

Occupational Wage Survey Seventh Round



REPORT ON TEXTILE GARMENT INDUSTRY



सत्यमेव जयते

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



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

REPORT

ON

**TEXTILE GARMENTS INDUSTRY
(April, 2017 – September, 2017)**

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

PREFACE

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

The Seventh Round OWS, 2017 report on Textile Garments 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 Textile Garments Industry at different places for extending their whole hearted cooperation enabling Labour Bureau in timely collection of data. The officers and staff of the Bureau also deserve praise for the hard work put in by them in the planning and execution of the survey as well as in preparation of the present Report. I would also like to thank the Chairman and the members of the Technical Advisory Committee, constituted by the Ministry for examining the various technical aspects of OWS, for providing useful inputs in the finalization of the report.

Suggestions for further improvement in the OWS reports are welcome.

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

Chandigarh
March, 2018

CONTENTS

	Subjects	Page
	Main Findings of the Survey	1-3
CHAPTER-I	Introduction	4-9
1.1	Genesis of the Survey	4-5
1.2	Objectives of the Survey	5
1.3	Selection of Industries	5
1.4	Scope and Coverage	5-6
1.5	Geographical Stratification	6
1.6	Sampling Design and Estimation Procedure	7
1.7	Selection of Occupations	7
1.8	Field Investigation and Reference Period	8
1.9	Collection of Data and Schedule	8
1.10	Coverage of Units and Sample Size	8-9
CHAPTER-II	STRUCTURE OF WORK-FORCE	10-16
2.0	Introduction	10
2.1	Distribution of Workers	10
2.2	Distribution of Work-Force by Sexage	11
2.3	Distribution of Work-Force by System of Wage Payment	12
2.4	Distribution of Time-Rated Workers by Sexage	12
2.5	Distribution of Piece-Rated Workers by Sexage	12-13
2.6	Work-Force in Major Occupations	14-15
2.7	Trend in Composition of Work Force by Sexage and System of Wage Payment	15
2.8	Percentage Distribution of Work Force by Occupation and Sexage	15-16
2.9	Percentage Distribution of Workers in Different Occupations by System of Wage Payment	16
CHAPTER-III	WAGE RATES AND DEARNESS ALLOWANCES	17-26
3.0	Introduction	17
3.1	Wage Rates	17
3.2	Average Daily Wage Rates by Industries	17-18
3.3	Average Daily Wage Rates by Sexage	18-20
3.4	Average Daily Wage Rates by System of Payment	20-21
3.5	Average Daily Wage Rates of Time-Rated Workers by Sexage	21
3.6	Average Daily Wage Rates of Piece-Rated Workers by Sexage	21-22

3.7	Average Daily Wage Rates by Occupation and Sexage	23
3.8	Trend in Wage Rates and Real Wage Rates	23-24
3.9	Dearness Allowance	24
3.10	Extent of Dearness Allowances Payment	25
3.11	Extent of Employees Receiving Dearness Allowances	25
3.12	Percentage Distribution of Units Paying DA by Criterion for Payment of DA	25-26
CHAPTER-IV PAY ROLL EARNINGS		27-33
4.0	Introduction	27
4.1	Average Daily Earnings by Sexage	27-28
4.2	Average Daily Earnings of Time-Rated Workers by Sexage	28-29
4.3	Average Daily Earnings of Piece-Rated Workers by Sexage	29
4.4	Average Daily Earnings by System of Wage Payment	30
4.5	Average Daily Earnings by Components	30-31
4.6	Distribution of Workers by Levels of Average Daily Earnings	31
4.7	Distribution of Workers by Wage Level and Occupation	31-32
4.8	Average Daily Earnings by Occupation and Sex-age	32
4.9	Average Daily Earnings by Occupations, Sex and System of Payment	32
4.10	Earnings by Occupations and Components of Wages	32
4.11	Trend in Average Daily Earnings and Real Earnings of Workers	33
CHAPTER-V SPECIAL TABLES		34-35
5.1	Coefficient of Variation for Wage Rates	34
5.2	Coefficient of Variation in Average Daily Earnings by Occupations and Between Strata	34-35
5.3	Weighting Diagram for Wage Rate Index Number	35

LIST OF TABLES

1.1	Coverage of Units and Percentage Share of Units in Sample to the Frame	36
2.1	Category-wise Employment Distribution in Industries	37
2.2	Percentage Distribution of Work-Force by Sexage	37

