Maker	48.48
39	Moulder-Plastic	51.50
40	Soldering Operator	26.48
41	Miscellaneous	22.25
All Ten Engineering Ind.		46.63

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

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
I.	Ship Building	2672	547	3219	511.82	695.10	603.46
	1 West Bengal	201	1	202	488.63	563.55	526.09
	1 Carpenter	2	0	2	763.91	818.45	791.18
	2 Crane Operator	6	0	6	371.43	768.93	570.18
	3 Driver	4	0	4	359.92	372.21	366.07
	4 Electrician	9	0	9	759.92	818.45	789.19
	5 Fitter	33	0	33	533.94	638.76	586.35
	6 Gas Cutter	6	0	6	301.10	411.10	356.10
	7 Grinder	9	0	9	491.88	635.27	563.58
	8 Helper	42	0	42	295.58	350.92	323.25
	9 Lineman	4	0	4	471.25	481.60	476.43
	10 Mate/Mukaddam	11	0	11	474.51	483.88	479.20
	11 Mechanic(General)	1	0	1	273.33	273.33	273.33
	12 Painter	2	0	2	783.72	804.64	794.18
	13 Supervisor	6	1	7	527.30	553.85	540.58
	14 Sweeper	1	0	1	474.99	474.99	474.99
	15 Turner	5	0	5	794.92	894.37	844.65
	16 Watchman	4	0	4	211.53	211.53	211.53
	17 Welder	30	0	30	463.74	532.58	498.16
	18 Mach. Op./Machinist	3	0	3	791.06	825.18	808.12
	19 Gen./Turbo Operator	1	0	1	745.76	745.76	745.76
	20 Erector	3	0	3	792.99	829.22	811.11
	21 Plater	19	0	19	687.19	749.54	718.37

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
2	Gujarat	233	0	233	335.48	624.37	479.93
1	Carpenter	1	0	1	215.00	215.00	215.00
2	Fitter	45	0	45	301.00	351.34	326.17
3	Helper	52	0	52	277.14	297.97	287.56
4	Instrument Mech	2	0	2	211.00	226.00	218.50
5	Moulder	3	0	3	240.00	260.67	250.34
6	Supervisor	2	0	2	532.12	532.12	532.12
7	Watchman	1	0	1	175.00	175.00	175.00
8	Welder	17	0	17	276.38	290.50	283.44
9	Tool Maker	1	0	1	340.00	340.00	340.00
10	Erector	29	0	29	352.11	792.30	572.21
11	Plater	45	0	45	517.30	1407.69	962.50
12	Sail Maker	4	0	4	304.00	321.00	312.50
13	Insulator	31	0	31	253.85	600.00	426.93
3	Maharashtra	171	1	172	467.89	846.54	657.22
1	Carpenter	13	0	13	403.84	1153.84	778.84
2	Electrician	6	0	6	461.53	1730.76	1096.15
3	Fitter	10	0	10	433.65	625.56	529.61
4	Mech/Elec Foreman	7	0	7	434.06	582.41	508.24
5	Gas Cutter	2	0	2	368.61	368.61	368.61
6	Grinder	1	0	1	368.61	368.61	368.61
7	Helper	18	0	18	342.77	381.33	362.05
8	Mechanic(General)	10	0	10	553.60	846.60	700.10
9	Painter	9	0	9	403.84	788.46	596.15
10	Supervisor	3	0	3	589.74	589.74	589.74
11	Turner	1	0	1	315.38	315.38	315.38
12	Watchman	1	0	1	288.46	288.46	288.46
13	Welder	5	0	5	406.89	427.62	417.26
14	Mach. Op./Machinist	6	0	6	334.97	334.97	334.97

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	15 Store Keeper	1	0	1	346.15	346.15	346.15
	16 Boiler Maker	2	0	2	461.53	519.23	490.38
	17 Erector	3	0	3	346.15	346.15	346.15
	18 Plater	4	0	4	248.07	315.76	281.92
	19 Sail Maker	1	0	1	303.84	303.84	303.84
	20 Boat Builder	64	0	64	576.92	1134.61	855.77
	21 Insulator	4	0	4	326.92	711.53	519.23
	22 Miscellaneous	0	1	1	384.61	384.61	384.61
4	Goa	683	11	694	372.88	415.65	394.27
	1 Driver	6	0	6	279.25	325.64	302.45
	2 Electrician	41	0	41	288.46	420.15	354.31
	3 Fitter	46	0	46	362.86	460.58	411.72
	4 Mech/Elec Foreman	5	0	5	461.54	484.62	473.08
	5 Helper	161	10	171	265.24	276.08	270.66
	6 Mechanic(General)	5	0	5	403.38	423.08	413.23
	7 Painter	12	0	12	247.29	247.29	247.29
	8 Supervisor	67	0	67	599.14	643.21	621.18
	9 Sweeper	28	0	28	218.79	227.69	223.24
	10 Watchman	29	0	29	262.74	278.50	270.62
	11 Welder	71	0	71	307.14	430.22	368.68
	12 Wireman	2	0	2	391.69	408.69	400.19
	13 Mach. Op./Machinist	35	0	35	272.03	289.38	280.71
	14 Store Keeper	1	1	2	270.31	270.31	270.31
	15 Boiler Maker	49	0	49	452.46	467.70	460.08
	16 Erector	19	0	19	516.60	535.63	526.12
	17 Plater	24	0	24	554.43	577.14	565.79
	18 Sail Maker	34	0	34	552.10	563.22	557.66
	19 Boat Builder	30	0	30	529.88	548.59	539.24
	20 Insulator	18	0	18	524.44	624.79	574.62

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
5	Kerala	965	529	1494	670.89	931.56	801.23
1	Carpenter	8	0	8	326.90	346.10	336.50
2	Coolie/Mazdoor	326	416	742	659.32	938.69	799.01
3	Driver	15	0	15	958.74	1031.20	994.97
4	Electrician	1	0	1	152.53	152.53	152.53
5	Fitter	32	0	32	465.57	562.27	513.92
6	Helper	298	113	411	757.77	1030.61	894.19
7	Painter	26	0	26	592.18	798.40	695.29
8	Plumber	13	0	13	665.30	898.20	781.75
9	Sweeper	20	0	20	529.67	650.38	590.03
10	Watchman	13	0	13	588.49	977.49	782.99
11	Welder	30	0	30	578.05	777.48	677.77
12	Erector	18	0	18	831.60	1031.25	931.43
13	Plater	7	0	7	1514.41	2180.76	1847.59
14	Sail Maker	64	0	64	488.55	629.62	559.09
15	Boat Builder	88	0	88	567.19	851.45	709.32
16	Insulator	2	0	2	300.38	300.38	300.38
17	Miscellaneous	4	0	4	653.60	1038.00	845.80
6	Tamil Nadu	48	2	50	234.01	287.54	260.78
1	Checker	1	0	1	346.15	346.15	346.15
2	Coolie/Mazdoor	0	2	2	265.38	288.45	276.92
3	Driver	5	0	5	207.09	273.42	240.26
4	Electrician	2	0	2	161.53	180.76	171.15
5	Fitter	5	0	5	141.30	187.77	164.54
6	Mech/Elec Foreman	5	0	5	375.39	502.50	438.95
7	Helper	3	0	3	195.13	195.13	195.13
8	Mechanic(General)	2	0	2	277.57	289.92	283.75
9	Moulder	1	0	1	302.30	302.30	302.30
10	Sorter	1	0	1	261.15	261.15	261.15

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
	11 Supervisor	2	0	2	330.54	330.54	330.54
	12 Turner	3	0	3	216.18	216.18	216.18
	13 Watchman	1	0	1	255.00	255.00	255.00
	14 Welder	9	0	9	142.73	196.00	169.37
	15 Store Keeper	1	0	1	309.03	309.03	309.03
	16 Erector	7	0	7	288.45	415.38	351.92
9	Residual	371	3	374	313.92	369.04	341.48
	1 Carpenter	3	0	3	286.43	303.07	294.75
	2 Checker	3	0	3	360.00	360.00	360.00
	3 Core Maker	4	0	4	360.00	360.00	360.00
	4 Die Maker	1	0	1	284.61	284.61	284.61
	5 Driver	3	0	3	364.36	364.36	364.36
	6 Electrician	5	0	5	436.17	436.25	436.21
	7 Fitter	17	0	17	372.59	402.45	387.52
	8 Mech/Elec Foreman	3	0	3	307.50	403.84	355.67
	9 Gas Cutter	2	0	2	429.80	429.80	429.80
	10 Grinder	1	0	1	453.84	453.84	453.84
	11 Helper	87	0	87	297.15	316.63	306.89
	12 Moulder	11	0	11	323.87	390.34	357.11
	13 Painter	3	0	3	360.00	360.00	360.00
	14 Press Man	4	0	4	325.96	325.96	325.96
	15 Supervisor	8	0	8	396.82	435.77	416.30
	16 Sweeper	4	0	4	240.15	240.15	240.15
	17 Turner	8	0	8	324.86	353.84	339.35
	18 Watchman	5	0	5	351.17	351.17	351.17
	19 Welder	22	0	22	344.88	356.28	350.58
	20 Mach. Op./Machinist	18	3	21	332.33	365.63	348.98
	21 Setter	2	0	2	384.62	615.38	500.00
	22 Boiler Maker	85	0	85	283.96	370.90	327.43
	23 Erector	35	0	35	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
	24 Plater	35	0	35	312.95	539.23	426.09
	25 Miscellaneous	2	0	2	341.92	381.53	361.73
II.	Locomotives	6953	84	7037	358.11	463.61	410.86
1	Uttar Pradesh	354	0	354	420.09	492.88	456.49
	1 Chargeman	2	0	2	550.00	550.00	550.00
	2 Compressor Op.	1	0	1	500.00	500.00	500.00
	3 Coolie/Mazdoor	2	0	2	226.92	226.92	226.92
	4 Core Maker	2	0	2	450.00	450.00	450.00
	5 Crane Operator	2	0	2	600.00	650.00	625.00
	6 Die Maker	1	0	1	290.57	290.57	290.57
	7 Driller	4	0	4	450.00	450.00	450.00
	8 Electrician	6	0	6	509.02	559.02	534.02
	9 Fitter	26	0	26	453.31	552.11	502.71
	10 Mech/Elec Foreman	2	0	2	450.00	450.00	450.00
	11 Furnaceman	2	0	2	600.00	600.00	600.00
	12 Gas Cutter	2	0	2	450.00	450.00	450.00
	13 Grinder	8	0	8	377.85	377.85	377.85
	14 Helper	130	0	130	280.99	311.50	296.25
	15 Marker	2	0	2	338.00	338.00	338.00
	16 Moulder	23	0	23	626.82	627.35	627.09
	17 Pattern Maker	1	0	1	600.00	600.00	600.00
	18 Press Man	2	0	2	413.46	413.46	413.46
	19 Shaper Machine Op	1	0	1	500.00	500.00	500.00
	20 Supervisor	36	0	36	572.10	951.78	761.94
	21 Sweeper	1	0	1	400.00	400.00	400.00
	22 Tindal	1	0	1	318.96	318.96	318.96
	23 Turner	4	0	4	303.84	421.15	362.50
	24 Watchman	5	0	5	371.54	371.54	371.54

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
	25 Welder	29	0	29	479.01	559.52	519.27
	26 Mach. Op./Machinist	44	0	44	511.76	565.17	538.47
	27 Setter	1	0	1	355.11	355.11	355.11
	28 Gen./Turbo Operator	1	0	1	500.00	500.00	500.00
	29 Boiler Maker	2	0	2	546.69	546.69	546.69
	30 Cooper Smith	3	0	3	508.05	508.05	508.05
	31 Fitter-Loco	2	0	2	575.63	575.63	575.63
	32 Power Hammer Op	6	0	6	439.12	439.12	439.12
2	West Bengal	2056	4	2060	392.35	467.39	429.87
	1 Assembler	17	0	17	666.79	888.16	777.48
	2 Checker	11	0	11	348.00	682.67	515.34
	3 Coolie/Mazdoor	200	0	200	318.50	387.25	352.88
	4 Core Maker	11	0	11	524.19	532.07	528.13
	5 Crane Operator	40	0	40	426.91	447.31	437.11
	6 Driller	41	0	41	311.31	328.09	319.70
	7 Driver	19	0	19	272.87	392.48	332.68
	8 Electrician	16	0	16	375.73	404.15	389.94
	9 Fitter	273	0	273	393.14	459.14	426.14
	10 Mech/Elec Foreman	4	0	4	216.27	217.11	216.69
	11 Furnaceman	37	0	37	512.26	530.74	521.50
	12 Gas Cutter	24	0	24	342.44	357.09	349.77
	13 Grinder	60	0	60	395.95	411.29	403.62
	14 Helper	776	0	776	443.29	552.29	497.79
	15 Instrument Mech	3	0	3	185.19	264.23	224.71
	16 Marker	2	0	2	534.22	534.22	534.22
	17 Mechanic(General)	29	0	29	451.75	492.45	472.10
	18 Motor Mechanic	5	0	5	370.00	441.00	405.50
	19 Moulder	20	0	20	353.63	443.93	398.78
	20 Oilman/Greaser	2	0	2	777.10	1103.60	940.35
	21 Packer	1	0	1	245.88	245.88	245.88

