

# Occupational Wage Survey Seventh Round



## REPORT ON TEN MANUFACTURING INDUSTRIES



सत्यमेव जयते

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



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

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(September 2017 – December 2017)**

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## PREFACE

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

The Seventh Round OWS, 2017 report on Ten Manufacturing Industries (Footwear, Petroleum Refineries, Chemicals & Gases, Fertilizers, Drugs & Medicines, Soaps & Detergents, Match, Glass & Glass Products, Cement and Tyres & Tubes Industry) 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 Manufacturing Industries at different places for extending their whole hearted cooperation enabling Labour Bureau in timely collection of data. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution of the survey as well as in preparation of the present Report. I would also like to thank the Chairman and the members of the Technical Advisory Committee, constituted by the Ministry for examining the various technical aspects of OWS, for providing useful inputs in the finalization of the report.

Suggestions for further improvement in the OWS reports are welcome.

Amar Singh  
Director General

Chandigarh  
June, 2018

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## MAIN FINDINGS OF THE SURVEY

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

### INTRODUCTION

1. Along with many other industries, the seventh round of Occupational Wage Survey covered Ten Manufacturing Industries, viz., Footwear, Petroleum Refineries, Chemicals & Gases, Fertilizers, Drugs & Medicines, Soaps & Detergents, Matches, Glass & Glass Products, Cement and Tyres & Tubes Industry. The present report relates to these ten manufacturing industries.
2. The field work for Ten Manufacturing Industries was carried out during September, 2017 to December, 2017.
3. Information was collected from 689 sample units, which accounted for 4.24 percent of the total number of units (16258) in the frame.

### STRUCTURE OF WORK FORCE

4. The total number of workers in Ten Manufacturing Industries is estimated to be 12.93 lakhs. Out of the total Workforce, 9.06 lakh workers were manual workers (70.08 percent) and remaining 3.87 lakh workers were non-manual (29.92 percent).
5. Out of 12.93 lakh workers employed in the Ten Manufacturing Industries, Drugs & Medicines had maximum share (34.93 percent) in the total workforce, followed by Footwear (22.80 percent), Chemicals & Gases (8.82 percent), Soaps & Detergents (8.46 percent), Tyres & Tubes (6.04 percent), Glass & Products (4.62 percent), Fertilizer (4.60 percent), Cement (4.91 percent), Petroleum Refinery (2.92 percent) and Match Industry (1.90 percent).
6. Out of the total 9.06 lakh manual workers in Ten Manufacturing Industries, Men workers constituted 85.06 percent of the total work force, whereas the remaining 14.94 percent were women. None of the manufacturing industries reported employment of adolescents or children during the survey.
7. Majority of workers i.e. 99.01 percent were employed by the time-rated system of payment and the remaining 0.99 percent of the units had piece-rated system of payment.
8. The highest percentage of total work force was employed as Helper (30.54 percent), followed by Supervisor and Packer with share of 4.38 percent and 3.72 percent, respectively.

### WAGE RATES AND DEARNESS ALLOWANCE

9. The average daily wage rates of men and women workers for all the manufacturing industries combined together were Rs. 416.85

and Rs. 291.35, respectively. The average daily wage rates for all the workers of all the manufacturing industries worked out to be Rs. 398.11.

10. The average daily wage rates worked out to be Rs. 337.63 in Footwear Industry, Rs. 709.06 in Petroleum Refinery, Rs. 362.17 in Chemicals & Gases, Rs. 791.55 in Fertilizer, 371.40 in Drugs & Medicines, Rs. 356.77 in Soaps & Detergents, Rs. 289.87 in Match, Rs. 367.07 in Glass & Products, Rs. 480.24 in Cement and Rs. 419.70 in Tyres & Tubes Industry.
11. The average daily wage rates of women workers were less than that of the men workers in all the Manufacturing Industries. The average daily wage rate of women workers was higher than that of their men counterparts in 7 occupations in Footwear Industry; 4 occupations each in Petroleum Refinery, Chemicals & Gases, Fertilizer and Soaps & Detergents Industries; 3 occupations in Drugs & Medicines Industry and 2 occupations in Glass & Products Industry.
12. In Footwear Industry, the highest and lowest average daily wage rates were observed for Chargeman (Rs. 1046.40) and Trolley Driver (Rs. 76.92) occupations, respectively. In Petroleum Refinery Industry, the highest and lowest average daily wage rates were observed for Fitter (Rs. 1571.80) and Chargehand (Rs. 208.50) occupations, respectively. The highest and lowest average daily wage rates in Chemicals & Gases Industry were observed for Instrument Mechanic (Rs. 796.11) and Superphosphate Worker (Rs. 215.78) occupations, respectively. In Fertilizer Industry, the highest and lowest average daily wage rates were observed for Supervisor (Rs. 2123.62) and Pressman (Rs. 220.00) occupations, respectively. In Drugs & Medicines Industry, the highest and lowest average daily wage rates were observed for Instrument Mechanic (Rs. 597.62) and Apprentices/Trainees (Rs. 225.05) occupations, respectively. In Soaps & Detergents Industry, the highest and lowest average daily wage rates were observed for Mechanic (Gen) (Rs. 708.31) and Gen./Turbo Operator (Rs. 211.53) occupations, respectively. In Match Industry, the highest and lowest average daily wage rates were observed for Paste/Recipe Maker (Rs. 1033.73) and Printing Machine Operator (Rs. 110.00) occupations, respectively. The highest and lowest average daily wage rates in Glass & Products Industry were observed for Polisher (Rs. 770.80) and Mistry/Kangani (Rs. 233.74) occupations, respectively. In Cement Industry, the highest and lowest average daily wage rates were observed for Burner (Rs. 765.23) and Fireman (Rs. 175.96) occupations, respectively. In Tyres & Tubes Industry, the highest and lowest average daily wage rates were observed for Liners Tab Operator (Rs. 1071.00) and Apprentices/Trainees (Rs. 192.31) occupations, respectively.
13. The highest change in real wage rates in the seventh round (2016) as compared to that in the fifth round (1998) was observed to be 118.46 percent in the Match Industry, followed by 92.08 percent in Fertilizer Industry, 39.22 percent in Footwear Industry, 39.17 percent in Glass & Products Industry, 16.37 percent in Chemical & Gases Industry, 9.97 percent in Cement Industry, 3.35 percent in Tyres & Tubes Industry, (-)0.85

percent in Petroleum Refinery Industry and (-)19.72 percent was found in Soaps & Detergents Industry.

14. Dearness allowance as a separate component of wages/salaries was paid in 11.63 percent of units covering 28.66 percent of the workers in Ten Manufacturing Industries.
15. Among different Manufacturing Industries, 13.92 percent units in Footwear Industry, 15.84 percent units in Petroleum Refinery Industry, 5.03 percent units in Chemicals & Gases Industry, 13.80 percent in Fertilizer Industry, 13.95 percent in Drugs & Medicines Industry, 7.74 percent in Soap & Detergents Industry, 8.03 percent in Match Industry, 6.72 percent in Glass & Products Industry, 22.51 percent in Cement Industry and 24.13 percent units in Tyres & Tubes 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 Manufacturing Industries worked out to Rs. 485.73, Rs. 299.17 and Rs. 457.86, respectively.
17. Out of 40 occupations in Footwear Industry, the women were employed in 27 occupations and their earnings were more than their men counterparts in 8 occupations, viz. Assembler, Beltman/Mochi, Checker, Marker, Moulder, Sweeper, Heel Compressor and Miscellaneous. Out of 32 occupations in Petroleum Refinery Industry, women were employed in 7 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Mechanic (Gen), Supervisor and Watchman. Out of 33 occupations in Chemicals & Gases Industry, women were employed in 8 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Checker and Mixing Attendant. Out of 42 occupations in Fertilizer Industry, women were employed in 11 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Helper, Sweeper, Bag Stitcher and Chemist. Out of 37 occupations in Drugs & Medicines Industry, women were employed in 14 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Packer, Granulation Attendant, Paster and Chemist. Out of 32 occupations in Soaps & Detergents Industry, women were employed in 16 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Supervisor and Sweeper. Out of 33 occupations in Match Industry, women were employed in 16 occupations and their earnings were more than their men counterparts in 6 occupations, viz. Sweeper, Box Filler, Printing Machine Operator, Box Filling Operator, Side Printer and Tray Setter. Out of 41 occupations in Glass & Products Industry, women were employed in 9 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Helper, Sweeper and Stacker.
18. The average daily earnings of men workers were the highest at Rs. 964.28 in Fertilizer Industry, followed by Rs. 883.46 in Petroleum Refinery Industry. Similarly, the average daily earnings of women workers was also the highest at Rs. 658.82 in

Petroleum Refinery Industry, followed by Rs. 426.61 in Fertilizer Industry, whereas the lowest average daily earnings of women workers was in Cement Industry at Rs. 234.64.

19. The highest average daily earnings in different occupations were observed for Chageman (Rs. 1046.54) in Footwear; Fitter (Rs. 2180.48) in Petroleum Refinery; Fireman (Rs. 1106.47) in Chemicals & Gases; Supervisor (Rs. 2415.34) in Fertilizers; Checker (Rs. 667.12) in Drugs & Medicines; Mechanic (Gen) (Rs. 1275.64) in Soaps & Detergents; Paste/Recipe Maker (Rs. 1484.92) in Match; Machineman (Rs. 847.91) in Glass & Products; Mason (Rs. 1056.23) in Cement and Wireman (Rs. 1925.12) in Tyres & Tubes Industry. On the other hand, the lowest average daily earnings were observed for Trolley Driver (Rs. 129.04) in Footwear; Furnaceman (Rs. 259.63) in Petroleum Refinery; Crane Operator (Rs. 259.17) in Chemicals & Gases; Pressman (Rs. 243.08) in Fertilizers; Die Maker (Rs. 250.00) in Drugs & Medicines; Gen/Turbo Operator (Rs. 183.33) in Soaps & Detergents; Printing Machine Operator (Rs. 110.00) in Match; Mistry/kangani (Rs. 245.42) in Glass & Products; Miscellaneous (Rs. 265.00) in Cement and Roller/Man/Roller (Rs. 250.00) in Tyres & Tubes Industry.
20. Piece-rated system of payment was observed in Match Industry only. The average daily earnings of time-rated workers were recorded at Rs. 461.43 and that of the piece-rated workers at Rs. 100.98.
21. Basic wage and dearness allowance accounted for 77.71 percent of total average daily earnings.
22. The average daily earnings of about 38.57 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 21.20 percent workers between Rs. 375.01 to Rs. 500.00.
23. The highest change in real earnings in the seventh round (2016) as compared to that in the fifth round (1998) has been observed at 156.41 percent in Match Industry, followed by 107.46 percent in Fertilizer Industry, 42.30 percent in Chemicals & Gases Industry, 40.36 percent in Tyres & Tubes Industry, 38.66 percent in Footwear Industry, 36.64 percent in Glass & Products Industry, 12.39 percent in Cement Industry, 9.73 percent in Petroleum Refinery Industry, 8.84 percent in Drugs & Medicines Industry and (-)26.30 percent in Soaps & Detergents Industry.

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# CHAPTER-I

## INTRODUCTION

### 1.1 GENESIS OF THE SURVEY

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

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

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

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

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

The Seventh Round was launched in July 2016 with the survey on Four Mining Industries, more or less on similar lines, with the same

objectives and coverage encompassing all the 56 selected industries covered in the Sixth Round (Annexure-I). Under different Sectors, the survey covered 45 Manufacturing, 4 Mining, 3 Plantation and 4 Service Sector Industries. The present report relates to Ten Manufacturing Industries, viz.,

- a. Footwear,
- b. Petroleum Refinery,
- c. Chemicals & Gases,
- d. Fertilizer,
- e. Drugs & Medicines,
- f. Soaps & Detergents,
- g. Matches,
- h. Glass & Glass Products,
- i. Cement; and
- j. Tyres & Tubes.

## 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 Manufacturing Industries has been prepared.

## 1.3 SELECTION OF INDUSTRIES

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

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

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

#### 1.4 SCOPE AND COVERAGE

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

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

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

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

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

#### 1.5 GEOGRAPHICAL STRATIFICATION

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

Sl. No.	Industry	Stratum
1.	Footwear	1. Uttar Pradesh 2. Tamil Nadu 3. Residual (H.P, Punjab, Uttarakhand, Haryana, Delhi,

Sl. No.	Industry	Stratum
		Rajasthan, West Bengal, Chhattisgarh, M.P, Maharashtra, A.P, Karnataka, Kerala and Telangana)
2.	Petroleum Refineries	1. Gujarat 2. Maharashtra 3. Residual (H.P, Uttarakhand, Haryana, Rajasthan, U.P, Bihar, Assam, West Bengal, Jharkhand, Chhattisgarh, M.P, Daman & Diu, D & N Haveli, A.P, Karnataka, Kerala, Tamil Nadu and Telangana)
3.	Chemicals & Gases	1. Gujarat 2. Maharashtra 3. Residual (J&K, H.P, Punjab, Uttarakhand, Haryana, Rajasthan, U.P, West Bengal, Jharkhand, Odisha, A.P, Karnataka, Goa, Kerala, Tamil Nadu, Puducherry and Telangana)
4.	Fertilizers	1. Uttar Pradesh 2. Gujarat 3. Maharashtra 4. Tamil Nadu 5. Residual (Punjab, Uttarakhand, Rajasthan, Bihar, Tripura, Assam, West Bengal, Odisha, Chhattisgarh, M.P, A.P, Karnataka, Goa, Kerala and Telangana)
5.	Drugs & Medicines	1. Gujarat 2. Maharashtra 3. Telangana 4. Residual (J&K, H.P, Punjab, Uttarakhand, Haryana, Delhi, Rajasthan, U.P, Bihar, Sikkim, Assam, West Bengal, Odisha, M.P, Daman & Diu, A.P, Karnataka, Goa, Kerala and Tamil Nadu)
6.	Soaps & Detergents	1. Uttarakhand 2. Maharashtra 3. Karnataka



Sl. No.	Industry	Stratum
		<p>4. Tamil Nadu</p> <p>5. Residual(J&amp;k, H.P, Punjab, Haryana, Delhi, Rajasthan, U.P, Sikkim, Nagaland, Assam, West Bengal, Jharkhand, Odisha, M.P, Gujarat, Daman &amp; Diu, D &amp; N Haveli, A.P, Goa, Kerala, Puducherry and Telangana)</p>
7.	Match	<p>1. Tamil Nadu</p> <p>2. Residual (Maharashtra and Kerala)</p>
8.	Glass/Glass Products	<p>1. Uttar Pradesh</p> <p>2. Gujarat</p> <p>3. Maharashtra</p> <p>4. Residual (J&amp;K, H.P, Uttarakhand, Rajasthan, West Bengal, Odisha, M.P, Daman &amp; Diu, A.P, Karnataka, Tamil Nadu and Telangana)</p>
9.	Cement	<p>1. Rajasthan</p> <p>2. West Bengal</p> <p>3. Madhya Pradesh</p> <p>4. Andhra Pradesh</p> <p>5. Residual (J&amp;K, H.P, Haryana, U.P, Manipur, Assam, Jharkhand, Odisha, Chhattisgarh, Gujarat, Maharashtra, Karnataka, Kerala, Tamil Nadu and Telangana)</p>
10.	Tyres & Tubes	<p>1. Punjab</p> <p>2. Karnataka</p> <p>3. Tamil Nadu</p> <p>4. Residual (Uttarakhand, Haryana, Delhi, Rajasthan, U.P, Jharkhand, Odisha, M.P, Gujarat, Maharashtra, A.P, Goa, Kerala, Puducherry and Telangana)</p>

## 1.6 SAMPLING DESIGN AND ESTIMATION PROCEDURES

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

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

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

## 1.7 SELECTION OF OCCUPATIONS

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

## 1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

The field work for Ten Manufacturing Industries was launched during September, 2017 and completed in December, 2017. Requisite details were collected from the sample units relating to reference period. The field staff (regular and Contractual) of the Labour Bureau conducted the

fieldwork, which was supervised by the Economic/Statistical Officers by visiting the sample units. Seniors Officers also visited some of the sample units.

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

## 1.9 COLLECTION OF DATA AND SCHEDULE

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

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

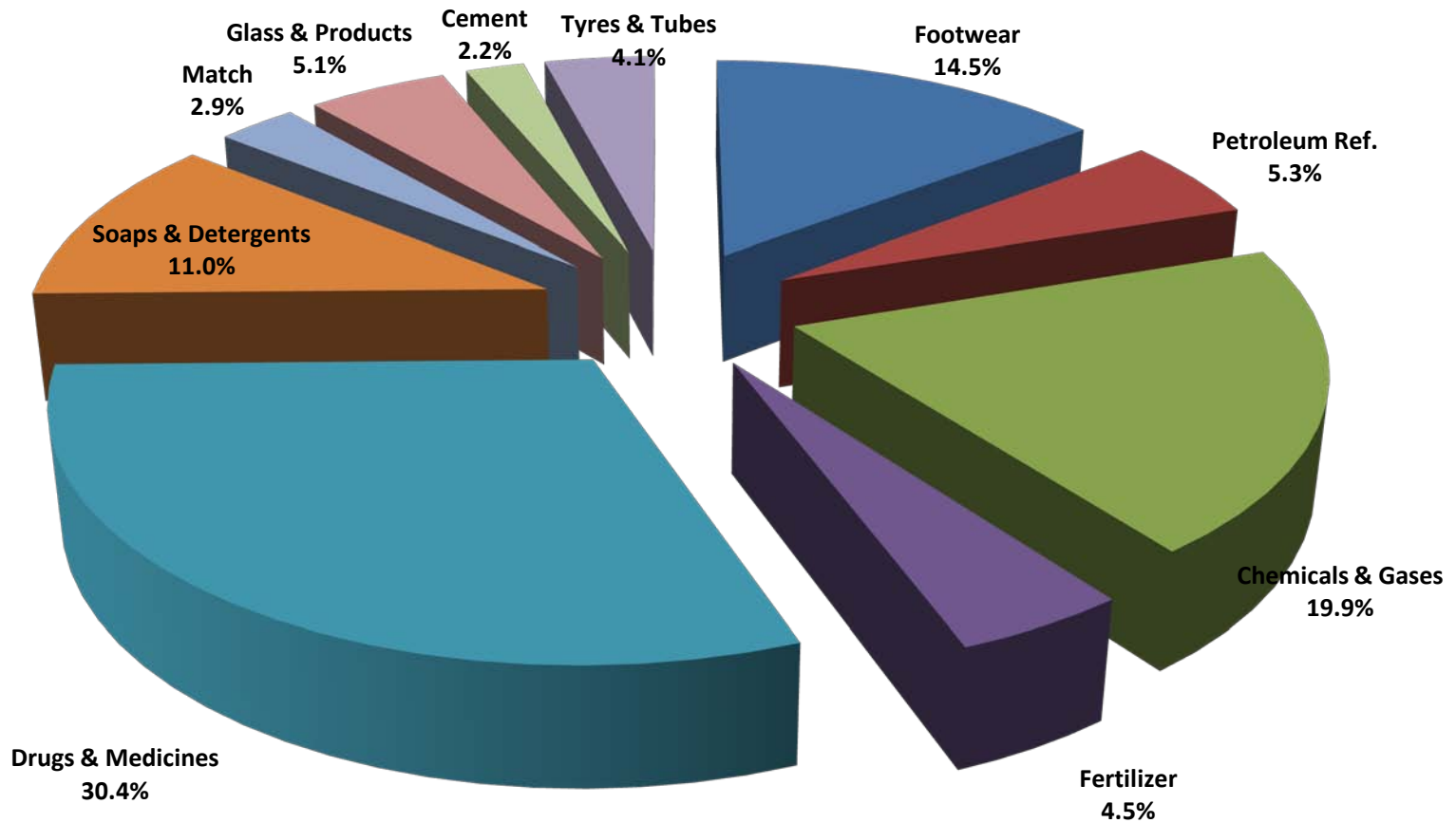
## 1.10 COVERAGE OF UNITS AND SAMPLE SIZE

Table 1.1 shows the coverage of units and the sample size in selected Manufacturing Industries. A total of 16258 units constituted the overall frame for Ten Manufacturing Industries. Out of these, 689 units were selected in the sample, which accounted for 4.24 percent of the total units in the frame. The percentage of units in sample to frame was 3.51 percent in Footwear, 10.52 percent in Petroleum Refineries, 2.63 percent in Chemicals & Gases, 11.77 percent in Fertilizers, 1.76 percent in Drugs & Medicines, 5.18 percent in Soaps & Detergents, 5.50 percent in Matches, 4.68 percent in Glass/Glass Products, 14.25 percent in Cement and 7.28 percent in Tyres & Tubes Industry.

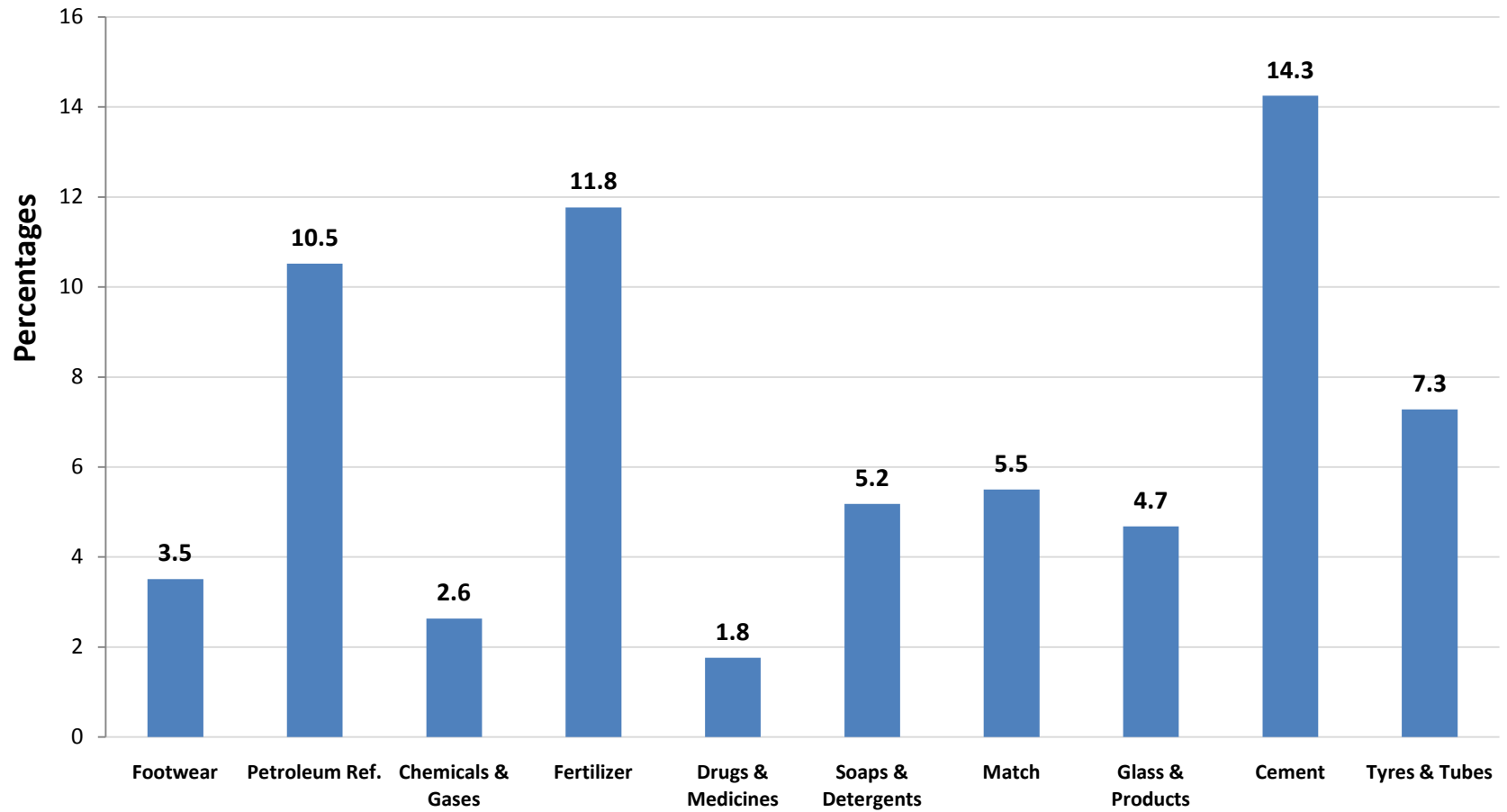
It may be mentioned here that the number of units in the ten manufacturing industries has increased sharply from 9423 frame units in Fifth Round (1997-98) to 16258 frame units in Seventh Round (2016) and there are mismatch in the coverage of Chemicals & Gases, Drugs & Medicines and Soaps & Detergents Industries. Therefore, there is divergence in the estimates compiled in seventh round as compared to fifth round and hence, users must be cautious in analyzing the results.

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

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



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



## CHAPTER-II

### STRUCTURE OF WORK-FORCE

#### 2.0 INTRODUCTION

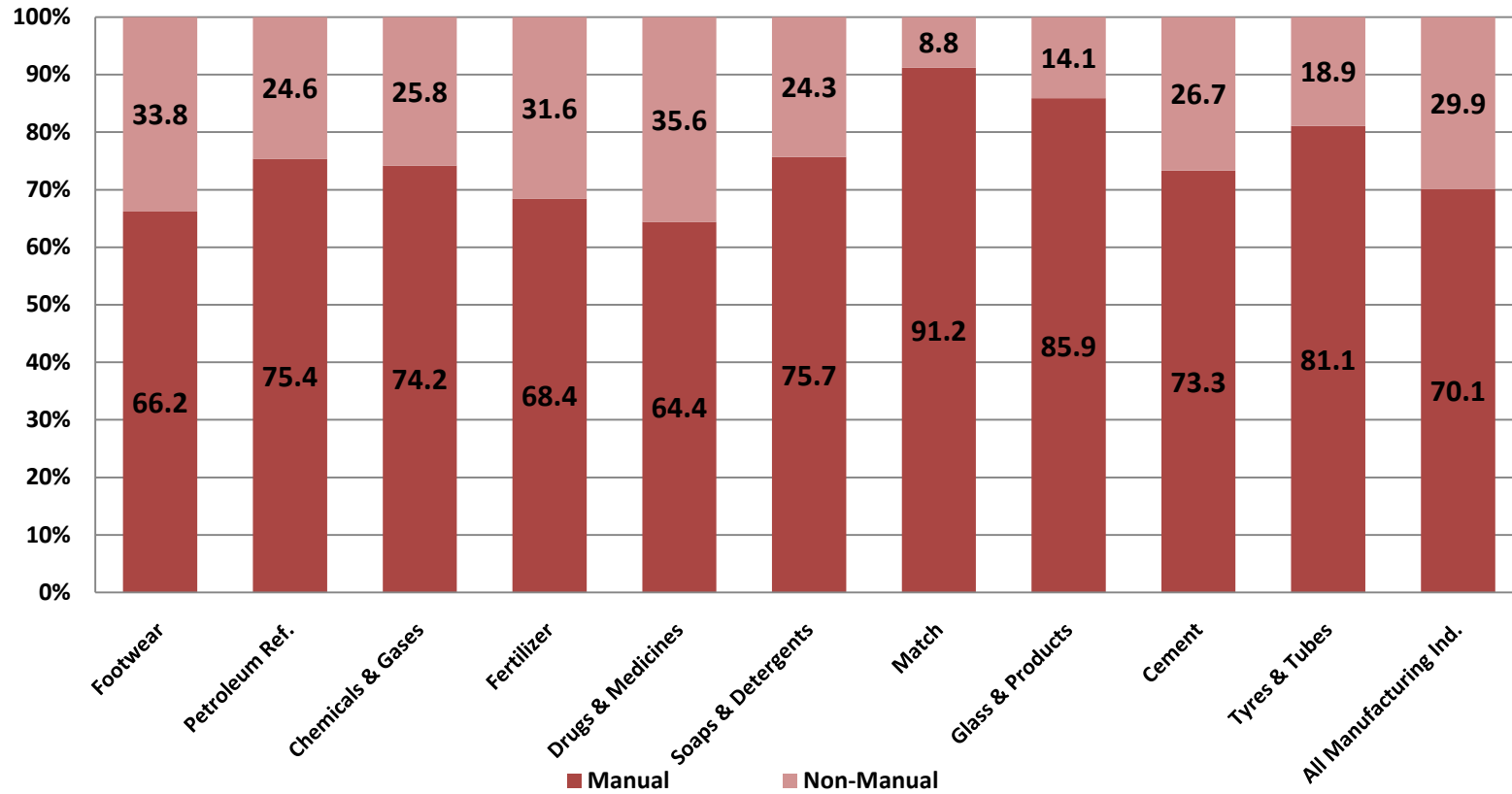
Composition of the work force in an industry varies widely with the nature of its activity, geographical location, operations involved, level of technology available, social and economic conditions of the people and last but, not the least by the Government policies, etc. Variations in these factors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

#### 2.1 DISTRIBUTION OF WORKERS

The distribution of workers in selected Manufacturing Industries is presented in Table 2.1. The total number of workers in 10 Manufacturing Industries is estimated to be 12,93,275. Out of 12.93 lakh workers employed in the ten manufacturing industries, Drugs & Medicines had maximum share (34.93 percent) in the total workforce, followed by Footwear (22.80 percent), Chemicals & Gases (8.82 percent), Soaps & Detergents (8.46 percent), Tyres & Tubes (6.04 percent), Cement (4.91 percent), Glass & Products (4.62 percent), Fertilizer (4.60 percent), Petroleum Refinery (2.92 percent) and Match Industry (1.90 percent).

Out of the total Workforce, 9,06,326 workers were manual workers, which accounted for 70.08 percent of the total number of workers in the ten manufacturing industries. The percentage of manual workers to total workforce was 66.18 percent in Footwear Industry, 75.42 percent in Petroleum Refineries Industry, 74.22 percent in Chemical & Gases Industry, 68.36 percent in Fertilizer Industry, 64.39 percent in Drugs & Medicines Industry, 75.72 percent in Soap & Detergents Industry, 91.18 percent in Match Industry, 85.93 percent in Glass & Products Industry, 73.29 percent in Cement Industry and 81.11 percent in Tyres & Tubes Industry.

**Exhibit 2.1: Distribution of Workers in Ten Manufacturing Industries**



## 2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage<sup>+</sup> has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the ten manufacturing industries covered under the survey has been estimated to be about 9.06 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) were employed in Drugs & Medicines (32.10 percent), followed by 21.53 percent in Footwear, 9.34 percent in Chemicals & Gases, 9.14 percent in Soaps & Detergents, 7.00 percent in Tyres & Tubes, 5.66 percent in Glass & Products, 5.13 percent in Cement, 4.49 percent in Fertilizer, 3.15 percent in Petroleum Refineries and 2.48 percent in Match Industry. Men workers constituted 85.06 percent of the total work force, whereas the remaining 14.94 percent were women. None of the manufacturing industries reported employment of adolescents or children during the survey.

While examining the sexage wise workforce at industry level, it is observed that the share of men workers was highest at 99.36 percent in Petroleum Refinery Industry, followed by 99.06 percent in Tyres & Tubes Industry, 99.05 percent in Chemicals & Gases Industry, 96.72 percent in Cement Industry, 96.34 percent in Fertilizer Industry, 94.56 percent in Glass & Products Industry, 90.13 percent in Drugs & Medicines Industry, 82.74 percent in Soaps & Detergents Industry, 65.57 percent in Footwear Industry and 20.58 percent in Match Industry. The proportion of women workers was found to be highest at 79.42 percent in Match Industry, followed by 34.43 percent in Footwear, 17.26 percent in Soaps & Detergents, 9.87 percent in Drugs & Medicines, 5.44 percent in Glass & Products, 3.66 percent in Fertilizer, 3.28 percent in Cement, 0.95 percent in Chemicals & Gases, 0.94 percent in Tyres & Tubes and 0.64 percent in Petroleum Refineries.

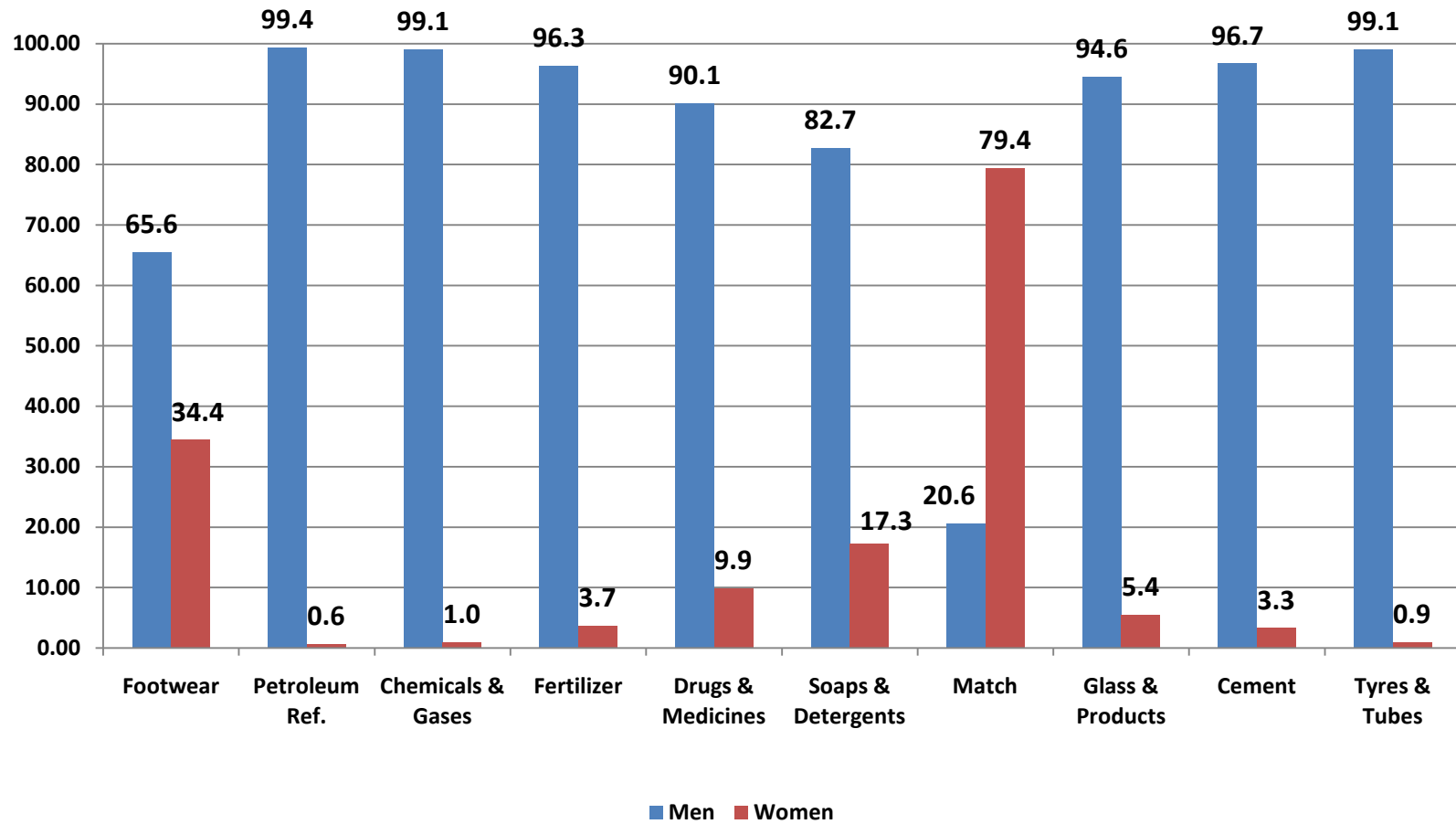
## 2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers by system of wage payment is shown in Table 2.3. Taking the entire manufacturing industries as a whole, majority of workers i.e. 99.01 percent were employed by the time-rated system and the remaining 0.99 percent by the piece-rated system. At the manufacturing industries level, piece-rated system of payment was reported in Match Industry only. The proportion of piece-rated workers was 39.99 percent in Match Industry. At the Stratum level, the proportion of piece-rated workers was reported at 40.29 percent in Tamil Nadu stratum and 23.53 percent in Residual stratum of Match Industry.

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



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



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



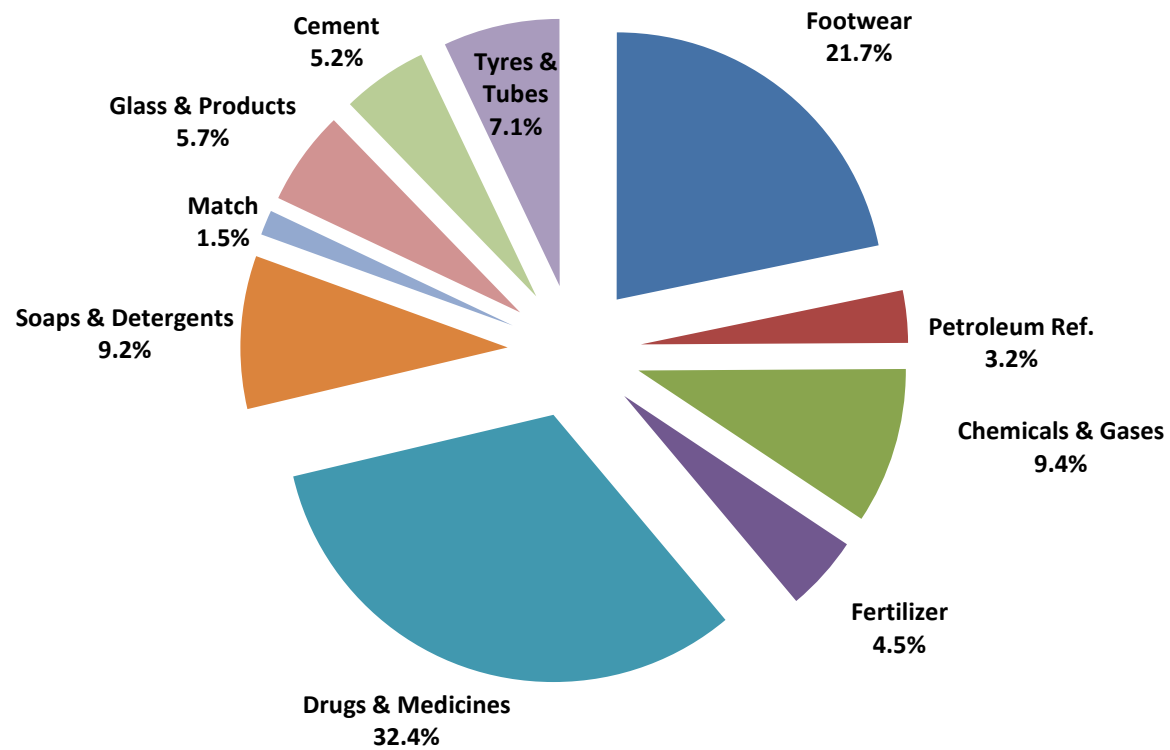
## 2.4 DISTRIBUTION OF TIME-RATED WORKERS BY SEXAGE

The distribution of time-rated workers by sexage is presented in Table 2.4. The Table reveals that a vast majority of time-rated workers were men in all the ten manufacturing industries, except Match Industry. The corresponding percentages were 65.57 percent in Footwear Industry, 99.36 percent in Petroleum Refineries Industry, 99.05 percent in Chemicals & Gases Industry, 96.34 percent in Fertilizer Industry, 90.13 percent in Drugs & Medicines Industry, 82.74 percent in Soaps & Detergents Industry, 94.56 percent in Glass & Products Industry, 96.72 percent in Cement Industry and 99.06 percent in Tyres & Tubes Industry. The proportion of time-rated women workers was reported highest at 69.28 percent in Matches Industry, followed by 34.43 percent in Footwear Industry, 17.26 percent in Soaps & Detergents Industry, 9.87 percent in Drugs & Medicines Industry, 5.44 percent in Glass & Products Industry, 3.66 percent in Fertilizer Industry, 3.28 percent in Cement Industry, 0.95 percent in Chemicals & Gases Industry, 0.94 percent in Tyres & Tubes Industry and was lowest at 0.64 percent in Petroleum Refineries Industry. At the Stratum level, the highest proportion of time-rated women workers was reported at 70.92 percent in Tamil Nadu Stratum of Match Industry, followed by 69.44 percent in Tamil Nadu Stratum of Footwear Industry.

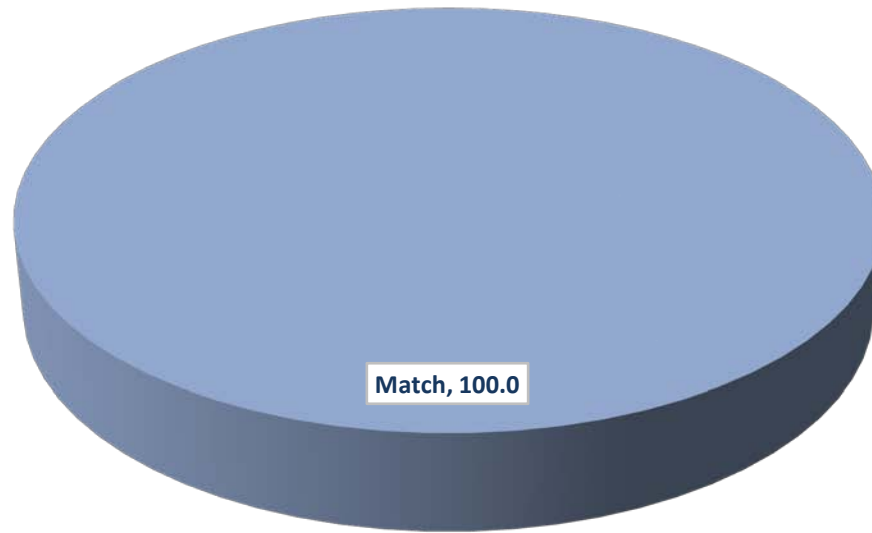
## 2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEXAGE

The distribution of piece-rated workers by sexage is shown in Table 2.5. The Table reveals that the piece-rated system was prevalent in Match Industry only. The share of males in piece-rated workers was 5.36 percent whereas share of women in piece-rated workers was 94.64 percent in Match Industry. Further, it has been reported that 5.42 percent piece-rated workers employed in Tamil Nadu Stratum of Match Industry were men. The proportion of piece-rated women workers was highest at cent percent in Residual stratum, followed by 94.58 percent in Tamil Nadu stratum in Match Industry.

**Exhibit 2.4: Percentage Distribution of Time Rated Workers by Industry**



**Exhibit 2.5: Percentage Distribution of Piece Rated Workers by Industry**



## 2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.6. Taking all manufacturing industries together, the highest percentage of work force was employed as Helper (30.54 percent), followed by Supervisor and Packer with share of 4.38 percent and 3.72 percent, respectively.

The data revealed that in Footwear Industry, 26.54 percent of the total workers were Helper, followed by Beltman/Mochi, Cutter/Press Cutter and Shoe Machine Operator occupations with 6.62 percent, 5.81 percent and 5.74 percent share of the work force, respectively.

In Petroleum Refineries Industry, Helper, Process Maker and Fitter occupations accounted for 28.71 percent, 9.37 percent and 7.69 percent of the total employment, respectively.

In Chemicals & Gases Industry, Helper occupation reported the highest proportion of workers, i.e. 29.71 percent, followed by the Machine/Plant Operator and Mixing Attendant with 14.77 percent and 9.00 percent of the workers, respectively.

In Fertilizer Industry, Helper, Machine Plant Operator and Fertilizer Mixer occupations accounted for 19.44 percent, 15.88 percent and 9.68 percent of the total employment, respectively.

In case of Drugs & Medicines, the highest proportion of workers was engaged in Helper occupation with 37.71 percent, followed by Plant Operator with 10.75 percent and Chemist with 6.46 percent.

In Soaps & Detergents Industry, 37.73 percent of the total workers were Helper, followed by Packer and Plant Operator occupations with 10.65 percent and 5.51 percent share of the work force, respectively.

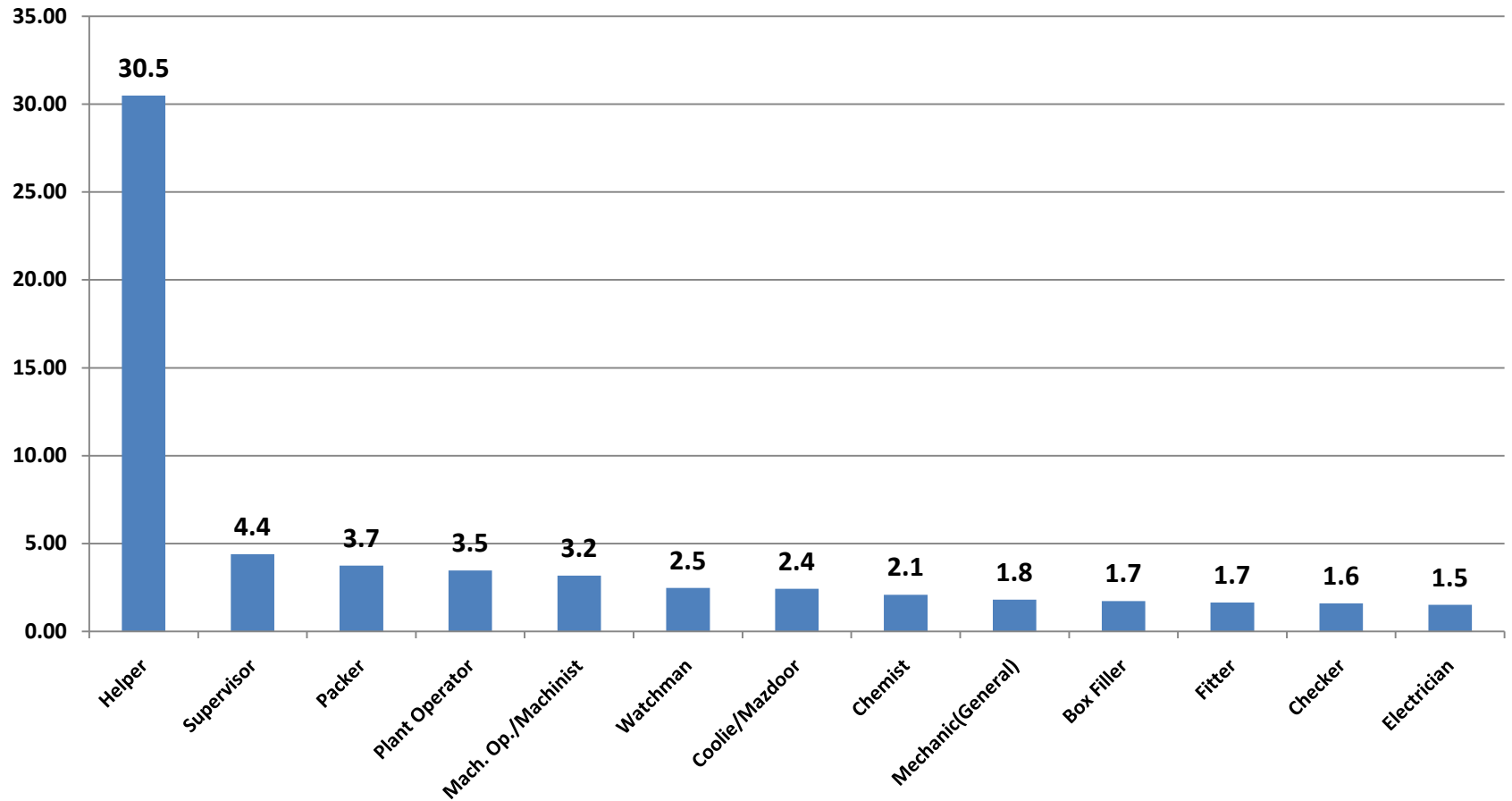
In Match Industry, Box Filler occupation reported the highest proportion of workers, i.e. 69.50 percent, followed by the Packer and Helper with 6.08 percent and 5.79 percent of the workers, respectively.

In Glass & Products Industry, Helper, Glass Cutter/Cracker and Coolie/Mazdoor occupations accounted for 16.30 percent, 12.07 percent and 10.69 percent of the total employment, respectively.

In Cement Industry, Helper, Khalashi and Plant Machine Attendant occupations accounted for 31.06 percent, 10.32 percent and 10.07 percent of the total employment, respectively.

In case of Tyres & Tubes Industry, the highest proportion of workers was engaged in Helper occupation with 29.56 percent, followed by Band Ply Machine Operator with 14.75 percent and Mechanic (Gen) with 11.94 percent.

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



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

Srl in order	Footwear	Petroleum Refinery	Chemicals & Gases	Fertilizer	Drugs & Medicines
<b>Top Five Occupations (%)</b>					
1	Helper (26.54)	Helper (28.71)	Helper (29.71)	Helper (19.44)	Helper (37.71)
2	Beltman/Mochi (6.62)	Process Maker (9.37)	Machine Plant Opt. (14.77)	Machine Plant Opt. (15.88)	Plant Opt. (10.75)
3	Cutter/PressCutter (5.81)	Fitter (7.69)	Mixing Att. (9.00)	Fertilizer Mixer (9.68)	Chemist (6.46)
4	Shoe Machine Operator (5.74)	Filling Operator (6.34)	Supervisor (7.18)	Supervisor (8.00)	Packer (5.04)
5	Leather Fitter (5.65)	Watchman (5.49)	Coolie/Mazdoor (5.83)	Watchman (7.69)	Supervisor (3.62)
<b>Bottom Five Occupations (%)</b>					
1	Loader/Unloader (0.01)	Blacksmith (0.04)	Mason (0.03)	Carpenter (0.02)	Die Maker (0.02)
2	Painter (0.01)	Tester (0.04)	Crane Opt. (0.07)	Mason (0.02)	Welder (0.02)
3	Wireman (0.01)	Fork Lift Operator (0.08)	Painter (0.07)	Instrument Mechanic (0.03)	Turner (0.04)
4	Trolly Driver (0.01)	Storekeeper (0.08)	Misc. (0.07)	Wireman (0.03)	Mate/Mukkadam (0.06)
5	Chargeman (0.02)	Crane Opt. (0.12)	Storekeeper (0.12)	Pressman (0.04)	Mech/Elec Foreman (0.07)



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

Srl in order	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes
<b>Top Five Occupations (%)</b>					
1	Helper (37.73)	Box Filler (69.50)	Helper (16.30)	Helper (31.06)	Helper (29.56)
2	Packer (10.65)	Packer (6.08)	Glass Cutter/ Cracker (12.07)	Khalashi (10.32)	Band Ply Machine Opt. (14.75)
3	Plant Opt. (5.51)	Helper (5.79)	Coolie/ Mazdoor (10.69)	Plant Machine Att. (10.07)	Mechanic (Gen) (11.94)
4	Supervisor (5.03)	Machine Opt./ Machinist (3.08)	Blower Machine Operator (6.64)	Mill Operator/ Attendant (6.80)	Electrician (6.13)
5	Machine Opt./ Machinist (3.63)	Supervisor (2.88)	Fireman/ Furnaceman (4.64)	Coolie/ Mazdoor (6.14)	Tuber Machine Opt. (5.45)
<b>Bottom Five Occupations (%)</b>					
1	Gen/Turbo Opt. (0.02)	Storekeeper (0.02)	Mech/Elec Foreman (0.09)	Mason (0.02)	Fireman (0.02)
2	Apprentices / Trainees (0.02)	Loader/ Unloader (0.04)	Battiwala (0.09)	Sorter (0.02)	Shaper Machine Opt. (0.02)
3	Mech/Elec Foreman (0.03)	Crane Opt. (0.08)	Mistry/ Kangani (0.12)	Storekeeper (0.04)	Fork lift Opt. (0.02)
4	Assembler (0.04)	Mech/Elec Foreman (0.08)	Moulder (0.12)	Compressor Operator (0.08)	Rollerman/ Roller (0.04)
5	Welder (0.07)	Paste/ Recipe Maker (0.08)	Waterman/ Security (0.12)	Driller (0.09)	Storekeeper (0.04)

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

The trend in composition of the work-force by sexage and system of wage payment is presented in Table 2.7. The table reveals that there has been a positive growth in the overall employment. As compared with the previous round, the employment has recorded an increase in Footwear Industry, Petroleum Refinery Industry, Drugs & Medicines Industry, Soaps & Detergents Industry and Cement Industry, whereas it was reverse in Chemicals & Gases Industry, Fertilizers Industry, Match Industry, Glass & Products and Tyres & Tubes Industry in the current round. The proportion of time-rated workers was cent percent in all the manufacturing industries, except Match Industry, in the current round as compared to previous round.

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

Industries	Seventh Round (2016)	Fifth Round (1998)	%Growth of Seventh Round Over Fifth Round	%Growth of Fifth Round Over Fourth Round
Footwear	1,95,113	78,000	150.14	46.62
Petroleum Refinery	28,527	21,600	32.07	170.00
Chemicals & Gases (*)	84,638	1,01,300	(-) 16.45	(-) 27.49
Fertilizer	40,655	51,100	(-) 20.44	11.57
Drugs & Medicines(*)	2,90,915	1,80,800	60.90	(-) 4.99
Soaps & Detergents(*)	82,816	38,000	117.94	5.26
Match	22,444	69,100	(-) 67.52	47.65
Glass & Products	51,295	79,400	(-) 35.40	(-) 23.43
Cement	46,512	37,700	23.37	(-) 44.72
Tyres & Tubes	63,411	82,600	(-) 23.23	14.25
All Ten Manufacturing Industries	9,06,326	7,39,600	22.54	(-) 3.21

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

## 2.8 PERCENTAGE DISTRIBUTION OF WORKFORCE IN DIFFERENT OCCUPATIONS AND INDUSTRIES BY SEXAGE

The percentage distribution of workers in different occupations and industries by sexage is given in Table 2.8. In Footwear Industry, 65.57 percent were men workers and remaining, 34.43 percent were women workers. Out of the total 40 occupations reported in Footwear Industry, 27 occupations had employment of women workers. Women workers constituted cent percent of the total employment in Marker occupation, followed by 94.66 percent in Moulder, 75.00 percent in Assembler, 74.73 percent in Die Maker, 74.26 percent in Heel Compressor, 68.95 percent in Beltman/Mochi, 62.63 percent in Checker and 57.59 percent in Skiver Hand/Flusher. On the other hand, Men Workers were employed cent percent in each of the occupations of Chargeman, Core Maker, Driver, Electrician, Mech/Elec Foreman, Loader/Unloader, Painter, Trolley Driver, Turner, Welder, Wireman, Storekeeper and Boot Mechanic.

In Petroleum Refinery Industry, 99.36 percent were men workers and remaining, 0.64 percent were women workers. Out of 32 occupations reported in Petroleum refinery Industry, women workers were employed in 7 occupations and Women workers constituted sizeable proportion of 25.00 percent and 13.68 percent of the total employment in the occupations of Miscellaneous and Sweeper, respectively. Men Workers were employed cent percent in remaining 25 occupations reported in the industry.

In Chemicals & Gases Industry, 99.05 percent were men workers and remaining, 0.95 percent were women workers. Out of 33 occupations reported in Chemicals & Gases Industry, women workers were employed in 8 occupations. Women workers constituted significant proportions of 50.00 percent, 17.00 percent and 11.81 percent of the total employment in the occupations of Storekeeper, Packer and Sweeper, respectively. Men Workers were found to be cent percent in remaining 25 occupations reported in the industry.

In Fertilizer Industry, 96.34 percent were men workers and remaining, 3.66 percent were women workers. Out of 42 occupations reported under Fertilizer Industry, women workers were employed in 11 occupations. Women workers constituted sizeable proportion of 23.08 percent, 21.47 percent, 20.00 percent and 12.73 percent of the total employment in the occupations of Chemist, Packer, Sweeper and Helper respectively.

In Drugs & Medicines Industry, 90.13 percent were men workers and remaining, 9.87 percent were women workers. Out of 37 occupations In Drugs & Medicines Industry, women workers were employed in 14 occupations. Women workers constituted 47.08 percent, 43.18 percent, 34.41 percent, 15.66 percent and 10.09 percent of the total employment in the occupations of Sweeper, Packer, Checker, Helper and Coolie/Mazdoor, respectively.

In Soaps & Detergents Industry, 82.74 percent were men workers and remaining, 17.26 percent were women workers. Out of 32 occupations reported in Soaps & Detergents Industry, women workers were employed in 16 occupations. Women workers constituted significant proportions of 38.92 percent, 37.80 percent, 35.02 percent, 24.00 percent, 17.67 percent, 14.70 percent, 12.49 percent, 10.20 percent and 10.17 percent

of the total employment in the occupations of Packer, Sweeper, Hand Wrapper, Helper, Barring Man, Coolie/Mazdoor, Hand Stamper, Stacker and Machine Operator/Machinist, respectively.

In Match Industry, 79.42 percent were women workers and remaining, 20.58 percent were men workers. Out of 33 occupations reported in Match Industry, women workers were employed in 16 occupations. Women workers constituted cent percent of the total employment in each of the occupations of Sweeper, Printing Machine Operator, Side Printer and Tray Setter, followed by 96.44 percent in Box Filler, 92.92 percent in Checker, 87.46 percent in Packer, 60.40 percent in Chemical Grinder, 57.89 percent in Frame Leveller, 48.78 percent in Box Making Operator, 46.59 percent in Supervisor, 44.44 percent in Labelling Worker, 37.50 percent in Box Filling Operator, 33.33 percent in Labelling Machine Operator and 22.85 percent in Helper occupations, respectively.

In Glass & Products Industry, 94.56 percent were men workers and remaining, 5.44 percent were women workers. Out of 41 occupations reported in Glass & Products Industry, women workers were employed in 9 occupations. Women workers constituted considerable proportion of 84.59 percent, 66.36 percent, 33.73 percent, 23.18 percent and 11.18 percent of the total employment in the occupations of Checker, Packer, Empoule Machine Operator, Sweeper and Helper occupations, respectively.

In Cement Industry, 96.72 percent were men workers and remaining, 3.28 percent were women workers. Out of 35 occupations reported in Cement Industry, women workers were employed in 2 occupations, v.i.z, Helper (10.03 percent) and Coolie/Mazdoor (2.70 percent), respectively. Men Workers were found to be cent percent in remaining 33 occupations reported in the industry.

In Tyres & Tubes Industry, 99.06 percent were men workers and remaining, 0.94 percent were women workers. Out of 45 occupations reported in Tyres & Tubes Industry, women workers were employed in 2 occupations, v.i.z, Sweeper (15.95 percent) and Helper (3.02 percent), respectively. Men Workers were found to be cent percent in remaining 43 occupations reported in the industry.

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

The percentage distribution of workers in different occupations by system of wage payment is shown in Table 2.9. It is observed that the piece-rated workers were employed in Match Industry only. Piece-rated workers were reported in 6 occupations in Match Industry, v.i.z, Packer (34.60 percent), Labelling Machine Operator (33.33 percent), Box Filler (52.63 percent), Chemical Grinder (41.58 percent), Printing Machine Operator (cent percent), Side Printer (9.13 percent) and Box Closing Machine Operator (66.55 percent). The remaining occupations in other manufacturing industries had time-rated workers only.

## CHAPTER-III

### WAGE RATES AND DEARNESS ALLOWANCE

#### 3.0 INTRODUCTION

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

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

#### 3.1 WAGE RATES

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

#### 3.2 AVERAGE DAILY WAGE RATES BY INDUSTRIES

The details of average daily minimum and maximum wage rates of the workers are given in Table 3.1. At industry level, the average minimum daily wage rates varied between Rs. 244.95 (Match Industry) and Rs. 680.63 (Fertilizer Industry) whereas, the average maximum daily wage rates varied between Rs. 334.78 (Match Industry) and Rs 902.46 (Fertilizer Industry), respectively. At the stratum level, the lowest average daily minimum wage rate of Rs. 183.85 was in Madhya Pradesh stratum of Cement Industry and lowest average daily maximum wage rate of Rs. 234.70 was in West Bengal stratum of Cement Industry. Similarly, the highest average daily minimum wage rate of Rs. 780.53 was found in Uttar Pradesh stratum of Fertilizer Industry and the highest average daily maximum wage rate of Rs. 1057.81 was observed in Uttar Pradesh stratum of Fertilizer Industry.

The percentage difference in the minimum and maximum wage rates was 20.11 in the Ten Manufacturing Industries. Furthermore, the difference was the lowest in Glass & Products Industry (8.65 percent) and highest

in Match Industry (36.67 percent). At the stratum level, it was lowest in Telangana (0.73 percent) under Drugs & Medicines Industry and highest in Tamil Nadu (53.79 percent) under Tyres & Tubes 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
Footwear	337.63	309.66	365.60	18.06
Petroleum Refinery	709.06	631.22	786.90	24.66
Chemicals & Gases	362.17	314.81	409.54	30.09
Fertilizer	791.55	680.63	902.46	32.59
Drugs & Medicines	371.40	342.56	400.23	16.84
Soaps & Detergents	356.77	334.35	379.20	13.41
Match	289.87	244.95	334.78	36.67
Glass & Products	367.07	351.84	382.29	8.65
Cement	480.24	454.24	506.24	11.45
Tyres & Tubes	419.70	364.10	475.30	30.54
All Ten Manufacturing Industries	398.11	361.73	434.48	20.11

### 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 overall average daily wage rates of men and women workers for all the manufacturing industries combined together were Rs. 416.85 and Rs. 291.35, respectively. The overall average daily wage rates for all the workers of all the manufacturing industries worked out to be Rs. 398.11.

Further perusal of Table 3.2 revealed that the average daily wage rates worked out to be Rs. 337.63 in Footwear Industry, Rs. 709.06 in Petroleum Refinery, Rs. 362.17 in Chemicals & Gases, Rs. 791.55 in Fertilizer, 371.40 in Drugs & Medicines, Rs. 356.77 in Soaps & Detergents, Rs. 289.87 in Match, Rs. 367.07 in Glass & Products, Rs. 480.24 in Cement and Rs. 419.70 in Tyres & Tubes Industry.

At the stratum level taking all manufacturing industries together the highest average daily wage rate was observed in Uttar Pradesh stratum (Rs. 919.17) for the Fertilizer Industry whereas, the lowest average daily wage rate was found in Madhya Pradesh stratum (Rs. 217.13) for Cement Industry.

The Table reveals that average daily wage rates of women workers were less than that of the men workers in all the manufacturing industries. Further, at the stratum level also, the average daily wage rate of women workers was lower than their male counterparts in all the strata of all the manufacturing industries but for the Gujarat stratum in Petroleum Refinery, Gujarat stratum in Chemicals & Gases, Uttar Pradesh stratum in Fertilizer and Residual stratum in Glass & Products industries.

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

<b>Industries</b>	<b>Average Daily Wage Rates (Rs.)</b>		
	<b>Men</b>	<b>Women</b>	<b>Combined</b>
<b>Footwear</b>	<b>359.08</b>	<b>296.80</b>	<b>337.63</b>
<b>Petroleum Refinery</b>	<b>710.31</b>	<b>515.31</b>	<b>709.06</b>
<b>Chemicals &amp; Gases</b>	<b>362.35</b>	<b>343.16</b>	<b>362.17</b>
<b>Fertilizer</b>	<b>806.49</b>	<b>397.98</b>	<b>791.55</b>
<b>Drugs &amp; Medicines</b>	<b>379.63</b>	<b>296.19</b>	<b>371.40</b>
<b>Soaps &amp; Detergents</b>	<b>372.70</b>	<b>280.43</b>	<b>356.77</b>
<b>Match</b>	<b>413.51</b>	<b>257.83</b>	<b>289.87</b>
<b>Glass &amp; Products</b>	<b>370.89</b>	<b>300.60</b>	<b>367.07</b>
<b>Cement</b>	<b>487.39</b>	<b>269.40</b>	<b>480.24</b>
<b>Tyres &amp; Tubes</b>	<b>420.67</b>	<b>316.90</b>	<b>419.70</b>
<b>All Ten Manufacturing Industries</b>	<b>416.85</b>	<b>291.35</b>	<b>398.11</b>

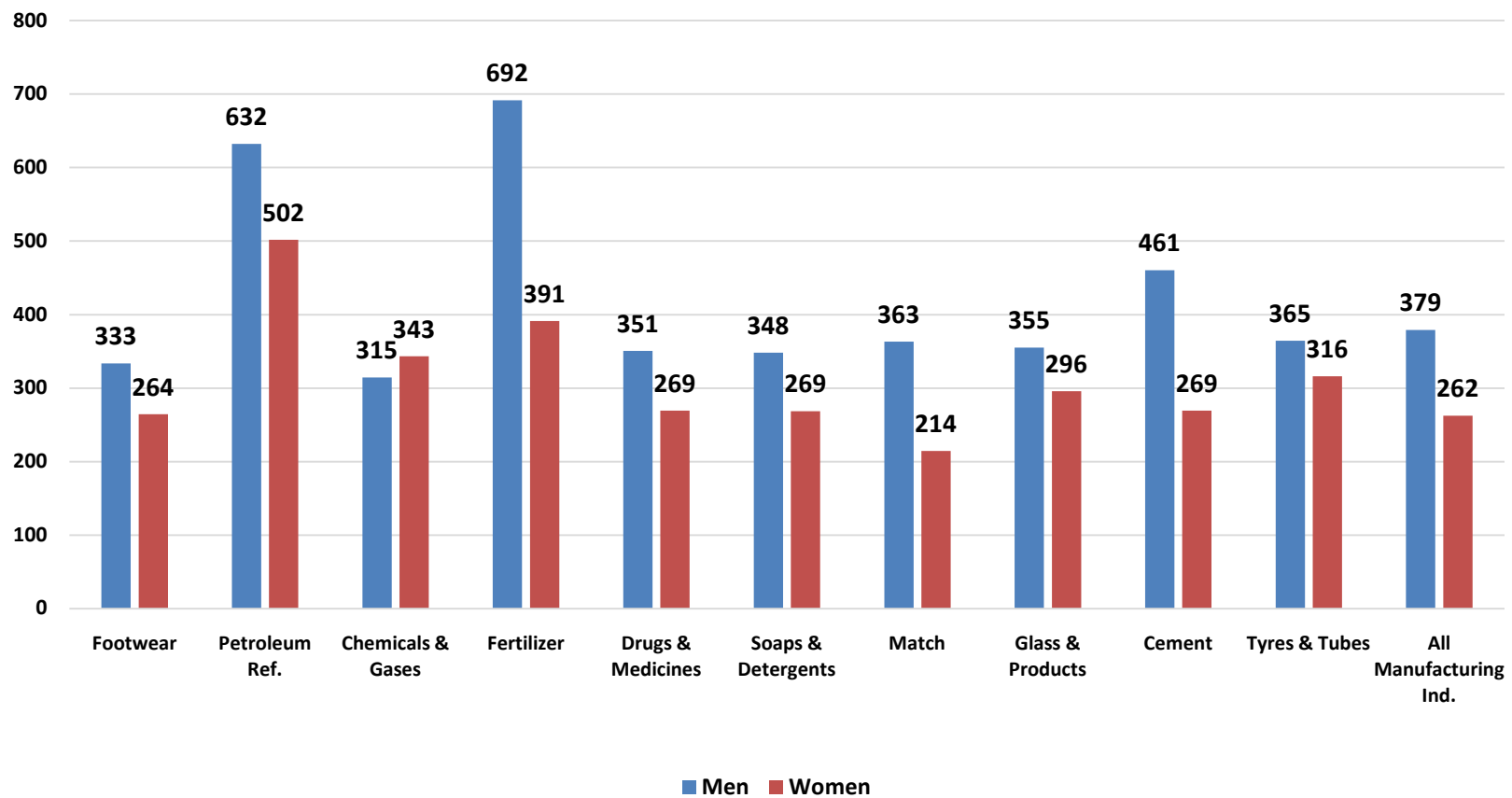


The average daily minimum wage rates for all the manufacturing industries taken together worked out to be Rs. 379.18 for men, Rs. 262.38 for women and Rs. 361.73 for all workers. In Fertilizer Industry, the average daily minimum wage rates were found to be the highest at Rs. 680.63, followed by Rs. 631.22 in Petroleum Refinery and Rs. 454.24 in Cement Industry. The average daily minimum wage rates were lowest in Match Industry at Rs. 244.95. At the stratum level taking all manufacturing industries together, the highest average daily minimum wage rate was observed in Uttar Pradesh stratum (Rs. 780.53) under Fertilizer Industry, followed by Rs. 741.66 in Gujarat stratum under Fertilizer Industry and Rs. 707.99 in Residual stratum under Petroleum Refinery Industry. The lowest average daily minimum wage rate was found in Madhya Pradesh stratum (Rs. 183.85) under Cement Industry, followed by Rs. 222.08 in Uttarakhand stratum under Soaps & Detergents Industry and Rs. 225.99 in West Bengal stratum under Cement Industry.

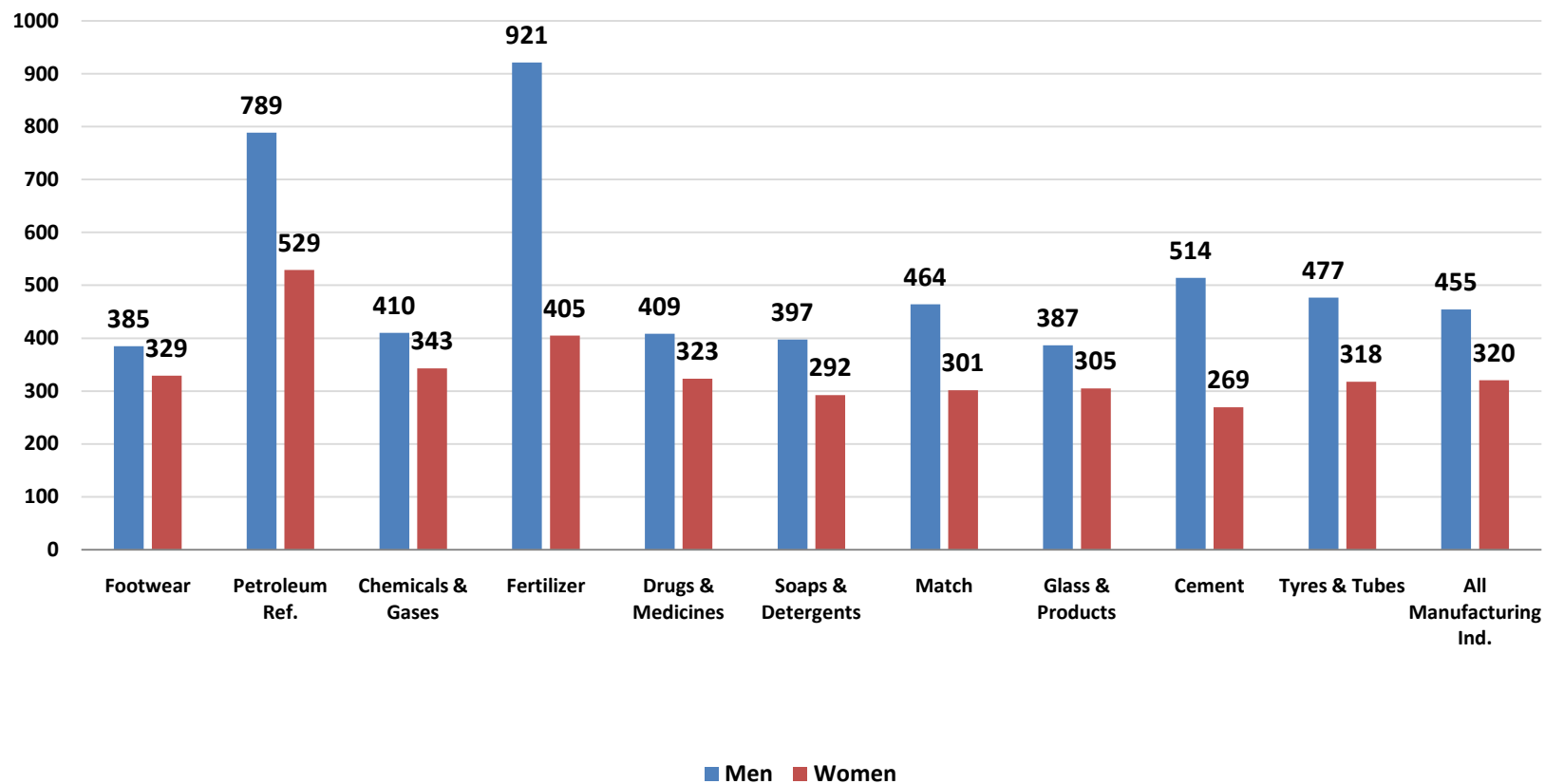
The average daily maximum wage rates for all the manufacturing industries taken together worked out to be Rs. 454.53 for men, Rs. 320.31 for women and Rs. 434.48 for all workers. In Fertilizer Industry, the average daily maximum wage rates were found to be the highest at Rs. 902.46, followed by Rs. 786.90 in Petroleum Refinery and Rs. 506.24 in Cement Industry. The average daily maximum wage rates were lowest in Match Industry at Rs. 334.78. At the stratum level taking all manufacturing industries together, the highest average daily maximum wage rate was observed in Uttar Pradesh stratum (Rs. 1057.81) under Fertilizer Industry, followed by Rs. 1046.38 in Gujarat stratum under Fertilizer Industry and Rs. 895.55 in Residual stratum under Petroleum Refinery Industry. The lowest average daily maximum wage rate was found in West Bengal stratum (Rs. 234.70) under Cement Industry, followed by Rs. 250.40 in Madhya Pradesh stratum under Cement Industry and Rs. 258.67 in Uttarakhand stratum under Soaps & Detergents Industry.

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

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



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



### 3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

The average daily wage rates of time-rated and piece-rated workers by sexage have been depicted in Tables 3.3 and 3.4 respectively. The average daily wage rates of time-rated and piece-rated workers worked out to be Rs. 401.03 and Rs. 106.05, respectively, for all the manufacturing industries taken together. Amongst ten manufacturing industries, the average daily wage rate of time-rated workers was the highest at Rs. 791.55 for Fertilizer Industry and the lowest at Rs. 337.63 for Footwear Industry. Piece-Rated system of payment was prevalent in Match Industry only. The average daily wage rate of piece-rated workers was Rs. 106.05 in Match Industry.

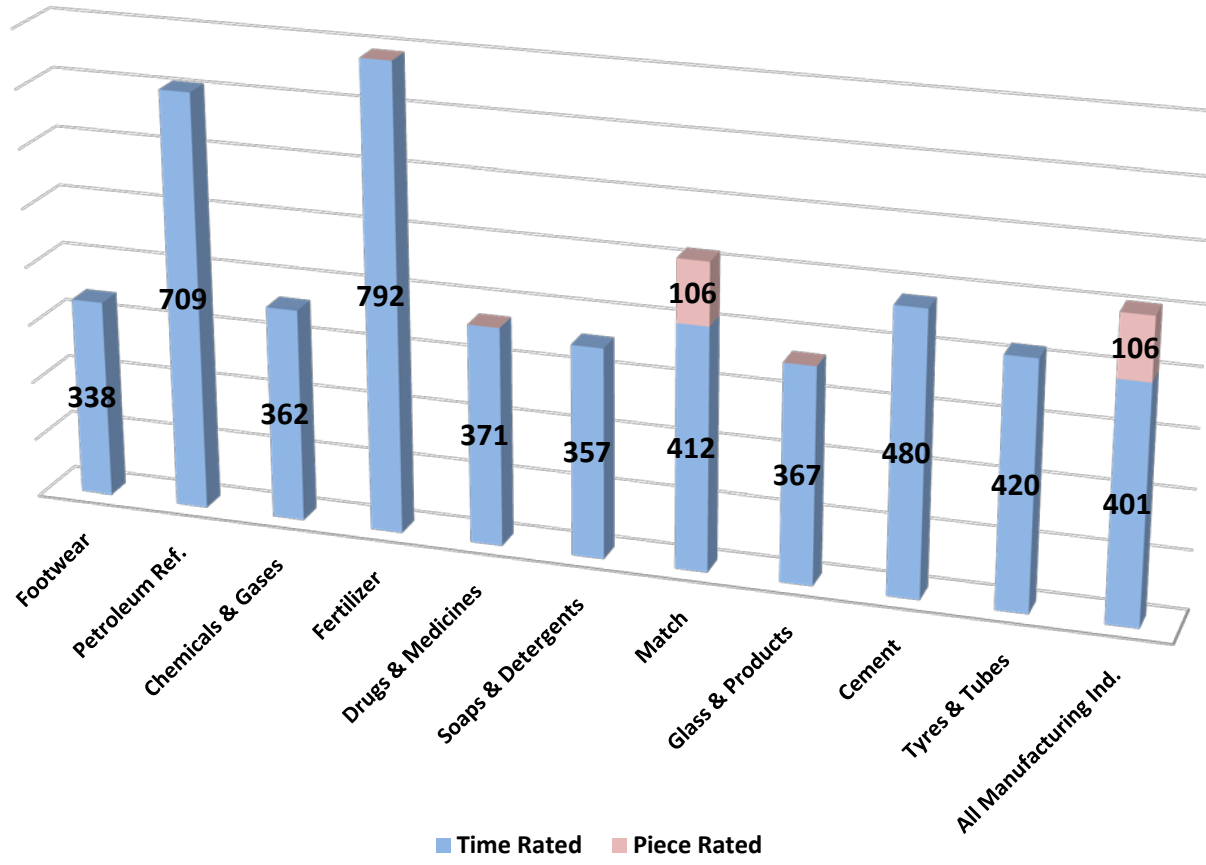
### 3.5 AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS BY SEXAGE

As shown in Table 3.3, the average daily wage rates of time-rated workers exhibit more or less the same trend as observed in case of wage rates of all workers given in Table 3.2. For all manufacturing industries combined, the average daily wage rates for time-rated men, women and all workers were Rs. 417.03, Rs. 303.89 and Rs. 401.03, respectively. At manufacturing industries level, the average daily wage rates of time-rated men and women workers were the highest at Rs. 806.49 in Fertilizer Industry and Rs. 515.31 in Petroleum Refinery, respectively, whereas the lowest average daily wage rates for time-rated men and women workers were Rs. 359.08 and Rs. 269.40 in Footwear and Cement Industries, respectively.