2.3	Percentage Distribution of Work-Force by System of Wage Payment	38
2.4	Percentage Distribution of the Time-Rated Workers by Sexage	39
2.5	Percentage Distribution of the Piece-Rated Workers by Sexage	39
2.6	Percentage Distribution of Workers in Major Occupations by Industries	40
2.7	Trend in Composition of Workers by Sexage and System of Wage Payment	41
2.8	Percentage Distribution of Workers in Different Occupations by Sexage	42
2.9	Percentage Distribution of Workers in Different Occupations by System of Wage Payment	43
3.1	Average Daily Minimum and Maximum Wage Rates in Industries	44
3.2	Average Daily Wage Rates of Workers in Industries by Sexage	45
3.2(a)	Average Daily Minimum Wage Rates of Workers in Industries by Sexage	46
3.2(b)	Average Daily Maximum Wage Rates of Workers in Industries by Sexage	46
3.3	Average Daily Wage Rates of Time-Rated Workers in Industries by Sexage	47
3.3(a)	Average Daily Minimum Wage Rates of Time-Rated Workers in Industries by Sexage	48
3.3(b)	Average Daily Maximum Wage Rates of Time-Rated Workers in Industries by Sexage	48
3.4	Average Daily Wage Rates of Piece-Rated Workers in Industries by Sexage	49
3.4(a)	Average Daily Minimum Wage Rates of Piece-Rated Workers in Industries by Sexage	49
3.4(b)	Average Daily Maximum Wage Rates of Piece-Rated Workers in Industries by Sexage	49
3.5	Average Daily Wage Rates of Workers in Industries by Occupation and Sexage	50
3.5(a)	Average Daily Minimum Wage Rates of Workers in Industries by Occupation and Sexage	51
3.5(b)	Average Daily Maximum Wage Rates of Workers in Industries by Occupation and Sexage	52
3.6	Average Daily Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	53
3.6(a)	Average Daily Minimum Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	54
3.6(b)	Average Daily Maximum Wage Rates of Time-Rated Workers in Industries by Occupation and Sexage	55
3.7	Average Daily Wage Rates of Piece-Rated Workers in Industries by Occupation and Sexage	56
3.7(a)	Average Daily Minimum Wage Rates of Piece-Rated Workers in Industries by Occupation and Sexage	57

3.7(b)	Average Daily Maximum Wage Rates of Piece-Rated Workers in Industries by Occupation and Sexage	57
3.8	Trend in Average Daily Wage Rates and Real Wage Rates of Workers	58
3.9	Percentage of Units Paying Dearness Allowance, Utilization of Consumer Price Index Numbers, Base Years and Scope	59
3.10	Percentage of Employees (Manual and Non-Manual) Receiving Dearness Allowance	60
3.11	Percentage Distribution of Units Paying Dearness Allowance by System of Payment	60
4.1	Average Daily Earnings of Workers by Sexage	61
4.2	Average Daily Earnings of Time-Rated Workers by Sexage	61
4.3	Average Daily Earnings of Piece-Rated Workers by Sexage	62
4.4	Average Daily Earnings of Workers by System of Payment	62
4.5	Average Daily Earnings of Workers by Components	63
4.6	Percentage Distribution of Workers Receiving Earnings per Day by Size Class of Daily Earnings	64
4.7	Distribution of Workers by Wage Level and Occupation	65
4.8	Average Daily Earnings of Workers by Occupation and Sexage	66
4.9	Average Daily Earnings of Time-Rated Workers by Occupation and Sexage	67
4.10	Average Daily Earnings of Piece-Rated Workers by Occupation and Sexage	68
4.11	Average Daily Earnings of Workers by Occupation and System of Payment	69
4.12	Average Daily Earnings of Workers in Different Occupations by Components	70-71
4.13	Trend in Average Daily Earnings and Real Earnings	72
5.1	Coefficient of Variation in Average Wage Rates by Stratum	73
5.2	Coefficient of Variation in Average Daily Earnings by Stratum	73
5.3	Coefficient of Variation in Average Daily Earnings by Occupation	74
5.4	Occupational Employment and Mean Wage Rates of Workers by Industry/Stratum	75-80

ANNEXURES

I	List of 56 Industries Selected for Coverage under Occupational Wage Survey (Seventh Round)	81-83
II	Concepts and Definitions	84-93
III	Sampling Design and Estimation Procedure of the Survey	94-98
IV	List of Occupations with Brief Job Descriptions for Textile Garments Industry	99-102
V	Occupational Wage Surveys Schedule	103-113
VI	List of Reports brought out by Labour Bureau on Occupational Wage Surveys	114-118
VII	Composition of Technical Advisory Committee	119-120
VIII	List of Officers/Officials Associated with the Occupational Wage Survey Report	121

MAIN FINDINGS OF THE SURVEY

The important findings of the Occupational Wage Survey conducted for the Textile Garments Industry are given below.