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 Painter	13	0	13	260.69	260.69	260.69
	23 Pattern Maker	4	0	4	520.15	533.09	526.62
	24 Rivetter	17	0	17	282.69	334.62	308.66
	25 Shaper Machine Op	31	0	31	281.99	397.17	339.58
	26 Supervisor	9	0	9	278.84	296.79	287.82
	27 Sweeper	30	1	31	343.61	414.32	378.97
	28 Tester	3	0	3	877.68	877.68	877.68
	29 Turner	14	0	14	260.93	279.94	270.44
	30 Watchman	5	0	5	557.05	605.43	581.24
	31 Welder	160	0	160	347.43	377.33	362.38
	32 Winder	0	2	2	808.38	808.38	808.38
	33 Boring Machine Op.	17	0	17	98.07	197.30	147.69
	34 Mach. Op./Machinist	50	0	50	386.98	400.49	393.74
	35 Milling Machine Op.	2	0	2	138.46	157.00	147.73
	36 Setter	3	0	3	652.87	660.30	656.59
	37 Store Keeper	1	0	1	652.87	652.87	652.87
	38 Apprentice/Trainees	1	0	1	161.53	161.53	161.53
	39 Cooper Smith	14	0	14	223.71	238.01	230.86
	40 Fitter-C & W	79	1	80	333.04	398.01	365.53
	41 Power Hammer Op	12	0	12	142.00	169.17	155.59
3	Maharashtra	1084	0	1084	283.33	458.86	371.10
	1 Assembler	28	0	28	344.69	533.00	438.85
	2 Checker	10	0	10	230.76	535.57	383.17
	3 Driver	17	0	17	298.82	320.27	309.55
	4 Electrician	5	0	5	406.22	406.22	406.22
	5 Fitter	23	0	23	355.28	360.50	357.89
	6 Mech/Elec Foreman	180	0	180	237.60	883.07	560.34
	7 Gas Cutter	1	0	1	370.00	370.00	370.00
	8 Grinder	15	0	15	344.69	489.84	417.27
	9 Helper	446	0	446	219.60	291.08	255.34

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 Mate/Mukaddam	1	0	1	290.76	290.76	290.76
	11 Mechanic(General)	14	0	14	324.17	349.99	337.08
	12 Motor Mechanic	10	0	10	328.61	417.23	372.92
	13 Painter	21	0	21	496.95	660.40	578.68
	14 Supervisor	21	0	21	382.31	437.34	409.83
	15 Sweeper	15	0	15	259.31	259.31	259.31
	16 Turner	6	0	6	329.90	329.90	329.90
	17 Watchman	34	0	34	293.12	416.09	354.61
	18 Welder	10	0	10	366.26	372.26	369.26
	19 Mach. Op./Machinist	195	0	195	402.39	464.69	433.54
	20 Store Keeper	22	0	22	277.17	686.26	481.72
	21 Apprentice/Trainees	10	0	10	300.00	300.00	300.00
9	Residual	3459	80	3539	354.88	459.94	407.41
	1 Blacksmith	10	0	10	406.00	406.00	406.00
	2 Boiler Attendant	1	0	1	230.76	230.76	230.76
	3 Carpenter	2	0	2	134.61	134.61	134.61
	4 Chargehand	1	0	1	685.00	685.00	685.00
	5 Checker	59	2	61	247.92	1178.81	713.37
	6 Coolie/Mazdoor	55	30	85	269.05	270.11	269.58
	7 Crane Operator	1	0	1	257.69	257.69	257.69
	8 Die Maker	1	0	1	634.61	634.61	634.61
	9 Driller	42	0	42	770.38	830.88	800.63
	10 Driver	89	0	89	281.05	302.08	291.57
	11 Electrician	96	0	96	428.43	442.20	435.32
	12 Fitter	34	0	34	335.22	343.07	339.15
	13 Mech/Elec Foreman	63	0	63	309.12	375.76	342.44
	14 Gas Cutter	4	0	4	243.00	471.15	357.08
	15 Grinder	11	0	11	237.05	266.39	251.72
	16 Helper	753	11	764	276.68	311.73	294.21
	17 Loader/Unloader	134	4	138	330.77	599.00	464.89

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 Mechanic(General)	69	0	69	296.04	351.46	323.75
	19 Motor Mechanic	64	0	64	278.18	367.28	322.73
	20 Moulder	20	0	20	238.46	261.53	250.00
	21 Oilman/Greaser	5	0	5	239.23	272.31	255.77
	22 Packer	6	0	6	200.00	223.07	211.54
	23 Painter	44	0	44	221.98	393.01	307.50
	24 Press Man	29	0	29	296.92	296.92	296.92
	25 Sorter	1	0	1	469.11	469.11	469.11
	26 Supervisor	163	13	176	318.82	532.12	425.47
	27 Sweeper	60	6	66	212.75	267.50	240.13
	28 Trimmer	8	0	8	268.45	268.45	268.45
	29 Turner	29	0	29	333.57	429.25	381.41
	30 Watchman	70	0	70	291.73	301.34	296.54
	31 Welder	86	0	86	424.13	550.99	487.56
	32 Fork Lift Operator	4	0	4	273.07	275.00	274.04
	33 Mach. Op./Machinist	636	0	636	475.62	604.47	540.05
	34 Store Keeper	16	0	16	267.10	307.97	287.54
	35 Apprentice/Trainees	59	0	59	263.09	650.58	456.84
	36 Boiler Maker	80	0	80	322.59	367.89	345.24
	37 Cooper Smith	104	0	104	315.66	376.47	346.07
	38 Fitter-C & W	206	14	220	429.85	483.69	456.77
	39 Fitter-Loco	127	0	127	431.04	457.76	444.40
	40 Lifter	3	0	3	719.23	1346.15	1032.69
	41 Power Hammer Op	145	0	145	449.76	669.65	559.71
	42 Frazer	4	0	4	203.98	213.36	208.67
	43 Tester	35	0	35	279.27	321.15	300.21
	44 Miscellaneous	30	0	30	313.62	327.93	320.78
III.	Motor Vehicles	19056	1351	20407	381.37	465.17	423.27
	1 Haryana	2774	11	2785	350.88	368.53	359.71

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
	1 Checker	17	0	17	211.53	211.53	211.53
	2 Die Maker	2	0	2	615.38	615.38	615.38
	3 Driller	16	0	16	354.38	510.19	432.29
	4 Driver	19	0	19	398.05	398.05	398.05
	5 Electrician	55	0	55	332.17	358.82	345.50
	6 Fitter	126	0	126	324.78	356.51	340.65
	7 Mech/Elec Foreman	14	0	14	538.46	543.24	540.85
	8 Grinder	8	0	8	442.30	480.76	461.53
	9 Helper	957	6	963	313.38	320.70	317.04
	10 Lineman	1	0	1	318.50	318.50	318.50
	11 Mechanic(General)	10	0	10	329.23	329.23	329.23
	12 Press Man	15	0	15	417.69	534.55	476.12
	13 Supervisor	105	0	105	461.21	563.64	512.43
	14 Sweeper	23	1	24	302.38	302.38	302.38
	15 Turner	13	0	13	327.94	367.88	347.91
	16 Watchman	64	0	64	327.62	346.58	337.10
	17 Welder	68	0	68	357.20	418.47	387.84
	18 Mach. Op./Machinist	839	4	843	364.05	376.32	370.19
	19 Milling Machine Op.	4	0	4	324.82	368.08	346.45
	20 Setter	5	0	5	318.50	318.50	318.50
	21 Tool Maker	1	0	1	653.84	653.84	653.84
	22 Store Keeper	4	0	4	329.23	329.23	329.23
	23 Apprentice/Trainees	141	0	141	338.63	340.48	339.56
	24 Frazer	52	0	52	530.43	558.14	544.29
	25 Auto Electrician	52	0	52	486.57	503.66	495.12
	26 Tester	107	0	107	389.51	410.74	400.13
	27 Miscellaneous	56	0	56	320.18	320.18	320.18
2	Maharashtra	2728	165	2893	419.55	467.01	443.28
	1 Assembler	46	0	46	412.43	471.79	442.11

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	2 Checker	44	0	44	281.85	316.75	299.30
	3 Compressor Op.	143	0	143	602.46	615.15	608.81
	4 Coolie/Mazdoor	125	19	144	381.12	393.60	387.36
	5 Die Maker	26	0	26	500.01	569.25	534.63
	6 Driver	29	0	29	366.74	404.67	385.71
	7 Electrician	113	0	113	459.09	468.48	463.79
	8 Fitter	84	0	84	377.03	480.92	428.98
	9 Mech/Elec Foreman	3	0	3	322.92	407.00	364.96
	10 Grinder	3	0	3	402.00	468.00	435.00
	11 Helper	468	46	514	375.48	384.03	379.76
	12 Motor Mechanic	9	0	9	461.53	461.53	461.53
	13 Packer	10	0	10	480.76	480.76	480.76
	14 Painter	29	0	29	355.55	525.05	440.30
	15 Press Man	18	0	18	402.00	475.00	438.50
	16 Supervisor	98	3	101	457.48	527.70	492.59
	17 Sweeper	7	4	11	309.41	331.35	320.38
	18 Turner	1	0	1	402.00	402.00	402.00
	19 Watchman	59	0	59	354.84	354.84	354.84
	20 Welder	153	0	153	431.37	452.28	441.83
	21 Fork Lift Operator	12	0	12	462.50	531.08	496.79
	22 Mach. Op./Machinist	1001	80	1081	436.26	507.38	471.82
	23 Store Keeper	2	1	3	417.91	417.91	417.91
	24 Apprentice/Trainees	52	0	52	227.73	243.54	235.64
	25 Boat Builder	10	0	10	750.00	1115.38	932.69
	26 Insulator	5	0	5	846.15	1019.23	932.69
	27 Frazer	30	0	30	389.38	412.38	400.88
	28 Auto Electrician	101	12	113	366.63	450.71	408.67
	29 Tester	47	0	47	435.38	475.36	455.37
3	Tamil Nadu	1910	735	2645	341.12	510.15	425.64
	1 Chargehand	18	0	18	320.00	320.00	320.00

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
	2 Checker	37	7	44	195.30	272.80	234.05
	3 Compressor Op.	39	17	56	466.88	543.80	505.34
	4 Coolie/Mazdoor	0	11	11	83.07	96.92	90.00
	5 Crane Operator	1	0	1	625.00	625.00	625.00
	6 Driver	19	0	19	320.39	802.61	561.50
	7 Electrician	65	378	443	206.71	318.16	262.44
	8 Fitter	43	0	43	314.92	358.45	336.69
	9 Mech/Elec Foreman	6	0	6	413.46	443.84	428.65
	10 Helper	216	9	225	293.53	348.26	320.90
	11 Loader/Unloader	41	9	50	250.45	298.16	274.31
	12 Mistry/Kangani	2	0	2	550.00	550.00	550.00
	13 Mechanic(General)	8	1	9	383.14	426.09	404.62
	14 Motor Mechanic	19	0	19	353.84	490.38	422.11
	15 Moulder	41	3	44	107.36	371.84	239.60
	16 Packer	1	86	87	166.19	178.43	172.31
	17 Painter	1	0	1	616.15	616.15	616.15
	18 Press Man	18	0	18	361.15	582.69	471.92
	19 Rollerman/Roller	2	0	2	307.69	500.00	403.85
	20 Shaper Machine Op	54	3	57	459.63	523.12	491.38
	21 Supervisor	38	8	46	365.56	546.22	455.89
	22 Sweeper	18	12	30	287.72	287.72	287.72
	23 Turner	7	0	7	340.11	439.55	389.83
	24 Watchman	13	0	13	407.85	413.12	410.49
	25 Welder	32	0	32	381.58	435.57	408.58
	26 Boring Machine Op.	83	8	91	401.48	510.55	456.02
	27 Mach. Op./Machinist	537	19	556	508.70	636.11	572.41
	28 Milling Machine Op.	2	0	2	492.30	519.23	505.77
	29 Setter	9	0	9	195.48	291.38	243.43
	30 Tool Maker	6	0	6	382.05	549.74	465.90
	31 Store Keeper	6	0	6	428.86	445.52	437.19
	32 Apprentice/Trainees	170	157	327	309.98	559.61	434.80
	33 Frazer	1	0	1	433.88	434.38	434.13

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	34 Auto Electrician	81	0	81	452.24	792.69	622.47
	35 Tester	276	7	283	328.04	813.76	570.90
9	Residual	11644	440	12084	388.08	477.15	432.62
	1 Assembler	1856	1	1857	846.24	1172.60	1009.42
	2 Carpenter	12	0	12	258.00	258.00	258.00
	3 Chargeman	5	0	5	214.23	229.61	221.92
	4 Checker	54	5	59	318.05	544.83	431.44
	5 Coolie/Mazdoor	68	0	68	250.48	322.83	286.66
	6 Crane Operator	15	0	15	272.00	272.00	272.00
	7 Die Maker	11	0	11	362.66	521.57	442.12
	8 Driller	35	0	35	389.82	389.82	389.82
	9 Driver	74	0	74	265.93	302.50	284.22
	10 Electrician	65	0	65	292.80	362.65	327.73
	11 Fitter	283	13	296	334.53	429.30	381.92
	12 Mech/Elec Foreman	13	0	13	478.68	517.14	497.91
	13 Furnaceman	12	0	12	296.53	326.92	311.73
	14 Gas Cutter	5	0	5	311.54	372.92	342.23
	15 Grinder	10	0	10	257.69	257.69	257.69
	16 Helper	4942	242	5184	276.37	299.86	288.12
	17 Loader/Unloader	5	1	6	213.45	225.79	219.62
	18 Mechanic(General)	58	0	58	283.66	527.52	405.59
	19 Motor Mechanic	46	0	46	318.91	391.50	355.21
	20 Moulder	13	8	21	231.64	238.52	235.08
	21 Packer	109	11	120	297.09	383.32	340.21
	22 Painter	68	4	72	264.12	268.70	266.41
	23 Plumber	3	0	3	283.72	303.72	293.72
	24 Press Man	29	0	29	304.68	449.15	376.92
	25 Rollerman/Roller	3	0	3	269.23	269.23	269.23
	26 Sheetmetal Worker	4	3	7	198.57	231.43	215.00
	27 Supervisor	231	1	232	405.00	575.24	490.12