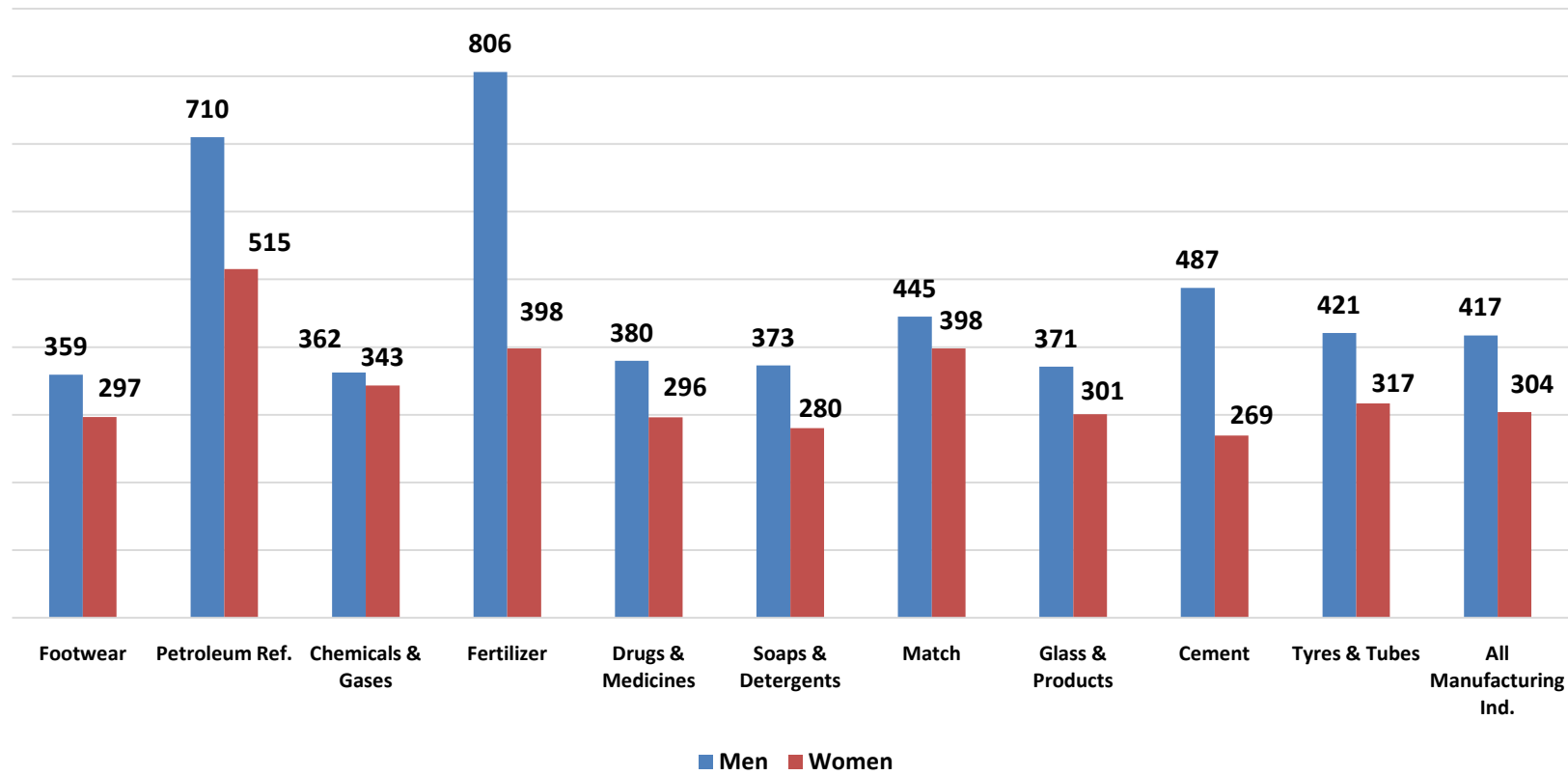
### 3.6 AVERAGE DAILY WAGE RATE OF PIECE-RATED WORKERS BY SEXAGE

The average daily wage rate of piece-rated workers by sexage is presented in Table 3.4. Piece-Rated system of payment was prevalent in Match Industry only. For all Manufacturing industries combined, the average daily wage rates for piece-rated men, women and all workers were reported at Rs. 141.09, Rs. 104.06 and Rs. 106.05, respectively. The average daily wage rates of piece-rated men and women workers at the stratum level was reported at Rs. 141.09 and Rs. 104.27 respectively in Tamil Nadu stratum, whereas the average daily wage rate of piece-rated women workers was Rs. 86.05 in Residual Stratum.

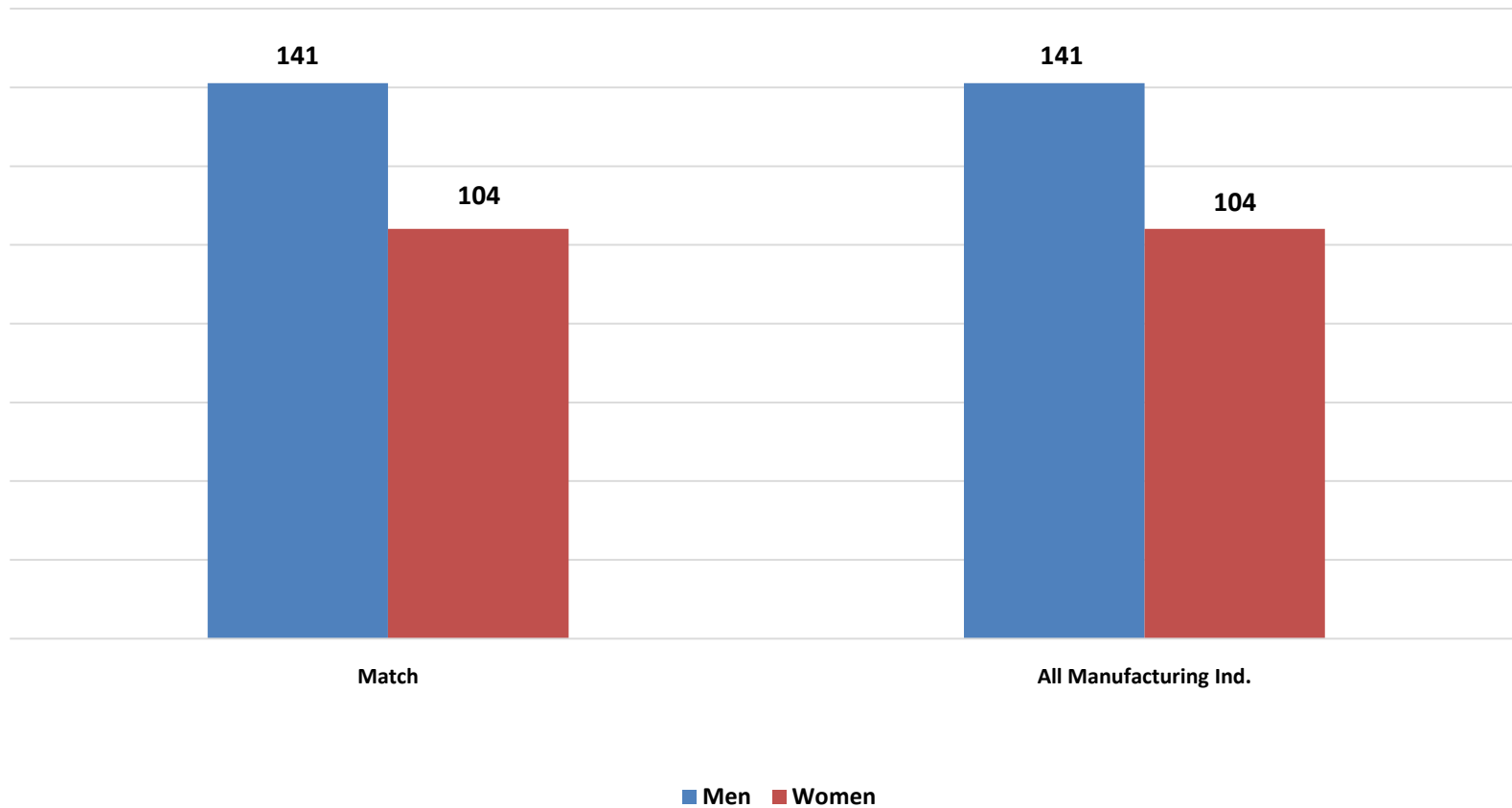
**Exhibit 3.3: Average Daily Wage Rates (Rs.) by System of Payment**



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



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



### 3.7 AVERAGE DAILY WAGE RATES BY OCCUPATION AND SEXAGE

The average daily wage rates by occupation and sexage for all the workers are presented in Table 3.5. Table 3.6 and Table 3.7 show average daily wage rates for time-rated and piece-rated workers, respectively. From the Table, it can be observed that there are wide intra-occupation variations in the average daily wage rates in Petroleum Refinery Industries, Matches and Fertilizer Industries, whereas it is comparatively lesser in other Manufacturing Industries. However, wide inter-industries variation in the average wage rates were common in all occupations combined at industry level covered during the survey.

In Footwear Industry, the highest and lowest average daily wage rates were observed for Chargeman (Rs. 1046.40) and Trolley Driver (Rs. 76.92) occupations, respectively.

In Petroleum Refinery Industry, the highest and lowest average daily wage rates were observed for Fitter (Rs. 1571.80) and Chargehand (Rs. 208.50) occupations, respectively.

The highest and lowest average daily wage rates in Chemicals & Gases Industry were observed for Instrument Mechanic (Rs. 796.11) and Superphosphate Worker (Rs. 215.78) occupations, respectively.

In Fertilizer Industry, the highest and lowest average daily wage rates were observed for Supervisor (Rs. 2123.62) and Pressman (Rs. 220.00) occupations, respectively.

In Drugs & Medicines Industry, the highest and lowest average daily wage rates were observed for Instrument Mechanic (Rs. 597.62) and Apprentices/Trainees (Rs. 225.05) occupations, respectively.

In Soaps & Detergents Industry, the highest and lowest average daily wage rates were observed for Mechanic (Gen) (Rs. 708.31) and Gen./Turbo Operator (Rs. 211.53) occupations, respectively.

In Match Industry, the highest and lowest average daily wage rates were observed for Paste/Recipe Maker (Rs. 1033.73) and Printing Machine Operator (Rs. 110.00) occupations, respectively.

The highest and lowest average daily wage rates in Glass & Products Industry were observed for Polisher (Rs. 770.80) and Mistry/Kangani (Rs. 233.74) occupations, respectively.

In Cement Industry, the highest and lowest average daily wage rates were observed for Burner (Rs. 765.23) and Fireman (Rs. 175.96) occupations, respectively.

In Tyres & Tubes Industry, the highest and lowest average daily wage rates were observed for Liners Tab Operator (Rs. 1071.00) and Apprentices/Trainees (Rs. 192.31) occupations, respectively.

Out of 40 occupations reported in Footwear Industry, women workers were employed in 27 occupations and their average daily wage rate was higher than that of their men counterparts in 7 occupations, v.i.z. Beltman/Mochi, Coolie/Mazdoor, Marker, Supervisor, Sweeper, Trimmer and Miscellaneous.



In Petroleum Refinery, out of 32 occupations, employment of women was reported in 7 occupations and their average daily wage rate was higher than that of their men counterparts in 4 occupations, v.i.z. Checker, Mechanic (Gen), Supervisor and Miscellaneous.

In Chemicals & Gases Industry, out of 33 occupations, women workers were employed in 8 occupations and their average daily wage rate was higher than that of their men counterparts in 4 occupations, v.i.z. Helper, Packer, Storekeeper and Mixing Attendant.

In Fertilizer Industry, out of 42 occupations, women workers were employed in 11 occupations and their average daily wage rate was higher than that of their men counterparts in 4 occupations, v.i.z. Helper, Sweeper, Machine Operator/Machinist and Bag Stitcher.

In Drugs & Medicines Industry, out of 37 occupations, women workers were employed in 14 occupations and their average daily wage rate was higher than that of their men counterparts in 3 occupations, v.i.z. Granulation Attendant, Paster and Chemist.

In Soaps & Detergents Industry, out of 32 occupations, employment of women was reported in 16 occupations, and their average daily wage rate was higher than that of their men counterparts in 4 occupations, v.i.z. Checker, Coolie/Mazdoor, Packer and Sweeper.

In Match Industry, out of 33 occupations, women workers were employed in 16 occupations and their average daily wage rate was higher than that of their men counterparts in 7 occupations, v.i.z. Sweeper, Box Filler, Printing Machine Operator, Box Filling Operator, Side Printer, Labelling Worker and Tray Setter.

In Glass & Products Industry, out of 41 occupations, women workers were employed in 9 occupations and their average daily wage rate was higher than that of their men counterparts in 2 occupations, v.i.z. Sweeper and Stacker.

In Cement Industry, out of 35 occupations, women workers were employed in 2 occupations, v.i.z. Coolie/Mazdoor and Helper. In Tyres & Tubes Industry, out of 45 occupations, women workers were employed in 2 occupations, v.i.z. Helper and Sweeper.

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

Average daily wage rates of piece-rated workers by occupations have been presented in Table 3.7. The piece-rated system of wage payment was prevalent in Match Industry only.

The occupations employing piece-rated workers were, Packer, Labelling Machine Operator, Box Filler, Chemical Grinder, Printing Machine Operator, Side Printer and Box Closing Machine Operator in Match Industry. All these occupations, except Box Closing Machine Operator reported employment of women piece-rated workers.

Average daily wage rates of piece-rated women workers were more than that of their men counterparts in Packer, Labelling Machine

Operator, Box Filler, Chemical Grinder, Printing Machine Operator and Side Printer in Match Industry.

### 3.8 TRENDS IN WAGE RATES AND REAL WAGE RATES

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

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

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

where,

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

The real wage rates and percentage increase in real wage rates in the current round (Seventh) with respect to that in the previous round (Fifth) in the manufacturing industries have also been depicted in Table 3.8. It reveals that the real wage rates of the workers have increased during the seventh round in Footwear, Chemical & Gases, Fertilizers, Drugs & Medicines, Match, Glass & Products, Cement and Tyre & Tubes Industries, whereas Petroleum Refinery and Soaps & Detergents Industries has recorded a decrease in real wage rates. The highest change in real wage rates during seventh round (2016) as compared to that in the fifth round (1998) was observed at 118.46 percent in the Match Industry, followed by 92.08 percent in Fertilizer Industry, 39.22 percent in Footwear Industry, 39.17 percent in Glass & Products Industry, 16.37 percent in Chemical & Gases Industry, 9.97 percent in Cement Industry, 3.35 percent in Tyres & Tubes Industry, -0.85 percent in Petroleum Refinery Industry and -19.72 percent was found in Soaps & Detergents Industry.

### Exhibit 3.6: Trend in Real Wage Rates in Ten Manufacturing Industries

Serial in order	Industries	Seventh Round (Rs.) <sup>+</sup> (2016)	Fifth Round (Rs.) <sup>+</sup> (1998)	%Change of Seventh Round Over Fifth Round	%Change of Fifth Round Over Fourth Round
1	Footwear	4.97	3.57	39.22	(-) 21.88
2	Petroleum Refinery	10.43	10.52	(-) 0.85	31.66
3	Chemicals & Gases(*)	5.33	4.58	16.37	(-) 25.04
4	Fertilizer	11.64	6.06	92.08	(-) 11.14
5	Drugs & Medicines (*)	5.46	5.37	1.68	(-) 19.49
6	Soaps & Detergents (*)	5.25	6.54	(-) 19.72	74.87
7	Match	4.26	1.95	118.46	1.56
8	Glass & Products	5.40	3.88	39.17	2.92
9	Cement	7.06	6.42	9.97	6.82
10	Tyres & Tubes	6.17	5.97	3.35	(-) 2.45

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

(<sup>+</sup>) = The prices are at 1960 price.

### 3.9 DEARNESS ALLOWANCE

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

### 3.10 EXTENT OF DEARNESS ALLOWANCE PAYMENT

Industry-wise and stratum-wise, number of units paying DA as a separate component of wages/salaries is given in Table 3.9. For all manufacturing industries taken together, 11.63 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different manufacturing industries, 13.92 percent units in Footwear Industry, 15.84 percent units in Petroleum Refinery Industry, 5.03 percent units in Chemicals & Gases Industry, 13.80 percent in Fertilizer Industry, 13.95 percent in Drugs & Medicines Industry, 7.74 percent in Soap & Detergents Industry, 8.03 percent in Match Industry, 6.72 percent in Glass & Products Industry, 22.51 percent in Cement Industry and 24.13 percent units in Tyres & Tubes Industry were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 14.12 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 76.89 percent of the units were using CPI series brought out by State Governments and remaining 8.99 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Uttar Pradesh stratum of Fertilizer 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, 80.15 percent units were using CPI Numbers for Industrial workers (2001=100), 5.62 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 14.23 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 55.81 percent units were using All India Consumer Price Index Numbers (AICPI) and 44.19 percent were using others.

### 3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

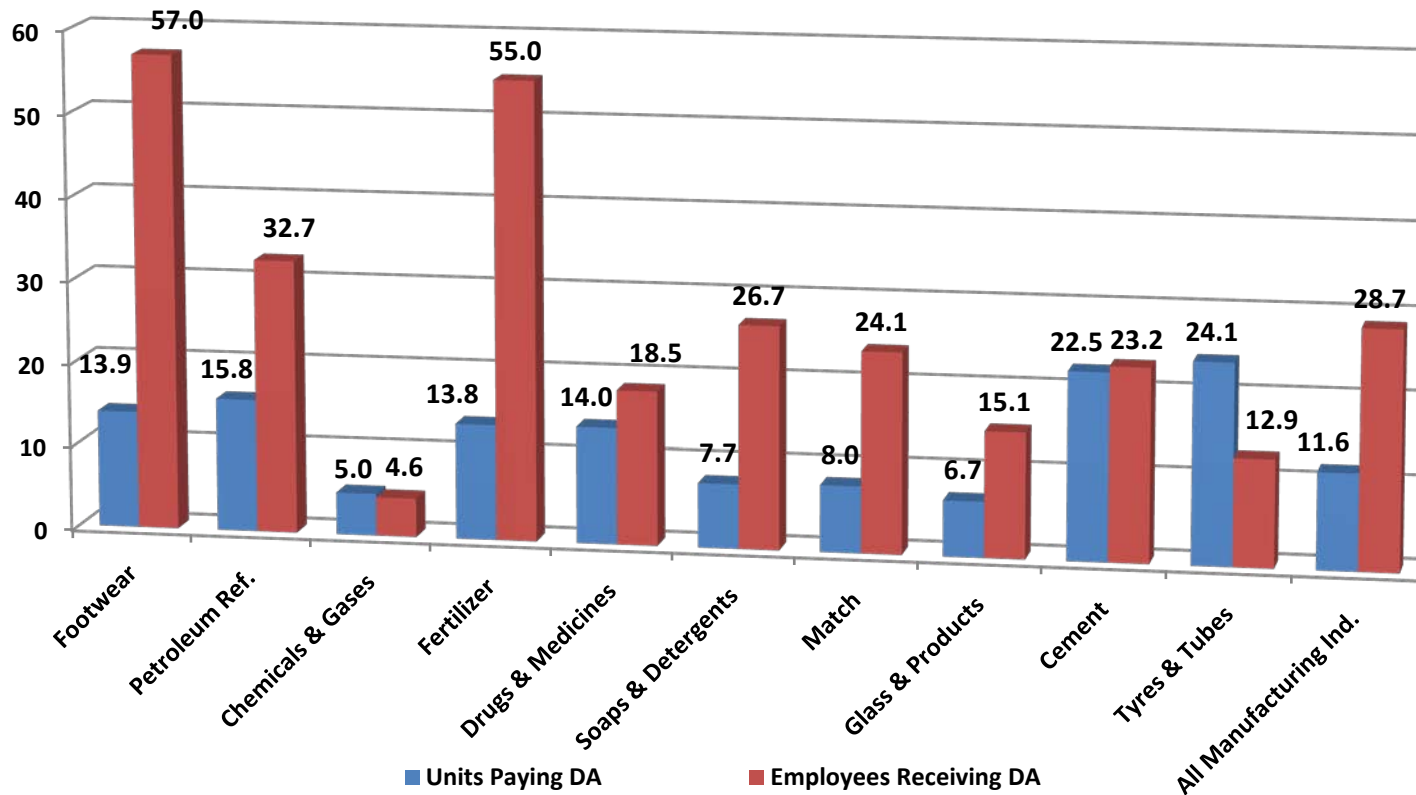
Table 3.10 reveals that 56.95 percent employees in Footwear Industry, 32.73 percent employees in Petroleum Refinery Industry, 4.63 percent employees in Chemicals & Gases Industry, 54.95 percent in Fertilizer Industry, 18.46 percent in Drugs & Medicines Industry, 26.74 percent in Soaps & Detergents Industry, 24.08 percent in Match Industry, 15.06 percent in Glass & Products Industry, 23.23 percent in Cement Industry and 12.93 percent employees in Tyres & Tubes Industry were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 2.27 percent was in Uttar Pradesh stratum of Footwear Industry. Taking entire ten manufacturing industries as a whole, 28.66 percent of employees were receiving dearness allowance. Out of all the units paying dearness allowance in the manufacturing industries, 70.54 percent of employees were receiving dearness allowance.

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

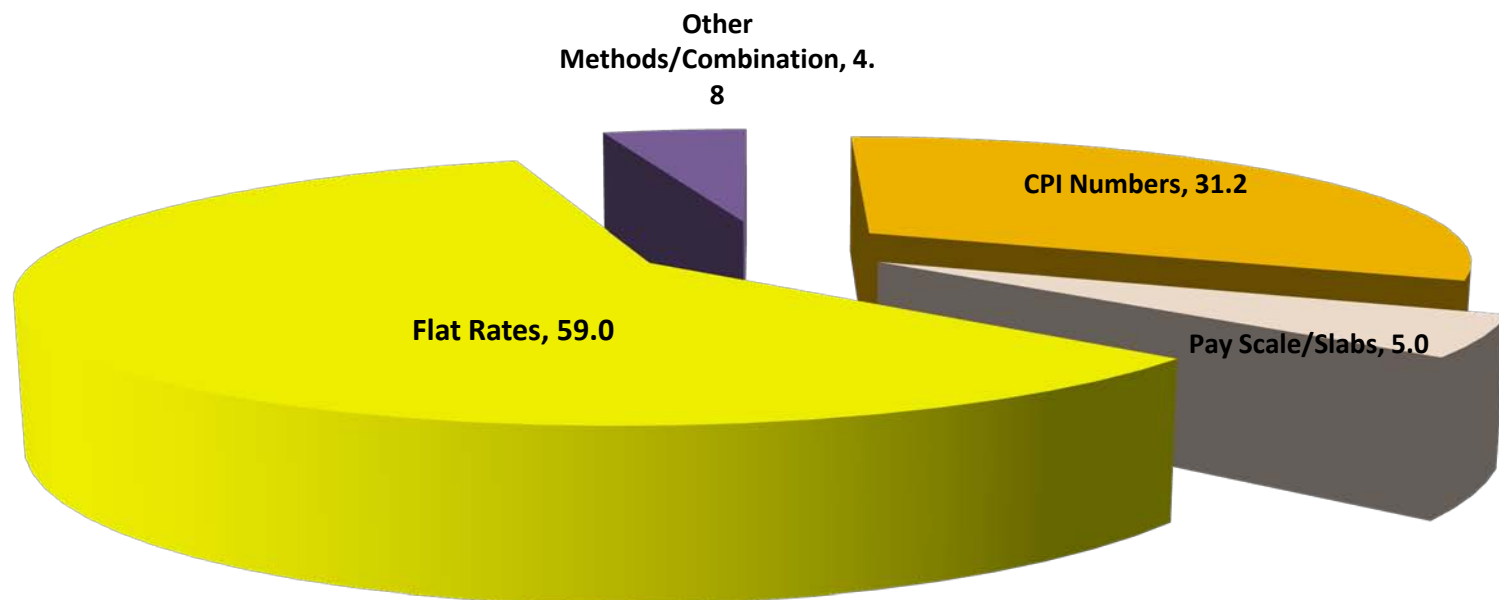
A number of methods and procedures are adopted by industrial units for compilation and payment of dearness allowance to its employees. The method followed by units are either according to changes in Consumer Price Index Numbers or linked to pay scales/slabs or paid at a flat rate or combination of all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

Among the units paying DA (i.e. 11.63 percent of the total number of units), a vast majority (about 59.02 percent) units were paying DA on flat rates, followed by 31.20 percent of the units were paying DA on CPI numbers, 4.97 percent units were paying DA on pay scale/slab system and 4.81 percent units were paying DA on other methods/combination system.

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



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



## CHAPTER-IV PAYROLL EARNINGS

### 4.0 INTRODUCTION

Payroll earnings of workers in different occupations in an industry/region reflect the inter-industry and intra-industry differentials in income and socio-economic conditions of the workers. Data on earnings from payrolls of establishments refer to cash payments received by the workers from the employers. It includes remuneration paid to workers regularly in every wage period for normal working hours, overtime payment, bonus (production, incentive, attendance, etc.), dearness allowance, remuneration for time not worked (public holidays, sick leave and other paid leave), other cash allowances of a regular nature, and regular payments made in kind. Payments of irregular nature, such as, profit sharing bonus, ex-gratia payment, etc. are excluded from the scope of data on earnings. Similarly, payments made towards free housing, ex-gratia payments like gratuity, lay-off compensation, etc. are also excluded from the scope of earnings. The requisite information collected during the course of survey from a sample of workers drawn from each selected occupation in 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 Manufacturing Industries worked out to Rs. 485.73, Rs. 299.17 and Rs. 457.86, respectively.

The earnings of women workers were less than that of their men counterparts in all the Manufacturing industries. However, at the stratum level, the average daily earnings of women workers were higher than their men counterparts in the Gujarat stratum of Petroleum Refinery Industry, Uttar Pradesh stratum of Fertilizer Industry, Maharashtra stratum of Drugs & Medicines Industry and Residual stratum of Glass & Products Industry.

The average daily earnings of men workers were the highest at Rs. 964.28 in Fertilizer Industry, followed by Rs. 883.46 in Petroleum Refinery Industry. Similarly, the average daily earnings of women workers was also the highest at Rs. 658.82 in Petroleum Refinery Industry, followed by Rs. 426.61 in Fertilizer Industry, whereas the lowest average daily earnings of women workers was in Cement Industry at Rs. 234.64.



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

<b>Industries</b>	<b>Average Daily Earnings (Rs.)</b>		
	<b>Men</b>	<b>Women</b>	<b>Combined</b>
<b>Footwear</b>	<b>340.21</b>	<b>294.22</b>	<b>324.38</b>
<b>Petroleum Refinery</b>	<b>883.46</b>	<b>658.82</b>	<b>882.02</b>
<b>Chemicals &amp; Gases</b>	<b>472.35</b>	<b>345.04</b>	<b>471.14</b>
<b>Fertilizer</b>	<b>964.28</b>	<b>426.61</b>	<b>944.61</b>
<b>Drugs &amp; Medicines</b>	<b>411.61</b>	<b>314.73</b>	<b>402.05</b>
<b>Soaps &amp; Detergents</b>	<b>453.77</b>	<b>285.51</b>	<b>424.73</b>
<b>Match</b>	<b>528.20</b>	<b>290.86</b>	<b>339.70</b>
<b>Glass &amp; Products</b>	<b>397.92</b>	<b>311.84</b>	<b>393.23</b>
<b>Cement</b>	<b>527.64</b>	<b>234.64</b>	<b>518.03</b>
<b>Tyres &amp; Tubes</b>	<b>700.96</b>	<b>299.95</b>	<b>697.21</b>
<b>All Ten Manufacturing Industries</b>	<b>485.73</b>	<b>299.17</b>	<b>457.86</b>

#### 4.2 AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS BY SEXAGE

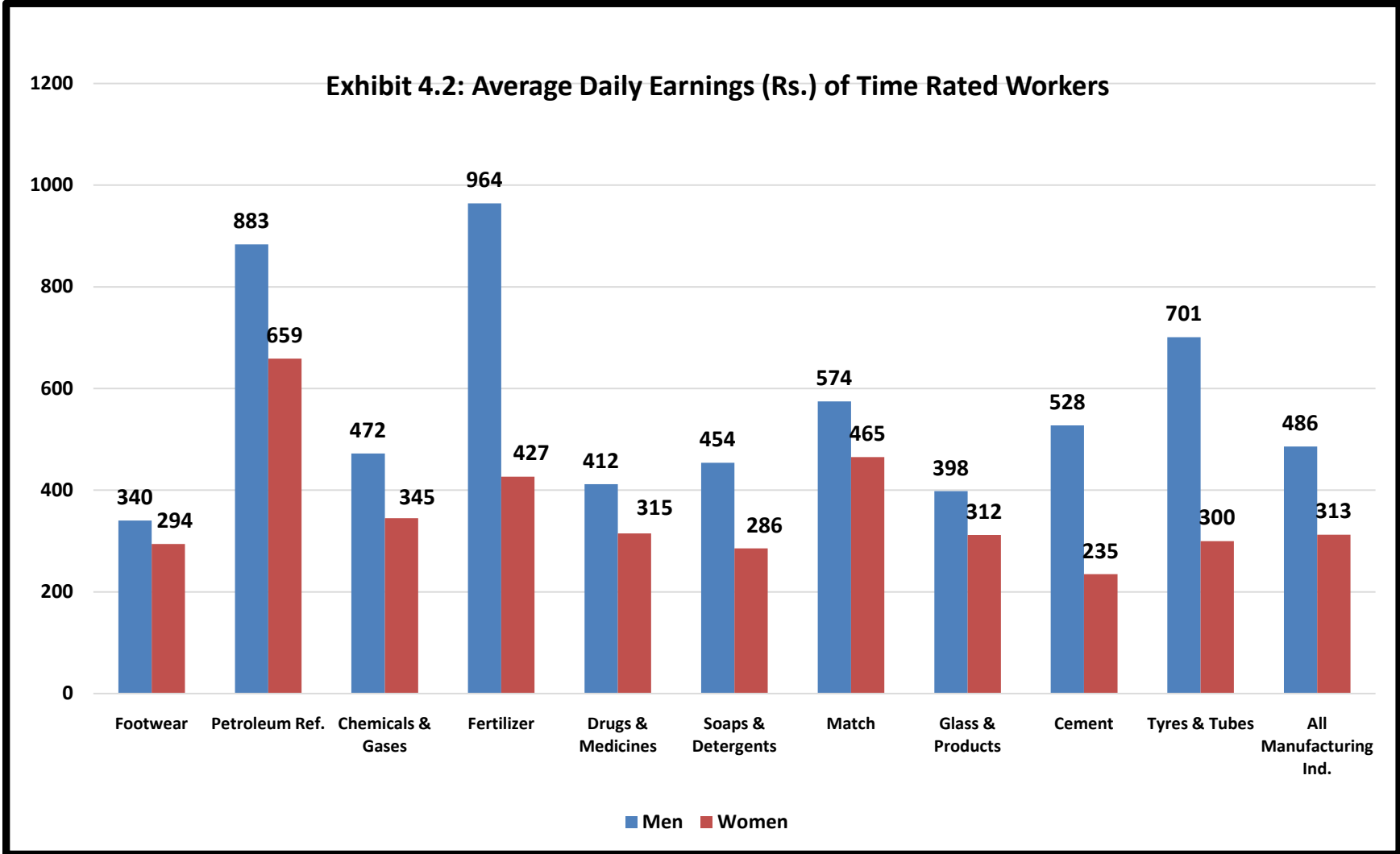
Average daily earnings of time-rated workers by sex have been presented in Table 4.2. The average daily earnings of time-rated men, women and all workers were recorded at Rs. 485.95, Rs. 312.55 and Rs. 461.43, respectively. Further, in time-rated category, average daily earnings of men workers were higher than that of their women counterparts in all the manufacturing industries. The highest average daily earnings of time-rated men and women workers were observed at the rate of Rs. 964.28 in Fertilizer Industry and Rs. 658.82 in Petroleum Refinery Industry, respectively. The lowest average daily earnings of time-rated men and women workers were reported at the rate of Rs. 340.21 in Footwear Industry and Rs. 234.64 in Cement Industry, respectively.

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

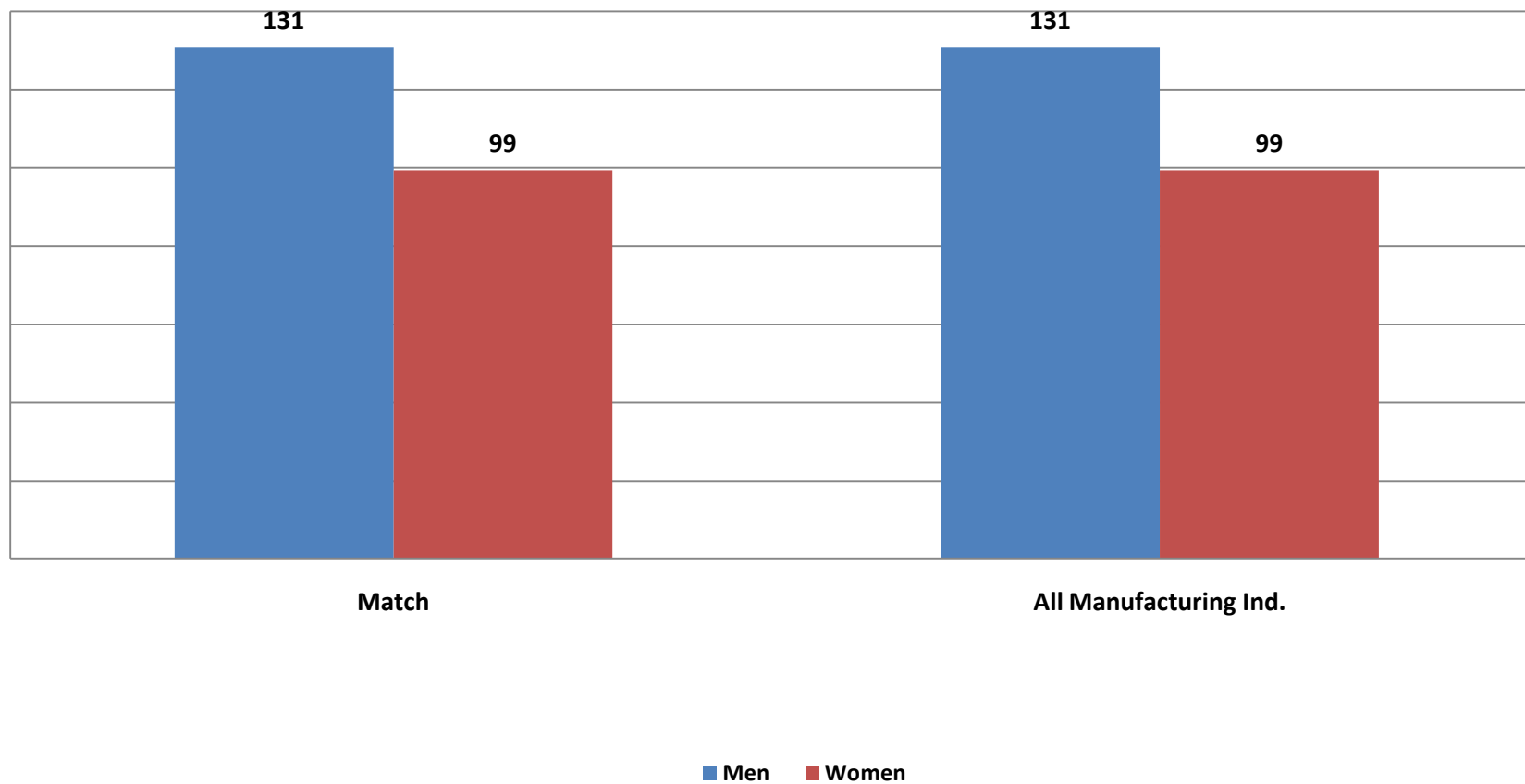
Sexage-wise information on average daily earnings of piece-rated workers is given in Table 4.3. Piece-Rated system of payment was prevalent in Match Industry only. The average daily earnings of piece-rated men, women and all workers worked out to be Rs. 130.75, Rs. 99.29 and Rs. 100.98, respectively. The average daily earnings of piece-rated men and women workers at the stratum level was reported at Rs. 130.75 and Rs. 99.00 respectively in Tamil Nadu stratum, whereas the average daily earnings of piece-rated women workers was Rs. 125.04 in Residual Stratum.

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

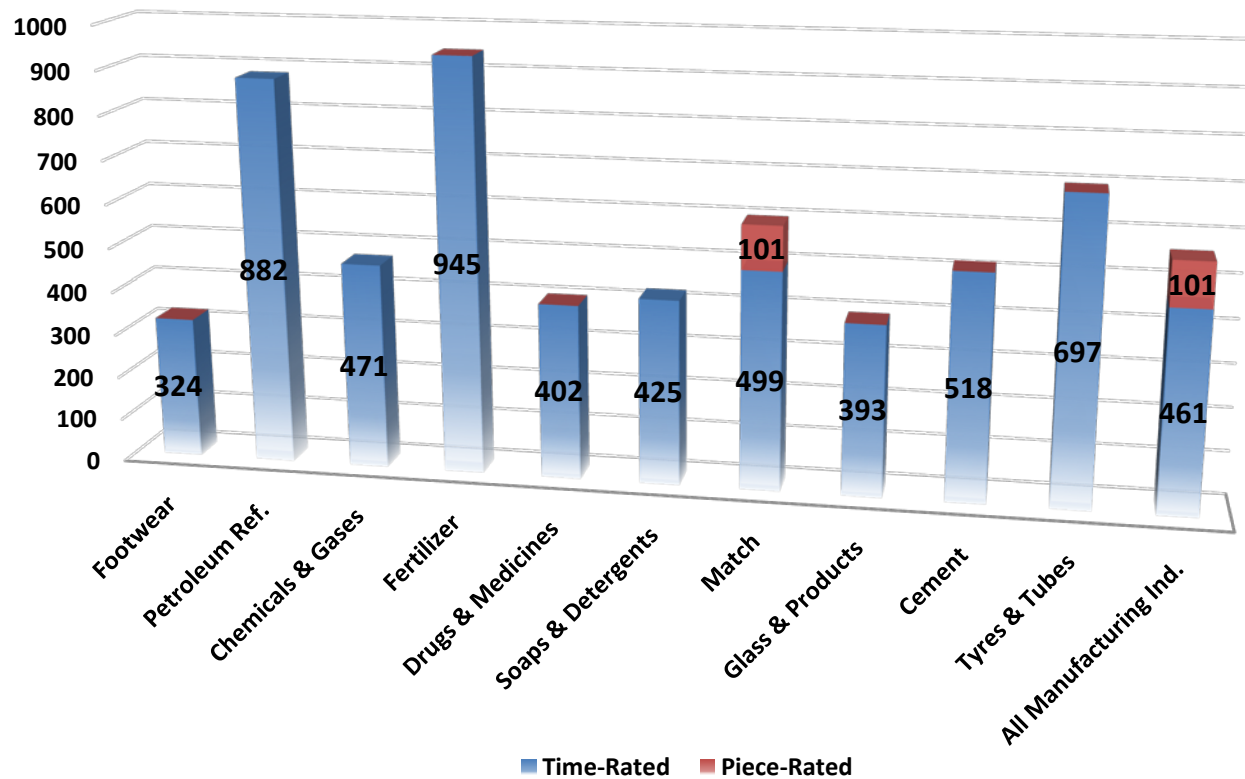
The average daily earnings of workers by system of wage payment are given in Table 4.4. For all manufacturing industries taken together, the average daily earnings of time-rated workers was Rs. 461.43 and that of the piece-rated workers was Rs. 100.98. At the industry level, the average daily earnings of time-rated workers was more than that of their piece-rated counterparts in all the ten manufacturing industries. The highest average daily earnings of the time-rated workers was recorded at Rs. 944.61 in Fertilizer Industry, followed by Rs. 882.02 in Petroleum Refinery Industry, whereas the lowest average daily earnings of Rs. 324.38 was reported in Footwear Industry.



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

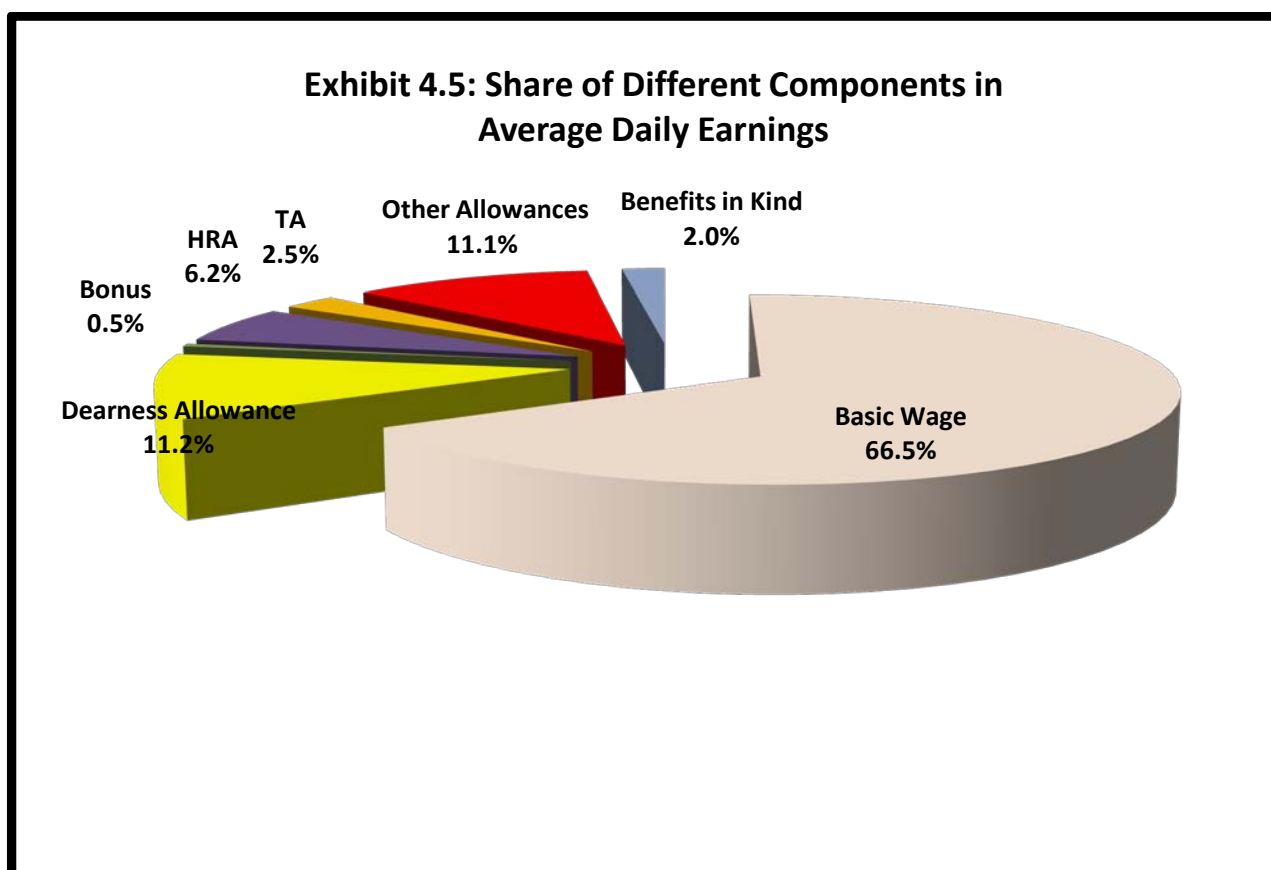


**Exhibit 4.4: Average Daily Earnings (Rs.) by System of Payment**



#### 4.5 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.5. It may be seen from the Table that the basic wage and dearness allowance were the two main components of worker's earnings. Both these components taken together accounted for about 77.71 percent of total average daily earnings for all the ten manufacturing industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were other allowances (11.11 percent), house rent allowances (6.18 percent), travelling allowances (2.53 percent), benefits in kind (1.98 percent) and bonus (0.49 percent).



#### 4.6 DISTRIBUTION OF WORKERS BY LEVELS OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.6. The average daily earnings of about 38.57 percent of workers were in the range of Rs. 250.01 to 375.00 per day, followed by 21.20 percent workers between Rs. 375.01 to Rs. 500.00.

The percentage workers receiving the average daily earnings between Rs. 250.01 to 375.00 were 50.08 percent in Footwear Industry, 34.00

percent in Petroleum Refinery Industry, 30.86 percent in Chemicals & Gases Industry, 33.06 percent in Fertilizer Industry, 37.03 percent in Drugs & Medicines Industry, 41.74 percent in Soaps & Detergents Industry, 18.77 percent in Match Industry, 25.22 percent in Glass & Products Industry, 29.81 percent in Cement Industry and 46.15 percent in Tyres & Tubes Industry.

At stratum level, 56.13 percent of the workers in Residual stratum of Footwear Industry, 55.93 percent in Gujarat stratum of Petroleum Refinery Industry, 35.84 percent in Residual stratum of Chemicals & Gases Industry, 43.59 percent in Gujarat stratum of Fertilizer Industry, 67.85 percent in Telangana stratum of Drugs & Medicines Industry, 58.58 percent in Karnataka stratum of Soaps & Detergents Industry, 48.03 percent in Residual stratum of Match Industry, 56.73 percent in Gujarat stratum of Glass & Products Industry, 50.14 percent in Andhra Pradesh stratum of Cement Industry and 76.99 percent in Punjab stratum of Tyres & Tubes Industry earned in the range of Rs. 250.01 to 375.00 per day.

#### 4.7 DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

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

In Footwear Industry, seven occupations viz., Beltman/Mochi, Helper, Supervisor, Machine Operator/Machinist, Cutter/Press Cutter, Leather Fitter and Shoe Machine Operator accounted for 59.51 percent of the employment and 56.82 percent of the wage bill as well.

In Petroleum Refinery Industry, nine occupations viz., Coolie/Mazdoor, Fitter, Mech/Elec Foreman, Helper, Supervisor, Watchman, Machine Operator/Machinist, Filling Operator and Process Maker, accounted for 75.73 percent of the employment and 82.52 percent of the wage bill in the industry.

In Chemicals & Gases Industry, six occupations viz., Coolie/Mazdoor, Helper, Supervisor, Machine/Plant Operator, Pipe Fitter and Mixing Attendant, accounted for 71.96 percent of the employment and 70.25 percent of the wage bill in the industry.

In Fertilizer Industry, seven occupations viz., Helper, Mechanic (Gen), Supervisor, Watchman, Fertilizer Mixer, Technician-Gas Pipe and Machine Plant Operator, accounted for 74.24 percent of the employment and 79.89 percent of the wage bill in the industry.

In Drugs & Medicines Industry, five occupations viz., Helper, Packer, Supervisor, Plant Operator and Chemist, accounted for 63.58 percent of the employment and 66.52 percent of the wage bill in the industry.

In Soaps & Detergents Industry, six occupations viz., Helper, Packer, Supervisor, Machine Operator/Machinist, Machine Operator and

Plant Operator, accounted for 66.84 percent of the employment and 63.45 percent of the wage bill in the industry.

In Match Industry, four occupations viz., Helper, Packer, Machine Operator and Box Filler, accounted for 84.45 percent of the employment and 85.09 percent of the wage bill in the industry.

In Glass & Products Industry, five occupations viz., Coolie/Mazdoor, Helper, Blower Machine Operator, Glass Cutter/Cracker and Machineman, accounted for 48.76 percent of the employment and 43.56 percent of the wage bill in the industry.

In Cement Industry, five occupations viz., Coolie/Mazdoor, Helper, Mill Operator/Attendant, Plant Machine Attendant and Khalashi, accounted for 64.39 percent of the employment and 54.44 percent of the wage bill in the industry.

In Tyres & Tubes Industry, five occupations viz., Electrician, Helper, Mechanic (Gen), Band Ply Machine Operator and Tuber Machine Operator accounted for 67.83 percent of the employment and 66.64 percent of the wage bill in the industry.

#### 4.8 AVERAGE DAILY EARNINGS OF WORKERS BY OCCUPATION AND SEXAGE

Average daily earnings of workers by occupation and sex have been presented in Table 4.8. The highest average daily earnings in different occupations were observed for Chargeman (Rs. 1046.54) in Footwear; Fitter (Rs. 2180.48) in Petroleum Refinery; Fireman (Rs. 1106.47) in Chemicals & Gases; Supervisor (Rs. 2415.34) in Fertilizers; Checker (Rs. 667.12) in Drugs & Medicines; Mechanic (Gen) (Rs. 1275.64) in Soaps & Detergents; Paste/Recipe Maker (Rs. 1484.92) in Match; Machineman (Rs. 847.91) in Glass & Products; Mason (Rs. 1056.23) in Cement and Wireman (Rs. 1925.12) in Tyres & Tubes Industry.

On the other hand, the lowest average daily earnings were observed for Trolly Driver (Rs. 129.04) in Footwear; Furnaceman (Rs. 259.63) in Petroleum Refinery; Crane Operator (Rs. 259.17) in Chemicals & Gases; Pressman (Rs. 243.08) in Fertilizers; Die Maker (Rs. 250.00) in Drugs & Medicines; Gen/Turbo Operator (Rs. 183.33) in Soaps & Detergents; Printing Machine Operator (Rs. 110.00) in Match; Mistry/kangani (Rs. 245.42) in Glass & Products; Miscellaneous (Rs. 265.00) in Cement and Rollerman/Roller (Rs. 250.00) in Tyres & Tubes Industry.

Out of 40 occupations in Footwear Industry, women were employed in 27 occupations and their earnings were more than their men counterparts in 8 occupations, viz. Assembler, Beltman/Mochi, Checker, Marker, Moulder, Sweeper, Heel Compressor and Miscellaneous.

Out of 32 occupations in Petroleum Refinery Industry, women were employed in 7 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Mechanic (Gen), Supervisor and Watchman.

Out of 33 occupations in Chemicals & Gases Industry, women were employed in 8 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Checker and Mixing Attendant.



Out of 42 occupations in Fertilizer Industry, women were employed in 11 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Helper, Sweeper, Bag Stitcher and Chemist.

Out of 37 occupations in Drugs & Medicines Industry, women were employed in 14 occupations and their earnings were more than their men counterparts in 4 occupations, viz. Packer, Granulation Attendant, Paster and Chemist.

Out of 32 occupations in Soaps & Detergents Industry, women were employed in 16 occupations and their earnings were more than their men counterparts in 2 occupations, viz. Supervisor and Sweeper.

Out of 33 occupations in Match Industry, women were employed in 16 occupations and their earnings were more than their men counterparts in 6 occupations, viz. Sweeper, Box Filler, Printing Machine Operator, Box Filling Operator, Side Printer and Tray Setter.

Out of 41 occupations in Glass & Products Industry, women were employed in 9 occupations and their earnings were more than their men counterparts in 3 occupations, viz. Helper, Sweeper and Stacker.

Out of 35 occupations in Cement Industry, women were employed in 2 occupations, viz. Coolie/Mazdoor and Helper. Out of 45 occupations in Tyres & Tubes Industry, women were employed in 2 occupations, viz. Helper and Sweeper.

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

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.9, 4.10 and 4.11, respectively. Table 4.11 shows that the average daily earnings of piece-rated workers were reported in Match Industry only, and their earnings were lower than that of the earnings of time-rated workers.

An analysis of data presented in Table 4.9, revealed that at occupation level, the average daily earnings of time-rated women workers were higher than that of their men counterparts in 8 occupations, viz. Assembler, Beltman/Mochi, Checker, Marker, Moulder, Sweeper, Heel Compressor and Miscellaneous in Footwear Industry; in 3 occupations, viz. Mechanic (Gen), Supervisor and Watchman in Petroleum Refinery Industry; in 2 occupations, viz. Checker and Mixing Attendant in Chemicals & Gases Industry; in 4 occupations, viz. Helper, Sweeper, Bag Stitcher and Chemist in Fertilizer Industry; in 4 occupations, viz. Packer, Granulation Attendant, Paster and Chemist in Drugs & Medicines Industry; in 2 occupations, viz. Supervisor and Sweeper in Soaps & Detergents Industry; in 6 occupations, viz. Packer, Sweeper, Box Filler, Box Filling Operator, Side Printer and Tray Setter in Match Industry and in 3 occupations, viz. Helper, Sweeper and Stacker in Glass & Products Industry.

The average daily earnings of piece-rated workers by occupation and sex have been presented in Table 4.10. The average daily earnings of piece-rated women workers were less than men workers in Match industry.

#### 4.10 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF EARNINGS

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

#### 4.11 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings of workers by sexage and system of wage payment over different rounds has been presented in Table 4.13. It is seen that the average daily earnings have registered an increase in all Ten Manufacturing Industries in the current round (2016) as compared with the previous round (1998).

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

The Table showed the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 1998. The Table reveals that the real earnings of the workers have increased in all manufacturing industries covered during 7<sup>th</sup> round of Occupational Wage Survey, except, in Soaps & Detergents Industry. The highest change in real earnings in the seventh round (2016) as compared to that in the fifth round (1998) has been observed at 156.41 percent in Match Industry, followed by 107.46 percent in Fertilizer Industry, 42.30 percent in Chemicals & Gases Industry, 40.36 percent in Tyres & Tubes Industry, 38.66 percent in Footwear Industry, 36.64 percent in Glass & Products Industry, 12.39 percent in Cement Industry, 9.73 percent in Petroleum Refinery Industry, 8.84 percent in Drugs & Medicines Industry and -26.30 percent in Soaps & Detergents Industry.

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

Serial in order	Industries	Seventh Round (Rs.) <sup>+</sup> (2016)	Fifth Round (Rs.) <sup>+</sup> (1998)	%Change of Seventh Round Over Fifth Round	%Change of Fifth Round Over Fourth Round
1	Footwear	4.77	3.44	38.66	(-) 41.79
2	Petroleum Refinery	12.97	11.82	9.73	6.20
3	Chemicals & Gases (*)	6.93	4.87	42.30	(-) 32.08
4	Fertilizer	13.90	6.70	107.46	(-) 19.37
5	Drugs & Medicines (*)	5.91	5.43	8.84	(-) 28.27
6	Soaps & Detergents (*)	6.25	8.48	(-) 26.30	85.56
7	Match	5.00	1.95	156.41	(-) 2.50
8	Glass & Products	5.78	4.23	36.64	2.92
9	Cement	7.62	6.78	12.39	5.44
10	Tyres & Tubes	10.26	7.31	40.36	(-) 2.40

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

(<sup>+</sup>) = The prices are at 1960 price.

## CHAPTER-V SPECIAL TABLES

### 5.1 COEFFICIENT OF VARIATION FOR WAGE RATES

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

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

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

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

The coefficient of variation of average daily mean wage rates at industry level was observed to be 30.26 percent. The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 37.97 percent and 42.95 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation of average daily wage rates was observed at 76.45 percent in Petroleum Refineries, followed by Match Industry at 61.23 percent. The lowest coefficient of variation was observed in Drugs & Medicines at 15.24 percent.

It may also, be seen from Table 5.1 that in average daily mean wage rates at Stratum level, the highest coefficient of variation at 84.80 percent was observed in Maharashtra stratum of Petroleum Refineries, followed by 78.04 percent in Residual stratum of Petroleum Refineries. The minimum coefficient of variation was 2.69 percent in Gujarat stratum of Drugs & Medicines Industry.

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

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

It may be seen from Table 5.2 that at Industry level, the coefficient of variation of average daily earnings was observed to be 56.98 percent. The maximum coefficient of variation of average daily wage earnings was observed at 98.08 percent in Match Industry, followed by Petroleum Refineries at 84.50 percent. The lowest coefficient of variation was reported in Glass & Products Industry at 35.77 percent. At stratum level, among the manufacturing industries, the highest coefficient of variation at 103.01 percent was observed in Tamil Nadu stratum of Match Industry, followed by 97.39 percent in Gujarat stratum of Fertilizer Industry. The minimum coefficient of variation was 13.91 percent in Punjab stratum of Tyres & Tubes Industry.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Footwear Industry was reported in Beltman/Mochi (75.71 percent) and Marker (3.69 percent) occupations, respectively. In Petroleum Refinery Industry, the highest and lowest coefficient of variation was observed in Process Maker (114.99 percent) and Furnaceman (8.93 percent) occupations, respectively. The highest and lowest coefficient of variation in Chemicals & Gases Industry was found in Fireman (93.06 percent) and Instrument Mechanic (7.53 percent) occupations, respectively. The highest and lowest coefficient of variation in Fertilizer Industry was observed in Sweeper (94.91 percent) and Feeder (11.27 percent) occupations, respectively. In Drugs & Medicines Industry, the highest and lowest coefficient of variation was observed in Mechanic (Gen) (95.23 percent) and Fitter (14.89 percent) occupations, respectively. The highest and lowest coefficient of variation in Soaps & Detergents Industry was found in Mechanic (Gen) (99.96 percent) and Miscellaneous (6.61 percent) occupations, respectively. In Match Industry, the highest and lowest coefficient of variation was observed in Machine Operator/Machinist (93.62 percent) and Labelling Worker (7.86 percent) occupations, respectively. The highest and lowest coefficient of variation in Glass & Products Industry was found in Welder (54.74 percent) and Mixingman/Masalawala (3.96 percent) occupations, respectively. The highest and lowest coefficient of variation in Cement Industry was observed in Rigger (91.88 percent) and Miscellaneous (7.94 percent) occupations, respectively. In Tyres & Tubes Industry, the highest and lowest coefficient of variation was observed in Tube Machine Operator (94.53 percent) and Tube Repair Man (1.92 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 689 sample units which accounted for about 77 percent of the total units allocated for Ten Manufacturing Industries (excluding samples reported as closed, casualties, etc). Appropriate multipliers based on the information received from 689 sample units have been applied on the sample data at the strata level to derive the estimates.

Further, as mentioned in Para 1.10 of Chapter-I, the coverage of units in the seventh round drastically differs from the coverage of fifth round. Thus the estimates of aggregates, particularly the estimates of changes in workforce, real wage rates and real earnings over fifth 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 mean wage rate at industry level was observed to contain significantly higher coefficient of variation (30.26 percent). The coefficient of variation of average daily minimum wage rates and average daily maximum wage rates were found to be 37.97 percent and 42.95 percent respectively. Furthermore, the coefficient of variation of average daily earnings was observed to be higher (56.98 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 MANUFACTURING INDUSTRIES  
(2017)**

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

Sl. No.	Industry/Stratum	Number of Units in						Percentage of Units in Sample to Frame
		Frame			Sample			
		Upper	Lower	Total	Upper	Lower	Total	
1	2	3	4	5	6	7	8	9
I.	Footwear	433	1931	2364	14	69	83	3.51
	1 Uttar Pradesh	80	340	420	3	13	16	3.81
	2 Tamil Nadu	202	472	674	6	8	14	2.08
	3 Residual	151	1119	1270	5	48	53	4.17
II.	Petroleum Refinery	83	782	865	10	81	91	10.52
	1 Gujarat	21	88	109	3	12	15	13.76
	2 Maharashtra	10	144	154	1	18	19	12.34
	3 Residual	52	550	602	6	51	57	9.47
III.	Chemicals & Gases	501	2737	3238	14	71	85	2.63
	1 Gujarat	178	915	1093	6	31	37	3.39
	2 Maharashtra	121	479	600	1	14	15	2.50
	3 Residual	202	1343	1545	7	26	33	2.14
IV.	Fertilizer	90	649	739	12	75	87	11.77
	1 Uttar Pradesh	13	51	64	2	2	4	6.25
	2 Gujarat	10	92	102	1	16	17	16.67
	3 Maharashtra	18	142	160	2	19	21	13.13
	4 Tamil Nadu	7	75	82	2	9	11	13.41
	5 Residual	42	289	331	5	29	34	10.27
V.	Drugs & Medicines	778	4162	4940	12	75	87	1.76
	1 Gujarat	101	634	735	2	13	15	2.04
	2 Maharashtra	152	669	821	1	13	14	1.71
	3 Telangana	86	467	553	1	9	10	1.81
	4 Residual	439	2392	2831	8	40	48	1.70
VI.	Soaps & Detergents	315	1481	1796	16	77	93	5.18
	1 Uttarakhand	52	86	138	2	1	3	2.17
	2 Maharashtra	29	200	229	2	13	15	6.55
	3 Karnataka	52	157	209	2	8	10	4.78
	4 Tamil Nadu	25	180	205	0	7	7	3.41
	5 Residual	157	858	1015	10	48	58	5.71



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.	Match	141	332	473	9	17	26	5.50
	1 Tamil Nadu	133	309	442	7	15	22	4.98
	2 Residual	8	23	31	2	2	4	12.90
VIII.	Glass & Products	136	697	833	5	34	39	4.68
	1 Uttar Pradesh	23	286	309	2	9	11	3.56
	2 Gujarat	38	99	137	1	8	9	6.57
	3 Maharashtra	14	105	119	1	7	8	6.72
	4 Residual	61	207	268	1	10	11	4.10
IX.	Cement	109	242	351	12	38	50	14.25
	1 Rajasthan	15	11	26	2	2	4	15.38
	2 West Bengal	2	38	40	0	8	8	20.00
	3 Madhya Pradesh	9	4	13	2	2	4	30.77
	4 Andhra Pradesh	17	18	35	1	2	3	8.57
	5 Residual	66	171	237	7	24	31	13.08
X.	Tyres & Tubes	86	573	659	8	40	48	7.28
	1 Punjab	14	39	53	2	4	6	11.32
	2 Karnataka	12	30	42	2	1	3	7.14
	3 Tamil Nadu	15	134	149	1	7	8	5.37
	4 Residual	45	370	415	3	28	31	7.47
All Manufacturing Ind.		2672	13586	16258	112	577	689	4.24

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.	Footwear	195113	99724	294837
	1 Uttar Pradesh	26031	6031	32062
	2 Tamil Nadu	72607	76609	149216
	3 Residual	96475	17084	113559
II.	Petroleum Refinery	28527	9296	37823
	1 Gujarat	4368	854	5222
	2 Maharashtra	3974	2908	6882
	3 Residual	20185	5534	25719
III.	Chemicals & Gases	84638	29392	114030
	1 Gujarat	35820	6000	41820
	2 Maharashtra	10751	6769	17520
	3 Residual	38067	16623	54690
IV.	Fertilizer	40655	18815	59470
	1 Uttar Pradesh	2866	3743	6609
	2 Gujarat	19502	4846	24348
	3 Maharashtra	6275	6362	12637
	4 Tamil Nadu	2084	480	2564
	5 Residual	9928	3384	13312
V.	Drugs & Medicines	290915	160874	451789
	1 Gujarat	39290	21686	60976
	2 Maharashtra	81637	95300	176937
	3 Telangana	30068	4408	34476
	4 Residual	139920	39480	179400
VI.	Soaps & Detergents	82816	26559	109375
	1 Uttarakhand	8484	1886	10370
	2 Maharashtra	8070	2475	10545
	3 Karnataka	13020	8806	21826
	4 Tamil Nadu	3770	1534	5304
	5 Residual	49472	11858	61330

Table 2.1

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
VII.	Match	22444	2172	24616
	1 Tamil Nadu	22036	2088	24124
	2 Residual	408	84	492
VIII.	Glass & Products	51295	8397	59692
	1 Uttar Pradesh	17540	4196	21736
	2 Gujarat	7268	868	8136
	3 Maharashtra	9386	1610	10996
	4 Residual	17101	1723	18824
IX.	Cement	46512	16953	63465
	1 Rajasthan	6890	4500	11390
	2 West Bengal	1625	365	1990
	3 Madhya Pradesh	585	72	657
	4 Andhra Pradesh	5099	842	5941
	5 Residual	32313	11174	43487
X.	Tyres & Tubes	63411	14767	78178
	1 Punjab	15850	1050	16900
	2 Karnataka	840	222	1062
	3 Tamil Nadu	14093	3358	17451
	4 Residual	32628	10137	42765
All Manufacturing Ind.		906326	386949	1293275

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.	Footwear	195113	21.53	65.57	34.43	-	-
	1 Uttar Pradesh	26031	2.87	97.80	2.20	-	-
	2 Tamil Nadu	72607	8.01	30.56	69.44	-	-
	3 Residual	96475	10.64	83.21	16.79	-	-
II.	Petroleum Refinery	28527	3.15	99.36	0.64	-	-
	1 Gujarat	4368	0.48	99.68	0.32	-	-
	2 Maharashtra	3974	0.44	99.09	0.91	-	-
	3 Residual	20185	2.23	99.34	0.66	-	-
III.	Chemicals & Gases	84638	9.34	99.05	0.95	-	-
	1 Gujarat	35820	3.95	99.92	0.08	-	-
	2 Maharashtra	10751	1.19	96.21	3.79	-	-
	3 Residual	38067	4.20	99.04	0.96	-	-
IV.	Fertilizer	40655	4.49	96.34	3.66	-	-
	1 Uttar Pradesh	2866	0.32	99.51	0.49	-	-
	2 Gujarat	19502	2.15	96.02	3.98	-	-
	3 Maharashtra	6275	0.69	99.22	0.78	-	-
	4 Tamil Nadu	2084	0.23	95.78	4.22	-	-
	5 Residual	9928	1.10	94.36	5.64	-	-
V.	Drugs & Medicines	290915	32.10	90.13	9.87	-	-
	1 Gujarat	39290	4.34	94.89	5.11	-	-
	2 Maharashtra	81637	9.01	98.63	1.37	-	-
	3 Telangana	30068	3.32	100.00	-	-	-
	4 Residual	139920	15.44	81.73	18.27	-	-
VI.	Soaps & Detergents	82816	9.14	82.74	17.26	-	-
	1 Uttarakhand	8484	0.94	76.38	23.62	-	-
	2 Maharashtra	8070	0.89	92.57	7.43	-	-
	3 Karnataka	13020	1.44	61.89	38.11	-	-
	4 Tamil Nadu	3770	0.42	46.21	53.79	-	-
	5 Residual	49472	5.46	90.50	9.50	-	-

Table 2.2

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adole- scents	Children
1	2	3	4	5	6	7	8
VII.	Match	22444	2.48	20.58	79.42	-	-
	1 Tamil Nadu	22036	2.43	19.55	80.45	-	-
	2 Residual	408	0.05	76.47	23.53	-	-
VIII.	Glass & Products	51295	5.66	94.56	5.44	-	-
	1 Uttar Pradesh	17540	1.94	100.00	-	-	-
	2 Gujarat	7268	0.80	77.52	22.48	-	-
	3 Maharashtra	9386	1.04	92.97	7.03	-	-
	4 Residual	17101	1.89	97.09	2.91	-	-
IX.	Cement	46512	5.13	96.72	3.28	-	-
	1 Rajasthan	6890	0.76	100.00	-	-	-
	2 West Bengal	1625	0.18	99.08	0.92	-	-
	3 Madhya Pradesh	585	0.06	96.58	3.42	-	-
	4 Andhra Pradesh	5099	0.56	91.00	9.00	-	-
	5 Residual	32313	3.57	96.81	3.19	-	-
X.	Tyres & Tubes	63411	7.00	99.06	0.94	-	-
	1 Punjab	15850	1.75	99.05	0.95	-	-
	2 Karnataka	840	0.09	100.00	-	-	-
	3 Tamil Nadu	14093	1.55	100.00	-	-	-
	4 Residual	32628	3.60	98.64	1.36	-	-
All Manufacturing Ind.		906326	100.00	85.06	14.94	-	-

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.	Footwear	195113	100.00	0.00
	1 Uttar Pradesh	26031	100.00	0.00
	2 Tamil Nadu	72607	100.00	0.00
	3 Residual	96475	100.00	0.00
II.	Petroleum Refinery	28527	100.00	0.00
	1 Gujarat	4368	100.00	0.00
	2 Maharashtra	3974	100.00	0.00
	3 Residual	20185	100.00	0.00
III.	Chemicals & Gases	84638	100.00	0.00
	1 Gujarat	35820	100.00	0.00
	2 Maharashtra	10751	100.00	0.00
	3 Residual	38067	100.00	0.00
IV.	Fertilizer	40655	100.00	0.00
	1 Uttar Pradesh	2866	100.00	0.00
	2 Gujarat	19502	100.00	0.00
	3 Maharashtra	6275	100.00	0.00
	4 Tamil Nadu	2084	100.00	0.00
	5 Residual	9928	100.00	0.00
V.	Drugs & Medicines	290915	100.00	0.00
	1 Gujarat	39290	100.00	0.00
	2 Maharashtra	81637	100.00	0.00
	3 Telangana	30068	100.00	0.00
	4 Residual	139920	100.00	0.00
VI.	Soaps & Detergents	82816	100.00	0.00
	1 Uttarakhand	8484	100.00	0.00
	2 Maharashtra	8070	100.00	0.00
	3 Karnataka	13020	100.00	0.00
	4 Tamil Nadu	3770	100.00	0.00
	5 Residual	49472	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.	Match	22444	60.01	39.99
	1 Tamil Nadu	22036	59.71	40.29
	2 Residual	408	76.47	23.53
VIII.	Glass & Products	51295	100.00	0.00
	1 Uttar Pradesh	17540	100.00	0.00
	2 Gujarat	7268	100.00	0.00
	3 Maharashtra	9386	100.00	0.00
	4 Residual	17101	100.00	0.00
IX.	Cement	46512	100.00	0.00
	1 Rajasthan	6890	100.00	0.00
	2 West Bengal	1625	100.00	0.00
	3 Madhya Pradesh	585	100.00	0.00
	4 Andhra Pradesh	5099	100.00	0.00
	5 Residual	32313	100.00	0.00
X.	Tyres & Tubes	63411	100.00	0.00
	1 Punjab	15850	100.00	0.00
	2 Karnataka	840	100.00	0.00
	3 Tamil Nadu	14093	100.00	0.00
	4 Residual	32628	100.00	0.00
All Manufacturing Ind.		906326	99.01	0.99

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

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Footwear	195113	65.57	34.43	-	-
	1 Uttar Pradesh	26031	97.80	2.20	-	-
	2 Tamil Nadu	72607	30.56	69.44	-	-
	3 Residual	96475	83.21	16.79	-	-
II.	Petroleum Refinery	28527	99.36	0.64	-	-
	1 Gujarat	4368	99.68	0.32	-	-
	2 Maharashtra	3974	99.09	0.91	-	-
	3 Residual	20185	99.34	0.66	-	-
III.	Chemicals & Gases	84638	99.05	0.95	-	-
	1 Gujarat	35820	99.92	0.08	-	-
	2 Maharashtra	10751	96.21	3.79	-	-
	3 Residual	38067	99.04	0.96	-	-
IV.	Fertilizer	40655	96.34	3.66	-	-
	1 Uttar Pradesh	2866	99.51	0.49	-	-
	2 Gujarat	19502	96.02	3.98	-	-
	3 Maharashtra	6275	99.22	0.78	-	-
	4 Tamil Nadu	2084	95.78	4.22	-	-
	5 Residual	9928	94.36	5.64	-	-
V.	Drugs & Medicines	290915	90.13	9.87	-	-
	1 Gujarat	39290	94.89	5.11	-	-
	2 Maharashtra	81637	98.63	1.37	-	-
	3 Telangana	30068	100.00	-	-	-
	4 Residual	139920	81.73	18.27	-	-
VI.	Soaps & Detergents	82816	82.74	17.26	-	-
	1 Uttarakhand	8484	76.38	23.62	-	-
	2 Maharashtra	8070	92.57	7.43	-	-
	3 Karnataka	13020	61.89	38.11	-	-
	4 Tamil Nadu	3770	46.21	53.79	-	-
	5 Residual	49472	90.50	9.50	-	-



Table 2.4

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
VII.	Match	13469	30.72	69.28	-	-
	1 Tamil Nadu	13157	29.08	70.92	-	-
	2 Residual	312	100.00	-	-	-
VIII.	Glass & Products	51295	94.56	5.44	-	-
	1 Uttar Pradesh	17540	100.00	-	-	-
	2 Gujarat	7268	77.52	22.48	-	-
	3 Maharashtra	9386	92.97	7.03	-	-
	4 Residual	17101	97.09	2.91	-	-
IX.	Cement	46512	96.72	3.28	-	-
	1 Rajasthan	6890	100.00	-	-	-
	2 West Bengal	1625	99.08	0.92	-	-
	3 Madhya Pradesh	585	96.58	3.42	-	-
	4 Andhra Pradesh	5099	91.00	9.00	-	-
	5 Residual	32313	96.81	3.19	-	-
X.	Tyres & Tubes	63411	99.06	0.94	-	-
	1 Punjab	15850	99.05	0.95	-	-
	2 Karnataka	840	100.00	-	-	-
	3 Tamil Nadu	14093	100.00	-	-	-
	4 Residual	32628	98.64	1.36	-	-
All Manufacturing Ind.		897351	85.86	14.14	-	-

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

Sl. No.	Industry/Stratum	Estimated Total No. of Piece Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Match	8975	5.36	94.64	-	-
	1 Tamil Nadu	8879	5.42	94.58	-	-
	2 Residual	96	-	100.00	-	-
All Manufacturing Ind.		8975	5.36	94.64	-	-

TABLE 2.6  
PERCENTAGE DISTRIBUTION OF WORKERS IN DIFFERENT INDUSTRIES BY OCCUPATIONS

Sl. No.	Occupation	Percentage of Workers										
		Footwear	Petroleum Refinery	Chemicals & Gases	Fertilizers	Drugs & Medicines	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
1	Assembler	0.07	-	-	-	-	0.04	-	-	-	0.06	0.02
2	Beltman/Mochi	6.62	-	-	-	-	-	-	-	-	-	1.43
3	Blacksmith	-	0.04	-	-	-	-	-	-	-	-	0.00
4	Boiler Attendant	-	0.71	0.53	0.40	0.34	-	-	-	-	0.47	0.23
5	Carpenter	-	-	-	0.02	-	-	-	-	-	-	0.00
6	Chargehand	-	0.15	0.55	0.08	-	-	-	-	-	-	0.06
7	Chargeman	0.02	-	-	-	-	-	-	-	-	-	0.00
8	Checker	3.55	2.48	1.23	0.38	0.66	2.76	0.50	1.14	0.47	0.60	1.58
9	Compressor Op.	-	-	-	-	-	-	-	-	0.08	-	0.00
10	Coolie/Mazdoor	0.17	5.03	5.83	3.25	0.96	2.51	0.07	10.69	6.14	1.00	2.41
11	Core Maker	0.07	-	-	-	-	-	-	-	-	-	0.02
12	Crane Operator	-	0.12	0.07	0.08	-	-	0.08	-	0.28	-	0.03
13	Die Maker	0.05	-	-	-	0.02	-	-	-	-	-	0.02
14	Driller	-	-	-	-	-	-	-	-	0.09	-	0.00
15	Driver	0.42	2.02	2.64	0.93	0.38	0.68	1.15	0.26	1.58	0.51	0.78
16	Electrician	0.30	2.04	2.79	1.53	0.61	2.14	0.27	1.42	2.69	6.13	1.50
17	Fireman	-	-	0.32	0.62	0.17	-	-	-	0.17	0.02	0.12
18	Fitter	-	7.69	1.87	0.50	1.81	2.51	0.27	1.57	3.74	1.56	1.64
19	Mech/Elec Foreman	0.07	2.67	0.89	0.12	0.07	0.03	0.08	0.09	1.04	1.78	0.40
20	Furnaceman	-	0.27	-	-	-	-	-	-	-	-	0.01
21	Gas Cutter	-	-	0.17	-	-	-	-	-	-	-	0.02
22	Helper	26.54	28.71	29.71	19.44	37.71	37.73	5.79	16.30	31.06	29.56	30.54
23	Instrument Mech	-	-	0.31	0.03	0.21	-	-	-	-	-	0.10
24	Loader/Unloader	0.01	3.70	0.14	1.42	0.76	0.33	0.04	0.49	1.95	-	0.60
25	Mistry/Kangani	-	-	-	-	-	-	-	0.12	-	0.13	0.02
26	Marker	0.05	-	-	-	-	-	-	-	-	-	0.01
27	Mason	-	-	0.03	0.02	-	-	-	-	0.02	-	0.00
28	Mate/Mukaddam	-	-	-	-	0.06	-	-	-	-	-	0.02
29	Mechanic(General)	0.07	4.31	3.14	7.42	0.37	0.08	0.09	-	1.29	11.94	1.81

Table 2.6

Sl. No.	Occupation	Percentage of Workers										
		Footwear	Petroleum Refinery	Chemicals & Gases	Ferti lizers	Drugs & Medicines	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
30	Moulder	0.22	-	-	-	0.97	-	-	0.12	-	-	0.37
31	Oilman/Greaser	-	-	0.39	0.04	-	-	-	-	-	-	0.04
32	Packer	2.55	0.54	1.18	2.18	5.04	10.65	6.08	3.01	0.29	0.30	3.72
33	Painter	0.01	0.19	0.07	-	-	-	-	-	-	-	0.02
34	Polisher	-	-	-	-	-	-	-	0.41	-	-	0.02
35	Press Man	-	-	-	0.04	-	-	-	-	-	-	0.00
36	Pump Attendant	-	0.39	-	0.07	-	-	-	-	0.45	-	0.04
37	Rigger	-	-	-	0.24	-	-	-	-	0.19	-	0.02
38	Rollerman/Roller	-	-	-	-	-	-	-	-	-	0.04	0.00
39	Shaper Machine Op	-	-	-	-	-	-	-	-	-	0.02	0.00
40	Sorter	-	-	-	-	-	-	-	1.64	0.02	-	0.09
41	Supervisor	5.20	5.05	7.18	8.00	3.62	5.03	2.88	2.35	1.94	2.15	4.38
42	Sweeper	0.89	1.15	0.86	1.41	0.96	1.26	0.17	0.86	0.24	0.26	0.88
43	Tester	-	0.04	0.18	0.05	0.91	-	-	-	0.55	-	0.34
44	Trimmer	0.31	-	-	-	-	-	-	-	-	-	0.07
45	Trolley Driver	0.01	-	-	-	-	-	-	-	-	-	0.00
46	Turner	0.03	-	-	0.04	0.04	-	-	0.48	0.58	1.78	0.20
47	Watchman	1.20	5.49	2.67	7.69	3.25	1.38	0.87	0.80	3.78	0.36	2.48
48	Welder	0.02	0.25	0.38	0.67	0.02	0.07	-	0.35	1.52	0.24	0.21
49	Wireman	0.01	0.19	0.19	0.03	-	-	-	-	-	0.88	0.09
50	Boring Machine Op.	-	-	-	0.07	-	-	-	-	-	-	0.00
51	Fork Lift Operator	-	0.08	-	-	-	-	-	-	-	0.02	0.00
52	Mach. Op./Machinist	3.95	5.38	1.62	2.00	3.05	3.63	3.08	2.61	2.14	3.93	3.18
53	Gen./Turbo Operator	-	-	-	-	-	0.02	-	-	-	-	0.00
54	Store Keeper	0.11	0.08	0.12	0.18	0.21	0.24	0.02	-	0.04	0.04	0.14
55	Apprentice/Trainees	-	-	-	-	0.34	0.02	-	-	-	0.17	0.12
56	Boot Mechanic	1.68	-	-	-	-	-	-	-	-	-	0.36
57	Shoe Assembler	4.19	-	-	-	-	-	-	-	-	-	0.90
58	Cutter/Press Cutter	5.81	-	-	-	-	-	-	-	-	-	1.25
59	Hand Stretch/Setter	4.21	-	-	-	-	-	-	-	-	-	0.91
60	Heel Compressor	3.58	-	-	-	-	-	-	-	-	-	0.77
61	Lacer/Lacing Op	3.19	-	-	-	-	-	-	-	-	-	0.69
62	Leather Fitter	5.65	-	-	-	-	-	-	-	-	-	1.22