INTRODUCTION

1. The survey covered Textile Garments Industry under the seventh round of the Occupational Wage Survey.
2. The field work for Textile Garments Industry was carried out during April, 2017 to September, 2017.
3. Information was collected from 179 sample units, which accounted for 6.82 percent of the total units (2626) in the frame.

STRUCTURE OF WORK FORCE

4. The total number of workers in Textile Garments Industry is estimated to be 10.23 lakhs. Out of these, 9.05 lakh workers are manual workers (88.50 percent) and remaining 1.18 lakh workers are non-manual (11.50 percent).
5. Out of total workforce of 10.23 lakh workers, Karnataka has maximum share (38.12 percent), followed by Tamil Nadu (14.60 percent), Uttar Pradesh (13.89 percent), Haryana (12.58 percent), Residual (11.25 percent), Maharashtra (4.79 percent) and Delhi (4.77 percent).
6. Out of the total 9.05 lakh manual workers in Textile Garments Industry, a vast majority of workers i.e. 57.59 percent were men and remaining 42.41 percent were women. Delhi Stratum had the highest percentage of men workers i.e. 90.30 percent and Tamil Nadu Stratum had highest percentage of women workers i.e. 79.80 percent.
7. Majority of workers i.e. 99.89 percent were employed by the time-rated system and the remaining 0.11 percent by piece-rated system.
8. The highest percentage of total work force was employed as Tailor (35.59 percent), followed by Helper and Checker with shares of 17.03 percent and 10.63 percent respectively.

WAGE RATES AND DEARNESS ALLOWANCE

9. The overall average daily wage rates of men and women workers in Textile Garments Industry were Rs. 352.03 and Rs. 300.46, respectively, whereas for all the workers it worked out to be Rs. 330.16.

10. At the stratum level, the highest average daily wage rate was reported in Delhi (Rs. 412.50) whereas, the lowest average daily wage rate was reported in Tamil Nadu stratum (Rs. 254.54).
11. Out of the total 37 occupations reported in Textile Garments Industry, the average daily wage rate of women workers was higher than that of their men counterparts in 9 occupations, viz. Electrician, Press Man, Store Keeper, Cutting Machine Operator, Designer, Measurer, Spotter, Washer/Wash Man/Laundry and Layer Man.
12. In Textile Garments Industry, the highest average daily wage rates at occupation level were reported at Rs. 642.97 in Dyer/Colour Master, followed by Rs. 568.20 in Designer and Rs. 446.52 in Supervisor occupations, respectively. The lowest average daily wage rates were reported at Rs. 125.50 in Apprentices/Trainees occupation, followed by Rs. 234.41 in Sample Man/Sampler and Rs. 248.09 in Washer/Wash Man/Laundry occupations respectively.
13. The percentage change in real wage rates during seventh round stood at 30.29 percent as compared to 7.74 percent in the sixth round.
14. Dearness allowance as a separate component of wages/salaries was paid in 18.58 percent of units covering 29.22 percent of the workers in Textile Garments Industry.

PAYROLL EARNINGS

15. The overall average daily earnings of men, women and all workers in the Textile Garments Industry worked out to Rs. 357.64, Rs. 318.31 and Rs. 340.96, respectively.
16. The earnings of women workers were more than that of their men counterparts in 7 occupations, viz. Mechanic (Gen), Press Man, Store Keeper, Cutting Machine Operator, Designer, Washer/Wash Man/Laundry and Layer Man.
17. The highest average daily earnings of all workers were reported at Rs. 467.94 in Maharashtra Stratum, followed by Rs. 425.11 in Residual Stratum. The lowest average daily earnings of all workers were reported at Rs. 296.73 in Tamil Nadu Stratum. The highest and lowest average daily earnings of women workers were reported at Rs. 436.41 and Rs. 289.78 in Delhi Stratum and Uttar Pradesh Stratum, respectively. In case of men workers, the highest average daily earnings were reported at Rs. 544.66 in Maharashtra Stratum, followed by Rs. 452.34 in Residual Stratum, whereas, the lowest average daily earnings were reported at Rs. 308.28 in Haryana Stratum.
18. The highest average daily earnings in different occupations were reported for Dyer/Colour Master (Rs. 726.53), followed by Designer (Rs. 706.39), Sample Man/Sampler (Rs. 674.66) and Boiler Attendant (Rs. 578.32). On the other hand, the lowest

average daily earnings were reported for Washer/Wash Man/Laundry (Rs. 226.44), followed by Apprentices/Trainees (Rs. 249.06), Sweeper (Rs. 276.16) and Spotter (Rs. 287.75).