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 Sweeper	63	16	79	269.97	279.22	274.60
	29 Trimmer	151	1	152	350.93	387.21	369.07
	30 Turner	45	2	47	381.06	399.72	390.39
	31 Watchman	143	1	144	287.30	310.91	299.11
	32 Welder	184	0	184	351.91	386.95	369.43
	33 Winder	4	0	4	257.69	257.69	257.69
	34 Wireman	18	0	18	244.45	267.58	256.02
	35 Fork Lift Operator	3	0	3	401.28	405.12	403.20
	36 Mach. Op./Machinist	1535	95	1630	354.01	418.82	386.42
	37 Casting Man	114	0	114	300.00	402.88	351.44
	38 Milling Machine Op.	33	0	33	345.30	393.60	369.45
	39 Setter	36	0	36	355.34	402.39	378.87
	40 Tool Maker	27	1	28	411.83	461.69	436.76
	41 Store Keeper	69	0	69	342.45	410.46	376.46
	42 Apprentice/Trainees	535	1	536	255.69	277.49	266.59
	43 Frazer	189	12	201	362.41	468.57	415.49
	44 Auto Electrician	228	12	240	388.02	498.99	443.51
	45 Tester	230	9	239	387.94	449.67	418.81
	46 Miscellaneous	8	1	9	286.13	403.86	345.00
IV.	Motor Cycles	33290	2264	35554	405.65	448.88	427.27
	1 Punjab	3927	169	4096	272.97	328.17	300.57
	1 Boiler Attendant	1	0	1	326.92	326.92	326.92
	2 Checker	174	0	174	288.31	290.26	289.29
	3 Coolie/Mazdoor	2	5	7	280.77	280.77	280.77
	4 Crane Operator	26	0	26	229.26	307.34	268.30
	5 Die Maker	16	0	16	329.03	559.42	444.23
	6 Driller	62	0	62	249.48	443.39	346.44
	7 Driver	46	0	46	295.17	310.17	302.67

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	8 Electrician	41	0	41	361.32	397.34	379.33
	9 Fitter	167	0	167	273.92	462.18	368.05
	10 Mech/Elec Foreman	55	0	55	399.90	575.50	487.70
	11 Furnaceman	20	0	20	255.76	269.23	262.50
	12 Gas Cutter	16	0	16	231.53	446.72	339.13
	13 Grinder	23	0	23	253.46	307.36	280.41
	14 Hammerman	9	0	9	278.76	312.69	295.73
	15 Helper	1156	158	1314	249.52	271.19	260.36
	16 Loader/Unloader	50	0	50	202.06	202.06	202.06
	17 Mistry/Kangani	81	0	81	241.48	265.01	253.25
	18 Mechanic(General)	2	0	2	307.34	307.34	307.34
	19 Motor Mechanic	10	0	10	596.15	634.61	615.38
	20 Moulder	25	0	25	596.15	653.84	625.00
	21 Packer	145	0	145	278.94	278.94	278.94
	22 Painter	2	0	2	255.76	255.76	255.76
	23 Plater	4	0	4	277.69	277.69	277.69
	24 Polisher	3	0	3	277.69	580.76	429.23
	25 Press Man	69	6	75	273.74	322.53	298.14
	26 Rollerman/Roller	11	0	11	277.69	277.69	277.69
	27 Shaper Machine Op	7	0	7	251.92	281.81	266.87
	28 Supervisor	101	0	101	386.42	540.49	463.46
	29 Sweeper	14	0	14	270.61	291.22	280.92
	30 Trimmer	4	0	4	277.69	277.69	277.69
	31 Turner	72	0	72	232.85	269.68	251.27
	32 Watchman	71	0	71	265.24	270.44	267.84
	33 Welder	175	0	175	264.52	321.74	293.13
	34 Wireman	21	0	21	228.97	232.67	230.82
	35 Mach. Op./Machinist	1062	0	1062	280.59	365.09	322.84
	36 Milling Machine Op.	16	0	16	284.97	284.97	284.97
	37 Setter	1	0	1	305.53	305.53	305.53
	38 Store Keeper	24	0	24	297.64	312.07	304.86
	39 Apprentice/Trainees	6	0	6	277.50	277.50	277.50

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
	40 Cook	4	0	4	325.26	384.61	354.94
	41 Frazer	13	0	13	289.79	296.45	293.12
	42 Auto Electrician	64	0	64	245.47	286.67	266.07
	43 Tester	48	0	48	263.96	274.22	269.09
	44 Miscellaneous	8	0	8	331.87	331.87	331.87
2	Uttarakhand	4344	113	4457	287.85	372.50	330.18
	1 Checker	40	0	40	333.33	353.54	343.44
	2 Driver	32	0	32	300.77	315.19	307.98
	3 Electrician	17	0	17	312.96	343.29	328.13
	4 Fitter	16	0	16	302.88	359.13	331.01
	5 Helper	2540	91	2631	281.52	314.83	298.18
	6 Loader/Unloader	100	0	100	261.53	328.84	295.19
	7 Supervisor	173	0	173	324.29	564.59	444.44
	8 Sweeper	30	0	30	276.52	304.47	290.50
	9 Watchman	126	8	134	305.98	317.62	311.80
	10 Welder	98	0	98	374.85	484.57	429.71
	11 Mach. Op./Machinist	104	0	104	301.21	693.07	497.14
	12 Store Keeper	1	0	1	251.92	251.92	251.92
	13 Frazer	547	13	560	283.46	424.69	354.08
	14 Auto Electrician	228	0	228	319.46	510.65	415.06
	15 Tester	292	1	293	265.27	477.09	371.18
3	Haryana	11702	1511	13213	491.07	504.77	497.92
	1 Die Maker	109	0	109	403.39	413.05	408.22
	2 Driller	10	0	10	549.80	550.84	550.32
	3 Driver	83	0	83	514.70	540.90	527.80
	4 Electrician	25	0	25	369.86	567.15	468.51
	5 Fitter	536	0	536	415.47	455.93	435.70
	6 Mech/Elec Foreman	8	0	8	346.15	673.07	509.61

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 Grinder	3	0	3	480.46	511.73	496.10
	8 Helper	4251	300	4551	403.10	403.77	403.44
	9 Lineman	3	0	3	169.23	180.76	175.00
	10 Mechanic(General)	6	0	6	327.92	327.92	327.92
	11 Motor Mechanic	23	0	23	307.69	817.30	562.50
	12 Moulder	6	0	6	265.00	312.50	288.75
	13 Oilman/Greaser	5	0	5	346.15	961.53	653.84
	14 Packer	8	0	8	339.15	350.92	345.04
	15 Painter	269	0	269	417.79	434.35	426.07
	16 Plumber	2	0	2	339.15	350.92	345.04
	17 Supervisor	304	0	304	648.31	690.45	669.38
	18 Sweeper	25	11	36	382.09	384.91	383.50
	19 Trimmer	6	0	6	296.15	296.15	296.15
	20 Turner	560	0	560	523.31	578.31	550.81
	21 Watchman	122	0	122	407.79	427.57	417.68
	22 Welder	66	0	66	463.09	515.09	489.09
	23 Boring Machine Op.	2	0	2	350.92	350.92	350.92
	24 Mach. Op./Machinist	2782	0	2782	639.87	655.55	647.71
	25 Milling Machine Op.	100	0	100	344.94	445.57	395.26
	26 Setter	2	0	2	339.15	339.15	339.15
	27 Store Keeper	86	0	86	516.49	516.49	516.49
	28 Apprentice/Trainees	1127	1200	2327	384.10	388.35	386.23
	29 Frazer	409	0	409	829.04	829.34	829.19
	30 Auto Electrician	386	0	386	798.93	803.79	801.36
	31 Tester	329	0	329	587.54	619.86	603.70
	32 Miscellaneous	49	0	49	327.60	327.60	327.60
4	Uttar Pradesh	367	1	368	312.35	455.56	383.96
	1 Checker	14	0	14	337.13	479.99	408.56
	2 Coolie/Mazdoor	2	0	2	284.61	284.61	284.61
	3 Driver	2	0	2	352.62	352.62	352.62

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	4 Electrician	6	0	6	310.25	523.59	416.92
	5 Fitter	4	0	4	318.86	589.33	454.10
	6 Mech/Elec Foreman	1	0	1	336.76	336.76	336.76
	7 Grinder	2	0	2	284.61	284.61	284.61
	8 Helper	99	1	100	279.70	305.75	292.73
	9 Moulder	3	0	3	276.92	353.84	315.38
	10 Packer	16	0	16	321.09	346.59	333.84
	11 Shaper Machine Op	6	0	6	329.42	329.42	329.42
	12 Supervisor	48	0	48	300.97	796.76	548.87
	13 Watchman	2	0	2	282.84	282.84	282.84
	14 Welder	1	0	1	288.46	288.46	288.46
	15 Mach. Op./Machinist	156	0	156	334.30	469.70	402.00
	16 Frazer	1	0	1	307.69	307.69	307.69
	17 Auto Electrician	4	0	4	308.88	351.63	330.26
5	Maharashtra	9151	314	9465	414.99	444.50	429.75
	1 Assembler	181	2	183	424.14	443.02	433.58
	2 Blacksmith	9	0	9	292.30	292.30	292.30
	3 Carpenter	2	0	2	584.23	596.92	590.58
	4 Checker	104	5	109	440.39	463.94	452.17
	5 Coolie/Mazdoor	411	0	411	377.91	377.91	377.91
	6 Driver	26	0	26	467.83	523.65	495.74
	7 Electrician	18	0	18	440.22	521.76	480.99
	8 Fireman	13	0	13	559.61	683.26	621.44
	9 Fitter	136	0	136	400.80	483.58	442.19
	10 Mech/Elec Foreman	80	0	80	330.81	485.86	408.34
	11 Grinder	4	0	4	525.38	591.15	558.27
	12 Helper	1247	204	1451	359.19	383.68	371.44
	13 Mechanic(General)	2	0	2	600.00	600.00	600.00
	14 Motor Mechanic	27	0	27	477.62	572.97	525.30
	15 Oilman/Greaser	1	0	1	420.00	420.00	420.00

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
	16 Packer	12	0	12	417.69	417.69	417.69
	17 Supervisor	171	3	174	360.92	428.50	394.71
	18 Sweeper	54	21	75	421.87	425.75	423.81
	19 Turner	125	0	125	455.85	465.73	460.79
	20 Watchman	169	0	169	416.78	427.46	422.12
	21 Welder	83	0	83	379.17	404.88	392.03
	22 Mach. Op./Machinist	5702	66	5768	438.47	466.17	452.32
	23 Setter	1	0	1	507.00	507.00	507.00
	24 Tool Maker	9	0	9	494.00	494.00	494.00
	25 Store Keeper	21	0	21	345.39	357.90	351.65
	26 Apprentice/Trainees	269	0	269	270.38	354.25	312.32
	27 Frazer	72	3	75	462.98	474.15	468.57
	28 Auto Electrician	119	7	126	403.09	412.68	407.89
	29 Tester	79	0	79	457.27	497.99	477.63
	30 Miscellaneous	4	3	7	421.98	661.99	541.99
9	Residual	3799	156	3955	376.73	483.12	429.93
	1 Assembler	69	0	69	341.11	567.15	454.13
	2 Checker	168	2	170	311.88	564.01	437.95
	3 Coolie/Mazdoor	45	0	45	317.75	317.75	317.75
	4 Die Maker	4	0	4	316.35	339.43	327.89
	5 Driller	15	2	17	165.04	268.42	216.73
	6 Driver	21	0	21	450.27	460.52	455.40
	7 Electrician	77	0	77	617.87	644.14	631.01
	8 Fitter	70	0	70	376.23	407.43	391.83
	9 Mech/Elec Foreman	112	0	112	530.49	788.83	659.66
	10 Furnaceman	22	22	44	342.21	350.95	346.58
	11 Gas Cutter	2	14	16	144.52	305.77	225.15
	12 Grinder	17	0	17	132.69	270.53	201.61
	13 Helper	540	60	600	293.11	310.63	301.87
	14 Instrument Mech	53	0	53	396.92	400.18	398.55