Table 2.6

Sl. No.	Occupation	Percentage of Workers										
		Footwear	Petroleum Refinery	Chemicals & Gases	Ferti lizers & Medicines	Drugs &	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
63	Shoe Machine Op	5.74	-	-	-	-	-	-	-	-	-	1.24
64	Press Machine Op	4.43	-	-	-	-	-	-	-	-	-	0.95
65	Sewing Machine Op	3.09	-	-	-	-	-	-	-	-	-	0.67
66	Skiver Hand/Flusher	3.43	-	-	-	-	-	-	-	-	-	0.74
67	Shoe Bottom Maker	2.34	-	-	-	-	-	-	-	-	-	0.50
68	Drum Maker/Filler	-	2.50	-	-	-	-	-	-	-	-	0.08
69	Filling Operator	-	6.34	-	-	-	-	-	-	-	-	0.20
70	Fitter Craftsman	-	1.35	-	-	-	-	-	-	-	-	0.04
71	Guager	-	1.06	-	-	-	-	-	-	-	-	0.03
72	Process Maker	-	9.37	-	-	-	-	-	-	-	-	0.30
73	Machine/Plant Op	-	-	14.77	-	-	-	-	-	-	-	1.38
74	Super Phos worker	-	-	4.55	-	-	-	-	-	-	-	0.42
75	Pipe Fitter	-	-	5.47	-	-	-	-	-	-	-	0.51
76	Sodium Sulph Majdoo	-	-	1.08	-	-	-	-	-	-	-	0.10
77	Mixing Attendant	-	-	9.00	-	-	-	-	-	-	-	0.84
78	Bag Stitcher	-	-	-	1.90	-	-	-	-	-	-	0.09
79	Febricator	-	-	-	0.18	-	-	-	-	-	-	0.01
80	Feeder	-	-	-	1.01	-	-	-	-	-	-	0.05
81	Filler	-	-	-	2.23	-	-	-	-	-	-	0.10
82	Fertilizer Mixer	-	-	-	9.68	-	-	-	-	-	-	0.43
83	Laboratory Analyst	-	-	-	1.81	-	-	-	-	-	-	0.08
84	Panel Board Operato	-	-	-	2.08	-	-	-	-	-	-	0.09
85	Technician-Gas Pipe	-	-	-	6.13	-	-	-	-	-	-	0.27
86	Machine Plant Opera	-	-	-	15.88	-	-	-	-	-	-	0.71
87	Chemist	-	-	-	0.06	-	-	-	-	-	-	0.00
88	Ampoule Checker	-	-	-	-	1.60	-	-	-	-	-	0.51
89	Ampoule Filler	-	-	-	-	2.41	-	-	-	-	-	0.77
90	Ampoule/Vial Washer	-	-	-	-	2.40	-	-	-	-	-	0.77
91	Granulation Atten.	-	-	-	-	0.93	-	-	-	-	-	0.30
92	Plant Operator	-	-	-	-	10.75	-	-	-	-	-	3.45
93	Mixing Attendant	-	-	-	-	3.11	-	-	-	-	-	1.00
94	Paster	-	-	-	-	3.11	-	-	-	-	-	1.00
95	Solution Making Att	-	-	-	-	0.36	-	-	-	-	-	0.12

Table 2.6

Sl. No.	Occupation	Percentage of Workers										
		Footwear	Petroleum Refinery	Chemicals & Gases	Fertilizers	Drugs & Medicines	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
96	Tablet Compressor	-	-	-	-	3.22	-	-	-	-	-	1.03
97	Tablet Maker	-	-	-	-	2.63	-	-	-	-	-	0.84
98	Chemist	-	-	-	-	6.46	-	-	-	-	-	2.07
99	Barring Man	-	-	-	-	-	2.49	-	-	-	-	0.23
100	Drum Dryer Operator	-	-	-	-	-	2.59	-	-	-	-	0.24
101	Grandomac Operator	-	-	-	-	-	0.87	-	-	-	-	0.08
102	Hand Stamper	-	-	-	-	-	1.43	-	-	-	-	0.13
103	Hand Wrapper	-	-	-	-	-	3.10	-	-	-	-	0.28
104	Jones Machine Op	-	-	-	-	-	2.33	-	-	-	-	0.21
105	Lye Operator	-	-	-	-	-	0.17	-	-	-	-	0.02
106	Machine Operator	-	-	-	-	-	4.29	-	-	-	-	0.39
107	Pan Side Man	-	-	-	-	-	1.27	-	-	-	-	0.12
108	Plant Operator	-	-	-	-	-	5.51	-	-	-	-	0.50
109	Stacker	-	-	-	-	-	2.15	-	-	-	-	0.20
110	Cooler Cutter	-	-	-	-	-	2.60	-	-	-	-	0.24
111	Labelling Mach Op	-	-	-	-	-	-	0.28	-	-	-	0.01
112	Box Filler	-	-	-	-	-	-	69.50	-	-	-	1.72
113	Chemical Grinder	-	-	-	-	-	-	0.45	-	-	-	0.01
114	Printing Machine Op	-	-	-	-	-	-	0.09	-	-	-	0.00
115	Box Filling Operato	-	-	-	-	-	-	0.75	-	-	-	0.02
116	Box Making Operator	-	-	-	-	-	-	1.10	-	-	-	0.03
117	Chopping Machine Op	-	-	-	-	-	-	0.59	-	-	-	0.01
118	Continous Mach Op	-	-	-	-	-	-	0.34	-	-	-	0.01
119	Paste/Recipe Maker	-	-	-	-	-	-	0.08	-	-	-	0.00
120	Side Printer	-	-	-	-	-	-	1.02	-	-	-	0.03
121	Wax Dipper	-	-	-	-	-	-	0.08	-	-	-	0.00
122	Chemical Dipper	-	-	-	-	-	-	0.36	-	-	-	0.01
123	Lebelling Worker	-	-	-	-	-	-	0.84	-	-	-	0.02
124	Frame Laveller	-	-	-	-	-	-	1.61	-	-	-	0.04
125	Box Closing Mach Op	-	-	-	-	-	-	1.27	-	-	-	0.03
126	Tray Setter	-	-	-	-	-	-	0.08	-	-	-	0.00
127	Blower Mach Op	-	-	-	-	-	-	-	6.64	-	-	0.38
128	Empoule Mach Op	-	-	-	-	-	-	-	0.49	-	-	0.03

Table 2.6

Sl. No.	Occupation	Percentage of Workers										
		Footwear	Petroleum Refinery	Chemicals & Gases	Fertilizers	Drugs & Medicines	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
129	Mixingman/Masalawal	-	-	-	-	-	-	-	0.43	-	-	0.02
130	Battiwala	-	-	-	-	-	-	-	0.09	-	-	0.01
131	Blower/Blowman	-	-	-	-	-	-	-	1.19	-	-	0.07
132	Bubble Holder/Coole	-	-	-	-	-	-	-	1.50	-	-	0.09
133	Coolingman/Benchman	-	-	-	-	-	-	-	2.79	-	-	0.16
134	Chakki Grinder/Fini	-	-	-	-	-	-	-	1.12	-	-	0.06
135	Fireman/Furnaceman	-	-	-	-	-	-	-	4.64	-	-	0.26
136	Galaiwala	-	-	-	-	-	-	-	1.37	-	-	0.08
137	Glass Cutter/Cracke	-	-	-	-	-	-	-	12.07	-	-	0.68
138	Glass Lifter/Melter	-	-	-	-	-	-	-	0.35	-	-	0.02
139	Gulliwala	-	-	-	-	-	-	-	3.63	-	-	0.21
140	Lom Maker	-	-	-	-	-	-	-	3.81	-	-	0.22
141	Muthawala	-	-	-	-	-	-	-	3.34	-	-	0.19
142	Pressman/Billaiwala	-	-	-	-	-	-	-	1.87	-	-	0.11
143	Stacker	-	-	-	-	-	-	-	0.61	-	-	0.03
144	Tarwala/Drawer	-	-	-	-	-	-	-	4.01	-	-	0.23
145	Machineman	-	-	-	-	-	-	-	3.06	-	-	0.17
146	Waterman/Security	-	-	-	-	-	-	-	0.12	-	-	0.01
147	Puraiwala	-	-	-	-	-	-	-	1.43	-	-	0.08
148	Ginaiwala	-	-	-	-	-	-	-	0.75	-	-	0.04
149	Burner	-	-	-	-	-	-	-	-	1.85	-	0.09
150	HEMM/Buldozer Op	-	-	-	-	-	-	-	-	1.66	-	0.08
151	Loco Driver	-	-	-	-	-	-	-	-	1.49	-	0.08
152	Mill Operator/Atten	-	-	-	-	-	-	-	-	6.80	-	0.35
153	Pointsman/Signalman	-	-	-	-	-	-	-	-	1.61	-	0.08
154	Plant Mach Atten	-	-	-	-	-	-	-	-	10.07	-	0.52
155	Khalasi	-	-	-	-	-	-	-	-	10.32	-	0.53
156	Mechenical Attendan	-	-	-	-	-	-	-	-	3.61	-	0.19
157	Band Ply Machine Op	-	-	-	-	-	-	-	-	-	14.75	1.03
158	Comp Batch Preparer	-	-	-	-	-	-	-	-	-	0.63	0.04
159	Fabric Splicer	-	-	-	-	-	-	-	-	-	0.54	0.04
160	Leading Man	-	-	-	-	-	-	-	-	-	0.38	0.03
161	Liners Tab Op	-	-	-	-	-	-	-	-	-	0.06	0.00

Table 2.6

Sl. No.	Occupation	Percentage of Workers										
		Footwear Refinery	Petroleum & Gases	Chemicals & Gases	Fertilizers	Drugs & Medicines	Soaps & Detergents	Match	Glass & Products	Cement	Tyres & Tubes	All Ind.
162	Mill Man	-	-	-	-	-	-	-	-	-	0.35	0.02
163	Motor Tube Cure Man	-	-	-	-	-	-	-	-	-	0.32	0.02
164	Mould Machinist	-	-	-	-	-	-	-	-	-	2.38	0.17
165	Pipe Fitter	-	-	-	-	-	-	-	-	-	0.26	0.02
166	Retrader/Vulcaniser	-	-	-	-	-	-	-	-	-	1.13	0.08
167	Insul./Winding Op	-	-	-	-	-	-	-	-	-	0.15	0.01
168	S Bias Mach. Op.	-	-	-	-	-	-	-	-	-	0.07	0.00
169	Tube Repair Man	-	-	-	-	-	-	-	-	-	0.25	0.02
170	Tuber Machine Op	-	-	-	-	-	-	-	-	-	5.45	0.38
171	Tyer Builder	-	-	-	-	-	-	-	-	-	3.60	0.25
172	Tyer Cure Man	-	-	-	-	-	-	-	-	-	1.18	0.08
173	Tyer Mould Burner	-	-	-	-	-	-	-	-	-	0.47	0.03
174	Tyer Sponger/Trimme	-	-	-	-	-	-	-	-	-	3.10	0.22
175	Bead Cutter/Op	-	-	-	-	-	-	-	-	-	0.94	0.07
176	Miscellaneous	0.11	0.62	0.07	0.10	0.48	0.09	0.09	-	0.26	0.04	0.23
Total		100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00



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

Sl. No.	Industry/ OWS Round No./ Reference Year	Estimated Total Number of Workers	Percentage of Workers					
			By Sex-age Group				By System of Wage Payment	
			Men	Women	Adole- Scent	Child- ren	Time Rated	Piece Rated
1	2	3	4	5	6	7	8	9
<b>I. Footwear</b>								
	First Round(1959)	11500	99.80	0.20	-	-	30.60	69.40
	Second Round(1963)	15000	100.00	-	-	-	22.40	77.60
	Third Round(1975)	5200	98.20	1.80	-	-	23.80	76.20
	Fourth Round(1990)	53200	88.20	11.80	-	-	90.50	9.50
	Fifth Round(1998)	78000	54.84	45.16	-	-	97.08	2.92
	Seventh Round(2016)	195113	65.57	34.43	-	-	100.00	-
<b>II. Petroleum Refineries</b>								
	First Round(1959)	2500	99.40	0.60	-	-	94.20	5.80
	Second Round(1963)	6200	99.90	0.10	-	-	100.00	-
	Third Round(1975)	4000	100.00	-	-	-	100.00	-
	Fourth Round(1990)	8000	100.00	-	-	-	100.00	-
	Fifth Round(1998)	21600	100.00	-	-	-	100.00	-
	Seventh Round(2016)	28527	99.36	0.64	-	-	100.00	-
<b>III. Chemicals &amp; Gases (*)</b>								
	First Round(1959)	29200	-	-	-	-	-	-
	Second Round(1963)	12100	99.60	0.40	-	-	100.00	-
	Third Round(1975)	18300	100.00	-	-	-	99.90	0.10
	Fourth Round(1990)	139700	99.60	0.40	-	-	99.60	0.40
	Fifth Round(1998)	101300	98.50	1.50	-	-	100.00	-
	Seventh Round(2016)	84638	99.05	0.95	-	-	100.00	-
<b>IV. Fertilizers</b>								
	First Round(1959)	16500	86.70	12.80	-	0.50	98.40	1.60
	Second Round(1963)	15500	95.20	4.20	-	0.60	90.20	9.80
	Third Round(1975)	17500	97.20	2.80	-	-	94.10	5.90
	Fourth Round(1990)	45800	98.90	1.10	-	-	91.50	8.50
	Fifth Round(1998)	51100	99.36	0.64	-	-	99.08	0.92
	Seventh Round(2016)	40655	96.34	3.66	-	-	100.00	-
<b>V. Drugs &amp; Medicines (*)</b>								
	First Round(1959)	29200	-	-	-	-	-	-
	Second Round(1963)	28000	87.30	12.70	-	-	98.20	1.80
	Third Round(1975)	64900	89.40	10.60	-	-	98.30	1.70
	Fourth Round(1987)	190300	88.10	11.90	-	-	100.00	-
	Fifth Round(1995)	180800	89.78	10.22	-	-	99.51	0.49
	Seventh Round(2016)	290915	90.13	9.87	-	-	100.00	-

Table 2.7

Sl. No.	Industry/ OWS Round No./ Reference Year	Estimated Total Number of Workers	Percentage of Workers					
			By Sex-age Group				By System of Wage Payment	
			Men	Women	Adole- Scent	Child- ren	Time Rated	Piece Rated
1	2	3	4	5	6	7	8	9
<b>VI. Soaps &amp; Detergents (*)</b>								
	First Round(1959)	7800	93.60	6.20	-	0.20	95.70	4.30
	Second Round(1963)	5000	96.90	3.10	-	-	99.60	0.40
	Third Round(1975)	10400	96.70	3.30	-	-	99.50	0.50
	Fourth Round(1987)	36100	94.30	5.70	-	-	99.90	0.10
	Fifth Round(1995)	38000	93.42	6.58	-	-	99.56	0.44
	Seventh Round(2016)	82816	82.74	17.26	-	-	100.00	-
<b>VII. Matches</b>								
	First Round(1959)	33700	22.50	76.30	-	1.20	15.20	84.80
	Second Round(1963)	15000	64.00	34.60	-	1.40	32.40	67.60
	Third Round(1975)	21400	51.00	44.00	3.60	1.40	32.90	67.10
	Fourth Round(1987)	46800	20.60	71.50	7.80	0.10	18.00	82.00
	Fifth Round(1995)	69100	19.99	74.25	5.76	-	17.84	82.16
	Seventh Round(2016)	22444	20.58	79.42	-	-	60.01	39.99
<b>VIII. Glass &amp; Glass Products</b>								
	First Round(1959)	41300	93.80	6.10	-	0.10	96.70	3.30
	Second Round(1963)	44700	95.00	4.90	-	0.10	94.90	5.10
	Third Round(1975)	32700	96.00	3.90	-	0.10	99.50	0.50
	Fourth Round(1987)	103700	96.40	3.60	-	-	100.00	-
	Fifth Round(1995)	79400	97.20	2.80	-	-	99.66	0.34
	Seventh Round(2016)	51295	94.56	5.44	-	-	100.00	-
<b>IX. Cement</b>								
	First Round(1959)	19200	94.50	5.50	-	-	95.50	4.50
	Second Round(1963)	26200	94.40	5.60	-	-	95.60	4.40
	Third Round(1975)	37100	99.10	0.90	-	-	98.50	1.50
	Fourth Round(1987)	68200	99.50	0.50	-	-	98.30	1.70
	Fifth Round(1995)	37700	99.04	0.96	-	-	97.50	2.50
	Seventh Round(2016)	46512	96.72	3.28	-	-	100.00	-
<b>X. Tyres &amp; Tubes</b>								
	First Round(1959)	-	-	-	-	-	-	-
	Second Round(1963)	-	-	-	-	-	-	-
	Third Round(1975)	36100	99.90	-	0.10	-	35.56	64.44
	Fourth Round(1987)	72300	99.90	0.10	-	-	84.00	16.00
	Fifth Round(1995)	82600	99.67	0.33	-	-	81.17	18.83
	Seventh Round(2016)	63411	99.06	0.94	-	-	100.00	-

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

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

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Footwear	195113	65.57	34.43	-	-
1	Assembler	136	25.00	75.00	-	-
2	Beltman/Mochi	12920	31.05	68.95	-	-
3	Chargeman	34	100.00	-	-	-
4	Checker	6934	37.37	62.63	-	-
5	Coolie/Mazdoor	327	79.20	20.80	-	-
6	Core Maker	136	100.00	-	-	-
7	Die Maker	91	25.27	74.73	-	-
8	Driver	810	100.00	-	-	-
9	Electrician	587	100.00	-	-	-
10	Mech/Elec Foreman	141	100.00	-	-	-
11	Helper	51789	69.34	30.66	-	-
12	Loader/Unloader	23	100.00	-	-	-
13	Marker	102	-	100.00	-	-
14	Mechanic(General)	137	50.36	49.64	-	-
15	Moulder	431	5.34	94.66	-	-
16	Packer	4984	74.28	25.72	-	-
17	Painter	23	100.00	-	-	-
18	Supervisor	10141	97.24	2.76	-	-
19	Sweeper	1728	95.20	4.80	-	-
20	Trimmer	612	72.22	27.78	-	-
21	Trolley Driver	23	100.00	-	-	-
22	Turner	52	100.00	-	-	-
23	Watchman	2343	94.88	5.12	-	-
24	Welder	46	100.00	-	-	-
25	Wireman	23	100.00	-	-	-
26	Mach. Op./Machinist	7702	52.57	47.43	-	-
27	Store Keeper	224	100.00	-	-	-
28	Boot Mechanic	3285	100.00	-	-	-
29	Shoe Assembler	8168	65.11	34.89	-	-
30	Cutter/Press Cutter	11342	95.59	4.41	-	-
31	Hand Stretch/Setter	8223	67.76	32.24	-	-
32	Heel Compressor	6994	25.74	74.26	-	-
33	Lacer/Lacing Op	6227	84.62	15.38	-	-
34	Leather Fitter	11023	53.32	46.68	-	-
35	Shoe Machine Op	11201	55.24	44.76	-	-
36	Press Machine Op	8639	73.84	26.16	-	-
37	Sewing Machine Op	6029	59.03	40.97	-	-
38	Skiver Hand/Flusher	6696	42.41	57.59	-	-
39	Shoe Bottom Maker	4574	84.00	16.00	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	40 Miscellaneous	213	89.20	10.80	-	-
II.	Petroleum Refinery	28527	99.36	0.64	-	-
	1 Blacksmith	11	100.00	-	-	-
	2 Boiler Attendant	202	100.00	-	-	-
	3 Chargehand	44	100.00	-	-	-
	4 Checker	708	98.45	1.55	-	-
	5 Coolie/Mazdoor	1436	100.00	-	-	-
	6 Crane Operator	33	100.00	-	-	-
	7 Driver	577	100.00	-	-	-
	8 Electrician	581	100.00	-	-	-
	9 Fitter	2195	100.00	-	-	-
	10 Mech/Elec Foreman	763	100.00	-	-	-
	11 Furnaceman	77	100.00	-	-	-
	12 Helper	8189	99.89	0.11	-	-
	13 Loader/Unloader	1055	100.00	-	-	-
	14 Mechanic(General)	1229	98.86	1.14	-	-
	15 Packer	154	100.00	-	-	-
	16 Painter	54	100.00	-	-	-
	17 Pump Attendant	110	100.00	-	-	-
	18 Supervisor	1440	97.85	2.15	-	-
	19 Sweeper	329	86.32	13.68	-	-
	20 Tester	11	100.00	-	-	-
	21 Watchman	1567	98.15	1.85	-	-
	22 Welder	70	100.00	-	-	-
	23 Wireman	54	100.00	-	-	-
	24 Fork Lift Operator	22	100.00	-	-	-
	25 Mach. Op./Machinist	1535	100.00	-	-	-
	26 Store Keeper	22	100.00	-	-	-
	27 Drum Maker/Filler	712	100.00	-	-	-
	28 Filling Operator	1808	100.00	-	-	-
	29 Fitter Craftsman	386	100.00	-	-	-
	30 Guager	303	100.00	-	-	-
	31 Process Maker	2674	100.00	-	-	-
	32 Miscellaneous	176	75.00	25.00	-	-
III.	Chemicals & Gases	84638	99.05	0.95	-	-
	1 Boiler Attendant	450	100.00	-	-	-
	2 Chargehand	468	100.00	-	-	-
	3 Checker	1040	96.73	3.27	-	-
	4 Coolie/Mazdoor	4938	96.84	3.16	-	-
	5 Crane Operator	58	100.00	-	-	-
	6 Driver	2236	100.00	-	-	-
	7 Electrician	2362	100.00	-	-	-
	8 Fireman	268	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
9	Fitter	1580	100.00	-	-	-
10	Mech/Elec Foreman	757	100.00	-	-	-
11	Gas Cutter	145	100.00	-	-	-
12	Helper	25148	99.13	0.87	-	-
13	Instrument Mech	266	100.00	-	-	-
14	Loader/Unloader	120	100.00	-	-	-
15	Mason	29	100.00	-	-	-
16	Mechanic(General)	2655	100.00	-	-	-
17	Oilman/Greaser	330	100.00	-	-	-
18	Packer	1000	83.00	17.00	-	-
19	Painter	60	100.00	-	-	-
20	Supervisor	6079	99.14	0.86	-	-
21	Sweeper	728	88.19	11.81	-	-
22	Tester	149	100.00	-	-	-
23	Watchman	2257	100.00	-	-	-
24	Welder	321	100.00	-	-	-
25	Wireman	157	100.00	-	-	-
26	Mach. Op./Machinist	1369	100.00	-	-	-
27	Store Keeper	104	50.00	50.00	-	-
28	Machine/Plant Op	12498	100.00	-	-	-
29	Super Phos worker	3850	100.00	-	-	-
30	Pipe Fitter	4628	100.00	-	-	-
31	Sodium Sulph Majdoor	916	100.00	-	-	-
32	Mixing Attendant	7614	99.55	0.45	-	-
33	Miscellaneous	58	100.00	-	-	-
IV.	Fertilizer	40655	96.34	3.66	-	-
1	Boiler Attendant	164	100.00	-	-	-
2	Carpenter	8	100.00	-	-	-
3	Chargehand	32	100.00	-	-	-
4	Checker	154	90.91	9.09	-	-
5	Coolie/Mazdoor	1320	100.00	-	-	-
6	Crane Operator	32	100.00	-	-	-
7	Driver	379	100.00	-	-	-
8	Electrician	621	100.00	-	-	-
9	Fireman	251	100.00	-	-	-
10	Fitter	204	100.00	-	-	-
11	Mech/Elec Foreman	50	100.00	-	-	-
12	Helper	7904	87.27	12.73	-	-
13	Instrument Mech	12	100.00	-	-	-
14	Loader/Unloader	577	100.00	-	-	-
15	Mason	8	100.00	-	-	-
16	Mechanic(General)	3015	100.00	-	-	-
17	Oilman/Greaser	16	100.00	-	-	-
18	Packer	885	78.53	21.47	-	-
19	Press Man	16	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
20	Pump Attendant	28	100.00	-	-	-
21	Rigger	96	100.00	-	-	-
22	Supervisor	3251	99.75	0.25	-	-
23	Sweeper	575	80.00	20.00	-	-
24	Tester	20	100.00	-	-	-
25	Turner	16	100.00	-	-	-
26	Watchman	3127	100.00	-	-	-
27	Welder	273	100.00	-	-	-
28	Wireman	14	100.00	-	-	-
29	Boring Machine Op.	28	100.00	-	-	-
30	Mach. Op./Machinist	814	99.14	0.86	-	-
31	Store Keeper	72	100.00	-	-	-
32	Bag Stitcher	772	97.93	2.07	-	-
33	Febricator	74	100.00	-	-	-
34	Feeder	410	100.00	-	-	-
35	Filler	905	100.00	-	-	-
36	Fertilizer Mixer	3935	97.81	2.19	-	-
37	Laboratory Analyst	735	97.55	2.45	-	-
38	Panel Board Operator	847	97.52	2.48	-	-
39	Technician-Gas Pipe	2492	100.00	-	-	-
40	Machine Plant Operat	6455	100.00	-	-	-
41	Chemist	26	76.92	23.08	-	-
42	Miscellaneous	42	100.00	-	-	-
V.	Drugs & Medicines	290915	90.13	9.87	-	-
1	Boiler Attendant	983	100.00	-	-	-
2	Checker	1927	65.59	34.41	-	-
3	Coolie/Mazdoor	2794	89.91	10.09	-	-
4	Die Maker	60	100.00	-	-	-
5	Driver	1096	100.00	-	-	-
6	Electrician	1777	100.00	-	-	-
7	Fireman	507	100.00	-	-	-
8	Fitter	5254	100.00	-	-	-
9	Mech/Elec Foreman	213	100.00	-	-	-
10	Helper	109700	84.34	15.66	-	-
11	Instrument Mech	608	100.00	-	-	-
12	Loader/Unloader	2200	100.00	-	-	-
13	Mate/Mukaddam	180	100.00	-	-	-
14	Mechanic(General)	1079	100.00	-	-	-
15	Moulder	2820	100.00	-	-	-
16	Packer	14659	56.82	43.18	-	-
17	Supervisor	10518	100.00	-	-	-
18	Sweeper	2795	52.92	47.08	-	-
19	Tester	2640	100.00	-	-	-
20	Turner	120	100.00	-	-	-
21	Watchman	9461	95.35	4.65	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
22	Welder	60	100.00	-	-	-
23	Mach. Op./Machinist	8873	100.00	-	-	-
24	Store Keeper	622	100.00	-	-	-
25	Apprentice/Trainees	990	100.00	-	-	-
26	Ampoule Checker	4662	96.14	3.86	-	-
27	Ampoule Filler	7011	95.72	4.28	-	-
28	Ampoule/Vial Washer	6986	100.00	-	-	-
29	Granulation Atten.	2711	91.15	8.85	-	-
30	Plant Operator	31262	99.62	0.38	-	-
31	Mixing Attendant	9047	96.68	3.32	-	-
32	Paster	9045	96.68	3.32	-	-
33	Solution Making Att.	1044	100.00	-	-	-
34	Tablet Compressor	9377	99.36	0.64	-	-
35	Tablet Maker	7638	100.00	-	-	-
36	Chemist	18806	94.74	5.26	-	-
37	Miscellaneous	1390	100.00	-	-	-
VI.	Soaps & Detergents	82816	82.74	17.26	-	-
1	Assembler	30	100.00	-	-	-
2	Checker	2287	98.69	1.31	-	-
3	Coolie/Mazdoor	2081	85.30	14.70	-	-
4	Driver	562	100.00	-	-	-
5	Electrician	1773	100.00	-	-	-
6	Fitter	2078	100.00	-	-	-
7	Mech/Elec Foreman	26	100.00	-	-	-
8	Helper	31249	76.00	24.00	-	-
9	Loader/Unloader	272	100.00	-	-	-
10	Mechanic(General)	67	100.00	-	-	-
11	Packer	8816	61.08	38.92	-	-
12	Supervisor	4167	91.94	8.06	-	-
13	Sweeper	1045	62.20	37.80	-	-
14	Watchman	1143	100.00	-	-	-
15	Welder	54	100.00	-	-	-
16	Mach. Op./Machinist	3008	89.83	10.17	-	-
17	Gen./Turbo Operator	18	100.00	-	-	-
18	Store Keeper	196	100.00	-	-	-
19	Apprentice/Trainees	20	100.00	-	-	-
20	Barring Man	2060	82.33	17.67	-	-
21	Drum Dryer Operator	2142	97.76	2.24	-	-
22	Grandomac Operator	722	91.14	8.86	-	-
23	Hand Stamper	1185	87.51	12.49	-	-
24	Hand Wrapper	2570	64.98	35.02	-	-
25	Jones Machine Op	1930	100.00	-	-	-
26	Lye Operator	144	100.00	-	-	-
27	Machine Operator	3550	98.20	1.80	-	-
28	Pan Side Man	1050	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
29	Plant Operator	4563	99.12	0.88	-	-
30	Stacker	1784	89.80	10.20	-	-
31	Cooler Cutter	2152	91.54	8.46	-	-
32	Miscellaneous	72	100.00	-	-	-
VII.	Match	22444	20.58	79.42	-	-
1	Checker	113	7.08	92.92	-	-
2	Coolie/Mazdoor	16	100.00	-	-	-
3	Crane Operator	19	100.00	-	-	-
4	Driver	259	100.00	-	-	-
5	Electrician	61	100.00	-	-	-
6	Fitter	61	100.00	-	-	-
7	Mech/Elec Foreman	19	100.00	-	-	-
8	Helper	1300	77.15	22.85	-	-
9	Loader/Unloader	8	100.00	-	-	-
10	Mechanic(General)	21	100.00	-	-	-
11	Packer	1364	12.54	87.46	-	-
12	Supervisor	646	53.41	46.59	-	-
13	Sweeper	38	-	100.00	-	-
14	Watchman	195	100.00	-	-	-
15	Mach. Op./Machinist	691	97.25	2.75	-	-
16	Store Keeper	4	100.00	-	-	-
17	Labelling Mach Op	63	66.67	33.33	-	-
18	Box Filler	15599	3.56	96.44	-	-
19	Chemical Grinder	101	39.60	60.40	-	-
20	Printing Machine Op	21	-	100.00	-	-
21	Box Filling Operator	168	62.50	37.50	-	-
22	Box Making Operator	246	51.22	48.78	-	-
23	Chopping Machine Op.	133	100.00	-	-	-
24	Continous Mach Op	76	100.00	-	-	-
25	Paste/Recipe Maker	19	100.00	-	-	-
26	Side Printer	230	-	100.00	-	-
27	Wax Dipper	19	100.00	-	-	-
28	Chemical Dipper	80	100.00	-	-	-
29	Lebelling Worker	189	55.56	44.44	-	-
30	Frame Laveller	361	42.11	57.89	-	-
31	Box Closing Mach Op	284	100.00	-	-	-
32	Tray Setter	19	-	100.00	-	-
33	Miscellaneous	21	100.00	-	-	-
VIII.	Glass & Products	51295	94.56	5.44	-	-
1	Checker	584	15.41	84.59	-	-
2	Coolie/Mazdoor	5481	100.00	-	-	-
3	Driver	133	100.00	-	-	-
4	Electrician	729	100.00	-	-	-



Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
5	Fitter	804	100.00	-	-	-
6	Mech/Elec Foreman	47	100.00	-	-	-
7	Helper	8361	88.82	11.18	-	-
8	Loader/Unloader	252	100.00	-	-	-
9	Mistry/Kangani	61	100.00	-	-	-
10	Moulder	60	100.00	-	-	-
11	Packer	1546	33.64	66.36	-	-
12	Polisher	210	100.00	-	-	-
13	Sorter	840	100.00	-	-	-
14	Supervisor	1204	96.84	3.16	-	-
15	Sweeper	440	76.82	23.18	-	-
16	Turner	248	100.00	-	-	-
17	Watchman	411	100.00	-	-	-
18	Welder	180	100.00	-	-	-
19	Mach. Op./Machinist	1338	100.00	-	-	-
20	Blower Mach Op	3404	100.00	-	-	-
21	Empoule Mach Op	249	66.27	33.73	-	-
22	Mixingman/Masalawala	221	100.00	-	-	-
23	Battiwala	48	100.00	-	-	-
24	Blower/Blowman	608	93.75	6.25	-	-
25	Bubble Holder/Cooler	771	100.00	-	-	-
26	Coolingman/Benchman	1430	100.00	-	-	-
27	Chakki Grinder/Finis	575	100.00	-	-	-
28	Fireman/Furnaceman	2379	100.00	-	-	-
29	Galaiwala	704	100.00	-	-	-
30	Glass Cutter/Cracker	6192	100.00	-	-	-
31	Glass Lifter/Melter	180	100.00	-	-	-
32	Gulliwala	1860	100.00	-	-	-
33	Lom Maker	1952	100.00	-	-	-
34	Muthawala	1713	100.00	-	-	-
35	Pressman/Billaiwala	960	100.00	-	-	-
36	Stacker	311	95.18	4.82	-	-
37	Tarwala/Drawer	2058	100.00	-	-	-
38	Machineman	1571	96.18	3.82	-	-
39	Waterman/Security	60	100.00	-	-	-
40	Puraiwala	736	100.00	-	-	-
41	Ginaiwala	384	100.00	-	-	-
IX.	Cement	46512	96.72	3.28	-	-
1	Checker	220	100.00	-	-	-
2	Compressor Op.	36	100.00	-	-	-
3	Coolie/Mazdoor	2854	97.30	2.70	-	-
4	Crane Operator	132	100.00	-	-	-
5	Driller	40	100.00	-	-	-
6	Driver	737	100.00	-	-	-
7	Electrician	1253	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
	8 Fireman	81	100.00	-	-	-
	9 Fitter	1738	100.00	-	-	-
	10 Mech/Elec Foreman	483	100.00	-	-	-
	11 Helper	14448	89.97	10.03	-	-
	12 Loader/Unloader	909	100.00	-	-	-
	13 Mason	7	100.00	-	-	-
	14 Mechanic(General)	600	100.00	-	-	-
	15 Packer	134	100.00	-	-	-
	16 Pump Attendant	208	100.00	-	-	-
	17 Rigger	90	100.00	-	-	-
	18 Sorter	7	100.00	-	-	-
	19 Supervisor	903	100.00	-	-	-
	20 Sweeper	113	100.00	-	-	-
	21 Tester	257	100.00	-	-	-
	22 Turner	269	100.00	-	-	-
	23 Watchman	1760	100.00	-	-	-
	24 Welder	706	100.00	-	-	-
	25 Mach. Op./Machinist	996	100.00	-	-	-
	26 Store Keeper	18	100.00	-	-	-
	27 Burner	859	100.00	-	-	-
	28 HEMM/Buldozer Op	770	100.00	-	-	-
	29 Loco Driver	691	100.00	-	-	-
	30 Mill Operator/Atten	3165	100.00	-	-	-
	31 Pointsman/Signalman	747	100.00	-	-	-
	32 Plant Mach Atten	4683	100.00	-	-	-
	33 Khalasi	4801	100.00	-	-	-
	34 Mechanical Attendant	1678	100.00	-	-	-
	35 Miscellaneous	119	100.00	-	-	-
X.	Tyres & Tubes	63411	99.06	0.94	-	-
	1 Assembler	39	100.00	-	-	-
	2 Boiler Attendant	298	100.00	-	-	-
	3 Checker	383	100.00	-	-	-
	4 Coolie/Mazdoor	637	100.00	-	-	-
	5 Driver	321	100.00	-	-	-
	6 Electrician	3884	100.00	-	-	-
	7 Fireman	15	100.00	-	-	-
	8 Fitter	992	100.00	-	-	-
	9 Mech/Elec Foreman	1130	100.00	-	-	-
	10 Helper	18745	96.98	3.02	-	-
	11 Mistry/Kangani	82	100.00	-	-	-
	12 Mechanic(General)	7570	100.00	-	-	-
	13 Packer	189	100.00	-	-	-
	14 Rollerman/Roller	26	100.00	-	-	-
	15 Shaper Machine Op	13	100.00	-	-	-
	16 Supervisor	1362	100.00	-	-	-

Table 2.8

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
17	Sweeper	163	84.05	15.95	-	-
18	Turner	1131	100.00	-	-	-
19	Watchman	229	100.00	-	-	-
20	Welder	154	100.00	-	-	-
21	Wireman	559	100.00	-	-	-
22	Fork Lift Operator	10	100.00	-	-	-
23	Mach. Op./Machinist	2494	100.00	-	-	-
24	Store Keeper	23	100.00	-	-	-
25	Apprentice/Trainees	105	100.00	-	-	-
26	Band Ply Machine Op.	9352	100.00	-	-	-
27	Comp Batch Preparer	398	100.00	-	-	-
28	Fabric Splicer	341	100.00	-	-	-
29	Leading Man	243	100.00	-	-	-
30	Liners Tab Op	38	100.00	-	-	-
31	Mill Man	225	100.00	-	-	-
32	Motor Tube Cure Man	200	100.00	-	-	-
33	Mould Machinist	1507	100.00	-	-	-
34	Pipe Fitter	168	100.00	-	-	-
35	Retrader/Vulcaniser	715	100.00	-	-	-
36	Insul./Winding Op	96	100.00	-	-	-
37	S Bias Mach. Op.	43	100.00	-	-	-
38	Tube Repair Man	158	100.00	-	-	-
39	Tuber Machine Op	3458	100.00	-	-	-
40	Tyer Builder	2281	100.00	-	-	-
41	Tyer Cure Man	747	100.00	-	-	-
42	Tyer Mould Burner	300	100.00	-	-	-
43	Tyer Sponger/Trimmer	1968	100.00	-	-	-
44	Bead Cutter/Op	593	100.00	-	-	-
45	Miscellaneous	26	100.00	-	-	-
All Manufacturing Ind.		906326	85.06	14.94	-	-

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

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Footwear	195113	100.00	0.00
	1 Assembler	136	100.00	0.00
	2 Beltman/Mochi	12920	100.00	0.00
	3 Chargeman	34	100.00	0.00
	4 Checker	6934	100.00	0.00
	5 Coolie/Mazdoor	327	100.00	0.00
	6 Core Maker	136	100.00	0.00
	7 Die Maker	91	100.00	0.00
	8 Driver	810	100.00	0.00
	9 Electrician	587	100.00	0.00
	10 Mech/Elec Foreman	141	100.00	0.00
	11 Helper	51789	100.00	0.00
	12 Loader/Unloader	23	100.00	0.00
	13 Marker	102	100.00	0.00
	14 Mechanic(General)	137	100.00	0.00
	15 Moulder	431	100.00	0.00
	16 Packer	4984	100.00	0.00
	17 Painter	23	100.00	0.00
	18 Supervisor	10141	100.00	0.00
	19 Sweeper	1728	100.00	0.00
	20 Trimmer	612	100.00	0.00
	21 Trolly Driver	23	100.00	0.00
	22 Turner	52	100.00	0.00
	23 Watchman	2343	100.00	0.00
	24 Welder	46	100.00	0.00
	25 Wireman	23	100.00	0.00
	26 Mach. Op./Machinist	7702	100.00	0.00
	27 Store Keeper	224	100.00	0.00
	28 Boot Mechanic	3285	100.00	0.00
	29 Shoe Assembler	8168	100.00	0.00
	30 Cutter/Press Cutter	11342	100.00	0.00
	31 Hand Stretch/Setter	8223	100.00	0.00
	32 Heel Compressor	6994	100.00	0.00
	33 Lacer/Lacing Op	6227	100.00	0.00
	34 Leather Fitter	11023	100.00	0.00
	35 Shoe Machine Op	11201	100.00	0.00
	36 Press Machine Op	8639	100.00	0.00
	37 Sewing Machine Op	6029	100.00	0.00
	38 Skiver Hand/Flusher	6696	100.00	0.00
	39 Shoe Bottom Maker	4574	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	40 Miscellaneous	213	100.00	0.00
II.	Petroleum Refinery	28527	100.00	0.00
	1 Blacksmith	11	100.00	0.00
	2 Boiler Attendant	202	100.00	0.00
	3 Chargehand	44	100.00	0.00
	4 Checker	708	100.00	0.00
	5 Coolie/Mazdoor	1436	100.00	0.00
	6 Crane Operator	33	100.00	0.00
	7 Driver	577	100.00	0.00
	8 Electrician	581	100.00	0.00
	9 Fitter	2195	100.00	0.00
	10 Mech/Elec Foreman	763	100.00	0.00
	11 Furnaceman	77	100.00	0.00
	12 Helper	8189	100.00	0.00
	13 Loader/Unloader	1055	100.00	0.00
	14 Mechanic(General)	1229	100.00	0.00
	15 Packer	154	100.00	0.00
	16 Painter	54	100.00	0.00
	17 Pump Attendant	110	100.00	0.00
	18 Supervisor	1440	100.00	0.00
	19 Sweeper	329	100.00	0.00
	20 Tester	11	100.00	0.00
	21 Watchman	1567	100.00	0.00
	22 Welder	70	100.00	0.00
	23 Wireman	54	100.00	0.00
	24 Fork Lift Operator	22	100.00	0.00
	25 Mach. Op./Machinist	1535	100.00	0.00
	26 Store Keeper	22	100.00	0.00
	27 Drum Maker/Filler	712	100.00	0.00
	28 Filling Operator	1808	100.00	0.00
	29 Fitter Craftsman	386	100.00	0.00
	30 Guager	303	100.00	0.00
	31 Process Maker	2674	100.00	0.00
	32 Miscellaneous	176	100.00	0.00
III.	Chemicals & Gases	84638	100.00	0.00
	1 Boiler Attendant	450	100.00	0.00
	2 Chargehand	468	100.00	0.00
	3 Checker	1040	100.00	0.00
	4 Coolie/Mazdoor	4938	100.00	0.00
	5 Crane Operator	58	100.00	0.00
	6 Driver	2236	100.00	0.00
	7 Electrician	2362	100.00	0.00
	8 Fireman	268	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	9 Fitter	1580	100.00	0.00
	10 Mech/Elec Foreman	757	100.00	0.00
	11 Gas Cutter	145	100.00	0.00
	12 Helper	25148	100.00	0.00
	13 Instrument Mech	266	100.00	0.00
	14 Loader/Unloader	120	100.00	0.00
	15 Mason	29	100.00	0.00
	16 Mechanic(General)	2655	100.00	0.00
	17 Oilman/Greaser	330	100.00	0.00
	18 Packer	1000	100.00	0.00
	19 Painter	60	100.00	0.00
	20 Supervisor	6079	100.00	0.00
	21 Sweeper	728	100.00	0.00
	22 Tester	149	100.00	0.00
	23 Watchman	2257	100.00	0.00
	24 Welder	321	100.00	0.00
	25 Wireman	157	100.00	0.00
	26 Mach. Op./Machinist	1369	100.00	0.00
	27 Store Keeper	104	100.00	0.00
	28 Machine/Plant Op	12498	100.00	0.00
	29 Super Phos worker	3850	100.00	0.00
	30 Pipe Fitter	4628	100.00	0.00
	31 Sodium Sulph Majdoor	916	100.00	0.00
	32 Mixing Attendant	7614	100.00	0.00
	33 Miscellaneous	58	100.00	0.00
IV.	Fertilizer	40655	100.00	0.00
	1 Boiler Attendant	164	100.00	0.00
	2 Carpenter	8	100.00	0.00
	3 Chargehand	32	100.00	0.00
	4 Checker	154	100.00	0.00
	5 Coolie/Mazdoor	1320	100.00	0.00
	6 Crane Operator	32	100.00	0.00
	7 Driver	379	100.00	0.00
	8 Electrician	621	100.00	0.00
	9 Fireman	251	100.00	0.00
	10 Fitter	204	100.00	0.00
	11 Mech/Elec Foreman	50	100.00	0.00
	12 Helper	7904	100.00	0.00
	13 Instrument Mech	12	100.00	0.00
	14 Loader/Unloader	577	100.00	0.00
	15 Mason	8	100.00	0.00
	16 Mechanic(General)	3015	100.00	0.00
	17 Oilman/Greaser	16	100.00	0.00
	18 Packer	885	100.00	0.00
	19 Press Man	16	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
20	Pump Attendant	28	100.00	0.00
21	Rigger	96	100.00	0.00
22	Supervisor	3251	100.00	0.00
23	Sweeper	575	100.00	0.00
24	Tester	20	100.00	0.00
25	Turner	16	100.00	0.00
26	Watchman	3127	100.00	0.00
27	Welder	273	100.00	0.00
28	Wireman	14	100.00	0.00
29	Boring Machine Op.	28	100.00	0.00
30	Mach. Op./Machinist	814	100.00	0.00
31	Store Keeper	72	100.00	0.00
32	Bag Stitcher	772	100.00	0.00
33	Febricator	74	100.00	0.00
34	Feeder	410	100.00	0.00
35	Filler	905	100.00	0.00
36	Fertilizer Mixer	3935	100.00	0.00
37	Laboratory Analyst	735	100.00	0.00
38	Panel Board Operator	847	100.00	0.00
39	Technician-Gas Pipe	2492	100.00	0.00
40	Machine Plant Operat	6455	100.00	0.00
41	Chemist	26	100.00	0.00
42	Miscellaneous	42	100.00	0.00
V.	Drugs & Medicines	290915	100.00	0.00
1	Boiler Attendant	983	100.00	0.00
2	Checker	1927	100.00	0.00
3	Coolie/Mazdoor	2794	100.00	0.00
4	Die Maker	60	100.00	0.00
5	Driver	1096	100.00	0.00
6	Electrician	1777	100.00	0.00
7	Fireman	507	100.00	0.00
8	Fitter	5254	100.00	0.00
9	Mech/Elec Foreman	213	100.00	0.00
10	Helper	109700	100.00	0.00
11	Instrument Mech	608	100.00	0.00
12	Loader/Unloader	2200	100.00	0.00
13	Mate/Mukaddam	180	100.00	0.00
14	Mechanic(General)	1079	100.00	0.00
15	Moulder	2820	100.00	0.00
16	Packer	14659	100.00	0.00
17	Supervisor	10518	100.00	0.00
18	Sweeper	2795	100.00	0.00
19	Tester	2640	100.00	0.00
20	Turner	120	100.00	0.00
21	Watchman	9461	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
22	Welder	60	100.00	0.00
23	Mach. Op./Machinist	8873	100.00	0.00
24	Store Keeper	622	100.00	0.00
25	Apprentice/Trainees	990	100.00	0.00
26	Ampoule Checker	4662	100.00	0.00
27	Ampoule Filler	7011	100.00	0.00
28	Ampoule/Vial Washer	6986	100.00	0.00
29	Granulation Atten.	2711	100.00	0.00
30	Plant Operator	31262	100.00	0.00
31	Mixing Attendant	9047	100.00	0.00
32	Paster	9045	100.00	0.00
33	Solution Making Att.	1044	100.00	0.00
34	Tablet Compressor	9377	100.00	0.00
35	Tablet Maker	7638	100.00	0.00
36	Chemist	18806	100.00	0.00
37	Miscellaneous	1390	100.00	0.00
VI.	Soaps & Detergents	82816	100.00	0.00
1	Assembler	30	100.00	0.00
2	Checker	2287	100.00	0.00
3	Coolie/Mazdoor	2081	100.00	0.00
4	Driver	562	100.00	0.00
5	Electrician	1773	100.00	0.00
6	Fitter	2078	100.00	0.00
7	Mech/Elec Foreman	26	100.00	0.00
8	Helper	31249	100.00	0.00
9	Loader/Unloader	272	100.00	0.00
10	Mechanic(General)	67	100.00	0.00
11	Packer	8816	100.00	0.00
12	Supervisor	4167	100.00	0.00
13	Sweeper	1045	100.00	0.00
14	Watchman	1143	100.00	0.00
15	Welder	54	100.00	0.00
16	Mach. Op./Machinist	3008	100.00	0.00
17	Gen./Turbo Operator	18	100.00	0.00
18	Store Keeper	196	100.00	0.00
19	Apprentice/Trainees	20	100.00	0.00
20	Barring Man	2060	100.00	0.00
21	Drum Dryer Operator	2142	100.00	0.00
22	Grandomac Operator	722	100.00	0.00
23	Hand Stamper	1185	100.00	0.00
24	Hand Wrapper	2570	100.00	0.00
25	Jones Machine Op	1930	100.00	0.00
26	Lye Operator	144	100.00	0.00
27	Machine Operator	3550	100.00	0.00
28	Pan Side Man	1050	100.00	0.00



Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
29	Plant Operator	4563	100.00	0.00
30	Stacker	1784	100.00	0.00
31	Cooler Cutter	2152	100.00	0.00
32	Miscellaneous	72	100.00	0.00
VII.	Match	22444	60.01	39.99
1	Checker	113	100.00	0.00
2	Coolie/Mazdoor	16	100.00	0.00
3	Crane Operator	19	100.00	0.00
4	Driver	259	100.00	0.00
5	Electrician	61	100.00	0.00
6	Fitter	61	100.00	0.00
7	Mech/Elec Foreman	19	100.00	0.00
8	Helper	1300	100.00	0.00
9	Loader/Unloader	8	100.00	0.00
10	Mechanic(General)	21	100.00	0.00
11	Packer	1364	65.40	34.60
12	Supervisor	646	100.00	0.00
13	Sweeper	38	100.00	0.00
14	Watchman	195	100.00	0.00
15	Mach. Op./Machinist	691	100.00	0.00
16	Store Keeper	4	100.00	0.00
17	Labelling Mach Op	63	66.67	33.33
18	Box Filler	15599	47.37	52.63
19	Chemical Grinder	101	58.42	41.58
20	Printing Machine Op	21	-	100.00
21	Box Filling Operator	168	100.00	0.00
22	Box Making Operator	246	100.00	0.00
23	Chopping Machine Op.	133	100.00	0.00
24	Continous Mach Op	76	100.00	0.00
25	Paste/Recipe Maker	19	100.00	0.00
26	Side Printer	230	90.87	9.13
27	Wax Dipper	19	100.00	0.00
28	Chemical Dipper	80	100.00	0.00
29	Lebelling Worker	189	100.00	0.00
30	Frame Laveller	361	100.00	0.00
31	Box Closing Mach Op	284	33.45	66.55
32	Tray Setter	19	100.00	0.00
33	Miscellaneous	21	100.00	0.00
VIII.	Glass & Products	51295	100.00	0.00
1	Checker	584	100.00	0.00
2	Coolie/Mazdoor	5481	100.00	0.00
3	Driver	133	100.00	0.00
4	Electrician	729	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	5 Fitter	804	100.00	0.00
	6 Mech/Elec Foreman	47	100.00	0.00
	7 Helper	8361	100.00	0.00
	8 Loader/Unloader	252	100.00	0.00
	9 Mistry/Kangani	61	100.00	0.00
	10 Moulder	60	100.00	0.00
	11 Packer	1546	100.00	0.00
	12 Polisher	210	100.00	0.00
	13 Sorter	840	100.00	0.00
	14 Supervisor	1204	100.00	0.00
	15 Sweeper	440	100.00	0.00
	16 Turner	248	100.00	0.00
	17 Watchman	411	100.00	0.00
	18 Welder	180	100.00	0.00
	19 Mach. Op./Machinist	1338	100.00	0.00
	20 Blower Mach Op	3404	100.00	0.00
	21 Empoule Mach Op	249	100.00	0.00
	22 Mixingman/Masalawala	221	100.00	0.00
	23 Battiwala	48	100.00	0.00
	24 Blower/Blowman	608	100.00	0.00
	25 Bubble Holder/Cooler	771	100.00	0.00
	26 Coolingman/Benchman	1430	100.00	0.00
	27 Chakki Grinder/Finis	575	100.00	0.00
	28 Fireman/Furnaceman	2379	100.00	0.00
	29 Galaiwala	704	100.00	0.00
	30 Glass Cutter/Cracker	6192	100.00	0.00
	31 Glass Lifter/Melter	180	100.00	0.00
	32 Gulliwala	1860	100.00	0.00
	33 Lom Maker	1952	100.00	0.00
	34 Muthawala	1713	100.00	0.00
	35 Pressman/Billaiwala	960	100.00	0.00
	36 Stacker	311	100.00	0.00
	37 Tarwala/Drawer	2058	100.00	0.00
	38 Machineman	1571	100.00	0.00
	39 Waterman/Security	60	100.00	0.00
	40 Puraiwala	736	100.00	0.00
	41 Ginaiwala	384	100.00	0.00
IX.	Cement	46512	100.00	0.00
	1 Checker	220	100.00	0.00
	2 Compressor Op.	36	100.00	0.00
	3 Coolie/Mazdoor	2854	100.00	0.00
	4 Crane Operator	132	100.00	0.00
	5 Driller	40	100.00	0.00
	6 Driver	737	100.00	0.00
	7 Electrician	1253	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
	8 Fireman	81	100.00	0.00
	9 Fitter	1738	100.00	0.00
	10 Mech/Elec Foreman	483	100.00	0.00
	11 Helper	14448	100.00	0.00
	12 Loader/Unloader	909	100.00	0.00
	13 Mason	7	100.00	0.00
	14 Mechanic(General)	600	100.00	0.00
	15 Packer	134	100.00	0.00
	16 Pump Attendant	208	100.00	0.00
	17 Rigger	90	100.00	0.00
	18 Sorter	7	100.00	0.00
	19 Supervisor	903	100.00	0.00
	20 Sweeper	113	100.00	0.00
	21 Tester	257	100.00	0.00
	22 Turner	269	100.00	0.00
	23 Watchman	1760	100.00	0.00
	24 Welder	706	100.00	0.00
	25 Mach. Op./Machinist	996	100.00	0.00
	26 Store Keeper	18	100.00	0.00
	27 Burner	859	100.00	0.00
	28 HEMM/Buldozer Op	770	100.00	0.00
	29 Loco Driver	691	100.00	0.00
	30 Mill Operator/Atten	3165	100.00	0.00
	31 Pointsman/Signalman	747	100.00	0.00
	32 Plant Mach Atten	4683	100.00	0.00
	33 Khalasi	4801	100.00	0.00
	34 Mechanical Attendant	1678	100.00	0.00
	35 Miscellaneous	119	100.00	0.00
X.	Tyres & Tubes	63411	100.00	0.00
	1 Assembler	39	100.00	0.00
	2 Boiler Attendant	298	100.00	0.00
	3 Checker	383	100.00	0.00
	4 Coolie/Mazdoor	637	100.00	0.00
	5 Driver	321	100.00	0.00
	6 Electrician	3884	100.00	0.00
	7 Fireman	15	100.00	0.00
	8 Fitter	992	100.00	0.00
	9 Mech/Elec Foreman	1130	100.00	0.00
	10 Helper	18745	100.00	0.00
	11 Mistry/Kangani	82	100.00	0.00
	12 Mechanic(General)	7570	100.00	0.00
	13 Packer	189	100.00	0.00
	14 Rollerman/Roller	26	100.00	0.00
	15 Shaper Machine Op	13	100.00	0.00
	16 Supervisor	1362	100.00	0.00

Table 2.9

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
17	Sweeper	163	100.00	0.00
18	Turner	1131	100.00	0.00
19	Watchman	229	100.00	0.00
20	Welder	154	100.00	0.00
21	Wireman	559	100.00	0.00
22	Fork Lift Operator	10	100.00	0.00
23	Mach. Op./Machinist	2494	100.00	0.00
24	Store Keeper	23	100.00	0.00
25	Apprentice/Trainees	105	100.00	0.00
26	Band Ply Machine Op.	9352	100.00	0.00
27	Comp Batch Preparer	398	100.00	0.00
28	Fabric Splicer	341	100.00	0.00
29	Leading Man	243	100.00	0.00
30	Liners Tab Op	38	100.00	0.00
31	Mill Man	225	100.00	0.00
32	Motor Tube Cure Man	200	100.00	0.00
33	Mould Machinist	1507	100.00	0.00
34	Pipe Fitter	168	100.00	0.00
35	Retrader/Vulcaniser	715	100.00	0.00
36	Insul./Winding Op	96	100.00	0.00
37	S Bias Mach. Op.	43	100.00	0.00
38	Tube Repair Man	158	100.00	0.00
39	Tuber Machine Op	3458	100.00	0.00
40	Tyer Builder	2281	100.00	0.00
41	Tyer Cure Man	747	100.00	0.00
42	Tyer Mould Burner	300	100.00	0.00
43	Tyer Sponger/Trimmer	1968	100.00	0.00
44	Bead Cutter/Op	593	100.00	0.00
45	Miscellaneous	26	100.00	0.00
All Manufacturing Ind.		906326	99.01	0.99

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.	Footwear	309.66	365.60	18.06
	1 Uttar Pradesh	348.55	408.13	17.09
	2 Tamil Nadu	268.61	338.51	26.02
	3 Residual	330.06	374.51	13.47
II.	Petroleum Refinery	631.22	786.90	24.66
	1 Gujarat	460.18	516.40	12.22
	2 Maharashtra	429.28	532.35	24.01
	3 Residual	707.99	895.55	26.49
III.	Chemicals & Gases	314.81	409.54	30.09
	1 Gujarat	268.24	322.64	20.28
	2 Maharashtra	371.83	463.62	24.69
	3 Residual	342.51	476.03	38.98
IV.	Fertilizer	680.63	902.46	32.59
	1 Uttar Pradesh	780.53	1057.81	35.52
	2 Gujarat	741.66	1046.38	41.09
	3 Maharashtra	604.18	788.35	30.48
	4 Tamil Nadu	580.79	671.69	15.65
	5 Residual	601.19	695.47	15.68
V.	Drugs & Medicines	342.56	400.23	16.84
	1 Gujarat	280.25	299.99	7.04
	2 Maharashtra	407.02	486.62	19.56
	3 Telangana	292.31	294.43	0.73
	4 Residual	333.24	400.72	20.25
VI.	Soaps & Detergents	334.35	379.20	13.41
	1 Uttarakhand	222.08	258.67	16.48
	2 Maharashtra	439.81	546.77	24.32
	3 Karnataka	359.04	400.19	11.46
	4 Tamil Nadu	256.73	294.67	14.78
	5 Residual	335.82	373.45	11.21

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.	Match	244.95	334.78	36.67
	1 Tamil Nadu	244.45	334.32	36.76
	2 Residual	271.74	359.61	32.34
VIII.	Glass & Products	351.84	382.29	8.65
	1 Uttar Pradesh	397.58	434.96	9.40
	2 Gujarat	344.80	385.38	11.77
	3 Maharashtra	432.28	485.62	12.34
	4 Residual	263.76	270.25	2.46
IX.	Cement	454.24	506.24	11.45
	1 Rajasthan	553.65	694.72	25.48
	2 West Bengal	225.99	234.70	3.85
	3 Madhya Pradesh	183.85	250.40	36.20
	4 Andhra Pradesh	298.82	308.75	3.32
	5 Residual	473.94	515.51	8.77
X.	Tyres & Tubes	364.10	475.30	30.54
	1 Punjab	289.26	298.81	3.30
	2 Karnataka	461.51	466.58	1.10
	3 Tamil Nadu	422.81	650.23	53.79
	4 Residual	372.58	485.70	30.36
All Manufacturing Ind.		361.73	434.48	20.11

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.	Footwear	359.08	296.80	-	-	337.63
	1 Uttar Pradesh	378.38	376.83	-	-	378.34
	2 Tamil Nadu	304.32	303.22	-	-	303.56
	3 Residual	368.09	273.96	-	-	352.29
II.	Petroleum Refinery	710.31	515.31	-	-	709.06
	1 Gujarat	486.77	961.10	-	-	488.29
	2 Maharashtra	482.20	329.06	-	-	480.81
	3 Residual	803.64	518.80	-	-	801.77
III.	Chemicals & Gases	362.35	343.16	-	-	362.17
	1 Gujarat	295.44	296.00	-	-	295.44
	2 Maharashtra	418.44	399.74	-	-	417.73
	3 Residual	410.49	283.62	-	-	409.27
IV.	Fertilizer	806.49	397.98	-	-	791.55
	1 Uttar Pradesh	913.17	2142.18	-	-	919.17
	2 Gujarat	918.79	296.34	-	-	894.02
	3 Maharashtra	699.00	349.26	-	-	696.27
	4 Tamil Nadu	643.44	236.17	-	-	626.24
	5 Residual	655.71	524.91	-	-	648.33
V.	Drugs & Medicines	379.63	296.19	-	-	371.40
	1 Gujarat	291.37	266.90	-	-	290.12
	2 Maharashtra	448.51	325.61	-	-	446.82
	3 Telangana	293.37	-	-	-	293.37
	4 Residual	382.58	297.20	-	-	366.98
VI.	Soaps & Detergents	372.70	280.43	-	-	356.77
	1 Uttarakhand	260.88	174.07	-	-	240.38
	2 Maharashtra	508.96	298.30	-	-	493.29
	3 Karnataka	397.63	350.36	-	-	379.62
	4 Tamil Nadu	311.02	245.37	-	-	275.70
	5 Residual	364.07	264.82	-	-	354.63

Table 3.2

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
VII.	Match	413.51	257.83	-	-	289.87
	1 Tamil Nadu	415.48	258.76	-	-	289.39
	2 Residual	386.33	86.05	-	-	315.68
VIII.	Glass & Products	370.89	300.60	-	-	367.07
	1 Uttar Pradesh	416.27	-	-	-	416.27
	2 Gujarat	386.19	292.33	-	-	365.09
	3 Maharashtra	467.84	341.42	-	-	458.95
	4 Residual	266.81	273.64	-	-	267.01
IX.	Cement	487.39	269.40	-	-	480.24
	1 Rajasthan	624.18	-	-	-	624.18
	2 West Bengal	231.18	140.00	-	-	230.34
	3 Madhya Pradesh	221.04	106.66	-	-	217.13
	4 Andhra Pradesh	307.78	263.46	-	-	303.79
	5 Residual	501.91	277.08	-	-	494.73
X.	Tyres & Tubes	420.67	316.90	-	-	419.70
	1 Punjab	294.77	217.31	-	-	294.04
	2 Karnataka	464.05	-	-	-	464.05
	3 Tamil Nadu	536.53	-	-	-	536.53
	4 Residual	430.22	350.62	-	-	429.14
All Manufacturing Ind.		416.85	291.35	-	-	398.11



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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	333.45	264.37	-	-	309.66
	1 Uttar Pradesh	348.54	349.02	-	-	348.55
	2 Tamil Nadu	275.73	265.48	-	-	268.61
	3 Residual	344.61	257.93	-	-	330.06
II.	Petroleum Refinery	632.05	501.84	-	-	631.22
	1 Gujarat	458.80	889.38	-	-	460.18
	2 Maharashtra	430.19	329.06	-	-	429.28
	3 Residual	709.31	507.81	-	-	707.99
III.	Chemicals & Gases	314.53	343.16	-	-	314.81
	1 Gujarat	268.22	296.00	-	-	268.24
	2 Maharashtra	370.73	399.74	-	-	371.83
	3 Residual	343.08	283.62	-	-	342.51
IV.	Fertilizer	691.62	391.25	-	-	680.63
	1 Uttar Pradesh	775.51	1802.76	-	-	780.53
	2 Gujarat	760.11	296.34	-	-	741.66
	3 Maharashtra	606.24	342.04	-	-	604.18
	4 Tamil Nadu	597.35	205.29	-	-	580.79
	5 Residual	605.99	521.02	-	-	601.19
V.	Drugs & Medicines	350.58	269.24	-	-	342.56
	1 Gujarat	282.30	242.12	-	-	280.25
	2 Maharashtra	408.39	309.09	-	-	407.02
	3 Telangana	292.31	-	-	-	292.31
	4 Residual	347.47	269.62	-	-	333.24
VI.	Soaps & Detergents	348.06	268.64	-	-	334.35
	1 Uttarakhand	236.92	174.07	-	-	222.08
	2 Maharashtra	451.73	291.47	-	-	439.81
	3 Karnataka	370.05	341.16	-	-	359.04
	4 Tamil Nadu	280.46	236.35	-	-	256.73
	5 Residual	345.52	243.42	-	-	335.82

Table 3.2(a)

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
VII.	Match	363.07	214.34	-	-	244.95	
	1 Tamil Nadu	365.10	215.14	-	-	244.45	
	2 Residual	335.05	66.00	-	-	271.74	
VIII.	Glass & Products	355.06	295.95	-	-	351.84	
	1 Uttar Pradesh	397.58	-	-	-	397.58	
	2 Gujarat	360.38	291.09	-	-	344.80	
	3 Maharashtra	440.25	326.99	-	-	432.28	
	4 Residual	263.55	270.72	-	-	263.76	
IX.	Cement	460.51	269.40	-	-	454.24	
	1 Rajasthan	553.65	-	-	-	553.65	
	2 West Bengal	226.79	140.00	-	-	225.99	
	3 Madhya Pradesh	186.58	106.66	-	-	183.85	
	4 Andhra Pradesh	302.32	263.46	-	-	298.82	
	5 Residual	480.43	277.08	-	-	473.94	
X.	Tyres & Tubes	364.55	315.99	-	-	364.10	
	1 Punjab	289.97	215.38	-	-	289.26	
	2 Karnataka	461.51	-	-	-	461.51	
	3 Tamil Nadu	422.81	-	-	-	422.81	
	4 Residual	372.89	350.06	-	-	372.58	
All Manufacturing Ind.		379.18	262.38	-	-	361.73	

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	384.70	329.22	-	-	365.60
	1 Uttar Pradesh	408.21	404.62	-	-	408.13
	2 Tamil Nadu	332.91	340.97	-	-	338.51
	3 Residual	391.56	289.98	-	-	374.51
II.	Petroleum Refinery	788.56	528.78	-	-	786.90
	1 Gujarat	514.74	1032.81	-	-	516.40
	2 Maharashtra	534.21	329.06	-	-	532.35
	3 Residual	897.97	529.79	-	-	895.55
III.	Chemicals & Gases	410.17	343.16	-	-	409.54
	1 Gujarat	322.66	296.00	-	-	322.64
	2 Maharashtra	466.14	399.74	-	-	463.62
	3 Residual	477.89	283.62	-	-	476.03
IV.	Fertilizer	921.35	404.70	-	-	902.46
	1 Uttar Pradesh	1050.82	2481.60	-	-	1057.81
	2 Gujarat	1077.46	296.34	-	-	1046.38
	3 Maharashtra	791.75	356.49	-	-	788.35
	4 Tamil Nadu	689.53	267.05	-	-	671.69
	5 Residual	705.43	528.80	-	-	695.47
V.	Drugs & Medicines	408.67	323.14	-	-	400.23
	1 Gujarat	300.44	291.68	-	-	299.99
	2 Maharashtra	488.63	342.14	-	-	486.62
	3 Telangana	294.43	-	-	-	294.43
	4 Residual	417.70	324.78	-	-	400.72
VI.	Soaps & Detergents	397.34	292.23	-	-	379.20
	1 Uttarakhand	284.83	174.07	-	-	258.67
	2 Maharashtra	566.18	305.12	-	-	546.77
	3 Karnataka	425.21	359.56	-	-	400.19
	4 Tamil Nadu	341.57	254.38	-	-	294.67
	5 Residual	382.61	286.21	-	-	373.45

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.	Match	463.94	301.32	-	-	334.78
	1 Tamil Nadu	465.84	302.37	-	-	334.32
	2 Residual	437.62	106.10	-	-	359.61
VIII.	Glass & Products	386.73	305.25	-	-	382.29
	1 Uttar Pradesh	434.96	-	-	-	434.96
	2 Gujarat	412.00	293.56	-	-	385.38
	3 Maharashtra	495.43	355.85	-	-	485.62
	4 Residual	270.06	276.56	-	-	270.25
IX.	Cement	514.28	269.40	-	-	506.24
	1 Rajasthan	694.72	-	-	-	694.72
	2 West Bengal	235.58	140.00	-	-	234.70
	3 Madhya Pradesh	255.49	106.66	-	-	250.40
	4 Andhra Pradesh	313.23	263.46	-	-	308.75
	5 Residual	523.38	277.08	-	-	515.51
X.	Tyres & Tubes	476.79	317.81	-	-	475.30
	1 Punjab	299.57	219.23	-	-	298.81
	2 Karnataka	466.58	-	-	-	466.58
	3 Tamil Nadu	650.23	-	-	-	650.23
	4 Residual	487.55	351.19	-	-	485.70
All Manufacturing Ind.		454.53	320.31	-	-	434.48

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.	Footwear	359.08	296.80	-	-	337.63
	1 Uttar Pradesh	378.38	376.83	-	-	378.34
	2 Tamil Nadu	304.32	303.22	-	-	303.56
	3 Residual	368.09	273.96	-	-	352.29
II.	Petroleum Refinery	710.31	515.31	-	-	709.06
	1 Gujarat	486.77	961.10	-	-	488.29
	2 Maharashtra	482.20	329.06	-	-	480.81
	3 Residual	803.64	518.80	-	-	801.77
III.	Chemicals & Gases	362.35	343.16	-	-	362.17
	1 Gujarat	295.44	296.00	-	-	295.44
	2 Maharashtra	418.44	399.74	-	-	417.73
	3 Residual	410.49	283.62	-	-	409.27
IV.	Fertilizer	806.49	397.98	-	-	791.55
	1 Uttar Pradesh	913.17	2142.18	-	-	919.17
	2 Gujarat	918.79	296.34	-	-	894.02
	3 Maharashtra	699.00	349.26	-	-	696.27
	4 Tamil Nadu	643.44	236.17	-	-	626.24
	5 Residual	655.71	524.91	-	-	648.33
V.	Drugs & Medicines	379.63	296.19	-	-	371.40
	1 Gujarat	291.37	266.90	-	-	290.12
	2 Maharashtra	448.51	325.61	-	-	446.82
	3 Telangana	293.37	-	-	-	293.37
	4 Residual	382.58	297.20	-	-	366.98
VI.	Soaps & Detergents	372.70	280.43	-	-	356.77
	1 Uttarakhand	260.88	174.07	-	-	240.38
	2 Maharashtra	508.96	298.30	-	-	493.29
	3 Karnataka	397.63	350.36	-	-	379.62
	4 Tamil Nadu	311.02	245.37	-	-	275.70
	5 Residual	364.07	264.82	-	-	354.63

Table 3.3

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
VII.	Match	445.17	397.80	-	-	412.36
	1 Tamil Nadu	449.97	397.80	-	-	412.97
	2 Residual	386.33	-	-	-	386.33
VIII.	Glass & Products	370.89	300.60	-	-	367.07
	1 Uttar Pradesh	416.27	-	-	-	416.27
	2 Gujarat	386.19	292.33	-	-	365.09
	3 Maharashtra	467.84	341.42	-	-	458.95
	4 Residual	266.81	273.64	-	-	267.01
IX.	Cement	487.39	269.40	-	-	480.24
	1 Rajasthan	624.18	-	-	-	624.18
	2 West Bengal	231.18	140.00	-	-	230.34
	3 Madhya Pradesh	221.04	106.66	-	-	217.13
	4 Andhra Pradesh	307.78	263.46	-	-	303.79
	5 Residual	501.91	277.08	-	-	494.73
X.	Tyres & Tubes	420.67	316.90	-	-	419.70
	1 Punjab	294.77	217.31	-	-	294.04
	2 Karnataka	464.05	-	-	-	464.05
	3 Tamil Nadu	536.53	-	-	-	536.53
	4 Residual	430.22	350.62	-	-	429.14
All Manufacturing Ind.		417.03	303.89	-	-	401.03

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.	Footwear	333.45	264.37	-	-	309.66
	1 Uttar Pradesh	348.54	349.02	-	-	348.55
	2 Tamil Nadu	275.73	265.48	-	-	268.61
	3 Residual	344.61	257.93	-	-	330.06
II.	Petroleum Refinery	632.05	501.84	-	-	631.22
	1 Gujarat	458.80	889.38	-	-	460.18
	2 Maharashtra	430.19	329.06	-	-	429.28
	3 Residual	709.31	507.81	-	-	707.99
III.	Chemicals & Gases	314.53	343.16	-	-	314.81
	1 Gujarat	268.22	296.00	-	-	268.24
	2 Maharashtra	370.73	399.74	-	-	371.83
	3 Residual	343.08	283.62	-	-	342.51
IV.	Fertilizer	691.62	391.25	-	-	680.63
	1 Uttar Pradesh	775.51	1802.76	-	-	780.53
	2 Gujarat	760.11	296.34	-	-	741.66
	3 Maharashtra	606.24	342.04	-	-	604.18
	4 Tamil Nadu	597.35	205.29	-	-	580.79
	5 Residual	605.99	521.02	-	-	601.19
V.	Drugs & Medicines	350.58	269.24	-	-	342.56
	1 Gujarat	282.30	242.12	-	-	280.25
	2 Maharashtra	408.39	309.09	-	-	407.02
	3 Telangana	292.31	-	-	-	292.31
	4 Residual	347.47	269.62	-	-	333.24
VI.	Soaps & Detergents	348.06	268.64	-	-	334.35
	1 Uttarakhand	236.92	174.07	-	-	222.08
	2 Maharashtra	451.73	291.47	-	-	439.81
	3 Karnataka	370.05	341.16	-	-	359.04
	4 Tamil Nadu	280.46	236.35	-	-	256.73
	5 Residual	345.52	243.42	-	-	335.82

Table 3.3(a)

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
VII.	Match	391.44	343.96	-	-	358.54
	1 Tamil Nadu	396.04	343.96	-	-	359.10
	2 Residual	335.05	-	-	-	335.05
VIII.	Glass & Products	355.06	295.95	-	-	351.84
	1 Uttar Pradesh	397.58	-	-	-	397.58
	2 Gujarat	360.38	291.09	-	-	344.80
	3 Maharashtra	440.25	326.99	-	-	432.28
	4 Residual	263.55	270.72	-	-	263.76
IX.	Cement	460.51	269.40	-	-	454.24
	1 Rajasthan	553.65	-	-	-	553.65
	2 West Bengal	226.79	140.00	-	-	225.99
	3 Madhya Pradesh	186.58	106.66	-	-	183.85
	4 Andhra Pradesh	302.32	263.46	-	-	298.82
	5 Residual	480.43	277.08	-	-	473.94
X.	Tyres & Tubes	364.55	315.99	-	-	364.10
	1 Punjab	289.97	215.38	-	-	289.26
	2 Karnataka	461.51	-	-	-	461.51
	3 Tamil Nadu	422.81	-	-	-	422.81
	4 Residual	372.89	350.06	-	-	372.58
All Manufacturing Ind.		379.34	275.13	-	-	364.60



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

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	384.70	329.22	-	-	365.60
	1 Uttar Pradesh	408.21	404.62	-	-	408.13
	2 Tamil Nadu	332.91	340.97	-	-	338.51
	3 Residual	391.56	289.98	-	-	374.51
II.	Petroleum Refinery	788.56	528.78	-	-	786.90
	1 Gujarat	514.74	1032.81	-	-	516.40
	2 Maharashtra	534.21	329.06	-	-	532.35
	3 Residual	897.97	529.79	-	-	895.55
III.	Chemicals & Gases	410.17	343.16	-	-	409.54
	1 Gujarat	322.66	296.00	-	-	322.64
	2 Maharashtra	466.14	399.74	-	-	463.62
	3 Residual	477.89	283.62	-	-	476.03
IV.	Fertilizer	921.35	404.70	-	-	902.46
	1 Uttar Pradesh	1050.82	2481.60	-	-	1057.81
	2 Gujarat	1077.46	296.34	-	-	1046.38
	3 Maharashtra	791.75	356.49	-	-	788.35
	4 Tamil Nadu	689.53	267.05	-	-	671.69
	5 Residual	705.43	528.80	-	-	695.47
V.	Drugs & Medicines	408.67	323.14	-	-	400.23
	1 Gujarat	300.44	291.68	-	-	299.99
	2 Maharashtra	488.63	342.14	-	-	486.62
	3 Telangana	294.43	-	-	-	294.43
	4 Residual	417.70	324.78	-	-	400.72
VI.	Soaps & Detergents	397.34	292.23	-	-	379.20
	1 Uttarakhand	284.83	174.07	-	-	258.67
	2 Maharashtra	566.18	305.12	-	-	546.77
	3 Karnataka	425.21	359.56	-	-	400.19
	4 Tamil Nadu	341.57	254.38	-	-	294.67
	5 Residual	382.61	286.21	-	-	373.45

Table 3.3(b)

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
VII.	Match	498.90	451.64	-	-	466.16
	1 Tamil Nadu	503.90	451.64	-	-	466.84
	2 Residual	437.62	-	-	-	437.62
VIII.	Glass & Products	386.73	305.25	-	-	382.29
	1 Uttar Pradesh	434.96	-	-	-	434.96
	2 Gujarat	412.00	293.56	-	-	385.38
	3 Maharashtra	495.43	355.85	-	-	485.62
	4 Residual	270.06	276.56	-	-	270.25
IX.	Cement	514.28	269.40	-	-	506.24
	1 Rajasthan	694.72	-	-	-	694.72
	2 West Bengal	235.58	140.00	-	-	234.70
	3 Madhya Pradesh	255.49	106.66	-	-	250.40
	4 Andhra Pradesh	313.23	263.46	-	-	308.75
	5 Residual	523.38	277.08	-	-	515.51
X.	Tyres & Tubes	476.79	317.81	-	-	475.30
	1 Punjab	299.57	219.23	-	-	298.81
	2 Karnataka	466.58	-	-	-	466.58
	3 Tamil Nadu	650.23	-	-	-	650.23
	4 Residual	487.55	351.19	-	-	485.70
All Manufacturing Ind.		454.71	332.64	-	-	437.45

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	141.09	104.06	-	-	106.05
	1 Tamil Nadu	141.09	104.27	-	-	106.26
	2 Residual	-	86.05	-	-	86.05
	All Manufacturing Ind.	141.09	104.06	-	-	106.05

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	119.05	71.95	-	-	74.47
	1 Tamil Nadu	119.05	72.02	-	-	74.57
	2 Residual	-	66.00	-	-	66.00
All Manufacturing Ind.		119.05	71.95	-	-	74.47

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	163.12	136.17	-	-	137.62
	1 Tamil Nadu	163.12	136.52	-	-	137.96
	2 Residual	-	106.10	-	-	106.10
	All Manufacturing Ind.	163.12	136.17	-	-	137.62