19. The average daily earnings of time-rated workers were recorded at Rs. 341.01 and that of the piece-rated workers at Rs. 290.51.
20. Basic wages and dearness allowance accounted for about 90.69 percent of total average daily earnings.
21. The average daily earnings of about 57.55 percent of workers were Rs. 250.01 to Rs. 375.00 per day.
22. The percentage change in real earnings during seventh round stood at 26.77 percent as compared to 27.34 percent in the sixth round.

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, the 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, the Labour Bureau conducted Second Occupational Wage Survey during 1963-65, more or less on similar lines, with the same objectives and coverage.

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

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

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

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

1.2 OBJECTIVES OF THE SURVEY

The main objectives of the survey are:

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

On lines of above objectives, the present report on Textile Garments Industry has been prepared.

1.3 SELECTION OF INDUSTRIES

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

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

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

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Textile Garments Industry extended to all 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 was based on the frame of Textile Garments Industry maintained by CSO(IS Wing), Kolkatta, for the purpose of Annual Survey of Industries (ASI) 2014-15.

Occupation-wise wage data were collected only from 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 staffs, though covered by the Act as workers, were excluded from the scope of the survey. However, the supervisory personnel, whose duties, besides supervision, generally involve considerable element of manual work, were covered under the survey. Similarly, regular badli and casual workers who had 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 were 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 Textile Garment Industry are given below:

Industry	Stratum
Textile Garments Industry	1. Haryana 2. Delhi 3. Uttar Pradesh 4. Maharashtra 5. Karnataka 6. Tamil Nadu 7. Residual (J&k, Punjab, Rajasthan, West Bengal, M.P, Gujarat, Daman & Diu, A.P, Goa, Kerala and Telangana)

1.6 SAMPLING DESIGN AND ESTIMATION PROCEDURES

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

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

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

1.7 SELECTION OF OCCUPATIONS

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

1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

The field work for Textile Garments Industry was launched during April, 2017 and completed in September, 2017. Requisite details were collected from the sample units relating to reference period. The field staff (regular and contractual) of the Labour Bureau conducted the fieldwork, which was supervised by the Economic/Statistical Officers by visiting the sample units. Seniors Officers also visited some of the sample units.

The reference date for the collection of data was fixed as 30th June, 2016 for the Textile Garments Industry. 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 constituted by 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

Tables 1.1 shows the coverage of units and the sample size in selected Textile Garments Industry. A total of 2626 units constituted the overall frame for the Textile Garments Industries. Out of these, 179 units were selected in the sample, which accounted for 6.82 percent of the total units in the frame. The sample size varied from 6.52 percent in Karnataka stratum to 7.18 percent in Maharashtra stratum of the Textile Garments Industry.

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 No. of Units in the Frame of Garments Industry