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	Lineman	1	0	1	201.00	201.00	201.00
16	Loader/Unloader	49	0	49	370.11	376.47	373.29
17	Mistry/Kangani	1	0	1	201.00	201.00	201.00
18	Mechanic(General)	134	2	136	209.89	504.40	357.15
19	Millwright	1	0	1	515.38	515.38	515.38
20	Motor Mechanic	32	0	32	337.38	349.08	343.23
21	Moulder	8	0	8	251.90	282.21	267.06
22	Packer	61	34	95	237.62	237.62	237.62
23	Painter	3	0	3	316.67	450.00	383.34
24	Pattern Maker	1	0	1	596.15	596.15	596.15
25	Polisher	2	0	2	466.15	466.15	466.15
26	Press Man	28	0	28	281.67	281.67	281.67
27	Shaper Machine Op	4	0	4	188.46	258.00	223.23
28	Supervisor	147	2	149	342.29	478.12	410.21
29	Sweeper	31	3	34	279.73	291.95	285.84
30	Tester	12	0	12	254.86	492.52	373.69
31	Trolley Driver	6	0	6	450.00	450.00	450.00
32	Turner	6	0	6	214.25	318.14	266.20
33	Watchman	27	0	27	304.84	305.98	305.41
34	Welder	127	0	127	452.66	454.06	453.36
35	Fork Lift Operator	2	0	2	206.27	206.27	206.27
36	Mach. Op./Machinist	530	8	538	286.45	403.00	344.73
37	Casting Man	56	0	56	201.00	201.00	201.00
38	Milling Machine Op.	12	0	12	139.43	267.84	203.64
39	Tool Maker	5	0	5	182.69	412.15	297.42
40	Store Keeper	54	6	60	360.07	559.31	459.69
41	Apprentice/Trainees	456	0	456	256.28	346.64	301.46
42	Cook	1	0	1	203.85	203.85	203.85
43	Frazer	463	0	463	751.84	992.96	872.40
44	Auto Electrician	146	0	146	494.15	548.34	521.25
45	Tester	168	1	169	465.14	498.51	481.83
46	Miscellaneous	10	0	10	244.14	385.36	314.75

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
V.	Bicycles/Rickshaws	2531	158	2689	317.40	349.89	333.65
1	Punjab	2159	148	2307	306.40	335.90	321.15
1	Assembler	9	0	9	312.48	323.59	318.04
2	Checker	20	0	20	331.21	335.45	333.33
3	Coolie/Mazdoor	5	0	5	277.70	277.70	277.70
4	Crane Operator	3	0	3	307.30	346.15	326.73
5	Driver	37	0	37	344.24	351.49	347.87
6	Electrician	25	0	25	305.23	376.35	340.79
7	Fireman	3	0	3	346.15	365.38	355.77
8	Fitter	21	0	21	399.92	468.13	434.03
9	Mech/Elec Foreman	41	0	41	491.84	537.75	514.80
10	Furnaceman	12	0	12	353.52	353.52	353.52
11	Gas Cutter	2	0	2	384.61	384.61	384.61
12	Grinder	1	0	1	846.15	846.15	846.15
13	Hammerman	7	0	7	815.38	826.92	821.15
14	Helper	1030	133	1163	269.08	282.64	275.86
15	Loader/Unloader	2	0	2	259.50	259.50	259.50
16	Mistry/Kangani	23	0	23	299.30	492.94	396.12
17	Moulder	2	0	2	307.30	307.30	307.30
18	Packer	49	3	52	278.81	334.17	306.49
19	Painter	14	0	14	284.20	284.20	284.20
20	Press Man	44	0	44	342.41	446.38	394.40
21	Rollerman/Roller	2	0	2	288.00	288.46	288.23
22	Supervisor	103	0	103	422.95	468.68	445.82
23	Sweeper	11	1	12	250.20	250.73	250.47
24	Turner	16	0	16	410.62	510.58	460.60
25	Watchman	44	0	44	276.02	279.58	277.80
26	Welder	19	0	19	276.37	289.15	282.76

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	27 Mach. Op./Machinist	245	10	255	321.85	378.09	349.97
	28 Milling Machine Op.	2	1	3	342.51	361.74	352.13
	29 Setter	14	0	14	303.00	345.04	324.02
	30 Tool Maker	2	0	2	321.15	321.15	321.15
	31 Store Keeper	33	0	33	355.86	377.78	366.82
	32 Brazer	64	0	64	475.64	499.75	487.70
	33 Cycle Fitter	170	0	170	308.28	367.22	337.75
	34 Filer	84	0	84	302.38	309.25	305.82
2	Uttar Pradesh	57	0	57	279.50	322.13	300.82
	1 Coolie/Mazdoor	8	0	8	273.00	309.00	291.00
	2 Mech/Elec Foreman	4	0	4	273.00	337.00	305.00
	3 Helper	25	0	25	278.77	327.33	303.05
	4 Mach. Op./Machinist	20	0	20	284.31	317.91	301.11
9	Residual	315	10	325	402.13	454.06	428.10
	1 Boiler Attendant	1	0	1	532.19	532.19	532.19
	2 Chargeman	1	0	1	336.53	336.53	336.53
	3 Checker	17	0	17	310.78	501.13	405.96
	4 Coolie/Mazdoor	64	0	64	760.56	761.68	761.12
	5 Die Maker	2	0	2	438.46	691.80	565.13
	6 Driller	4	3	7	305.00	305.00	305.00
	7 Driver	1	0	1	422.11	422.11	422.11
	8 Electrician	5	0	5	259.02	397.30	328.16
	9 Fitter	9	0	9	316.37	410.89	363.63
	10 Helper	130	5	135	323.65	337.31	330.48
	11 Press Man	5	0	5	325.96	329.80	327.88
	12 Shaper Machine Op	5	0	5	284.61	315.38	300.00
	13 Supervisor	18	0	18	343.80	548.24	446.02
	14 Sweeper	3	2	5	301.92	306.58	304.25

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	15 Turner	2	0	2	353.84	600.65	477.25
	16 Watchman	4	0	4	309.61	334.69	322.15
	17 Welder	1	0	1	342.30	342.30	342.30
	18 Mach. Op./Machinist	23	0	23	223.58	449.95	336.77
	19 Milling Machine Op.	1	0	1	534.50	534.50	534.50
	20 Brazer	8	0	8	308.89	308.89	308.89
	21 Cycle Fitter	4	0	4	310.19	310.19	310.19
	22 Filer	7	0	7	309.45	309.45	309.45
VI.	Aircraft	4173	94	4267	368.88	615.25	492.07
	9 Residual	4173	94	4267	368.88	615.25	492.07
	1 Assembler	152	4	156	439.85	466.23	453.04
	2 Carpenter	3	0	3	157.50	158.65	158.08
	3 Chargehand	21	2	23	305.47	1257.71	781.59
	4 Checker	133	11	144	310.95	566.13	438.54
	5 Driller	13	0	13	267.90	406.17	337.04
	6 Driver	43	0	43	426.50	491.91	459.21
	7 Electrician	57	0	57	311.59	522.46	417.03
	8 Fitter	275	1	276	288.98	505.49	397.24
	9 Mech/Elec Foreman	166	0	166	278.89	531.21	405.05
	10 Furnaceman	5	0	5	170.01	199.94	184.98
	11 Gas Cutter	12	0	12	328.03	370.37	349.20
	12 Grinder	48	0	48	272.97	455.03	364.00
	13 Helper	339	33	372	300.17	427.89	364.03
	14 Instrument Mech	130	3	133	740.29	1954.86	1347.58
	15 Loader/Unloader	1	0	1	567.69	567.69	567.69
	16 Marker	1	0	1	323.61	323.61	323.61
	17 Mechanic(General)	67	0	67	536.93	762.92	649.93
	18 Millwright	1	0	1	354.60	354.60	354.60

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 Packer	5	0	5	312.15	374.77	343.46
	20 Painter	23	0	23	414.92	645.47	530.20
	21 Plumber	1	0	1	142.50	142.50	142.50
	22 Shaper Machine Op	20	0	20	279.76	449.50	364.63
	23 Supervisor	234	3	237	364.85	716.42	540.64
	24 Sweeper	39	20	59	288.82	313.20	301.01
	25 Trimmer	33	0	33	352.50	935.15	643.83
	26 Turner	156	0	156	369.99	631.04	500.52
	27 Watchman	53	0	53	340.58	357.15	348.87
	28 Welder	79	0	79	272.29	378.44	325.37
	29 Wireman	7	0	7	366.89	401.43	384.16
	30 Boring Machine Op.	29	0	29	230.01	360.68	295.35
	31 Mach. Op./Machinist	1272	0	1272	328.16	497.17	412.67
	32 Milling Machine Op.	106	2	108	337.37	632.10	484.74
	33 Setter	35	1	36	495.67	570.12	532.90
	34 Tool Maker	25	0	25	331.55	429.52	380.54
	35 Store Keeper	47	1	48	485.00	767.63	626.32
	36 Apprentice/Trainees	113	7	120	231.62	289.15	260.39
	37 Aircraft Erector	301	1	302	564.64	1159.33	861.99
	38 Radio/Radar Mechanic	118	3	121	645.63	782.25	713.94
	39 Miscellaneous	10	2	12	338.21	427.93	383.07
VII.	Domestic Appliances	11639	1659	13298	356.97	426.74	391.86
1	Himachal Pradesh	1873	204	2077	262.61	308.49	285.55
	1 Assembler	114	27	141	288.15	289.52	288.84
	2 Chargehand	7	0	7	461.53	461.53	461.53
	3 Chargeman	5	0	5	267.66	279.92	273.79
	4 Checker	14	0	14	369.93	463.23	416.58
	5 Die Maker	9	0	9	155.84	547.80	351.82

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	6 Driller	2	0	2	250.00	250.00	250.00
	7 Driver	21	0	21	302.00	310.97	306.49
	8 Electrician	50	0	50	270.85	332.15	301.50
	9 Fitter	28	0	28	330.39	388.53	359.46
	10 Mech/Elec Foreman	4	0	4	253.84	263.46	258.65
	11 Furnaceman	2	0	2	250.00	250.00	250.00
	12 Gas Cutter	3	0	3	257.60	269.20	263.40
	13 Grinder	5	0	5	276.92	276.92	276.92
	14 Helper	953	110	1063	224.39	245.96	235.18
	15 Lineman	2	0	2	356.07	420.53	388.30
	16 Loader/Unloader	16	0	16	461.53	461.53	461.53
	17 Mechanic(General)	2	0	2	392.30	392.30	392.30
	18 Moulder	40	0	40	286.36	344.79	315.58
	19 Packer	23	27	50	365.91	383.11	374.51
	20 Painter	5	0	5	255.99	255.99	255.99
	21 Polisher	4	0	4	301.29	394.26	347.78
	22 Supervisor	120	2	122	363.03	496.40	429.72
	23 Sweeper	18	0	18	229.23	230.51	229.87
	24 Turner	1	0	1	696.15	696.15	696.15
	25 Watchman	35	0	35	267.40	273.01	270.21
	26 Welder	6	0	6	289.95	344.08	317.02
	27 Winder	6	0	6	276.92	276.92	276.92
	28 Mach. Op./Machinist	232	19	251	266.82	361.91	314.37
	29 Store Keeper	39	1	40	310.56	437.46	374.01
	30 Apprentice/Trainees	9	7	16	361.53	361.53	361.53
	31 Inspector	21	2	23	385.60	512.99	449.30
	32 Refrig/AC Mechanic	9	0	9	709.40	709.40	709.40
	33 Insulator	7	0	7	277.94	293.37	285.66
	34 Sand Mix Operator	51	8	59	231.07	374.39	302.73
	35 Miscellaneous	10	1	11	255.83	381.71	318.77
2	Maharashtra	846	122	968	308.30	338.61	323.46

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Armature Winder	1	0	1	437.00	437.00	437.00
	2 Assembler	62	52	114	323.14	357.23	340.19
	3 Checker	4	0	4	278.85	278.85	278.85
	4 Coolie/Mazdoor	21	1	22	342.13	377.62	359.88
	5 Driller	1	0	1	348.61	348.61	348.61
	6 Driver	5	0	5	290.13	354.27	322.20
	7 Electrician	14	0	14	493.87	536.73	515.30
	8 Fitter	41	0	41	398.01	425.16	411.59
	9 Mech/Elec Foreman	1	0	1	361.53	361.53	361.53
	10 Gas Cutter	2	0	2	330.00	330.00	330.00
	11 Helper	364	53	417	242.40	268.19	255.30
	12 Instrument Mech	3	0	3	381.00	401.00	391.00
	13 Mechanic(General)	8	0	8	421.69	421.69	421.69
	14 Packer	3	15	18	254.30	265.52	259.91
	15 Painter	4	0	4	347.61	347.61	347.61
	16 Press Man	1	0	1	515.00	515.00	515.00
	17 Supervisor	43	0	43	404.30	502.37	453.34
	18 Sweeper	3	0	3	236.21	260.52	248.37
	19 Turner	9	0	9	342.72	354.28	348.50
	20 Watchman	16	0	16	337.66	340.87	339.27
	21 Welder	11	0	11	380.95	437.46	409.21
	22 Winder	2	0	2	346.69	346.69	346.69
	23 Wireman	1	0	1	288.46	288.46	288.46
	24 Mach. Op./Machinist	197	0	197	366.79	393.28	380.04
	25 Store Keeper	2	1	3	361.67	391.00	376.34
	26 Inspector	5	0	5	320.00	350.00	335.00
	27 Refrig/AC Mechanic	7	0	7	400.55	404.12	402.34
	28 Insulator	8	0	8	341.34	475.95	408.65
	29 Sand Mix Operator	7	0	7	307.14	307.14	307.14
3	Tamil Nadu	840	323	1163	251.84	433.97	342.91