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	359.08	296.80	-	-	337.63
	1 Assembler	313.05	313.05	-	-	313.05
	2 Beltman/Mochi	252.76	325.51	-	-	302.92
	3 Chargeman	1046.40	-	-	-	1046.40
	4 Checker	353.82	330.43	-	-	339.17
	5 Coolie/Mazdoor	274.78	297.00	-	-	279.40
	6 Core Maker	297.00	-	-	-	297.00
	7 Die Maker	615.38	290.10	-	-	372.31
	8 Driver	396.88	-	-	-	396.88
	9 Electrician	403.40	-	-	-	403.40
	10 Mech/Elec Foreman	615.44	-	-	-	615.44
	11 Helper	295.23	260.56	-	-	284.60
	12 Loader/Unloader	84.35	-	-	-	84.35
	13 Marker	-	272.00	-	-	272.00
	14 Mechanic(General)	455.76	258.50	-	-	357.85
	15 Moulder	355.76	307.50	-	-	310.08
	16 Packer	335.07	296.44	-	-	325.13
	17 Painter	355.76	-	-	-	355.76
	18 Supervisor	399.85	414.39	-	-	400.25
	19 Sweeper	269.69	351.43	-	-	273.62
	20 Trimmer	248.66	294.57	-	-	261.41
	21 Trolly Driver	76.92	-	-	-	76.92
	22 Turner	346.15	-	-	-	346.15
	23 Watchman	301.10	243.46	-	-	298.15
	24 Welder	177.44	-	-	-	177.44
	25 Wireman	129.81	-	-	-	129.81
	26 Mach. Op./Machinist	481.87	339.56	-	-	414.37
	27 Store Keeper	334.63	-	-	-	334.63
	28 Boot Mechanic	389.14	-	-	-	389.14
	29 Shoe Assembler	420.90	312.86	-	-	383.20
	30 Cutter/Press Cutter	432.93	215.64	-	-	423.35
	31 Hand Stretch/Setter	440.02	286.22	-	-	390.44
	32 Heel Compressor	314.04	248.40	-	-	265.29
	33 Lacer/Lacing Op	395.19	313.10	-	-	382.56
	34 Leather Fitter	304.55	283.74	-	-	294.84
	35 Shoe Machine Op	355.91	315.06	-	-	337.62
	36 Press Machine Op	413.20	308.98	-	-	385.94
	37 Sewing Machine Op	370.17	315.15	-	-	347.63
	38 Skiver Hand/Flusher	397.02	317.13	-	-	349.71
	39 Shoe Bottom Maker	406.15	376.95	-	-	401.48
	40 Miscellaneous	541.92	769.23	-	-	555.09

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
II.	Petroleum Refinery	710.31	515.31	-	-	709.06
1	Blacksmith	311.92	-	-	-	311.92
2	Boiler Attendant	336.33	-	-	-	336.33
3	Chargehand	208.50	-	-	-	208.50
4	Checker	412.79	571.15	-	-	415.25
5	Coolie/Mazdoor	381.57	-	-	-	381.57
6	Crane Operator	218.46	-	-	-	218.46
7	Driver	343.51	-	-	-	343.51
8	Electrician	426.89	-	-	-	426.89
9	Fitter	1571.80	-	-	-	1571.80
10	Mech/Elec Foreman	1383.14	-	-	-	1383.14
11	Furnaceman	222.26	-	-	-	222.26
12	Helper	866.50	371.38	-	-	865.95
13	Loader/Unloader	284.76	-	-	-	284.76
14	Mechanic(General)	747.39	961.10	-	-	749.82
15	Packer	366.47	-	-	-	366.47
16	Painter	444.69	-	-	-	444.69
17	Pump Attendant	331.54	-	-	-	331.54
18	Supervisor	432.02	1051.92	-	-	445.37
19	Sweeper	441.18	325.01	-	-	425.29
20	Tester	433.15	-	-	-	433.15
21	Watchman	406.92	373.90	-	-	406.31
22	Welder	339.60	-	-	-	339.60
23	Wireman	493.27	-	-	-	493.27
24	Fork Lift Operator	222.11	-	-	-	222.11
25	Mach. Op./Machinist	888.45	-	-	-	888.45
26	Store Keeper	331.40	-	-	-	331.40
27	Drum Maker/Filler	439.58	-	-	-	439.58
28	Filling Operator	571.32	-	-	-	571.32
29	Fitter Craftsman	344.07	-	-	-	344.07
30	Guager	439.66	-	-	-	439.66
31	Process Maker	521.44	-	-	-	521.44
32	Miscellaneous	228.51	298.71	-	-	246.06
III.	Chemicals & Gases	362.35	343.16	-	-	362.17
1	Boiler Attendant	414.60	-	-	-	414.60
2	Chargehand	641.08	-	-	-	641.08
3	Checker	539.74	479.19	-	-	537.76
4	Coolie/Mazdoor	323.27	215.00	-	-	319.84
5	Crane Operator	262.45	-	-	-	262.45
6	Driver	334.48	-	-	-	334.48
7	Electrician	379.90	-	-	-	379.90
8	Fireman	724.65	-	-	-	724.65
9	Fitter	339.75	-	-	-	339.75

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	Mech/Elec Foreman	543.07	-	-	-	543.07
11	Gas Cutter	301.92	-	-	-	301.92
12	Helper	321.41	345.11	-	-	321.61
13	Instrument Mech	796.11	-	-	-	796.11
14	Loader/Unloader	438.67	-	-	-	438.67
15	Mason	259.81	-	-	-	259.81
16	Mechanic(General)	450.84	-	-	-	450.84
17	Oilman/Greaser	319.23	-	-	-	319.23
18	Packer	282.23	389.23	-	-	300.42
19	Painter	337.04	-	-	-	337.04
20	Supervisor	477.39	373.07	-	-	476.50
21	Sweeper	267.28	211.53	-	-	260.70
22	Tester	352.56	-	-	-	352.56
23	Watchman	336.50	-	-	-	336.50
24	Welder	283.85	-	-	-	283.85
25	Wireman	439.27	-	-	-	439.27
26	Mach. Op./Machinist	503.62	-	-	-	503.62
27	Store Keeper	326.92	357.69	-	-	342.31
28	Machine/Plant Op	422.75	-	-	-	422.75
29	Super Phos worker	215.78	-	-	-	215.78
30	Pipe Fitter	300.82	-	-	-	300.82
31	Sodium Sulph Majdoor	368.28	-	-	-	368.28
32	Mixing Attendant	333.24	817.30	-	-	335.40
33	Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	806.49	397.98	-	-	791.55
1	Boiler Attendant	1988.33	-	-	-	1988.33
2	Carpenter	660.30	-	-	-	660.30
3	Chargehand	240.00	-	-	-	240.00
4	Checker	625.23	304.23	-	-	596.05
5	Coolie/Mazdoor	393.38	-	-	-	393.38
6	Crane Operator	538.65	-	-	-	538.65
7	Driver	578.09	-	-	-	578.09
8	Electrician	760.63	-	-	-	760.63
9	Fireman	1112.45	-	-	-	1112.45
10	Fitter	579.00	-	-	-	579.00
11	Mech/Elec Foreman	490.00	-	-	-	490.00
12	Helper	356.34	428.68	-	-	365.55
13	Instrument Mech	1118.44	-	-	-	1118.44
14	Loader/Unloader	325.29	-	-	-	325.29
15	Mason	638.26	-	-	-	638.26
16	Mechanic(General)	1623.34	-	-	-	1623.34
17	Oilman/Greaser	280.00	-	-	-	280.00
18	Packer	411.23	200.00	-	-	365.88
19	Press Man	220.00	-	-	-	220.00
20	Pump Attendant	2043.67	-	-	-	2043.67



Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
21	Rigger	1513.40	-	-	-	1513.40
22	Supervisor	2128.29	230.76	-	-	2123.62
23	Sweeper	407.55	593.67	-	-	444.78
24	Tester	500.00	-	-	-	500.00
25	Turner	634.46	-	-	-	634.46
26	Watchman	493.14	-	-	-	493.14
27	Welder	1157.59	-	-	-	1157.59
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	980.50	-	-	-	980.50
30	Mach. Op./Machinist	503.67	519.23	-	-	503.80
31	Store Keeper	483.98	-	-	-	483.98
32	Bag Stitcher	320.86	450.00	-	-	323.53
33	Febricator	525.06	-	-	-	525.06
34	Feeder	397.05	-	-	-	397.05
35	Filler	293.55	-	-	-	293.55
36	Fertilizer Mixer	382.50	229.20	-	-	379.15
37	Laboratory Analyst	1958.79	422.36	-	-	1921.17
38	Panel Board Operator	1060.76	372.88	-	-	1043.71
39	Technician-Gas Pipe	1231.02	-	-	-	1231.02
40	Machine Plant Operat	690.74	-	-	-	690.74
41	Chemist	615.38	365.38	-	-	557.69
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	379.63	296.19	-	-	371.40
1	Boiler Attendant	491.30	-	-	-	491.30
2	Checker	383.09	324.71	-	-	363.00
3	Coolie/Mazdoor	300.85	208.38	-	-	291.52
4	Die Maker	282.76	-	-	-	282.76
5	Driver	352.67	-	-	-	352.67
6	Electrician	330.77	-	-	-	330.77
7	Fireman	277.56	-	-	-	277.56
8	Fitter	407.31	-	-	-	407.31
9	Mech/Elec Foreman	362.35	-	-	-	362.35
10	Helper	402.77	297.27	-	-	386.24
11	Instrument Mech	597.62	-	-	-	597.62
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	508.64	-	-	-	508.64
15	Moulder	456.77	-	-	-	456.77
16	Packer	286.84	242.56	-	-	267.72
17	Supervisor	400.36	-	-	-	400.36
18	Sweeper	299.82	286.25	-	-	293.43
19	Tester	462.90	-	-	-	462.90
20	Turner	327.67	-	-	-	327.67
21	Watchman	292.11	271.73	-	-	291.16
22	Welder	310.65	-	-	-	310.65

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
23	Mach. Op./Machinist	418.31	-	-	-	418.31
24	Store Keeper	398.59	-	-	-	398.59
25	Apprentice/Trainees	225.05	-	-	-	225.05
26	Ampoule Checker	424.61	375.57	-	-	422.71
27	Ampoule Filler	326.96	242.30	-	-	323.34
28	Ampoule/Vial Washer	279.82	-	-	-	279.82
29	Granulation Atten.	335.05	408.56	-	-	341.56
30	Plant Operator	425.97	392.30	-	-	425.85
31	Mixing Attendant	351.88	318.55	-	-	350.84
32	Paster	277.81	482.81	-	-	284.61
33	Solution Making Att.	341.50	-	-	-	341.50
34	Tablet Compressor	303.04	277.34	-	-	302.88
35	Tablet Maker	362.43	-	-	-	362.43
36	Chemist	403.79	551.18	-	-	411.73
37	Miscellaneous	299.01	-	-	-	299.01
VI.	Soaps & Detergents	372.70	280.43	-	-	356.77
1	Assembler	358.46	-	-	-	358.46
2	Checker	347.56	358.46	-	-	347.70
3	Coolie/Mazdoor	224.14	248.05	-	-	227.65
4	Driver	315.84	-	-	-	315.84
5	Electrician	386.52	-	-	-	386.52
6	Fitter	366.36	-	-	-	366.36
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	263.56	260.27	-	-	262.77
9	Loader/Unloader	250.00	-	-	-	250.00
10	Mechanic(General)	708.31	-	-	-	708.31
11	Packer	310.96	319.90	-	-	314.44
12	Supervisor	474.85	407.39	-	-	469.41
13	Sweeper	232.16	242.17	-	-	235.94
14	Watchman	289.33	-	-	-	289.33
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	609.46	244.00	-	-	572.28
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	313.00	-	-	-	313.00
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	484.13	282.30	-	-	448.46
21	Drum Dryer Operator	423.21	259.87	-	-	419.55
22	Grandomac Operator	555.33	254.33	-	-	528.65
23	Hand Stamper	530.54	253.31	-	-	495.91
24	Hand Wrapper	425.91	303.15	-	-	382.92
25	Jones Machine Op	432.82	-	-	-	432.82
26	Lye Operator	387.62	-	-	-	387.62
27	Machine Operator	427.46	254.33	-	-	424.34
28	Pan Side Man	581.95	-	-	-	581.95
29	Plant Operator	470.56	260.00	-	-	468.71

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
30	Stacker	640.93	237.58	-	-	599.78
31	Cooler Cutter	562.70	295.86	-	-	540.13
32	Miscellaneous	240.87	-	-	-	240.87
VII.	Match	413.51	257.83	-	-	289.87
1	Checker	369.03	118.92	-	-	136.63
2	Coolie/Mazdoor	336.54	-	-	-	336.54
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	489.14	-	-	-	489.14
5	Electrician	840.57	-	-	-	840.57
6	Fitter	588.15	-	-	-	588.15
7	Mech/Elec Foreman	370.80	-	-	-	370.80
8	Helper	594.08	183.36	-	-	500.25
9	Loader/Unloader	326.92	-	-	-	326.92
10	Mechanic(General)	250.00	-	-	-	250.00
11	Packer	214.77	173.38	-	-	178.57
12	Supervisor	362.47	268.89	-	-	318.87
13	Sweeper	-	733.52	-	-	733.52
14	Watchman	196.22	-	-	-	196.22
15	Mach. Op./Machinist	745.82	166.61	-	-	729.90
16	Store Keeper	460.30	-	-	-	460.30
17	Labelling Mach Op	240.00	110.00	-	-	196.67
18	Box Filler	174.25	269.49	-	-	266.10
19	Chemical Grinder	224.83	129.31	-	-	167.14
20	Printing Machine Op	-	110.00	-	-	110.00
21	Box Filling Operator	250.00	454.21	-	-	326.58
22	Box Making Operator	239.09	231.57	-	-	235.42
23	Chopping Machine Op.	325.28	-	-	-	325.28
24	Continous Mach Op	112.50	-	-	-	112.50
25	Paste/Recipe Maker	1033.73	-	-	-	1033.73
26	Side Printer	-	165.22	-	-	165.22
27	Wax Dipper	382.86	-	-	-	382.86
28	Chemical Dipper	220.85	-	-	-	220.85
29	Lebelling Worker	156.09	188.75	-	-	170.61
30	Frame Laveller	179.75	142.53	-	-	158.20
31	Box Closing Mach Op	183.51	-	-	-	183.51
32	Tray Setter	-	172.59	-	-	172.59
33	Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	370.89	300.60	-	-	367.07
1	Checker	295.38	292.08	-	-	292.59
2	Coolie/Mazdoor	339.29	-	-	-	339.29
3	Driver	316.64	-	-	-	316.64
4	Electrician	409.37	-	-	-	409.37
5	Fitter	383.13	-	-	-	383.13

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
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	299.76	289.52	-	-	298.62
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	330.58	-	-	-	330.58
11	Packer	453.43	288.00	-	-	343.64
12	Polisher	770.80	-	-	-	770.80
13	Sorter	559.26	-	-	-	559.26
14	Supervisor	561.38	288.00	-	-	552.76
15	Sweeper	274.48	287.54	-	-	277.51
16	Turner	710.92	-	-	-	710.92
17	Watchman	330.98	-	-	-	330.98
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	347.33	-	-	-	347.33
20	Blower Mach Op	336.40	-	-	-	336.40
21	Empoule Mach Op	644.22	478.85	-	-	588.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	483.12	421.00	-	-	479.24
25	Bubble Holder/Cooler	368.15	-	-	-	368.15
26	Coolingman/Benchman	283.61	-	-	-	283.61
27	Chakki Grinder/Finis	406.38	-	-	-	406.38
28	Fireman/Furnaceman	301.98	-	-	-	301.98
29	Galaiwala	397.06	-	-	-	397.06
30	Glass Cutter/Cracker	263.50	-	-	-	263.50
31	Glass Lifter/Melter	487.80	-	-	-	487.80
32	Gulliwala	370.16	-	-	-	370.16
33	Lom Maker	487.46	-	-	-	487.46
34	Muthawala	506.00	-	-	-	506.00
35	Pressman/Billaiwala	504.81	-	-	-	504.81
36	Stacker	726.32	769.23	-	-	728.39
37	Tarwala/Drawer	519.49	-	-	-	519.49
38	Machineman	396.34	346.15	-	-	394.42
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	370.47	-	-	-	370.47
41	Ginaiwala	413.85	-	-	-	413.85
IX.	Cement	487.39	269.40	-	-	480.24
1	Checker	366.53	-	-	-	366.53
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	386.36	172.25	-	-	380.59
4	Crane Operator	463.06	-	-	-	463.06
5	Driller	697.22	-	-	-	697.22
6	Driver	489.37	-	-	-	489.37
7	Electrician	482.49	-	-	-	482.49
8	Fireman	175.96	-	-	-	175.96

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
	9 Fitter	587.07	-	-	-	587.07
	10 Mech/Elec Foreman	583.37	-	-	-	583.37
	11 Helper	368.74	274.57	-	-	359.30
	12 Loader/Unloader	611.89	-	-	-	611.89
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	586.42	-	-	-	586.42
	15 Packer	410.29	-	-	-	410.29
	16 Pump Attendant	601.86	-	-	-	601.86
	17 Rigger	462.54	-	-	-	462.54
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	630.80	-	-	-	630.80
	20 Sweeper	318.00	-	-	-	318.00
	21 Tester	597.57	-	-	-	597.57
	22 Turner	618.96	-	-	-	618.96
	23 Watchman	285.92	-	-	-	285.92
	24 Welder	595.84	-	-	-	595.84
	25 Mach. Op./Machinist	580.75	-	-	-	580.75
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	765.23	-	-	-	765.23
	28 HEMM/Buldozer Op	484.05	-	-	-	484.05
	29 Loco Driver	425.47	-	-	-	425.47
	30 Mill Operator/Atten	520.59	-	-	-	520.59
	31 Pointsman/Signalman	689.18	-	-	-	689.18
	32 Plant Mach Atten	585.71	-	-	-	585.71
	33 Khalasi	566.14	-	-	-	566.14
	34 Mechanical Attendant	618.82	-	-	-	618.82
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	420.67	316.90	-	-	419.70
	1 Assembler	388.42	-	-	-	388.42
	2 Boiler Attendant	376.88	-	-	-	376.88
	3 Checker	312.58	-	-	-	312.58
	4 Coolie/Mazdoor	298.71	-	-	-	298.71
	5 Driver	334.20	-	-	-	334.20
	6 Electrician	481.86	-	-	-	481.86
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	590.76	-	-	-	590.76
	9 Mech/Elec Foreman	469.74	-	-	-	469.74
	10 Helper	349.47	320.41	-	-	348.59
	11 Mistry/Kangani	360.07	-	-	-	360.07
	12 Mechanic(General)	544.19	-	-	-	544.19
	13 Packer	246.63	-	-	-	246.63
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	523.52	-	-	-	523.52
	17 Sweeper	259.45	240.38	-	-	256.41

Table 3.5

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
18	Turner	449.52	-	-	-	449.52
19	Watchman	291.35	-	-	-	291.35
20	Welder	620.06	-	-	-	620.06
21	Wireman	438.46	-	-	-	438.46
22	Fork Lift Operator	298.07	-	-	-	298.07
23	Mach. Op./Machinist	291.37	-	-	-	291.37
24	Store Keeper	390.53	-	-	-	390.53
25	Apprentice/Trainees	192.31	-	-	-	192.31
26	Band Ply Machine Op.	350.60	-	-	-	350.60
27	Comp Batch Preparer	826.95	-	-	-	826.95
28	Fabric Splicer	363.01	-	-	-	363.01
29	Leading Man	685.79	-	-	-	685.79
30	Liners Tab Op	1071.00	-	-	-	1071.00
31	Mill Man	752.46	-	-	-	752.46
32	Motor Tube Cure Man	302.88	-	-	-	302.88
33	Mould Machinist	470.25	-	-	-	470.25
34	Pipe Fitter	298.40	-	-	-	298.40
35	Retrader/Vulcaniser	229.12	-	-	-	229.12
36	Insul./Winding Op	547.00	-	-	-	547.00
37	S Bias Mach. Op.	356.43	-	-	-	356.43
38	Tube Repair Man	311.07	-	-	-	311.07
39	Tuber Machine Op	441.16	-	-	-	441.16
40	Tyer Builder	660.59	-	-	-	660.59
41	Tyer Cure Man	556.82	-	-	-	556.82
42	Tyer Mould Burner	414.55	-	-	-	414.55
43	Tyer Sponger/Trimmer	424.90	-	-	-	424.90
44	Bead Cutter/Op	461.18	-	-	-	461.18
45	Miscellaneous	447.00	-	-	-	447.00
All Manufacturing Ind.		416.85	291.35	-	-	398.11

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	333.45	264.37	-	-	309.66
1	Assembler	144.70	144.70	-	-	144.70
2	Beltman/Mochi	248.11	306.80	-	-	288.58
3	Chargeman	1046.40	-	-	-	1046.40
4	Checker	318.42	276.87	-	-	292.40
5	Coolie/Mazdoor	262.38	248.00	-	-	259.39
6	Core Maker	248.00	-	-	-	248.00
7	Die Maker	615.38	281.25	-	-	365.70
8	Driver	366.34	-	-	-	366.34
9	Electrician	374.84	-	-	-	374.84
10	Mech/Elec Foreman	615.44	-	-	-	615.44
11	Helper	284.83	245.05	-	-	272.64
12	Loader/Unloader	82.85	-	-	-	82.85
13	Marker	-	239.33	-	-	239.33
14	Mechanic(General)	230.76	248.00	-	-	239.32
15	Moulder	355.76	283.35	-	-	287.21
16	Packer	320.38	210.29	-	-	292.06
17	Painter	355.76	-	-	-	355.76
18	Supervisor	360.06	317.78	-	-	358.90
19	Sweeper	259.30	351.43	-	-	263.73
20	Trimmer	248.12	255.37	-	-	250.13
21	Trolley Driver	76.92	-	-	-	76.92
22	Turner	346.15	-	-	-	346.15
23	Watchman	276.41	243.46	-	-	274.72
24	Welder	177.44	-	-	-	177.44
25	Wireman	129.81	-	-	-	129.81
26	Mach. Op./Machinist	373.17	264.86	-	-	321.80
27	Store Keeper	310.34	-	-	-	310.34
28	Boot Mechanic	373.81	-	-	-	373.81
29	Shoe Assembler	396.24	226.08	-	-	336.87
30	Cutter/Press Cutter	400.46	206.52	-	-	391.91
31	Hand Stretch/Setter	403.40	252.36	-	-	354.71
32	Heel Compressor	293.76	247.21	-	-	259.19
33	Lacer/Lacing Op	372.10	297.57	-	-	360.64
34	Leather Fitter	292.64	261.71	-	-	278.20
35	Shoe Machine Op	314.32	262.34	-	-	291.05
36	Press Machine Op	394.56	282.30	-	-	365.19
37	Sewing Machine Op	305.37	293.02	-	-	300.31
38	Skiver Hand/Flusher	386.50	287.99	-	-	328.17
39	Shoe Bottom Maker	368.53	222.03	-	-	345.09

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	40 Miscellaneous	507.86	769.23	-	-	523.01
II.	Petroleum Refinery	632.05	501.84	-	-	631.22
	1 Blacksmith	311.92	-	-	-	311.92
	2 Boiler Attendant	325.90	-	-	-	325.90
	3 Chargehand	150.00	-	-	-	150.00
	4 Checker	318.70	571.15	-	-	322.62
	5 Coolie/Mazdoor	363.81	-	-	-	363.81
	6 Crane Operator	215.38	-	-	-	215.38
	7 Driver	313.65	-	-	-	313.65
	8 Electrician	383.42	-	-	-	383.42
	9 Fitter	1136.29	-	-	-	1136.29
	10 Mech/Elec Foreman	1306.34	-	-	-	1306.34
	11 Furnaceman	219.14	-	-	-	219.14
	12 Helper	818.94	371.38	-	-	818.45
	13 Loader/Unloader	246.96	-	-	-	246.96
	14 Mechanic(General)	684.45	889.38	-	-	686.79
	15 Packer	253.24	-	-	-	253.24
	16 Painter	444.69	-	-	-	444.69
	17 Pump Attendant	331.54	-	-	-	331.54
	18 Supervisor	326.51	1051.92	-	-	342.13
	19 Sweeper	440.31	325.01	-	-	424.54
	20 Tester	433.15	-	-	-	433.15
	21 Watchman	381.01	373.90	-	-	380.87
	22 Welder	339.60	-	-	-	339.60
	23 Wireman	469.61	-	-	-	469.61
	24 Fork Lift Operator	211.53	-	-	-	211.53
	25 Mach. Op./Machinist	817.16	-	-	-	817.16
	26 Store Keeper	331.40	-	-	-	331.40
	27 Drum Maker/Filler	425.51	-	-	-	425.51
	28 Filling Operator	498.19	-	-	-	498.19
	29 Fitter Craftsman	341.93	-	-	-	341.93
	30 Guager	416.97	-	-	-	416.97
	31 Process Maker	488.73	-	-	-	488.73
	32 Miscellaneous	190.16	265.49	-	-	208.99
III.	Chemicals & Gases	314.53	343.16	-	-	314.81
	1 Boiler Attendant	327.58	-	-	-	327.58
	2 Chargehand	629.46	-	-	-	629.46
	3 Checker	474.16	479.19	-	-	474.33
	4 Coolie/Mazdoor	281.56	215.00	-	-	279.46
	5 Crane Operator	236.50	-	-	-	236.50
	6 Driver	294.47	-	-	-	294.47
	7 Electrician	339.18	-	-	-	339.18
	8 Fireman	690.88	-	-	-	690.88



Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	284.23	-	-	-	284.23
	10 Mech/Elec Foreman	480.42	-	-	-	480.42
	11 Gas Cutter	269.23	-	-	-	269.23
	12 Helper	277.22	345.11	-	-	277.81
	13 Instrument Mech	624.25	-	-	-	624.25
	14 Loader/Unloader	433.10	-	-	-	433.10
	15 Mason	259.81	-	-	-	259.81
	16 Mechanic(General)	393.29	-	-	-	393.29
	17 Oilman/Greaser	319.23	-	-	-	319.23
	18 Packer	277.53	389.23	-	-	296.52
	19 Painter	319.23	-	-	-	319.23
	20 Supervisor	374.87	373.07	-	-	374.85
	21 Sweeper	262.26	211.53	-	-	256.26
	22 Tester	352.56	-	-	-	352.56
	23 Watchman	266.71	-	-	-	266.71
	24 Welder	266.52	-	-	-	266.52
	25 Wireman	391.38	-	-	-	391.38
	26 Mach. Op./Machinist	482.43	-	-	-	482.43
	27 Store Keeper	326.92	357.69	-	-	342.31
	28 Machine/Plant Op	348.57	-	-	-	348.57
	29 Super Phos worker	211.75	-	-	-	211.75
	30 Pipe Fitter	268.37	-	-	-	268.37
	31 Sodium Sulph Majdoor	368.28	-	-	-	368.28
	32 Mixing Attendant	314.29	817.30	-	-	316.53
	33 Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	691.62	391.25	-	-	680.63
	1 Boiler Attendant	1646.18	-	-	-	1646.18
	2 Carpenter	660.30	-	-	-	660.30
	3 Chargehand	200.00	-	-	-	200.00
	4 Checker	497.60	304.23	-	-	480.02
	5 Coolie/Mazdoor	352.02	-	-	-	352.02
	6 Crane Operator	505.78	-	-	-	505.78
	7 Driver	545.74	-	-	-	545.74
	8 Electrician	720.73	-	-	-	720.73
	9 Fireman	968.05	-	-	-	968.05
	10 Fitter	549.25	-	-	-	549.25
	11 Mech/Elec Foreman	490.00	-	-	-	490.00
	12 Helper	342.27	426.51	-	-	352.99
	13 Instrument Mech	1045.98	-	-	-	1045.98
	14 Loader/Unloader	323.77	-	-	-	323.77
	15 Mason	638.26	-	-	-	638.26
	16 Mechanic(General)	1200.68	-	-	-	1200.68
	17 Oilman/Greaser	280.00	-	-	-	280.00
	18 Packer	391.84	200.00	-	-	350.65
	19 Press Man	160.00	-	-	-	160.00

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	1831.99	-	-	-	1831.99
21	Rigger	1272.53	-	-	-	1272.53
22	Supervisor	1709.96	230.76	-	-	1706.32
23	Sweeper	389.10	549.27	-	-	421.13
24	Tester	288.46	-	-	-	288.46
25	Turner	604.53	-	-	-	604.53
26	Watchman	426.32	-	-	-	426.32
27	Welder	1142.59	-	-	-	1142.59
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	929.33	-	-	-	929.33
30	Mach. Op./Machinist	430.33	519.23	-	-	431.09
31	Store Keeper	394.43	-	-	-	394.43
32	Bag Stitcher	308.08	450.00	-	-	311.02
33	Febricator	504.91	-	-	-	504.91
34	Feeder	316.06	-	-	-	316.06
35	Filler	290.30	-	-	-	290.30
36	Fertilizer Mixer	372.73	197.61	-	-	368.91
37	Laboratory Analyst	1843.97	422.36	-	-	1809.16
38	Panel Board Operator	950.76	372.88	-	-	936.43
39	Technician-Gas Pipe	1174.56	-	-	-	1174.56
40	Machine Plant Operat	563.75	-	-	-	563.75
41	Chemist	421.15	365.38	-	-	408.28
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	350.58	269.24	-	-	342.56
1	Boiler Attendant	481.51	-	-	-	481.51
2	Checker	259.72	300.29	-	-	273.68
3	Coolie/Mazdoor	300.85	196.55	-	-	290.32
4	Die Maker	282.76	-	-	-	282.76
5	Driver	337.94	-	-	-	337.94
6	Electrician	309.78	-	-	-	309.78
7	Fireman	277.56	-	-	-	277.56
8	Fitter	362.32	-	-	-	362.32
9	Mech/Elec Foreman	331.66	-	-	-	331.66
10	Helper	368.73	269.59	-	-	353.20
11	Instrument Mech	591.02	-	-	-	591.02
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	484.10	-	-	-	484.10
15	Moulder	456.77	-	-	-	456.77
16	Packer	283.69	221.69	-	-	256.92
17	Supervisor	308.20	-	-	-	308.20
18	Sweeper	291.04	268.47	-	-	280.41
19	Tester	462.90	-	-	-	462.90
20	Turner	310.65	-	-	-	310.65
21	Watchman	283.63	243.46	-	-	281.76

Table 3.5(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Welder	310.65	-	-	-	310.65
23	Mach. Op./Machinist	392.03	-	-	-	392.03
24	Store Keeper	254.66	-	-	-	254.66
25	Apprentice/Trainees	130.53	-	-	-	130.53
26	Ampoule Checker	397.14	375.57	-	-	396.30
27	Ampoule Filler	326.62	242.30	-	-	323.02
28	Ampoule/Vial Washer	279.26	-	-	-	279.26
29	Granulation Atten.	282.62	379.08	-	-	291.16
30	Plant Operator	388.88	392.30	-	-	388.89
31	Mixing Attendant	340.54	298.07	-	-	339.23
32	Paster	268.37	475.54	-	-	275.24
33	Solution Making Att.	259.48	-	-	-	259.48
34	Tablet Compressor	299.31	277.34	-	-	299.17
35	Tablet Maker	361.15	-	-	-	361.15
36	Chemist	360.61	454.94	-	-	365.69
37	Miscellaneous	282.84	-	-	-	282.84
VI.	Soaps & Detergents	348.06	268.64	-	-	334.35
1	Assembler	358.46	-	-	-	358.46
2	Checker	325.49	358.46	-	-	325.92
3	Coolie/Mazdoor	199.84	234.87	-	-	204.99
4	Driver	315.84	-	-	-	315.84
5	Electrician	333.38	-	-	-	333.38
6	Fitter	327.10	-	-	-	327.10
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	246.67	256.18	-	-	248.95
9	Loader/Unloader	211.53	-	-	-	211.53
10	Mechanic(General)	581.44	-	-	-	581.44
11	Packer	280.06	308.19	-	-	291.01
12	Supervisor	403.20	276.57	-	-	392.99
13	Sweeper	225.02	227.05	-	-	225.78
14	Watchman	284.79	-	-	-	284.79
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	494.83	200.00	-	-	464.84
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	302.26	-	-	-	302.26
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	477.60	254.12	-	-	438.11
21	Drum Dryer Operator	419.73	243.27	-	-	415.78
22	Grandomac Operator	550.51	243.27	-	-	523.28
23	Hand Stamper	520.23	248.98	-	-	486.35
24	Hand Wrapper	420.15	284.60	-	-	372.68
25	Jones Machine Op	429.93	-	-	-	429.93
26	Lye Operator	368.91	-	-	-	368.91
27	Machine Operator	413.93	243.27	-	-	410.85
28	Pan Side Man	576.09	-	-	-	576.09

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
	29 Plant Operator	445.25	260.00	-	-	443.63
	30 Stackers	636.25	234.72	-	-	595.28
	31 Cooler Cutter	558.85	295.86	-	-	536.61
	32 Miscellaneous	181.92	-	-	-	181.92
VII.	Match	363.07	214.34	-	-	244.95
	1 Checker	369.03	100.30	-	-	119.33
	2 Coolie/Mazdoor	288.46	-	-	-	288.46
	3 Crane Operator	300.00	-	-	-	300.00
	4 Driver	464.74	-	-	-	464.74
	5 Electrician	691.51	-	-	-	691.51
	6 Fitter	557.74	-	-	-	557.74
	7 Mech/Elec Foreman	370.80	-	-	-	370.80
	8 Helper	492.51	179.92	-	-	421.10
	9 Loader/Unloader	326.92	-	-	-	326.92
	10 Mechanic(General)	250.00	-	-	-	250.00
	11 Packer	199.46	132.00	-	-	140.46
	12 Supervisor	319.46	241.41	-	-	283.09
	13 Sweeper	-	718.34	-	-	718.34
	14 Watchman	191.66	-	-	-	191.66
	15 Mach. Op./Machinist	680.52	166.61	-	-	666.39
	16 Store Keeper	460.30	-	-	-	460.30
	17 Labelling Mach Op	240.00	110.00	-	-	196.67
	18 Box Filler	137.80	223.89	-	-	220.83
	19 Chemical Grinder	224.83	129.31	-	-	167.14
	20 Printing Machine Op	-	110.00	-	-	110.00
	21 Box Filling Operator	250.00	374.14	-	-	296.55
	22 Box Making Operator	184.61	194.97	-	-	189.66
	23 Chopping Machine Op.	294.51	-	-	-	294.51
	24 Continuous Mach Op	85.00	-	-	-	85.00
	25 Paste/Recipe Maker	1033.73	-	-	-	1033.73
	26 Side Printer	-	142.37	-	-	142.37
	27 Wax Dipper	382.86	-	-	-	382.86
	28 Chemical Dipper	209.98	-	-	-	209.98
	29 Labelling Worker	135.38	155.57	-	-	144.35
	30 Frame Laveller	108.50	92.07	-	-	98.99
	31 Box Closing Mach Op	170.63	-	-	-	170.63
	32 Tray Setter	-	172.59	-	-	172.59
	33 Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	355.06	295.95	-	-	351.84
	1 Checker	272.30	288.00	-	-	285.58
	2 Coolie/Mazdoor	335.18	-	-	-	335.18
	3 Driver	314.19	-	-	-	314.19
	4 Electrician	400.21	-	-	-	400.21

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	Fitter	360.05	-	-	-	360.05
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	293.46	285.98	-	-	292.63
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	315.00	-	-	-	315.00
11	Packer	451.38	288.00	-	-	342.95
12	Polisher	693.87	-	-	-	693.87
13	Sorter	501.56	-	-	-	501.56
14	Supervisor	529.62	288.00	-	-	522.00
15	Sweeper	271.61	284.92	-	-	274.70
16	Turner	678.34	-	-	-	678.34
17	Watchman	325.46	-	-	-	325.46
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	312.26	-	-	-	312.26
20	Blower Mach Op	318.62	-	-	-	318.62
21	Empoule Mach Op	642.62	473.08	-	-	585.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	297.00	421.00	-	-	304.75
25	Bubble Holder/Cooler	364.79	-	-	-	364.79
26	Coolingman/Benchman	277.65	-	-	-	277.65
27	Chakki Grinder/Finis	387.86	-	-	-	387.86
28	Fireman/Furnaceman	297.21	-	-	-	297.21
29	Galaiwala	383.28	-	-	-	383.28
30	Glass Cutter/Cracker	260.20	-	-	-	260.20
31	Glass Lifter/Melter	478.84	-	-	-	478.84
32	Gulliwala	361.40	-	-	-	361.40
33	Lom Maker	446.61	-	-	-	446.61
34	Muthawala	476.20	-	-	-	476.20
35	Pressman/Billaiwala	478.23	-	-	-	478.23
36	Stacker	716.58	769.23	-	-	719.12
37	Tarwala/Drawer	494.86	-	-	-	494.86
38	Machineman	371.63	230.76	-	-	366.25
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	357.49	-	-	-	357.49
41	Ginaiwala	401.82	-	-	-	401.82
IX.	Cement	460.51	269.40	-	-	454.24
1	Checker	247.87	-	-	-	247.87
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	368.03	172.25	-	-	362.75
4	Crane Operator	401.37	-	-	-	401.37
5	Driller	677.18	-	-	-	677.18
6	Driver	468.71	-	-	-	468.71
7	Electrician	450.85	-	-	-	450.85

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
	8 Fireman	175.96	-	-	-	175.96
	9 Fitter	476.01	-	-	-	476.01
	10 Mech/Elec Foreman	555.47	-	-	-	555.47
	11 Helper	355.18	274.57	-	-	347.10
	12 Loader/Unloader	607.01	-	-	-	607.01
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	510.91	-	-	-	510.91
	15 Packer	403.84	-	-	-	403.84
	16 Pump Attendant	592.38	-	-	-	592.38
	17 Rigger	418.53	-	-	-	418.53
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	478.75	-	-	-	478.75
	20 Sweeper	314.52	-	-	-	314.52
	21 Tester	593.41	-	-	-	593.41
	22 Turner	478.36	-	-	-	478.36
	23 Watchman	258.60	-	-	-	258.60
	24 Welder	473.16	-	-	-	473.16
	25 Mach. Op./Machinist	564.11	-	-	-	564.11
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	743.55	-	-	-	743.55
	28 HEMM/Buldozer Op	460.36	-	-	-	460.36
	29 Loco Driver	415.26	-	-	-	415.26
	30 Mill Operator/Atten	500.86	-	-	-	500.86
	31 Pointsman/Signalman	688.82	-	-	-	688.82
	32 Plant Mach Atten	571.16	-	-	-	571.16
	33 Khalasi	544.69	-	-	-	544.69
	34 Mechanical Attendant	604.65	-	-	-	604.65
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	364.55	315.99	-	-	364.10
	1 Assembler	365.07	-	-	-	365.07
	2 Boiler Attendant	327.45	-	-	-	327.45
	3 Checker	275.72	-	-	-	275.72
	4 Coolie/Mazdoor	289.10	-	-	-	289.10
	5 Driver	319.88	-	-	-	319.88
	6 Electrician	426.48	-	-	-	426.48
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	490.14	-	-	-	490.14
	9 Mech/Elec Foreman	403.79	-	-	-	403.79
	10 Helper	315.18	319.90	-	-	315.33
	11 Mistry/Kangani	340.17	-	-	-	340.17
	12 Mechanic(General)	412.99	-	-	-	412.99
	13 Packer	233.73	-	-	-	233.73
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	365.55	-	-	-	365.55

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
17	Sweeper	259.45	230.76	-	-	254.87
18	Turner	404.85	-	-	-	404.85
19	Watchman	287.89	-	-	-	287.89
20	Welder	593.74	-	-	-	593.74
21	Wireman	400.76	-	-	-	400.76
22	Fork Lift Operator	298.07	-	-	-	298.07
23	Mach. Op./Machinist	283.53	-	-	-	283.53
24	Store Keeper	390.53	-	-	-	390.53
25	Apprentice/Trainees	192.31	-	-	-	192.31
26	Band Ply Machine Op.	337.39	-	-	-	337.39
27	Comp Batch Preparer	557.80	-	-	-	557.80
28	Fabric Splicer	355.49	-	-	-	355.49
29	Leading Man	479.47	-	-	-	479.47
30	Liners Tab Op	1071.00	-	-	-	1071.00
31	Mill Man	734.72	-	-	-	734.72
32	Motor Tube Cure Man	298.07	-	-	-	298.07
33	Mould Machinist	419.64	-	-	-	419.64
34	Pipe Fitter	288.21	-	-	-	288.21
35	Retrader/Vulcaniser	214.57	-	-	-	214.57
36	Insul./Winding Op	547.00	-	-	-	547.00
37	S Bias Mach. Op.	330.02	-	-	-	330.02
38	Tube Repair Man	283.09	-	-	-	283.09
39	Tuber Machine Op	367.69	-	-	-	367.69
40	Tyer Builder	506.28	-	-	-	506.28
41	Tyer Cure Man	458.34	-	-	-	458.34
42	Tyer Mould Burner	414.55	-	-	-	414.55
43	Tyer Sponger/Trimmer	399.29	-	-	-	399.29
44	Bead Cutter/Op	374.45	-	-	-	374.45
45	Miscellaneous	447.00	-	-	-	447.00
All Manufacturing Ind.		379.18	262.38	-	-	361.73

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	384.70	329.22	-	-	365.60
	1 Assembler	481.40	481.40	-	-	481.40
	2 Beltman/Mochi	257.40	344.23	-	-	317.27
	3 Chargeman	1046.40	-	-	-	1046.40
	4 Checker	389.21	384.00	-	-	385.95
	5 Coolie/Mazdoor	287.18	346.00	-	-	299.41
	6 Core Maker	346.00	-	-	-	346.00
	7 Die Maker	615.38	298.95	-	-	378.93
	8 Driver	427.41	-	-	-	427.41
	9 Electrician	431.95	-	-	-	431.95
	10 Mech/Elec Foreman	615.44	-	-	-	615.44
	11 Helper	305.62	276.06	-	-	296.56
	12 Loader/Unloader	85.85	-	-	-	85.85
	13 Marker	-	304.67	-	-	304.67
	14 Mechanic(General)	680.76	269.00	-	-	476.38
	15 Moulder	355.76	331.65	-	-	332.94
	16 Packer	349.76	382.59	-	-	358.20
	17 Painter	355.76	-	-	-	355.76
	18 Supervisor	439.63	510.99	-	-	441.60
	19 Sweeper	280.08	351.43	-	-	283.51
	20 Trimmer	249.20	333.77	-	-	272.69
	21 Trolly Driver	76.92	-	-	-	76.92
	22 Turner	346.15	-	-	-	346.15
	23 Watchman	325.80	243.46	-	-	321.58
	24 Welder	177.44	-	-	-	177.44
	25 Wireman	129.81	-	-	-	129.81
	26 Mach. Op./Machinist	590.57	414.25	-	-	506.94
	27 Store Keeper	358.92	-	-	-	358.92
	28 Boot Mechanic	404.46	-	-	-	404.46
	29 Shoe Assembler	445.56	399.65	-	-	429.54
	30 Cutter/Press Cutter	465.40	224.75	-	-	454.79
	31 Hand Stretch/Setter	476.64	320.08	-	-	426.16
	32 Heel Compressor	334.32	249.58	-	-	271.39
	33 Lacer/Lacing Op	418.27	328.62	-	-	404.48
	34 Leather Fitter	316.45	305.78	-	-	311.47
	35 Shoe Machine Op	397.49	367.78	-	-	384.19
	36 Press Machine Op	431.85	335.66	-	-	406.68
	37 Sewing Machine Op	434.97	337.27	-	-	394.94
	38 Skiver Hand/Flusher	407.53	346.27	-	-	371.26
	39 Shoe Bottom Maker	443.77	531.87	-	-	457.87



Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	40 Miscellaneous	575.98	769.23	-	-	587.18
II.	Petroleum Refinery	788.56	528.78	-	-	786.90
	1 Blacksmith	311.92	-	-	-	311.92
	2 Boiler Attendant	346.77	-	-	-	346.77
	3 Chargehand	267.00	-	-	-	267.00
	4 Checker	506.88	571.15	-	-	507.88
	5 Coolie/Mazdoor	399.33	-	-	-	399.33
	6 Crane Operator	221.53	-	-	-	221.53
	7 Driver	373.38	-	-	-	373.38
	8 Electrician	470.35	-	-	-	470.35
	9 Fitter	2007.32	-	-	-	2007.32
	10 Mech/Elec Foreman	1459.94	-	-	-	1459.94
	11 Furnaceman	225.38	-	-	-	225.38
	12 Helper	914.05	371.38	-	-	913.45
	13 Loader/Unloader	322.55	-	-	-	322.55
	14 Mechanic(General)	810.32	1032.81	-	-	812.85
	15 Packer	479.71	-	-	-	479.71
	16 Painter	444.69	-	-	-	444.69
	17 Pump Attendant	331.54	-	-	-	331.54
	18 Supervisor	537.53	1051.92	-	-	548.60
	19 Sweeper	442.04	325.01	-	-	426.03
	20 Tester	433.15	-	-	-	433.15
	21 Watchman	432.83	373.90	-	-	431.74
	22 Welder	339.60	-	-	-	339.60
	23 Wireman	516.92	-	-	-	516.92
	24 Fork Lift Operator	232.69	-	-	-	232.69
	25 Mach. Op./Machinist	959.74	-	-	-	959.74
	26 Store Keeper	331.40	-	-	-	331.40
	27 Drum Maker/Filler	453.66	-	-	-	453.66
	28 Filling Operator	644.44	-	-	-	644.44
	29 Fitter Craftsman	346.21	-	-	-	346.21
	30 Guager	462.33	-	-	-	462.33
	31 Process Maker	554.16	-	-	-	554.16
	32 Miscellaneous	266.86	331.92	-	-	283.12
III.	Chemicals & Gases	410.17	343.16	-	-	409.54
	1 Boiler Attendant	501.60	-	-	-	501.60
	2 Chargehand	652.69	-	-	-	652.69
	3 Checker	605.31	479.19	-	-	601.18
	4 Coolie/Mazdoor	364.97	215.00	-	-	360.23
	5 Crane Operator	288.40	-	-	-	288.40
	6 Driver	374.48	-	-	-	374.48
	7 Electrician	420.62	-	-	-	420.62
	8 Fireman	758.42	-	-	-	758.42

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Fitter	395.27	-	-	-	395.27
10	Mech/Elec Foreman	605.71	-	-	-	605.71
11	Gas Cutter	334.60	-	-	-	334.60
12	Helper	365.59	345.11	-	-	365.41
13	Instrument Mech	967.97	-	-	-	967.97
14	Loader/Unloader	444.23	-	-	-	444.23
15	Mason	259.81	-	-	-	259.81
16	Mechanic(General)	508.39	-	-	-	508.39
17	Oilman/Greaser	319.23	-	-	-	319.23
18	Packer	286.93	389.23	-	-	304.32
19	Painter	354.85	-	-	-	354.85
20	Supervisor	579.92	373.07	-	-	578.15
21	Sweeper	272.31	211.53	-	-	265.13
22	Tester	352.56	-	-	-	352.56
23	Watchman	406.28	-	-	-	406.28
24	Welder	301.19	-	-	-	301.19
25	Wireman	487.16	-	-	-	487.16
26	Mach. Op./Machinist	524.80	-	-	-	524.80
27	Store Keeper	326.92	357.69	-	-	342.31
28	Machine/Plant Op	496.93	-	-	-	496.93
29	Super Phos worker	219.80	-	-	-	219.80
30	Pipe Fitter	333.27	-	-	-	333.27
31	Sodium Sulph Majdoor	368.28	-	-	-	368.28
32	Mixing Attendant	352.19	817.30	-	-	354.26
33	Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	921.35	404.70	-	-	902.46
1	Boiler Attendant	2330.49	-	-	-	2330.49
2	Carpenter	660.30	-	-	-	660.30
3	Chargehand	280.00	-	-	-	280.00
4	Checker	752.86	304.23	-	-	712.07
5	Coolie/Mazdoor	434.74	-	-	-	434.74
6	Crane Operator	571.53	-	-	-	571.53
7	Driver	610.45	-	-	-	610.45
8	Electrician	800.53	-	-	-	800.53
9	Fireman	1256.84	-	-	-	1256.84
10	Fitter	608.74	-	-	-	608.74
11	Mech/Elec Foreman	490.00	-	-	-	490.00
12	Helper	370.41	430.84	-	-	378.10
13	Instrument Mech	1190.90	-	-	-	1190.90
14	Loader/Unloader	326.81	-	-	-	326.81
15	Mason	638.26	-	-	-	638.26
16	Mechanic(General)	2046.00	-	-	-	2046.00
17	Oilman/Greaser	280.00	-	-	-	280.00
18	Packer	430.62	200.00	-	-	381.11
19	Press Man	280.00	-	-	-	280.00

Table 3.5(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	2255.34	-	-	-	2255.34
21	Rigger	1754.26	-	-	-	1754.26
22	Supervisor	2546.62	230.76	-	-	2540.92
23	Sweeper	426.01	638.07	-	-	468.42
24	Tester	711.54	-	-	-	711.54
25	Turner	664.38	-	-	-	664.38
26	Watchman	559.95	-	-	-	559.95
27	Welder	1172.58	-	-	-	1172.58
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	1031.67	-	-	-	1031.67
30	Mach. Op./Machinist	577.01	519.23	-	-	576.52
31	Store Keeper	573.53	-	-	-	573.53
32	Bag Stitcher	333.63	450.00	-	-	336.05
33	Febricator	545.21	-	-	-	545.21
34	Feeder	478.05	-	-	-	478.05
35	Filler	296.79	-	-	-	296.79
36	Fertilizer Mixer	392.27	260.79	-	-	389.39
37	Laboratory Analyst	2073.61	422.36	-	-	2033.17
38	Panel Board Operator	1170.76	372.88	-	-	1150.98
39	Technician-Gas Pipe	1287.47	-	-	-	1287.47
40	Machine Plant Operat	817.72	-	-	-	817.72
41	Chemist	809.61	365.38	-	-	707.10
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	408.67	323.14	-	-	400.23
1	Boiler Attendant	501.10	-	-	-	501.10
2	Checker	506.46	349.12	-	-	452.33
3	Coolie/Mazdoor	300.85	220.21	-	-	292.71
4	Die Maker	282.76	-	-	-	282.76
5	Driver	367.41	-	-	-	367.41
6	Electrician	351.76	-	-	-	351.76
7	Fireman	277.56	-	-	-	277.56
8	Fitter	452.31	-	-	-	452.31
9	Mech/Elec Foreman	393.04	-	-	-	393.04
10	Helper	436.80	324.94	-	-	419.28
11	Instrument Mech	604.22	-	-	-	604.22
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	533.18	-	-	-	533.18
15	Moulder	456.77	-	-	-	456.77
16	Packer	289.99	263.43	-	-	278.52
17	Supervisor	492.52	-	-	-	492.52
18	Sweeper	308.60	304.03	-	-	306.45
19	Tester	462.90	-	-	-	462.90
20	Turner	344.69	-	-	-	344.69
21	Watchman	300.59	300.00	-	-	300.56

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
22	Welder	310.65	-	-	-	310.65
23	Mach. Op./Machinist	444.59	-	-	-	444.59
24	Store Keeper	542.52	-	-	-	542.52
25	Apprentice/Trainees	319.57	-	-	-	319.57
26	Ampoule Checker	452.07	375.57	-	-	449.12
27	Ampoule Filler	327.30	242.30	-	-	323.67
28	Ampoule/Vial Washer	280.37	-	-	-	280.37
29	Granulation Atten.	387.48	438.04	-	-	391.95
30	Plant Operator	463.07	392.30	-	-	462.80
31	Mixing Attendant	363.21	339.03	-	-	362.46
32	Paster	287.25	490.07	-	-	293.98
33	Solution Making Att.	423.52	-	-	-	423.52
34	Tablet Compressor	306.77	277.34	-	-	306.59
35	Tablet Maker	363.70	-	-	-	363.70
36	Chemist	446.97	647.41	-	-	457.76
37	Miscellaneous	315.19	-	-	-	315.19
VI.	Soaps & Detergents	397.34	292.23	-	-	379.20
1	Assembler	358.46	-	-	-	358.46
2	Checker	369.62	358.46	-	-	369.47
3	Coolie/Mazdoor	248.43	261.22	-	-	250.31
4	Driver	315.84	-	-	-	315.84
5	Electrician	439.66	-	-	-	439.66
6	Fitter	405.61	-	-	-	405.61
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	280.44	264.37	-	-	276.58
9	Loader/Unloader	288.46	-	-	-	288.46
10	Mechanic(General)	835.17	-	-	-	835.17
11	Packer	341.87	331.60	-	-	337.87
12	Supervisor	546.48	538.19	-	-	545.81
13	Sweeper	239.31	257.28	-	-	246.10
14	Watchman	293.86	-	-	-	293.86
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	724.09	288.00	-	-	679.72
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	323.75	-	-	-	323.75
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	490.65	310.48	-	-	458.81
21	Drum Dryer Operator	426.68	276.46	-	-	423.32
22	Grandomac Operator	560.14	265.38	-	-	534.02
23	Hand Stamper	540.83	257.64	-	-	505.46
24	Hand Wrapper	431.66	321.68	-	-	393.15
25	Jones Machine Op	435.71	-	-	-	435.71
26	Lye Operator	406.33	-	-	-	406.33
27	Machine Operator	440.99	265.38	-	-	437.83
28	Pan Side Man	587.81	-	-	-	587.81

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
	29 Plant Operator	495.86	260.00	-	-	493.79
	30 Stacker	645.62	240.43	-	-	604.28
	31 Cooler Cutter	566.54	295.86	-	-	543.64
	32 Miscellaneous	299.81	-	-	-	299.81
VII.	Match	463.94	301.32	-	-	334.78
	1 Checker	369.03	137.53	-	-	153.92
	2 Coolie/Mazdoor	384.61	-	-	-	384.61
	3 Crane Operator	300.00	-	-	-	300.00
	4 Driver	513.55	-	-	-	513.55
	5 Electrician	989.63	-	-	-	989.63
	6 Fitter	618.57	-	-	-	618.57
	7 Mech/Elec Foreman	370.80	-	-	-	370.80
	8 Helper	695.65	186.80	-	-	579.40
	9 Loader/Unloader	326.92	-	-	-	326.92
	10 Mechanic(General)	250.00	-	-	-	250.00
	11 Packer	230.08	214.76	-	-	216.68
	12 Supervisor	405.49	296.37	-	-	354.64
	13 Sweeper	-	748.69	-	-	748.69
	14 Watchman	200.78	-	-	-	200.78
	15 Mach. Op./Machinist	811.11	166.61	-	-	793.39
	16 Store Keeper	460.30	-	-	-	460.30
	17 Labelling Mach Op	240.00	110.00	-	-	196.67
	18 Box Filler	210.69	315.09	-	-	311.37
	19 Chemical Grinder	224.83	129.31	-	-	167.14
	20 Printing Machine Op	-	110.00	-	-	110.00
	21 Box Filling Operator	250.00	534.28	-	-	356.61
	22 Box Making Operator	293.57	268.15	-	-	281.17
	23 Chopping Machine Op.	356.05	-	-	-	356.05
	24 Continous Mach Op	140.00	-	-	-	140.00
	25 Paste/Recipe Maker	1033.73	-	-	-	1033.73
	26 Side Printer	-	188.08	-	-	188.08
	27 Wax Dipper	382.86	-	-	-	382.86
	28 Chemical Dipper	231.72	-	-	-	231.72
	29 Lebellng Worker	176.80	221.92	-	-	196.85
	30 Frame Laveller	251.00	192.98	-	-	217.41
	31 Box Closing Mach Op	196.39	-	-	-	196.39
	32 Tray Setter	-	172.59	-	-	172.59
	33 Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	386.73	305.25	-	-	382.29
	1 Checker	318.46	296.15	-	-	299.59
	2 Coolie/Mazdoor	343.39	-	-	-	343.39
	3 Driver	319.08	-	-	-	319.08
	4 Electrician	418.52	-	-	-	418.52

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	Fitter	406.21	-	-	-	406.21
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	306.06	293.05	-	-	304.60
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	346.15	-	-	-	346.15
11	Packer	455.48	288.00	-	-	344.33
12	Polisher	847.72	-	-	-	847.72
13	Sorter	616.95	-	-	-	616.95
14	Supervisor	593.14	288.00	-	-	583.51
15	Sweeper	277.35	290.15	-	-	280.32
16	Turner	743.49	-	-	-	743.49
17	Watchman	336.50	-	-	-	336.50
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	382.39	-	-	-	382.39
20	Blower Mach Op	354.17	-	-	-	354.17
21	Empoule Mach Op	645.81	484.62	-	-	591.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	669.23	421.00	-	-	653.72
25	Bubble Holder/Cooler	371.52	-	-	-	371.52
26	Coolingman/Benchman	289.56	-	-	-	289.56
27	Chakki Grinder/Finis	424.90	-	-	-	424.90
28	Fireman/Furnaceman	306.75	-	-	-	306.75
29	Galaiwala	410.83	-	-	-	410.83
30	Glass Cutter/Cracker	266.79	-	-	-	266.79
31	Glass Lifter/Melter	496.76	-	-	-	496.76
32	Gulliwala	378.92	-	-	-	378.92
33	Lom Maker	528.30	-	-	-	528.30
34	Muthawala	535.79	-	-	-	535.79
35	Pressman/Billaiwala	531.38	-	-	-	531.38
36	Stacker	736.07	769.23	-	-	737.67
37	Tarwala/Drawer	544.12	-	-	-	544.12
38	Machineman	421.04	461.53	-	-	422.59
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	383.44	-	-	-	383.44
41	Ginaiwala	425.88	-	-	-	425.88
IX.	Cement	514.28	269.40	-	-	506.24
1	Checker	485.19	-	-	-	485.19
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	404.70	172.25	-	-	398.42
4	Crane Operator	524.76	-	-	-	524.76
5	Driller	717.25	-	-	-	717.25
6	Driver	510.03	-	-	-	510.03
7	Electrician	514.12	-	-	-	514.12

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
	8 Fireman	175.96	-	-	-	175.96
	9 Fitter	698.13	-	-	-	698.13
	10 Mech/Elec Foreman	611.26	-	-	-	611.26
	11 Helper	382.30	274.57	-	-	371.49
	12 Loader/Unloader	616.77	-	-	-	616.77
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	661.93	-	-	-	661.93
	15 Packer	416.74	-	-	-	416.74
	16 Pump Attendant	611.33	-	-	-	611.33
	17 Rigger	506.55	-	-	-	506.55
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	782.84	-	-	-	782.84
	20 Sweeper	321.48	-	-	-	321.48
	21 Tester	601.72	-	-	-	601.72
	22 Turner	759.54	-	-	-	759.54
	23 Watchman	313.24	-	-	-	313.24
	24 Welder	718.51	-	-	-	718.51
	25 Mach. Op./Machinist	597.38	-	-	-	597.38
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	786.90	-	-	-	786.90
	28 HEMM/Buldozer Op	507.75	-	-	-	507.75
	29 Loco Driver	435.68	-	-	-	435.68
	30 Mill Operator/Atten	540.32	-	-	-	540.32
	31 Pointsman/Signalman	689.54	-	-	-	689.54
	32 Plant Mach Atten	600.27	-	-	-	600.27
	33 Khalasi	587.60	-	-	-	587.60
	34 Mechanical Attendant	632.98	-	-	-	632.98
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	476.79	317.81	-	-	475.30
	1 Assembler	411.76	-	-	-	411.76
	2 Boiler Attendant	426.31	-	-	-	426.31
	3 Checker	349.45	-	-	-	349.45
	4 Coolie/Mazdoor	308.32	-	-	-	308.32
	5 Driver	348.53	-	-	-	348.53
	6 Electrician	537.24	-	-	-	537.24
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	691.37	-	-	-	691.37
	9 Mech/Elec Foreman	535.69	-	-	-	535.69
	10 Helper	383.75	320.92	-	-	381.85
	11 Mistry/Kangani	379.96	-	-	-	379.96
	12 Mechanic(General)	675.38	-	-	-	675.38
	13 Packer	259.52	-	-	-	259.52
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	681.49	-	-	-	681.49

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	
17	Sweeper	259.45	250.00	-	-	257.94	
18	Turner	494.19	-	-	-	494.19	
19	Watchman	294.81	-	-	-	294.81	
20	Welder	646.38	-	-	-	646.38	
21	Wireman	476.15	-	-	-	476.15	
22	Fork Lift Operator	298.07	-	-	-	298.07	
23	Mach. Op./Machinist	299.20	-	-	-	299.20	
24	Store Keeper	390.53	-	-	-	390.53	
25	Apprentice/Trainees	192.31	-	-	-	192.31	
26	Band Ply Machine Op.	363.82	-	-	-	363.82	
27	Comp Batch Preparer	1096.09	-	-	-	1096.09	
28	Fabric Splicer	370.53	-	-	-	370.53	
29	Leading Man	892.11	-	-	-	892.11	
30	Liners Tab Op	1071.00	-	-	-	1071.00	
31	Mill Man	770.19	-	-	-	770.19	
32	Motor Tube Cure Man	307.69	-	-	-	307.69	
33	Mould Machinist	520.86	-	-	-	520.86	
34	Pipe Fitter	308.58	-	-	-	308.58	
35	Retrader/Vulcaniser	243.67	-	-	-	243.67	
36	Insul./Winding Op	547.00	-	-	-	547.00	
37	S Bias Mach. Op.	382.84	-	-	-	382.84	
38	Tube Repair Man	339.05	-	-	-	339.05	
39	Tuber Machine Op	514.61	-	-	-	514.61	
40	Tyer Builder	814.90	-	-	-	814.90	
41	Tyer Cure Man	655.29	-	-	-	655.29	
42	Tyer Mould Burner	414.55	-	-	-	414.55	
43	Tyer Sponger/Trimmer	450.50	-	-	-	450.50	
44	Bead Cutter/Op	547.90	-	-	-	547.90	
45	Miscellaneous	447.00	-	-	-	447.00	
All Manufacturing Ind.		454.53	320.31	-	-	434.48	



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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	359.08	296.80	-	-	337.63
1	Assembler	313.05	313.05	-	-	313.05
2	Beltman/Mochi	252.76	325.51	-	-	302.92
3	Chargeman	1046.40	-	-	-	1046.40
4	Checker	353.82	330.43	-	-	339.17
5	Coolie/Mazdoor	274.78	297.00	-	-	279.40
6	Core Maker	297.00	-	-	-	297.00
7	Die Maker	615.38	290.10	-	-	372.31
8	Driver	396.88	-	-	-	396.88
9	Electrician	403.40	-	-	-	403.40
10	Mech/Elec Foreman	615.44	-	-	-	615.44
11	Helper	295.23	260.56	-	-	284.60
12	Loader/Unloader	84.35	-	-	-	84.35
13	Marker	-	272.00	-	-	272.00
14	Mechanic(General)	455.76	258.50	-	-	357.85
15	Moulder	355.76	307.50	-	-	310.08
16	Packer	335.07	296.44	-	-	325.13
17	Painter	355.76	-	-	-	355.76
18	Supervisor	399.85	414.39	-	-	400.25
19	Sweeper	269.69	351.43	-	-	273.62
20	Trimmer	248.66	294.57	-	-	261.41
21	Trolley Driver	76.92	-	-	-	76.92
22	Turner	346.15	-	-	-	346.15
23	Watchman	301.10	243.46	-	-	298.15
24	Welder	177.44	-	-	-	177.44
25	Wireman	129.81	-	-	-	129.81
26	Mach. Op./Machinist	481.87	339.56	-	-	414.37
27	Store Keeper	334.63	-	-	-	334.63
28	Boot Mechanic	389.14	-	-	-	389.14
29	Shoe Assembler	420.90	312.86	-	-	383.20
30	Cutter/Press Cutter	432.93	215.64	-	-	423.35
31	Hand Stretch/Setter	440.02	286.22	-	-	390.44
32	Heel Compressor	314.04	248.40	-	-	265.29
33	Lacer/Lacing Op	395.19	313.10	-	-	382.56
34	Leather Fitter	304.55	283.74	-	-	294.84
35	Shoe Machine Op	355.91	315.06	-	-	337.62
36	Press Machine Op	413.20	308.98	-	-	385.94
37	Sewing Machine Op	370.17	315.15	-	-	347.63
38	Skiver Hand/Flusher	397.02	317.13	-	-	349.71
39	Shoe Bottom Maker	406.15	376.95	-	-	401.48

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	40 Miscellaneous	541.92	769.23	-	-	555.09
II.	Petroleum Refinery	710.31	515.31	-	-	709.06
	1 Blacksmith	311.92	-	-	-	311.92
	2 Boiler Attendant	336.33	-	-	-	336.33
	3 Chargehand	208.50	-	-	-	208.50
	4 Checker	412.79	571.15	-	-	415.25
	5 Coolie/Mazdoor	381.57	-	-	-	381.57
	6 Crane Operator	218.46	-	-	-	218.46
	7 Driver	343.51	-	-	-	343.51
	8 Electrician	426.89	-	-	-	426.89
	9 Fitter	1571.80	-	-	-	1571.80
	10 Mech/Elec Foreman	1383.14	-	-	-	1383.14
	11 Furnaceman	222.26	-	-	-	222.26
	12 Helper	866.50	371.38	-	-	865.95
	13 Loader/Unloader	284.76	-	-	-	284.76
	14 Mechanic(General)	747.39	961.10	-	-	749.82
	15 Packer	366.47	-	-	-	366.47
	16 Painter	444.69	-	-	-	444.69
	17 Pump Attendant	331.54	-	-	-	331.54
	18 Supervisor	432.02	1051.92	-	-	445.37
	19 Sweeper	441.18	325.01	-	-	425.29
	20 Tester	433.15	-	-	-	433.15
	21 Watchman	406.92	373.90	-	-	406.31
	22 Welder	339.60	-	-	-	339.60
	23 Wireman	493.27	-	-	-	493.27
	24 Fork Lift Operator	222.11	-	-	-	222.11
	25 Mach. Op./Machinist	888.45	-	-	-	888.45
	26 Store Keeper	331.40	-	-	-	331.40
	27 Drum Maker/Filler	439.58	-	-	-	439.58
	28 Filling Operator	571.32	-	-	-	571.32
	29 Fitter Craftsman	344.07	-	-	-	344.07
	30 Guager	439.66	-	-	-	439.66
	31 Process Maker	521.44	-	-	-	521.44
	32 Miscellaneous	228.51	298.71	-	-	246.06
III.	Chemicals & Gases	362.35	343.16	-	-	362.17
	1 Boiler Attendant	414.60	-	-	-	414.60
	2 Chargehand	641.08	-	-	-	641.08
	3 Checker	539.74	479.19	-	-	537.76
	4 Coolie/Mazdoor	323.27	215.00	-	-	319.84
	5 Crane Operator	262.45	-	-	-	262.45
	6 Driver	334.48	-	-	-	334.48
	7 Electrician	379.90	-	-	-	379.90
	8 Fireman	724.65	-	-	-	724.65

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Fitter	339.75	-	-	-	339.75
10	Mech/Elec Foreman	543.07	-	-	-	543.07
11	Gas Cutter	301.92	-	-	-	301.92
12	Helper	321.41	345.11	-	-	321.61
13	Instrument Mech	796.11	-	-	-	796.11
14	Loader/Unloader	438.67	-	-	-	438.67
15	Mason	259.81	-	-	-	259.81
16	Mechanic(General)	450.84	-	-	-	450.84
17	Oilman/Greaser	319.23	-	-	-	319.23
18	Packer	282.23	389.23	-	-	300.42
19	Painter	337.04	-	-	-	337.04
20	Supervisor	477.39	373.07	-	-	476.50
21	Sweeper	267.28	211.53	-	-	260.70
22	Tester	352.56	-	-	-	352.56
23	Watchman	336.50	-	-	-	336.50
24	Welder	283.85	-	-	-	283.85
25	Wireman	439.27	-	-	-	439.27
26	Mach. Op./Machinist	503.62	-	-	-	503.62
27	Store Keeper	326.92	357.69	-	-	342.31
28	Machine/Plant Op	422.75	-	-	-	422.75
29	Super Phos worker	215.78	-	-	-	215.78
30	Pipe Fitter	300.82	-	-	-	300.82
31	Sodium Sulph Majdoor	368.28	-	-	-	368.28
32	Mixing Attendant	333.24	817.30	-	-	335.40
33	Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	806.49	397.98	-	-	791.55
1	Boiler Attendant	1988.33	-	-	-	1988.33
2	Carpenter	660.30	-	-	-	660.30
3	Chargehand	240.00	-	-	-	240.00
4	Checker	625.23	304.23	-	-	596.05
5	Coolie/Mazdoor	393.38	-	-	-	393.38
6	Crane Operator	538.65	-	-	-	538.65
7	Driver	578.09	-	-	-	578.09
8	Electrician	760.63	-	-	-	760.63
9	Fireman	1112.45	-	-	-	1112.45
10	Fitter	579.00	-	-	-	579.00
11	Mech/Elec Foreman	490.00	-	-	-	490.00
12	Helper	356.34	428.68	-	-	365.55
13	Instrument Mech	1118.44	-	-	-	1118.44
14	Loader/Unloader	325.29	-	-	-	325.29
15	Mason	638.26	-	-	-	638.26
16	Mechanic(General)	1623.34	-	-	-	1623.34
17	Oilman/Greaser	280.00	-	-	-	280.00
18	Packer	411.23	200.00	-	-	365.88
19	Press Man	220.00	-	-	-	220.00

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	2043.67	-	-	-	2043.67
21	Rigger	1513.40	-	-	-	1513.40
22	Supervisor	2128.29	230.76	-	-	2123.62
23	Sweeper	407.55	593.67	-	-	444.78
24	Tester	500.00	-	-	-	500.00
25	Turner	634.46	-	-	-	634.46
26	Watchman	493.14	-	-	-	493.14
27	Welder	1157.59	-	-	-	1157.59
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	980.50	-	-	-	980.50
30	Mach. Op./Machinist	503.67	519.23	-	-	503.80
31	Store Keeper	483.98	-	-	-	483.98
32	Bag Stitcher	320.86	450.00	-	-	323.53
33	Febricator	525.06	-	-	-	525.06
34	Feeder	397.05	-	-	-	397.05
35	Filler	293.55	-	-	-	293.55
36	Fertilizer Mixer	382.50	229.20	-	-	379.15
37	Laboratory Analyst	1958.79	422.36	-	-	1921.17
38	Panel Board Operator	1060.76	372.88	-	-	1043.71
39	Technician-Gas Pipe	1231.02	-	-	-	1231.02
40	Machine Plant Operat	690.74	-	-	-	690.74
41	Chemist	615.38	365.38	-	-	557.69
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	379.63	296.19	-	-	371.40
1	Boiler Attendant	491.30	-	-	-	491.30
2	Checker	383.09	324.71	-	-	363.00
3	Coolie/Mazdoor	300.85	208.38	-	-	291.52
4	Die Maker	282.76	-	-	-	282.76
5	Driver	352.67	-	-	-	352.67
6	Electrician	330.77	-	-	-	330.77
7	Fireman	277.56	-	-	-	277.56
8	Fitter	407.31	-	-	-	407.31
9	Mech/Elec Foreman	362.35	-	-	-	362.35
10	Helper	402.77	297.27	-	-	386.24
11	Instrument Mech	597.62	-	-	-	597.62
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	508.64	-	-	-	508.64
15	Moulder	456.77	-	-	-	456.77
16	Packer	286.84	242.56	-	-	267.72
17	Supervisor	400.36	-	-	-	400.36
18	Sweeper	299.82	286.25	-	-	293.43
19	Tester	462.90	-	-	-	462.90
20	Turner	327.67	-	-	-	327.67
21	Watchman	292.11	271.73	-	-	291.16

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Welder	310.65	-	-	-	310.65
23	Mach. Op./Machinist	418.31	-	-	-	418.31
24	Store Keeper	398.59	-	-	-	398.59
25	Apprentice/Trainees	225.05	-	-	-	225.05
26	Ampoule Checker	424.61	375.57	-	-	422.71
27	Ampoule Filler	326.96	242.30	-	-	323.34
28	Ampoule/Vial Washer	279.82	-	-	-	279.82
29	Granulation Atten.	335.05	408.56	-	-	341.56
30	Plant Operator	425.97	392.30	-	-	425.85
31	Mixing Attendant	351.88	318.55	-	-	350.84
32	Paster	277.81	482.81	-	-	284.61
33	Solution Making Att.	341.50	-	-	-	341.50
34	Tablet Compressor	303.04	277.34	-	-	302.88
35	Tablet Maker	362.43	-	-	-	362.43
36	Chemist	403.79	551.18	-	-	411.73
37	Miscellaneous	299.01	-	-	-	299.01
VI.	Soaps & Detergents	372.70	280.43	-	-	356.77
1	Assembler	358.46	-	-	-	358.46
2	Checker	347.56	358.46	-	-	347.70
3	Coolie/Mazdoor	224.14	248.05	-	-	227.65
4	Driver	315.84	-	-	-	315.84
5	Electrician	386.52	-	-	-	386.52
6	Fitter	366.36	-	-	-	366.36
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	263.56	260.27	-	-	262.77
9	Loader/Unloader	250.00	-	-	-	250.00
10	Mechanic(General)	708.31	-	-	-	708.31
11	Packer	310.96	319.90	-	-	314.44
12	Supervisor	474.85	407.39	-	-	469.41
13	Sweeper	232.16	242.17	-	-	235.94
14	Watchman	289.33	-	-	-	289.33
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	609.46	244.00	-	-	572.28
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	313.00	-	-	-	313.00
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	484.13	282.30	-	-	448.46
21	Drum Dryer Operator	423.21	259.87	-	-	419.55
22	Grandomac Operator	555.33	254.33	-	-	528.65
23	Hand Stamper	530.54	253.31	-	-	495.91
24	Hand Wrapper	425.91	303.15	-	-	382.92
25	Jones Machine Op	432.82	-	-	-	432.82
26	Lye Operator	387.62	-	-	-	387.62
27	Machine Operator	427.46	254.33	-	-	424.34
28	Pan Side Man	581.95	-	-	-	581.95

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
29	Plant Operator	470.56	260.00	-	-	468.71
30	Stacker	640.93	237.58	-	-	599.78
31	Cooler Cutter	562.70	295.86	-	-	540.13
32	Miscellaneous	240.87	-	-	-	240.87
VII.	Match	445.17	397.80	-	-	412.36
1	Checker	369.03	118.92	-	-	136.63
2	Coolie/Mazdoor	336.54	-	-	-	336.54
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	489.14	-	-	-	489.14
5	Electrician	840.57	-	-	-	840.57
6	Fitter	588.15	-	-	-	588.15
7	Mech/Elec Foreman	370.80	-	-	-	370.80
8	Helper	594.08	183.36	-	-	500.25
9	Loader/Unloader	326.92	-	-	-	326.92
10	Mechanic(General)	250.00	-	-	-	250.00
11	Packer	214.77	138.50	-	-	153.12
12	Supervisor	362.47	268.89	-	-	318.87
13	Sweeper	-	733.52	-	-	733.52
14	Watchman	196.22	-	-	-	196.22
15	Mach. Op./Machinist	745.82	166.61	-	-	729.90
16	Store Keeper	460.30	-	-	-	460.30
17	Labelling Mach Op	240.00	-	-	-	240.00
18	Box Filler	261.79	461.46	-	-	454.36
19	Chemical Grinder	224.83	172.00	-	-	207.81
20	Box Filling Operator	250.00	454.21	-	-	326.58
21	Box Making Operator	239.09	231.57	-	-	235.42
22	Chopping Machine Op.	325.28	-	-	-	325.28
23	Continous Mach Op	112.50	-	-	-	112.50
24	Paste/Recipe Maker	1033.73	-	-	-	1033.73
25	Side Printer	-	170.77	-	-	170.77
26	Wax Dipper	382.86	-	-	-	382.86
27	Chemical Dipper	220.85	-	-	-	220.85
28	Lebelling Worker	156.09	188.75	-	-	170.61
29	Frame Laveller	179.75	142.53	-	-	158.20
30	Box Closing Mach Op	127.50	-	-	-	127.50
31	Tray Setter	-	172.59	-	-	172.59
32	Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	370.89	300.60	-	-	367.07
1	Checker	295.38	292.08	-	-	292.59
2	Coolie/Mazdoor	339.29	-	-	-	339.29
3	Driver	316.64	-	-	-	316.64
4	Electrician	409.37	-	-	-	409.37
5	Fitter	383.13	-	-	-	383.13

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	299.76	289.52	-	-	298.62
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	330.58	-	-	-	330.58
11	Packer	453.43	288.00	-	-	343.64
12	Polisher	770.80	-	-	-	770.80
13	Sorter	559.26	-	-	-	559.26
14	Supervisor	561.38	288.00	-	-	552.76
15	Sweeper	274.48	287.54	-	-	277.51
16	Turner	710.92	-	-	-	710.92
17	Watchman	330.98	-	-	-	330.98
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	347.33	-	-	-	347.33
20	Blower Mach Op	336.40	-	-	-	336.40
21	Empoule Mach Op	644.22	478.85	-	-	588.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	483.12	421.00	-	-	479.24
25	Bubble Holder/Cooler	368.15	-	-	-	368.15
26	Coolingman/Benchman	283.61	-	-	-	283.61
27	Chakki Grinder/Finis	406.38	-	-	-	406.38
28	Fireman/Furnaceman	301.98	-	-	-	301.98
29	Galaiwala	397.06	-	-	-	397.06
30	Glass Cutter/Cracker	263.50	-	-	-	263.50
31	Glass Lifter/Melter	487.80	-	-	-	487.80
32	Gulliwala	370.16	-	-	-	370.16
33	Lom Maker	487.46	-	-	-	487.46
34	Muthawala	506.00	-	-	-	506.00
35	Pressman/Billaiwala	504.81	-	-	-	504.81
36	Stacker	726.32	769.23	-	-	728.39
37	Tarwala/Drawer	519.49	-	-	-	519.49
38	Machineman	396.34	346.15	-	-	394.42
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	370.47	-	-	-	370.47
41	Ginaiwala	413.85	-	-	-	413.85
IX.	Cement	487.39	269.40	-	-	480.24
1	Checker	366.53	-	-	-	366.53
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	386.36	172.25	-	-	380.59
4	Crane Operator	463.06	-	-	-	463.06
5	Driller	697.22	-	-	-	697.22
6	Driver	489.37	-	-	-	489.37
7	Electrician	482.49	-	-	-	482.49
8	Fireman	175.96	-	-	-	175.96

Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	587.07	-	-	-	587.07
	10 Mech/Elec Foreman	583.37	-	-	-	583.37
	11 Helper	368.74	274.57	-	-	359.30
	12 Loader/Unloader	611.89	-	-	-	611.89
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	586.42	-	-	-	586.42
	15 Packer	410.29	-	-	-	410.29
	16 Pump Attendant	601.86	-	-	-	601.86
	17 Rigger	462.54	-	-	-	462.54
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	630.80	-	-	-	630.80
	20 Sweeper	318.00	-	-	-	318.00
	21 Tester	597.57	-	-	-	597.57
	22 Turner	618.96	-	-	-	618.96
	23 Watchman	285.92	-	-	-	285.92
	24 Welder	595.84	-	-	-	595.84
	25 Mach. Op./Machinist	580.75	-	-	-	580.75
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	765.23	-	-	-	765.23
	28 HEMM/Buldozer Op	484.05	-	-	-	484.05
	29 Loco Driver	425.47	-	-	-	425.47
	30 Mill Operator/Atten	520.59	-	-	-	520.59
	31 Pointsman/Signalman	689.18	-	-	-	689.18
	32 Plant Mach Atten	585.71	-	-	-	585.71
	33 Khalasi	566.14	-	-	-	566.14
	34 Mechanical Attendant	618.82	-	-	-	618.82
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	420.67	316.90	-	-	419.70
	1 Assembler	388.42	-	-	-	388.42
	2 Boiler Attendant	376.88	-	-	-	376.88
	3 Checker	312.58	-	-	-	312.58
	4 Coolie/Mazdoor	298.71	-	-	-	298.71
	5 Driver	334.20	-	-	-	334.20
	6 Electrician	481.86	-	-	-	481.86
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	590.76	-	-	-	590.76
	9 Mech/Elec Foreman	469.74	-	-	-	469.74
	10 Helper	349.47	320.41	-	-	348.59
	11 Mistry/Kangani	360.07	-	-	-	360.07
	12 Mechanic(General)	544.19	-	-	-	544.19
	13 Packer	246.63	-	-	-	246.63
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	523.52	-	-	-	523.52
	17 Sweeper	259.45	240.38	-	-	256.41