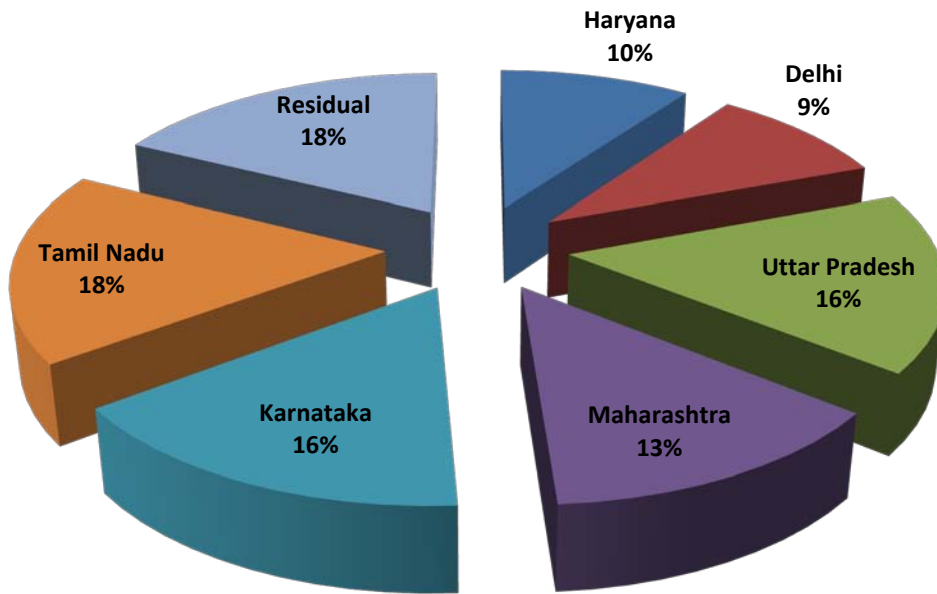
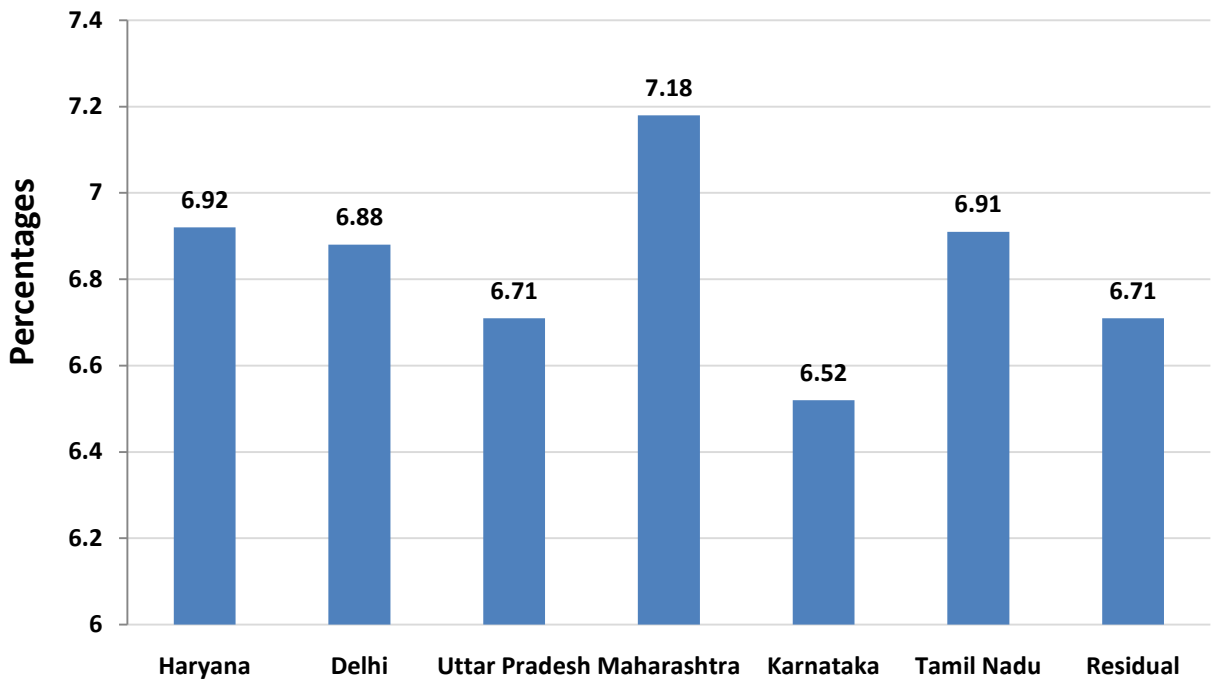