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
1	Assembler	16	0	16	351.18	685.23	518.21
2	Checker	15	2	17	359.64	801.37	580.51
3	Die Maker	1	0	1	234.61	234.61	234.61
4	Driller	1	0	1	210.00	210.00	210.00
5	Driver	37	0	37	233.00	475.62	354.31
6	Electrician	20	0	20	277.51	620.70	449.11
7	Fitter	31	0	31	246.10	420.88	333.49
8	Mech/Elec Foreman	10	0	10	319.16	571.26	445.21
9	Grinder	2	1	3	158.97	158.97	158.97
10	Helper	466	268	734	234.13	386.51	310.32
11	Mechanic(General)	16	0	16	303.22	851.48	577.35
12	Moulder	5	0	5	307.68	416.14	361.91
13	Packer	2	29	31	245.10	311.11	278.11
14	Painter	1	0	1	225.00	225.00	225.00
15	Pattern Maker	1	0	1	346.15	346.15	346.15
16	Plumber	1	0	1	1436.53	1436.53	1436.53
17	Shaper Machine Op	3	0	3	225.00	225.00	225.00
18	Sheetmetal Worker	3	0	3	422.38	668.02	545.20
19	Supervisor	40	1	41	337.59	710.49	524.04
20	Sweeper	3	2	5	300.65	300.65	300.65
21	Tester	1	3	4	239.71	274.04	256.88
22	Turner	11	0	11	309.26	314.16	311.71
23	Watchman	2	0	2	188.46	188.46	188.46
24	Welder	16	0	16	257.36	332.87	295.12
25	Winder	2	2	4	286.92	303.26	295.09
26	Mach. Op./Machinist	71	12	83	258.88	321.11	290.00
27	Store Keeper	11	3	14	270.04	455.22	362.63
28	Inspector	31	0	31	292.45	887.93	590.19
29	Refrig/AC Mechanic	3	0	3	271.80	423.11	347.46
30	Insulator	18	0	18	275.69	709.68	492.69

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
4	Telangana	670	31	701	311.89	359.71	335.80
1	Assembler	7	0	7	202.41	207.91	205.16
2	Boiler Attendant	1	0	1	317.30	317.30	317.30
3	Chargehand	0	1	1	576.92	576.92	576.92
4	Checker	1	0	1	173.07	173.07	173.07
5	Coolie/Mazdoor	2	0	2	175.38	175.38	175.38
6	Core Maker	5	0	5	312.18	438.72	375.45
7	Driller	5	0	5	263.00	294.46	278.73
8	Driver	1	0	1	241.65	241.65	241.65
9	Electrician	54	0	54	365.90	365.90	365.90
10	Fitter	55	0	55	320.28	527.75	424.02
11	Grinder	11	0	11	269.85	357.23	313.54
12	Helper	196	28	224	271.30	294.55	282.93
13	Painter	3	0	3	295.67	300.29	297.98
14	Shaper Machine Op	4	0	4	230.76	230.76	230.76
15	Supervisor	21	0	21	379.50	448.23	413.87
16	Sweeper	1	2	3	222.56	222.56	222.56
17	Turner	9	0	9	302.97	497.05	400.01
18	Watchman	1	0	1	207.69	207.69	207.69
19	Welder	41	0	41	304.58	478.63	391.61
20	Winder	2	0	2	230.76	230.76	230.76
21	Mach. Op./Machinist	46	0	46	277.52	366.05	321.79
22	Store Keeper	8	0	8	330.09	410.81	370.45
23	Inspector	26	0	26	362.18	362.48	362.33
24	Refrig/AC Mechanic	153	0	153	357.79	358.03	357.91
25	Insulator	13	0	13	335.22	335.93	335.58
26	Sand Mix Operator	4	0	4	328.84	328.84	328.84
9	Residual	7410	979	8389	404.29	470.78	437.54
1	Assembler	1020	129	1149	303.32	325.08	314.20

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
	2 Chargehand	14	0	14	500.53	534.46	517.50
	3 Checker	45	3	48	377.02	568.17	472.60
	4 Coolie/Mazdoor	86	8	94	261.41	384.79	323.10
	5 Die Maker	20	15	35	341.86	341.86	341.86
	6 Driller	49	0	49	287.27	336.60	311.94
	7 Driver	58	0	58	328.58	355.06	341.82
	8 Electrician	87	0	87	340.38	417.76	379.07
	9 Fitter	104	3	107	277.49	348.28	312.89
	10 Mech/Elec Foreman	25	0	25	393.07	411.84	402.46
	11 Furnaceman	11	0	11	307.60	307.60	307.60
	12 Grinder	11	0	11	307.60	307.60	307.60
	13 Helper	1885	641	2526	310.55	344.95	327.75
	14 Lineman	45	7	52	313.12	333.61	323.37
	15 Loader/Unloader	62	0	62	306.76	306.76	306.76
	16 Mechanic(General)	194	0	194	287.61	337.83	312.72
	17 Motor Mechanic	9	5	14	353.72	626.30	490.01
	18 Moulder	42	0	42	288.46	288.46	288.46
	19 Packer	142	6	148	306.54	356.74	331.64
	20 Painter	42	0	42	522.46	522.80	522.63
	21 Pattern Maker	4	0	4	475.00	475.00	475.00
	22 Polisher	17	0	17	328.05	356.33	342.19
	23 Press Man	12	0	12	301.80	320.77	311.29
	24 Sheetmetal Worker	27	0	27	325.37	430.20	377.79
	25 Sorter	0	1	1	408.65	408.65	408.65
	26 Supervisor	470	15	485	369.39	624.74	497.07
	27 Sweeper	73	5	78	304.45	310.22	307.34
	28 Tester	62	24	86	283.26	298.37	290.82
	29 Turner	106	0	106	271.55	290.99	281.27
	30 Watchman	181	7	188	293.81	318.54	306.18
	31 Welder	112	0	112	309.69	423.67	366.68
	32 Winder	50	0	50	292.83	340.41	316.62
	33 Wireman	3	0	3	332.94	332.94	332.94

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	34 Mach. Op./Machinist	731	60	791	331.30	433.38	382.34
	35 Milling Machine Op.	1	0	1	438.46	438.46	438.46
	36 Tool Maker	18	0	18	282.72	344.35	313.54
	37 Store Keeper	32	1	33	336.27	428.65	382.46
	38 Apprentice/Trainees	9	0	9	307.80	307.80	307.80
	39 Inspector	295	0	295	707.85	749.88	728.87
	40 Refrig/AC Mechanic	385	0	385	914.27	961.29	937.78
	41 Insulator	360	0	360	1036.43	1193.36	1114.90
	42 Sand Mix Operator	489	49	538	574.15	683.77	628.96
	43 Miscellaneous	22	0	22	288.53	376.38	332.46
VIII.	Television	4102	874	4976	316.89	371.47	344.18
1	Uttarakhand	673	279	952	288.61	398.81	343.71
	1 Driver	1	0	1	461.54	461.54	461.54
	2 Helper	183	105	288	243.53	303.46	273.50
	3 Supervisor	28	0	28	307.69	384.62	346.16
	4 Sweeper	1	0	1	255.77	255.77	255.77
	5 Watchman	21	6	27	244.57	244.57	244.57
	6 Attendant-Q Control	46	5	51	306.18	396.69	351.44
	7 Bench Fitter	77	23	100	321.15	527.54	424.35
	8 Cabinet Fitter	61	25	86	311.18	393.99	352.59
	9 Operator	47	40	87	299.12	461.45	380.29
	10 Soldering Operator	55	30	85	324.89	400.90	362.90
	11 Trouble Shooter	72	15	87	300.00	456.23	378.12
	12 Technician	51	18	69	300.00	491.91	395.96
	13 Inspector	30	12	42	327.47	463.19	395.33
2	Uttar Pradesh	148	20	168	361.90	405.16	383.53

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Driver	1	0	1	273.38	273.38	273.38
	2 Helper	64	0	64	273.65	273.65	273.65
	3 Supervisor	2	0	2	300.73	365.38	333.06
	4 Sweeper	3	0	3	273.38	273.38	273.38
	5 Watchman	1	0	1	273.38	273.38	273.38
	6 Store Keeper	1	2	3	380.97	442.30	411.64
	7 Attendant-Q Control	3	0	3	419.48	434.00	426.74
	8 Bench Fitter	4	0	4	486.53	538.46	512.50
	9 Cabinet Fitter	3	1	4	538.46	538.46	538.46
	10 Operator	30	5	35	377.24	472.63	424.94
	11 Soldering Operator	4	0	4	461.54	490.38	475.96
	12 Trouble Shooter	4	0	4	490.38	492.30	491.34
	13 Technician	21	6	27	385.43	483.04	434.24
	14 Examiner-Grade II	2	1	3	607.69	610.25	608.97
	15 Inspector	5	5	10	557.43	617.27	587.35
3	Gujarat	404	0	404	340.96	578.50	459.73
	1 Boiler Attendant	5	0	5	521.11	525.97	523.54
	2 Crane Operator	29	0	29	498.43	538.58	518.51
	3 Driver	3	0	3	525.04	529.85	527.45
	4 Fireman	3	0	3	531.81	544.85	538.33
	5 Helper	18	0	18	488.50	513.85	501.18
	6 Supervisor	18	0	18	346.15	512.77	429.46
	7 Sweeper	4	0	4	518.12	536.11	527.12
	8 Watchman	4	0	4	317.31	317.31	317.31
	9 Apprentice/Trainees	12	0	12	171.23	173.72	172.48
	10 Operator	308	0	308	315.25	611.24	463.25
4	Maharashtra	2791	442	3233	320.78	332.19	326.49
	1 Assembler	137	75	212	289.30	291.95	290.63

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	2 Electrician	2	0	2	674.80	689.22	682.01
	3 Fitter	1	0	1	685.30	685.30	685.30
	4 Helper	695	155	850	222.55	222.55	222.55
	5 Sweeper	23	0	23	191.56	191.56	191.56
	6 Watchman	356	0	356	184.99	184.99	184.99
	7 Mach. Op./Machinist	1481	179	1660	388.77	408.99	398.88
	8 Store Keeper	40	0	40	274.58	274.58	274.58
	9 Operator	26	33	59	645.08	673.42	659.25
	10 Soldering Operator	4	0	4	699.95	713.26	706.61
	11 Technician	22	0	22	655.26	695.53	675.40
	12 Examiner-Grade II	1	0	1	690.15	690.15	690.15
	13 Inspector	3	0	3	657.72	695.53	676.63
	9 Residual	86	133	219	303.54	424.82	364.18
	1 Helper	13	22	35	258.63	286.16	272.40
	2 Supervisor	11	0	11	439.21	543.06	491.14
	3 Watchman	3	0	3	255.11	255.11	255.11
	4 Store Keeper	1	0	1	460.00	460.00	460.00
	5 Bench Fitter	1	0	1	346.10	346.10	346.10
	6 Operator	19	107	126	263.67	407.09	335.38
	7 Technician	35	3	38	418.84	578.73	498.79
	8 Examiner-Grade II	3	1	4	470.74	547.26	509.00
IX.	Computer	3885	1345	5230	323.48	435.69	379.59
	1 Himachal Pradesh	494	74	568	262.62	300.47	281.55
	1 Driver	4	0	4	273.08	273.08	273.08
	2 Electrician	3	0	3	237.18	237.18	237.18
	3 Fitter	15	0	15	258.65	258.65	258.65

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 Helper	286	36	322	245.58	273.02	259.30
	5 Packer	3	0	3	211.53	211.53	211.53
	6 Supervisor	14	0	14	257.21	334.54	295.88
	7 Sweeper	3	0	3	312.17	327.56	319.87
	8 Watchman	20	0	20	255.24	277.36	266.30
	9 Welder	10	0	10	258.65	258.65	258.65
	10 Mach. Op./Machinist	45	10	55	370.30	410.38	390.34
	11 Store Keeper	7	0	7	246.91	279.87	263.39
	12 Instrument Fitter	3	0	3	330.76	330.76	330.76
	13 Operator	34	8	42	262.91	382.14	322.53
	14 Technician	44	20	64	250.65	307.63	279.14
	15 Trouble Shooter	2	0	2	361.53	361.53	361.53
	16 Miscellaneous	1	0	1	653.84	653.84	653.84
2	Uttar Pradesh	161	25	186	477.82	1220.00	848.91
	1 Sweeper	2	0	2	423.08	423.08	423.08
	2 Watchman	2	0	2	576.92	576.92	576.92
	3 Operator	85	0	85	436.85	1009.88	723.37
	4 Technician	72	25	97	512.81	1433.81	973.31
3	Maharashtra	612	1056	1668	384.47	464.94	424.71
	1 Assembler	40	64	104	431.88	467.19	449.54
	2 Checker	54	22	76	471.55	559.48	515.52
	3 Compressor Op.	14	0	14	500.00	1076.92	788.46
	4 Coolie/Mazdoor	37	250	287	374.10	459.74	416.92
	5 Driver	12	0	12	246.78	465.63	356.21
	6 Electrician	57	0	57	421.02	583.30	502.16
	7 Fitter	6	0	6	384.61	384.61	384.61
	8 Mech/Elec Foreman	63	0	63	364.49	534.57	449.53
	9 Helper	101	44	145	453.86	479.08	466.47