Table 3.6

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
18	Turner	449.52	-	-	-	449.52	
19	Watchman	291.35	-	-	-	291.35	
20	Welder	620.06	-	-	-	620.06	
21	Wireman	438.46	-	-	-	438.46	
22	Fork Lift Operator	298.07	-	-	-	298.07	
23	Mach. Op./Machinist	291.37	-	-	-	291.37	
24	Store Keeper	390.53	-	-	-	390.53	
25	Apprentice/Trainees	192.31	-	-	-	192.31	
26	Band Ply Machine Op.	350.60	-	-	-	350.60	
27	Comp Batch Preparer	826.95	-	-	-	826.95	
28	Fabric Splicer	363.01	-	-	-	363.01	
29	Leading Man	685.79	-	-	-	685.79	
30	Liners Tab Op	1071.00	-	-	-	1071.00	
31	Mill Man	752.46	-	-	-	752.46	
32	Motor Tube Cure Man	302.88	-	-	-	302.88	
33	Mould Machinist	470.25	-	-	-	470.25	
34	Pipe Fitter	298.40	-	-	-	298.40	
35	Retrader/Vulcaniser	229.12	-	-	-	229.12	
36	Insul./Winding Op	547.00	-	-	-	547.00	
37	S Bias Mach. Op.	356.43	-	-	-	356.43	
38	Tube Repair Man	311.07	-	-	-	311.07	
39	Tuber Machine Op	441.16	-	-	-	441.16	
40	Tyer Builder	660.59	-	-	-	660.59	
41	Tyer Cure Man	556.82	-	-	-	556.82	
42	Tyer Mould Burner	414.55	-	-	-	414.55	
43	Tyer Sponger/Trimmer	424.90	-	-	-	424.90	
44	Bead Cutter/Op	461.18	-	-	-	461.18	
45	Miscellaneous	447.00	-	-	-	447.00	
All Manufacturing Ind.		417.03	303.89	-	-	401.03	

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	333.45	264.37	-	-	309.66
1	Assembler	144.70	144.70	-	-	144.70
2	Beltman/Mochi	248.11	306.80	-	-	288.58
3	Chargeman	1046.40	-	-	-	1046.40
4	Checker	318.42	276.87	-	-	292.40
5	Coolie/Mazdoor	262.38	248.00	-	-	259.39
6	Core Maker	248.00	-	-	-	248.00
7	Die Maker	615.38	281.25	-	-	365.70
8	Driver	366.34	-	-	-	366.34
9	Electrician	374.84	-	-	-	374.84
10	Mech/Elec Foreman	615.44	-	-	-	615.44
11	Helper	284.83	245.05	-	-	272.64
12	Loader/Unloader	82.85	-	-	-	82.85
13	Marker	-	239.33	-	-	239.33
14	Mechanic(General)	230.76	248.00	-	-	239.32
15	Moulder	355.76	283.35	-	-	287.21
16	Packer	320.38	210.29	-	-	292.06
17	Painter	355.76	-	-	-	355.76
18	Supervisor	360.06	317.78	-	-	358.90
19	Sweeper	259.30	351.43	-	-	263.73
20	Trimmer	248.12	255.37	-	-	250.13
21	Trolley Driver	76.92	-	-	-	76.92
22	Turner	346.15	-	-	-	346.15
23	Watchman	276.41	243.46	-	-	274.72
24	Welder	177.44	-	-	-	177.44
25	Wireman	129.81	-	-	-	129.81
26	Mach. Op./Machinist	373.17	264.86	-	-	321.80
27	Store Keeper	310.34	-	-	-	310.34
28	Boot Mechanic	373.81	-	-	-	373.81
29	Shoe Assembler	396.24	226.08	-	-	336.87
30	Cutter/Press Cutter	400.46	206.52	-	-	391.91
31	Hand Stretch/Setter	403.40	252.36	-	-	354.71
32	Heel Compressor	293.76	247.21	-	-	259.19
33	Lacer/Lacing Op	372.10	297.57	-	-	360.64
34	Leather Fitter	292.64	261.71	-	-	278.20
35	Shoe Machine Op	314.32	262.34	-	-	291.05
36	Press Machine Op	394.56	282.30	-	-	365.19
37	Sewing Machine Op	305.37	293.02	-	-	300.31
38	Skiver Hand/Flusher	386.50	287.99	-	-	328.17
39	Shoe Bottom Maker	368.53	222.03	-	-	345.09

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Miscellaneous	507.86	769.23	-	-	523.01
II.	Petroleum Refinery	632.05	501.84	-	-	631.22
1	Blacksmith	311.92	-	-	-	311.92
2	Boiler Attendant	325.90	-	-	-	325.90
3	Chargehand	150.00	-	-	-	150.00
4	Checker	318.70	571.15	-	-	322.62
5	Coolie/Mazdoor	363.81	-	-	-	363.81
6	Crane Operator	215.38	-	-	-	215.38
7	Driver	313.65	-	-	-	313.65
8	Electrician	383.42	-	-	-	383.42
9	Fitter	1136.29	-	-	-	1136.29
10	Mech/Elec Foreman	1306.34	-	-	-	1306.34
11	Furnaceman	219.14	-	-	-	219.14
12	Helper	818.94	371.38	-	-	818.45
13	Loader/Unloader	246.96	-	-	-	246.96
14	Mechanic(General)	684.45	889.38	-	-	686.79
15	Packer	253.24	-	-	-	253.24
16	Painter	444.69	-	-	-	444.69
17	Pump Attendant	331.54	-	-	-	331.54
18	Supervisor	326.51	1051.92	-	-	342.13
19	Sweeper	440.31	325.01	-	-	424.54
20	Tester	433.15	-	-	-	433.15
21	Watchman	381.01	373.90	-	-	380.87
22	Welder	339.60	-	-	-	339.60
23	Wireman	469.61	-	-	-	469.61
24	Fork Lift Operator	211.53	-	-	-	211.53
25	Mach. Op./Machinist	817.16	-	-	-	817.16
26	Store Keeper	331.40	-	-	-	331.40
27	Drum Maker/Filler	425.51	-	-	-	425.51
28	Filling Operator	498.19	-	-	-	498.19
29	Fitter Craftsman	341.93	-	-	-	341.93
30	Guager	416.97	-	-	-	416.97
31	Process Maker	488.73	-	-	-	488.73
32	Miscellaneous	190.16	265.49	-	-	208.99
III.	Chemicals & Gases	314.53	343.16	-	-	314.81
1	Boiler Attendant	327.58	-	-	-	327.58
2	Chargehand	629.46	-	-	-	629.46
3	Checker	474.16	479.19	-	-	474.33
4	Coolie/Mazdoor	281.56	215.00	-	-	279.46
5	Crane Operator	236.50	-	-	-	236.50
6	Driver	294.47	-	-	-	294.47
7	Electrician	339.18	-	-	-	339.18
8	Fireman	690.88	-	-	-	690.88

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	284.23	-	-	-	284.23
	10 Mech/Elec Foreman	480.42	-	-	-	480.42
	11 Gas Cutter	269.23	-	-	-	269.23
	12 Helper	277.22	345.11	-	-	277.81
	13 Instrument Mech	624.25	-	-	-	624.25
	14 Loader/Unloader	433.10	-	-	-	433.10
	15 Mason	259.81	-	-	-	259.81
	16 Mechanic(General)	393.29	-	-	-	393.29
	17 Oilman/Greaser	319.23	-	-	-	319.23
	18 Packer	277.53	389.23	-	-	296.52
	19 Painter	319.23	-	-	-	319.23
	20 Supervisor	374.87	373.07	-	-	374.85
	21 Sweeper	262.26	211.53	-	-	256.26
	22 Tester	352.56	-	-	-	352.56
	23 Watchman	266.71	-	-	-	266.71
	24 Welder	266.52	-	-	-	266.52
	25 Wireman	391.38	-	-	-	391.38
	26 Mach. Op./Machinist	482.43	-	-	-	482.43
	27 Store Keeper	326.92	357.69	-	-	342.31
	28 Machine/Plant Op	348.57	-	-	-	348.57
	29 Super Phos worker	211.75	-	-	-	211.75
	30 Pipe Fitter	268.37	-	-	-	268.37
	31 Sodium Sulph Majdoor	368.28	-	-	-	368.28
	32 Mixing Attendant	314.29	817.30	-	-	316.53
	33 Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	691.62	391.25	-	-	680.63
	1 Boiler Attendant	1646.18	-	-	-	1646.18
	2 Carpenter	660.30	-	-	-	660.30
	3 Chargehand	200.00	-	-	-	200.00
	4 Checker	497.60	304.23	-	-	480.02
	5 Coolie/Mazdoor	352.02	-	-	-	352.02
	6 Crane Operator	505.78	-	-	-	505.78
	7 Driver	545.74	-	-	-	545.74
	8 Electrician	720.73	-	-	-	720.73
	9 Fireman	968.05	-	-	-	968.05
	10 Fitter	549.25	-	-	-	549.25
	11 Mech/Elec Foreman	490.00	-	-	-	490.00
	12 Helper	342.27	426.51	-	-	352.99
	13 Instrument Mech	1045.98	-	-	-	1045.98
	14 Loader/Unloader	323.77	-	-	-	323.77
	15 Mason	638.26	-	-	-	638.26
	16 Mechanic(General)	1200.68	-	-	-	1200.68
	17 Oilman/Greaser	280.00	-	-	-	280.00
	18 Packer	391.84	200.00	-	-	350.65
	19 Press Man	160.00	-	-	-	160.00

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	1831.99	-	-	-	1831.99
21	Rigger	1272.53	-	-	-	1272.53
22	Supervisor	1709.96	230.76	-	-	1706.32
23	Sweeper	389.10	549.27	-	-	421.13
24	Tester	288.46	-	-	-	288.46
25	Turner	604.53	-	-	-	604.53
26	Watchman	426.32	-	-	-	426.32
27	Welder	1142.59	-	-	-	1142.59
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	929.33	-	-	-	929.33
30	Mach. Op./Machinist	430.33	519.23	-	-	431.09
31	Store Keeper	394.43	-	-	-	394.43
32	Bag Stitcher	308.08	450.00	-	-	311.02
33	Febricator	504.91	-	-	-	504.91
34	Feeder	316.06	-	-	-	316.06
35	Filler	290.30	-	-	-	290.30
36	Fertilizer Mixer	372.73	197.61	-	-	368.91
37	Laboratory Analyst	1843.97	422.36	-	-	1809.16
38	Panel Board Operator	950.76	372.88	-	-	936.43
39	Technician-Gas Pipe	1174.56	-	-	-	1174.56
40	Machine Plant Operat	563.75	-	-	-	563.75
41	Chemist	421.15	365.38	-	-	408.28
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	350.58	269.24	-	-	342.56
1	Boiler Attendant	481.51	-	-	-	481.51
2	Checker	259.72	300.29	-	-	273.68
3	Coolie/Mazdoor	300.85	196.55	-	-	290.32
4	Die Maker	282.76	-	-	-	282.76
5	Driver	337.94	-	-	-	337.94
6	Electrician	309.78	-	-	-	309.78
7	Fireman	277.56	-	-	-	277.56
8	Fitter	362.32	-	-	-	362.32
9	Mech/Elec Foreman	331.66	-	-	-	331.66
10	Helper	368.73	269.59	-	-	353.20
11	Instrument Mech	591.02	-	-	-	591.02
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	484.10	-	-	-	484.10
15	Moulder	456.77	-	-	-	456.77
16	Packer	283.69	221.69	-	-	256.92
17	Supervisor	308.20	-	-	-	308.20
18	Sweeper	291.04	268.47	-	-	280.41
19	Tester	462.90	-	-	-	462.90
20	Turner	310.65	-	-	-	310.65
21	Watchman	283.63	243.46	-	-	281.76

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Welder	310.65	-	-	-	310.65
23	Mach. Op./Machinist	392.03	-	-	-	392.03
24	Store Keeper	254.66	-	-	-	254.66
25	Apprentice/Trainees	130.53	-	-	-	130.53
26	Ampoule Checker	397.14	375.57	-	-	396.30
27	Ampoule Filler	326.62	242.30	-	-	323.02
28	Ampoule/Vial Washer	279.26	-	-	-	279.26
29	Granulation Atten.	282.62	379.08	-	-	291.16
30	Plant Operator	388.88	392.30	-	-	388.89
31	Mixing Attendant	340.54	298.07	-	-	339.23
32	Paster	268.37	475.54	-	-	275.24
33	Solution Making Att.	259.48	-	-	-	259.48
34	Tablet Compressor	299.31	277.34	-	-	299.17
35	Tablet Maker	361.15	-	-	-	361.15
36	Chemist	360.61	454.94	-	-	365.69
37	Miscellaneous	282.84	-	-	-	282.84
VI.	Soaps & Detergents	348.06	268.64	-	-	334.35
1	Assembler	358.46	-	-	-	358.46
2	Checker	325.49	358.46	-	-	325.92
3	Coolie/Mazdoor	199.84	234.87	-	-	204.99
4	Driver	315.84	-	-	-	315.84
5	Electrician	333.38	-	-	-	333.38
6	Fitter	327.10	-	-	-	327.10
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	246.67	256.18	-	-	248.95
9	Loader/Unloader	211.53	-	-	-	211.53
10	Mechanic(General)	581.44	-	-	-	581.44
11	Packer	280.06	308.19	-	-	291.01
12	Supervisor	403.20	276.57	-	-	392.99
13	Sweeper	225.02	227.05	-	-	225.78
14	Watchman	284.79	-	-	-	284.79
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	494.83	200.00	-	-	464.84
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	302.26	-	-	-	302.26
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	477.60	254.12	-	-	438.11
21	Drum Dryer Operator	419.73	243.27	-	-	415.78
22	Grandomac Operator	550.51	243.27	-	-	523.28
23	Hand Stamper	520.23	248.98	-	-	486.35
24	Hand Wrapper	420.15	284.60	-	-	372.68
25	Jones Machine Op	429.93	-	-	-	429.93
26	Lye Operator	368.91	-	-	-	368.91
27	Machine Operator	413.93	243.27	-	-	410.85
28	Pan Side Man	576.09	-	-	-	576.09

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
29	Plant Operator	445.25	260.00	-	-	443.63
30	Stacker	636.25	234.72	-	-	595.28
31	Cooler Cutter	558.85	295.86	-	-	536.61
32	Miscellaneous	181.92	-	-	-	181.92
VII.	Match	391.44	343.96	-	-	358.54
1	Checker	369.03	100.30	-	-	119.33
2	Coolie/Mazdoor	288.46	-	-	-	288.46
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	464.74	-	-	-	464.74
5	Electrician	691.51	-	-	-	691.51
6	Fitter	557.74	-	-	-	557.74
7	Mech/Elec Foreman	370.80	-	-	-	370.80
8	Helper	492.51	179.92	-	-	421.10
9	Loader/Unloader	326.92	-	-	-	326.92
10	Mechanic(General)	250.00	-	-	-	250.00
11	Packer	199.46	117.16	-	-	132.93
12	Supervisor	319.46	241.41	-	-	283.09
13	Sweeper	-	718.34	-	-	718.34
14	Watchman	191.66	-	-	-	191.66
15	Mach. Op./Machinist	680.52	166.61	-	-	666.39
16	Store Keeper	460.30	-	-	-	460.30
17	Labelling Mach Op	240.00	-	-	-	240.00
18	Box Filler	217.60	398.72	-	-	392.27
19	Chemical Grinder	224.83	172.00	-	-	207.81
20	Box Filling Operator	250.00	374.14	-	-	296.55
21	Box Making Operator	184.61	194.97	-	-	189.66
22	Chopping Machine Op.	294.51	-	-	-	294.51
23	Continous Mach Op	85.00	-	-	-	85.00
24	Paste/Recipe Maker	1033.73	-	-	-	1033.73
25	Side Printer	-	145.62	-	-	145.62
26	Wax Dipper	382.86	-	-	-	382.86
27	Chemical Dipper	209.98	-	-	-	209.98
28	Lebelling Worker	135.38	155.57	-	-	144.35
29	Frame Laveller	108.50	92.07	-	-	98.99
30	Box Closing Mach Op	110.00	-	-	-	110.00
31	Tray Setter	-	172.59	-	-	172.59
32	Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	355.06	295.95	-	-	351.84
1	Checker	272.30	288.00	-	-	285.58
2	Coolie/Mazdoor	335.18	-	-	-	335.18
3	Driver	314.19	-	-	-	314.19
4	Electrician	400.21	-	-	-	400.21
5	Fitter	360.05	-	-	-	360.05

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	293.46	285.98	-	-	292.63
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	315.00	-	-	-	315.00
11	Packer	451.38	288.00	-	-	342.95
12	Polisher	693.87	-	-	-	693.87
13	Sorter	501.56	-	-	-	501.56
14	Supervisor	529.62	288.00	-	-	522.00
15	Sweeper	271.61	284.92	-	-	274.70
16	Turner	678.34	-	-	-	678.34
17	Watchman	325.46	-	-	-	325.46
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	312.26	-	-	-	312.26
20	Blower Mach Op	318.62	-	-	-	318.62
21	Empoule Mach Op	642.62	473.08	-	-	585.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	297.00	421.00	-	-	304.75
25	Bubble Holder/Cooler	364.79	-	-	-	364.79
26	Coolingman/Benchman	277.65	-	-	-	277.65
27	Chakki Grinder/Finis	387.86	-	-	-	387.86
28	Fireman/Furnaceman	297.21	-	-	-	297.21
29	Galaiwala	383.28	-	-	-	383.28
30	Glass Cutter/Cracker	260.20	-	-	-	260.20
31	Glass Lifter/Melter	478.84	-	-	-	478.84
32	Gulliwala	361.40	-	-	-	361.40
33	Lom Maker	446.61	-	-	-	446.61
34	Muthawala	476.20	-	-	-	476.20
35	Pressman/Billaiwala	478.23	-	-	-	478.23
36	Stacker	716.58	769.23	-	-	719.12
37	Tarwala/Drawer	494.86	-	-	-	494.86
38	Machineman	371.63	230.76	-	-	366.25
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	357.49	-	-	-	357.49
41	Ginaiwala	401.82	-	-	-	401.82
IX.	Cement	460.51	269.40	-	-	454.24
1	Checker	247.87	-	-	-	247.87
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	368.03	172.25	-	-	362.75
4	Crane Operator	401.37	-	-	-	401.37
5	Driller	677.18	-	-	-	677.18
6	Driver	468.71	-	-	-	468.71
7	Electrician	450.85	-	-	-	450.85
8	Fireman	175.96	-	-	-	175.96



Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	476.01	-	-	-	476.01
	10 Mech/Elec Foreman	555.47	-	-	-	555.47
	11 Helper	355.18	274.57	-	-	347.10
	12 Loader/Unloader	607.01	-	-	-	607.01
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	510.91	-	-	-	510.91
	15 Packer	403.84	-	-	-	403.84
	16 Pump Attendant	592.38	-	-	-	592.38
	17 Rigger	418.53	-	-	-	418.53
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	478.75	-	-	-	478.75
	20 Sweeper	314.52	-	-	-	314.52
	21 Tester	593.41	-	-	-	593.41
	22 Turner	478.36	-	-	-	478.36
	23 Watchman	258.60	-	-	-	258.60
	24 Welder	473.16	-	-	-	473.16
	25 Mach. Op./Machinist	564.11	-	-	-	564.11
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	743.55	-	-	-	743.55
	28 HEMM/Buldozer Op	460.36	-	-	-	460.36
	29 Loco Driver	415.26	-	-	-	415.26
	30 Mill Operator/Atten	500.86	-	-	-	500.86
	31 Pointsman/Signalman	688.82	-	-	-	688.82
	32 Plant Mach Atten	571.16	-	-	-	571.16
	33 Khalasi	544.69	-	-	-	544.69
	34 Mechanical Attendant	604.65	-	-	-	604.65
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	364.55	315.99	-	-	364.10
	1 Assembler	365.07	-	-	-	365.07
	2 Boiler Attendant	327.45	-	-	-	327.45
	3 Checker	275.72	-	-	-	275.72
	4 Coolie/Mazdoor	289.10	-	-	-	289.10
	5 Driver	319.88	-	-	-	319.88
	6 Electrician	426.48	-	-	-	426.48
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	490.14	-	-	-	490.14
	9 Mech/Elec Foreman	403.79	-	-	-	403.79
	10 Helper	315.18	319.90	-	-	315.33
	11 Mistry/Kangani	340.17	-	-	-	340.17
	12 Mechanic(General)	412.99	-	-	-	412.99
	13 Packer	233.73	-	-	-	233.73
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	365.55	-	-	-	365.55
	17 Sweeper	259.45	230.76	-	-	254.87

Table 3.6(a)

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
18	Turner	404.85	-	-	-	404.85	
19	Watchman	287.89	-	-	-	287.89	
20	Welder	593.74	-	-	-	593.74	
21	Wireman	400.76	-	-	-	400.76	
22	Fork Lift Operator	298.07	-	-	-	298.07	
23	Mach. Op./Machinist	283.53	-	-	-	283.53	
24	Store Keeper	390.53	-	-	-	390.53	
25	Apprentice/Trainees	192.31	-	-	-	192.31	
26	Band Ply Machine Op.	337.39	-	-	-	337.39	
27	Comp Batch Preparer	557.80	-	-	-	557.80	
28	Fabric Splicer	355.49	-	-	-	355.49	
29	Leading Man	479.47	-	-	-	479.47	
30	Liners Tab Op	1071.00	-	-	-	1071.00	
31	Mill Man	734.72	-	-	-	734.72	
32	Motor Tube Cure Man	298.07	-	-	-	298.07	
33	Mould Machinist	419.64	-	-	-	419.64	
34	Pipe Fitter	288.21	-	-	-	288.21	
35	Retrader/Vulcaniser	214.57	-	-	-	214.57	
36	Insul./Winding Op	547.00	-	-	-	547.00	
37	S Bias Mach. Op.	330.02	-	-	-	330.02	
38	Tube Repair Man	283.09	-	-	-	283.09	
39	Tuber Machine Op	367.69	-	-	-	367.69	
40	Tyer Builder	506.28	-	-	-	506.28	
41	Tyer Cure Man	458.34	-	-	-	458.34	
42	Tyer Mould Burner	414.55	-	-	-	414.55	
43	Tyer Sponger/Trimmer	399.29	-	-	-	399.29	
44	Bead Cutter/Op	374.45	-	-	-	374.45	
45	Miscellaneous	447.00	-	-	-	447.00	
All Manufacturing Ind.		379.34	275.13	-	-	364.60	

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	384.70	329.22	-	-	365.60
	1 Assembler	481.40	481.40	-	-	481.40
	2 Beltman/Mochi	257.40	344.23	-	-	317.27
	3 Chargeman	1046.40	-	-	-	1046.40
	4 Checker	389.21	384.00	-	-	385.95
	5 Coolie/Mazdoor	287.18	346.00	-	-	299.41
	6 Core Maker	346.00	-	-	-	346.00
	7 Die Maker	615.38	298.95	-	-	378.93
	8 Driver	427.41	-	-	-	427.41
	9 Electrician	431.95	-	-	-	431.95
	10 Mech/Elec Foreman	615.44	-	-	-	615.44
	11 Helper	305.62	276.06	-	-	296.56
	12 Loader/Unloader	85.85	-	-	-	85.85
	13 Marker	-	304.67	-	-	304.67
	14 Mechanic(General)	680.76	269.00	-	-	476.38
	15 Moulder	355.76	331.65	-	-	332.94
	16 Packer	349.76	382.59	-	-	358.20
	17 Painter	355.76	-	-	-	355.76
	18 Supervisor	439.63	510.99	-	-	441.60
	19 Sweeper	280.08	351.43	-	-	283.51
	20 Trimmer	249.20	333.77	-	-	272.69
	21 Trolly Driver	76.92	-	-	-	76.92
	22 Turner	346.15	-	-	-	346.15
	23 Watchman	325.80	243.46	-	-	321.58
	24 Welder	177.44	-	-	-	177.44
	25 Wireman	129.81	-	-	-	129.81
	26 Mach. Op./Machinist	590.57	414.25	-	-	506.94
	27 Store Keeper	358.92	-	-	-	358.92
	28 Boot Mechanic	404.46	-	-	-	404.46
	29 Shoe Assembler	445.56	399.65	-	-	429.54
	30 Cutter/Press Cutter	465.40	224.75	-	-	454.79
	31 Hand Stretch/Setter	476.64	320.08	-	-	426.16
	32 Heel Compressor	334.32	249.58	-	-	271.39
	33 Lacer/Lacing Op	418.27	328.62	-	-	404.48
	34 Leather Fitter	316.45	305.78	-	-	311.47
	35 Shoe Machine Op	397.49	367.78	-	-	384.19
	36 Press Machine Op	431.85	335.66	-	-	406.68
	37 Sewing Machine Op	434.97	337.27	-	-	394.94
	38 Skiver Hand/Flusher	407.53	346.27	-	-	371.26
	39 Shoe Bottom Maker	443.77	531.87	-	-	457.87

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	40 Miscellaneous	575.98	769.23	-	-	587.18
II.	Petroleum Refinery	788.56	528.78	-	-	786.90
	1 Blacksmith	311.92	-	-	-	311.92
	2 Boiler Attendant	346.77	-	-	-	346.77
	3 Chargehand	267.00	-	-	-	267.00
	4 Checker	506.88	571.15	-	-	507.88
	5 Coolie/Mazdoor	399.33	-	-	-	399.33
	6 Crane Operator	221.53	-	-	-	221.53
	7 Driver	373.38	-	-	-	373.38
	8 Electrician	470.35	-	-	-	470.35
	9 Fitter	2007.32	-	-	-	2007.32
	10 Mech/Elec Foreman	1459.94	-	-	-	1459.94
	11 Furnaceman	225.38	-	-	-	225.38
	12 Helper	914.05	371.38	-	-	913.45
	13 Loader/Unloader	322.55	-	-	-	322.55
	14 Mechanic(General)	810.32	1032.81	-	-	812.85
	15 Packer	479.71	-	-	-	479.71
	16 Painter	444.69	-	-	-	444.69
	17 Pump Attendant	331.54	-	-	-	331.54
	18 Supervisor	537.53	1051.92	-	-	548.60
	19 Sweeper	442.04	325.01	-	-	426.03
	20 Tester	433.15	-	-	-	433.15
	21 Watchman	432.83	373.90	-	-	431.74
	22 Welder	339.60	-	-	-	339.60
	23 Wireman	516.92	-	-	-	516.92
	24 Fork Lift Operator	232.69	-	-	-	232.69
	25 Mach. Op./Machinist	959.74	-	-	-	959.74
	26 Store Keeper	331.40	-	-	-	331.40
	27 Drum Maker/Filler	453.66	-	-	-	453.66
	28 Filling Operator	644.44	-	-	-	644.44
	29 Fitter Craftsman	346.21	-	-	-	346.21
	30 Guager	462.33	-	-	-	462.33
	31 Process Maker	554.16	-	-	-	554.16
	32 Miscellaneous	266.86	331.92	-	-	283.12
III.	Chemicals & Gases	410.17	343.16	-	-	409.54
	1 Boiler Attendant	501.60	-	-	-	501.60
	2 Chargehand	652.69	-	-	-	652.69
	3 Checker	605.31	479.19	-	-	601.18
	4 Coolie/Mazdoor	364.97	215.00	-	-	360.23
	5 Crane Operator	288.40	-	-	-	288.40
	6 Driver	374.48	-	-	-	374.48
	7 Electrician	420.62	-	-	-	420.62
	8 Fireman	758.42	-	-	-	758.42

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	395.27	-	-	-	395.27
	10 Mech/Elec Foreman	605.71	-	-	-	605.71
	11 Gas Cutter	334.60	-	-	-	334.60
	12 Helper	365.59	345.11	-	-	365.41
	13 Instrument Mech	967.97	-	-	-	967.97
	14 Loader/Unloader	444.23	-	-	-	444.23
	15 Mason	259.81	-	-	-	259.81
	16 Mechanic(General)	508.39	-	-	-	508.39
	17 Oilman/Greaser	319.23	-	-	-	319.23
	18 Packer	286.93	389.23	-	-	304.32
	19 Painter	354.85	-	-	-	354.85
	20 Supervisor	579.92	373.07	-	-	578.15
	21 Sweeper	272.31	211.53	-	-	265.13
	22 Tester	352.56	-	-	-	352.56
	23 Watchman	406.28	-	-	-	406.28
	24 Welder	301.19	-	-	-	301.19
	25 Wireman	487.16	-	-	-	487.16
	26 Mach. Op./Machinist	524.80	-	-	-	524.80
	27 Store Keeper	326.92	357.69	-	-	342.31
	28 Machine/Plant Op	496.93	-	-	-	496.93
	29 Super Phos worker	219.80	-	-	-	219.80
	30 Pipe Fitter	333.27	-	-	-	333.27
	31 Sodium Sulph Majdoor	368.28	-	-	-	368.28
	32 Mixing Attendant	352.19	817.30	-	-	354.26
	33 Miscellaneous	307.69	-	-	-	307.69
IV.	Fertilizer	921.35	404.70	-	-	902.46
	1 Boiler Attendant	2330.49	-	-	-	2330.49
	2 Carpenter	660.30	-	-	-	660.30
	3 Chargehand	280.00	-	-	-	280.00
	4 Checker	752.86	304.23	-	-	712.07
	5 Coolie/Mazdoor	434.74	-	-	-	434.74
	6 Crane Operator	571.53	-	-	-	571.53
	7 Driver	610.45	-	-	-	610.45
	8 Electrician	800.53	-	-	-	800.53
	9 Fireman	1256.84	-	-	-	1256.84
	10 Fitter	608.74	-	-	-	608.74
	11 Mech/Elec Foreman	490.00	-	-	-	490.00
	12 Helper	370.41	430.84	-	-	378.10
	13 Instrument Mech	1190.90	-	-	-	1190.90
	14 Loader/Unloader	326.81	-	-	-	326.81
	15 Mason	638.26	-	-	-	638.26
	16 Mechanic(General)	2046.00	-	-	-	2046.00
	17 Oilman/Greaser	280.00	-	-	-	280.00
	18 Packer	430.62	200.00	-	-	381.11
	19 Press Man	280.00	-	-	-	280.00

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	2255.34	-	-	-	2255.34
21	Rigger	1754.26	-	-	-	1754.26
22	Supervisor	2546.62	230.76	-	-	2540.92
23	Sweeper	426.01	638.07	-	-	468.42
24	Tester	711.54	-	-	-	711.54
25	Turner	664.38	-	-	-	664.38
26	Watchman	559.95	-	-	-	559.95
27	Welder	1172.58	-	-	-	1172.58
28	Wireman	247.68	-	-	-	247.68
29	Boring Machine Op.	1031.67	-	-	-	1031.67
30	Mach. Op./Machinist	577.01	519.23	-	-	576.52
31	Store Keeper	573.53	-	-	-	573.53
32	Bag Stitcher	333.63	450.00	-	-	336.05
33	Febricator	545.21	-	-	-	545.21
34	Feeder	478.05	-	-	-	478.05
35	Filler	296.79	-	-	-	296.79
36	Fertilizer Mixer	392.27	260.79	-	-	389.39
37	Laboratory Analyst	2073.61	422.36	-	-	2033.17
38	Panel Board Operator	1170.76	372.88	-	-	1150.98
39	Technician-Gas Pipe	1287.47	-	-	-	1287.47
40	Machine Plant Operat	817.72	-	-	-	817.72
41	Chemist	809.61	365.38	-	-	707.10
42	Miscellaneous	374.29	-	-	-	374.29
V.	Drugs & Medicines	408.67	323.14	-	-	400.23
1	Boiler Attendant	501.10	-	-	-	501.10
2	Checker	506.46	349.12	-	-	452.33
3	Coolie/Mazdoor	300.85	220.21	-	-	292.71
4	Die Maker	282.76	-	-	-	282.76
5	Driver	367.41	-	-	-	367.41
6	Electrician	351.76	-	-	-	351.76
7	Fireman	277.56	-	-	-	277.56
8	Fitter	452.31	-	-	-	452.31
9	Mech/Elec Foreman	393.04	-	-	-	393.04
10	Helper	436.80	324.94	-	-	419.28
11	Instrument Mech	604.22	-	-	-	604.22
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	334.61	-	-	-	334.61
14	Mechanic(General)	533.18	-	-	-	533.18
15	Moulder	456.77	-	-	-	456.77
16	Packer	289.99	263.43	-	-	278.52
17	Supervisor	492.52	-	-	-	492.52
18	Sweeper	308.60	304.03	-	-	306.45
19	Tester	462.90	-	-	-	462.90
20	Turner	344.69	-	-	-	344.69
21	Watchman	300.59	300.00	-	-	300.56

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Welder	310.65	-	-	-	310.65
23	Mach. Op./Machinist	444.59	-	-	-	444.59
24	Store Keeper	542.52	-	-	-	542.52
25	Apprentice/Trainees	319.57	-	-	-	319.57
26	Ampoule Checker	452.07	375.57	-	-	449.12
27	Ampoule Filler	327.30	242.30	-	-	323.67
28	Ampoule/Vial Washer	280.37	-	-	-	280.37
29	Granulation Atten.	387.48	438.04	-	-	391.95
30	Plant Operator	463.07	392.30	-	-	462.80
31	Mixing Attendant	363.21	339.03	-	-	362.46
32	Paster	287.25	490.07	-	-	293.98
33	Solution Making Att.	423.52	-	-	-	423.52
34	Tablet Compressor	306.77	277.34	-	-	306.59
35	Tablet Maker	363.70	-	-	-	363.70
36	Chemist	446.97	647.41	-	-	457.76
37	Miscellaneous	315.19	-	-	-	315.19
VI.	Soaps & Detergents	397.34	292.23	-	-	379.20
1	Assembler	358.46	-	-	-	358.46
2	Checker	369.62	358.46	-	-	369.47
3	Coolie/Mazdoor	248.43	261.22	-	-	250.31
4	Driver	315.84	-	-	-	315.84
5	Electrician	439.66	-	-	-	439.66
6	Fitter	405.61	-	-	-	405.61
7	Mech/Elec Foreman	246.13	-	-	-	246.13
8	Helper	280.44	264.37	-	-	276.58
9	Loader/Unloader	288.46	-	-	-	288.46
10	Mechanic(General)	835.17	-	-	-	835.17
11	Packer	341.87	331.60	-	-	337.87
12	Supervisor	546.48	538.19	-	-	545.81
13	Sweeper	239.31	257.28	-	-	246.10
14	Watchman	293.86	-	-	-	293.86
15	Welder	615.38	-	-	-	615.38
16	Mach. Op./Machinist	724.09	288.00	-	-	679.72
17	Gen./Turbo Operator	211.53	-	-	-	211.53
18	Store Keeper	323.75	-	-	-	323.75
19	Apprentice/Trainees	576.92	-	-	-	576.92
20	Barring Man	490.65	310.48	-	-	458.81
21	Drum Dryer Operator	426.68	276.46	-	-	423.32
22	Grandomac Operator	560.14	265.38	-	-	534.02
23	Hand Stamper	540.83	257.64	-	-	505.46
24	Hand Wrapper	431.66	321.68	-	-	393.15
25	Jones Machine Op	435.71	-	-	-	435.71
26	Lye Operator	406.33	-	-	-	406.33
27	Machine Operator	440.99	265.38	-	-	437.83
28	Pan Side Man	587.81	-	-	-	587.81

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
29	Plant Operator	495.86	260.00	-	-	493.79
30	Stacker	645.62	240.43	-	-	604.28
31	Cooler Cutter	566.54	295.86	-	-	543.64
32	Miscellaneous	299.81	-	-	-	299.81
VII.	Match	498.90	451.64	-	-	466.16
1	Checker	369.03	137.53	-	-	153.92
2	Coolie/Mazdoor	384.61	-	-	-	384.61
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	513.55	-	-	-	513.55
5	Electrician	989.63	-	-	-	989.63
6	Fitter	618.57	-	-	-	618.57
7	Mech/Elec Foreman	370.80	-	-	-	370.80
8	Helper	695.65	186.80	-	-	579.40
9	Loader/Unloader	326.92	-	-	-	326.92
10	Mechanic(General)	250.00	-	-	-	250.00
11	Packer	230.08	159.83	-	-	173.30
12	Supervisor	405.49	296.37	-	-	354.64
13	Sweeper	-	748.69	-	-	748.69
14	Watchman	200.78	-	-	-	200.78
15	Mach. Op./Machinist	811.11	166.61	-	-	793.39
16	Store Keeper	460.30	-	-	-	460.30
17	Labelling Mach Op	240.00	-	-	-	240.00
18	Box Filler	305.99	524.21	-	-	516.44
19	Chemical Grinder	224.83	172.00	-	-	207.81
20	Box Filling Operator	250.00	534.28	-	-	356.61
21	Box Making Operator	293.57	268.15	-	-	281.17
22	Chopping Machine Op.	356.05	-	-	-	356.05
23	Continous Mach Op	140.00	-	-	-	140.00
24	Paste/Recipe Maker	1033.73	-	-	-	1033.73
25	Side Printer	-	195.92	-	-	195.92
26	Wax Dipper	382.86	-	-	-	382.86
27	Chemical Dipper	231.72	-	-	-	231.72
28	Lebelling Worker	176.80	221.92	-	-	196.85
29	Frame Laveller	251.00	192.98	-	-	217.41
30	Box Closing Mach Op	145.00	-	-	-	145.00
31	Tray Setter	-	172.59	-	-	172.59
32	Miscellaneous	184.61	-	-	-	184.61
VIII.	Glass & Products	386.73	305.25	-	-	382.29
1	Checker	318.46	296.15	-	-	299.59
2	Coolie/Mazdoor	343.39	-	-	-	343.39
3	Driver	319.08	-	-	-	319.08
4	Electrician	418.52	-	-	-	418.52
5	Fitter	406.21	-	-	-	406.21



Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Mech/Elec Foreman	394.84	-	-	-	394.84
7	Helper	306.06	293.05	-	-	304.60
8	Loader/Unloader	321.92	-	-	-	321.92
9	Mistry/Kangani	233.74	-	-	-	233.74
10	Moulder	346.15	-	-	-	346.15
11	Packer	455.48	288.00	-	-	344.33
12	Polisher	847.72	-	-	-	847.72
13	Sorter	616.95	-	-	-	616.95
14	Supervisor	593.14	288.00	-	-	583.51
15	Sweeper	277.35	290.15	-	-	280.32
16	Turner	743.49	-	-	-	743.49
17	Watchman	336.50	-	-	-	336.50
18	Welder	559.23	-	-	-	559.23
19	Mach. Op./Machinist	382.39	-	-	-	382.39
20	Blower Mach Op	354.17	-	-	-	354.17
21	Empoule Mach Op	645.81	484.62	-	-	591.43
22	Mixingman/Masalawala	428.34	-	-	-	428.34
23	Battiwala	315.38	-	-	-	315.38
24	Blower/Blowman	669.23	421.00	-	-	653.72
25	Bubble Holder/Cooler	371.52	-	-	-	371.52
26	Coolingman/Benchman	289.56	-	-	-	289.56
27	Chakki Grinder/Finis	424.90	-	-	-	424.90
28	Fireman/Furnaceman	306.75	-	-	-	306.75
29	Galaiwala	410.83	-	-	-	410.83
30	Glass Cutter/Cracker	266.79	-	-	-	266.79
31	Glass Lifter/Melter	496.76	-	-	-	496.76
32	Gulliwala	378.92	-	-	-	378.92
33	Lom Maker	528.30	-	-	-	528.30
34	Muthawala	535.79	-	-	-	535.79
35	Pressman/Billaiwala	531.38	-	-	-	531.38
36	Stacker	736.07	769.23	-	-	737.67
37	Tarwala/Drawer	544.12	-	-	-	544.12
38	Machineman	421.04	461.53	-	-	422.59
39	Waterman/Security	323.08	-	-	-	323.08
40	Puraiwala	383.44	-	-	-	383.44
41	Ginaiwala	425.88	-	-	-	425.88
IX.	Cement	514.28	269.40	-	-	506.24
1	Checker	485.19	-	-	-	485.19
2	Compressor Op.	409.61	-	-	-	409.61
3	Coolie/Mazdoor	404.70	172.25	-	-	398.42
4	Crane Operator	524.76	-	-	-	524.76
5	Driller	717.25	-	-	-	717.25
6	Driver	510.03	-	-	-	510.03
7	Electrician	514.12	-	-	-	514.12
8	Fireman	175.96	-	-	-	175.96

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
	9 Fitter	698.13	-	-	-	698.13
	10 Mech/Elec Foreman	611.26	-	-	-	611.26
	11 Helper	382.30	274.57	-	-	371.49
	12 Loader/Unloader	616.77	-	-	-	616.77
	13 Mason	659.00	-	-	-	659.00
	14 Mechanic(General)	661.93	-	-	-	661.93
	15 Packer	416.74	-	-	-	416.74
	16 Pump Attendant	611.33	-	-	-	611.33
	17 Rigger	506.55	-	-	-	506.55
	18 Sorter	394.30	-	-	-	394.30
	19 Supervisor	782.84	-	-	-	782.84
	20 Sweeper	321.48	-	-	-	321.48
	21 Tester	601.72	-	-	-	601.72
	22 Turner	759.54	-	-	-	759.54
	23 Watchman	313.24	-	-	-	313.24
	24 Welder	718.51	-	-	-	718.51
	25 Mach. Op./Machinist	597.38	-	-	-	597.38
	26 Store Keeper	353.96	-	-	-	353.96
	27 Burner	786.90	-	-	-	786.90
	28 HEMM/Buldozer Op	507.75	-	-	-	507.75
	29 Loco Driver	435.68	-	-	-	435.68
	30 Mill Operator/Atten	540.32	-	-	-	540.32
	31 Pointsman/Signalman	689.54	-	-	-	689.54
	32 Plant Mach Atten	600.27	-	-	-	600.27
	33 Khalasi	587.60	-	-	-	587.60
	34 Mechanical Attendant	632.98	-	-	-	632.98
	35 Miscellaneous	305.77	-	-	-	305.77
X.	Tyres & Tubes	476.79	317.81	-	-	475.30
	1 Assembler	411.76	-	-	-	411.76
	2 Boiler Attendant	426.31	-	-	-	426.31
	3 Checker	349.45	-	-	-	349.45
	4 Coolie/Mazdoor	308.32	-	-	-	308.32
	5 Driver	348.53	-	-	-	348.53
	6 Electrician	537.24	-	-	-	537.24
	7 Fireman	352.88	-	-	-	352.88
	8 Fitter	691.37	-	-	-	691.37
	9 Mech/Elec Foreman	535.69	-	-	-	535.69
	10 Helper	383.75	320.92	-	-	381.85
	11 Mistry/Kangani	379.96	-	-	-	379.96
	12 Mechanic(General)	675.38	-	-	-	675.38
	13 Packer	259.52	-	-	-	259.52
	14 Rollerman/Roller	288.46	-	-	-	288.46
	15 Shaper Machine Op	446.65	-	-	-	446.65
	16 Supervisor	681.49	-	-	-	681.49
	17 Sweeper	259.45	250.00	-	-	257.94

Table 3.6(b)

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)					Overall
		Men	Women	Adole- scents	Children		
1	2	3	4	5	6	7	
18	Turner	494.19	-	-	-	494.19	
19	Watchman	294.81	-	-	-	294.81	
20	Welder	646.38	-	-	-	646.38	
21	Wireman	476.15	-	-	-	476.15	
22	Fork Lift Operator	298.07	-	-	-	298.07	
23	Mach. Op./Machinist	299.20	-	-	-	299.20	
24	Store Keeper	390.53	-	-	-	390.53	
25	Apprentice/Trainees	192.31	-	-	-	192.31	
26	Band Ply Machine Op.	363.82	-	-	-	363.82	
27	Comp Batch Preparer	1096.09	-	-	-	1096.09	
28	Fabric Splicer	370.53	-	-	-	370.53	
29	Leading Man	892.11	-	-	-	892.11	
30	Liners Tab Op	1071.00	-	-	-	1071.00	
31	Mill Man	770.19	-	-	-	770.19	
32	Motor Tube Cure Man	307.69	-	-	-	307.69	
33	Mould Machinist	520.86	-	-	-	520.86	
34	Pipe Fitter	308.58	-	-	-	308.58	
35	Retrader/Vulcaniser	243.67	-	-	-	243.67	
36	Insul./Winding Op	547.00	-	-	-	547.00	
37	S Bias Mach. Op.	382.84	-	-	-	382.84	
38	Tube Repair Man	339.05	-	-	-	339.05	
39	Tuber Machine Op	514.61	-	-	-	514.61	
40	Tyer Builder	814.90	-	-	-	814.90	
41	Tyer Cure Man	655.29	-	-	-	655.29	
42	Tyer Mould Burner	414.55	-	-	-	414.55	
43	Tyer Sponger/Trimmer	450.50	-	-	-	450.50	
44	Bead Cutter/Op	547.90	-	-	-	547.90	
45	Miscellaneous	447.00	-	-	-	447.00	
All Manufacturing Ind.		454.71	332.64	-	-	437.45	

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	141.09	104.06	-	-	106.05
	1 Packer	-	226.68	-	-	226.68
	2 Labelling Mach Op	-	110.00	-	-	110.00
	3 Box Filler	95.40	96.67	-	-	96.63
	4 Chemical Grinder	-	110.00	-	-	110.00
	5 Printing Machine Op	-	110.00	-	-	110.00
	6 Side Printer	-	110.00	-	-	110.00
	7 Box Closing Mach Op	211.67	-	-	-	211.67
	All Manufacturing Ind.	141.09	104.06	-	-	106.05

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	119.05	71.95	-	-	74.47
	1 Packer	-	154.68	-	-	154.68
	2 Labelling Mach Op	-	110.00	-	-	110.00
	3 Box Filler	65.93	66.51	-	-	66.49
	4 Chemical Grinder	-	110.00	-	-	110.00
	5 Printing Machine Op	-	110.00	-	-	110.00
	6 Side Printer	-	110.00	-	-	110.00
	7 Box Closing Mach Op	201.11	-	-	-	201.11
	All Manufacturing Ind.	119.05	71.95	-	-	74.47

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	163.12	136.17	-	-	137.62
	1 Packer	-	298.66	-	-	298.66
	2 Labelling Mach Op	-	110.00	-	-	110.00
	3 Box Filler	124.87	126.83	-	-	126.76
	4 Chemical Grinder	-	110.00	-	-	110.00
	5 Printing Machine Op	-	110.00	-	-	110.00
	6 Side Printer	-	110.00	-	-	110.00
	7 Box Closing Mach Op	222.22	-	-	-	222.22
	All Manufacturing Ind.	163.12	136.17	-	-	137.62

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

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers	Real Wage Rate (Rs.)	Percentage\$ Change in	
				Wage Rate at Current Price	Real Wage Rate
<b>I. Footwear</b>					
	First Round(1958)	4.02	4.02	-	-
	Second Round(1963)	6.75	5.01	67.91	24.63
	Third Round(1976)	16.78	5.21	148.59	3.99
	Fourth Round(1990)	45.52	4.57	171.27	-12.28
	Fifth Round(1998)	77.62	3.57	70.52	-21.88
	Seventh Round(2016)	337.63	4.97	334.98	39.22
<b>II. Petroleum Refineries</b>					
	First Round(1958)	5.01	5.01	-	-
	Second Round(1963)	9.90	7.34	97.60	46.51
	Third Round(1976)	36.67	11.40	270.40	55.31
	Fourth Round(1990)	79.63	7.99	117.15	-29.91
	Fifth Round(1998)	228.43	10.52	186.86	31.66
	Seventh Round(2016)	709.06	10.43	210.41	-0.85
<b>III. Chemicals &amp; Gases</b>					
	First Round(1958)	(#)	(#)	-	-
	Second Round(1963)	5.31	3.94	-	-
	Third Round(1976)	19.97	6.21	245.80	57.61
	Fourth Round(1990)	60.88	6.11	204.86	-1.61
	Fifth Round(1998)	99.49	4.58	63.42	-25.04
	Seventh Round(2016) (*)	362.17	5.33	264.02	16.37
<b>IV. Fertilizers</b>					
	First Round(1958)	5.03	5.03	-	-
	Second Round(1963)	5.74	4.26	14.11	-15.31
	Third Round(1976)	21.60	6.71	276.31	57.51
	Fourth Round(1990)	68.03	6.82	214.95	1.64
	Fifth Round(1998)	131.51	6.06	93.31	-11.14
	Seventh Round(2016)	791.55	11.64	501.89	92.08
<b>V. Drugs &amp; Medicines</b>					
	First Round(1958)	(#)	(#)	-	-
	Second Round(1963)	5.76	4.27	-	-
	Third Round(1976)	18.46	5.74	220.49	34.43
	Fourth Round(1990)	66.52	6.67	260.35	16.20
	Fifth Round(1998)	116.65	5.37	75.36	-19.49
	Seventh Round(2016) (*)	371.40	5.46	218.39	1.68
<b>VI. Soaps &amp; Detergents</b>					
	First Round(1958)	4.68	4.68	-	-

Table 3.8

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers	Real Wage Rate (Rs.)	Percentage\$ Change in	
				Wage Rate at Current Price	Real Wage Rate
	Second Round(1963)	5.34	3.96	14.10	-15.38
	Third Round(1976)	19.36	6.02	262.55	52.02
	Fourth Round(1990)	37.31	3.74	92.72	-37.87
	Fifth Round(1998)	142.00	6.54	280.59	74.87
	Seventh Round(2016) (*)	356.77	5.25	151.25	-19.72
VII. Matches					
	First Round(1958)	1.61	1.61	-	-
	Second Round(1963)	3.62	2.69	124.84	67.08
	Third Round(1976)	7.84	2.44	116.57	-9.29
	Fourth Round(1990)	19.18	1.92	144.64	-21.31
	Fifth Round(1998)	42.36	1.95	120.85	1.56
	Seventh Round(2016)	289.87	4.26	584.30	118.46
VIII. Glass & Products					
	First Round(1958)	2.75	2.75	-	-
	Second Round(1963)	3.61	2.68	31.27	-2.54
	Third Round(1976)	10.14	3.15	180.89	17.54
	Fourth Round(1990)	37.54	3.77	270.22	19.68
	Fifth Round(1998)	84.35	3.88	124.69	2.92
	Seventh Round(2016)	367.07	5.40	335.17	39.17
IX. Cement					
	First Round(1958)	3.35	3.35	-	-
	Second Round(1963)	5.12	3.80	52.83	13.43
	Third Round(1976)	17.88	5.56	249.22	46.32
	Fourth Round(1990)	59.90	6.01	235.01	8.09
	Fifth Round(1998)	139.47	6.42	132.84	6.82
	Seventh Round(2016)	480.24	7.06	244.33	9.97
X. Tyres & Tubes					
	First Round(1958)	-	-	-	-
	Second Round(1963)	-	-	-	-
	Third Round(1976)	28.61	8.89	-	-
	Fourth Round(1990)	61.01	6.12	113.25	-8.66
	Fifth Round(1998)	129.57	5.97	112.37	-2.45
	Seventh Round(2016)	419.70	6.17	223.92	3.35

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



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

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
I.	Footwear	2364	13.92	6.99	69.00	24.01	100.00	.	.	.	100.00
	1 Uttar Pradesh	420	6.19	.	.	100.00	.	.	.	.	.
	2 Tamil Nadu	674	30.27	.	100.00	.	.	.	.	.	.
	3 Residual	1270	7.80	23.23	23.23	53.54	100.00	.	.	.	100.00
II.	Petroleum Refinery	865	15.84	59.85	40.15	.	100.00	.	.	69.51	30.49
	1 Gujarat	109	12.84	50.00	50.00	.	100.00	.	.	.	100.00
	2 Maharashtra	154	22.08	76.47	23.53	.	100.00	.	.	30.77	69.23
	3 Residual	602	14.78	55.06	44.94	.	100.00	.	.	100.00	.
III.	Chemicals & Gases	3238	5.03	17.79	82.21	.	.	.	100.00	100.00	.
	1 Gujarat	1093	2.74	.	100.00	.	.	.	.	.	.
	2 Maharashtra	600	.	.	.	.	.	.	.	.	.
	3 Residual	1545	8.61	21.80	78.20	.	.	.	100.00	100.00	.
IV.	Fertilizer	739	13.80	40.20	59.80	.	78.05	.	21.95	100.00	.
	1 Uttar Pradesh	64	10.94	100.00	.	.	100.00	.	.	100.00	.
	2 Gujarat	102	9.80	.	100.00	.	.	.	.	.	.
	3 Maharashtra	160	33.13	33.96	66.04	.	50.00	.	50.00	100.00	.
	4 Tamil Nadu	82	9.76	.	100.00	.	.	.	.	.	.
	5 Residual	331	7.25	66.67	33.33	.	100.00	.	.	100.00	.

Table 3.9

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
V.	Drugs & Medicines	4940	13.95	7.98	92.02	.	100.00	.	.	.	100.00
	1 Gujarat	735	13.33	.	100.00	.	.	.	.	.	.
	2 Maharashtra	821	43.36	.	100.00	.	.	.	.	.	.
	3 Telangana	553	.	.	.	.	.	.	.	.	.
	4 Residual	2831	8.30	23.40	76.60	.	100.00	.	.	.	100.00
VI.	Soaps & Detergents	1796	7.74	.	87.05	12.95	.	.	.	.	.
	1 Uttarakhand	138	.	.	.	.	.	.	.	.	.
	2 Maharashtra	229	6.55	.	100.00	.	.	.	.	.	.
	3 Karnataka	209	22.01	.	100.00	.	.	.	.	.	.
	4 Tamil Nadu	205	12.68	.	100.00	.	.	.	.	.	.
	5 Residual	1015	5.12	.	65.38	34.62	.	.	.	.	.
VII.	Match	473	8.03	.	100.00	.	.	.	.	.	.
	1 Tamil Nadu	442	8.60	.	100.00	.	.	.	.	.	.
	2 Residual	31	.	.	.	.	.	.	.	.	.
VIII.	Glass & Products	833	6.72	25.00	75.00	.	100.00	.	.	100.00	.
	1 Uttar Pradesh	309	.	.	.	.	.	.	.	.	.
	2 Gujarat	137	8.76	.	100.00	.	.	.	.	.	.
	3 Maharashtra	119	36.97	31.82	68.18	.	100.00	.	.	100.00	.
	4 Residual	268	.	.	.	.	.	.	.	.	.
IX.	Cement	351	22.51	10.13	70.88	18.99	100.00	.	.	100.00	.
	1 Rajasthan	26	61.54	50.00	.	50.00	100.00	.	.	100.00	.
	2 West Bengal	40	.	.	.	.	.	.	.	.	.
	3 Madhya Pradesh	13	38.46	.	100.00	.	.	.	.	.	.

Table 3.9

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
	4 Andhra Pradesh	35	.	.	.	.	.	.	.	.	.
	5 Residual	237	24.47	.	87.93	12.07	.	.	.	.	.
X.	Tyres & Tubes	659	24.13	9.43	54.09	36.48	.	100.00	.	.	100.00
	1 Punjab	53	.	.	.	.	.	.	.	.	.
	2 Karnataka	42	.	.	.	.	.	.	.	.	.
	3 Tamil Nadu	149	35.57	.	64.15	35.85	.	.	.	.	.
	4 Residual	415	25.54	14.15	49.06	36.79	.	100.00	.	.	100.00
All Manufacturing Ind.		16258	11.63	14.12	76.89	8.99	80.15	5.62	14.23	55.81	44.19

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

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

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
I.	Footwear	185610	294837	90.47	56.95
	1 Uttar Pradesh	4030	32062	18.06	2.27
	2 Tamil Nadu	136000	149216	91.43	83.33
	3 Residual	45580	113559	94.02	37.74
II.	Petroleum Refinery	17274	37823	71.67	32.73
	1 Gujarat	448	5222	100.00	8.58
	2 Maharashtra	3826	6882	50.55	28.10
	3 Residual	13000	25719	76.92	38.88
III.	Chemicals & Gases	13720	114030	38.44	4.63
	1 Gujarat	1350	41820	100.00	3.23
	2 Maharashtra	-	17520	-	-
	3 Residual	12370	54690	31.72	7.17
IV.	Fertilizer	46656	59470	70.04	54.95
	1 Uttar Pradesh	5313	6609	100.00	80.39
	2 Gujarat	22650	24348	47.06	43.78
	3 Maharashtra	10705	12637	82.69	70.05
	4 Tamil Nadu	1556	2564	100.00	60.69
	5 Residual	6432	13312	97.89	47.30
V.	Drugs & Medicines	179631	451789	46.42	18.46
	1 Gujarat	4018	60976	79.27	5.22
	2 Maharashtra	163218	176937	44.71	41.24
	3 Telangana	-	34476	-	-
	4 Residual	12395	179400	58.37	4.03
VI.	Soaps & Detergents	29263	109375	99.94	26.74
	1 Uttarakhand	-	10370	-	-
	2 Maharashtra	1725	10545	100.00	16.36
	3 Karnataka	15946	21826	100.00	73.06
	4 Tamil Nadu	260	5304	100.00	4.90
	5 Residual	11332	61330	99.84	18.45

Table 3.10

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
VII.	Match	11115	24616	53.33	24.08
	1 Tamil Nadu	11115	24124	53.33	24.57
	2 Residual	-	492	-	-
VIII.	Glass & Products	11794	59692	76.22	15.06
	1 Uttar Pradesh	-	21736	-	-
	2 Gujarat	2448	8136	100.00	30.09
	3 Maharashtra	9346	10996	69.99	59.49
	4 Residual	-	18824	-	-
IX.	Cement	18304	63465	80.53	23.23
	1 Rajasthan	11168	11390	78.94	77.40
	2 West Bengal	-	1990	-	-
	3 Madhya Pradesh	125	657	100.00	19.03
	4 Andhra Pradesh	-	5941	-	-
	5 Residual	7011	43487	82.73	13.34
X.	Tyres & Tubes	12060	78178	83.80	12.93
	1 Punjab	-	16900	-	-
	2 Karnataka	-	1062	-	-
	3 Tamil Nadu	9034	17451	84.72	43.86
	4 Residual	3026	42765	81.03	5.73
All Manufacturing Ind.		525427	1293275	70.54	28.66

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

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combina- tion of these
1	2	3	4	5	6	7	8
I.	Footwear	329	27.66	10.33	45.90	16.11	-
	1 Uttar Pradesh	26	-	-	100.00	-	-
	2 Tamil Nadu	204	33.33	16.67	50.00	-	-
	3 Residual	99	23.23	-	23.23	53.54	-
II.	Petroleum Refinery	137	83.94	5.11	10.95	-	-
	1 Gujarat	14	-	50.00	50.00	-	-
	2 Maharashtra	34	76.47	-	23.53	-	-
	3 Residual	89	100.00	-	-	-	-
III.	Chemicals & Gases	163	17.79	-	82.21	-	-
	1 Gujarat	30	-	-	100.00	-	-
	2 Maharashtra	-	-	-	-	-	-
	3 Residual	133	21.80	-	78.20	-	-
IV.	Fertilizer	102	66.66	13.73	19.61	-	-
	1 Uttar Pradesh	7	100.00	-	-	-	-
	2 Gujarat	10	-	100.00	-	-	-
	3 Maharashtra	53	69.81	-	30.19	-	-
	4 Tamil Nadu	8	-	50.00	50.00	-	-
	5 Residual	24	100.00	-	-	-	-
V.	Drugs & Medicines	689	32.51	-	67.49	-	-
	1 Gujarat	98	50.00	-	50.00	-	-
	2 Maharashtra	356	-	-	100.00	-	-
	3 Telangana	-	-	-	-	-	-
	4 Residual	235	74.47	-	25.53	-	-
VI.	Soaps & Detergents	139	-	-	72.66	12.95	14.39
	1 Uttarakhand	-	-	-	-	-	-
	2 Maharashtra	15	-	-	100.00	-	-
	3 Karnataka	46	-	-	56.52	-	43.48
	4 Tamil Nadu	26	-	-	100.00	-	-

Table 3.11

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combina- tion of these
1	2	3	4	5	6	7	8
	5 Residual	52	-	-	65.38	34.62	-
VII.	Match	38	50.00	-	50.00	-	-
	1 Tamil Nadu	38	50.00	-	50.00	-	-
	2 Residual	-	-	-	-	-	-
VIII.	Glass & Products	56	21.43	-	78.57	-	-
	1 Uttar Pradesh	-	-	-	-	-	-
	2 Gujarat	12	100.00	-	-	-	-
	3 Maharashtra	44	-	-	100.00	-	-
	4 Residual	-	-	-	-	-	-
IX.	Cement	79	21.52	32.91	45.57	-	-
	1 Rajasthan	16	50.00	-	50.00	-	-
	2 West Bengal	-	-	-	-	-	-
	3 Madhya Pradesh	5	-	100.00	-	-	-
	4 Andhra Pradesh	-	-	-	-	-	-
	5 Residual	58	15.51	36.21	48.28	-	-
X.	Tyres & Tubes	159	9.43	8.18	82.39	-	-
	1 Punjab	-	-	-	-	-	-
	2 Karnataka	-	-	-	-	-	-
	3 Tamil Nadu	53	-	-	100.00	-	-
	4 Residual	106	14.16	12.26	73.58	-	-
All Manufacturing Ind.		1891	31.20	4.97	59.02	3.75	1.06

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.	Footwear	340.21	294.22	-	-	324.38
	1 Uttar Pradesh	339.00	331.06	-	-	338.83
	2 Tamil Nadu	308.03	306.49	-	-	306.96
	3 Residual	349.49	254.71	-	-	333.58
II.	Petroleum Refinery	883.46	658.82	-	-	882.02
	1 Gujarat	779.27	1781.05	-	-	782.48
	2 Maharashtra	547.24	495.66	-	-	546.78
	3 Residual	972.11	584.85	-	-	969.56
III.	Chemicals & Gases	472.35	345.04	-	-	471.14
	1 Gujarat	443.96	296.00	-	-	443.84
	2 Maharashtra	580.46	414.11	-	-	574.15
	3 Residual	469.64	271.67	-	-	467.75
IV.	Fertilizer	964.28	426.61	-	-	944.61
	1 Uttar Pradesh	872.97	1942.84	-	-	878.20
	2 Gujarat	1128.34	314.00	-	-	1095.94
	3 Maharashtra	846.93	306.44	-	-	842.71
	4 Tamil Nadu	1006.36	233.22	-	-	973.72
	5 Residual	733.16	585.65	-	-	724.84
V.	Drugs & Medicines	411.61	314.73	-	-	402.05
	1 Gujarat	351.15	290.66	-	-	348.06
	2 Maharashtra	462.89	464.66	-	-	462.92
	3 Telangana	262.88	-	-	-	262.88
	4 Residual	434.32	310.05	-	-	411.61
VI.	Soaps & Detergents	453.77	285.51	-	-	424.73
	1 Uttarakhand	298.66	217.09	-	-	279.39
	2 Maharashtra	634.30	320.24	-	-	610.95
	3 Karnataka	446.55	329.61	-	-	401.99
	4 Tamil Nadu	397.20	274.72	-	-	331.31
	5 Residual	449.60	268.37	-	-	432.38



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.	Match	528.20	290.86	-	-	339.70
	1 Tamil Nadu	539.68	291.75	-	-	340.21
	2 Residual	369.76	125.04	-	-	312.18
VIII.	Glass & Products	397.92	311.84	-	-	393.23
	1 Uttar Pradesh	360.49	-	-	-	360.49
	2 Gujarat	459.60	299.04	-	-	423.50
	3 Maharashtra	664.68	364.46	-	-	643.57
	4 Residual	276.33	284.11	-	-	276.56
IX.	Cement	527.64	234.64	-	-	518.03
	1 Rajasthan	846.36	-	-	-	846.36
	2 West Bengal	242.49	140.00	-	-	241.54
	3 Madhya Pradesh	224.62	106.68	-	-	220.58
	4 Andhra Pradesh	287.08	228.33	-	-	281.79
	5 Residual	513.27	241.31	-	-	504.59
X.	Tyres & Tubes	700.96	299.95	-	-	697.21
	1 Punjab	293.11	256.67	-	-	292.77
	2 Karnataka	413.22	-	-	-	413.22
	3 Tamil Nadu	604.20	-	-	-	604.20
	4 Residual	949.78	314.60	-	-	941.15
All Manufacturing Ind.		485.73	299.17	-	-	457.86

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.	Footwear	340.21	294.22	-	-	324.38
	1 Uttar Pradesh	339.00	331.06	-	-	338.83
	2 Tamil Nadu	308.03	306.49	-	-	306.96
	3 Residual	349.49	254.71	-	-	333.58
II.	Petroleum Refinery	883.46	658.82	-	-	882.02
	1 Gujarat	779.27	1781.05	-	-	782.48
	2 Maharashtra	547.24	495.66	-	-	546.78
	3 Residual	972.11	584.85	-	-	969.56
III.	Chemicals & Gases	472.35	345.04	-	-	471.14
	1 Gujarat	443.96	296.00	-	-	443.84
	2 Maharashtra	580.46	414.11	-	-	574.15
	3 Residual	469.64	271.67	-	-	467.75
IV.	Fertilizer	964.28	426.61	-	-	944.61
	1 Uttar Pradesh	872.97	1942.84	-	-	878.20
	2 Gujarat	1128.34	314.00	-	-	1095.94
	3 Maharashtra	846.93	306.44	-	-	842.71
	4 Tamil Nadu	1006.36	233.22	-	-	973.72
	5 Residual	733.16	585.65	-	-	724.84
V.	Drugs & Medicines	411.61	314.73	-	-	402.05
	1 Gujarat	351.15	290.66	-	-	348.06
	2 Maharashtra	462.89	464.66	-	-	462.92
	3 Telangana	262.88	-	-	-	262.88
	4 Residual	434.32	310.05	-	-	411.61
VI.	Soaps & Detergents	453.77	285.51	-	-	424.73
	1 Uttarakhand	298.66	217.09	-	-	279.39
	2 Maharashtra	634.30	320.24	-	-	610.95
	3 Karnataka	446.55	329.61	-	-	401.99
	4 Tamil Nadu	397.20	274.72	-	-	331.31
	5 Residual	449.60	268.37	-	-	432.38

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.	Match	574.40	465.24	-	-	498.77
	1 Tamil Nadu	591.09	465.24	-	-	501.83
	2 Residual	369.76	-	-	-	369.76
VIII.	Glass & Products	397.92	311.84	-	-	393.23
	1 Uttar Pradesh	360.49	-	-	-	360.49
	2 Gujarat	459.60	299.04	-	-	423.50
	3 Maharashtra	664.68	364.46	-	-	643.57
	4 Residual	276.33	284.11	-	-	276.56
IX.	Cement	527.64	234.64	-	-	518.03
	1 Rajasthan	846.36	-	-	-	846.36
	2 West Bengal	242.49	140.00	-	-	241.54
	3 Madhya Pradesh	224.62	106.68	-	-	220.58
	4 Andhra Pradesh	287.08	228.33	-	-	281.79
	5 Residual	513.27	241.31	-	-	504.59
X.	Tyres & Tubes	700.96	299.95	-	-	697.21
	1 Punjab	293.11	256.67	-	-	292.77
	2 Karnataka	413.22	-	-	-	413.22
	3 Tamil Nadu	604.20	-	-	-	604.20
	4 Residual	949.78	314.60	-	-	941.15
All Manufacturing Ind.		485.95	312.55	-	-	461.43

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	130.75	99.29	-	-	100.98
	1 Tamil Nadu	130.75	99.00	-	-	100.72
	2 Residual	-	125.04	-	-	125.04
All Manufacturing Ind.		130.75	99.29	-	-	100.98

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Footwear	324.38	-	324.38
	1 Uttar Pradesh	338.83	-	338.83
	2 Tamil Nadu	306.96	-	306.96
	3 Residual	333.58	-	333.58
II.	Petroleum Refinery	882.02	-	882.02
	1 Gujarat	782.48	-	782.48
	2 Maharashtra	546.78	-	546.78
	3 Residual	969.56	-	969.56
III.	Chemicals & Gases	471.14	-	471.14
	1 Gujarat	443.84	-	443.84
	2 Maharashtra	574.15	-	574.15
	3 Residual	467.75	-	467.75
IV.	Fertilizer	944.61	-	944.61
	1 Uttar Pradesh	878.20	-	878.20
	2 Gujarat	1095.94	-	1095.94
	3 Maharashtra	842.71	-	842.71
	4 Tamil Nadu	973.72	-	973.72
	5 Residual	724.84	-	724.84
V.	Drugs & Medicines	402.05	-	402.05
	1 Gujarat	348.06	-	348.06
	2 Maharashtra	462.92	-	462.92
	3 Telangana	262.88	-	262.88
	4 Residual	411.61	-	411.61
VI.	Soaps & Detergents	424.73	-	424.73
	1 Uttarakhand	279.39	-	279.39
	2 Maharashtra	610.95	-	610.95
	3 Karnataka	401.99	-	401.99
	4 Tamil Nadu	331.31	-	331.31
	5 Residual	432.38	-	432.38

Table 4.4

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
VII.	Match	498.77	100.98	339.70
	1 Tamil Nadu	501.83	100.72	340.21
	2 Residual	369.76	125.04	312.18
VIII.	Glass & Products	393.23	-	393.23
	1 Uttar Pradesh	360.49	-	360.49
	2 Gujarat	423.50	-	423.50
	3 Maharashtra	643.57	-	643.57
	4 Residual	276.56	-	276.56
IX.	Cement	518.03	-	518.03
	1 Rajasthan	846.36	-	846.36
	2 West Bengal	241.54	-	241.54
	3 Madhya Pradesh	220.58	-	220.58
	4 Andhra Pradesh	281.79	-	281.79
	5 Residual	504.59	-	504.59
X.	Tyres & Tubes	697.21	-	697.21
	1 Punjab	292.77	-	292.77
	2 Karnataka	413.22	-	413.22
	3 Tamil Nadu	604.20	-	604.20
	4 Residual	941.15	-	941.15
All Manufacturing Ind.		461.43	100.98	457.86

TABLE 4.5  
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY COMPONENTS

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Footwear	259.12	36.27	2.89	10.21	5.78	8.86	1.25	324.38
	1 Uttar Pradesh	334.57	2.30	-	0.23	-	1.73	-	338.83
	2 Tamil Nadu	193.62	72.19	7.74	2.29	12.26	17.02	1.84	306.96
	3 Residual	288.08	18.39	0.01	18.86	2.46	4.64	1.14	333.58
II.	Petroleum Refinery	435.98	213.46	2.05	51.00	7.63	169.64	2.26	882.02
	1 Gujarat	439.60	2.73	-	104.86	30.04	201.22	4.03	782.48
	2 Maharashtra	339.43	106.79	5.44	31.69	5.26	55.99	2.18	546.78
	3 Residual	454.20	280.06	1.83	43.14	3.24	185.19	1.90	969.56
III.	Chemicals & Gases	318.27	12.92	3.43	48.19	12.61	69.83	5.89	471.14
	1 Gujarat	297.21	0.05	0.30	75.10	1.72	58.73	10.73	443.84
	2 Maharashtra	373.46	-	25.61	8.32	43.49	112.60	10.67	574.15
	3 Residual	322.49	28.67	0.11	34.14	14.14	68.20	-	467.75
IV.	Fertilizer	407.84	323.60	3.78	42.57	14.32	138.97	13.53	944.61
	1 Uttar Pradesh	543.69	262.53	-	38.53	15.95	17.50	-	878.20
	2 Gujarat	498.15	343.30	6.59	29.20	15.48	199.77	3.45	1095.94
	3 Maharashtra	273.17	344.11	4.01	105.32	3.79	110.00	2.31	842.71
	4 Tamil Nadu	340.51	286.31	-	103.74	13.70	229.46	-	973.72
	5 Residual	290.56	297.38	-	17.48	18.34	53.91	47.17	724.84

Table 4.5

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
V.	Drugs & Medicines	299.42	28.27	0.08	25.84	7.69	37.74	3.01	402.05
	1 Gujarat	249.76	7.14	-	33.01	3.73	41.82	12.60	348.06
	2 Maharashtra	327.73	74.33	0.28	28.82	4.91	22.80	4.05	462.92
	3 Telangana	253.33	-	-	-	-	9.30	0.25	262.88
	4 Residual	306.77	13.41	-	27.65	12.07	51.41	0.30	411.61
VI.	Soaps & Detergents	299.87	19.14	-	38.64	9.60	53.35	4.13	424.73
	1 Uttarakhand	208.82	-	-	38.48	30.02	-	2.07	279.39
	2 Maharashtra	435.83	20.12	-	55.01	30.05	58.19	11.75	610.95
	3 Karnataka	296.05	38.11	-	38.70	1.63	17.98	9.52	401.99
	4 Tamil Nadu	256.97	2.23	-	20.33	18.97	32.81	-	331.31
	5 Residual	297.58	18.55	-	37.38	4.15	72.59	2.13	432.38
VII.	Match	196.93	89.74	37.78	6.86	5.60	2.79	-	339.70
	1 Tamil Nadu	195.38	91.40	38.48	6.78	5.68	2.49	-	340.21
	2 Residual	280.02	-	-	11.20	1.71	19.25	-	312.18
VIII.	Glass & Products	300.04	31.28	1.63	18.91	4.43	26.32	10.62	393.23
	1 Uttar Pradesh	360.49	-	-	-	-	-	-	360.49
	2 Gujarat	260.42	80.42	-	2.42	-	78.06	2.18	423.50
	3 Maharashtra	297.91	108.66	8.89	73.21	23.89	76.46	54.55	643.57
	4 Residual	256.09	-	-	15.51	0.16	3.80	1.00	276.56
IX.	Cement	349.42	81.15	-	20.08	13.34	53.83	0.21	518.03
	1 Rajasthan	240.97	328.14	-	11.51	83.87	181.87	-	846.36
	2 West Bengal	224.06	-	-	10.64	1.46	5.38	-	241.54



Table 4.5

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	3 Madhya Pradesh	180.38	5.77	-	19.84	5.15	9.44	-	220.58
	4 Andhra Pradesh	275.30	-	-	6.49	-	-	-	281.79
	5 Residual	393.59	46.74	-	24.54	1.16	38.26	0.30	504.59
X.	Tyres & Tubes	338.11	29.78	-	57.17	55.13	136.62	80.40	697.21
	1 Punjab	254.78	-	-	25.92	0.73	11.34	-	292.77
	2 Karnataka	413.22	-	-	-	-	-	-	413.22
	3 Tamil Nadu	344.14	107.21	-	51.21	11.44	90.20	-	604.20
	4 Residual	374.06	11.58	-	76.38	101.84	221.05	156.24	941.15
	All Manufacturing Ind.	304.48	51.31	2.23	28.31	11.58	50.87	9.08	457.86

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

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
I.	Footwear	-	2.58	25.81	50.08	10.22	8.20	1.89	1.22
	1 Uttar Pradesh	-	-	29.55	44.28	14.69	10.35	1.13	-
	2 Tamil Nadu	-	4.34	34.50	44.14	8.25	1.94	3.56	3.27
	3 Residual	-	1.94	18.25	56.13	10.51	12.33	0.84	-
II.	Petroleum Refinery	-	0.39	6.69	34.00	16.32	23.05	2.04	17.51
	1 Gujarat	-	-	-	55.93	4.62	3.98	-	35.47
	2 Maharashtra	-	-	2.42	42.40	30.37	19.55	1.27	3.99
	3 Residual	-	0.54	8.98	27.59	16.08	27.88	2.64	16.29
III.	Chemicals & Gases	-	0.10	7.97	30.86	33.59	19.89	4.37	3.22
	1 Gujarat	-	-	1.87	29.39	47.92	13.63	5.51	1.68
	2 Maharashtra	-	-	7.59	18.08	20.83	44.29	7.15	2.06
	3 Residual	-	0.22	13.82	35.84	23.73	18.88	2.52	4.99
IV.	Fertilizer	-	0.31	6.46	33.06	5.36	13.77	8.16	32.88
	1 Uttar Pradesh	-	-	32.89	14.55	6.80	26.06	-	19.70
	2 Gujarat	-	-	-	43.59	2.03	11.18	12.54	30.66
	3 Maharashtra	-	0.11	3.21	11.56	6.40	15.58	4.69	58.45
	4 Tamil Nadu	-	3.07	1.15	18.87	12.86	3.58	-	60.47
	5 Residual	-	0.55	14.71	34.29	9.24	16.31	5.83	19.07
V.	Drugs & Medicines	-	0.19	12.65	37.03	33.56	11.94	3.73	0.90
	1 Gujarat	-	-	31.15	40.33	16.53	10.43	1.37	0.19
	2 Maharashtra	-	-	-	16.93	69.91	9.59	3.57	-
	3 Telangana	-	-	30.69	67.85	1.46	-	-	-
	4 Residual	-	0.40	10.96	41.20	24.03	16.30	5.28	1.83
VI.	Soaps & Detergents	-	1.03	14.67	41.74	17.33	20.12	3.63	1.48
	1 Uttarakhand	-	-	74.52	6.74	10.36	8.38	-	-
	2 Maharashtra	-	-	2.70	26.15	42.12	7.31	11.25	10.47
	3 Karnataka	-	-	4.22	58.58	17.27	16.31	1.27	2.35
	4 Tamil Nadu	-	7.70	10.29	53.78	22.62	1.93	1.61	2.07

Table 4.6

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
	5 Residual	-	1.14	9.44	44.92	14.10	26.61	3.79	-
VII.	Match	25.63	13.96	33.34	18.77	0.69	0.29	5.17	2.15
	1 Tamil Nadu	26.11	13.79	33.95	18.22	0.47	-	5.27	2.19
	2 Residual	-	23.53	-	48.03	12.75	15.69	-	-
VIII.	Glass & Products	-	0.25	35.25	25.22	18.45	17.64	2.72	0.47
	1 Uttar Pradesh	-	-	23.87	33.84	33.90	8.39	-	-
	2 Gujarat	-	-	0.33	56.73	23.58	14.41	4.95	-
	3 Maharashtra	-	-	-	17.10	12.17	57.14	11.03	2.56
	4 Residual	-	0.75	81.11	7.45	3.87	6.82	-	-
IX.	Cement	-	2.59	15.91	29.81	15.67	11.71	15.63	8.68
	1 Rajasthan	-	-	-	1.39	-	18.23	73.96	6.42
	2 West Bengal	-	48.33	26.32	18.01	1.03	5.23	1.08	-
	3 Madhya Pradesh	-	25.19	36.86	35.04	2.91	-	-	-
	4 Andhra Pradesh	-	-	42.80	50.14	6.62	0.44	-	-
	5 Residual	-	0.84	14.15	33.17	21.41	12.63	6.67	11.13
X.	Tyres & Tubes	-	0.34	8.81	46.15	12.66	13.50	3.77	14.77
	1 Punjab	-	-	22.15	76.99	0.86	-	-	-
	2 Karnataka	-	-	-	31.43	68.57	-	-	-
	3 Tamil Nadu	-	-	5.66	29.25	10.22	17.21	7.55	30.11
	4 Residual	-	0.66	3.92	38.83	18.01	18.81	4.07	15.70
	All Manufacturing Ind.	0.63	1.26	16.46	38.57	21.20	13.19	4.12	4.57