Exhibit 1.2: Percentage of Units in Sample to the Frame



CHAPTER-II STRUCTURE OF WORK-FORCE

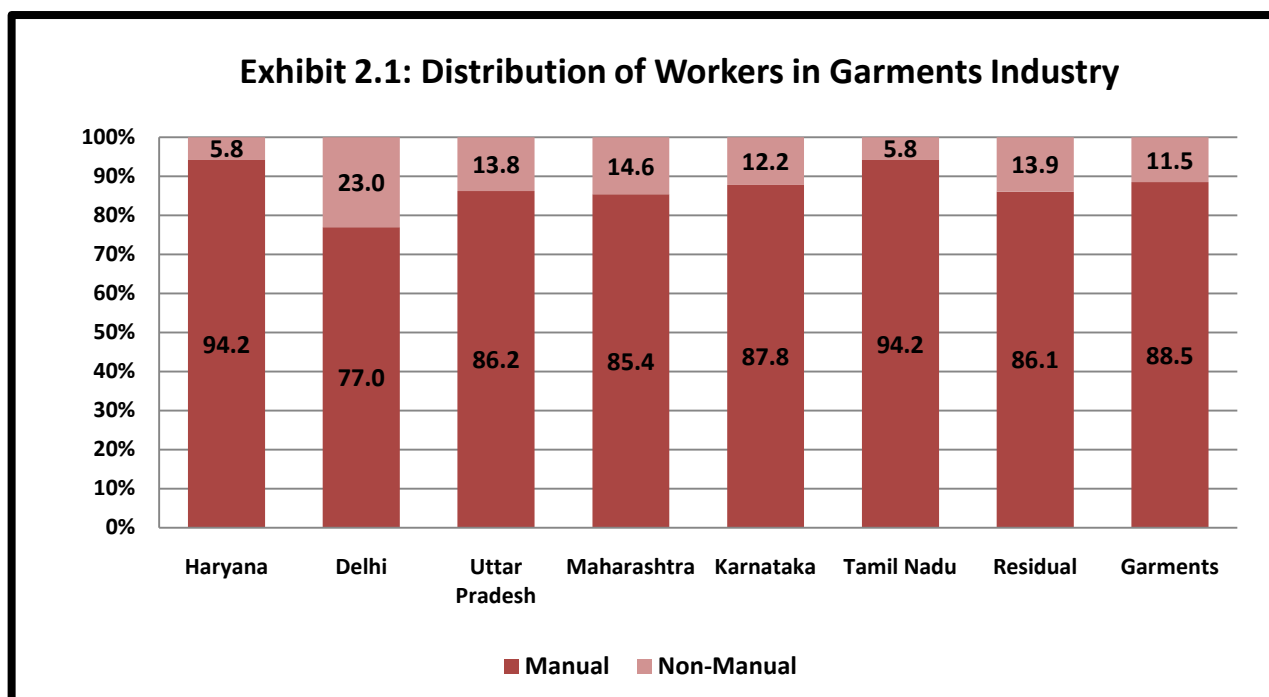
2.0 INTRODUCTION

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 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 same sector. The legislative policies of the Government also influence the composition of working force.

2.1 DISTRIBUTION OF WORKERS

The distribution of workers in Textile Garments Industry is presented in Table 2.1. The total number of workers in Textile Garments Industry is estimated to be 10,23,036. Out of 10.23 lakh workers employed in the industry, Karnataka has maximum share (38.12 percent) of the total workforce, followed by Tamil Nadu (14.60 percent), Uttar Pradesh (13.89 percent), Haryana (12.58 percent), Residual (11.25 percent), Maharashtra (4.79 percent) and Delhi (4.77 percent).

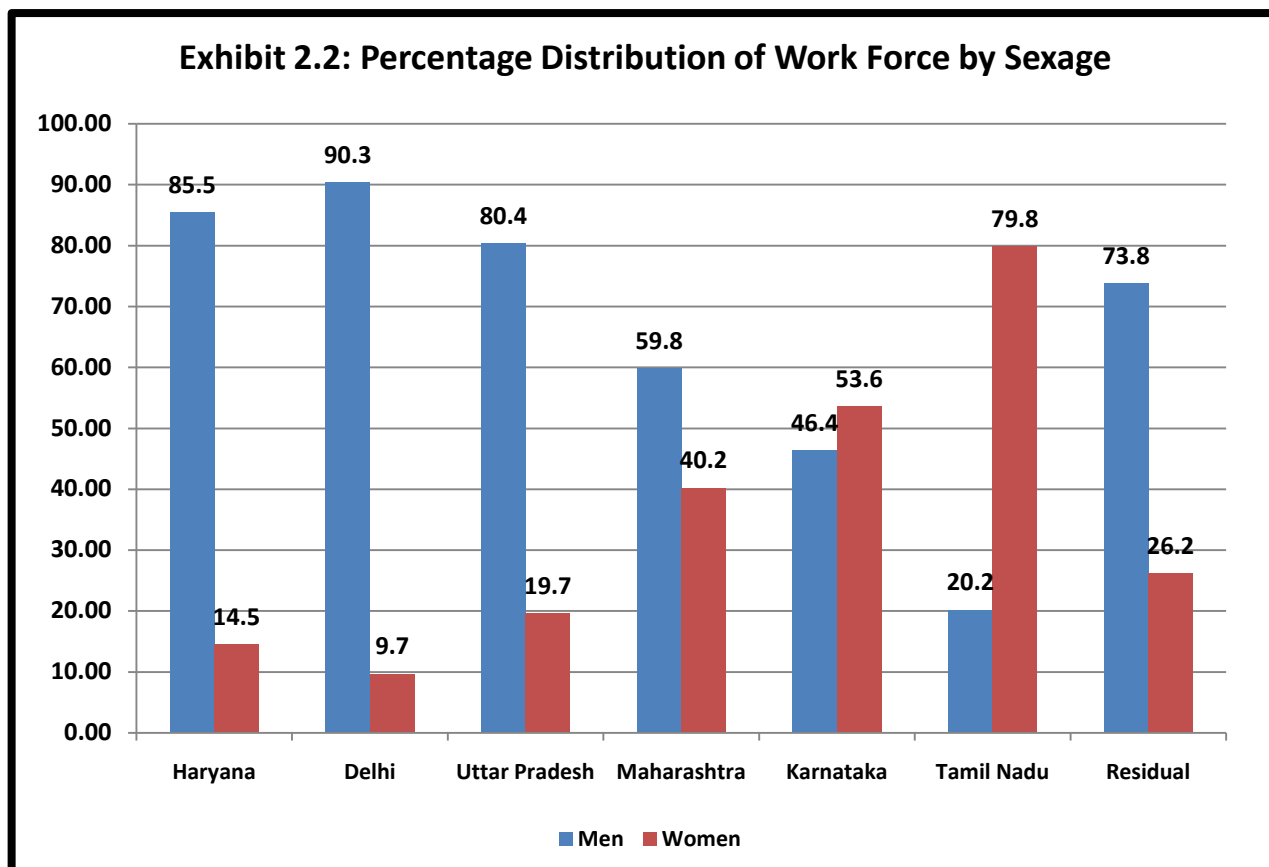
Out of these, 9,05,403 workers are manual workers, which accounted for 88.50 percent of the total number of workers in the Textile Garments Industry. The percentage of manual workers to total workforce was 94.25 percent in Haryana, 76.99 percent in Delhi, 86.18 percent in Uttar Pradesh, 85.43 percent in Maharashtra, 87.78 percent in Karnataka, 94.21 percent in Tamil Nadu and 86.15 percent in Residual.