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	1	0	1	153.84	153.84	153.84
	11 Supervisor	13	57	70	378.30	442.93	410.62
	12 Mach. Op./Machinist	125	619	744	356.44	417.62	387.03
	13 Store Keeper	5	0	5	391.48	391.48	391.48
	14 Apprentice/Trainees	2	0	2	155.11	173.07	164.09
	15 Bench Fitter	6	0	6	198.94	472.75	335.85
	16 Instrument Fitter	2	0	2	178.84	229.23	204.04
	17 Operator	6	0	6	237.34	330.17	283.76
	18 Technician	39	0	39	522.16	807.18	664.67
	19 Trouble Shooter	6	0	6	396.15	434.61	415.38
	20 Miscellaneous	23	0	23	362.14	415.75	388.95
4	Karnataka	546	79	625	298.33	520.95	409.64
	1 Assembler	79	9	88	225.98	517.10	371.54
	2 Checker	5	0	5	340.91	417.13	379.02
	3 Driller	7	0	7	475.00	475.00	475.00
	4 Driver	24	0	24	288.86	314.92	301.89
	5 Electrician	7	0	7	269.23	269.23	269.23
	6 Mech/Elec Foreman	4	0	4	226.23	452.50	339.37
	7 Grinder	12	0	12	288.46	288.46	288.46
	8 Helper	25	33	58	182.58	184.51	183.55
	9 Mechanic(General)	35	0	35	322.03	550.60	436.32
	10 Moulder	23	0	23	297.32	297.32	297.32
	11 Polisher	12	0	12	288.46	288.46	288.46
	12 Supervisor	22	0	22	555.49	720.23	637.86
	13 Sweeper	7	6	13	189.88	199.49	194.69
	14 Watchman	21	0	21	309.73	395.27	352.50
	15 Mach. Op./Machinist	61	4	65	267.87	889.88	578.88
	16 Store Keeper	2	2	4	253.50	288.12	270.81
	17 Apprentice/Trainees	10	1	11	367.48	580.76	474.12
	18 Bench Fitter	26	0	26	367.62	858.57	613.10

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 Instrument Fitter	33	0	33	398.98	419.93	409.46
	20 Operator	50	8	58	345.94	674.93	510.44
	21 Technician	58	11	69	300.30	488.19	394.25
	22 Trouble Shooter	10	2	12	399.95	619.57	509.76
	23 Miscellaneous	13	3	16	264.04	695.39	479.72
9	Residual	2072	111	2183	286.76	357.28	322.02
	1 Assembler	7	0	7	365.39	365.39	365.39
	2 Chargehand	1	0	1	454.80	454.80	454.80
	3 Checker	52	6	58	271.09	515.63	393.36
	4 Driver	6	0	6	246.79	246.79	246.79
	5 Electrician	42	0	42	257.41	379.89	318.65
	6 Mech/Elec Foreman	16	0	16	180.29	419.23	299.76
	7 Helper	791	11	802	297.82	300.40	299.11
	8 Instrument Mech	4	0	4	115.38	247.69	181.54
	9 Lineman	3	5	8	241.92	268.19	255.06
	10 Loader/Unloader	4	0	4	368.00	368.00	368.00
	11 Mechanic(General)	17	0	17	191.60	334.36	262.98
	12 Packer	43	6	49	378.52	399.58	389.05
	13 Painter	92	25	117	346.78	353.09	349.94
	14 Shaper Machine Op	95	0	95	322.11	329.75	325.93
	15 Sheetmetal Worker	7	0	7	133.23	223.08	178.16
	16 Supervisor	83	1	84	272.37	602.19	437.28
	17 Sweeper	39	1	40	247.70	248.85	248.28
	18 Watchman	50	0	50	267.07	288.33	277.70
	19 Welder	6	0	6	115.38	115.38	115.38
	20 Wireman	1	0	1	295.00	295.00	295.00
	21 Fork Lift Operator	2	0	2	121.54	226.77	174.16
	22 Mach. Op./Machinist	36	2	38	194.01	311.90	252.96
	23 Tool Maker	6	0	6	345.98	449.66	397.82
	24 Store Keeper	15	1	16	223.99	354.08	289.04

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	25 Apprentice/Trainees	65	1	66	184.38	242.88	213.63
	26 Bench Fitter	51	0	51	350.06	586.23	468.15
	27 Instrument Fitter	73	17	90	281.64	338.11	309.88
	28 Operator	226	0	226	332.82	415.57	374.20
	29 Technician	178	35	213	229.78	413.86	321.82
	30 Trouble Shooter	55	0	55	266.35	392.39	329.37
	31 Miscellaneous	6	0	6	145.96	211.92	178.94
X.	Watches	2304	1697	4001	315.63	363.70	339.67
	1 Himachal Pradesh	549	155	704	329.86	365.58	347.72
	1 Assembler	2	6	8	250.00	283.60	266.80
	2 Chargehand	4	0	4	278.26	278.26	278.26
	3 Checker	5	0	5	269.23	269.23	269.23
	4 Driver	4	0	4	389.75	415.13	402.44
	5 Electrician	5	0	5	241.36	279.18	260.27
	6 Fitter	1	0	1	248.00	248.00	248.00
	7 Mech/Elec Foreman	11	0	11	388.80	388.80	388.80
	8 Helper	173	82	255	299.65	310.99	305.32
	9 Packer	7	2	9	230.33	284.61	257.47
	10 Supervisor	12	3	15	323.58	454.59	389.09
	11 Sweeper	2	11	13	273.88	273.88	273.88
	12 Tester	29	0	29	469.23	469.23	469.23
	13 Turner	3	0	3	350.61	441.96	396.29
	14 Watchman	32	0	32	289.03	316.24	302.64
	15 Mach. Op./Machinist	30	6	36	384.91	432.16	408.54
	16 Store Keeper	2	1	3	229.48	280.77	255.13
	17 Apprentice/Trainees	40	23	63	232.38	232.38	232.38
	18 Operator	87	12	99	336.80	496.10	416.45
	19 Watch Maker	50	0	50	501.53	502.76	502.15

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
	20 Moulder-Plastic	31	9	40	336.18	346.34	341.26
	21 Soldering Operator	19	0	19	453.44	453.44	453.44
2	Uttarakhand	186	495	681	313.01	347.04	330.03
	1 Driver	3	0	3	228.84	228.84	228.84
	2 Electrician	2	0	2	257.68	257.68	257.68
	3 Helper	90	161	251	226.24	239.56	232.90
	4 Supervisor	7	0	7	517.97	525.68	521.83
	5 Watchman	61	5	66	226.33	226.33	226.33
	6 Store Keeper	1	0	1	605.76	605.76	605.76
	7 Operator	0	183	183	412.82	509.12	460.97
	8 Watch Maker	10	98	108	337.52	357.46	347.49
	9 Moulder-Plastic	12	48	60	400.03	400.03	400.03
3	Gujarat	396	814	1210	304.18	326.88	315.53
	1 Assembler	31	282	313	313.15	314.63	313.89
	2 Carpenter	0	3	3	326.92	326.92	326.92
	3 Checker	0	19	19	297.11	297.11	297.11
	4 Coolie/Mazdoor	40	14	54	295.96	444.72	370.34
	5 Die Maker	1	0	1	350.00	350.00	350.00
	6 Driver	5	0	5	393.09	393.09	393.09
	7 Gas Cutter	2	13	15	269.23	269.23	269.23
	8 Grinder	0	6	6	326.92	326.92	326.92
	9 Helper	34	7	41	263.87	277.94	270.91
	10 Painter	0	67	67	283.05	283.05	283.05
	11 Plumber	4	0	4	384.00	384.00	384.00
	12 Polisher	0	3	3	300.00	300.00	300.00
	13 Press Man	11	49	60	281.46	281.46	281.46
	14 Sheetmetal Worker	0	11	11	307.69	307.69	307.69
	15 Supervisor	12	0	12	336.55	365.40	350.98

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 Turner	49	0	49	391.74	391.74	391.74
	17 Winder	0	12	12	308.33	308.33	308.33
	18 Tool Maker	42	0	42	315.73	315.73	315.73
	19 Operator	32	2	34	286.90	300.07	293.49
	20 Watch Maker	75	299	374	297.46	339.85	318.66
	21 Moulder-Plastic	18	4	22	287.27	287.27	287.27
	22 Soldering Operator	40	23	63	303.42	331.06	317.24
4	Karnataka	500	96	596	317.55	397.86	357.71
	1 Assembler	16	9	25	316.93	336.93	326.93
	2 Checker	30	8	38	323.58	485.40	404.49
	3 Die Maker	10	0	10	331.54	380.31	355.93
	4 Fitter	1	0	1	326.92	326.92	326.92
	5 Grinder	1	0	1	230.77	230.77	230.77
	6 Helper	124	48	172	286.60	336.40	311.50
	7 Mechanic(General)	1	0	1	269.23	269.23	269.23
	8 Packer	15	4	19	200.41	277.33	238.87
	9 Press Man	2	0	2	288.46	326.92	307.69
	10 Shaper Machine Op	3	0	3	288.46	346.15	317.31
	11 Supervisor	25	5	30	443.87	593.36	518.62
	12 Sweeper	4	0	4	274.04	300.00	287.02
	13 Watchman	12	0	12	302.21	305.33	303.77
	14 Mach. Op./Machinist	37	2	39	338.96	431.46	385.21
	15 Apprentice/Trainees	13	0	13	278.08	289.15	283.62
	16 Operator	62	0	62	379.97	403.34	391.66
	17 Watch Maker	29	4	33	344.08	434.29	389.19
	18 Moulder-Plastic	51	13	64	302.25	426.20	364.23
	19 Soldering Operator	64	3	67	316.75	461.75	389.25
5	Tamil Nadu	49	88	137	304.01	681.78	492.90

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Assembler	10	2	12	346.15	442.31	394.23
	2 Checker	1	1	2	146.35	146.35	146.35
	3 Fitter	2	0	2	538.46	730.77	634.62
	4 Grinder	3	1	4	300.18	300.20	300.19
	5 Helper	6	20	26	297.15	349.00	323.08
	6 Packer	0	4	4	86.52	90.40	88.46
	7 Polisher	10	19	29	190.83	234.33	212.58
	8 Supervisor	4	0	4	824.21	846.94	835.58
	9 Sweeper	0	1	1	156.69	156.69	156.69
	10 Mach. Op./Machinist	13	40	53	337.08	1233.31	785.20
9	Residual	624	49	673	324.65	349.81	337.23
	1 Assembler	19	11	30	268.20	365.36	316.78
	2 Checker	2	4	6	263.33	286.41	274.87
	3 Coolie/Mazdoor	1	0	1	247.31	247.31	247.31
	4 Die Maker	3	0	3	320.00	436.92	378.46
	5 Driver	7	0	7	350.53	357.68	354.11
	6 Electrician	9	0	9	356.97	370.30	363.64
	7 Fitter	2	0	2	346.10	346.10	346.10
	8 Mech/Elec Foreman	1	0	1	576.92	576.92	576.92
	9 Helper	213	4	217	290.50	296.83	293.67
	10 Lineman	2	0	2	482.00	482.00	482.00
	11 Packer	6	2	8	260.48	327.02	293.75
	12 Painter	5	0	5	279.86	462.32	371.09
	13 Pattern Maker	0	4	4	264.71	309.13	286.92
	14 Plater	13	0	13	225.00	444.62	334.81
	15 Press Man	6	0	6	216.92	380.77	298.85
	16 Shaper Machine Op	2	0	2	401.54	421.54	411.54
	17 Supervisor	25	0	25	426.37	462.10	444.24
	18 Sweeper	1	0	1	216.15	216.15	216.15
	19 Tester	2	0	2	440.00	440.00	440.00

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
	20 Turner	1	0	1	388.00	388.00	388.00
	21 Watchman	13	0	13	311.08	325.17	318.13
	22 Mach. Op./Machinist	13	0	13	350.55	350.55	350.55
	23 Setter	1	0	1	295.77	295.77	295.77
	24 Store Keeper	8	0	8	347.31	347.31	347.31
	25 Cook	1	0	1	374.62	374.62	374.62
	26 Operator	91	2	93	424.81	433.54	429.18
	27 Watch Maker	87	16	103	313.30	341.11	327.21
	28 Moulder-Plastic	71	0	71	336.65	337.73	337.19
	29 Soldering Operator	17	1	18	312.65	401.98	357.32
	30 Miscellaneous	2	5	7	234.67	241.76	238.22
All Ten Engineering Ind.		90605	10073	100678	378.22	454.67	416.45

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

ANNEXURES

ON

**TEN ENGINEERING INDUSTRIES
(2017)**

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

(A) MINING SECTOR (The Mines Act, 1952)

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

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

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

(C) SERVICE SECTOR

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

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

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

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

- 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**
- 27 **Electrical Industrial Machinery Industry**
- 28 **Electrical Apparatus Industry**
- 29 **Ship Building Industry**
- I. 30111 **Building of commercial vessels: passenger vessels, ferry-boats, cargo ships, tankers, tugs, hovercraft (except recreation-type hovercraft) etc.**
- II. 30112 **Building of warships and scientific investigation ships etc.**
- 30 **Locomotives/Wagons Industry**
- I. 30201 **Manufacture of electric, diesel, steam and other rail locomotives**
- II. 30202 **Manufacture of self-propelled railway or tramway coaches, vans and trucks, maintenance or service vehicles**
- III. 30203 **Manufacture of railway or tramway rolling stock, not self-propelled (passenger coaches, goods vans tank wagons, self-discharging vans and wagons, workshop vans, crane vans, tenders etc.**
- IV. 30206 **Manufacture of mining locomotives and mining rail cars**
- 31 **Motor Vehicles (Motor Vehicles/Trailors/Semi-Trailors) Industry**
- I. 29101 **Manufacture of passenger cars**