TABLE 4.7  
DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
I.	Footwear	100.00	100.00
	1 Assembler	0.07	0.07
	2 Beltman/Mochi	6.62	6.42
	3 Chargeman	0.02	0.06
	4 Checker	3.55	3.53
	5 Coolie/Mazdoor	0.17	0.13
	6 Core Maker	0.07	0.04
	7 Die Maker	0.05	0.06
	8 Driver	0.42	0.50
	9 Electrician	0.30	0.38
	10 Mech/Elec Foreman	0.07	0.09
	11 Helper	26.54	20.89
	12 Loader/Unloader	0.01	0.01
	13 Marker	0.05	0.03
	14 Mechanic(General)	0.07	0.11
	15 Moulder	0.22	0.24
	16 Packer	2.55	2.33
	17 Painter	0.01	0.01
	18 Supervisor	5.20	6.61
	19 Sweeper	0.89	0.71
	20 Trimmer	0.31	0.23
	21 Trolly Driver	0.01	0.00
	22 Turner	0.03	0.02
	23 Watchman	1.20	1.01
	24 Welder	0.02	0.02
	25 Wireman	0.01	0.01
	26 Mach. Op./Machinist	3.95	5.07
	27 Store Keeper	0.11	0.11
	28 Boot Mechanic	1.68	1.89
	29 Shoe Assembler	4.19	4.85
	30 Cutter/Press Cutter	5.81	7.02
	31 Hand Stretch/Setter	4.21	4.85
	32 Heel Compressor	3.58	3.48
	33 Lacer/Lacing Op	3.19	3.54
	34 Leather Fitter	5.65	4.76
	35 Shoe Machine Op	5.74	6.05
	36 Press Machine Op	4.43	4.97
	37 Sewing Machine Op	3.09	3.33
	38 Skiver Hand/Flusher	3.43	3.84
	39 Shoe Bottom Maker	2.34	2.54
	40 Miscellaneous	0.11	0.20

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
II.	Petroleum Refinery	100.00	100.00
	1 Blacksmith	0.04	0.02
	2 Boiler Attendant	0.71	0.38
	3 Chargehand	0.15	0.07
	4 Checker	2.48	1.88
	5 Coolie/Mazdoor	5.03	2.22
	6 Crane Operator	0.12	0.05
	7 Driver	2.02	0.99
	8 Electrician	2.04	1.21
	9 Fitter	7.69	19.02
	10 Mech/Elec Foreman	2.67	5.41
	11 Furnaceman	0.27	0.08
	12 Helper	28.71	31.67
	13 Loader/Unloader	3.70	1.97
	14 Mechanic(General)	4.31	6.56
	15 Packer	0.54	0.31
	16 Painter	0.19	0.20
	17 Pump Attendant	0.39	0.12
	18 Supervisor	5.05	3.70
	19 Sweeper	1.15	0.66
	20 Tester	0.04	0.02
	21 Watchman	5.49	3.23
	22 Welder	0.25	0.11
	23 Wireman	0.19	0.09
	24 Fork Lift Operator	0.08	0.04
	25 Mach. Op./Machinist	5.38	6.34
	26 Store Keeper	0.08	0.03
	27 Drum Maker/Filler	2.50	1.29
	28 Filling Operator	6.34	4.79
	29 Fitter Craftsman	1.35	0.57
	30 Guager	1.06	0.62
	31 Process Maker	9.37	6.14
	32 Miscellaneous	0.62	0.20
III.	Chemicals & Gases	100.00	100.00
	1 Boiler Attendant	0.53	0.90
	2 Chargehand	0.55	0.73
	3 Checker	1.23	1.72
	4 Coolie/Mazdoor	5.83	4.03
	5 Crane Operator	0.07	0.04
	6 Driver	2.64	2.55
	7 Electrician	2.79	3.52
	8 Fireman	0.32	0.74
	9 Fitter	1.87	1.78
	10 Mech/Elec Foreman	0.89	1.52
	11 Gas Cutter	0.17	0.10

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
	12 Helper	29.71	25.97
	13 Instrument Mech	0.31	0.73
	14 Loader/Unloader	0.14	0.20
	15 Mason	0.03	0.05
	16 Mechanic(General)	3.14	4.10
	17 Oilman/Greaser	0.39	0.36
	18 Packer	1.18	0.92
	19 Painter	0.07	0.07
	20 Supervisor	7.18	10.85
	21 Sweeper	0.86	0.50
	22 Tester	0.18	0.28
	23 Watchman	2.67	2.10
	24 Welder	0.38	0.28
	25 Wireman	0.19	0.20
	26 Mach. Op./Machinist	1.62	1.83
	27 Store Keeper	0.12	0.11
	28 Machine/Plant Op	14.77	15.36
	29 Super Phos worker	4.55	3.59
	30 Pipe Fitter	5.47	4.97
	31 Sodium Sulph Majdoor	1.08	0.80
	32 Mixing Attendant	9.00	9.07
	33 Miscellaneous	0.07	0.04
IV.	Fertilizer	100.00	100.00
	1 Boiler Attendant	0.40	0.89
	2 Carpenter	0.02	0.02
	3 Chargehand	0.08	0.02
	4 Checker	0.38	0.33
	5 Coolie/Mazdoor	3.25	1.57
	6 Crane Operator	0.08	0.05
	7 Driver	0.93	0.69
	8 Electrician	1.53	1.43
	9 Fireman	0.62	0.87
	10 Fitter	0.50	0.33
	11 Mech/Elec Foreman	0.12	0.07
	12 Helper	19.44	8.38
	13 Instrument Mech	0.03	0.05
	14 Loader/Unloader	1.42	0.78
	15 Mason	0.02	0.02
	16 Mechanic(General)	7.42	17.70
	17 Oilman/Greaser	0.04	0.01
	18 Packer	2.18	0.87
	19 Press Man	0.04	0.01
	20 Pump Attendant	0.07	0.15
	21 Rigger	0.24	0.41
	22 Supervisor	8.00	20.45
	23 Sweeper	1.41	0.72

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
24	Tester	0.05	0.02
25	Turner	0.04	0.03
26	Watchman	7.69	4.32
27	Welder	0.67	0.92
28	Wireman	0.03	0.01
29	Boring Machine Op.	0.07	0.11
30	Mach. Op./Machinist	2.00	1.18
31	Store Keeper	0.18	0.13
32	Bag Stitcher	1.90	0.68
33	Febricator	0.18	0.11
34	Feeder	1.01	0.40
35	Filler	2.23	0.69
36	Fertilizer Mixer	9.68	4.45
37	Laboratory Analyst	1.81	3.72
38	Panel Board Operator	2.08	2.72
39	Technician-Gas Pipe	6.13	9.22
40	Machine Plant Operat	15.88	15.37
41	Chemist	0.06	0.04
42	Miscellaneous	0.10	0.04
V.	Drugs & Medicines	100.00	100.00
1	Boiler Attendant	0.34	0.40
2	Checker	0.66	1.10
3	Coolie/Mazdoor	0.96	0.68
4	Die Maker	0.02	0.01
5	Driver	0.38	0.49
6	Electrician	0.61	0.65
7	Fireman	0.17	0.12
8	Fitter	1.81	1.87
9	Mech/Elec Foreman	0.07	0.08
10	Helper	37.71	35.98
11	Instrument Mech	0.21	0.28
12	Loader/Unloader	0.76	0.50
13	Mate/Mukaddam	0.06	0.05
14	Mechanic(General)	0.37	0.57
15	Moulder	0.97	0.95
16	Packer	5.04	3.64
17	Supervisor	3.62	5.12
18	Sweeper	0.96	0.85
19	Tester	0.91	0.91
20	Turner	0.04	0.03
21	Watchman	3.25	2.43
22	Welder	0.02	0.02
23	Mach. Op./Machinist	3.05	3.94
24	Store Keeper	0.21	0.33
25	Apprentice/Trainees	0.34	0.40
26	Ampoule Checker	1.60	1.79

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
	27 Ampoule Filler	2.41	1.74
	28 Ampoule/Vial Washer	2.40	1.67
	29 Granulation Atten.	0.93	0.84
	30 Plant Operator	10.75	12.67
	31 Mixing Attendant	3.11	2.80
	32 Paster	3.11	2.74
	33 Solution Making Att.	0.36	0.32
	34 Tablet Compressor	3.22	2.27
	35 Tablet Maker	2.63	2.22
	36 Chemist	6.46	9.11
	37 Miscellaneous	0.48	0.45
VI.	Soaps & Detergents	100.00	100.00
	1 Assembler	0.04	0.03
	2 Checker	2.76	3.42
	3 Coolie/Mazdoor	2.51	1.35
	4 Driver	0.68	0.62
	5 Electrician	2.14	3.33
	6 Fitter	2.51	3.78
	7 Mech/Elec Foreman	0.03	0.03
	8 Helper	37.73	28.89
	9 Loader/Unloader	0.33	0.16
	10 Mechanic(General)	0.08	0.24
	11 Packer	10.65	9.43
	12 Supervisor	5.03	7.00
	13 Sweeper	1.26	0.67
	14 Watchman	1.38	0.97
	15 Welder	0.07	0.09
	16 Mach. Op./Machinist	3.63	6.14
	17 Gen./Turbo Operator	0.02	0.01
	18 Store Keeper	0.24	0.21
	19 Apprentice/Trainees	0.02	0.03
	20 Barring Man	2.49	2.77
	21 Drum Dryer Operator	2.59	2.40
	22 Grandomac Operator	0.87	1.10
	23 Hand Stamper	1.43	1.75
	24 Hand Wrapper	3.10	3.03
	25 Jones Machine Op	2.33	2.27
	26 Lye Operator	0.17	0.18
	27 Machine Operator	4.29	5.03
	28 Pan Side Man	1.27	1.83
	29 Plant Operator	5.51	6.96
	30 Stacker	2.15	3.11
	31 Cooler Cutter	2.60	3.14
	32 Miscellaneous	0.09	0.05
VII.	Match	100.00	100.00



Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
1	Checker	0.50	0.31
2	Coolie/Mazdoor	0.07	0.08
3	Crane Operator	0.08	0.07
4	Driver	1.15	2.53
5	Electrician	0.27	1.04
6	Fitter	0.27	0.63
7	Mech/Elec Foreman	0.08	0.09
8	Helper	5.79	11.07
9	Loader/Unloader	0.04	0.04
10	Mechanic(General)	0.09	0.08
11	Packer	6.08	3.45
12	Supervisor	2.88	2.71
13	Sweeper	0.17	0.44
14	Watchman	0.87	0.49
15	Mach. Op./Machinist	3.08	9.26
16	Store Keeper	0.02	0.03
17	Labelling Mach Op	0.28	0.18
18	Box Filler	69.50	61.31
19	Chemical Grinder	0.45	0.23
20	Printing Machine Op	0.09	0.03
21	Box Filling Operator	0.75	0.78
22	Box Making Operator	1.10	0.76
23	Chopping Machine Op.	0.59	0.62
24	Continous Mach Op	0.34	0.12
25	Paste/Recipe Maker	0.08	0.37
26	Side Printer	1.02	0.51
27	Wax Dipper	0.08	0.10
28	Chemical Dipper	0.36	0.26
29	Lebelling Worker	0.84	0.60
30	Frame Laveller	1.61	0.99
31	Box Closing Mach Op	1.27	0.69
32	Tray Setter	0.08	0.04
33	Miscellaneous	0.09	0.09
VIII.	Glass & Products	100.00	100.00
1	Checker	1.14	0.90
2	Coolie/Mazdoor	10.69	9.49
3	Driver	0.26	0.18
4	Electrician	1.42	2.00
5	Fitter	1.57	1.64
6	Mech/Elec Foreman	0.09	0.10
7	Helper	16.30	12.50
8	Loader/Unloader	0.49	0.43
9	Mistry/Kangani	0.12	0.07
10	Moulder	0.12	0.13
11	Packer	3.01	2.57

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
12	Polisher	0.41	0.75
13	Sorter	1.64	2.33
14	Supervisor	2.35	3.22
15	Sweeper	0.86	0.64
16	Turner	0.48	0.82
17	Watchman	0.80	0.68
18	Welder	0.35	0.49
19	Mach. Op./Machinist	2.61	4.49
20	Blower Mach Op	6.64	5.97
21	Empoule Mach Op	0.49	0.77
22	Mixingman/Masalawala	0.43	0.46
23	Battiwala	0.09	0.10
24	Blower/Blowman	1.19	2.26
25	Bubble Holder/Cooler	1.50	1.33
26	Coolingman/Benchman	2.79	2.10
27	Chakki Grinder/Finis	1.12	1.81
28	Fireman/Furnaceman	4.64	3.70
29	Galaiwala	1.37	1.19
30	Glass Cutter/Cracker	12.07	9.00
31	Glass Lifter/Melter	0.35	0.64
32	Gulliwala	3.63	2.95
33	Lom Maker	3.81	4.06
34	Muthawala	3.34	3.73
35	Pressman/Billaiwala	1.87	2.19
36	Stacker	0.61	1.09
37	Tarwala/Drawer	4.01	4.63
38	Machineman	3.06	6.60
39	Waterman/Security	0.12	0.12
40	Puraiwala	1.43	1.17
41	Ginaiwala	0.75	0.68
IX.	Cement	100.00	100.00
1	Checker	0.47	0.58
2	Compressor Op.	0.08	0.06
3	Coolie/Mazdoor	6.14	5.15
4	Crane Operator	0.28	0.37
5	Driller	0.09	0.14
6	Driver	1.58	1.78
7	Electrician	2.69	3.36
8	Fireman	0.17	0.14
9	Fitter	3.74	5.37
10	Mech/Elec Foreman	1.04	1.94
11	Helper	31.06	19.78
12	Loader/Unloader	1.95	2.87
13	Mason	0.02	0.03
14	Mechanic(General)	1.29	2.07
15	Packer	0.29	0.24

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
16	Pump Attendant	0.45	0.73
17	Rigger	0.19	0.21
18	Sorter	0.02	0.02
19	Supervisor	1.94	3.57
20	Sweeper	0.24	0.15
21	Tester	0.55	1.02
22	Turner	0.58	0.77
23	Watchman	3.78	3.14
24	Welder	1.52	2.14
25	Mach. Op./Machinist	2.14	2.92
26	Store Keeper	0.04	0.02
27	Burner	1.85	2.55
28	HEMM/Buldozer Op	1.66	1.56
29	Loco Driver	1.49	1.38
30	Mill Operator/Atten	6.80	6.94
31	Pointsman/Signalman	1.61	1.88
32	Plant Mach Atten	10.07	11.75
33	Khalasi	10.32	10.82
34	Mechanical Attendant	3.61	4.42
35	Miscellaneous	0.26	0.13
X.	Tyres & Tubes	100.00	100.00
1	Assembler	0.06	0.06
2	Boiler Attendant	0.47	0.43
3	Checker	0.60	0.32
4	Coolie/Mazdoor	1.00	0.37
5	Driver	0.51	0.25
6	Electrician	6.13	13.27
7	Fireman	0.02	0.03
8	Fitter	1.56	3.39
9	Mech/Elec Foreman	1.78	3.35
10	Helper	29.56	14.59
11	Mistry/Kangani	0.13	0.09
12	Mechanic(General)	11.94	24.46
13	Packer	0.30	0.11
14	Rollerman/Roller	0.04	0.01
15	Shaper Machine Op	0.02	0.02
16	Supervisor	2.15	1.76
17	Sweeper	0.26	0.10
18	Turner	1.78	4.09
19	Watchman	0.36	0.15
20	Welder	0.24	0.30
21	Wireman	0.88	2.43
22	Fork Lift Operator	0.02	0.01
23	Mach. Op./Machinist	3.93	1.87
24	Store Keeper	0.04	0.02
25	Apprentice/Trainees	0.17	0.08

Table 4.7

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
26	Band Ply Machine Op.	14.75	7.67
27	Comp Batch Preparer	0.63	0.96
28	Fabric Splicer	0.54	0.26
29	Leading Man	0.38	0.46
30	Liners Tab Op	0.06	0.11
31	Mill Man	0.35	0.42
32	Motor Tube Cure Man	0.32	0.12
33	Mould Machinist	2.38	2.91
34	Pipe Fitter	0.26	0.11
35	Retrader/Vulcaniser	1.13	0.69
36	Insul./Winding Op	0.15	0.10
37	S Bias Mach. Op.	0.07	0.03
38	Tube Repair Man	0.25	0.10
39	Tuber Machine Op	5.45	6.65
40	Tyer Builder	3.60	3.49
41	Tyer Cure Man	1.18	1.15
42	Tyer Mould Burner	0.47	0.29
43	Tyer Sponger/Trimmer	3.10	2.26
44	Bead Cutter/Op	0.94	0.59
45	Miscellaneous	0.04	0.02

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	340.21	294.22	-	-	324.38
	1 Assembler	257.77	363.30	-	-	336.92
	2 Beltman/Mochi	239.89	348.02	-	-	314.45
	3 Chargeman	1046.54	-	-	-	1046.54
	4 Checker	319.54	323.26	-	-	321.87
	5 Coolie/Mazdoor	275.66	202.53	-	-	260.45
	6 Core Maker	190.13	-	-	-	190.13
	7 Die Maker	533.35	339.60	-	-	388.57
	8 Driver	392.94	-	-	-	392.94
	9 Electrician	411.87	-	-	-	411.87
	10 Mech/Elec Foreman	423.78	-	-	-	423.78
	11 Helper	268.49	225.28	-	-	255.24
	12 Loader/Unloader	173.34	-	-	-	173.34
	13 Marker	-	214.56	-	-	214.56
	14 Mechanic(General)	741.11	259.50	-	-	502.06
	15 Moulder	308.35	359.80	-	-	357.05
	16 Packer	310.62	251.28	-	-	295.36
	17 Painter	308.33	-	-	-	308.33
	18 Supervisor	414.95	326.40	-	-	412.51
	19 Sweeper	252.92	364.22	-	-	258.27
	20 Trimmer	246.73	226.04	-	-	240.98
	21 Trolley Driver	129.04	-	-	-	129.04
	22 Turner	300.00	-	-	-	300.00
	23 Watchman	274.63	219.33	-	-	271.79
	24 Welder	265.35	-	-	-	265.35
	25 Wireman	233.34	-	-	-	233.34
	26 Mach. Op./Machinist	492.81	333.04	-	-	417.03
	27 Store Keeper	297.03	-	-	-	297.03
	28 Boot Mechanic	363.57	-	-	-	363.57
	29 Shoe Assembler	411.20	309.98	-	-	375.89
	30 Cutter/Press Cutter	399.10	231.50	-	-	391.71
	31 Hand Stretch/Setter	414.65	287.40	-	-	373.63
	32 Heel Compressor	309.82	316.30	-	-	314.63
	33 Lacer/Lacing Op	373.56	283.92	-	-	359.77
	34 Leather Fitter	280.34	264.99	-	-	273.17
	35 Shoe Machine Op	354.82	325.42	-	-	341.66
	36 Press Machine Op	372.22	340.33	-	-	363.88
	37 Sewing Machine Op	375.12	312.59	-	-	349.50
	38 Skiver Hand/Flusher	416.80	322.84	-	-	362.69
	39 Shoe Bottom Maker	359.24	312.26	-	-	351.72
	40 Miscellaneous	584.61	666.67	-	-	593.48

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
II.	Petroleum Refinery	883.46	658.82	-	-	882.02
1	Blacksmith	405.50	-	-	-	405.50
2	Boiler Attendant	477.05	-	-	-	477.05
3	Chargehand	383.35	-	-	-	383.35
4	Checker	669.36	571.15	-	-	667.83
5	Coolie/Mazdoor	388.88	-	-	-	388.88
6	Crane Operator	414.92	-	-	-	414.92
7	Driver	432.10	-	-	-	432.10
8	Electrician	522.66	-	-	-	522.66
9	Fitter	2180.48	-	-	-	2180.48
10	Mech/Elec Foreman	1783.00	-	-	-	1783.00
11	Furnaceman	259.63	-	-	-	259.63
12	Helper	973.42	595.38	-	-	973.00
13	Loader/Unloader	469.28	-	-	-	469.28
14	Mechanic(General)	1337.39	1781.05	-	-	1342.44
15	Packer	502.50	-	-	-	502.50
16	Painter	926.81	-	-	-	926.81
17	Pump Attendant	285.76	-	-	-	285.76
18	Supervisor	637.33	1102.67	-	-	647.35
19	Sweeper	511.57	476.28	-	-	506.74
20	Tester	563.10	-	-	-	563.10
21	Watchman	517.53	541.12	-	-	517.96
22	Welder	397.60	-	-	-	397.60
23	Wireman	413.83	-	-	-	413.83
24	Fork Lift Operator	486.54	-	-	-	486.54
25	Mach. Op./Machinist	1039.65	-	-	-	1039.65
26	Store Keeper	333.33	-	-	-	333.33
27	Drum Maker/Filler	456.67	-	-	-	456.67
28	Filling Operator	667.20	-	-	-	667.20
29	Fitter Craftsman	371.85	-	-	-	371.85
30	Guager	512.20	-	-	-	512.20
31	Process Maker	577.89	-	-	-	577.89
32	Miscellaneous	291.54	288.18	-	-	290.70
III.	Chemicals & Gases	472.35	345.04	-	-	471.14
1	Boiler Attendant	795.37	-	-	-	795.37
2	Chargehand	622.67	-	-	-	622.67
3	Checker	649.48	988.36	-	-	660.55
4	Coolie/Mazdoor	328.90	215.00	-	-	325.30
5	Crane Operator	259.17	-	-	-	259.17
6	Driver	453.92	-	-	-	453.92
7	Electrician	594.83	-	-	-	594.83
8	Fireman	1106.47	-	-	-	1106.47
9	Fitter	449.19	-	-	-	449.19

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	Mech/Elec Foreman	798.08	-	-	-	798.08
11	Gas Cutter	285.33	-	-	-	285.33
12	Helper	412.67	312.08	-	-	411.80
13	Instrument Mech	1097.85	-	-	-	1097.85
14	Loader/Unloader	670.20	-	-	-	670.20
15	Mason	643.34	-	-	-	643.34
16	Mechanic(General)	616.10	-	-	-	616.10
17	Oilman/Greaser	430.76	-	-	-	430.76
18	Packer	371.47	337.33	-	-	365.67
19	Painter	432.67	-	-	-	432.67
20	Supervisor	714.52	355.66	-	-	711.45
21	Sweeper	277.28	257.34	-	-	274.93
22	Tester	761.07	-	-	-	761.07
23	Watchman	371.17	-	-	-	371.17
24	Welder	350.51	-	-	-	350.51
25	Wireman	505.51	-	-	-	505.51
26	Mach. Op./Machinist	532.43	-	-	-	532.43
27	Store Keeper	500.84	341.00	-	-	420.92
28	Machine/Plant Op	490.13	-	-	-	490.13
29	Super Phos worker	372.20	-	-	-	372.20
30	Pipe Fitter	428.08	-	-	-	428.08
31	Sodium Sulph Majdoor	346.91	-	-	-	346.91
32	Mixing Attendant	473.75	759.99	-	-	475.03
33	Miscellaneous	266.67	-	-	-	266.67
IV.	Fertilizer	964.28	426.61	-	-	944.61
1	Boiler Attendant	2094.43	-	-	-	2094.43
2	Carpenter	745.31	-	-	-	745.31
3	Chargehand	281.16	-	-	-	281.16
4	Checker	874.81	304.23	-	-	822.94
5	Coolie/Mazdoor	457.72	-	-	-	457.72
6	Crane Operator	643.71	-	-	-	643.71
7	Driver	696.81	-	-	-	696.81
8	Electrician	882.58	-	-	-	882.58
9	Fireman	1338.06	-	-	-	1338.06
10	Fitter	625.60	-	-	-	625.60
11	Mech/Elec Foreman	506.92	-	-	-	506.92
12	Helper	397.60	471.10	-	-	406.96
13	Instrument Mech	1702.64	-	-	-	1702.64
14	Loader/Unloader	518.04	-	-	-	518.04
15	Mason	720.88	-	-	-	720.88
16	Mechanic(General)	2253.99	-	-	-	2253.99
17	Oilman/Greaser	296.16	-	-	-	296.16
18	Packer	426.03	200.00	-	-	377.51
19	Press Man	243.08	-	-	-	243.08
20	Pump Attendant	2042.73	-	-	-	2042.73

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
21	Rigger	1645.22	-	-	-	1645.22
22	Supervisor	2420.61	278.85	-	-	2415.34
23	Sweeper	454.39	603.41	-	-	484.19
24	Tester	475.00	-	-	-	475.00
25	Turner	722.57	-	-	-	722.57
26	Watchman	530.33	-	-	-	530.33
27	Welder	1296.18	-	-	-	1296.18
28	Wireman	302.73	-	-	-	302.73
29	Boring Machine Op.	1536.69	-	-	-	1536.69
30	Mach. Op./Machinist	556.01	523.33	-	-	555.73
31	Store Keeper	697.52	-	-	-	697.52
32	Bag Stitcher	337.12	450.00	-	-	339.46
33	Febricator	571.35	-	-	-	571.35
34	Feeder	371.12	-	-	-	371.12
35	Filler	294.64	-	-	-	294.64
36	Fertilizer Mixer	439.57	207.50	-	-	434.50
37	Laboratory Analyst	1983.61	405.26	-	-	1944.95
38	Panel Board Operator	1258.00	288.46	-	-	1233.96
39	Technician-Gas Pipe	1421.54	-	-	-	1421.54
40	Machine Plant Operat	914.37	-	-	-	914.37
41	Chemist	533.34	749.99	-	-	583.34
42	Miscellaneous	374.82	-	-	-	374.82
V.	Drugs & Medicines	411.61	314.73	-	-	402.05
1	Boiler Attendant	480.95	-	-	-	480.95
2	Checker	768.75	473.36	-	-	667.12
3	Coolie/Mazdoor	293.57	198.30	-	-	283.95
4	Die Maker	250.00	-	-	-	250.00
5	Driver	522.69	-	-	-	522.69
6	Electrician	426.06	-	-	-	426.06
7	Fireman	282.94	-	-	-	282.94
8	Fitter	417.18	-	-	-	417.18
9	Mech/Elec Foreman	434.36	-	-	-	434.36
10	Helper	402.84	280.29	-	-	383.65
11	Instrument Mech	545.59	-	-	-	545.59
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	338.46	-	-	-	338.46
14	Mechanic(General)	618.66	-	-	-	618.66
15	Moulder	395.87	-	-	-	395.87
16	Packer	279.08	304.90	-	-	290.23
17	Supervisor	569.18	-	-	-	569.18
18	Sweeper	369.34	344.02	-	-	357.42
19	Tester	401.19	-	-	-	401.19
20	Turner	283.98	-	-	-	283.98
21	Watchman	302.93	236.00	-	-	299.82
22	Welder	341.03	-	-	-	341.03



Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
23	Mach. Op./Machinist	518.75	-	-	-	518.75
24	Store Keeper	626.81	-	-	-	626.81
25	Apprentice/Trainees	468.48	-	-	-	468.48
26	Ampoule Checker	452.10	382.43	-	-	449.41
27	Ampoule Filler	294.60	210.00	-	-	290.98
28	Ampoule/Vial Washer	278.90	-	-	-	278.90
29	Granulation Atten.	355.82	407.95	-	-	360.44
30	Plant Operator	474.10	430.58	-	-	473.94
31	Mixing Attendant	363.05	314.27	-	-	361.44
32	Paster	351.43	448.24	-	-	354.64
33	Solution Making Att.	359.27	-	-	-	359.27
34	Tablet Compressor	283.16	240.36	-	-	282.89
35	Tablet Maker	339.40	-	-	-	339.40
36	Chemist	551.03	845.35	-	-	566.52
37	Miscellaneous	374.79	-	-	-	374.79
VI.	Soaps & Detergents	453.77	285.51	-	-	424.73
1	Assembler	358.46	-	-	-	358.46
2	Checker	527.53	358.46	-	-	525.31
3	Coolie/Mazdoor	229.14	225.36	-	-	228.59
4	Driver	390.06	-	-	-	390.06
5	Electrician	661.14	-	-	-	661.14
6	Fitter	639.25	-	-	-	639.25
7	Mech/Elec Foreman	342.87	-	-	-	342.87
8	Helper	344.46	263.95	-	-	325.14
9	Loader/Unloader	212.22	-	-	-	212.22
10	Mechanic(General)	1275.64	-	-	-	1275.64
11	Packer	424.94	299.67	-	-	376.19
12	Supervisor	591.11	593.09	-	-	591.27
13	Sweeper	218.69	240.66	-	-	226.99
14	Watchman	297.35	-	-	-	297.35
15	Welder	566.24	-	-	-	566.24
16	Mach. Op./Machinist	770.34	260.83	-	-	718.51
17	Gen./Turbo Operator	183.33	-	-	-	183.33
18	Store Keeper	370.08	-	-	-	370.08
19	Apprentice/Trainees	500.00	-	-	-	500.00
20	Barring Man	508.66	302.77	-	-	472.28
21	Drum Dryer Operator	397.49	271.70	-	-	394.67
22	Grandomac Operator	564.20	261.57	-	-	537.37
23	Hand Stamper	550.10	293.40	-	-	518.04
24	Hand Wrapper	462.29	328.33	-	-	415.38
25	Jones Machine Op	413.56	-	-	-	413.56
26	Lye Operator	439.75	-	-	-	439.75
27	Machine Operator	502.31	269.85	-	-	498.11
28	Pan Side Man	611.38	-	-	-	611.38
29	Plant Operator	538.46	282.78	-	-	536.22

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	Stacker	648.25	304.73	-	-	613.21
31	Cooler Cutter	530.89	314.00	-	-	512.55
32	Miscellaneous	222.92	-	-	-	222.92
VII.	Match	528.20	290.86	-	-	339.70
1	Checker	402.10	195.55	-	-	210.17
2	Coolie/Mazdoor	359.67	-	-	-	359.67
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	745.46	-	-	-	745.46
5	Electrician	1304.13	-	-	-	1304.13
6	Fitter	784.06	-	-	-	784.06
7	Mech/Elec Foreman	370.83	-	-	-	370.83
8	Helper	782.65	198.10	-	-	649.10
9	Loader/Unloader	354.58	-	-	-	354.58
10	Mechanic(General)	287.52	-	-	-	287.52
11	Packer	212.31	190.17	-	-	192.94
12	Supervisor	357.81	275.55	-	-	319.48
13	Sweeper	-	892.04	-	-	892.04
14	Watchman	192.04	-	-	-	192.04
15	Mach. Op./Machinist	1042.58	292.00	-	-	1021.94
16	Store Keeper	488.83	-	-	-	488.83
17	Labelling Mach Op	277.02	110.00	-	-	221.35
18	Box Filler	152.65	305.10	-	-	299.68
19	Chemical Grinder	244.53	129.31	-	-	174.94
20	Printing Machine Op	-	110.00	-	-	110.00
21	Box Filling Operator	287.51	470.38	-	-	356.09
22	Box Making Operator	259.36	210.87	-	-	235.71
23	Chopping Machine Op.	357.84	-	-	-	357.84
24	Continous Mach Op	115.50	-	-	-	115.50
25	Paste/Recipe Maker	1484.92	-	-	-	1484.92
26	Side Printer	-	167.60	-	-	167.60
27	Wax Dipper	382.86	-	-	-	382.86
28	Chemical Dipper	249.05	-	-	-	249.05
29	Lebelling Worker	255.17	221.52	-	-	240.21
30	Frame Laveller	246.50	182.09	-	-	209.21
31	Box Closing Mach Op	184.05	-	-	-	184.05
32	Tray Setter	-	172.60	-	-	172.60
33	Miscellaneous	315.38	-	-	-	315.38
VIII.	Glass & Products	397.92	311.84	-	-	393.23
1	Checker	439.78	289.36	-	-	312.54
2	Coolie/Mazdoor	349.28	-	-	-	349.28
3	Driver	275.49	-	-	-	275.49
4	Electrician	553.25	-	-	-	553.25
5	Fitter	411.94	-	-	-	411.94

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Mech/Elec Foreman	439.13	-	-	-	439.13
7	Helper	299.63	317.05	-	-	301.58
8	Loader/Unloader	341.58	-	-	-	341.58
9	Mistry/Kangani	245.42	-	-	-	245.42
10	Moulder	429.71	-	-	-	429.71
11	Packer	429.42	287.99	-	-	335.56
12	Polisher	720.81	-	-	-	720.81
13	Sorter	558.31	-	-	-	558.31
14	Supervisor	546.89	288.00	-	-	538.72
15	Sweeper	290.38	303.53	-	-	293.43
16	Turner	669.40	-	-	-	669.40
17	Watchman	331.95	-	-	-	331.95
18	Welder	546.90	-	-	-	546.90
19	Mach. Op./Machinist	676.45	-	-	-	676.45
20	Blower Mach Op	353.99	-	-	-	353.99
21	Empoule Mach Op	692.74	490.77	-	-	624.61
22	Mixingman/Masalawala	421.13	-	-	-	421.13
23	Battiwala	408.46	-	-	-	408.46
24	Blower/Blowman	758.57	601.16	-	-	748.73
25	Bubble Holder/Cooler	349.13	-	-	-	349.13
26	Coolingman/Benchman	295.82	-	-	-	295.82
27	Chakki Grinder/Finis	636.55	-	-	-	636.55
28	Fireman/Furnaceman	314.08	-	-	-	314.08
29	Galaiwala	339.65	-	-	-	339.65
30	Glass Cutter/Cracker	293.31	-	-	-	293.31
31	Glass Lifter/Melter	716.41	-	-	-	716.41
32	Gulliwala	320.20	-	-	-	320.20
33	Lom Maker	420.04	-	-	-	420.04
34	Muthawala	439.49	-	-	-	439.49
35	Pressman/Billaiwala	460.02	-	-	-	460.02
36	Stacker	700.26	788.46	-	-	704.51
37	Tarwala/Drawer	453.75	-	-	-	453.75
38	Machineman	869.67	300.00	-	-	847.91
39	Waterman/Security	410.39	-	-	-	410.39
40	Puraiwala	320.45	-	-	-	320.45
41	Ginaiwala	358.11	-	-	-	358.11
IX.	Cement	527.64	234.64	-	-	518.03
1	Checker	630.67	-	-	-	630.67
2	Compressor Op.	409.62	-	-	-	409.62
3	Coolie/Mazdoor	441.88	172.25	-	-	434.61
4	Crane Operator	667.98	-	-	-	667.98
5	Driller	850.80	-	-	-	850.80
6	Driver	581.34	-	-	-	581.34
7	Electrician	646.77	-	-	-	646.77
8	Fireman	411.94	-	-	-	411.94

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Fitter	744.38	-	-	-	744.38
10	Mech/Elec Foreman	970.04	-	-	-	970.04
11	Helper	340.10	237.96	-	-	329.86
12	Loader/Unloader	760.46	-	-	-	760.46
13	Mason	1056.23	-	-	-	1056.23
14	Mechanic(General)	829.70	-	-	-	829.70
15	Packer	429.66	-	-	-	429.66
16	Pump Attendant	840.94	-	-	-	840.94
17	Rigger	556.34	-	-	-	556.34
18	Sorter	685.76	-	-	-	685.76
19	Supervisor	952.32	-	-	-	952.32
20	Sweeper	328.32	-	-	-	328.32
21	Tester	951.89	-	-	-	951.89
22	Turner	693.72	-	-	-	693.72
23	Watchman	430.30	-	-	-	430.30
24	Welder	728.71	-	-	-	728.71
25	Mach. Op./Machinist	707.00	-	-	-	707.00
26	Store Keeper	326.76	-	-	-	326.76
27	Burner	714.70	-	-	-	714.70
28	HEMM/Buldozer Op	489.67	-	-	-	489.67
29	Loco Driver	481.38	-	-	-	481.38
30	Mill Operator/Atten	528.43	-	-	-	528.43
31	Pointsman/Signalman	606.59	-	-	-	606.59
32	Plant Mach Atten	604.37	-	-	-	604.37
33	Khalasi	543.15	-	-	-	543.15
34	Mechanical Attendant	634.98	-	-	-	634.98
35	Miscellaneous	265.00	-	-	-	265.00
X.	Tyres & Tubes	700.96	299.95	-	-	697.21
1	Assembler	699.00	-	-	-	699.00
2	Boiler Attendant	637.21	-	-	-	637.21
3	Checker	373.21	-	-	-	373.21
4	Coolie/Mazdoor	260.03	-	-	-	260.03
5	Driver	350.85	-	-	-	350.85
6	Electrician	1510.63	-	-	-	1510.63
7	Fireman	928.85	-	-	-	928.85
8	Fitter	1512.48	-	-	-	1512.48
9	Mech/Elec Foreman	1309.63	-	-	-	1309.63
10	Helper	345.40	302.68	-	-	344.11
11	Mistry/Kangani	459.23	-	-	-	459.23
12	Mechanic(General)	1428.73	-	-	-	1428.73
13	Packer	267.26	-	-	-	267.26
14	Rollerman/Roller	250.00	-	-	-	250.00
15	Shaper Machine Op	726.68	-	-	-	726.68
16	Supervisor	572.91	-	-	-	572.91
17	Sweeper	266.13	240.39	-	-	262.03

Table 4.8

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
18	Turner	1597.48	-	-	-	1597.48
19	Watchman	282.75	-	-	-	282.75
20	Welder	872.76	-	-	-	872.76
21	Wireman	1925.12	-	-	-	1925.12
22	Fork Lift Operator	258.33	-	-	-	258.33
23	Mach. Op./Machinist	332.03	-	-	-	332.03
24	Store Keeper	394.99	-	-	-	394.99
25	Apprentice/Trainees	341.24	-	-	-	341.24
26	Band Ply Machine Op.	362.58	-	-	-	362.58
27	Comp Batch Preparer	1061.51	-	-	-	1061.51
28	Fabric Splicer	339.87	-	-	-	339.87
29	Leading Man	834.51	-	-	-	834.51
30	Liners Tab Op	1302.60	-	-	-	1302.60
31	Mill Man	832.98	-	-	-	832.98
32	Motor Tube Cure Man	259.72	-	-	-	259.72
33	Mould Machinist	854.59	-	-	-	854.59
34	Pipe Fitter	295.06	-	-	-	295.06
35	Retrader/Vulcaniser	427.75	-	-	-	427.75
36	Insul./Winding Op	474.07	-	-	-	474.07
37	S Bias Mach. Op.	324.13	-	-	-	324.13
38	Tube Repair Man	277.59	-	-	-	277.59
39	Tuber Machine Op	850.59	-	-	-	850.59
40	Tyer Builder	675.59	-	-	-	675.59
41	Tyer Cure Man	683.15	-	-	-	683.15
42	Tyer Mould Burner	426.68	-	-	-	426.68
43	Tyer Sponger/Trimmer	508.59	-	-	-	508.59
44	Bead Cutter/Op	440.05	-	-	-	440.05
45	Miscellaneous	387.40	-	-	-	387.40
All Manufacturing Ind.		485.73	299.17	-	-	457.86

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Footwear	340.21	294.22	-	-	324.38
1	Assembler	257.77	363.30	-	-	336.92
2	Beltman/Mochi	239.89	348.02	-	-	314.45
3	Chargeman	1046.54	-	-	-	1046.54
4	Checker	319.54	323.26	-	-	321.87
5	Coolie/Mazdoor	275.66	202.53	-	-	260.45
6	Core Maker	190.13	-	-	-	190.13
7	Die Maker	533.35	339.60	-	-	388.57
8	Driver	392.94	-	-	-	392.94
9	Electrician	411.87	-	-	-	411.87
10	Mech/Elec Foreman	423.78	-	-	-	423.78
11	Helper	268.49	225.28	-	-	255.24
12	Loader/Unloader	173.34	-	-	-	173.34
13	Marker	-	214.56	-	-	214.56
14	Mechanic(General)	741.11	259.50	-	-	502.06
15	Moulder	308.35	359.80	-	-	357.05
16	Packer	310.62	251.28	-	-	295.36
17	Painter	308.33	-	-	-	308.33
18	Supervisor	414.95	326.40	-	-	412.51
19	Sweeper	252.92	364.22	-	-	258.27
20	Trimmer	246.73	226.04	-	-	240.98
21	Trolley Driver	129.04	-	-	-	129.04
22	Turner	300.00	-	-	-	300.00
23	Watchman	274.63	219.33	-	-	271.79
24	Welder	265.35	-	-	-	265.35
25	Wireman	233.34	-	-	-	233.34
26	Mach. Op./Machinist	492.81	333.04	-	-	417.03
27	Store Keeper	297.03	-	-	-	297.03
28	Boot Mechanic	363.57	-	-	-	363.57
29	Shoe Assembler	411.20	309.98	-	-	375.89
30	Cutter/Press Cutter	399.10	231.50	-	-	391.71
31	Hand Stretch/Setter	414.65	287.40	-	-	373.63
32	Heel Compressor	309.82	316.30	-	-	314.63
33	Lacer/Lacing Op	373.56	283.92	-	-	359.77
34	Leather Fitter	280.34	264.99	-	-	273.17
35	Shoe Machine Op	354.82	325.42	-	-	341.66
36	Press Machine Op	372.22	340.33	-	-	363.88
37	Sewing Machine Op	375.12	312.59	-	-	349.50
38	Skiver Hand/Flusher	416.80	322.84	-	-	362.69
39	Shoe Bottom Maker	359.24	312.26	-	-	351.72

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
40	Miscellaneous	584.61	666.67	-	-	593.48
II.	Petroleum Refinery	883.46	658.82	-	-	882.02
1	Blacksmith	405.50	-	-	-	405.50
2	Boiler Attendant	477.05	-	-	-	477.05
3	Chargehand	383.35	-	-	-	383.35
4	Checker	669.36	571.15	-	-	667.83
5	Coolie/Mazdoor	388.88	-	-	-	388.88
6	Crane Operator	414.92	-	-	-	414.92
7	Driver	432.10	-	-	-	432.10
8	Electrician	522.66	-	-	-	522.66
9	Fitter	2180.48	-	-	-	2180.48
10	Mech/Elec Foreman	1783.00	-	-	-	1783.00
11	Furnaceman	259.63	-	-	-	259.63
12	Helper	973.42	595.38	-	-	973.00
13	Loader/Unloader	469.28	-	-	-	469.28
14	Mechanic(General)	1337.39	1781.05	-	-	1342.44
15	Packer	502.50	-	-	-	502.50
16	Painter	926.81	-	-	-	926.81
17	Pump Attendant	285.76	-	-	-	285.76
18	Supervisor	637.33	1102.67	-	-	647.35
19	Sweeper	511.57	476.28	-	-	506.74
20	Tester	563.10	-	-	-	563.10
21	Watchman	517.53	541.12	-	-	517.96
22	Welder	397.60	-	-	-	397.60
23	Wireman	413.83	-	-	-	413.83
24	Fork Lift Operator	486.54	-	-	-	486.54
25	Mach. Op./Machinist	1039.65	-	-	-	1039.65
26	Store Keeper	333.33	-	-	-	333.33
27	Drum Maker/Filler	456.67	-	-	-	456.67
28	Filling Operator	667.20	-	-	-	667.20
29	Fitter Craftsman	371.85	-	-	-	371.85
30	Guager	512.20	-	-	-	512.20
31	Process Maker	577.89	-	-	-	577.89
32	Miscellaneous	291.54	288.18	-	-	290.70
III.	Chemicals & Gases	472.35	345.04	-	-	471.14
1	Boiler Attendant	795.37	-	-	-	795.37
2	Chargehand	622.67	-	-	-	622.67
3	Checker	649.48	988.36	-	-	660.55
4	Coolie/Mazdoor	328.90	215.00	-	-	325.30
5	Crane Operator	259.17	-	-	-	259.17
6	Driver	453.92	-	-	-	453.92
7	Electrician	594.83	-	-	-	594.83
8	Fireman	1106.47	-	-	-	1106.47

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Fitter	449.19	-	-	-	449.19
10	Mech/Elec Foreman	798.08	-	-	-	798.08
11	Gas Cutter	285.33	-	-	-	285.33
12	Helper	412.67	312.08	-	-	411.80
13	Instrument Mech	1097.85	-	-	-	1097.85
14	Loader/Unloader	670.20	-	-	-	670.20
15	Mason	643.34	-	-	-	643.34
16	Mechanic(General)	616.10	-	-	-	616.10
17	Oilman/Greaser	430.76	-	-	-	430.76
18	Packer	371.47	337.33	-	-	365.67
19	Painter	432.67	-	-	-	432.67
20	Supervisor	714.52	355.66	-	-	711.45
21	Sweeper	277.28	257.34	-	-	274.93
22	Tester	761.07	-	-	-	761.07
23	Watchman	371.17	-	-	-	371.17
24	Welder	350.51	-	-	-	350.51
25	Wireman	505.51	-	-	-	505.51
26	Mach. Op./Machinist	532.43	-	-	-	532.43
27	Store Keeper	500.84	341.00	-	-	420.92
28	Machine/Plant Op	490.13	-	-	-	490.13
29	Super Phos worker	372.20	-	-	-	372.20
30	Pipe Fitter	428.08	-	-	-	428.08
31	Sodium Sulph Majdoor	346.91	-	-	-	346.91
32	Mixing Attendant	473.75	759.99	-	-	475.03
33	Miscellaneous	266.67	-	-	-	266.67
IV.	Fertilizer	964.28	426.61	-	-	944.61
1	Boiler Attendant	2094.43	-	-	-	2094.43
2	Carpenter	745.31	-	-	-	745.31
3	Chargehand	281.16	-	-	-	281.16
4	Checker	874.81	304.23	-	-	822.94
5	Coolie/Mazdoor	457.72	-	-	-	457.72
6	Crane Operator	643.71	-	-	-	643.71
7	Driver	696.81	-	-	-	696.81
8	Electrician	882.58	-	-	-	882.58
9	Fireman	1338.06	-	-	-	1338.06
10	Fitter	625.60	-	-	-	625.60
11	Mech/Elec Foreman	506.92	-	-	-	506.92
12	Helper	397.60	471.10	-	-	406.96
13	Instrument Mech	1702.64	-	-	-	1702.64
14	Loader/Unloader	518.04	-	-	-	518.04
15	Mason	720.88	-	-	-	720.88
16	Mechanic(General)	2253.99	-	-	-	2253.99
17	Oilman/Greaser	296.16	-	-	-	296.16
18	Packer	426.03	200.00	-	-	377.51
19	Press Man	243.08	-	-	-	243.08



Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
20	Pump Attendant	2042.73	-	-	-	2042.73
21	Rigger	1645.22	-	-	-	1645.22
22	Supervisor	2420.61	278.85	-	-	2415.34
23	Sweeper	454.39	603.41	-	-	484.19
24	Tester	475.00	-	-	-	475.00
25	Turner	722.57	-	-	-	722.57
26	Watchman	530.33	-	-	-	530.33
27	Welder	1296.18	-	-	-	1296.18
28	Wireman	302.73	-	-	-	302.73
29	Boring Machine Op.	1536.69	-	-	-	1536.69
30	Mach. Op./Machinist	556.01	523.33	-	-	555.73
31	Store Keeper	697.52	-	-	-	697.52
32	Bag Stitcher	337.12	450.00	-	-	339.46
33	Febricator	571.35	-	-	-	571.35
34	Feeder	371.12	-	-	-	371.12
35	Filler	294.64	-	-	-	294.64
36	Fertilizer Mixer	439.57	207.50	-	-	434.50
37	Laboratory Analyst	1983.61	405.26	-	-	1944.95
38	Panel Board Operator	1258.00	288.46	-	-	1233.96
39	Technician-Gas Pipe	1421.54	-	-	-	1421.54
40	Machine Plant Operat	914.37	-	-	-	914.37
41	Chemist	533.34	749.99	-	-	583.34
42	Miscellaneous	374.82	-	-	-	374.82
V.	Drugs & Medicines	411.61	314.73	-	-	402.05
1	Boiler Attendant	480.95	-	-	-	480.95
2	Checker	768.75	473.36	-	-	667.12
3	Coolie/Mazdoor	293.57	198.30	-	-	283.95
4	Die Maker	250.00	-	-	-	250.00
5	Driver	522.69	-	-	-	522.69
6	Electrician	426.06	-	-	-	426.06
7	Fireman	282.94	-	-	-	282.94
8	Fitter	417.18	-	-	-	417.18
9	Mech/Elec Foreman	434.36	-	-	-	434.36
10	Helper	402.84	280.29	-	-	383.65
11	Instrument Mech	545.59	-	-	-	545.59
12	Loader/Unloader	263.46	-	-	-	263.46
13	Mate/Mukaddam	338.46	-	-	-	338.46
14	Mechanic(General)	618.66	-	-	-	618.66
15	Moulder	395.87	-	-	-	395.87
16	Packer	279.08	304.90	-	-	290.23
17	Supervisor	569.18	-	-	-	569.18
18	Sweeper	369.34	344.02	-	-	357.42
19	Tester	401.19	-	-	-	401.19
20	Turner	283.98	-	-	-	283.98
21	Watchman	302.93	236.00	-	-	299.82

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
22	Welder	341.03	-	-	-	341.03
23	Mach. Op./Machinist	518.75	-	-	-	518.75
24	Store Keeper	626.81	-	-	-	626.81
25	Apprentice/Trainees	468.48	-	-	-	468.48
26	Ampoule Checker	452.10	382.43	-	-	449.41
27	Ampoule Filler	294.60	210.00	-	-	290.98
28	Ampoule/Vial Washer	278.90	-	-	-	278.90
29	Granulation Atten.	355.82	407.95	-	-	360.44
30	Plant Operator	474.10	430.58	-	-	473.94
31	Mixing Attendant	363.05	314.27	-	-	361.44
32	Paster	351.43	448.24	-	-	354.64
33	Solution Making Att.	359.27	-	-	-	359.27
34	Tablet Compressor	283.16	240.36	-	-	282.89
35	Tablet Maker	339.40	-	-	-	339.40
36	Chemist	551.03	845.35	-	-	566.52
37	Miscellaneous	374.79	-	-	-	374.79
VI.	Soaps & Detergents	453.77	285.51	-	-	424.73
1	Assembler	358.46	-	-	-	358.46
2	Checker	527.53	358.46	-	-	525.31
3	Coolie/Mazdoor	229.14	225.36	-	-	228.59
4	Driver	390.06	-	-	-	390.06
5	Electrician	661.14	-	-	-	661.14
6	Fitter	639.25	-	-	-	639.25
7	Mech/Elec Foreman	342.87	-	-	-	342.87
8	Helper	344.46	263.95	-	-	325.14
9	Loader/Unloader	212.22	-	-	-	212.22
10	Mechanic(General)	1275.64	-	-	-	1275.64
11	Packer	424.94	299.67	-	-	376.19
12	Supervisor	591.11	593.09	-	-	591.27
13	Sweeper	218.69	240.66	-	-	226.99
14	Watchman	297.35	-	-	-	297.35
15	Welder	566.24	-	-	-	566.24
16	Mach. Op./Machinist	770.34	260.83	-	-	718.51
17	Gen./Turbo Operator	183.33	-	-	-	183.33
18	Store Keeper	370.08	-	-	-	370.08
19	Apprentice/Trainees	500.00	-	-	-	500.00
20	Barring Man	508.66	302.77	-	-	472.28
21	Drum Dryer Operator	397.49	271.70	-	-	394.67
22	Grandomac Operator	564.20	261.57	-	-	537.37
23	Hand Stamper	550.10	293.40	-	-	518.04
24	Hand Wrapper	462.29	328.33	-	-	415.38
25	Jones Machine Op	413.56	-	-	-	413.56
26	Lye Operator	439.75	-	-	-	439.75
27	Machine Operator	502.31	269.85	-	-	498.11
28	Pan Side Man	611.38	-	-	-	611.38

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
29	Plant Operator	538.46	282.78	-	-	536.22
30	Stacker	648.25	304.73	-	-	613.21
31	Cooler Cutter	530.89	314.00	-	-	512.55
32	Miscellaneous	222.92	-	-	-	222.92
VII.	Match	574.40	465.24	-	-	498.77
1	Checker	402.10	195.55	-	-	210.17
2	Coolie/Mazdoor	359.67	-	-	-	359.67
3	Crane Operator	300.00	-	-	-	300.00
4	Driver	745.46	-	-	-	745.46
5	Electrician	1304.13	-	-	-	1304.13
6	Fitter	784.06	-	-	-	784.06
7	Mech/Elec Foreman	370.83	-	-	-	370.83
8	Helper	782.65	198.10	-	-	649.10
9	Loader/Unloader	354.58	-	-	-	354.58
10	Mechanic(General)	287.52	-	-	-	287.52
11	Packer	212.31	227.87	-	-	224.89
12	Supervisor	357.81	275.55	-	-	319.48
13	Sweeper	-	892.04	-	-	892.04
14	Watchman	192.04	-	-	-	192.04
15	Mach. Op./Machinist	1042.58	292.00	-	-	1021.94
16	Store Keeper	488.83	-	-	-	488.83
17	Labelling Mach Op	277.02	-	-	-	277.02
18	Box Filler	235.52	536.09	-	-	525.39
19	Chemical Grinder	244.53	172.00	-	-	221.17
20	Box Filling Operator	287.51	470.38	-	-	356.09
21	Box Making Operator	259.36	210.87	-	-	235.71
22	Chopping Machine Op.	357.84	-	-	-	357.84
23	Continous Mach Op	115.50	-	-	-	115.50
24	Paste/Recipe Maker	1484.92	-	-	-	1484.92
25	Side Printer	-	173.39	-	-	173.39
26	Wax Dipper	382.86	-	-	-	382.86
27	Chemical Dipper	249.05	-	-	-	249.05
28	Lebelling Worker	255.17	221.52	-	-	240.21
29	Frame Laveller	246.50	182.09	-	-	209.21
30	Box Closing Mach Op	128.00	-	-	-	128.00
31	Tray Setter	-	172.60	-	-	172.60
32	Miscellaneous	315.38	-	-	-	315.38
VIII.	Glass & Products	397.92	311.84	-	-	393.23
1	Checker	439.78	289.36	-	-	312.54
2	Coolie/Mazdoor	349.28	-	-	-	349.28
3	Driver	275.49	-	-	-	275.49
4	Electrician	553.25	-	-	-	553.25
5	Fitter	411.94	-	-	-	411.94

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
6	Mech/Elec Foreman	439.13	-	-	-	439.13
7	Helper	299.63	317.05	-	-	301.58
8	Loader/Unloader	341.58	-	-	-	341.58
9	Mistry/Kangani	245.42	-	-	-	245.42
10	Moulder	429.71	-	-	-	429.71
11	Packer	429.42	287.99	-	-	335.56
12	Polisher	720.81	-	-	-	720.81
13	Sorter	558.31	-	-	-	558.31
14	Supervisor	546.89	288.00	-	-	538.72
15	Sweeper	290.38	303.53	-	-	293.43
16	Turner	669.40	-	-	-	669.40
17	Watchman	331.95	-	-	-	331.95
18	Welder	546.90	-	-	-	546.90
19	Mach. Op./Machinist	676.45	-	-	-	676.45
20	Blower Mach Op	353.99	-	-	-	353.99
21	Empoule Mach Op	692.74	490.77	-	-	624.61
22	Mixingman/Masalawala	421.13	-	-	-	421.13
23	Battiwala	408.46	-	-	-	408.46
24	Blower/Blowman	758.57	601.16	-	-	748.73
25	Bubble Holder/Cooler	349.13	-	-	-	349.13
26	Coolingman/Benchman	295.82	-	-	-	295.82
27	Chakki Grinder/Finis	636.55	-	-	-	636.55
28	Fireman/Furnaceman	314.08	-	-	-	314.08
29	Galaiwala	339.65	-	-	-	339.65
30	Glass Cutter/Cracker	293.31	-	-	-	293.31
31	Glass Lifter/Melter	716.41	-	-	-	716.41
32	Gulliwala	320.20	-	-	-	320.20
33	Lom Maker	420.04	-	-	-	420.04
34	Muthawala	439.49	-	-	-	439.49
35	Pressman/Billaiwala	460.02	-	-	-	460.02
36	Stacker	700.26	788.46	-	-	704.51
37	Tarwala/Drawer	453.75	-	-	-	453.75
38	Machineman	869.67	300.00	-	-	847.91
39	Waterman/Security	410.39	-	-	-	410.39
40	Puraiwala	320.45	-	-	-	320.45
41	Ginaiwala	358.11	-	-	-	358.11
IX.	Cement	527.64	234.64	-	-	518.03
1	Checker	630.67	-	-	-	630.67
2	Compressor Op.	409.62	-	-	-	409.62
3	Coolie/Mazdoor	441.88	172.25	-	-	434.61
4	Crane Operator	667.98	-	-	-	667.98
5	Driller	850.80	-	-	-	850.80
6	Driver	581.34	-	-	-	581.34
7	Electrician	646.77	-	-	-	646.77
8	Fireman	411.94	-	-	-	411.94

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
9	Fitter	744.38	-	-	-	744.38
10	Mech/Elec Foreman	970.04	-	-	-	970.04
11	Helper	340.10	237.96	-	-	329.86
12	Loader/Unloader	760.46	-	-	-	760.46
13	Mason	1056.23	-	-	-	1056.23
14	Mechanic(General)	829.70	-	-	-	829.70
15	Packer	429.66	-	-	-	429.66
16	Pump Attendant	840.94	-	-	-	840.94
17	Rigger	556.34	-	-	-	556.34
18	Sorter	685.76	-	-	-	685.76
19	Supervisor	952.32	-	-	-	952.32
20	Sweeper	328.32	-	-	-	328.32
21	Tester	951.89	-	-	-	951.89
22	Turner	693.72	-	-	-	693.72
23	Watchman	430.30	-	-	-	430.30
24	Welder	728.71	-	-	-	728.71
25	Mach. Op./Machinist	707.00	-	-	-	707.00
26	Store Keeper	326.76	-	-	-	326.76
27	Burner	714.70	-	-	-	714.70
28	HEMM/Buldozer Op	489.67	-	-	-	489.67
29	Loco Driver	481.38	-	-	-	481.38
30	Mill Operator/Atten	528.43	-	-	-	528.43
31	Pointsman/Signalman	606.59	-	-	-	606.59
32	Plant Mach Atten	604.37	-	-	-	604.37
33	Khalasi	543.15	-	-	-	543.15
34	Mechanical Attendant	634.98	-	-	-	634.98
35	Miscellaneous	265.00	-	-	-	265.00
X.	Tyres & Tubes	700.96	299.95	-	-	697.21
1	Assembler	699.00	-	-	-	699.00
2	Boiler Attendant	637.21	-	-	-	637.21
3	Checker	373.21	-	-	-	373.21
4	Coolie/Mazdoor	260.03	-	-	-	260.03
5	Driver	350.85	-	-	-	350.85
6	Electrician	1510.63	-	-	-	1510.63
7	Fireman	928.85	-	-	-	928.85
8	Fitter	1512.48	-	-	-	1512.48
9	Mech/Elec Foreman	1309.63	-	-	-	1309.63
10	Helper	345.40	302.68	-	-	344.11
11	Mistry/Kangani	459.23	-	-	-	459.23
12	Mechanic(General)	1428.73	-	-	-	1428.73
13	Packer	267.26	-	-	-	267.26
14	Rollerman/Roller	250.00	-	-	-	250.00
15	Shaper Machine Op	726.68	-	-	-	726.68
16	Supervisor	572.91	-	-	-	572.91
17	Sweeper	266.13	240.39	-	-	262.03

Table 4.9

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
18	Turner	1597.48	-	-	-	1597.48
19	Watchman	282.75	-	-	-	282.75
20	Welder	872.76	-	-	-	872.76
21	Wireman	1925.12	-	-	-	1925.12
22	Fork Lift Operator	258.33	-	-	-	258.33
23	Mach. Op./Machinist	332.03	-	-	-	332.03
24	Store Keeper	394.99	-	-	-	394.99
25	Apprentice/Trainees	341.24	-	-	-	341.24
26	Band Ply Machine Op.	362.58	-	-	-	362.58
27	Comp Batch Preparer	1061.51	-	-	-	1061.51
28	Fabric Splicer	339.87	-	-	-	339.87
29	Leading Man	834.51	-	-	-	834.51
30	Liners Tab Op	1302.60	-	-	-	1302.60
31	Mill Man	832.98	-	-	-	832.98
32	Motor Tube Cure Man	259.72	-	-	-	259.72
33	Mould Machinist	854.59	-	-	-	854.59
34	Pipe Fitter	295.06	-	-	-	295.06
35	Retrader/Vulcaniser	427.75	-	-	-	427.75
36	Insul./Winding Op	474.07	-	-	-	474.07
37	S Bias Mach. Op.	324.13	-	-	-	324.13
38	Tube Repair Man	277.59	-	-	-	277.59
39	Tuber Machine Op	850.59	-	-	-	850.59
40	Tyer Builder	675.59	-	-	-	675.59
41	Tyer Cure Man	683.15	-	-	-	683.15
42	Tyer Mould Burner	426.68	-	-	-	426.68
43	Tyer Sponger/Trimmer	508.59	-	-	-	508.59
44	Bead Cutter/Op	440.05	-	-	-	440.05
45	Miscellaneous	387.40	-	-	-	387.40
All Manufacturing Ind.		485.95	312.55	-	-	461.43

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Match	130.75	99.29	-	-	100.98
	1 Packer	-	132.58	-	-	132.58
	2 Labelling Mach Op	-	110.00	-	-	110.00
	3 Box Filler	78.02	97.16	-	-	96.48
	4 Chemical Grinder	-	110.00	-	-	110.00
	5 Printing Machine Op	-	110.00	-	-	110.00
	6 Side Printer	-	110.00	-	-	110.00
	7 Box Closing Mach Op	212.22	-	-	-	212.22
	All Manufacturing Ind.	130.75	99.29	-	-	100.98

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Footwear	324.38	-	324.38
	1 Assembler	336.92	-	336.92
	2 Beltman/Mochi	314.45	-	314.45
	3 Chargeman	1046.54	-	1046.54
	4 Checker	321.87	-	321.87
	5 Coolie/Mazdoor	260.45	-	260.45
	6 Core Maker	190.13	-	190.13
	7 Die Maker	388.57	-	388.57
	8 Driver	392.94	-	392.94
	9 Electrician	411.87	-	411.87
	10 Mech/Elec Foreman	423.78	-	423.78
	11 Helper	255.24	-	255.24
	12 Loader/Unloader	173.34	-	173.34
	13 Marker	214.56	-	214.56
	14 Mechanic(General)	502.06	-	502.06
	15 Moulder	357.05	-	357.05
	16 Packer	295.36	-	295.36
	17 Painter	308.33	-	308.33
	18 Supervisor	412.51	-	412.51
	19 Sweeper	258.27	-	258.27
	20 Trimmer	240.98	-	240.98
	21 Trolley Driver	129.04	-	129.04
	22 Turner	300.00	-	300.00
	23 Watchman	271.79	-	271.79
	24 Welder	265.35	-	265.35
	25 Wireman	233.34	-	233.34
	26 Mach. Op./Machinist	417.03	-	417.03
	27 Store Keeper	297.03	-	297.03
	28 Boot Mechanic	363.57	-	363.57
	29 Shoe Assembler	375.89	-	375.89
	30 Cutter/Press Cutter	391.71	-	391.71
	31 Hand Stretch/Setter	373.63	-	373.63
	32 Heel Compressor	314.63	-	314.63
	33 Lacer/Lacing Op	359.77	-	359.77
	34 Leather Fitter	273.17	-	273.17
	35 Shoe Machine Op	341.66	-	341.66
	36 Press Machine Op	363.88	-	363.88
	37 Sewing Machine Op	349.50	-	349.50
	38 Skiver Hand/Flusher	362.69	-	362.69
	39 Shoe Bottom Maker	351.72	-	351.72
	40 Miscellaneous	593.48	-	593.48



II.	Petroleum Refinery	882.02	-	882.02
	1 Blacksmith	405.50	-	405.50
	2 Boiler Attendant	477.05	-	477.05
	3 Chargehand	383.35	-	383.35
	4 Checker	667.83	-	667.83
	5 Coolie/Mazdoor	388.88	-	388.88
	6 Crane Operator	414.92	-	414.92
	7 Driver	432.10	-	432.10
	8 Electrician	522.66	-	522.66
	9 Fitter	2180.48	-	2180.48
	10 Mech/Elec Foreman	1783.00	-	1783.00
	11 Furnaceman	259.63	-	259.63
	12 Helper	973.00	-	973.00
	13 Loader/Unloader	469.28	-	469.28
	14 Mechanic(General)	1342.44	-	1342.44
	15 Packer	502.50	-	502.50
	16 Painter	926.81	-	926.81
	17 Pump Attendant	285.76	-	285.76
	18 Supervisor	647.35	-	647.35
	19 Sweeper	506.74	-	506.74
	20 Tester	563.10	-	563.10
	21 Watchman	517.96	-	517.96
	22 Welder	397.60	-	397.60
	23 Wireman	413.83	-	413.83
	24 Fork Lift Operator	486.54	-	486.54
	25 Mach. Op./Machinist	1039.65	-	1039.65
	26 Store Keeper	333.33	-	333.33
	27 Drum Maker/Filler	456.67	-	456.67
	28 Filling Operator	667.20	-	667.20
	29 Fitter Craftsman	371.85	-	371.85
	30 Guager	512.20	-	512.20
	31 Process Maker	577.89	-	577.89
	32 Miscellaneous	290.70	-	290.70
III.	Chemicals & Gases	471.14	-	471.14
	1 Boiler Attendant	795.37	-	795.37
	2 Chargehand	622.67	-	622.67
	3 Checker	660.55	-	660.55
	4 Coolie/Mazdoor	325.30	-	325.30
	5 Crane Operator	259.17	-	259.17
	6 Driver	453.92	-	453.92
	7 Electrician	594.83	-	594.83
	8 Fireman	1106.47	-	1106.47
	9 Fitter	449.19	-	449.19
	10 Mech/Elec Foreman	798.08	-	798.08
	11 Gas Cutter	285.33	-	285.33
	12 Helper	411.80	-	411.80
	13 Instrument Mech	1097.85	-	1097.85
	14 Loader/Unloader	670.20	-	670.20
	15 Mason	643.34	-	643.34
	16 Mechanic(General)	616.10	-	616.10

17	Oilman/Greaser	430.76	-	430.76
18	Packer	365.67	-	365.67
19	Painter	432.67	-	432.67
20	Supervisor	711.45	-	711.45
21	Sweeper	274.93	-	274.93
22	Tester	761.07	-	761.07
23	Watchman	371.17	-	371.17
24	Welder	350.51	-	350.51
25	Wireman	505.51	-	505.51
26	Mach. Op./Machinist	532.43	-	532.43
27	Store Keeper	420.92	-	420.92
28	Machine/Plant Op	490.13	-	490.13
29	Super Phos worker	372.20	-	372.20
30	Pipe Fitter	428.08	-	428.08
31	Sodium Sulph Majdoor	346.91	-	346.91
32	Mixing Attendant	475.03	-	475.03
33	Miscellaneous	266.67	-	266.67
IV.	Fertilizer	944.61	-	944.61
1	Boiler Attendant	2094.43	-	2094.43
2	Carpenter	745.31	-	745.31
3	Chargehand	281.16	-	281.16
4	Checker	822.94	-	822.94
5	Coolie/Mazdoor	457.72	-	457.72
6	Crane Operator	643.71	-	643.71
7	Driver	696.81	-	696.81
8	Electrician	882.58	-	882.58
9	Fireman	1338.06	-	1338.06
10	Fitter	625.60	-	625.60
11	Mech/Elec Foreman	506.92	-	506.92
12	Helper	406.96	-	406.96
13	Instrument Mech	1702.64	-	1702.64
14	Loader/Unloader	518.04	-	518.04
15	Mason	720.88	-	720.88
16	Mechanic(General)	2253.99	-	2253.99
17	Oilman/Greaser	296.16	-	296.16
18	Packer	377.51	-	377.51
19	Press Man	243.08	-	243.08
20	Pump Attendant	2042.73	-	2042.73
21	Rigger	1645.22	-	1645.22
22	Supervisor	2415.34	-	2415.34
23	Sweeper	484.19	-	484.19
24	Tester	475.00	-	475.00
25	Turner	722.57	-	722.57
26	Watchman	530.33	-	530.33
27	Welder	1296.18	-	1296.18
28	Wireman	302.73	-	302.73
29	Boring Machine Op.	1536.69	-	1536.69
30	Mach. Op./Machinist	555.73	-	555.73
31	Store Keeper	697.52	-	697.52
32	Bag Stitcher	339.46	-	339.46
33	Febricator	571.35	-	571.35
34	Feeder	371.12	-	371.12

35 Filler	294.64	-	294.64
36 Fertilizer Mixer	434.50	-	434.50
37 Laboratory Analyst	1944.95	-	1944.95
38 Panel Board Operator	1233.96	-	1233.96
39 Technician-Gas Pipe	1421.54	-	1421.54
40 Machine Plant Operat	914.37	-	914.37
41 Chemist	583.34	-	583.34
42 Miscellaneous	374.82	-	374.82
<b>V. Drugs &amp; Medicines</b>	<b>402.05</b>	<b>-</b>	<b>402.05</b>
1 Boiler Attendant	480.95	-	480.95
2 Checker	667.12	-	667.12
3 Coolie/Mazdoor	283.95	-	283.95
4 Die Maker	250.00	-	250.00
5 Driver	522.69	-	522.69
6 Electrician	426.06	-	426.06
7 Fireman	282.94	-	282.94
8 Fitter	417.18	-	417.18
9 Mech/Elec Foreman	434.36	-	434.36
10 Helper	383.65	-	383.65
11 Instrument Mech	545.59	-	545.59
12 Loader/Unloader	263.46	-	263.46
13 Mate/Mukaddam	338.46	-	338.46
14 Mechanic(General)	618.66	-	618.66
15 Moulder	395.87	-	395.87
16 Packer	290.23	-	290.23
17 Supervisor	569.18	-	569.18
18 Sweeper	357.42	-	357.42
19 Tester	401.19	-	401.19
20 Turner	283.98	-	283.98
21 Watchman	299.82	-	299.82
22 Welder	341.03	-	341.03
23 Mach. Op./Machinist	518.75	-	518.75
24 Store Keeper	626.81	-	626.81
25 Apprentice/Trainees	468.48	-	468.48
26 Ampoule Checker	449.41	-	449.41
27 Ampoule Filler	290.98	-	290.98
28 Ampoule/Vial Washer	278.90	-	278.90
29 Granulation Atten.	360.44	-	360.44
30 Plant Operator	473.94	-	473.94
31 Mixing Attendant	361.44	-	361.44
32 Paster	354.64	-	354.64
33 Solution Making Att.	359.27	-	359.27
34 Tablet Compressor	282.89	-	282.89
35 Tablet Maker	339.40	-	339.40
36 Chemist	566.52	-	566.52
37 Miscellaneous	374.79	-	374.79
<b>VI. Soaps &amp; Detergents</b>	<b>424.73</b>	<b>-</b>	<b>424.73</b>
1 Assembler	358.46	-	358.46
2 Checker	525.31	-	525.31
3 Coolie/Mazdoor	228.59	-	228.59

4 Driver	390.06	-	390.06
5 Electrician	661.14	-	661.14
6 Fitter	639.25	-	639.25
7 Mech/Elec Foreman	342.87	-	342.87
8 Helper	325.14	-	325.14
9 Loader/Unloader	212.22	-	212.22
10 Mechanic(General)	1275.64	-	1275.64
11 Packer	376.19	-	376.19
12 Supervisor	591.27	-	591.27
13 Sweeper	226.99	-	226.99
14 Watchman	297.35	-	297.35
15 Welder	566.24	-	566.24
16 Mach. Op./Machinist	718.51	-	718.51
17 Gen./Turbo Operator	183.33	-	183.33
18 Store Keeper	370.08	-	370.08
19 Apprentice/Trainees	500.00	-	500.00
20 Barring Man	472.28	-	472.28
21 Drum Dryer Operator	394.67	-	394.67
22 Grandomac Operator	537.37	-	537.37
23 Hand Stamper	518.04	-	518.04
24 Hand Wrapper	415.38	-	415.38
25 Jones Machine Op	413.56	-	413.56
26 Lye Operator	439.75	-	439.75
27 Machine Operator	498.11	-	498.11
28 Pan Side Man	611.38	-	611.38
29 Plant Operator	536.22	-	536.22
30 Stacker	613.21	-	613.21
31 Cooler Cutter	512.55	-	512.55
32 Miscellaneous	222.92	-	222.92
VII. Match	498.77	100.98	339.70
1 Checker	210.17	-	210.17
2 Coolie/Mazdoor	359.67	-	359.67
3 Crane Operator	300.00	-	300.00
4 Driver	745.46	-	745.46
5 Electrician	1304.13	-	1304.13
6 Fitter	784.06	-	784.06
7 Mech/Elec Foreman	370.83	-	370.83
8 Helper	649.10	-	649.10
9 Loader/Unloader	354.58	-	354.58
10 Mechanic(General)	287.52	-	287.52
11 Packer	224.89	132.58	192.94
12 Supervisor	319.48	-	319.48
13 Sweeper	892.04	-	892.04
14 Watchman	192.04	-	192.04
15 Mach. Op./Machinist	1021.94	-	1021.94
16 Store Keeper	488.83	-	488.83
17 Labelling Mach Op	277.02	110.00	221.35
18 Box Filler	525.39	96.48	299.68
19 Chemical Grinder	221.17	110.00	174.94
20 Printing Machine Op	-	110.00	110.00
21 Box Filling Operator	356.09	-	356.09
22 Box Making Operator	235.71	-	235.71

23 Chopping Machine Op.	357.84	-	357.84
24 Continous Mach Op	115.50	-	115.50
25 Paste/Recipe Maker	1484.92	-	1484.92
26 Side Printer	173.39	110.00	167.60
27 Wax Dipper	382.86	-	382.86
28 Chemical Dipper	249.05	-	249.05
29 Lebelling Worker	240.21	-	240.21
30 Frame Laveller	209.21	-	209.21
31 Box Closing Mach Op	128.00	212.22	184.05
32 Tray Setter	172.60	-	172.60
33 Miscellaneous	315.38	-	315.38
VIII. Glass & Products	393.23	-	393.23
1 Checker	312.54	-	312.54
2 Coolie/Mazdoor	349.28	-	349.28
3 Driver	275.49	-	275.49
4 Electrician	553.25	-	553.25
5 Fitter	411.94	-	411.94
6 Mech/Elec Foreman	439.13	-	439.13
7 Helper	301.58	-	301.58
8 Loader/Unloader	341.58	-	341.58
9 Mistry/Kangani	245.42	-	245.42
10 Moulder	429.71	-	429.71
11 Packer	335.56	-	335.56
12 Polisher	720.81	-	720.81
13 Sorter	558.31	-	558.31
14 Supervisor	538.72	-	538.72
15 Sweeper	293.43	-	293.43
16 Turner	669.40	-	669.40
17 Watchman	331.95	-	331.95
18 Welder	546.90	-	546.90
19 Mach. Op./Machinist	676.45	-	676.45
20 Blower Mach Op	353.99	-	353.99
21 Empoule Mach Op	624.61	-	624.61
22 Mixingman/Masalawala	421.13	-	421.13
23 Battiwala	408.46	-	408.46
24 Blower/Blowman	748.73	-	748.73
25 Bubble Holder/Cooler	349.13	-	349.13
26 Coolingman/Benchman	295.82	-	295.82
27 Chakki Grinder/Finis	636.55	-	636.55
28 Fireman/Furnaceman	314.08	-	314.08
29 Galaiwala	339.65	-	339.65
30 Glass Cutter/Cracker	293.31	-	293.31
31 Glass Lifter/Melter	716.41	-	716.41
32 Gulliwala	320.20	-	320.20
33 Lom Maker	420.04	-	420.04
34 Muthawala	439.49	-	439.49
35 Pressman/Billaiwala	460.02	-	460.02
36 Stacker	704.51	-	704.51
37 Tarwala/Drawer	453.75	-	453.75
38 Machineman	847.91	-	847.91
39 Waterman/Security	410.39	-	410.39
40 Puraiwala	320.45	-	320.45

41	Ginaiwala	358.11	-	358.11
IX.	Cement	518.03	-	518.03
1	Checker	630.67	-	630.67
2	Compressor Op.	409.62	-	409.62
3	Coolie/Mazdoor	434.61	-	434.61
4	Crane Operator	667.98	-	667.98
5	Driller	850.80	-	850.80
6	Driver	581.34	-	581.34
7	Electrician	646.77	-	646.77
8	Fireman	411.94	-	411.94
9	Fitter	744.38	-	744.38
10	Mech/Elec Foreman	970.04	-	970.04
11	Helper	329.86	-	329.86
12	Loader/Unloader	760.46	-	760.46
13	Mason	1056.23	-	1056.23
14	Mechanic(General)	829.70	-	829.70
15	Packer	429.66	-	429.66
16	Pump Attendant	840.94	-	840.94
17	Rigger	556.34	-	556.34
18	Sorter	685.76	-	685.76
19	Supervisor	952.32	-	952.32
20	Sweeper	328.32	-	328.32
21	Tester	951.89	-	951.89
22	Turner	693.72	-	693.72
23	Watchman	430.30	-	430.30
24	Welder	728.71	-	728.71
25	Mach. Op./Machinist	707.00	-	707.00
26	Store Keeper	326.76	-	326.76
27	Burner	714.70	-	714.70
28	HEMM/Buldozer Op	489.67	-	489.67
29	Loco Driver	481.38	-	481.38
30	Mill Operator/Atten	528.43	-	528.43
31	Pointsman/Signalman	606.59	-	606.59
32	Plant Mach Atten	604.37	-	604.37
33	Khalasi	543.15	-	543.15
34	Mechanical Attendant	634.98	-	634.98
35	Miscellaneous	265.00	-	265.00
X.	Tyres & Tubes	697.21	-	697.21
1	Assembler	699.00	-	699.00
2	Boiler Attendant	637.21	-	637.21
3	Checker	373.21	-	373.21
4	Coolie/Mazdoor	260.03	-	260.03
5	Driver	350.85	-	350.85
6	Electrician	1510.63	-	1510.63
7	Fireman	928.85	-	928.85
8	Fitter	1512.48	-	1512.48
9	Mech/Elec Foreman	1309.63	-	1309.63
10	Helper	344.11	-	344.11
11	Mistry/Kangani	459.23	-	459.23
12	Mechanic(General)	1428.73	-	1428.73