2.2 DISTRIBUTION OF WORK FORCE BY SEXAGE

The composition of work force (manual workers) by sexage⁺ has been presented in Table 2.2. As per the information collected under the survey, the total work force (manual workers) in the Textile Garments Industry covered under the survey has been estimated to be about 9.05 lakhs. Amongst these, the highest number of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) was reported at 3.42 lakhs in the state of Karnataka, followed by 1.41 lakhs in Tamil Nadu, 1.22 lakhs in Uttar Pradesh, 1.21 lakhs in Haryana, 0.99 lakhs in Residual, 0.42 lakhs in Maharashtra and remaining 0.38 lakhs in Delhi. Men workers constituted 57.59 percent of the total work force, whereas the remaining 42.41 percent were women. None of the units in the Textile Garments Industry reported employment of adolescents or children during the survey.

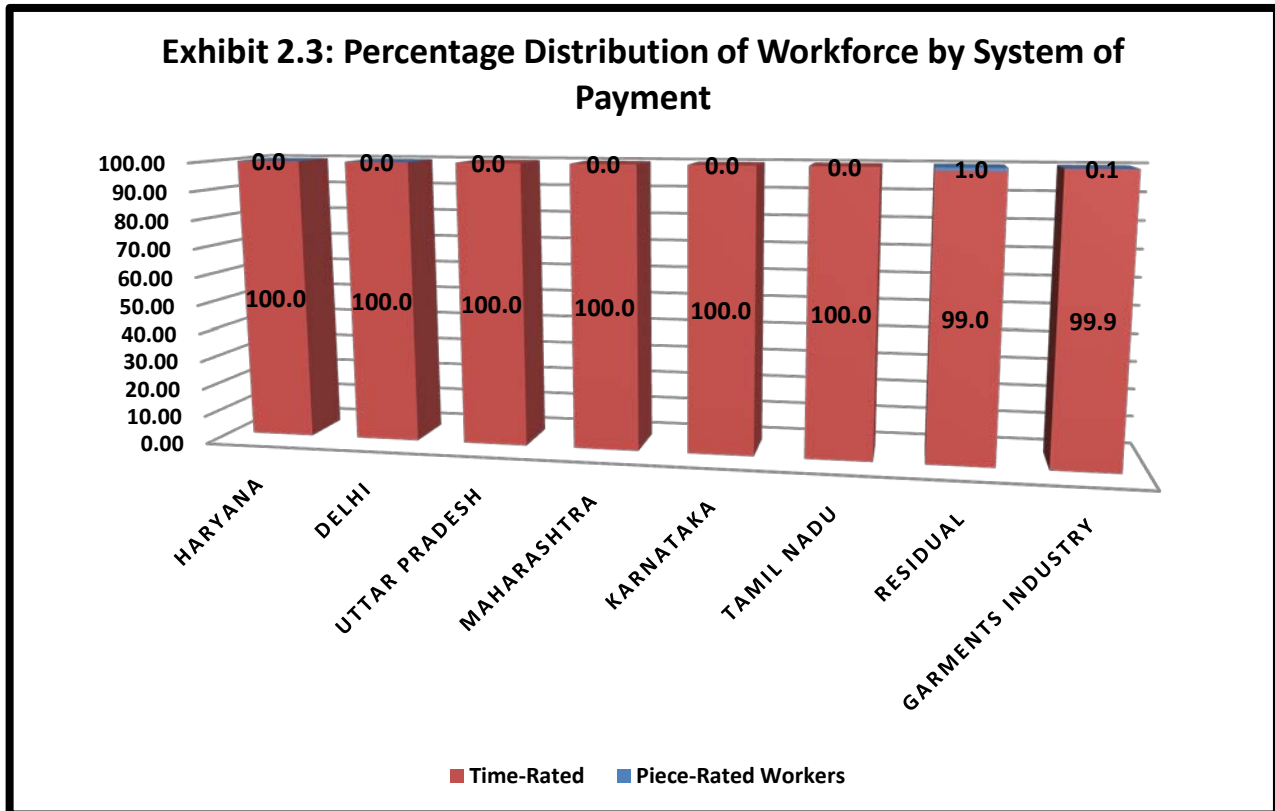
While examining the sexage wise workforce at stratum level, it is observed that the share of men workers was more than 75 percent of the total workforce in Haryana, Delhi and Uttar Pradesh stratum, whereas, women workers dominated in Karnataka and Tamil Nadu stratum. The highest percentage of women workers was reported at 79.80 percent in Tamil Nadu, followed by 53.64 percent in Karnataka, whereas, the lowest percentage of women workers was reported at 9.70 percent in Delhi.