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

- | | | |
|-----------|---|---|
| II. | 29102 | Manufacture of commercial vehicles such as vans, lorries, over-the-road tractors for semi-trailers etc. |
| III. | 29103 | Manufacture of chassis fitted with engines for the motor vehicles included in this class |
| IV. | 29104 | Manufacture of motor vehicle engines |
| V. | 29109 | Manufacture of motor vehicles n.e.c. |
| VI. | 29201 | Manufacture of bodies, including cabs for motor vehicles |
| VII. | 29202 | Manufacture of trailers and semi-trailers for transport of goods or passengers |
| VIII. | 29209 | Manufacture of other attachments to motor vehicles n.e.c. |
| IX. | 29301. | Manufacture of diverse parts and accessories for motor vehicles such as brakes, gearboxes, axles, road wheels, suspension shock absorbers, radiators, silencers, exhaust pipes, catalysers, clutches, steering wheels, steering columns and steering boxes etc. |
| X. | 29302 | Manufacture of parts and accessories of bodies for motor vehicles such as safety belts, airbags, doors, bumpers |
| XI. | 29303 | Manufacture of car seats |
| XII. | 29304. | Manufacture of motor vehicle electrical equipment, such as generators, alternators, spark plugs, ignition wiring harnesses, power window and door systems, assembly of purchased gauges into instrument panels, voltage regulators, etc. |
| 32 | Motor Cycle/Scooter Industry | |
| I. | 30911 | Manufacture of motorcycles, scooters, mopeds etc. and their engine |
| II. | 30912 | Manufacture of three-wheelers and their engine |
| III. | 30913 | Manufacture of parts and accessories of three wheelers and motorcycles including side cars |
| 33 | Bicycles/Rickshaws Industry | |
| I. | 30921 | Manufacture of non-motorized bicycles and other cycles, including cycle- rickshaws, (delivery) tricycles, tandems, children's bicycles and tricycles, baby carriages |
| II. | 30922 | Manufacture of invalid carriages with or without motor |
| III. | 30923 | Manufacture of parts and accessories for bicycles, cycle -rickshaws and invalid carriages |
| 34 | Aircrafts/Spacecrafts & Parts Industry | |
| I. | 30301 | Manufacture of airplanes |
| II. | 30302 | Manufacture of helicopters |
| III. | 30303 | Manufacture of gliders, hang-gliders, dirigibles and hot air balloons and other non-powered aircraft |
| IV. | 30304 | Manufacture of spacecraft and launch vehicles, satellites, planetary probes, orbital stations, shuttles, intercontinental ballistic (ICBM) |

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

- and similar missiles
- V. 30305 Manufacture of parts and accessories of the aircraft and spacecraft of this class (major assemblies such as fuselages, wings, doors, control surfaces, landing gear, fuel tanks, nacelles, airscrews, helicopter rotors and propelled rotor blades, motors and engines of a kind typically found on aircraft, parts of turbojets and turbopropellers for aircraft, aircraft seats etc. and other specialised parts of spacecraft)
- 35 Tea Processing Industry
- 36 Tyre and Tube Industries
- 37 Steam Generators (Boilers) Industry
- 38 Dairy Products Industry
- 39 Soft Drink Industry
- 40 Aluminium Industry
- 41 Domestic Appliances Industry
- I. 27501 Manufacture of domestic electric appliances such as refrigerators, washing machines, vacuum cleaners, mixers, grinders etc.
- II. 27502 Manufacture of domestic electrothermic appliances such as electric water heaters, space heaters, irons, ovens, toasters, microwave ovens etc
- III. 27503 Manufacture of electric fans (except exhaust fans)
- IV. 27504 Manufacture of domestic non-electric cooking and heating equipment such as non-electric space heaters, cooking ranges, grates, stoves, water heaters, cooking appliances, plate warmers
- V. 27509 Manufacture of other domestic appliances n.e.c.
- 42 Televisions Industry
- I. 26401 Manufacture of televisions, television monitors and displays
- 43 Computers and Peripheral Equipments Industry
- I 26201 Manufacture of desktop computers, laptop computers, hand-held computers (e.g. PDA), mainframe computers and computer servers
- ii 26202 Manufacture of magnetic and optical storage devices such as magnetic disk drives, flash drives, CD, DVD and other storage devices
- iii 26203 Manufacture of monitors, keyboards, all types of mice, joysticks, and trackball accessories, dedicated computer terminals etc.
- iv 26204 Manufacture of printers, scanners, including bar code scanners, smart card readers, virtual reality helmets, computer projectors (video beamers)
- V 26205 Manufacture of computer terminals, like automatic teller machines (ATM's), point-of-sale (POS) terminals not mechanically operated

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

- | | | |
|----|--------------------------------------|--|
| vi | 26209 | Manufacture of computers and peripheral equipment n.e.c. |
| | | |
| 44 | Watches & Clocks Industry | |
| | I. | 26521 Manufacture of watches and clocks, including instrument panel clocks (except time-recording equipment) |
| | II. | 26522 Manufacture of components for clocks and watches (springs, jewels, dials, hands, plates, bridges and other parts); watch and clock cases, including cases of precious metals |
| | III. | 26523 Manufacture of time-recording equipments such as time-clock, parking meters etc. |
| | IV. | 26529 Manufacture of other watches and clocks n.e.c. |
| | | |
| 45 | Plastic Articles Industry | |

CONCEPTS AND DEFINITIONS

2.1 UNITS/MINES/PLANTATIONS/FACTORIES/ESTABLISHMENTS

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

2.2 SAMPLE OR SELECTED UNITS/ESTABLISHMENTS

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

2.3 ESTABLISHMENTS

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

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

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

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

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

2.4 EMPLOYERS

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

2.5 WORKER

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

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

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

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

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

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

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

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

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

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

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

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

2.6 WORKERS COVERED (TYPE OF WORKERS)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

2.7 REFERENCE PERIOD

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

2.8 SURVEY PERIOD

The survey period for Ten Engineering Industries during the Seventh round of OWS was July, 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.

2.11 PAY ROLL EARNINGS

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

2.12 CHILDREN & ADOLESCENTS

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

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

2.13 DEARNESS ALLOWANCE

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

2.14 OCCUPATION

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

2.15 MATCHING OF OCCUPATIONS

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

It may happen that in some of the units some workers worked in more than one occupation, within a pay period. In such a situation, the worker(s) were shown as belonging to that occupation wherein they have worked for the largest number of days in the pay period. Their wage rates related to the occupations in which they were classified. For purpose of Earnings Block, the earnings of such workers (whether time-rated or piece-rated) related to the whole pay period and not merely to the period for which they had worked in the occupation wherein categorized.

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

2.16 CLOSURES

A unit was treated as closed in the following situations:

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

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

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

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

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

SAMPLING DESIGN AND ESTIMATION PROCEDURE

1.0 SAMPLING DESIGN

1.1 INTRODUCTION

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

1.2 SELECTION OF ESTABLISHMENTS (FIRST STAGE)

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

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

where,

N = Number of units in the frame

n_o = First approximation for the sample size

n = Required sample size

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

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

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

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

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

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

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

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

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

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

1.3 SELECTION OF WORKERS (SECOND STAGE)

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

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

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

2.0 ESTIMATION PROCEDURE

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

2.0.1 AGGREGATES (EMPLOYMENT AND TOTAL WAGE)

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

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

where,

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

PAY ROLL EARNINGS

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

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

Where,

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

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

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

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

2.0.2 RATIOS

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

2.2 COEFFICIENT OF VARIATION

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

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

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

And

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

where,

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

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

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

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

and

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

where,

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

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

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

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

Sample mean square and sample mean of average daily earnings combined for ten 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
TEN ENGINEERING INDUSTRIES**

Occupation		Job Description
CODE	Name	
1	2	3

COMMON OCCUPATIONS

0001	Armature Winder	Winds and repairs armatures, field coils, etc. of motor and dynamos. Die mantles motor and removes armature to examine and test for continuity. Locates and rectifies faults. May wind coils by hand or on machines into slots of armature cores. Impregnates armature and coils in the impregnation plant to insulate them.
0002	Assembler	Assembles various types of machines and mechanical equipments.
0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the factories and performs other jobs connected with the smithy shop.
0006	Boiler Attendant	Operates boilers to generate steam of required pressure by controlling and adjusting water feed, draught, evaporation, fire, etc., for heat or power. Operates supply valves and ensures that steam is supplied to engine room at prescribed pressure. Maintains water level and steam pressure as prescribed.
0010	Carpenter	Makes, assembles, alters and repairs wooden structures and articles using hand or power tools or both.
0011	Charge Hand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc.
0012	Charge Man	Operates motor generator and other electrical equipment.

ANNEXURE-IV

0013	Checker	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications. Checks proper markings and labels according to instructions.
0015	Compressor Operator	Operates and services power driven air compressor which generates and supplies compressed air to drive pneumatic tools, hoists and other mechanical equipment.
0016	Coolie/Mazdoor	Performs various unskilled jobs such as lifting and carrying loads, cleaning and sweeping loom sheds, machine rooms, etc.
0017	Core Maker	Prepares with hand or machine, cores with core sand for casting cavities in metal parts.
0018	Crane Driver/Crane Operator	Operates stationary or mobile overhead crane to transport material i. e. operates crane of any type to carry/move and lower heavy loads/objects from one place to another and drives vehicles to work site.
0020	Die Maker	Makes metal dies of prescribed dimensions for punching, cutting, forging and forming of metal or synthetic components for mass production. May repair used dies and grind them to desired finish.
0022	Driller	Drills holes in metals according to specifications by means of twist drill or other drilling machines, or by hand.
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.
0026	Fireman	Shovels coal into boiler to generate steam at required pressure. Adjusts steam pressure by regulating feed of coal and water.
0027	Fitter	Sizes metal parts accurately according to drawings by sawing, chipping, filling, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs himself.

0028	Foreman(Mechanical/ Electrical)	In-charge of group of workers in his department. Supervises & guides workers engaged in various processes and controls operations of respective departments.
0029	Furnace Man	Operates various types of furnaces for smelting, converting and refining of metals and performs a variety of related tasks such as, tending stove to heat blast for blast furnace. Operates bell gear for charging raw materials, transferring molten metal from mixer furnace, ladle, converter, charging hearth furnace for making steel from blown metal, etc.
0030	Gas Cutter/Flame Cutter	Cuts metal to required shape and size by flame either manually or mechanically.
0031	Grinder	Grinds and smoothens metal surfaces to specified accuracy using one or more types of grinding machines. May also balance, dress or charge wheel, operate crank shaft and the machines for finishing the crank shaft. Also cleans and oils the machine.
0032	Hammer Man	Hammers iron and steel to required dimension with sledges according to the direction of Blacksmith. Selects sledges according to the nature of forging and strikes hot metal hard or light as per direction of the Blacksmith.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.
0034	Instrument Mechanic	Tests, repairs and overhauls various instruments and their parts for efficient performance.
0035	Lineman	Erects and maintains overhead electric power lines to supply electricity to the place of use.
0036	Loader/Unloader	Loads/unloads heavy materials, etc. from wagons and trucks.
0037	Mistry/ Kangani	Guides & supervises the kangani workers under his charge and does intricate jobs himself.
0038	Marker	Marks metal according to drawing or sample for filing, machining, grinding, drilling, forming, erecting etc.

0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0040	Mate/Mukaddam	Supervises and directs a group of mazdoors or unskilled/semi-skilled workers doing such jobs as carrying material/finished products, bottling, packing, and operating different types of machines, engines, etc.
0041	Mechanic (General)	Attends to installation, repairs, maintenance and examination of various types of machinery.
0042	Mill Wright	Repairs and overhauls workshop machines and equipment periodically.
0043	Motor Mechanic	Repairs, overhauls and services motor vehicles to keep them in good running order. Also carries out repairs of internal combustion engines.
0044	Moulder	Prepares, moulds and cores from foundry sand using pattern for casting metal parts and helps in casting the same.
0045	Oilman/Greaser	Cleans and lubricates various types of engines or machinery or looms etc. May make minor adjustments, tighten loose parts and assist machine operators or mechanics.
0046	Packer	Attends to the job of packing finished products. May also operate automatic packing machines.
0047	Painter	Applies decorative or protective coats of paint, varnish, shellac, anamel, lacquer or other materials on exterior or interior surface, fixtures of glass, metal, wood, plaster, concrete bricks, building boards or other objects.
0048	Pattern Maker	Makes metal and wooden patterns for preparing moulds for the purpose of casting. May also repair broken or damaged patterns.
0051	Plater/Electro Plater	Gives coating of gold, silver, nickel, chromium, copper etc., of required thickness to metal parts by electrolytic process.