13 Packer	267.26	-	267.26
14 Rollerman/Roller	250.00	-	250.00
15 Shaper Machine Op	726.68	-	726.68
16 Supervisor	572.91	-	572.91
17 Sweeper	262.03	-	262.03
18 Turner	1597.48	-	1597.48
19 Watchman	282.75	-	282.75
20 Welder	872.76	-	872.76
21 Wireman	1925.12	-	1925.12
22 Fork Lift Operator	258.33	-	258.33
23 Mach. Op./Machinist	332.03	-	332.03
24 Store Keeper	394.99	-	394.99
25 Apprentice/Trainees	341.24	-	341.24
26 Band Ply Machine Op.	362.58	-	362.58
27 Comp Batch Preparer	1061.51	-	1061.51
28 Fabric Splicer	339.87	-	339.87
29 Leading Man	834.51	-	834.51
30 Liners Tab Op	1302.60	-	1302.60
31 Mill Man	832.98	-	832.98
32 Motor Tube Cure Man	259.72	-	259.72
33 Mould Machinist	854.59	-	854.59
34 Pipe Fitter	295.06	-	295.06
35 Retrader/Vulcaniser	427.75	-	427.75
36 Insul./Winding Op	474.07	-	474.07
37 S Bias Mach. Op.	324.13	-	324.13
38 Tube Repair Man	277.59	-	277.59
39 Tuber Machine Op	850.59	-	850.59
40 Tyer Builder	675.59	-	675.59
41 Tyer Cure Man	683.15	-	683.15
42 Tyer Mould Burner	426.68	-	426.68
43 Tyer Sponger/Trimmer	508.59	-	508.59
44 Bead Cutter/Op	440.05	-	440.05
45 Miscellaneous	387.40	-	387.40

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All Manufacturing Ind.	461.43	100.98	457.86
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TABLE 4.12  
AVERAGE DAILY EARNINGS OF WORKERS IN DIFFERENT OCCUPATIONS BY COMPONENTS

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Footwear	259.12	36.27	2.89	10.21	5.78	8.86	1.25	324.38
	1 Assembler	243.65	93.27	-	-	-	-	-	336.92
	2 Beltman/Mochi	175.87	83.52	15.79	3.97	16.70	18.60	-	314.45
	3 Chargeman	953.27	93.27	-	-	-	-	-	1046.54
	4 Checker	233.62	57.54	3.24	1.67	9.13	13.95	2.72	321.87
	5 Coolie/Mazdoor	221.48	23.05	-	7.50	-	8.42	-	260.45
	6 Core Maker	115.00	75.13	-	-	-	-	-	190.13
	7 Die Maker	271.70	62.27	7.47	-	21.07	26.06	-	388.57
	8 Driver	334.82	23.10	-	17.48	0.74	16.80	-	392.94
	9 Electrician	334.68	8.70	-	40.47	11.58	14.37	2.07	411.87
	10 Mech/Elec Foreman	423.78	-	-	-	-	-	-	423.78
	11 Helper	217.13	22.57	0.50	7.94	3.27	3.16	0.67	255.24
	12 Loader/Unloader	69.34	-	-	52.00	26.00	26.00	-	173.34
	13 Marker	127.94	86.62	-	-	-	-	-	214.56
	14 Mechanic(General)	304.12	48.64	-	149.30	-	-	-	502.06
	15 Moulder	201.80	78.88	9.47	-	26.70	40.20	-	357.05
	16 Packer	265.49	23.70	-	4.87	-	1.30	-	295.36
	17 Painter	308.33	-	-	-	-	-	-	308.33
	18 Supervisor	314.27	40.13	0.10	24.33	6.35	26.16	1.17	412.51
	19 Sweeper	242.84	0.50	-	6.29	0.46	4.22	3.96	258.27
	20 Trimmer	130.06	84.22	1.48	-	1.57	23.65	-	240.98
	21 Trolley Driver	64.52	-	-	32.26	16.13	16.13	-	129.04
	22 Turner	300.00	-	-	-	-	-	-	300.00
	23 Watchman	235.70	19.39	-	9.44	1.12	5.03	1.11	271.79
	24 Welder	157.34	-	-	64.92	13.00	30.09	-	265.35
	25 Wireman	116.67	-	-	50.00	26.67	40.00	-	233.34



Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
26	Mach. Op./Machinist	322.42	51.13	3.12	13.05	12.57	14.74	-	417.03
27	Store Keeper	215.01	38.18	-	32.13	11.71	-	-	297.03
28	Boot Mechanic	311.04	22.45	-	24.31	-	4.66	1.11	363.57
29	Shoe Assembler	315.24	29.26	1.08	20.64	3.71	5.00	0.96	375.89
30	Cutter/Press Cutter	358.06	19.31	-	7.56	-	5.86	0.92	391.71
31	Hand Stretch/Setter	325.16	26.81	2.65	10.13	2.97	4.33	1.58	373.63
32	Heel Compressor	193.05	65.34	6.61	6.89	18.74	24.00	-	314.63
33	Lacer/Lacing Op	327.18	16.57	-	11.45	1.45	1.37	1.75	359.77
34	Leather Fitter	195.59	54.63	1.45	5.99	4.34	11.17	-	273.17
35	Shoe Machine Op	271.22	29.15	5.75	10.94	6.76	8.62	9.22	341.66
36	Press Machine Op	296.32	40.92	5.77	4.89	6.38	8.70	0.90	363.88
37	Sewing Machine Op	278.20	45.04	1.97	8.76	7.47	8.06	-	349.50
38	Skiver Hand/Flusher	255.46	52.80	9.21	21.80	10.27	12.06	1.09	362.69
39	Shoe Bottom Maker	326.40	15.67	-	8.14	-	0.60	0.91	351.72
40	Miscellaneous	430.21	-	-	163.27	-	-	-	593.48
II.	Petroleum Refinery	435.98	213.46	2.05	51.00	7.63	169.64	2.26	882.02
1	Blacksmith	270.33	-	-	135.17	-	-	-	405.50
2	Boiler Attendant	273.25	47.56	-	55.04	22.46	73.94	4.80	477.05
3	Chargehand	191.68	-	-	76.67	38.33	76.67	-	383.35
4	Checker	353.06	76.88	0.54	106.47	3.30	127.58	-	667.83
5	Coolie/Mazdoor	298.56	44.11	2.38	6.86	-	36.97	-	388.88
6	Crane Operator	173.97	25.64	-	46.00	23.00	146.31	-	414.92
7	Driver	257.42	-	-	71.76	27.35	73.88	1.69	432.10
8	Electrician	324.01	55.36	4.21	39.07	5.47	94.28	0.26	522.66
9	Fitter	779.45	866.18	-	32.94	6.17	495.19	0.55	2180.48
10	Mech/Elec Foreman	771.89	415.45	2.76	207.72	37.60	347.58	-	1783.00
11	Furnaceman	219.13	-	-	16.20	8.10	16.20	-	259.63
12	Helper	461.59	300.12	1.33	25.41	4.03	179.27	1.25	973.00
13	Loader/Unloader	222.80	31.59	-	11.53	2.14	200.76	0.46	469.28
14	Mechanic(General)	646.08	13.91	1.81	236.22	29.64	414.78	-	1342.44

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
15	Packer	301.83	-	-	135.44	6.67	58.56	-	502.50
16	Painter	290.35	154.31	-	51.36	-	430.79	-	926.81
17	Pump Attendant	285.76	-	-	-	-	-	-	285.76
18	Supervisor	361.70	42.60	3.12	84.26	12.97	139.96	2.74	647.35
19	Sweeper	385.53	32.09	1.61	23.81	-	63.70	-	506.74
20	Tester	375.40	-	-	187.70	-	-	-	563.10
21	Watchman	346.95	20.70	14.83	74.47	5.10	42.91	13.00	517.96
22	Welder	304.08	14.83	-	37.20	22.20	15.17	4.12	397.60
23	Wireman	413.83	-	-	-	-	-	-	413.83
24	Fork Lift Operator	222.11	-	-	28.85	26.71	208.87	-	486.54
25	Mach. Op./Machinist	443.46	326.03	5.73	55.49	6.00	199.75	3.19	1039.65
26	Store Keeper	287.21	-	-	46.12	-	-	-	333.33
27	Drum Maker/Filler	356.75	55.34	-	31.84	-	10.12	2.62	456.67
28	Filling Operator	413.12	113.11	-	37.26	8.94	88.30	6.47	667.20
29	Fitter Craftsman	239.10	88.01	-	10.63	-	34.11	-	371.85
30	Guager	397.29	-	-	56.23	11.62	45.49	1.57	512.20
31	Process Maker	355.93	113.24	-	25.68	5.57	74.86	2.61	577.89
32	Miscellaneous	191.06	43.27	-	25.90	6.66	23.81	-	290.70
III.	Chemicals & Gases	318.27	12.92	3.43	48.19	12.61	69.83	5.89	471.14
1	Boiler Attendant	377.63	-	-	25.36	10.17	375.88	6.33	795.37
2	Chargehand	459.09	117.66	-	45.92	-	-	-	622.67
3	Checker	322.07	179.39	10.11	54.50	15.76	75.52	3.20	660.55
4	Coolie/Mazdoor	302.50	1.93	0.02	3.43	6.48	10.94	-	325.30
5	Crane Operator	227.50	-	-	31.67	-	-	-	259.17
6	Driver	281.63	7.23	6.40	50.52	12.85	86.72	8.57	453.92
7	Electrician	303.35	26.59	-	15.70	43.85	188.83	16.51	594.83
8	Fireman	359.41	362.08	-	118.06	41.32	225.60	-	1106.47
9	Fitter	319.10	-	-	9.92	-	113.68	6.49	449.19
10	Mech/Elec Foreman	483.80	-	-	155.41	59.25	99.62	-	798.08
11	Gas Cutter	264.66	-	-	20.67	-	-	-	285.33

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
12	Helper	294.90	0.68	0.56	45.29	16.57	52.08	1.72	411.80
13	Instrument Mech	270.26	467.43	50.89	111.28	37.21	160.78	-	1097.85
14	Loader/Unloader	441.45	-	-	154.22	37.02	37.51	-	670.20
15	Mason	225.17	-	-	-	-	418.17	-	643.34
16	Mechanic(General)	340.52	76.10	-	68.36	8.32	111.23	11.57	616.10
17	Oilman/Greaser	319.23	-	-	-	-	96.15	15.38	430.76
18	Packer	281.42	-	-	13.24	6.62	56.08	8.31	365.67
19	Painter	293.83	-	-	46.67	-	92.17	-	432.67
20	Supervisor	451.47	0.03	32.60	71.76	15.23	137.73	2.63	711.45
21	Sweeper	244.83	-	3.03	6.43	3.27	17.37	-	274.93
22	Tester	343.28	-	-	101.95	-	315.84	-	761.07
23	Watchman	270.87	0.05	2.01	16.57	13.99	65.27	2.41	371.17
24	Welder	254.47	-	-	35.39	-	60.65	-	350.51
25	Wireman	406.47	-	0.20	27.68	-	71.16	-	505.51
26	Mach. Op./Machinist	464.55	7.60	0.03	23.60	9.27	27.38	-	532.43
27	Store Keeper	263.32	33.34	-	48.84	25.00	50.42	-	420.92
28	Machine/Plant Op	340.09	24.67	1.54	45.96	4.42	68.39	5.06	490.13
29	Super Phos worker	214.79	-	-	98.73	2.98	37.19	18.51	372.20
30	Pipe Fitter	292.29	-	-	82.63	2.04	36.98	14.14	428.08
31	Sodium Sulph Majdoor	327.39	-	-	5.00	6.78	4.57	3.17	346.91
32	Mixing Attendant	310.42	-	1.79	49.92	18.66	79.43	14.81	475.03
33	Miscellaneous	266.67	-	-	-	-	-	-	266.67
IV.	Fertilizer	407.84	323.60	3.78	42.57	14.32	138.97	13.53	944.61
1	Boiler Attendant	897.79	940.48	-	157.11	39.29	59.76	-	2094.43
2	Carpenter	210.08	450.23	-	33.00	-	52.00	-	745.31
3	Chargehand	260.00	-	-	-	-	21.16	-	281.16
4	Checker	440.56	78.60	-	144.68	33.38	125.72	-	822.94
5	Coolie/Mazdoor	280.50	87.36	6.66	36.54	6.11	40.55	-	457.72
6	Crane Operator	362.53	134.65	-	55.60	24.99	65.94	-	643.71
7	Driver	331.25	190.13	5.67	51.31	18.99	92.13	7.33	696.81

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
8	Electrician	383.18	317.11	4.95	37.44	21.38	77.53	40.99	882.58
9	Fireman	348.59	631.95	-	34.65	31.01	231.37	60.49	1338.06
10	Fitter	288.65	259.59	4.69	32.78	3.59	34.14	2.16	625.60
11	Mech/Elec Foreman	450.00	-	-	37.69	-	19.23	-	506.92
12	Helper	280.91	70.97	10.31	11.54	4.75	21.72	6.76	406.96
13	Instrument Mech	612.89	519.14	-	214.51	40.38	315.72	-	1702.64
14	Loader/Unloader	311.57	-	16.40	-	0.91	189.16	-	518.04
15	Mason	188.04	450.24	-	31.88	-	50.72	-	720.88
16	Mechanic(General)	755.80	854.28	-	121.18	44.76	472.61	5.36	2253.99
17	Oilman/Greaser	280.00	-	-	-	-	16.16	-	296.16
18	Packer	251.94	80.60	-	21.99	10.21	12.77	-	377.51
19	Press Man	220.00	-	-	-	-	23.08	-	243.08
20	Pump Attendant	849.32	994.57	-	89.82	42.48	66.54	-	2042.73
21	Rigger	330.34	997.70	-	-	48.23	75.97	192.98	1645.22
22	Supervisor	912.77	923.15	4.80	61.39	35.37	466.74	11.12	2415.34
23	Sweeper	307.66	112.60	0.46	16.36	7.81	30.62	8.68	484.19
24	Tester	433.34	-	-	21.66	-	20.00	-	475.00
25	Turner	184.22	450.24	-	31.72	-	56.39	-	722.57
26	Watchman	374.04	80.07	7.30	3.51	3.71	59.26	2.44	530.33
27	Welder	287.26	726.60	1.05	10.28	37.16	104.45	129.38	1296.18
28	Wireman	134.17	80.50	73.33	10.73	-	4.00	-	302.73
29	Boring Machine Op.	497.35	487.91	-	174.07	40.38	336.98	-	1536.69
30	Mach. Op./Machinist	413.71	32.43	7.54	43.54	25.23	31.88	1.40	555.73
31	Store Keeper	350.88	91.37	-	94.00	39.97	121.30	-	697.52
32	Bag Stitcher	307.55	7.81	-	3.39	-	20.71	-	339.46
33	Febricator	224.03	292.04	-	21.03	-	34.25	-	571.35
34	Feeder	338.33	-	-	16.03	-	16.56	0.20	371.12
35	Filler	273.30	4.18	0.31	4.15	0.60	11.11	0.99	294.64
36	Fertilizer Mixer	313.17	56.84	-	16.70	4.83	42.72	0.24	434.50
37	Laboratory Analyst	757.10	721.19	0.18	49.66	31.00	381.87	3.95	1944.95
38	Panel Board Operator	403.15	574.07	-	57.50	25.12	121.94	52.18	1233.96
39	Technician-Gas Pipe	331.22	739.59	-	90.59	20.34	175.33	64.47	1421.54

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	40 Machine Plant Operat	319.54	365.64	0.18	66.29	9.84	133.80	19.08	914.37
	41 Chemist	494.58	-	-	33.28	26.63	28.85	-	583.34
	42 Miscellaneous	358.41	-	-	-	-	16.41	-	374.82
V.	Drugs & Medicines	299.42	28.27	0.08	25.84	7.69	37.74	3.01	402.05
	1 Boiler Attendant	383.59	41.20	-	20.97	-	11.18	24.01	480.95
	2 Checker	324.45	-	-	123.31	41.30	173.00	5.06	667.12
	3 Coolie/Mazdoor	274.31	6.60	-	-	-	3.04	-	283.95
	4 Die Maker	245.07	-	-	-	4.93	-	-	250.00
	5 Driver	279.26	31.04	-	87.83	22.35	85.49	16.72	522.69
	6 Electrician	281.81	-	-	52.35	10.54	55.47	25.89	426.06
	7 Fireman	152.51	81.59	-	23.60	-	19.85	5.39	282.94
	8 Fitter	290.07	75.47	-	20.59	0.37	23.69	6.99	417.18
	9 Mech/Elec Foreman	296.70	-	-	39.56	-	31.76	66.34	434.36
	10 Helper	301.87	39.81	0.07	17.65	9.25	14.85	0.15	383.65
	11 Instrument Mech	435.81	85.35	-	15.37	-	9.06	-	545.59
	12 Loader/Unloader	263.46	-	-	-	-	-	-	263.46
	13 Mate/Mukaddam	132.69	201.92	-	-	-	3.85	-	338.46
	14 Mechanic(General)	261.53	186.24	-	64.10	-	85.64	21.15	618.66
	15 Moulder	395.87	-	-	-	-	-	-	395.87
	16 Packer	242.85	-	0.64	15.61	8.56	22.57	-	290.23
	17 Supervisor	339.38	0.92	-	88.58	15.52	123.34	1.44	569.18
	18 Sweeper	272.47	2.42	-	20.04	14.38	48.11	-	357.42
	19 Tester	401.19	-	-	-	-	-	-	401.19
	20 Turner	283.98	-	-	-	-	-	-	283.98
	21 Watchman	207.48	50.41	-	20.14	1.43	20.19	0.17	299.82
	22 Welder	269.23	-	-	-	-	-	71.80	341.03
	23 Mach. Op./Machinist	364.75	-	0.66	53.52	16.84	82.98	-	518.75
	24 Store Keeper	333.55	1.56	-	138.20	19.99	122.07	11.44	626.81
	25 Apprentice/Trainees	185.88	-	-	92.95	31.11	158.54	-	468.48
	26 Ampoule Checker	373.18	4.96	-	37.74	9.65	22.82	1.06	449.41

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	27 Ampoule Filler	278.51	-	-	-	-	12.08	0.39	290.98
	28 Ampoule/Vial Washer	187.09	50.98	-	16.84	-	23.43	0.56	278.90
	29 Granulation Atten.	241.15	31.70	-	6.47	-	76.78	4.34	360.44
	30 Plant Operator	331.12	53.53	-	28.72	5.67	41.81	13.09	473.94
	31 Mixing Attendant	308.00	11.55	-	16.86	5.51	18.37	1.15	361.44
	32 Paster	244.27	4.88	-	40.03	4.88	38.08	22.50	354.64
	33 Solution Making Att.	272.78	-	-	39.97	21.22	25.30	-	359.27
	34 Tablet Compressor	261.44	-	-	1.62	0.81	19.02	-	282.89
	35 Tablet Maker	314.11	-	-	6.47	1.57	16.93	0.32	339.40
	36 Chemist	338.74	13.64	-	52.89	9.72	151.17	0.36	566.52
	37 Miscellaneous	268.63	-	-	31.07	14.93	60.16	-	374.79
VI.	Soaps & Detergents	299.87	19.14	-	38.64	9.60	53.35	4.13	424.73
	1 Assembler	358.46	-	-	-	-	-	-	358.46
	2 Checker	252.19	53.09	-	56.16	29.71	123.09	11.07	525.31
	3 Coolie/Mazdoor	212.53	-	-	2.04	8.19	5.83	-	228.59
	4 Driver	262.27	16.28	-	63.26	7.27	34.79	6.19	390.06
	5 Electrician	278.86	64.83	-	80.63	27.30	200.57	8.95	661.14
	6 Fitter	242.22	73.78	-	59.25	21.04	242.96	-	639.25
	7 Mech/Elec Foreman	246.13	-	-	-	-	96.74	-	342.87
	8 Helper	219.23	16.36	-	22.56	9.26	55.89	1.84	325.14
	9 Loader/Unloader	212.22	-	-	-	-	-	-	212.22
	10 Mechanic(General)	702.42	-	-	265.67	-	307.55	-	1275.64
	11 Packer	229.73	47.03	-	26.88	3.28	67.97	1.30	376.19
	12 Supervisor	385.24	26.84	-	88.15	15.99	59.49	15.56	591.27
	13 Sweeper	206.57	-	-	1.68	0.52	13.52	4.70	226.99
	14 Watchman	262.81	3.28	-	14.45	9.84	4.75	2.22	297.35
	15 Welder	530.26	-	-	30.42	-	5.56	-	566.24
	16 Mach. Op./Machinist	523.01	15.97	-	72.19	37.04	51.72	18.58	718.51
	17 Gen./Turbo Operator	183.33	-	-	-	-	-	-	183.33
	18 Store Keeper	295.73	-	-	31.31	-	43.04	-	370.08

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
19	Apprentice/Trainees	500.00	-	-	-	-	-	-	500.00
20	Barring Man	411.26	6.77	-	46.70	-	1.40	6.15	472.28
21	Drum Dryer Operator	373.09	-	-	11.93	3.41	4.98	1.26	394.67
22	Grandomac Operator	475.80	-	-	54.52	-	-	7.05	537.37
23	Hand Stamper	457.22	-	-	49.89	0.39	4.34	6.20	518.04
24	Hand Wrapper	343.40	-	-	48.67	10.79	8.13	4.39	415.38
25	Jones Machine Op	387.26	-	-	24.42	-	-	1.88	413.56
26	Lye Operator	380.31	-	-	-	-	59.44	-	439.75
27	Machine Operator	368.61	11.83	-	55.83	10.95	46.66	4.23	498.11
28	Pan Side Man	512.30	1.14	-	81.42	0.37	10.87	5.28	611.38
29	Plant Operator	410.84	8.64	-	61.71	6.83	43.90	4.30	536.22
30	Stacker	530.51	-	-	69.19	-	8.77	4.74	613.21
31	Cooler Cutter	454.06	-	-	53.02	-	1.38	4.09	512.55
32	Miscellaneous	222.92	-	-	-	-	-	-	222.92
VII.	Match	196.93	89.74	37.78	6.86	5.60	2.79	-	339.70
1	Checker	128.93	-	44.36	18.26	-	18.62	-	210.17
2	Coolie/Mazdoor	290.00	-	-	-	16.50	53.17	-	359.67
3	Crane Operator	300.00	-	-	-	-	-	-	300.00
4	Driver	317.50	165.85	83.04	62.50	108.18	8.39	-	745.46
5	Electrician	518.63	352.10	218.74	129.15	82.23	3.28	-	1304.13
6	Fitter	448.01	117.37	90.94	115.12	9.34	3.28	-	784.06
7	Mech/Elec Foreman	370.83	-	-	-	-	-	-	370.83
8	Helper	331.55	170.72	90.20	26.65	27.94	2.04	-	649.10
9	Loader/Unloader	283.32	-	-	-	16.88	54.38	-	354.58
10	Mechanic(General)	250.00	-	-	37.52	-	-	-	287.52
11	Packer	146.93	-	18.41	6.63	-	20.97	-	192.94
12	Supervisor	278.50	28.82	-	9.29	-	2.87	-	319.48
13	Sweeper	356.71	376.81	158.52	-	-	-	-	892.04
14	Watchman	192.04	-	-	-	-	-	-	192.04
15	Mach. Op./Machinist	471.59	248.66	165.04	53.20	79.11	4.34	-	1021.94

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
16	Store Keeper	398.93	-	-	39.90	-	50.00	-	488.83
17	Labelling Mach Op	196.67	-	-	16.35	-	8.33	-	221.35
18	Box Filler	168.58	95.46	33.71	1.14	0.02	0.77	-	299.68
19	Chemical Grinder	167.14	-	-	7.80	-	-	-	174.94
20	Printing Machine Op	110.00	-	-	-	-	-	-	110.00
21	Box Filling Operator	332.65	-	-	23.44	-	-	-	356.09
22	Box Making Operator	228.33	-	-	4.82	-	2.56	-	235.71
23	Chopping Machine Op.	190.08	146.93	-	-	-	20.83	-	357.84
24	Continous Mach Op	115.50	-	-	-	-	-	-	115.50
25	Paste/Recipe Maker	656.92	376.81	291.96	129.23	30.00	-	-	1484.92
26	Side Printer	167.60	-	-	-	-	-	-	167.60
27	Wax Dipper	382.86	-	-	-	-	-	-	382.86
28	Chemical Dipper	217.20	-	-	12.62	-	19.23	-	249.05
29	Lebelling Worker	164.21	-	38.33	24.63	-	13.04	-	240.21
30	Frame Laveller	209.21	-	-	-	-	-	-	209.21
31	Box Closing Mach Op	184.05	-	-	-	-	-	-	184.05
32	Tray Setter	172.60	-	-	-	-	-	-	172.60
33	Miscellaneous	184.62	-	76.92	27.69	-	26.15	-	315.38
VIII. Glass & Products		300.04	31.28	1.63	18.91	4.43	26.32	10.62	393.23
1	Checker	284.32	-	-	6.16	5.41	16.65	-	312.54
2	Coolie/Mazdoor	195.04	114.37	5.92	10.63	5.89	17.43	-	349.28
3	Driver	275.49	-	-	-	-	-	-	275.49
4	Electrician	272.10	81.13	-	57.25	19.55	68.21	55.01	553.25
5	Fitter	275.86	73.56	-	30.29	4.73	27.50	-	411.94
6	Mech/Elec Foreman	342.19	-	-	35.11	3.59	58.24	-	439.13
7	Helper	265.52	5.46	-	9.49	0.99	19.58	0.54	301.58
8	Loader/Unloader	202.37	80.27	-	14.44	-	44.50	-	341.58
9	Mistry/Kangani	233.75	-	-	11.67	-	-	-	245.42
10	Moulder	312.50	-	-	59.15	33.74	24.32	-	429.71
11	Packer	267.84	55.92	-	2.33	-	9.47	-	335.56



Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
12	Polisher	416.66	234.70	-	69.45	-	-	-	720.81
13	Sorter	258.33	234.70	-	65.28	-	-	-	558.31
14	Supervisor	467.32	22.10	-	27.39	-	16.86	5.05	538.72
15	Sweeper	237.05	11.64	-	10.35	-	30.08	4.31	293.43
16	Turner	406.34	198.74	-	56.45	-	7.87	-	669.40
17	Watchman	272.73	19.78	4.55	10.69	5.95	16.27	1.98	331.95
18	Welder	265.62	219.05	-	62.23	-	-	-	546.90
19	Mach. Op./Machinist	294.67	-	-	62.26	27.99	151.21	140.32	676.45
20	Blower Mach Op	265.15	49.92	3.31	28.66	2.25	3.50	1.20	353.99
21	Empoule Mach Op	526.09	22.61	21.94	23.11	27.49	-	3.37	624.61
22	Mixingman/Masalawala	387.22	-	-	-	-	26.31	7.60	421.13
23	Battiwala	315.38	-	-	-	-	73.08	20.00	408.46
24	Blower/Blowman	469.97	-	-	-	-	278.76	-	748.73
25	Bubble Holder/Cooler	322.76	-	-	23.70	-	-	2.67	349.13
26	Coolingman/Benchman	272.37	-	-	22.14	-	-	1.31	295.82
27	Chakki Grinder/Finis	357.62	12.24	16.33	75.45	39.58	62.14	73.19	636.55
28	Fireman/Furnaceman	277.45	1.78	1.21	9.14	1.45	22.29	0.76	314.08
29	Galaiwala	339.65	-	-	-	-	-	-	339.65
30	Glass Cutter/Cracker	254.86	0.68	0.54	10.02	1.14	25.91	0.16	293.31
31	Glass Lifter/Melter	391.27	93.85	67.98	83.92	79.39	-	-	716.41
32	Gulliwala	320.20	-	-	-	-	-	-	320.20
33	Lom Maker	416.82	-	-	1.27	-	1.27	0.68	420.04
34	Muthawala	439.49	-	-	-	-	-	-	439.49
35	Pressman/Billaiwala	439.13	5.87	4.77	5.15	5.10	-	-	460.02
36	Stacker	444.15	200.74	-	59.62	-	-	-	704.51
37	Tarwala/Drawer	418.90	27.14	-	7.71	-	-	-	453.75
38	Machineman	350.39	-	-	122.35	35.78	183.54	155.85	847.91
39	Waterman/Security	323.08	-	-	-	-	67.31	20.00	410.39
40	Puraiwala	320.45	-	-	-	-	-	-	320.45
41	Ginaiwala	358.11	-	-	-	-	-	-	358.11
IX.	Cement	349.42	81.15	-	20.08	13.34	53.83	0.21	518.03

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
1	Checker	280.55	36.82	-	27.46	29.75	256.09	-	630.67
2	Compressor Op.	409.62	-	-	-	-	-	-	409.62
3	Coolie/Mazdoor	202.97	148.37	-	2.93	8.49	71.85	-	434.61
4	Crane Operator	307.53	175.04	-	8.76	58.31	118.34	-	667.98
5	Driller	192.28	492.90	-	5.19	105.65	54.78	-	850.80
6	Driver	309.12	141.78	-	20.56	18.03	91.85	-	581.34
7	Electrician	285.30	174.34	-	43.22	27.16	116.75	-	646.77
8	Fireman	152.50	-	-	242.50	-	16.94	-	411.94
9	Fitter	323.49	205.85	-	43.13	26.09	145.82	-	744.38
10	Mech/Elec Foreman	280.69	280.38	-	103.26	1.79	303.92	-	970.04
11	Helper	286.70	27.79	-	2.36	5.49	7.51	0.01	329.86
12	Loader/Unloader	185.50	351.12	-	-	1.83	222.01	-	760.46
13	Mason	185.42	474.00	-	129.81	-	267.00	-	1056.23
14	Mechanic(General)	254.08	291.53	-	39.16	48.64	196.29	-	829.70
15	Packer	321.64	61.21	-	27.94	12.51	6.36	-	429.66
16	Pump Attendant	158.15	393.72	-	-	90.83	198.24	-	840.94
17	Rigger	333.04	78.08	-	1.45	-	143.77	-	556.34
18	Sorter	342.88	51.42	-	120.00	-	171.46	-	685.76
19	Supervisor	553.23	14.08	-	111.87	7.08	266.06	-	952.32
20	Sweeper	221.19	59.28	-	12.21	13.96	20.44	1.24	328.32
21	Tester	163.47	368.71	-	22.61	120.11	276.99	-	951.89
22	Turner	541.49	69.86	-	13.06	7.47	61.84	-	693.72
23	Watchman	256.05	1.63	-	144.38	-	28.20	0.04	430.30
24	Welder	317.80	219.09	-	22.27	48.53	121.02	-	728.71
25	Mach. Op./Machinist	258.72	298.47	-	21.30	62.49	66.02	-	707.00
26	Store Keeper	326.76	-	-	-	-	-	-	326.76
27	Burner	664.01	6.40	-	21.48	0.12	22.69	-	714.70
28	HEMM/Buldozer Op	431.96	4.59	-	13.76	-	39.36	-	489.67
29	Loco Driver	306.15	67.47	-	46.75	15.21	45.80	-	481.38
30	Mill Operator/Atten	411.21	55.48	-	17.72	15.81	28.15	0.06	528.43
31	Pointsman/Signalman	583.90	13.45	-	-	3.27	5.97	-	606.59

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Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
	32 Plant Mach Atten	440.17	85.08	-	16.95	21.02	41.11	0.04	604.37
	33 Khalasi	460.88	40.71	-	6.68	8.17	26.63	0.08	543.15
	34 Mechanical Attendant	519.20	38.56	-	5.74	9.24	57.17	5.07	634.98
	35 Miscellaneous	265.00	-	-	-	-	-	-	265.00
X.	Tyres & Tubes	338.11	29.78	-	57.17	55.13	136.62	80.40	697.21
	1 Assembler	392.40	-	-	40.39	-	266.21	-	699.00
	2 Boiler Attendant	272.20	169.76	-	81.46	4.39	109.40	-	637.21
	3 Checker	232.72	65.42	-	26.51	28.90	19.66	-	373.21
	4 Coolie/Mazdoor	260.03	-	-	-	-	-	-	260.03
	5 Driver	280.72	19.01	-	30.65	4.22	13.35	2.90	350.85
	6 Electrician	402.16	17.46	-	158.20	198.61	400.60	333.60	1510.63
	7 Fireman	352.88	-	-	158.81	70.58	346.58	-	928.85
	8 Fitter	448.06	97.54	-	146.27	205.65	396.62	218.34	1512.48
	9 Mech/Elec Foreman	395.04	-	-	136.85	186.94	321.54	269.26	1309.63
	10 Helper	267.82	28.81	-	17.55	3.63	25.84	0.46	344.11
	11 Mistry/Kangani	183.75	152.79	-	43.62	33.39	45.68	-	459.23
	12 Mechanic(General)	490.34	5.98	-	116.95	146.89	408.86	259.71	1428.73
	13 Packer	226.21	-	-	34.22	6.83	-	-	267.26
	14 Rollerman/Roller	250.00	-	-	-	-	-	-	250.00
	15 Shaper Machine Op	446.68	-	-	40.00	-	240.00	-	726.68
	16 Supervisor	445.17	34.27	-	37.36	2.89	53.22	-	572.91
	17 Sweeper	246.90	2.86	-	6.75	2.86	2.66	-	262.03
	18 Turner	389.19	2.44	-	131.53	254.11	453.70	366.51	1597.48
	19 Watchman	246.32	6.10	-	15.47	4.43	10.43	-	282.75
	20 Welder	487.89	89.66	-	72.91	13.26	209.04	-	872.76
	21 Wireman	386.23	-	-	197.86	340.45	514.07	486.51	1925.12
	22 Fork Lift Operator	258.33	-	-	-	-	-	-	258.33
	23 Mach. Op./Machinist	244.18	21.54	-	5.52	3.76	57.03	-	332.03
	24 Store Keeper	373.25	-	-	21.74	-	-	-	394.99
	25 Apprentice/Trainees	192.31	-	-	-	-	148.93	-	341.24

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Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
26	Band Ply Machine Op.	279.78	19.31	-	36.90	0.20	26.39	-	362.58
27	Comp Batch Preparer	460.85	254.60	-	85.11	43.61	217.34	-	1061.51
28	Fabric Splicer	314.13	-	-	1.63	11.64	12.47	-	339.87
29	Leading Man	389.09	193.99	-	70.95	43.69	136.79	-	834.51
30	Liners Tab Op	650.00	278.20	-	104.87	53.73	215.80	-	1302.60
31	Mill Man	528.89	117.46	-	44.28	22.69	119.66	-	832.98
32	Motor Tube Cure Man	259.72	-	-	-	-	-	-	259.72
33	Mould Machinist	408.67	-	-	71.86	89.59	157.21	127.26	854.59
34	Pipe Fitter	271.96	-	-	15.89	4.14	3.07	-	295.06
35	Retrader/Vulcaniser	214.25	-	-	77.24	-	136.26	-	427.75
36	Insul./Winding Op	474.07	-	-	-	-	-	-	474.07
37	S Bias Mach. Op.	324.13	-	-	-	-	-	-	324.13
38	Tube Repair Man	265.61	11.98	-	-	-	-	-	277.59
39	Tuber Machine Op	374.17	10.70	-	49.58	100.51	193.61	122.02	850.59
40	Tyer Builder	428.20	86.17	-	85.95	22.61	52.66	-	675.59
41	Tyer Cure Man	486.24	186.94	-	2.67	1.37	5.93	-	683.15
42	Tyer Mould Burner	387.70	-	-	23.74	-	15.24	-	426.68
43	Tyer Sponger/Trimmer	297.06	82.97	-	69.03	17.74	38.95	2.84	508.59
44	Bead Cutter/Op	345.84	35.65	-	13.44	6.89	38.23	-	440.05
45	Miscellaneous	387.40	-	-	-	-	-	-	387.40
All Manufacturing Ind.		304.48	51.31	2.23	28.31	11.58	50.87	9.08	457.86

TABLE 4.13  
TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS AT FIRST ROUND  
REFERENCE YEAR PRICE

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers	Real Earnings (Rs.)	Percentage\$ Change in Earnings Real at Earnings Current Price	
<b>I. Footwear</b>					
	First Round(1958)	3.73	3.73	-	-
	Second Round(1963)	6.51	4.83	74.53	29.49
	Third Round(1976)	11.40	3.54	75.11	-26.71
	Fourth Round(1990)	58.90	5.91	416.67	66.95
	Fifth Round(1998)	74.78	3.44	26.96	-41.79
	Seventh Round(2016)	324.38	4.77	333.78	38.66
<b>II. Petroleum Refineries</b>					
	First Round(1958)	6.49	6.49	-	-
	Second Round(1963)	11.20	8.31	72.57	28.04
	Third Round(1976)	41.51	12.90	270.62	55.23
	Fourth Round(1990)	110.93	11.13	167.24	-13.72
	Fifth Round(1998)	256.64	11.82	131.35	6.20
	Seventh Round(2016)	882.02	12.97	243.68	9.73
<b>III. Chemicals &amp; Gases</b>					
	First Round(1958)	(#)	-	-	-
	Second Round(1963)	5.31	3.94	-	-
	Third Round(1976)	18.07	5.62	240.30	42.64
	Fourth Round(1990)	71.46	7.17	295.46	27.58
	Fifth Round(1998)	105.63	4.87	47.82	-32.08
	Seventh Round(2016) (*)	471.14	6.93	346.03	42.30
<b>IV. Fertilizers</b>					
	First Round(1958)	4.96	4.96	-	-
	Second Round(1963)	6.24	4.63	25.81	-6.65
	Third Round(1976)	13.11	4.07	110.10	-12.09
	Fourth Round(1990)	82.84	8.31	531.88	104.18
	Fifth Round(1998)	145.40	6.70	75.52	-19.37
	Seventh Round(2016)	944.61	13.90	549.66	107.46
<b>V. Drugs &amp; Medicines</b>					
	First Round(1958)	(#)	-	-	-
	Second Round(1963)	5.05	3.75	-	-
	Third Round(1976)	11.29	3.51	123.56	-6.40
	Fourth Round(1990)	75.43	7.57	568.11	115.67
	Fifth Round(1998)	117.84	5.43	56.22	-28.27
	Seventh Round(2016) (*)	402.05	5.91	241.18	8.84
<b>VI. Soaps &amp; Detergents</b>					
	First Round(1958)	5.29	5.29	-	-

Table 4.13

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers	Real Earnings (Rs.)	Percentage\$ Change in	
				Earnings at Current Price	Real Earnings
	Second Round(1963)	5.89	4.37	11.34	-17.39
	Third Round(1976)	10.39	3.23	76.40	-26.09
	Fourth Round(1990)	45.59	4.57	338.79	41.49
	Fifth Round(1998)	184.16	8.48	303.95	85.56
	Seventh Round(2016) (*)	424.73	6.25	130.63	-26.30
VII. Matches					
	First Round(1958)	1.49	1.49	-	-
	Second Round(1963)	5.65	4.19	279.19	181.21
	Third Round(1976)	4.59	1.43	-18.76	-65.87
	Fourth Round(1990)	20.01	2.00	335.95	39.86
	Fifth Round(1998)	42.24	1.95	111.09	-2.50
	Seventh Round(2016)	339.70	5.00	704.21	156.41
VIII. Glass & Products					
	First Round(1958)	2.90	2.90	-	-
	Second Round(1963)	3.15	2.34	8.62	-19.31
	Third Round(1976)	10.68	3.32	239.05	41.88
	Fourth Round(1990)	40.97	4.11	283.61	23.79
	Fifth Round(1998)	91.80	4.23	124.07	2.92
	Seventh Round(2016)	393.23	5.78	328.35	36.64
IX. Cement					
	First Round(1958)	3.38	3.38	-	-
	Second Round(1963)	5.42	4.02	60.35	18.93
	Third Round(1976)	18.82	5.85	247.23	45.52
	Fourth Round(1990)	64.12	6.43	240.70	9.91
	Fifth Round(1998)	147.18	6.78	129.54	5.44
	Seventh Round(2016)	518.03	7.62	251.97	12.39
X. Tyres & Tubes					
	First Round(1958)	-	-	-	-
	Second Round(1963)	-	-	-	-
	Third Round(1976)	12.09	3.76	-	-
	Fourth Round(1990)	74.67	7.49	517.62	99.20
	Fifth Round(1998)	158.67	7.31	112.49	-2.40
	Seventh Round(2016)	697.21	10.26	339.41	40.36

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

TABLE 5.1  
COEFFICIENT OF VARIATION OF AVERAGE DAILY 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.	Footwear	25.70	30.84	17.95
	1 Uttar Pradesh	19.45	26.81	12.79
	2 Tamil Nadu	25.73	39.84	28.72
	3 Residual	27.14	27.05	13.36
II.	Petroleum Refinery	75.08	89.58	76.45
	1 Gujarat	57.13	58.86	51.27
	2 Maharashtra	70.89	110.00	84.80
	3 Residual	79.82	86.19	78.04
III.	Chemicals & Gases	34.72	39.05	19.29
	1 Gujarat	26.57	28.90	6.17
	2 Maharashtra	36.57	43.63	20.94
	3 Residual	38.23	41.57	23.33
IV.	Fertilizer	51.14	57.21	45.41
	1 Uttar Pradesh	70.05	82.29	65.88
	2 Gujarat	33.48	50.98	37.69
	3 Maharashtra	39.90	48.02	34.34
	4 Tamil Nadu	50.74	48.03	41.07
	5 Residual	51.09	49.73	41.85
V.	Drugs & Medicines	29.71	30.30	15.24
	1 Gujarat	28.43	24.47	2.69
	2 Maharashtra	23.52	22.68	6.05
	3 Telangana	17.73	17.46	16.92
	4 Residual	32.88	34.02	18.00
VI.	Soaps & Detergents	30.72	30.52	22.69
	1 Uttarakhand	12.74	19.48	33.13
	2 Maharashtra	26.90	36.44	18.13
	3 Karnataka	24.01	19.63	4.80
	4 Tamil Nadu	34.33	32.97	10.96
	5 Residual	33.05	31.18	26.46

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.	Match	80.67	70.74	61.23
	1 Tamil Nadu	84.33	72.47	64.83
	2 Residual	52.12	55.59	32.12
VIII.	Glass & Products	27.94	27.75	23.09
	1 Uttar Pradesh	17.03	19.62	12.73
	2 Gujarat	31.99	32.46	26.21
	3 Maharashtra	26.08	27.06	19.21
	4 Residual	38.69	36.11	34.37
IX.	Cement	40.38	39.45	33.54
	1 Rajasthan	30.50	31.77	17.79
	2 West Bengal	33.51	35.12	25.09
	3 Madhya Pradesh	48.11	54.73	19.11
	4 Andhra Pradesh	11.89	10.43	15.28
	5 Residual	42.85	41.46	36.65
X.	Tyres & Tubes	30.16	40.38	17.84
	1 Punjab	7.87	8.45	16.31
	2 Karnataka	33.97	27.65	20.36
	3 Tamil Nadu	38.60	53.06	25.30
	4 Residual	25.58	33.12	11.29
All Manufacturing Ind.		37.97	42.95	30.26



TABLE 5.2  
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Footwear	45.06
	1 Uttar Pradesh	31.34
	2 Tamil Nadu	59.46
	3 Residual	40.24
II.	Petroleum Refinery	84.50
	1 Gujarat	77.74
	2 Maharashtra	96.60
	3 Residual	82.00
III.	Chemicals & Gases	48.83
	1 Gujarat	42.31
	2 Maharashtra	46.38
	3 Residual	54.46
IV.	Fertilizer	76.81
	1 Uttar Pradesh	88.41
	2 Gujarat	97.39
	3 Maharashtra	50.13
	4 Tamil Nadu	69.45
	5 Residual	67.77
V.	Drugs & Medicines	49.82
	1 Gujarat	49.04
	2 Maharashtra	34.62
	3 Telangana	18.45
	4 Residual	56.09
VI.	Soaps & Detergents	48.49
	1 Uttarakhand	39.23
	2 Maharashtra	49.02
	3 Karnataka	43.52
	4 Tamil Nadu	77.31
	5 Residual	41.56

Table 5.2

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
VII.	Match	98.08
	1 Tamil Nadu	103.01
	2 Residual	30.98
VIII.	Glass & Products	35.77
	1 Uttar Pradesh	28.88
	2 Gujarat	34.38
	3 Maharashtra	31.13
	4 Residual	45.21
IX.	Cement	57.01
	1 Rajasthan	35.77
	2 West Bengal	67.82
	3 Madhya Pradesh	45.88
	4 Andhra Pradesh	27.29
	5 Residual	59.61
X.	Tyres & Tubes	63.48
	1 Punjab	13.91
	2 Karnataka	20.04
	3 Tamil Nadu	50.35
	4 Residual	72.15
All Manufacturing Ind.		56.98

TABLE 5.3  
COEFFICIENT OF VARIATION OF AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Footwear	45.06
	1 Assembler	24.03
	2 Beltman/Mochi	75.71
	3 Chargeman	-
	4 Checker	25.88
	5 Coolie/Mazdoor	16.17
	6 Core Maker	-
	7 Die Maker	31.39
	8 Driver	28.70
	9 Electrician	26.16
	10 Mech/Elec Foreman	22.47
	11 Helper	25.49
	12 Loader/Unloader	-
	13 Marker	3.69
	14 Mechanic(General)	68.07
	15 Moulder	10.89
	16 Packer	22.56
	17 Painter	-
	18 Supervisor	43.21
	19 Sweeper	17.19
	20 Trimmer	25.04
	21 Trolly Driver	-
	22 Turner	-
	23 Watchman	26.64
	24 Welder	49.03
	25 Wireman	-
	26 Mach. Op./Machinist	40.61
	27 Store Keeper	26.14
	28 Boot Mechanic	46.71
	29 Shoe Assembler	48.06
	30 Cutter/Press Cutter	37.50
	31 Hand Stretch/Setter	36.52
	32 Heel Compressor	50.10
	33 Lacer/Lacing Op	44.96
	34 Leather Fitter	32.45
	35 Shoe Machine Op	31.15
	36 Press Machine Op	38.73
	37 Sewing Machine Op	44.20
	38 Skiver Hand/Flusher	63.44
	39 Shoe Bottom Maker	34.78
	40 Miscellaneous	62.79
II.	Petroleum Refinery	84.50

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	1 Blacksmith	-
	2 Boiler Attendant	51.31
	3 Chargehand	-
	4 Checker	36.12
	5 Coolie/Mazdoor	29.06
	6 Crane Operator	32.97
	7 Driver	85.19
	8 Electrician	65.37
	9 Fitter	83.67
	10 Mech/Elec Foreman	65.30
	11 Furnaceman	8.93
	12 Helper	111.72
	13 Loader/Unloader	39.12
	14 Mechanic(General)	69.75
	15 Packer	33.52
	16 Painter	-
	17 Pump Attendant	19.04
	18 Supervisor	53.79
	19 Sweeper	42.26
	20 Tester	-
	21 Watchman	43.94
	22 Welder	50.68
	23 Wireman	-
	24 Fork Lift Operator	-
	25 Mach. Op./Machinist	69.81
	26 Store Keeper	28.29
	27 Drum Maker/Filler	21.63
	28 Filling Operator	92.18
	29 Fitter Craftsman	32.68
	30 Guager	33.88
	31 Process Maker	114.99
	32 Miscellaneous	16.01
III.	Chemicals & Gases	48.83
	1 Boiler Attendant	54.29
	2 Chargehand	-
	3 Checker	45.66
	4 Coolie/Mazdoor	43.18
	5 Crane Operator	-
	6 Driver	52.10
	7 Electrician	44.47
	8 Fireman	93.06
	9 Fitter	19.82
	10 Mech/Elec Foreman	9.63
	11 Gas Cutter	-
	12 Helper	26.33
	13 Instrument Mech	7.53

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
14	Loader/Unloader	74.38
15	Mason	-
16	Mechanic (General)	42.68
17	Oilman/Greaser	-
18	Packer	16.69
19	Painter	-
20	Supervisor	39.50
21	Sweeper	25.05
22	Tester	31.83
23	Watchman	35.77
24	Welder	38.98
25	Wireman	39.97
26	Mach. Op./Machinist	49.80
27	Store Keeper	26.85
28	Machine/Plant Op	33.92
29	Super Phos worker	21.30
30	Pipe Fitter	25.95
31	Sodium Sulph Majdoor	13.15
32	Mixing Attendant	43.81
33	Miscellaneous	-
IV.	Fertilizer	76.81
1	Boiler Attendant	79.98
2	Carpenter	-
3	Chargehand	-
4	Checker	55.33
5	Coolie/Mazdoor	44.83
6	Crane Operator	74.26
7	Driver	81.19
8	Electrician	68.21
9	Fireman	44.04
10	Fitter	38.69
11	Mech/Elec Foreman	27.63
12	Helper	66.21
13	Instrument Mech	-
14	Loader/Unloader	35.20
15	Mason	-
16	Mechanic (General)	62.17
17	Oilman/Greaser	-
18	Packer	33.91
19	Press Man	-
20	Pump Attendant	-
21	Rigger	-
22	Supervisor	84.72
23	Sweeper	94.91
24	Tester	-
25	Turner	-
26	Watchman	53.36

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
27	Welder	71.84
28	Wireman	-
29	Boring Machine Op.	-
30	Mach. Op./Machinist	35.25
31	Store Keeper	59.23
32	Bag Stitcher	64.40
33	Febricator	62.91
34	Feeder	11.27
35	Filler	33.06
36	Fertilizer Mixer	86.26
37	Laboratory Analyst	92.03
38	Panel Board Operator	72.80
39	Technician-Gas Pipe	81.71
40	Machine Plant Operat	61.78
41	Chemist	23.87
42	Miscellaneous	23.45
V.	Drugs & Medicines	49.82
1	Boiler Attendant	19.00
2	Checker	44.73
3	Coolie/Mazdoor	36.08
4	Die Maker	-
5	Driver	33.44
6	Electrician	22.64
7	Fireman	19.83
8	Fitter	14.89
9	Mech/Elec Foreman	16.10
10	Helper	35.90
11	Instrument Mech	-
12	Loader/Unloader	-
13	Mate/Mukaddam	-
14	Mechanic(General)	95.23
15	Moulder	16.27
16	Packer	19.90
17	Supervisor	53.21
18	Sweeper	46.64
19	Tester	15.19
20	Turner	-
21	Watchman	31.62
22	Welder	-
23	Mach. Op./Machinist	24.62
24	Store Keeper	42.91
25	Apprentice/Trainees	-
26	Ampoule Checker	71.08
27	Ampoule Filler	19.23
28	Ampoule/Vial Washer	15.95
29	Granulation Atten.	17.97
30	Plant Operator	39.04

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	31 Mixing Attendant	43.71
	32 Paster	37.69
	33 Solution Making Att.	39.62
	34 Tablet Compressor	35.52
	35 Tablet Maker	24.51
	36 Chemist	47.55
	37 Miscellaneous	45.51
VI.	Soaps & Detergents	48.49
	1 Assembler	-
	2 Checker	43.05
	3 Coolie/Mazdoor	20.31
	4 Driver	31.64
	5 Electrician	66.25
	6 Fitter	42.38
	7 Mech/Elec Foreman	-
	8 Helper	28.38
	9 Loader/Unloader	-
	10 Mechanic(General)	99.96
	11 Packer	27.31
	12 Supervisor	35.00
	13 Sweeper	23.39
	14 Watchman	20.53
	15 Welder	-
	16 Mach. Op./Machinist	58.14
	17 Gen./Turbo Operator	-
	18 Store Keeper	26.07
	19 Apprentice/Trainees	-
	20 Barring Man	27.35
	21 Drum Dryer Operator	33.03
	22 Grandomac Operator	33.67
	23 Hand Stamper	34.49
	24 Hand Wrapper	38.66
	25 Jones Machine Op	42.78
	26 Lye Operator	30.11
	27 Machine Operator	36.90
	28 Pan Side Man	25.18
	29 Plant Operator	30.72
	30 Stacker	40.46
	31 Cooler Cutter	40.51
	32 Miscellaneous	6.61
VII.	Match	98.08
	1 Checker	48.88
	2 Coolie/Mazdoor	-
	3 Crane Operator	-
	4 Driver	78.95

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
5	Electrician	66.14
6	Fitter	85.02
7	Mech/Elec Foreman	-
8	Helper	88.49
9	Loader/Unloader	-
10	Mechanic(General)	-
11	Packer	35.85
12	Supervisor	63.99
13	Sweeper	-
14	Watchman	26.02
15	Mach. Op./Machinist	93.62
16	Store Keeper	-
17	Labelling Mach Op	61.03
18	Box Filler	86.16
19	Chemical Grinder	38.43
20	Printing Machine Op	-
21	Box Filling Operator	34.12
22	Box Making Operator	16.46
23	Chopping Machine Op.	-
24	Continous Mach Op	-
25	Paste/Recipe Maker	-
26	Side Printer	31.63
27	Wax Dipper	-
28	Chemical Dipper	17.44
29	Lebelling Worker	7.86
30	Frame Laveller	19.89
31	Box Closing Mach Op	26.82
32	Tray Setter	-
33	Miscellaneous	-
VIII. Glass & Products		35.77
1	Checker	29.17
2	Coolie/Mazdoor	40.35
3	Driver	11.36
4	Electrician	35.02
5	Fitter	30.59
6	Mech/Elec Foreman	11.02
7	Helper	30.09
8	Loader/Unloader	22.81
9	Mistry/Kangani	-
10	Moulder	-
11	Packer	26.14
12	Polisher	-
13	Sorter	-
14	Supervisor	29.79
15	Sweeper	45.10
16	Turner	34.76
17	Watchman	42.21



Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
18	Welder	54.74
19	Mach. Op./Machinist	45.90
20	Blower Mach Op	39.01
21	Empoule Mach Op	26.27
22	Mixingman/Masalawala	3.96
23	Battiwala	-
24	Blower/Blowman	16.37
25	Bubble Holder/Cooler	43.60
26	Coolingman/Benchman	46.76
27	Chakki Grinder/Finis	38.20
28	Fireman/Furnaceman	42.81
29	Galaiwala	12.59
30	Glass Cutter/Cracker	41.12
31	Glass Lifter/Melter	-
32	Gulliwala	15.79
33	Lom Maker	21.93
34	Muthawala	26.47
35	Pressman/Billaiwala	27.86
36	Stacker	7.39
37	Tarwala/Drawer	24.91
38	Machineman	39.85
39	Waterman/Security	-
40	Puraiwala	13.69
41	Ginaiwala	9.80
IX.	Cement	57.01
1	Checker	75.43
2	Compressor Op.	-
3	Coolie/Mazdoor	86.04
4	Crane Operator	44.49
5	Driller	-
6	Driver	67.37
7	Electrician	59.43
8	Fireman	-
9	Fitter	64.95
10	Mech/Elec Foreman	43.37
11	Helper	65.06
12	Loader/Unloader	77.04
13	Mason	-
14	Mechanic(General)	18.83
15	Packer	44.33
16	Pump Attendant	-
17	Rigger	91.88
18	Sorter	-
19	Supervisor	72.31
20	Sweeper	64.31
21	Tester	36.66
22	Turner	30.02

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
	23 Watchman	76.54
	24 Welder	45.89
	25 Mach. Op./Machinist	54.74
	26 Store Keeper	-
	27 Burner	38.98
	28 HEMM/Buldozer Op	55.24
	29 Loco Driver	38.32
	30 Mill Operator/Atten	56.50
	31 Pointsman/Signalman	64.12
	32 Plant Mach Atten	54.26
	33 Khalasi	61.60
	34 Mechenical Attendant	58.76
	35 Miscellaneous	7.94
X.	Tyres & Tubes	63.48
	1 Assembler	-
	2 Boiler Attendant	49.48
	3 Checker	65.73
	4 Coolie/Mazdoor	36.75
	5 Driver	31.54
	6 Electrician	75.73
	7 Fireman	-
	8 Fitter	57.41
	9 Mech/Elec Foreman	59.23
	10 Helper	48.54
	11 Mistry/Kangani	78.07
	12 Mechanic(General)	73.98
	13 Packer	8.54
	14 Rollerman/Roller	-
	15 Shaper Machine Op	-
	16 Supervisor	32.80
	17 Sweeper	7.53
	18 Turner	66.18
	19 Watchman	15.66
	20 Welder	39.08
	21 Wireman	-
	22 Fork Lift Operator	-
	23 Mach. Op./Machinist	52.12
	24 Store Keeper	45.08
	25 Apprentice/Trainees	-
	26 Band Ply Machine Op.	46.20
	27 Comp Batch Preparer	63.48
	28 Fabric Splicer	59.78
	29 Leading Man	65.36
	30 Liners Tab Op	-
	31 Mill Man	89.19
	32 Motor Tube Cure Man	-
	33 Mould Machinist	90.56

Table 5.3

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
34	Pipe Fitter	21.28
35	Retrader/Vulcaniser	43.48
36	Insul./Winding Op	-
37	S Bias Mach. Op.	33.84
38	Tube Repair Man	1.92
39	Tuber Machine Op	94.53
40	Tyer Builder	67.43
41	Tyer Cure Man	43.47
42	Tyer Mould Burner	52.62
43	Tyer Sponger/Trimmer	18.14
44	Bead Cutter/Op	79.44
45	Miscellaneous	-
All Manufacturing Ind.		56.98

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.	Footwear	4646	1992	6638	313.66	369.32	341.49
	1 Uttar Pradesh	967	22	989	349.03	409.09	379.06
	1 Checker	72	0	72	319.14	407.52	363.33
	2 Coolie/Mazdoor	2	0	2	346.15	346.15	346.15
	3 Driver	12	0	12	377.69	404.80	391.25
	4 Electrician	7	0	7	406.48	572.96	489.72
	5 Mech/Elec Foreman	1	0	1	346.15	346.15	346.15
	6 Helper	205	10	215	276.71	286.84	281.78
	7 Packer	97	3	100	325.62	350.95	338.29
	8 Supervisor	52	1	53	395.86	509.34	452.60
	9 Sweeper	25	0	25	278.22	297.35	287.79
	10 Turner	2	0	2	346.15	346.15	346.15
	11 Watchman	9	0	9	276.75	287.13	281.94
	12 Mach. Op./Machinist	22	0	22	432.90	476.43	454.67
	13 Boot Mechanic	3	0	3	365.38	391.02	378.20
	14 Shoe Assembler	36	0	36	532.18	558.09	545.14
	15 Cutter/Press Cutter	124	0	124	386.48	511.11	448.80
	16 Hand Stretch/Setter	31	0	31	354.38	596.61	475.50
	17 Lacer/Lacing Op	60	8	68	312.05	345.07	328.56
	18 Leather Fitter	41	0	41	402.90	447.46	425.18
	19 Shoe Machine Op	43	0	43	364.42	425.43	394.93
	20 Press Machine Op	51	0	51	441.01	469.47	455.24
	21 Sewing Machine Op	58	0	58	362.36	477.93	420.15
	22 Shoe Bottom Maker	12	0	12	371.25	409.71	390.48
	23 Miscellaneous	2	0	2	282.69	282.69	282.69

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
2	Tamil Nadu	607	1391	1998	270.71	340.01	305.36
1	Assembler	1	3	4	144.70	481.40	313.05
2	Beltman/Mochi	118	262	380	288.58	317.27	302.93
3	Chargeman	1	0	1	1046.40	1046.40	1046.40
4	Checker	6	127	133	275.45	378.38	326.92
5	Coolie/Mazdoor	0	2	2	248.00	346.00	297.00
6	Core Maker	4	0	4	248.00	346.00	297.00
7	Die Maker	0	2	2	281.25	298.95	290.10
8	Driver	1	0	1	250.00	260.00	255.00
9	Electrician	1	0	1	255.70	255.70	255.70
10	Helper	90	199	289	250.41	289.35	269.88
11	Marker	0	3	3	239.33	304.67	272.00
12	Mechanic(General)	0	2	2	248.00	269.00	258.50
13	Moulder	0	12	12	283.35	331.65	307.50
14	Packer	0	30	30	198.29	406.32	302.31
15	Supervisor	130	6	136	282.19	324.25	303.22
16	Trimmer	13	5	18	250.13	272.69	261.41
17	Watchman	4	0	4	302.00	336.00	319.00
18	Mach. Op./Machinist	33	100	133	292.06	566.71	429.39
19	Store Keeper	3	0	3	248.00	346.00	297.00
20	Boot Mechanic	6	0	6	248.00	346.00	297.00
21	Shoe Assembler	0	60	60	221.42	446.74	334.08
22	Cutter/Press Cutter	35	3	38	262.25	289.41	275.83
23	Hand Stretch/Setter	0	40	40	271.03	343.57	307.30
24	Heel Compressor	0	136	136	246.35	246.35	246.35
25	Lacer/Lacing Op	6	0	6	369.19	438.38	403.79
26	Leather Fitter	74	110	184	260.15	289.23	274.69
27	Shoe Machine Op	8	115	123	265.16	368.09	316.63
28	Press Machine Op	47	55	102	298.46	348.77	323.62
29	Sewing Machine Op	0	35	35	281.30	354.15	317.73
30	Skiver Hand/Flusher	26	84	110	288.42	346.01	317.22

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
9	Residual	3072	579	3651	327.59	374.59	351.09
1	Checker	17	0	17	336.38	380.16	358.27
2	Coolie/Mazdoor	9	0	9	241.34	272.37	256.86
3	Die Maker	1	0	1	615.38	615.38	615.38
4	Driver	18	0	18	378.91	476.00	427.46
5	Electrician	14	0	14	376.02	385.36	380.69
6	Mech/Elec Foreman	5	0	5	676.32	676.32	676.32
7	Helper	1069	260	1329	285.68	307.84	296.76
8	Loader/Unloader	1	0	1	82.85	85.85	84.35
9	Mechanic(General)	3	0	3	230.76	680.76	455.76
10	Moulder	1	0	1	355.76	355.76	355.76
11	Packer	45	8	53	290.32	331.15	310.74
12	Painter	1	0	1	355.76	355.76	355.76
13	Supervisor	152	0	152	429.03	547.09	488.06
14	Sweeper	35	3	38	250.27	269.54	259.91
15	Trolley Driver	1	0	1	76.92	76.92	76.92
16	Watchman	66	4	70	270.01	331.22	300.62
17	Welder	2	0	2	177.44	177.44	177.44
18	Wireman	1	0	1	129.81	129.81	129.81
19	Mach. Op./Machinist	102	11	113	348.53	409.52	379.03
20	Store Keeper	5	0	5	360.66	368.38	364.52
21	Boot Mechanic	112	0	112	384.20	411.82	398.01
22	Shoe Assembler	161	17	178	346.87	403.97	375.42
23	Cutter/Press Cutter	231	11	242	423.37	458.74	441.06
24	Hand Stretch/Setter	171	47	218	363.44	415.64	389.54
25	Heel Compressor	67	19	86	290.20	329.05	309.63
26	Lacer/Lacing Op	120	25	145	367.91	414.38	391.15
27	Leather Fitter	85	40	125	280.69	321.76	301.23
28	Shoe Machine Op	174	15	189	291.39	372.18	331.79
29	Press Machine Op	120	13	133	394.58	429.99	412.29
30	Sewing Machine Op	79	45	124	282.23	387.45	334.84

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	31 Skiver Hand/Flusher	57	30	87	388.63	410.04	399.34
	32 Shoe Bottom Maker	133	30	163	340.75	472.31	406.53
	33 Miscellaneous	14	1	15	559.23	633.07	596.15
II.	Petroleum Refinery	3083	19	3102	645.14	803.61	724.38
	1 Gujarat	622	2	624	460.18	516.40	488.29
	1 Boiler Attendant	12	0	12	292.30	292.30	292.30
	2 Checker	12	0	12	222.73	222.73	222.73
	3 Coolie/Mazdoor	36	0	36	229.78	336.61	283.20
	4 Driver	24	0	24	375.09	390.11	382.60
	5 Electrician	2	0	2	358.57	358.57	358.57
	6 Fitter	51	0	51	458.17	483.91	471.04
	7 Mech/Elec Foreman	65	0	65	682.36	776.89	729.63
	8 Helper	95	0	95	284.03	284.03	284.03
	9 Loader/Unloader	8	0	8	295.89	295.89	295.89
	10 Mechanic(General)	132	2	134	809.92	951.06	880.49
	11 Supervisor	11	0	11	337.17	337.17	337.17
	12 Watchman	8	0	8	313.17	313.17	313.17
	13 Welder	4	0	4	300.00	300.00	300.00
	14 Mach. Op./Machinist	4	0	4	256.42	1054.54	655.48
	15 Filling Operator	87	0	87	310.40	322.72	316.56
	16 Fitter Craftsman	10	0	10	394.73	418.34	406.54
	17 Process Maker	61	0	61	294.93	294.93	294.93
	2 Maharashtra	459	4	463	434.41	544.59	489.50
	1 Checker	6	0	6	283.75	345.28	314.52
	2 Coolie/Mazdoor	35	0	35	448.49	458.26	453.38
	3 Driver	3	0	3	364.10	364.10	364.10
	4 Electrician	6	0	6	605.71	653.21	629.46

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
	5 Fitter	5	0	5	326.15	435.61	380.88
	6 Mech/Elec Foreman	7	0	7	487.33	574.17	530.75
	7 Helper	85	0	85	353.24	422.11	387.68
	8 Supervisor	24	0	24	336.13	437.23	386.68
	9 Sweeper	14	2	16	500.25	500.25	500.25
	10 Watchman	30	2	32	357.14	378.36	367.75
	11 Mach. Op./Machinist	30	0	30	444.43	524.07	484.25
	12 Drum Maker/Filler	57	0	57	392.20	430.59	411.40
	13 Filling Operator	42	0	42	787.49	1371.76	1079.63
	14 Fitter Craftsman	25	0	25	329.18	329.18	329.18
	15 Process Maker	90	0	90	438.29	558.14	498.22
9	Residual	2002	13	2015	750.83	952.07	851.45
	1 Blacksmith	1	0	1	311.92	311.92	311.92
	2 Boiler Attendant	12	0	12	364.58	398.80	381.69
	3 Chargehand	4	0	4	150.00	267.00	208.50
	4 Checker	61	1	62	342.89	571.78	457.34
	5 Coolie/Mazdoor	78	0	78	370.88	395.78	383.33
	6 Crane Operator	3	0	3	215.38	221.53	218.46
	7 Driver	35	0	35	283.69	366.66	325.18
	8 Electrician	49	0	49	377.55	474.30	425.93
	9 Fitter	198	0	198	1298.42	2363.29	1830.86
	10 Mech/Elec Foreman	28	0	28	2614.96	2890.05	2752.51
	11 Furnaceman	7	0	7	219.14	225.38	222.26
	12 Helper	667	1	668	1009.81	1122.95	1066.38
	13 Loader/Unloader	111	0	111	244.22	324.04	284.13
	14 Mechanic(General)	29	0	29	297.37	377.91	337.64
	15 Packer	14	0	14	253.24	479.71	366.48
	16 Painter	6	0	6	444.69	444.69	444.69
	17 Pump Attendant	10	0	10	331.54	331.54	331.54
	18 Supervisor	112	3	115	341.22	588.79	465.01
	19 Sweeper	18	3	21	382.04	384.37	383.21



Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)			
		Men	Women	Total	Minimum	Maximum	Mean	
1	2	3	4	5	6	7	8	
	20	Tester	1	0	1	433.15	433.15	433.15
	21	Watchman	130	1	131	395.89	457.41	426.65
	22	Welder	4	0	4	372.09	372.09	372.09
	23	Wireman	6	0	6	469.61	516.92	493.27
	24	Fork Lift Operator	2	0	2	211.53	232.69	222.11
	25	Mach. Op./Machinist	129	0	129	924.39	1065.26	994.83
	26	Store Keeper	2	0	2	331.40	331.40	331.40
	27	Drum Maker/Filler	18	0	18	530.13	542.95	536.54
	28	Filling Operator	79	0	79	515.75	583.77	549.76
	29	Fitter Craftsman	6	0	6	334.23	334.23	334.23
	30	Guager	29	0	29	425.80	468.89	447.35
	31	Process Maker	141	0	141	599.59	664.64	632.12
	32	Miscellaneous	12	4	16	208.99	283.12	246.06
III.	Chemicals & Gases		2459	20	2479	311.03	414.60	362.82
	1	Gujarat	1193	1	1194	268.24	322.64	295.44
	1	Boiler Attendant	5	0	5	276.13	359.45	317.79
	2	Checker	12	0	12	389.03	405.11	397.07
	3	Coolie/Mazdoor	29	0	29	270.29	289.55	279.92
	4	Driver	29	0	29	267.76	302.67	285.22
	5	Electrician	15	0	15	342.92	396.26	369.59
	6	Fireman	2	0	2	300.00	461.54	380.77
	7	Fitter	27	0	27	325.32	337.78	331.55
	8	Mech/Elec Foreman	3	0	3	634.61	730.77	682.69
	9	Helper	333	1	334	252.94	301.50	277.22
	10	Loader/Unloader	4	0	4	433.10	444.23	438.67
	11	Mechanic(General)	69	0	69	323.18	380.86	352.02
	12	Oilman/Greaser	11	0	11	319.23	319.23	319.23
	13	Packer	18	0	18	292.31	292.31	292.31
	14	Painter	2	0	2	319.23	354.85	337.04

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	15 Supervisor	81	0	81	411.84	517.34	464.59
	16 Sweeper	6	0	6	310.24	320.12	315.18
	17 Tester	4	0	4	351.32	351.32	351.32
	18 Watchman	22	0	22	311.72	329.61	320.67
	19 Welder	2	0	2	313.00	313.00	313.00
	20 Wireman	2	0	2	367.31	367.31	367.31
	21 Mach. Op./Machinist	9	0	9	336.03	367.65	351.84
	22 Machine/Plant Op	160	0	160	269.82	379.95	324.89
	23 Super Phos worker	113	0	113	210.55	210.55	210.55
	24 Pipe Fitter	103	0	103	185.07	263.79	224.43
	25 Sodium Sulph Majdoor	4	0	4	301.69	301.69	301.69
	26 Mixing Attendant	128	0	128	227.93	272.37	250.15
2	Maharashtra	230	12	242	385.60	505.54	445.57
	1 Boiler Attendant	2	0	2	590.00	590.00	590.00
	2 Checker	4	1	5	426.53	426.53	426.53
	3 Coolie/Mazdoor	34	0	34	376.19	657.93	517.06
	4 Driver	9	0	9	418.69	469.64	444.17
	5 Electrician	9	0	9	363.24	363.24	363.24
	6 Fireman	1	0	1	340.00	340.00	340.00
	7 Helper	42	4	46	301.78	318.91	310.35
	8 Instrument Mech	1	0	1	575.65	575.65	575.65
	9 Mechanic(General)	1	0	1	1461.53	1461.53	1461.53
	10 Packer	0	5	5	389.23	389.23	389.23
	11 Supervisor	39	0	39	356.66	716.01	536.34
	12 Sweeper	1	1	2	248.07	248.07	248.07
	13 Watchman	10	0	10	270.52	272.60	271.56
	14 Wireman	2	0	2	490.38	711.53	600.96
	15 Mach. Op./Machinist	9	0	9	1048.28	1048.28	1048.28
	16 Machine/Plant Op	25	0	25	382.58	454.58	418.58
	17 Super Phos worker	5	0	5	223.07	372.61	297.84
	18 Pipe Fitter	9	0	9	392.30	482.05	437.18

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	19 Sodium Sulph Majdoor	2	0	2	296.15	296.15	296.15
	20 Mixing Attendant	25	1	26	370.82	384.89	377.86
9	Residual	1036	7	1043	342.72	498.79	420.76
	1 Boiler Attendant	8	0	8	283.94	567.60	425.77
	2 Chargehand	9	0	9	629.46	652.69	641.08
	3 Checker	16	0	16	566.75	838.60	702.68
	4 Coolie/Mazdoor	53	3	56	243.80	263.17	253.49
	5 Crane Operator	2	0	2	236.50	288.40	262.45
	6 Driver	25	0	25	270.52	452.65	361.59
	7 Electrician	29	0	29	337.02	536.30	436.66
	8 Fireman	6	0	6	894.23	942.55	918.39
	9 Fitter	21	0	21	231.59	491.59	361.59
	10 Mech/Elec Foreman	23	0	23	459.61	588.84	524.23
	11 Gas Cutter	5	0	5	269.23	334.60	301.92
	12 Helper	362	1	363	299.59	445.33	372.46
	13 Instrument Mech	8	0	8	631.37	1025.46	828.42
	14 Mason	1	0	1	259.81	259.81	259.81
	15 Mechanic(General)	19	0	19	590.78	928.70	759.74
	16 Packer	10	0	10	250.00	276.92	263.46
	17 Supervisor	68	1	69	336.63	579.08	457.86
	18 Sweeper	10	1	11	230.32	239.42	234.87
	19 Tester	1	0	1	357.69	357.69	357.69
	20 Watchman	37	0	37	241.33	522.20	381.77
	21 Welder	9	0	9	255.83	298.48	277.16
	22 Wireman	1	0	1	209.04	209.04	209.04
	23 Mach. Op./Machinist	21	0	21	301.30	370.89	336.10
	24 Store Keeper	1	1	2	342.31	342.31	342.31
	25 Machine/Plant Op	183	0	183	382.21	597.41	489.81
	26 Super Phos worker	10	0	10	219.23	238.46	228.85
	27 Pipe Fitter	29	0	29	429.43	454.97	442.20
	28 Sodium Sulph Majdoor	14	0	14	386.00	386.00	386.00

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
	29 Mixing Attendant	53	0	53	465.52	526.98	496.25
	30 Miscellaneous	2	0	2	307.69	307.69	307.69
IV.	Fertilizer	4512	159	4671	681.34	892.70	787.02
1	Uttar Pradesh	345	2	347	844.94	1161.80	1003.37
1	Boiler Attendant	20	0	20	1816.95	2618.57	2217.76
2	Crane Operator	2	0	2	202.69	202.69	202.69
3	Driver	13	0	13	238.29	335.21	286.75
4	Electrician	3	0	3	666.67	666.67	666.67
5	Fireman	3	0	3	1830.30	2405.64	2117.97
6	Helper	26	0	26	197.51	225.32	211.42
7	Mechanic(General)	1	0	1	282.04	282.04	282.04
8	Pump Attendant	4	0	4	1831.99	2255.34	2043.67
9	Sweeper	5	2	7	1337.61	1822.49	1580.05
10	Watchman	160	0	160	546.90	788.89	667.90
11	Welder	5	0	5	519.03	519.03	519.03
12	Mach. Op./Machinist	6	0	6	551.28	692.31	621.80
13	Bag Stitcher	2	0	2	346.15	384.62	365.39
14	Feeder	3	0	3	423.08	461.54	442.31
15	Fertilizer Mixer	23	0	23	824.11	1061.44	942.78
16	Laboratory Analyst	4	0	4	1831.99	2418.99	2125.49
17	Panel Board Operator	22	0	22	1428.80	2262.75	1845.78
18	Technician-Gas Pipe	36	0	36	1768.29	2217.80	1993.05
19	Machine Plant Operat	7	0	7	1001.60	1433.87	1217.74
2	Gujarat	1947	78	2025	725.72	1019.45	872.59
1	Coolie/Mazdoor	28	0	28	288.64	296.22	292.43
2	Driver	7	0	7	1209.41	1321.45	1265.43
3	Electrician	13	0	13	302.57	302.57	302.57

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	4 Fireman	13	0	13	634.73	1049.73	842.23
	5 Fitter	3	0	3	353.73	353.73	353.73
	6 Helper	348	77	425	296.26	296.79	296.53
	7 Loader/Unloader	37	0	37	295.80	295.80	295.80
	8 Mechanic(General)	248	0	248	1323.43	2312.69	1818.06
	9 Packer	31	0	31	295.30	295.30	295.30
	10 Supervisor	299	0	299	1820.13	2720.90	2270.52
	11 Sweeper	35	0	35	296.80	303.80	300.30
	12 Watchman	165	0	165	336.09	416.85	376.47
	13 Mach. Op./Machinist	1	0	1	346.15	346.15	346.15
	14 Bag Stitcher	53	0	53	302.02	303.30	302.66
	15 Feeder	1	0	1	369.23	369.23	369.23
	16 Filler	47	0	47	304.59	306.03	305.31
	17 Fertilizer Mixer	294	0	294	299.27	300.08	299.68
	18 Laboratory Analyst	50	0	50	2395.19	2689.71	2542.45
	19 Panel Board Operator	1	0	1	588.46	588.46	588.46
	20 Technician-Gas Pipe	1	0	1	326.92	326.92	326.92
	21 Machine Plant Operat	272	0	272	424.39	589.28	506.84
	22 Chemist	0	1	1	365.38	365.38	365.38
3	Maharashtra	748	7	755	582.36	755.41	668.89
	1 Checker	4	2	6	391.59	652.77	522.18
	2 Coolie/Mazdoor	104	0	104	389.33	488.57	438.95
	3 Driver	8	0	8	287.22	339.20	313.21
	4 Electrician	5	0	5	505.32	678.99	592.16
	5 Fitter	6	0	6	489.06	546.90	517.98
	6 Helper	84	0	84	485.19	500.95	493.07
	7 Loader/Unloader	5	0	5	326.92	326.92	326.92
	8 Packer	27	0	27	574.65	613.11	593.88
	9 Supervisor	7	0	7	356.88	517.20	437.04
	10 Sweeper	3	1	4	198.81	224.10	211.46
	11 Watchman	25	0	25	581.81	642.14	611.98

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
	12 Welder	2	0	2	294.38	294.38	294.38
	13 Wireman	2	0	2	247.68	247.68	247.68
	14 Mach. Op./Machinist	27	1	28	359.77	396.91	378.34
	15 Filler	5	0	5	208.11	209.09	208.60
	16 Fertilizer Mixer	3	0	3	337.07	350.11	343.59
	17 Laboratory Analyst	3	0	3	682.07	733.36	707.72
	18 Panel Board Operator	4	3	7	395.31	433.74	414.53
	19 Technician-Gas Pipe	146	0	146	950.26	991.65	970.96
	20 Machine Plant Operat	278	0	278	563.22	939.10	751.16
4	Tamil Nadu	407	11	418	644.25	745.72	694.99
	1 Boiler Attendant	3	0	3	650.00	650.00	650.00
	2 Chargehand	4	0	4	200.00	280.00	240.00
	3 Checker	6	0	6	500.92	609.79	555.36
	4 Crane Operator	2	0	2	778.98	1041.98	910.48
	5 Driver	5	0	5	746.10	793.74	769.92
	6 Electrician	16	0	16	974.49	1144.32	1059.41
	7 Fireman	1	0	1	908.21	908.21	908.21
	8 Fitter	2	0	2	530.77	530.77	530.77
	9 Helper	19	0	19	357.27	435.72	396.50
	10 Instrument Mech	3	0	3	1045.98	1190.90	1118.44
	11 Loader/Unloader	4	0	4	230.00	280.00	255.00
	12 Mechanic(General)	106	0	106	646.49	835.43	740.96
	13 Oilman/Greaser	2	0	2	280.00	280.00	280.00
	14 Press Man	2	0	2	160.00	280.00	220.00
	15 Supervisor	3	1	4	357.02	357.02	357.02
	16 Sweeper	2	0	2	644.00	678.38	661.19
	17 Watchman	1	0	1	206.90	206.90	206.90
	18 Boring Machine Op.	7	0	7	929.33	1031.67	980.50
	19 Store Keeper	3	0	3	790.55	1077.06	933.81
	20 Bag Stitcher	13	2	15	358.50	438.40	398.45
	21 Feeder	17	0	17	345.86	392.26	369.06

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 Filler	14	0	14	327.17	374.30	350.74
	23 Fertilizer Mixer	91	7	98	784.89	839.08	811.99
	24 Laboratory Analyst	0	1	1	229.16	229.16	229.16
	25 Panel Board Operator	25	0	25	1064.17	1177.83	1121.00
	26 Machine Plant Operat	52	0	52	532.81	592.86	562.84
	27 Miscellaneous	4	0	4	335.00	335.00	335.00
9	Residual	1065	61	1126	631.25	728.43	679.84
	1 Carpenter	1	0	1	660.30	660.30	660.30
	2 Checker	10	0	10	496.06	772.99	634.53
	3 Coolie/Mazdoor	38	0	38	278.10	332.51	305.31
	4 Crane Operator	1	0	1	711.54	711.54	711.54
	5 Driver	17	0	17	460.92	490.33	475.63
	6 Electrician	38	0	38	890.31	991.87	941.09
	7 Fireman	12	0	12	1233.30	1300.53	1266.92
	8 Fitter	15	0	15	594.86	671.16	633.01
	9 Mech/Elec Foreman	5	0	5	490.00	490.00	490.00
	10 Helper	270	28	298	435.64	500.10	467.87
	11 Loader/Unloader	14	0	14	418.35	419.42	418.89
	12 Mason	1	0	1	638.26	638.26	638.26
	13 Mechanic(General)	13	0	13	594.77	740.69	667.73
	14 Packer	17	19	36	244.93	304.34	274.64
	15 Rigger	12	0	12	1272.53	1754.26	1513.40
	16 Supervisor	23	0	23	405.28	458.41	431.85
	17 Sweeper	5	10	15	476.06	476.06	476.06
	18 Tester	2	0	2	288.46	711.54	500.00
	19 Turner	2	0	2	604.53	664.38	634.46
	20 Watchman	16	0	16	281.07	281.07	281.07
	21 Welder	28	0	28	1293.03	1329.59	1311.31
	22 Mach. Op./Machinist	50	0	50	441.51	628.47	534.99
	23 Store Keeper	7	0	7	303.38	472.25	387.82
	24 Bag Stitcher	12	0	12	317.37	387.87	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	
	25	Febricator	9	0	9	510.24	551.66	530.95
	26	Feeder	19	0	19	249.11	549.67	399.39
	27	Filler	36	0	36	270.46	270.88	270.67
	28	Fertilizer Mixer	55	3	58	302.47	327.58	315.03
	29	Laboratory Analyst	22	1	23	352.15	352.15	352.15
	30	Panel Board Operator	66	0	66	833.53	906.73	870.13
	31	Technician-Gas Pipe	115	0	115	1337.83	1461.41	1399.62
	32	Machine Plant Operat	131	0	131	885.88	1094.04	989.96
	33	Chemist	2	0	2	421.15	809.61	615.38
	34	Miscellaneous	1	0	1	500.00	500.00	500.00
V.		Drugs & Medicines	3927	506	4433	331.18	384.85	358.02
	1	Gujarat	743	41	784	279.94	300.10	290.02
	1	Boiler Attendant	3	0	3	256.38	380.69	318.54
	2	Coolie/Mazdoor	49	0	49	301.25	301.25	301.25
	3	Driver	5	0	5	241.94	241.94	241.94
	4	Electrician	8	0	8	273.73	303.15	288.44
	5	Fireman	1	0	1	295.81	295.81	295.81
	6	Fitter	9	0	9	295.81	295.81	295.81
	7	Mech/Elec Foreman	3	0	3	295.81	381.26	338.54
	8	Helper	165	41	206	278.70	289.97	284.34
	9	Mechanic(General)	7	0	7	262.16	298.10	280.13
	10	Packer	91	0	91	286.96	286.96	286.96
	11	Supervisor	12	0	12	384.93	484.31	434.62
	12	Watchman	18	0	18	293.57	293.57	293.57
	13	Mach. Op./Machinist	18	0	18	215.50	272.23	243.87
	14	Store Keeper	3	0	3	224.35	237.68	231.02
	15	Ampoule/Vial Washer	4	0	4	327.69	366.92	347.31
	16	Granulation Atten.	19	0	19	292.06	360.41	326.24
	17	Plant Operator	120	0	120	284.90	313.68	299.29



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 Mixing Attendant	5	0	5	333.45	379.61	356.53
	19 Paster	85	0	85	245.16	247.89	246.53
	20 Tablet Maker	3	0	3	275.65	275.65	275.65
	21 Chemist	115	0	115	282.65	323.84	303.25
2	Maharashtra	743	22	765	403.03	473.11	438.07
	1 Checker	4	13	17	310.00	366.53	338.27
	2 Coolie/Mazdoor	1	2	3	356.40	387.18	371.79
	3 Driver	1	0	1	453.30	453.30	453.30
	4 Fireman	3	0	3	275.52	275.52	275.52
	5 Fitter	30	0	30	372.99	475.33	424.16
	6 Helper	430	1	431	401.02	468.19	434.61
	7 Instrument Mech	4	0	4	591.02	604.22	597.62
	8 Packer	5	0	5	250.00	300.00	275.00
	9 Supervisor	10	0	10	594.20	624.20	609.20
	10 Sweeper	14	6	20	332.09	332.09	332.09
	11 Watchman	37	0	37	264.98	264.98	264.98
	12 Mach. Op./Machinist	27	0	27	329.63	453.34	391.49
	13 Store Keeper	5	0	5	226.38	423.11	324.75
	14 Ampoule Checker	7	0	7	458.67	755.37	607.02
	15 Ampoule/Vial Washer	25	0	25	287.06	287.06	287.06
	16 Plant Operator	94	0	94	483.03	591.81	537.42
	17 Mixing Attendant	24	0	24	535.76	544.26	540.01
	18 Tablet Maker	3	0	3	326.92	326.92	326.92
	19 Chemist	19	0	19	578.92	742.42	660.67
3	Telangana	454	0	454	297.84	299.60	298.72
	1 Helper	67	0	67	282.13	282.13	282.13
	2 Supervisor	4	0	4	372.50	372.50	372.50
	3 Mach. Op./Machinist	2	0	2	350.00	350.00	350.00
	4 Ampoule Filler	58	0	58	308.39	309.90	309.15

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
	5 Ampoule/Vial Washer	21	0	21	255.67	255.67	255.67
	6 Plant Operator	32	0	32	368.59	368.59	368.59
	7 Mixing Attendant	71	0	71	278.71	279.40	279.06
	8 Paster	44	0	44	237.32	237.32	237.32
	9 Tablet Compressor	92	0	92	291.30	298.48	294.89
	10 Tablet Maker	29	0	29	335.22	335.22	335.22
	11 Chemist	24	0	24	372.54	372.54	372.54
	12 Miscellaneous	10	0	10	338.46	338.46	338.46
9	Residual	1987	443	2430	331.31	400.33	365.82
	1 Boiler Attendant	14	0	14	523.24	523.55	523.40
	2 Checker	19	0	19	243.55	526.08	384.82
	3 Coolie/Mazdoor	1	3	4	138.83	147.01	142.92
	4 Die Maker	1	0	1	282.76	282.76	282.76
	5 Driver	14	0	14	359.52	401.47	380.50
	6 Electrician	23	0	23	320.21	365.91	343.06
	7 Fitter	4	0	4	283.42	308.95	296.19
	8 Mech/Elec Foreman	1	0	1	423.07	423.07	423.07
	9 Helper	479	263	742	291.79	362.84	327.32
	10 Loader/Unloader	40	0	40	263.46	263.46	263.46
	11 Mate/Mukaddam	3	0	3	334.61	334.61	334.61
	12 Mechanic(General)	13	0	13	596.50	653.32	624.91
	13 Moulder	47	0	47	456.77	456.77	456.77
	14 Packer	60	110	170	241.81	272.43	257.12
	15 Supervisor	162	0	162	280.36	488.35	384.36
	16 Sweeper	13	17	30	250.63	291.05	270.84
	17 Tester	44	0	44	462.90	462.90	462.90
	18 Turner	2	0	2	310.65	344.69	327.67
	19 Watchman	55	8	63	314.13	364.43	339.28
	20 Welder	1	0	1	310.65	310.65	310.65
	21 Mach. Op./Machinist	112	0	112	422.53	462.40	442.47
	22 Store Keeper	4	0	4	307.69	884.62	596.16

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)			
		Men	Women	Total	Minimum	Maximum	Mean	
1	2	3	4	5	6	7	8	
	23	Apprentice/Trainees	18	0	18	130.53	319.57	225.05
	24	Ampoule Checker	73	3	76	389.20	419.97	404.59
	25	Ampoule Filler	67	5	72	334.69	334.69	334.69
	26	Ampoule/Vial Washer	24	0	24	276.92	276.92	276.92
	27	Granulation Atten.	28	4	32	289.69	408.12	348.91
	28	Plant Operator	269	2	271	402.65	462.84	432.75
	29	Mixing Attendant	39	5	44	376.04	451.97	414.01
	30	Paster	27	5	32	397.91	480.25	439.08
	31	Solution Making Att.	7	0	7	259.48	423.52	341.50
	32	Tablet Compressor	46	1	47	318.25	323.22	320.74
	33	Tablet Maker	104	0	104	368.88	372.25	370.57
	34	Chemist	158	17	175	389.56	518.91	454.24
	35	Miscellaneous	15	0	15	249.13	302.78	275.96
VI.	Soaps & Detergents		3819	626	4445	343.72	390.55	367.14
	1	Uttarakhand	180	24	204	234.32	273.27	253.80
	1	Checker	12	0	12	283.59	308.46	296.03
	2	Electrician	2	0	2	275.58	275.58	275.58
	3	Helper	95	23	118	222.21	229.05	225.63
	4	Packer	9	0	9	243.46	261.15	252.31
	5	Supervisor	16	0	16	262.02	394.23	328.13
	6	Sweeper	2	1	3	245.64	257.43	251.54
	7	Watchman	3	0	3	203.84	203.84	203.84
	8	Mach. Op./Machinist	12	0	12	173.84	275.76	224.80
	9	Drum Dryer Operator	1	0	1	326.92	326.92	326.92
	10	Hand Wrapper	14	0	14	250.00	288.46	269.23
	11	Machine Operator	9	0	9	250.00	365.38	307.69
	12	Plant Operator	5	0	5	346.15	692.30	519.23

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
2	Maharashtra	498	40	538	439.81	546.77	493.29
1	Assembler	2	0	2	358.46	358.46	358.46
2	Checker	61	2	63	399.08	431.70	415.39
3	Coolie/Mazdoor	5	0	5	241.92	271.34	256.63
4	Electrician	25	0	25	778.59	892.44	835.52
5	Fitter	20	0	20	842.30	1056.92	949.61
6	Helper	121	12	133	311.11	357.36	334.24
7	Mechanic(General)	1	0	1	197.11	197.11	197.11
8	Packer	43	11	54	352.87	352.87	352.87
9	Supervisor	21	0	21	433.79	516.54	475.17
10	Sweeper	0	1	1	230.76	230.76	230.76
11	Watchman	9	0	9	326.82	343.92	335.37
12	Mach. Op./Machinist	146	0	146	557.28	822.52	689.90
13	Store Keeper	4	0	4	346.15	346.15	346.15
14	Drum Dryer Operator	4	0	4	307.69	326.92	317.31
15	Hand Stamper	3	0	3	365.38	371.92	368.65
16	Hand Wrapper	0	4	4	276.92	336.53	306.73
17	Lye Operator	2	0	2	173.07	352.69	262.88
18	Machine Operator	6	0	6	354.48	451.40	402.94
19	Pan Side Man	2	0	2	384.61	384.61	384.61
20	Plant Operator	21	0	21	330.60	338.22	334.41
21	Stacker	2	0	2	480.76	480.76	480.76
22	Cooler Cutter	0	10	10	300.00	300.00	300.00
3	Karnataka	348	201	549	356.74	399.29	378.02
1	Checker	4	0	4	278.86	326.92	302.89
2	Coolie/Mazdoor	4	0	4	288.46	288.46	288.46
3	Driver	9	0	9	392.59	392.59	392.59
4	Electrician	1	0	1	365.38	365.38	365.38
5	Helper	103	80	183	354.76	358.51	356.64

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	6 Packer	87	97	184	316.18	354.57	335.38
	7 Supervisor	40	7	47	360.89	634.35	497.62
	8 Watchman	2	0	2	307.69	307.69	307.69
	9 Apprentice/Trainees	1	0	1	576.92	576.92	576.92
	10 Barring Man	26	15	41	400.55	431.05	415.80
	11 Drum Dryer Operator	10	0	10	293.05	340.38	316.72
	12 Grandomac Operator	6	0	6	684.62	692.31	688.47
	13 Hand Wrapper	14	0	14	362.64	362.64	362.64
	14 Machine Operator	10	0	10	475.00	475.00	475.00
	15 Plant Operator	31	2	33	458.76	483.01	470.89
4	Tamil Nadu	67	78	145	256.73	294.67	275.70
	1 Driver	4	0	4	256.64	256.64	256.64
	2 Electrician	2	0	2	544.23	544.23	544.23
	3 Mech/Elec Foreman	1	0	1	246.13	246.13	246.13
	4 Helper	19	48	67	222.60	234.25	228.43
	5 Mechanic(General)	2	0	2	692.30	1019.23	855.77
	6 Packer	0	3	3	151.53	186.76	169.15
	7 Supervisor	9	5	14	232.33	366.42	299.38
	8 Watchman	6	0	6	312.96	359.13	336.05
	9 Barring Man	5	0	5	379.53	419.42	399.48
	10 Hand Stamper	0	2	2	198.26	202.52	200.39
	11 Hand Wrapper	2	13	15	305.82	338.01	321.92
	12 Machine Operator	7	0	7	303.60	310.20	306.90
	13 Pan Side Man	1	0	1	315.38	315.38	315.38
	14 Plant Operator	7	0	7	217.76	364.88	291.32
	15 Stacker	2	7	9	237.18	241.61	239.40
9	Residual	2726	283	3009	335.77	373.59	354.68
	1 Checker	55	0	55	245.59	310.55	278.07
	2 Coolie/Mazdoor	95	17	112	199.91	249.20	224.56

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Driver	13	0	13	263.16	263.16	263.16
	4 Electrician	79	0	79	194.84	308.03	251.44
	5 Fitter	111	0	111	239.77	295.37	267.57
	6 Helper	937	123	1060	231.73	273.25	252.49
	7 Loader/Unloader	17	0	17	211.53	288.46	250.00
	8 Packer	148	50	198	233.49	316.77	275.13
	9 Supervisor	114	2	116	471.87	561.86	516.87
	10 Sweeper	37	21	58	224.09	245.87	234.98
	11 Watchman	33	0	33	302.15	303.78	302.97
	12 Welder	3	0	3	615.38	615.38	615.38
	13 Mach. Op./Machinist	12	17	29	245.76	311.97	278.87
	14 Gen./Turbo Operator	1	0	1	211.53	211.53	211.53
	15 Store Keeper	8	0	8	279.71	308.96	294.34
	16 Barring Man	61	4	65	472.14	484.01	478.08
	17 Drum Dryer Operator	110	3	113	432.63	435.69	434.16
	18 Grandomac Operator	33	4	37	491.49	503.02	497.26
	19 Hand Stamper	61	6	67	507.32	527.96	517.64
	20 Hand Wrapper	53	30	83	433.03	449.94	441.49
	21 Jones Machine Op	117	0	117	429.21	434.88	432.05
	22 Lye Operator	7	0	7	423.07	423.07	423.07
	23 Machine Operator	163	4	167	426.62	448.07	437.35
	24 Pan Side Man	61	0	61	590.34	602.95	596.65
	25 Plant Operator	178	0	178	481.91	494.10	488.01
	26 Stacker	93	0	93	655.27	665.36	660.32
	27 Cooler Cutter	122	2	124	555.19	562.82	559.01
	28 Miscellaneous	4	0	4	181.92	299.81	240.87
VII.	Match	273	911	1184	251.69	344.42	298.06
	1 Tamil Nadu	221	903	1124	248.36	339.68	294.02
	1 Checker	0	5	5	100.30	137.53	118.92

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	2 Crane Operator	1	0	1	300.00	300.00	300.00
	3 Driver	13	0	13	472.27	523.46	497.87
	4 Electrician	3	0	3	707.38	1026.42	866.90
	5 Fitter	3	0	3	559.93	625.04	592.49
	6 Mech/Elec Foreman	1	0	1	370.80	370.80	370.80
	7 Helper	47	15	62	436.47	605.63	521.05
	8 Mechanic(General)	1	0	1	250.00	250.00	250.00
	9 Packer	9	59	68	139.77	218.08	178.93
	10 Supervisor	15	15	30	283.41	340.86	312.14
	11 Sweeper	0	2	2	718.34	748.69	733.52
	12 Watchman	9	0	9	177.64	187.20	182.42
	13 Mach. Op./Machinist	32	1	33	691.14	813.88	752.51
	14 Labelling Mach Op	2	1	3	196.67	196.67	196.67
	15 Box Filler	27	764	791	225.59	317.82	271.71
	16 Chemical Grinder	2	3	5	167.80	167.80	167.80
	17 Printing Machine Op	0	1	1	110.00	110.00	110.00
	18 Box Filling Operator	5	3	8	296.55	356.61	326.58
	19 Box Making Operator	6	6	12	188.92	279.49	234.21
	20 Chopping Machine Op.	7	0	7	294.51	356.05	325.28
	21 Continous Mach Op	4	0	4	85.00	140.00	112.50
	22 Paste/Recipe Maker	1	0	1	1033.73	1033.73	1033.73
	23 Side Printer	0	12	12	142.65	188.76	165.71
	24 Wax Dipper	1	0	1	382.86	382.86	382.86
	25 Chemical Dipper	4	0	4	208.40	231.28	219.84
	26 Labelling Worker	5	4	9	144.35	196.85	170.60
	27 Frame Laveller	8	11	19	98.99	217.41	158.20
	28 Box Closing Mach Op	14	0	14	168.57	194.64	181.61
	29 Tray Setter	0	1	1	172.59	172.59	172.59
	30 Miscellaneous	1	0	1	184.61	184.61	184.61
9	Residual	52	8	60	314.12	433.27	373.70
	1 Checker	2	0	2	369.03	369.03	369.03

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 Coolie/Mazdoor	4	0	4	288.46	384.61	336.54
	3 Driver	1	0	1	461.53	461.53	461.53
	4 Electrician	1	0	1	465.38	465.38	465.38
	5 Fitter	1	0	1	526.46	526.46	526.46
	6 Helper	9	0	9	285.00	345.38	315.19
	7 Loader/Unloader	2	0	2	326.92	326.92	326.92
	8 Supervisor	10	0	10	282.13	577.80	429.97
	9 Watchman	2	0	2	291.53	297.53	294.53
	10 Mach. Op./Machinist	15	0	15	438.84	618.88	528.86
	11 Store Keeper	1	0	1	460.30	460.30	460.30
	12 Box Filler	4	8	12	152.97	198.94	175.96
VIII.	Glass & Products	2138	105	2243	380.99	416.08	398.54
1	Uttar Pradesh	785	0	785	383.17	421.06	402.12
	1 Coolie/Mazdoor	80	0	80	274.04	276.92	275.48
	2 Driver	6	0	6	309.55	318.59	314.07
	3 Electrician	7	0	7	315.93	329.67	322.80
	4 Fitter	3	0	3	403.84	500.00	451.92
	5 Mech/Elec Foreman	1	0	1	480.76	480.76	480.76
	6 Helper	130	0	130	377.35	394.35	385.85
	7 Supervisor	26	0	26	519.45	618.93	569.19
	8 Sweeper	3	0	3	291.15	291.15	291.15
	9 Watchman	10	0	10	274.04	311.54	292.79
	10 Welder	1	0	1	289.61	289.61	289.61
	11 Mixingman/Masalawala	1	0	1	477.11	477.11	477.11
	12 Bubble Holder/Cooler	45	0	45	274.04	276.92	275.48
	13 Chakki Grinder/Finis	4	0	4	384.61	509.61	447.11
	14 Fireman/Furnaceman	49	0	49	336.10	350.01	343.06
	15 Galaiwala	22	0	22	383.28	410.83	397.06
	16 Glass Cutter/Cracker	26	0	26	350.56	389.82	370.19



Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	17 Gulliwala	85	0	85	335.02	347.89	341.46
	18 Lom Maker	74	0	74	418.83	546.91	482.87
	19 Muthawala	56	0	56	485.49	543.53	514.51
	20 Pressman/Billaiwala	45	0	45	486.73	525.38	506.06
	21 Tarwala/Drawer	70	0	70	489.26	516.26	502.76
	22 Machineman	6	0	6	403.85	842.31	623.08
	23 Puraiwala	23	0	23	357.49	383.44	370.47
	24 Ginaiwala	12	0	12	401.82	425.88	413.85
2	Gujarat	372	43	415	365.45	391.42	378.44
	1 Checker	0	13	13	288.00	296.15	292.08
	2 Coolie/Mazdoor	224	0	224	380.36	390.18	385.27
	3 Electrician	1	0	1	461.54	461.54	461.54
	4 Fitter	2	0	2	288.00	340.00	314.00
	5 Helper	35	1	36	287.67	290.33	289.00
	6 Loader/Unloader	1	0	1	250.00	250.00	250.00
	7 Packer	0	27	27	288.00	288.00	288.00
	8 Supervisor	16	1	17	431.30	528.70	480.00
	9 Sweeper	1	0	1	405.00	405.00	405.00
	10 Turner	1	0	1	380.00	380.00	380.00
	11 Watchman	5	0	5	330.00	330.00	330.00
	12 Blower Mach Op	6	0	6	323.08	325.08	324.08
	13 Mixingman/Masalawala	7	0	7	315.38	315.38	315.38
	14 Battiwala	4	0	4	315.38	315.38	315.38
	15 Blower/Blowman	15	1	16	304.75	653.72	479.24
	16 Fireman/Furnaceman	10	0	10	304.43	309.23	306.83
	17 Glass Cutter/Cracker	13	0	13	299.04	305.50	302.27
	18 Lom Maker	2	0	2	288.46	288.46	288.46
	19 Machineman	24	0	24	588.51	625.43	606.97
	20 Waterman/Security	5	0	5	323.08	323.08	323.08
3	Maharashtra	598	44	642	435.99	490.07	463.03

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	6	0	6	272.30	318.46	295.38
	2 Coolie/Mazdoor	49	0	49	445.30	466.84	456.07
	3 Electrician	39	0	39	414.88	435.73	425.31
	4 Fitter	23	0	23	516.69	553.82	535.26
	5 Mech/Elec Foreman	1	0	1	211.53	211.53	211.53
	6 Helper	35	35	70	328.01	360.97	344.49
	7 Loader/Unloader	16	0	16	325.52	325.52	325.52
	8 Moulder	4	0	4	315.00	346.15	330.58
	9 Packer	36	0	36	455.38	459.33	457.36
	10 Polisher	15	0	15	693.87	847.72	770.80
	11 Sorter	60	0	60	501.56	616.95	559.26
	12 Supervisor	1	0	1	475.00	475.00	475.00
	13 Sweeper	1	4	5	332.72	339.83	336.28
	14 Turner	15	0	15	732.33	809.26	770.80
	15 Watchman	6	0	6	406.14	406.54	406.34
	16 Welder	12	0	12	578.49	578.49	578.49
	17 Mach. Op./Machinist	64	0	64	312.62	396.09	354.36
	18 Blower Mach Op	54	0	54	538.62	646.78	592.70
	19 Empoule Mach Op	4	0	4	522.03	530.80	526.42
	20 Chakki Grinder/Finis	20	0	20	332.14	348.73	340.44
	21 Fireman/Furnaceman	3	0	3	478.84	515.10	496.97
	22 Glass Cutter/Cracker	5	0	5	436.19	442.82	439.51
	23 Glass Lifter/Melter	12	0	12	478.84	496.76	487.80
	24 Pressman/Billaiwala	4	0	4	478.84	496.76	487.80
	25 Stacker	21	1	22	719.88	737.36	728.62
	26 Tarwala/Drawer	17	0	17	578.49	770.80	674.65
	27 Machineman	75	4	79	311.10	350.17	330.64
9	Residual	383	18	401	304.73	313.41	309.07
	1 Coolie/Mazdoor	18	0	18	204.34	204.34	204.34
	2 Driver	1	0	1	269.23	269.23	269.23

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	3 Fitter	5	0	5	199.92	238.65	219.29
	4 Helper	93	12	105	254.06	261.17	257.62
	5 Mistry/Kangani	1	0	1	233.74	233.74	233.74
	6 Supervisor	15	0	15	618.36	626.05	622.21
	7 Sweeper	9	2	11	227.59	235.98	231.79
	8 Watchman	3	0	3	278.21	278.21	278.21
	9 Mach. Op./Machinist	18	0	18	311.37	347.59	329.48
	10 Blower Mach Op	52	0	52	306.62	322.17	314.40
	11 Empoule Mach Op	5	4	9	605.55	610.68	608.12
	12 Mixingman/Masalawala	5	0	5	503.84	503.84	503.84
	13 Bubble Holder/Cooler	11	0	11	576.92	592.65	584.79
	14 Coolingman/Benchman	30	0	30	351.98	366.16	359.07
	15 Chakki Grinder/Finis	7	0	7	504.39	506.59	505.49
	16 Fireman/Furnaceman	22	0	22	254.30	254.30	254.30
	17 Glass Cutter/Cracker	87	0	87	250.94	253.37	252.16
	18 Muthawala	1	0	1	346.15	346.15	346.15
IX.	Cement	5524	150	5674	445.27	500.20	472.74
	1 Rajasthan	867	0	867	552.34	692.93	622.64
	1 Checker	18	0	18	156.38	500.76	328.57
	2 Coolie/Mazdoor	27	0	27	676.14	692.32	684.23
	3 Crane Operator	15	0	15	434.63	568.73	501.68
	4 Driller	5	0	5	677.18	717.25	697.22
	5 Driver	17	0	17	671.50	763.39	717.45
	6 Electrician	48	0	48	506.09	592.06	549.08
	7 Fitter	65	0	65	471.75	823.50	647.63
	8 Mech/Elec Foreman	16	0	16	549.85	658.38	604.12
	9 Helper	94	0	94	591.91	610.56	601.24
	10 Loader/Unloader	3	0	3	401.87	421.64	411.76
	11 Mechanic(General)	61	0	61	484.34	648.02	566.18

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	12 Packer	2	0	2	657.85	657.85	657.85
	13 Pump Attendant	26	0	26	592.38	611.33	601.86
	14 Supervisor	65	0	65	554.37	1014.57	784.47
	15 Sweeper	2	0	2	676.54	681.50	679.02
	16 Tester	26	0	26	594.97	598.63	596.80
	17 Turner	2	0	2	526.66	530.77	528.72
	18 Watchman	7	0	7	173.08	1099.15	636.12
	19 Welder	47	0	47	519.50	809.09	664.30
	20 Mach. Op./Machinist	70	0	70	650.08	670.57	660.33
	21 Loco Driver	19	0	19	488.82	559.55	524.19
	22 Mill Operator/Atten	55	0	55	563.51	640.71	602.11
	23 Pointsman/Signalman	3	0	3	671.58	676.54	674.06
	24 Plant Mach Atten	97	0	97	553.43	566.72	560.08
	25 Khalasi	60	0	60	604.20	798.85	701.53
	26 Mechenical Attendant	17	0	17	726.73	746.50	736.62
2	West Bengal	322	3	325	225.99	234.70	230.35
	1 Coolie/Mazdoor	248	3	251	198.94	202.50	200.72
	2 Electrician	1	0	1	200.00	200.00	200.00
	3 Fitter	3	0	3	226.35	239.68	233.02
	4 Helper	25	0	25	256.37	269.88	263.13
	5 Supervisor	7	0	7	438.87	568.76	503.82
	6 Sweeper	3	0	3	306.76	307.69	307.23
	7 Watchman	3	0	3	170.46	170.46	170.46
	8 Mach. Op./Machinist	10	0	10	301.53	331.82	316.68
	9 Burner	4	0	4	461.53	461.53	461.53
	10 HEMM/Buldozer Op	5	0	5	461.53	461.53	461.53
	11 Loco Driver	2	0	2	288.40	300.00	294.20
	12 Mill Operator/Atten	2	0	2	170.00	200.00	185.00
	13 Plant Mach Atten	9	0	9	403.80	432.87	418.34
3	Madhya Pradesh	224	4	228	205.47	288.62	247.05

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Checker	12	0	12	163.07	245.17	204.12
	2 Coolie/Mazdoor	168	4	172	204.65	297.25	250.95
	3 Driver	5	0	5	126.42	139.75	133.09
	4 Electrician	5	0	5	262.47	326.18	294.33
	5 Fitter	2	0	2	245.64	245.64	245.64
	6 Mech/Elec Foreman	1	0	1	159.22	159.22	159.22
	7 Helper	6	0	6	197.66	205.25	201.46
	8 Loader/Unloader	2	0	2	106.66	106.66	106.66
	9 Supervisor	8	0	8	220.84	300.17	260.51
	10 Mach. Op./Machinist	5	0	5	323.07	396.15	359.61
	11 Mill Operator/Atten	10	0	10	231.48	292.87	262.18
4	Andhra Pradesh	384	27	411	303.41	315.98	309.70
	1 Compressor Op.	4	0	4	409.61	409.61	409.61
	2 Driver	6	0	6	263.46	349.42	306.44
	3 Electrician	18	0	18	461.53	461.53	461.53
	4 Fitter	16	0	16	399.99	438.44	419.22
	5 Helper	162	27	189	262.69	271.39	267.04
	6 Loader/Unloader	11	0	11	306.92	389.23	348.08
	7 Packer	10	0	10	326.90	346.10	336.50
	8 Supervisor	5	0	5	532.56	547.37	539.97
	9 Sweeper	5	0	5	207.60	223.00	215.30
	10 Watchman	44	0	44	293.70	295.44	294.57
	11 Welder	1	0	1	334.61	334.61	334.61
	12 Mach. Op./Machinist	10	0	10	383.03	410.75	396.89
	13 Burner	10	0	10	346.10	365.30	355.70
	14 HEMM/Buldozer Op	12	0	12	349.42	349.42	349.42
	15 Loco Driver	5	0	5	276.90	326.90	301.90
	16 Pointsman/Signalman	4	0	4	296.53	296.53	296.53
	17 Plant Mach Atten	29	0	29	348.73	360.67	354.70
	18 Khalasi	28	0	28	296.53	296.53	296.53

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
	19 Mechanical Attendant	4	0	4	263.46	263.46	263.46
9	Residual	3727	116	3843	469.06	511.42	490.24
	1 Checker	4	0	4	747.06	747.06	747.06
	2 Coolie/Mazdoor	133	6	139	578.06	641.51	609.79
	3 Crane Operator	2	0	2	147.96	161.92	154.94
	4 Driver	58	0	58	468.67	488.04	478.36
	5 Electrician	84	0	84	429.65	495.01	462.33
	6 Fireman	9	0	9	175.96	175.96	175.96
	7 Fitter	128	0	128	501.84	678.76	590.30
	8 Mech/Elec Foreman	48	0	48	574.76	610.28	592.52
	9 Helper	1221	110	1331	345.31	376.60	360.96
	10 Loader/Unloader	88	0	88	649.55	649.94	649.75
	11 Mason	1	0	1	659.00	659.00	659.00
	12 Mechanic(General)	16	0	16	626.68	722.53	674.61
	13 Packer	4	0	4	506.00	506.00	506.00
	14 Rigger	10	0	10	418.53	506.55	462.54
	15 Sorter	1	0	1	394.30	394.30	394.30
	16 Supervisor	36	0	36	380.03	488.46	434.25
	17 Sweeper	5	0	5	288.62	288.62	288.62
	18 Tester	7	0	7	586.82	614.83	600.83
	19 Turner	29	0	29	480.66	771.00	625.83
	20 Watchman	139	0	139	252.84	287.70	270.27
	21 Welder	37	0	37	425.68	619.50	522.59
	22 Mach. Op./Machinist	36	0	36	504.09	571.91	538.00
	23 Store Keeper	2	0	2	353.96	353.96	353.96
	24 Burner	87	0	87	774.70	833.01	803.86
	25 HEMM/Buldozer Op	63	0	63	493.38	559.60	526.49
	26 Loco Driver	54	0	54	407.05	409.10	408.08
	27 Mill Operator/Atten	319	0	319	485.19	517.60	501.40
	28 Pointsman/Signalman	77	0	77	707.27	708.05	707.66
	29 Plant Mach Atten	403	0	403	596.03	631.04	613.54

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
	30 Khalasi	439	0	439	564.40	593.18	578.79
	31 Mechenical Attendant	170	0	170	602.52	634.48	618.50
	32 Miscellaneous	17	0	17	305.77	305.77	305.77
X.	Tyres & Tubes	5466	46	5512	348.48	434.01	391.25
	1 Punjab	2170	15	2185	290.10	299.09	294.60
	1 Boiler Attendant	2	0	2	344.04	344.04	344.04
	2 Checker	18	0	18	219.23	307.69	263.46
	3 Electrician	13	0	13	308.77	308.77	308.77
	4 Helper	910	15	925	265.60	266.11	265.86
	5 Mechanic(General)	6	0	6	230.76	269.23	250.00
	6 Packer	15	0	15	219.23	250.00	234.62
	7 Supervisor	40	0	40	354.17	388.80	371.49
	8 Sweeper	2	0	2	215.38	215.38	215.38
	9 Watchman	3	0	3	270.51	283.33	276.92
	10 Fork Lift Operator	1	0	1	298.07	298.07	298.07
	11 Store Keeper	1	0	1	298.07	298.07	298.07
	12 Band Ply Machine Op.	1041	0	1041	312.19	325.23	318.71
	13 Comp Batch Preparer	1	0	1	307.69	307.69	307.69
	14 Fabric Splicer	22	0	22	277.35	300.67	289.01
	15 Mill Man	4	0	4	307.69	307.69	307.69
	16 Motor Tube Cure Man	20	0	20	298.07	307.69	302.88
	17 Mould Machinist	13	0	13	313.54	323.35	318.45
	18 Pipe Fitter	13	0	13	300.00	300.00	300.00
	19 S Bias Mach. Op.	3	0	3	307.69	326.92	317.31
	20 Tube Repair Man	12	0	12	277.50	341.92	309.71
	21 Tuber Machine Op	6	0	6	304.36	307.56	305.96
	22 Tyer Builder	7	0	7	278.00	278.00	278.00
	23 Tyer Mould Burner	9	0	9	225.00	225.00	225.00
	24 Bead Cutter/Op	8	0	8	280.07	306.32	293.20

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	Karnataka	112	0	112	499.35	505.69	502.52
1	Driver	1	0	1	372.30	372.30	372.30
2	Helper	10	0	10	273.10	344.18	308.64
3	Supervisor	2	0	2	418.84	418.84	418.84
4	Band Ply Machine Op.	20	0	20	536.00	536.00	536.00
5	Fabric Splicer	18	0	18	502.00	502.00	502.00
6	Mill Man	15	0	15	502.00	502.00	502.00
7	Insul./Winding Op	16	0	16	547.00	547.00	547.00
8	Tyer Builder	12	0	12	555.00	555.00	555.00
9	Tyer Mould Burner	18	0	18	516.00	516.00	516.00
3	Tamil Nadu	775	0	775	416.90	639.95	528.43
1	Boiler Attendant	13	0	13	298.27	441.66	369.97
2	Driver	2	0	2	288.46	288.46	288.46
3	Electrician	11	0	11	597.00	1234.00	915.50
4	Fitter	18	0	18	597.00	1067.00	832.00
5	Mech/Elec Foreman	2	0	2	457.88	457.88	457.88
6	Helper	257	0	257	381.68	608.33	495.01
7	Mechanic(General)	73	0	73	406.47	580.93	493.70
8	Supervisor	36	0	36	363.43	925.89	644.66
9	Welder	4	0	4	808.50	808.50	808.50
10	Band Ply Machine Op.	93	0	93	436.08	512.83	474.46
11	Comp Batch Preparer	17	0	17	584.00	1233.00	908.50
12	Leading Man	8	0	8	576.00	1212.00	894.00
13	Liners Tab Op	2	0	2	1071.00	1071.00	1071.00
14	Mill Man	5	0	5	1135.00	1219.00	1177.00
15	Pipe Fitter	2	0	2	255.76	332.69	294.23
16	Retrader/Vulcaniser	39	0	39	153.85	183.85	168.85
17	Tube Repair Man	2	0	2	300.76	330.00	315.38
18	Tuber Machine Op	94	0	94	356.37	569.03	462.70



Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	19 Tyer Builder	37	0	37	809.59	1178.83	994.21
	20 Tyer Cure Man	1	0	1	1006.00	1006.00	1006.00
	21 Tyer Mould Burner	3	0	3	550.00	550.00	550.00
	22 Tyer Sponger/Trimmer	29	0	29	334.31	343.96	339.14
	23 Bead Cutter/Op	27	0	27	389.17	585.58	487.38
9	Residual	2409	31	2440	372.11	486.13	429.12
	1 Assembler	3	0	3	365.07	411.76	388.42
	2 Boiler Attendant	5	0	5	346.06	369.13	357.60
	3 Checker	15	0	15	319.76	381.59	350.68
	4 Coolie/Mazdoor	49	0	49	289.10	308.32	298.71
	5 Driver	21	0	21	322.99	356.62	339.81
	6 Electrician	275	0	275	419.79	502.89	461.34
	7 Fireman	1	0	1	352.88	352.88	352.88
	8 Fitter	50	0	50	433.91	493.73	463.82
	9 Mech/Elec Foreman	84	0	84	401.91	538.39	470.15
	10 Helper	501	29	530	314.63	342.14	328.39
	11 Mistry/Kangani	6	0	6	332.15	373.53	352.84
	12 Mechanic(General)	471	0	471	416.25	700.76	558.51
	13 Packer	3	0	3	289.49	296.15	292.82
	14 Rollerman/Roller	2	0	2	288.46	288.46	288.46
	15 Shaper Machine Op	1	0	1	446.65	446.65	446.65
	16 Supervisor	31	0	31	366.14	464.97	415.56
	17 Sweeper	9	2	11	260.40	263.90	262.15
	18 Turner	87	0	87	404.85	494.19	449.52
	19 Watchman	15	0	15	290.31	296.47	293.39
	20 Welder	6	0	6	384.48	488.42	436.45
	21 Wireman	43	0	43	400.76	476.15	438.46
	22 Mach. Op./Machinist	190	0	190	282.56	298.18	290.37
	23 Store Keeper	1	0	1	461.65	461.65	461.65
	24 Apprentice/Trainees	7	0	7	192.31	192.31	192.31
	25 Band Ply Machine Op.	22	0	22	291.35	361.22	326.29

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)			
		Men	Women	Total	Minimum	Maximum	Mean	
1	2	3	4	5	6	7	8	
	26	Comp Batch Preparer	5	0	5	466.09	537.04	501.57
	27	Fabric Splicer	1	0	1	460.69	460.69	460.69
	28	Leading Man	7	0	7	318.24	357.80	338.02
	29	Mould Machinist	100	0	100	428.94	542.34	485.64
	30	Pipe Fitter	3	0	3	292.30	305.12	298.71
	31	Retrader/Vulcaniser	10	0	10	487.79	512.88	500.34
	32	S Bias Mach. Op.	1	0	1	381.54	511.90	446.72
	33	Tuber Machine Op	124	0	124	382.58	462.03	422.31
	34	Tyer Builder	99	0	99	362.64	664.23	513.44
	35	Tyer Cure Man	56	0	56	444.04	646.14	545.09
	36	Tyer Sponger/Trimmer	103	0	103	418.07	480.73	449.40
	37	Miscellaneous	2	0	2	447.00	447.00	447.00
All Manufacturing Ind.			35847	4534	40381	411.89	499.13	455.51

**OCCUPATIONAL WAGE SURVEY  
SEVENTH ROUND**

**ANNEXURES**

**ON**

**TEN MANUFACTURING INDUSTRIES  
(2017)**

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

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

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

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

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

**(C) SERVICE SECTOR**

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

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

- 1 Sugar Industry
- 2 Oils and Fats Industry
- 3 Processing of Edible Nuts Industry
- 4 Tobacco Products Industry
- 5 Cotton Textiles Industry
- 6 Woolen Textiles Industry
- 7 Silk Textiles Industry
- 8 Synthetic Textiles Industry
- 9 Jute Textiles Industry
- 10 Textile Garments Industry
- 11 Paper and Paper Products Industry
- 12 Printing and Publishing Industry
- 13 Footwear Industry
  - i. 15201 Manufacture of leather footwear such as shoes, sandals, chappals, leather- cum-rubber/plastic cloth sandles and chappal
  - ii. 15202 Manufacture of footwear made primarily of vulcalized or moulded

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

- |           |                                       |   |
|-----------|---------------------------------------|---|
|           |                                       | rubber and plastic.   |
|           | iii. 15209                            | Manufacture of other footwear n.e.c.  |
| <b>14</b> | <b>Petroleum Refineries Industry</b>  |   |
|           | i. 19201                              | Production of liquid and gaseous fuels, illuminating oils, lubricating oils or greases or other products from crude petroleum or bituminous minerals  |
|           | ii. 19202                             | Manufacture of paraffin wax   |
|           | iii. 19203                            | Bottling of LPG/CNG   |
|           | iv. 19204                             | Manufacture of hard-coal and lignite fuel briquettes  |
|           | v. 19209                              | Manufacture of other petroleum n.e.c. (includes manufacture of petroleum  |
| <b>15</b> | <b>Chemicals &amp; Gases Industry</b> |   |
|           | i. 20111                              | Manufacture of liquefied or compressed inorganic industrial or medical gases (elemental gases, liquid or compressed air, refrigerant gases, mixed industrial gases etc.)  |
|           | ii. 20112                             | Manufacture of inorganic acids except nitric acid   |
|           | iii. 20113                            | Manufacture of tanning or dyeing extracts; tannings and their derivatives and colouring matter (including manufacture of indigo)  |
|           | iv. 20114                             | Manufacture of dyes and pigments from any source in basic form or as concentrate  |
|           | v. 20115                              | Manufacture of turpentine and resins of vegetable origin  |
|           | vi. 20116                             | Manufacture of basic chemical elements  |
|           | vii. 20117                            | Manufacture of distilled water  |
|           | viii. 20118                           | Manufacture of synthetic aromatic products  |
|           | ix. 20119                             | Manufacture of organic and inorganic chemical compounds n.e.c.  |
| <b>16</b> | <b>Fertilizers Industry</b>           |   |
|           | i. 20121                              | Manufacture of urea and other organic fertilizers   |
|           | ii. 20122                             | Manufacture of straight mixed, compound or complex inorganic fertilizers  |
|           | iii. 20123                            | Manufacture of associated nitrogen products (nitric and sulphonitric acids, ammonia, ammonium chloride, ammonium carbonate, nitrites and nitrates of potassium)   |
|           | iv. 20129                             | Manufacture of other fertilizers n.e.c.   |
| <b>17</b> | <b>Drugs &amp; Medicines Industry</b> |   |
|           | i. 21001                              | Manufacture of medicinal substances used in the manufacture of pharmaceuticals: antibiotics, endocrine products, basic vitamins; opium derivatives; sulpha drugs; serums and plasmas; salicylic acid, its salts and esters; glycosides and vegetable alkaloids; chemically pure sugar etc |
|           | ii. 21002                             | Manufacture of allopathic pharmaceutical preparations   |
|           | iii. 21003                            | Manufacture of 'ayurvedic' or 'unani' pharmaceutical preparation  |
|           | iv. 21004                             | Manufacture of homoeopathic or biochemic pharmaceutical preparations  |
|           | v. 21005                              | Manufacture of veterinary preparations  |
|           | vi. 21006                             | Manufacture of medical impregnated wadding, gauze, bandages,  |

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

		dressings,surgical gut string etc.
	vii. 21009	Manufacture of other pharmaceutical and botanical products n.e.c. like hina powder etc.
<b>18</b>	<b>Soaps &amp; Detergents Industry</b>	
	i. 20231	Manufacture of soap all forms
	ii. 20232	Manufacture of cleaning and polishing products (preparations for perfuming or deodorizing rooms; artificial waxes and prepared waxes; polishes and creams for leather, wood, glass, metal etc.; scouring pastes and powders,including paper, wadding etc. coated or covered with these)
	iii. 20233	Manufacture of detergent and similar washing agents excluding soap
	iv. 20234	Manufacture of perfumes and cologne de-eau
	v. 20235	Manufacture of preparations for oral or dental hygiene (includes manufacture of toothpastes, toothpowder, mouthwash, oral, perfumes, dental fixative pastes and powders etc.)
	vi. 20236	Manufacture of hair oil, shampoo, hair dye etc. (includes manufacture of shampoos, hair sprays, hair fixers, hair oils, hair creams, hair dyes and bleaches and preparations for permanent waving or straightening of the hair etc.)
	vii. 20237	Manufacture of cosmetics and toileteries (includes manufacture of preshave, shaving or after shave preparations; personal deodorants and antirespirants; perfumed bath salts and other bath preparations; beauty or make-up preparations and preparations for the care of the skin, other than medicaments; manicure and pedicure preparations etc.)
	viii. 20238	Manufacture of “agarbatti” and other preparations which operate by burning
	ix. 20239	Manufacture of other perfumes and toilet preparations n.e.c.
<b>19</b>	<b>Match Industry</b>	
	i. 20291	Manufacture of matches
<b>20</b>	<b>Glass &amp; Glass Products Industry</b>	
	i. 23101	Manufacture of glass in primary or semi-manufactured forms (such as sheets & plate glass) including mirror sheets and wired, coloured, tinted, toughened or laminated glass
	ii. 23102	Manufacture of glass fibre (including glass-wool) and yarn of glass fibre; nonwoven glass fabrics, mats, boards and similar non-woven products
	iii. 23103	Manufacture of hollow glassware (bottles, jars etc.) for the conveyance or packing of goods
	iv. 23104	Manufacture of laboratory or pharmaceutical glassware
	v. 23105	Manufacture of table or kitchen glassware
	vi. 23106	Manufacture of glass bangles
	vii. 23107	Manufacture of glass decoration pieces and glassware used in imitation jewellery
	viii. 23109	Manufacture of other glassware/glass products: articles of glass used in construction such as glass blocks; clock or watch glasses, optical glass and optical glass elements not optically worked; and other glass products (including glass beads) n.e.c.

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

- 21 Cement Industry**
- |       |       |  |
|-------|-------|--|
| i.    | 23941 | Manufacture of clinkers and cement   |
| ii.   | 23942 | Manufacture of portland cement, aluminous cement, slag cement and similar hydraulic cement   |
| iii.  | 23943 | Manufacture of asbestos cement   |
| iv.   | 23949 | Manufacture of other cement and plaster n.e.c.   |
| v.    | 23952 | Manufacture of articles articles of concrete, cement or artificial stone (tiles,bricks etc.) |
| vi.   | 23953 | Manufacture of asbestos sheets   |
| vii.  | 23954 | Manufacture of R.C.C. bricks and blocks  |
| viii. | 23959 | Manufacture of other cement and asbestos cement products n.e.c.                              |
- 22 Iron and Steel Industry**
- 23 Castings and Forgings Industry**
- 24 Agricultural Machinery Industry**
- 25 Textile Machinery Industry**
- 26 Machine Tools Industry**
- 27 Electrical Industrial Machinery Industry**
- 28 Electrical Apparatus Industry**
- 29 Ship Building Industry**
- 30 Locomotives/Wagons Industry**
- 31 Motor Vehicles (Motor Vehicles/Trailors/Semi-Trailors) Industry**
- 32 Motor Cycle/Scooter Industry**
- 33 Bicycles/Rickshaws Industry**
- 34 Aircrafts/Spacecrafts & Parts Industry**
- 35 Tea Processing Industry**
- 36 Tyre and Tube Industries**
- |      |       |  |
|------|-------|--|
| i.   | 22111 | Manufacture of rubber tyres and tubes for motor vehicles, motorcycles, scooters, three-wheelers, tractors and aircraft |
| ii.  | 22112 | Manufacture of rubber tyres and tubes for cycles and cycle-rickshaws   |
| iii. | 22113 | Retreading of tyres; replacing or rebuilding of tread on used pneumatic tyres  |
| iv.  | 22119 | Manufacture of rubber tyres and tubes n.e.c  |
- 37 Steam Generators (Boilers) Industry**
- 38 Dairy Products Industry**

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

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



## CONCEPTS AND DEFINITIONS

### 2.1 UNITS/MINES/PLANTATIONS/FACTORIES/ESTABLISHMENTS

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

### 2.2 SAMPLE OR SELECTED UNITS/ESTABLISHMENTS

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

### 2.3 ESTABLISHMENTS

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

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

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

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

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

#### 2.4 EMPLOYERS

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

#### 2.5 WORKER

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

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

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

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

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

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

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

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

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

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

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

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

## 2.6 WORKERS COVERED (TYPE OF WORKERS)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## 2.7 REFERENCE PERIOD

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

## 2.8 SURVEY PERIOD

The survey period for Ten Manufacturing Industries during the Seventh round of OWS was September, 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  $i^{\text{th}}$  stratum

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

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

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

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

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

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

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

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

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

### 1.3 SELECTION OF WORKERS (SECOND STAGE)

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

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

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

### 2.0 ESTIMATION PROCEDURE

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

#### 2.0.1 AGGREGATES (EMPLOYMENT AND TOTAL WAGE)

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

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

where,

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

#### PAY ROLL EARNINGS

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

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

Where,

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

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

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

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

## 2.0.2 RATIOS

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

## 2.2 COEFFICIENT OF VARIATION

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

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

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

And

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

where,

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

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

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

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

and

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

where,

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

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

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

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

Sample mean square and sample mean of average daily earnings combined for 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).

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**LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR TEN  
MANUFACTURING INDUSTRIES**

Occupation		Job Description
Code No	Name	
1	2	3

**COMMON OCCUPATIONS**

0001	Armature Winder	Winds and repairs armatures, field coils, etc., of motors and dynamos. Dismantles 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 cons. Impregnates armature and coils in the impregnation plant to insulate them.
0002	Assembler	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications. Examines articles for defects in making and returns the defective work for correction or rejects the same. Checks proper markings and labels according to instructions.
0004	Beltman /Sticher/ Mochi	Makes and repairs leather, canvas, rubber and other types of conveyor and rotating belts. Also attends to the mounting and dismounting of these belts on to the wheels of various machines.
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 waterfeed, draught, evaporation, fire, etc., for heat or power. Operates supply valves and ensures that steam is



		supplied to engine room at prescribed pressure. Maintains water level and steam pressure as prescribed. Checks temperature and pressure of steam by reading gauges and feeds fuel accordingly. May operate boilers with different fuels such as gas, oils, coal and may be designated accordingly.
0010	Carpenter	Makes, assembles, alters and repairs wooden structures and articles using hand or power tools or both. If required, may prepare patterns also. Undertakes repair works also.
0011	Chargehand	Instructs and directs operators in assembling and erecting different kinds of selector, racks, relay set sacks, etc. May also handle intricate jobs himself.
0012	Chargeman	Operates motor generator and other electrical equipment.
0013	Checker	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications. Examines articles for defects in making and returns the defective work for correction or rejects the same. Checks proper markings and labels according to instructions.
0016	Coolie/Mazdoor/ Labourer	Performs various unskilled jobs such as lifting and carrying loads, cleaning and sweeping loom sheds, machine rooms, etc.
0018	Crane Driver	Operates stationery or mobile overhead crane to transport material. May undertake minor repairs.
0020	Die Maker	Makes metal die 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.
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, filing, scrapping, drilling etc. Fits and assembles them as required and does necessary repairs. May undertake machining operations such as burning, shaping milling etc. He also helps in the erection and maintenance of machines and accessories, assembly of parts, fabrication work and pipe line work for the supply of steam, water, air etc. The electric fitter attends to the maintenance and overhauling of motors.
0028	Foreman (Mechanical Electrical)	Incharge of group of workers in his section/ deptt. Supervises and guides workers engaged in various metal making and refining processes, controls operations of respective departments such as blast furnace, stock house, steel making, metal drawing and extruding etc. and ensures observance of precautionary measures and correct working procedures. May also handle intricate jobs himself.
0029	Furnaceman	Operates various types of furnaces for smelting, converting and refining of metals and performs a variety of related tasks such as, tending stove to heat blast for blast furnace. Operates ball 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.
0032	Hammerman	Hammers iron and steel to required dimension with sledges, according to the directions of Blacksmith, selects sledges according to the nature of forging and strikes hot metal hard or light as per directions of Blacksmith.

0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and low-skilled jobs.
0034	Instrument Mechanic	Test, 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	Maistry/ Mistry Kangani	Guides and Supervises the workers under his charge and does intricate jobs himself. May also attend to breakdowns.
0039	Mason	Lays bricks, motors and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0040	Mate/Mukaddam	Supervises and directs the work of a group of mazdoors or unskilled/semi-skilled workers doing such jobs as carrying material/ finished products, bottling, packing, and operating different types of machines engines etc.
0041	Mechanic (General)	Attends to installation, repair ( General ) maintenance and examination of various types of machinery.
0042	Millwright	Repairs and overhauls workshop machines and equipment periodically.
0043	Mechanic (Motor/ Vehicles/Motor Cycle/Scooter)	Repairs, overhauls and services motor vehicles to keep them in good running order. Also carries out repairs of internal combustion engines.
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.

## ANNEXURE-IV

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, shellack, anamel. Lacquer or other materials on exterior or interior surfaces, fixtures of glass, metals, wood, blaster, concrete bricks, building boards or other objects.
0055	Pump Attendant	Operates power driven pumps for pumping, storing and supplying liquids. May also undertake minor repairs and clean, oil and grease the pump.
0056	Rigger	Erects lifting and hauling pulleys, wire ropes etc., to lift, move or lower heavy articles.
0064	Piarrarya Sorter/Bhagerwali	Sorts out various types of material and articles directed. For example, sorting of empty gunny bags according to quality of the material.
0065	Supervisor	Is incharge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.
0066	Sweeper (Conservancy)	Cleans and sweeps factory premises, toilets and removes garbage.
0069	Tester	Tests the leakage in the empty tins with the help of air and water. Check the leakage of valves and tightens them to test the hydraulic pressure. May also test other goods and items depending on the manufacturing process carried on.
0073	Trimmer	Operates the trimming machine to trim various articles used in the production process.
0074	Trolly Driver	Drives electrically or mechanically operated trollies on rails for carrying material within or outside the factory premises.
0075	Turner	Makes metal articles to required specifications using lathe and cutting tools, cleans and oils machine.

## ANNEXURE-IV

0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0079	Welder	Weld, cuts or fuses metal parts with electric arc or gas flame by hand or machine. May strengthen the joints with molten metal.
0082	Wireman	Installs various kinds of electrical wiring, such as conduit, casing concealed, etc., for light and power supply. May repair simple electrical appliances.
0084	Fork Lift Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
0085	Machine Operator/ Machine Man/ Machinist/ Computer Numerical/Control Operator	Operates one or more types of machines such as grinding boring, milling, moulding, shaping, drilling, computer numerical control etc. used for various operations. May clean and oil machine.
0093	Storekeeper	Receives and issues various types of goods, tools, equipment and raw materials and maintains records of each such items. Ensures proper storage and preservations of these items in the storeroom.
0094	Apprentice/Trainees	Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.
9900	Miscellaneous	Other minor occupations not classified elsewhere are classified as miscellaneous occupation.

## INDUSTRY:

MANUFACTURE OF FOOTWEAR

1301	Boot Mechanic	In charge of machines. Guides the workers in machine work and carries out the repairs.
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## ANNEXURE-IV

1302	Cementing/Pasting Operator/Shoe Assembler	Assembles the lifts according to the required thickness of shoes, slippers and boots. Puts the upper and lining etc. together to complete the shoe components.
1303	Cutter/Press Cutter Machine Operator/ Clicker Machine Operator /Line Press Cutter	Operates hand or foot press machine to cut footwear components such as upper lining and bottom etc.
1304	Hand Stretcher/ Heat Setter	Stretch the leather either by Hand machine to remove furrows and wrinkles.
1305	Heel Compressor	Operates heel compressing machine to compress heels and increase their durability. Checks thickness of compressed heels, sorts them according to size and ensures uniform compression.
1306	Lacer/Lacing Operator	Laces the shoe and ties the price tags.
1307	Leather Fitter	Does either anyone or more jobs such as trimming the top, cutting the excess thread, removing wires after welt sewing, coloring the edges, heels and soles, cutting the fringes by knife, skiving the edge by repi, fitting the tape. May be designated according to the type of job performed.
1308	Shoe Manufacturing Machine Operator/ Pull-Over Machine Operator/Rounding Machine Operator	Operates various type of machines such as pull-over, rounding, skiving, beading, sole stitching edge, seat trimming, spinning, buffing, scouring and slugging.
1309	Press Machine Operator	Operates hydraulic pressing machine to vulcanize sole, heels etc.
1310	Sewing Machine Operator	Operates sewing machine to sew various components such as folding caps etc.
1311	Skiver Hand/Hand Flusher/Tarash	Taper leather components of footwear with knife to reduce thickness of parts to be joined soften; edges of leather, water and tapers (Skives) thickness hifledges by cutting leather at angle with skiving knife.
1312	Shoe Bottom Maker	Makes the portion of bottom of shoe and assembles it with other bottom.

	INDUSTRY:	PETROLEUM REFINERIES
1401	Drum Maker And Filler	Fabricates and fills asphalt drums by operating various machines at drum plant. Greases and oils machines and ensures their proper maintenance.
1402	Filling Operator	Attends to the filling of tins tanks and wagons etc. either manually or by operating automatic filling machines etc.
1403	Fitter Craftsman	Works on various types of pipelines, valves and fittings heaters, exchanges, columns etc.
1404	Gauger	Controls flow lines in oil head tanks, dries off accumulates moisture by operating steam heating valves and delivers oil to oil pumps. Takes dip readings of various tanks before and after bleeding of water and records them.
1405	Process Worker	Performs different types of processing jobs like operating trimming machine, horn press machine, squeezing machine, panel machine etc. filling and stacking of tins.
	INDUSTRY:	MANUFACTURE OF CHEMICALS AND GASES.
1501	Machine ( Plant ) Operator	Operates and maintains one or more machines/plant such as evaporation plant, acidification plant etc. May be designated accordingly.
1502	Super Phosphate Worker	Collects super phosphate from heaps, removes the lumps dilutes the same wherever necessary, fills them in bags, weighs and stitches the bag.

1503	Pipe Fitter	Maintains and lays pipe Lines.
1504	Sodium Sulphate Mazdoor	Attends tubs in which lime and glaaber salt is mixed and heated for the production of sodium sulphate.
1505	Mixing Attendant	Feeds and tends machine to mix and blend different solid or liquid ingredients in required proportion. Weights ingredients according to formulae or specifications and feeds prescribed quantities of ingredients into machine container by hand or by operating valves, pumps or mechanical loaders, starts machine agitators to mix material thoroughly, until mixing process is completed.

## INDUSTRY:

## MANUFACTURING OF FERTILIZERS

1601	Bag Stitcher	Stitches the filled bags either manually or mechanically.
1602	Fabricator	Arranges and joins various pipes/bars to prepare a structure as per the given drawing.
1603	Feeder	Feeds bones in disintegrator machine with which crushers big bones into small size bones.
1604	Filler	Files the bags with fertilizer wither manually or mechanically.
1605	Fertilizer Mixing Labour/ Manufacturer	Mixes the different constituents of the fertilizers.
1606	Laboratory Analyst	To collect and analyze samples of water, raw material , products etc. and prepare report of chemical analysis.
1607	Panel Board Operator	Pays constant and alert attention to the panel board and responsible for overall operation of a chemical process unit and for its start up, normal operation and emergency / planned shut downs.



1608	Technician ( Gas Pipe Line )	Supervises and examines the natural gas pipe line. Checks the condition of gas pipe line valves.
1609	Machine Plant Operator	Operates and maintains one or more machines /Plants such as evaporation plant, acidification plant etc. May be designated accordingly.
INDUSTRY:		MANUFACTURE OF DRUGS & MEDICINES
1701	Ampoule Checker	Inspects filled in ampoules against light for impurities.
1702	Ampoule Filler & Sealer	Fills ampoules with doses of hypodermic solutions. Seals ampoules.
1703	Ampoule & Vial Washer	Washes vials, ampoules , stopper etc.
1704	Granulation Attendant	Attends to sub-dividing and pulverizing of raw materials, mixes granulates, sieves, lubricates by hand or machine.
1705	Machine Plant Operator	Operates and maintains one or more plants/machines such as evaporation plant, acidification/plant etc. May be designated accordingly.
1706	Mixing Attendant	Attends to preparation of syrups, solution involving adding of sugar and other ingredients.
1707	Paster	Operates the pasting machine for pasting labels on the bottles.
1708	Solution Making Attendant	Attends to solution making including filtration.
1709	Tablet Compressor	Attends to the tablet compressing machine, fixing appropriate punches and dies.
1710	Tablet Maker	Performs a variety of duties in connection with the processing of chemicals such as tablet coating, filling injectibles, fabrication and filtration of injectible solution.

1711	Chemist/ Analytical Chemist	Mixes the powder and solution according to approved drug control and does the work of analyzing every product in all respect.
	INDUSTRY:	MANUFACTURE OF SOAPS AND DETERGENTS
1801	Barringman	Cuts slabs into bars and stacks them in stillages for weathering.
1802	Drum Dryer Operator	Operates drum dryer, feeds soap to rollers and controls steam. May clean the machine.
1803	Grandomac Operator	Feeds dry soap flakes to the pulveriser at controlled rate, cleans machine whenever required. Change bags of dust catchers and attends to maintenance of the machine.
1804	Hand Stamper	Operates manually the stamping machine . May also cut slabs into bars.
1805	Hand Wrapper	Wraps soap tablets by hand. May also do packing nailing etc.
1806	Jones Machine Operator	Tends automatic machine for cutting, chipping or rolling of soap May operates hand powered which to draw cutting wires through soap slab.
1807	Lye Operator	Neutralizes waste and ramps the same to storage tanks and plants and attends to related processes.
1808	Machine Operator	Operates power driven truck fitted with lifting fork to transport the material from one place to another.
1809	Pan Side Man	Mixes chemicals with fats and fatty acids in required proportion and heats them in pan for making various kinds of soap.
1810	Plant Operator	Operates different plants in making of soaps.
1811	Stacker	Removes packed core from roller conveyer and places them on floor.
1812	Water Cooler Cutting and Cooling Pressman	Performs, operations connected with water cooling, checking the flow of water, stacking of soap slabs with wooden sides etc.

INDUSTRY: MANUFACTURE OF MATCHES

1901	Banderol And Labelling Machine Operator	Set up and operates automatic machine that glue trade labeling banderol (Paper excise duty paper) the filled match boxes.
1902	Box Filler ( Hand )	Counts the match sticks and fills them in the boxes.
1903	Chemical ( Grinder)	Feeds and attends that grinds solid chemicals or other material used chemical and related processes to reduce them to that of specified size. May keep record of weigh of material ground.
1904	Label Printing Machine Operator	Operates label printing machine and performs related jobs.
1905	Operator Box Filling	Operates box filling machine which automatically fills boxes.
1906	Operator Box Making	Operates power driven machine to fold veneers, pastes them with paper and makes complete outer and inner match boxes. May operate other box making machine where two types of veneers (rin & bottom) have to able fed simultaneously.
1907	Operator Chopping Machine	Sets and operates wood chopping machine, for chopping veneer layers into required plank sizes and collects planks in the boxes provided.
1908	Operator Continuous	Operates continuous machine to dip match splints in liquid paraffin match head composition. Dries and delivers them in finished form.
1909	Operator Friction	Operates fractioning machine which applies friction composition in sides of match box and dries them in drying chamber of machine.
1910	Operator Leveling Machine	Operates labeling machine to fill wooden tray with horizontally Leveled splints.
1911	Operator Peeling Machine	Sets and operates wood peeling billets into veneers of required size and thickness for

making match boxes, splints etc.

1912	Recipe Maker/ Paste Maker	Receives chemicals and prepared paste, stick compositioner friction as per specification.
1913	Side Painter ( Hand )	Paints the sides of the match box with chemical composition by using hand and brush.
1914	Unbarker	Removes the bark from billet by means of chisels and hammer and stacks billets in the specified place.
1915	Wax Dipper	Arranges splints on a wooden frame and dips them in the chemical composition. Veneer colour dipper paints the edges of the veneer with a red paint.
1916	Chemical Dipper	Dips the match sticks in the chemical solution by hand.
1917	Bandrolling & Labelling Worker	The jobs assigned to a bandroller is to seal the match boxes with hand role and labels of trade mark such as excise duty etc.
1918	Frame Leveler	Levels the splints in the frame before dipping the boxes.
1919	Box Closing Machine Operator	Operates the machine which closes the boxes.
1920	Tray Setter	They are setting peeled veneers in the tray before putting in the cutting machine or before chipping in the chopping machine.
1921	Framer	Fixes the splits in the frame. A frame consists of wooden scales (normally 60 in number) lying one over the other inserted through the holes they have on either and over two iron rods. These scales have got groves on the upper surface of the bottom. Generally a frame can hold 3000 splints.

## INDUSTRY:

MANUFACTURE OF GLASS AND GLASS PRODUCTS

2001	Airman/Blower M/C Operator Hawa Wala	Operates glass blowing machine which blows objects such as bottles, jars, glass shells of bulbs and valves from molten glass.
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2002	Ampulemaking Machine Operator	Operates the ampulemaking machine and does the minor repairs whenever it is required.
2003	Annealer/ Learman/ Leharman/ Lineman/Liner/ Chamberman/ Leverman/Box Liner	Tends annealing even to reheat slowly cool glass or glass products.
2004	Batch Mixer/Mixer/ Mixing Man/ Masala Wala/ Batch Room Worker	Collects and weighs ingredients such as, sand, soda, potash and cullet (waste glass) in prescribed quantities and mixes them in revolving drum for melting into glass. May oil and clean machine.
2005	Battiwala/ Batti Lagane Wala	Attends to the lamp where joining process of bangles is carried out. Also puts the batti into the furnace for giving different colour to the bangles.
2006	Batti Denay Wala	Prepares different colours with the mixing of different amounts of chemicals and prints and passes it to Battiwala.
2007	Blower/Blow Man/Mouth Blower	Makes glass products such as tumblers, jars, chimneys bulbs, bottles etc. by blowing molten glass into moulds by means of blowpipe. Blows molten glass into required shape by means of blowpipe.
2008	Bubble Holder/ Bubble Cooler/ Bubble Thander	Cools glass bubble in air.
2009	Beleanwala ( Roller Man)	Rotates roller to wind glass wire into coil used for making bangles. Selects iron roller of size of bangles to be made. Regulates furnace temperature at required level. Fixes roller in furnace in position and turns handle to rotate at desired speed.
2010	Coolingman/ Cuursiwala Thandewala/ Cooler	Separates moulded glass articles from blowpipe by chilling film of glass, joining blowpipe and moulded articles. Removes glass articles from mould. Counts number of articles and passes them to carrier.

2011	Grinder/Finisher Wheel Grinder/Chakki Grinder	Grinds and finishes rough edges of glassware, bangles on flat grinding wheel or rotating wheel.
2012	Fireman/ Furnaceman/ Melter( Glass)/ Jhukaiwala (Feeder Furnace Man )	Operates coal, coke or electric furnace to melt ingredients such as sand, soda, potash, borax and broken glass for making required type of glass. Feeds fuel/pre-mixed ingredients to furnace pot. Heats furnace and maintains temperature at correct level.
2013	Galaiwala	Heats the articles again if is cooled down in the process for further processing.
2014	Garam Lom Denewala ( Lom Carrier )	Receives the hot lom from Billaiwala and carries the same to tarwala for further process. Heats and bends the lom for further processing.
2015	Gather/ Ghundiwala/ Bubble Maker/ Bubbler	Dips iron rod to gather specified amount of molten glass on end of iron rod and carried it to pressman. Also gathers molten glass on heated blowpipe for blowing the desired articles by the blower.
2016	Ghundawala	Receives iron rod with remaining glasses on its tip and carries the same to a specified place where the iron rod is cleaned.
2017	Glass Cutter/Cutter Off/Glass Cracker/Sheet cutter kataiwala/Gulli Cutter.	Cuts glass tubes, rods, sheets or other articles to specified sizes and shapes using hand tools and or cutting machine. May grind and smoothen edges using belt sander. Also cuts molten glass gathered on iron rod with scissors.
2018	Glass Lifter And Edges Malter	Lifts mould, articles from mould and puts them in the melting machine for melting of edges.
2019	Gulliwala (Bada Aster ) ( Machine )	Dips bubbles prepared on tip of iron rod by bubble maker in the pot containing molten glass and gathers third layer of required quantity of molten glass. Rolls gathered glass in cup-shaped metallic plate containing water and oil to spread molten glass to bubble uniformity.
2020	Juraiya ( Joiner)	Melts and joins both ends of glass ring using small blowpipe and burner.

ANNEXURE-IV

2021	Lom Maker	Cools and gulli and gives the required shape to the molten glass gathered on tip of the iron rod by means of iron tools.
2022	Muthawala	Touches iron rod to glass rings so that the rings do not stick to each other. Rakes out coil of glass wire with a hooked rod. Maintains heat in furnace to desired temperature.
2023	Pressman/ Billaiwala	Operates hand press to mould molten glass into required shape. Shears off proper quantity of molten glass from iron rod into machine mould. Also smoothens and presses the Lom with the help of iron tools.
2024	Stacker	Seals the bottom and the mouth by heating etc.
2025	Tarwala/Tarkash ( Drawer)	Draws molten glass into wire of desired thickness for making bangles. Draw molten glasses into coil on steel roller.
2026	Top Machine Man/ Bottom Machine Man/Breaker Off Man/ Sheet Glass Machine Man.	Sets and operates glass drawing machine that produces continuous sheets of window and other flat glass. Cuts continuous sheet of glass produced by drawing machine with the help of sheet roller with diamond point.
2027	Thandi Bhatti Wala	Puts the different chemicals in prescribed quantity in bhatti so that it become cool and then puts it in furnace.
2028	Waterman	Carries water for drinking.

INDUSTRY:

MANUFACTURE OF CEMENT

2101	Burner	Operates one or more rotary kilns, controls kins or other auxiliary machines connected with production of clonkers. Is responsible for meeting all quality checks in kilns and cool mills department and for optimizing production.
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2102	Heavy Earth Moving Machine Operator/ Bulldozer Driver	Operated pneumatic or electric shovel to load mine cars or tubes with wastes or material, rocks etc. May undertakes minor repairs.
2103	Loco Driver Diesel Loco Driver	Drives electric/diesel/steam locomotive for transporting wagons empty or loaded with materials. Carries out shunting operations. Does routine maintenance for locos and minor repairs.
2104	Mill Operator Miller Cement Slurry/Wash Coal Attendant-Feed Table/ Wash Mills.	Attends to the running and maintenance of mills such as cement mill, slurry mill, and wash mill. Is responsible for maintenance of proper feeds in the mills. Keeping desirable fineness of ground materials as required by the laboratory and attending to the proper working of the mills auxiliaries. Keeps liaison between laboratory and mill house as regards control of moisture in slurry etc. Supervises work of machine attendant and mazdoor in the shift.
2105	Pointman/ Signalman	Operates hand points for setting railway lines for shunting and arrival and departure of trains. Couples and uncouples carriages and wagons and keeps track and points clear of stones etc.
2106	Plant Machine Attendant	Attends to different types of machines in routine such as plant, pump and heavy machines etc.
2107	Khalasi	Assists in cleaning and oiling and installation of machine.
2108	Mechanical Attendant	The job assigned to a mechanical attendant is to attend the belt which carries bags from one place to another place.

INDUSTRY:

MANUFACTURE OF TYRE AND TUBES INDUSTRIES

4401	Band Ply Machine Operator/Band Builder	Operates machine to glue together bands of ply stock for use in manufacturing of rubber tyres.
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4402	Compound Batch Preparer	Weighs required quantity of rubber powders, drugs, oils, etc. to make different batches of compounds.
4403	Fabric Splicer	Picks up cut fabric splice end to end and puts on liners.
4404	Gum Dip Solution Maker	Prepares dipping solutions for gum dip unit as per instructions. May also operates fan belt etc.
4405	Leading Man	Checks air-bags used for bagging tyres. May also check level of lubricant tank.
4406	Liners Re-Roll Tabb Operator	Operates tabb to re-roll empty.
4407	Mill Man	Tends mills to knead, mix and blends rubber for further processing. May also stock the mixed compound in bins.
4408	Motor Tube Cure Man	Cures motor tubes in tubes mould.
4409	Mould Machinist	Cuts lettes/numbers /designs on ferrous and non-ferrous moulds for louse incurring tyres/tubes.
4410	Pipe Fitter	Installs, maintains, replaces and repairs different pipe line systems used for the conveyance of steam, air, gas, etc. to production equipment.
4411	Retreader/Tyre Repair Man/ Vulcanizer	Repairs and remedies defects in cured tyres by retreating/ vulcanizing or other process. Buffs and trims excess rubber from tyres. May tend vulcanizing machine to cure patch on tyres.
4412	Semi automatic Insulation & winding unit Operator	Winds bead bands on chuck to specifications by adjusting number of strands, plies.
4413	Spadone Bias Machine Operator	Cuts Calendered roll into required width by adjusting width and angle as per specifications.
4414	Tube Repair Man/ Finisher	Examine cured rubber inner tubes for defects and repairs the same.
4415	Tuber Machine Operator/Extruding Machine Operator	Operates machine in which compounded rubber is extruded through heated die fixed to machine head to form continuous shaped

strip.

4416	Tyre Builder/Tyre Maker	Operates drum type machine for building tyres.
4417	Tyre Cure Man	Places air bags of specified size inside unfinished tyre using tyre spreading device.
4418	Tyre Mould Burner And Cleaner	Cleans tyre moulds by burning/brushing or by hydroblasing process.
4419	Tyre Sponger And Trimmer/Finishing Operator / Flap Finisher/Buffer	Sponges cured tyres with solution, trims excess rubber forms on tyres by placing tyre on turn table or machine driven roller holding knife at an angle.
4420	Bead Cutter/Bead Maker/Beading Machine Operator	Operates bead making machine after selecting desired size/form of wire. Removes formed wires after cutting and wraps small piece of rubber tap around ring to hold loose ends. May also undertake repair and lubrication of the machine.

CONFIDENTIAL

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

**Block-I Identification Particulars**

1. NIC at the time of visit (5 digit level)  
(to be filled by supervisor)
2. Description of the Industry/Activity  
\_\_\_\_\_  
\_\_\_\_\_
3. Stratum Code
4. Size Group Code  
(for Upper-1, Lower-2)
5. Frame Serial Number
6. Sample Serial Number
11. Name of the Establishment \_\_\_\_\_  
\_\_\_\_\_
12. Complete Postal Address with Name of Person Contacted  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
13. E-mail address and Phone No. \_\_\_\_\_  
\_\_\_\_\_
14. Name and Address of the Employer's Association of which the Employer is a Member. \_\_\_\_\_  
\_\_\_\_\_
15. In case of Substitution, the reasons thereof:  
(Code: Unit not in existence-1, Unit locked out for some time / temporary shutdown-2, Not permitting to access-3, Adequate co-operation was not extended-4)
7. Sector Code  
(Public-1, Private-2, Joint-3)
8. Rural/Urban  
(Code: Rural-1; Urban-2)
9. Reference Date
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. 

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## Block II EMPLOYMENT

## (A) TIME – RATED WORKERS

S.No.	Occupations		Number of Full Time Manual Workers on the Reference Date		
	Title	Code	Sex-Age Code*	Type of Worker (Code)**	Total no of Worker
1	2	3	4	5	6

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

Sample Sl. No.

## Block II EMPLOYMENT

## (B) PIECE-RATED WORKERS

S.No.	Occupations		Number of Full Time Manual Workers on the Reference Date		
	Title	Code	Sex-Age Code*	Type of Worker (code)**	Total no of Worker
7	8	9	10	11	12

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

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

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

Sample Sl. No.

**BLOCK-IV** DEARNESS ALLOWANCES\*

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

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

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

Code	Number
Code	Number

Any other Series

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

Code	Number
Code	Number
Code	Number

- 2.2 No. of Persons not getting DA

- 2.3 Total Number of Persons

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

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

- (b) Base Year(ccYY)

- (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.

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

\*Men-1, Women-2, Adolescents-3 & 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.	
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<b>BLOCK-V PAY ROLL EARNINGS OF SAMPLE WORKERS</b>							
Sl. No. as in Block II	Occup- ation Code as in Block II	Sl. No. of selected sample worker	Number of Days**		Basic/Consolidated Wages	Dearness Allowance	Bonus
			Worked	Paid for			
1	2	5	13	14	15	16	17

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

Sample Sl. No. 

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

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

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

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**Comments/Remarks**

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

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

## ANNEXURE-VI

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

## ANNEXURE-VI

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
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Government of India  
Ministry of Labour & Employment  
(ESA Section)

Shram Shakti Bhawan,  
New Delhi-110001  
Dated 06.11.2017

**ORDER**

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

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

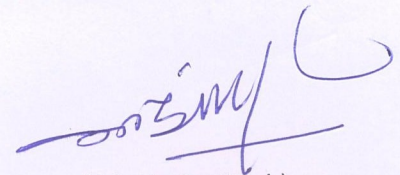
**2. Terms of References:**

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

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

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

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



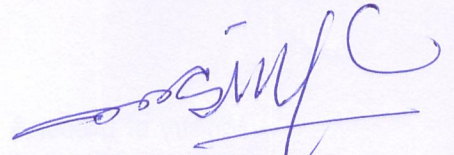
( Mohinder Singh)  
Section Officer

To.

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

Copy To;

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



( Mohinder Singh )  
Section Officer

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

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Deputy Director General

Shri Kailash G. Sharma  
Director

Shri Ashok Kumar  
Deputy Director

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

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Smt Om Kalia	Investigator	Gr.II
Smt Madhu Sharma	Investigator	Gr.II
Sh Vishavjeet	Investigator	Gr.II
Smt Ena Ahuja	Junior Statistical	Officer
Sh Balbir Singh	Investigator	Gr.II
Sh Jitender Kumar Yadav	Investigator	Gr.II
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Sh Dinesh Kumar	Investigator	Gr.II
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.....about the Labour Bureau

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