ANNEXURE-IV

0052	Plumber	Lays out, assembles, installs and maintains sanitary fittings and fixtures, sewage and drainage system, gas and water pipelines, etc.
0053	Polisher	Polishes metal articles and components such as house hold utensils, vases etc., to high finish on polishing spindle with abrasives and polishing tools.
0054	Press Man	Operates heavy/light and hydraulic presses for forming various components of different types of machinery.
0056	Rigger	Erects lifting and hauling pulleys, wire ropes, etc. to lift, move or lower heavy articles.
0057	Rivetter	Joins and secures metal parts, plates, etc., with revets either manually or by pneumatic or hydraulic machines.
0058	Roller Man/Roller Sheet Mill	Feeds and tends the rolling machine to roll and mix various types of ingredients and articles. Rolls pack(metal plates or sheets) between mechanically or electrically driven rolls for making metal sheets of specific size and thickness.
0059	Shaper Machine Operator	Shapes metal objects to required specifications using shaping machine and cutting tools. May also oil and clean the machine used by him.
0060	Sheet Metal Worker	Operates sheet metal machine for sizing, blending and forming sheet metal for further operations.
0064	Sorter	Sorts out various types of material and articles as directed. For example, sorting of empty gunny bags according to quality of the material.
0065	Supervisor	In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.
0066	Sweeper	Cleans and sweeps factory premises, toilets and removes garbage.
0069	Tester	Tests the leakage in the empty tins with the help of air and water. Checks the leakage of valves and tightens them to test the hydraulic pressure. May also test other goods and items depending on the manufacturing process carried on.

0070	Tindal	Handles machinery in the workshop and helps its erection and dismantling.
0073	Trimmer	Operates the trimming machine to trim various articles used in the production process.
0075	Turner	Makes metal articles to required specifications using lathe and cutting tools, cleans and oils machine.
0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0079	Welder	Weld, cuts or fuses metal parts with electric arc or gas flame by hand or machine. May strengthen the joints with molten metal.
0081	Winder	Attends to the refunding of burnt out motors, generators, transformers, railways, etc., and other electrical appliances.
0082	Wire Man	Installs various kinds of electrical wiring, such as conduit casting, concealed etc. for light and power supply. May repair simple electrical appliances.
0083	Boring Machine Operator/Jig Borer/Line Borer	Sets and operates precision jig boring machine for making highly accurate holes in kits, fixtures, casting, etc. May grind tools, oils and cleans the machine.
0084	Fork Lift Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
0085	Machine Operator/Machinist	Operates one or more types of machines such as grinding, boring, milling, moulding, shaping, drilling, computer numerical control etc. used for various operations. May clean and oil machine.
0087	Milling Machine Operator/Miller/Milling Man	Cuts metal blocks, gears, tools, cutters, jigs, components, etc., accurately according to drawings or samples by means of multitoothed rotary cutters on milling machine. May grind and make form cutters and also clean and oil machine.

0088	Setter	Sets various types of precision metal cutting and grinding, forming, forging and other automatic machines for specific repetitive operations for mass production of metal articles or components.
0089	Tool Maker	Performs cuttings and press tools, gauges, simple jigs, fixtures etc. mainly for use in machines. May repair and reconviction tools for further use, design tools, jigs and fixtures and braze and weld metal parts.
0091	Generator Operator	Operates the generator/turbo generator used for producing electricity. May clean and oil machine.
0093	Store Keeper	Receives and issues various types of goods, tools, equipment and raw materials and maintains records of each such item. Ensures proper storage and preservations of these items in the storeroom.
0094	Apprentices/Trainees	Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.

INDUSTRY: SHIP BUILDING

2901	Boiler Maker	Makes, layout of boilers from drawings, fits and assembles different parts, adjusts valves, prepares boilers for steam and hydraulic tests and undertakes repairs of boilers.
2902	Erector	Installs, erects and changes layout of machines, equipments and components in ship and workshops.
2903	Plater	Shapes and finishes plates by rolling, bending of structural work. Sets and starts rolling and bending machines, feeds already marked plates one by one and rolls them to required shapes. Forms plates according to specifications and bending machine for fire box, water reservoir, ship structure, etc.
2904	Sail Maker	Lays out thick cloth, canvas and like materials, fabricates and assembles them into sails (shamiana) and tarpaulins. May

also undertake upholstery work.

2905	Boat Builder	Constructs and repairs boats, launches, dredgers, barges, etc. according to prescribed specifications by various carpentry processes. May construct wooden accessory for boats such as engine foundation templates, ribs, etc.
2906	Insulator	Applies insulating material such as asbestos mastic, cork felt or mineral wool etc. to the boiler, Air Conditioner on the ship.

INDUSTRY: MANUFACTURE OF LOCOMOTIVES/WAGONS

3001	Boiler Maker	Makes, layout of boilers from drawings, fits and assembles different parts, adjusts valves, prepares boilers for steam and hydraulic tests and undertakes repairs of boilers.
3002	Fitter (C & W)	Tests and repairs valves, slack adjuster, roller bearing vacuum cylinder, etc.
3003	Fitter Loco	Repairs locomotives and sets them to working condition according to instructions and guidance of loco foreman. May keep record of parts examined and equipment performance. May specialize in the fitting and repairs of steam or diesel engines.
3004	Lifter	Lifts the coaches and wagons with the help of screw jacks for carrying out the repairs of under frames and bogies.
3005	Power Hammer Operator	Operates steam or pneumatic hammers in smithy shop to assist blacksmith in forging parts.

**INDUSTRY: MANUFACTURE OF MOTOR VEHICLES
(MOTOR VEHICLES/TRAILORS/SEMI-
TRAILORS)**

3101	Automobile Electrician	Lays the electrical wiring in the vehicle as per the specified requirements. Checks and rectifies the faults.
3102	Tester	Tests all the meters like speedometer, temperature meter, wheel alignment etc. Also tests the vehicle after complete assembly for driving.
3103	Frazer	Attends to filling of frazing components.

**INDUSTRY: MANUFACTURE OF MOTORCYCLES,
SCOOTERS AND PARTS**

3201	Frazer	Attends to filling of frazing components
3202	Automobile Electrician	Lays the electrical wiring in the vehicle as per the specified requirements. Checks and rectifies the faults.
3203	Tester	Tests all the meters like speedometer temperature meter, wheel alignment etc. Also tests the vehicle after complete assembly for driving.

**INDUSTRY: MANUFACTURE OF BICYCLES, CYCLE
RICKSHAWS AND PARTS**

3301	Brazer	Fuses metal parts by heating, using flax and fillings. Cleans and fastens parts to be joints face to face by wire, seaming any other suitable means and prepares paste of flux and fillings. Examines joints and cleans them by filling, buffing,
------	--------	---

etc.

3302 Cycle Fitter Assembles different cycle components and parts to make complete bicycle. Examines and tests assembled units and cycle for correct alignment. Oils and greases important friction points.

3303 Filer Files various cycle parts to smoothen their surface and obtain required fits by using requisite hand tools.

INDUSTRY: MANUFACTURE OF AIRCRAFTS/SPACE CRAFTS AND PARTS

3401 Air Craft Erector Assembles fuselage tail wings under carriage, fuel tanks, doors, etc. and installs plumbing pulley, pulley brackets and other air frames structural members according to approved schedules, may replace, repair and modify passenger galley and toilet, structural parts, maintain record of parts examined and rivette parts together.

3402 Radio and Radar Mechanic Tests, repairs, services and maintains aircraft radio receiving and transmitting sets in accordance with diagrams and prescribed specifications using hand tools and electrical measuring instruments. Also does programming of different channels on the mixing boxes.

INDUSTRY: DOMESTIC APPLIANCES INDUSTRY

5001 Inspector Inspects and tests components and final product in factory or institution using various testing and measuring equipment and ensure that the components and final products confirm to specified standards.

5002 Refrigerator and A.C. Mechanic Installs and repair refrigerators and air conditioners by replacing defective parts, reseating valves, re-fitting coils,

		insulating, requiring electrical connections, soldering, etc. Examines faulty equipment to ascertain nature and location of defects and replaces defective parts.
5003	Insulator	Applies insulating material such as Asbestos mastic, Cork felt or Mineral Wool etc. to the boiler, Air Conditioner on the Shap.
5004	Sand Mix Operator	Makes different types of sand like core sand, moulding sand etc.

INDUSTRY: MANUFACTURE OF TELEVISIONS

5101	Attendant quality Control	Checks the parameters of T.V. components, complete T.V. with the help of instruments in the section and notes down the inspection reading given in the format for analysis.
5102	Bench Fitter	Holds specified material in vice and sizes it by processes of sawing chipping and pilling. Measures objects while working using foot rule calipers, gauges and marks it by using play marking block scribes varnier, height gauge, vice blocks, etc. measures finished articles with dial indicator, micrometer, etc.
5103	Cabinet Fitter	Fits the assembled parts of T.V. in the wooden/plastic cabinets.
5104	Operator	Operates the video terminal and receives the information and feeds into the computer as per programme. Applies the theory of electronic principles.
5105	Soldering Operator	Does the soldering work.
5106	Trouble Shooter	Acts as a link man between shooter final tester and the repair operator. Detects and reports faults (mechanical and electrical) and passes the faulty products to repairing stages for rectification.

5107	Technician	Applies electronic theory principles of electrical circuits, electrical testing procedures and related subjects to layout, build test, trouble shoot, repair and modify, development and production of electronic equipment such as computer, television and teleprinters.
5108	Examiner Grade II (Electrical/ Mechanical)	Reads simple circuit drawings and takes test with simple measuring instruments such as Meggar and Micro detects common Electrical/ Mechanical defects by visual inspection. Assistant Examiner Grade I.
5109	Inspector	Inspects and tests components and final product in factory or institution using various testing and measuring equipment and ensure that the components and final products confirm to specified standards.

INDUSTRY: MANUFACTURE OF COMPUTERS AND PERIPHERAL EQUIPMENTS

5201	Bench Fitter	Holds specified material in vice and sizes it by processes of sawing chipping and piling. Measures objects while working using foot rule calipers, gauges and marks it by using play marking block scribes varnier, height gauge, vice blocks, etc. measures finished articles with dial indicator, micrometer, etc.
5202	Fitter/Instrument Fitter	Carries out simple fitting operations such as reaming, tapping, filling, etc. Uses hand tools such as pliers, screw drivers, soldering bolts, etc. used in the assembly of various type of Telephone/Teleprinter, computers and T.V. instruments. May also do simple wiring and use testing instruments.
5203	Operator	Operates the video terminal and receives the information and feeds into the computer as per programme. Applies the principles of electronic theory.
5204	Technician (Computer Assembly)	Tests the electrical circuits and related subjects to layout, assembles, repairs and modify, if required by electronic equipment.

5205	Trouble Shooter	Acts as a link man between shooter final tester and the repair operator. Detects and reports faults (Mechanical and electrical) and passes the faulty products to repairing stages for rectification.
------	-----------------	---

INDUSTRY: MANUFACTURE OF WATCHES AND CLOCKS

5301	Operator	Operates the video terminal and receives the information and feeds into the computer as per programme. Applies the principles of electronic theory.
------	----------	---

5302	Watch Maker	Makes balance staff, pivots, etc. Operates watch makers lathe and overhaul chronometers, self winding electric and other types of special watches and clocks. May operate cleaning machine to clean delicate parts in petrol and special solutions.
------	-------------	---

5303	Moulder(Plastic)	Operates plastic moulding machine for making out the dials and body of the clocks/watches.
------	------------------	--

5304	Soldering Operator	Does the soldering work.
------	--------------------	--------------------------

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-IV	DEARNNESS 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)

Code	Number
Code	Number

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

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) (b) Base Year(ccYY)

--	--	--

(c) (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.

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

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

** During the Pay Period under Reference date.

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

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

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

--

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

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

ANNEXURE-VI

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

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

ANNEXURE-VI

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

ANNEXURE-VI

Year of Publication	Symbol No.	Title of Report	Price (Rs.)
2018	<u>PDLB-681</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Five Textile Industries	555.00
2018	<u>PDLB-682</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Textile Garments Industry	405.00
2018	<u>PDLB-678</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Three Plantation Industries	359.00
2018	<u>PDLB-680</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Tea Processing Industry	301.00
2018	<u>PDLB-677</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Four Mining Industries	483.00
2018	<u>PDLB-686</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Ten Manufacturing Industries	713.00
2018	<u>PDLB-685</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Ten Engineering Industries	605.00

NS = Not for Sale

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

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

Shram Shakti Bhawan,
New Delhi-110001
Dated 06.11.2017

ORDER

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

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

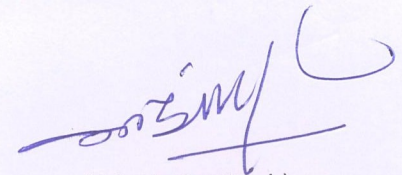
2. Terms of References:

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

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

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

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



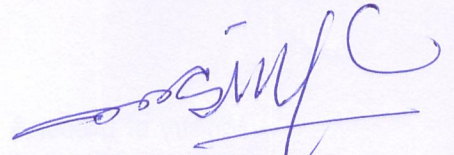
(Mohinder Singh)
Section Officer

To.

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

Copy To;

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



(Mohinder Singh)
Section Officer

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

Shri Sunil Chaudhry
Deputy Director General

Shri Kailash G. Sharma
Director

Shri Ashok Kumar
Deputy Director

Shri S. Subburaj
Assistant Director

Shri Rajiv Kumar
Assistant Director

Shri B. K. Dutta
Assistant Director

SUPERVISING OFFICERS

Smt Rama Sharma
Smt Dolly Sood

FIELD OFFICERS

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

PRINTING UNIT

Shri Ashish Atwal Multi-Tasking Staff

© Government of India
Controller of Publication

PDLB - 685
120-2018(DSK-II)

Rs. 605.00

Printed by Labour Bureau, SCO 28-31, Sector-17A, Chandigarh-160 017
for the Controller of Publications, Civil Lines, Delhi-110 054.

.....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.