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

2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

The distribution of workers by system of wage payment is shown in Table 2.3. It is observed that 99.89 percent of the workforce in Textile Garments Industry was employed by the time-rated system and the remaining 0.11 percent by the piece-rated system.



2.4 DISTRIBUTION OF TIME-RATED WORKERS BY SEXAGE

The distribution of time-rated workers by sexage is shown in Table 2.4. The Table reveals that a vast majority of time-rated workers in all the strata except Karnataka and Tamil Nadu were men, i.e. 90.30 percent in Delhi, 85.49 percent in Haryana, 80.35 percent in Uttar Pradesh, 73.76 percent in Residual and 59.79 percent in Maharashtra stratum. The proportion of time-rated women workers was reported higher than their male counterparts at 79.80 percent in Tamil Nadu and 53.64 percent in Karnataka stratum. At Industry level, the proportion of time-rated women workers was reported at 42.44 percent as compared to their male counterparts at 57.56 percent.

2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEXAGE

The distribution of piece-rated workers by sexage is presented in Table 2.5. The Table revealed that the piece-rated system was reported in Residual stratum only. The proportion of piece-rated men workers was 76.47 percent and remaining, 23.53 percent were women workers.

Exhibit 2.4: Percentage Distribution of Time Rated Workers

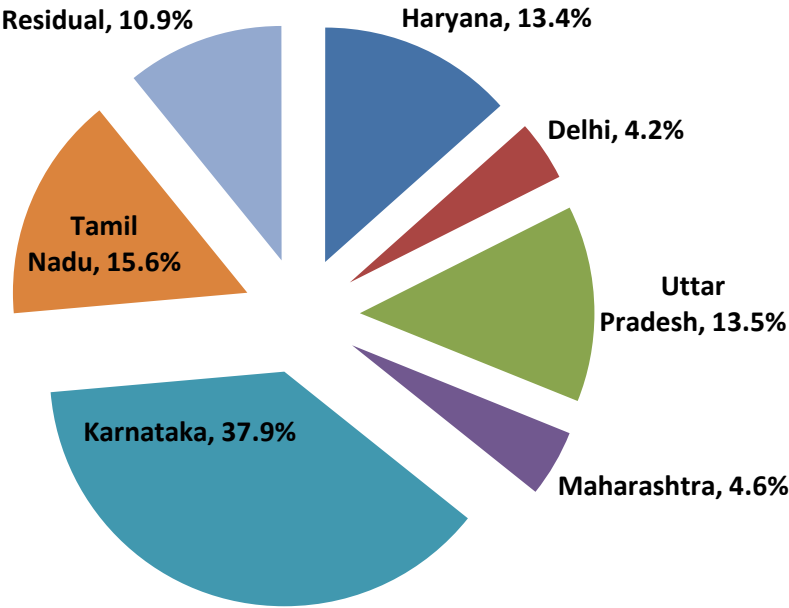
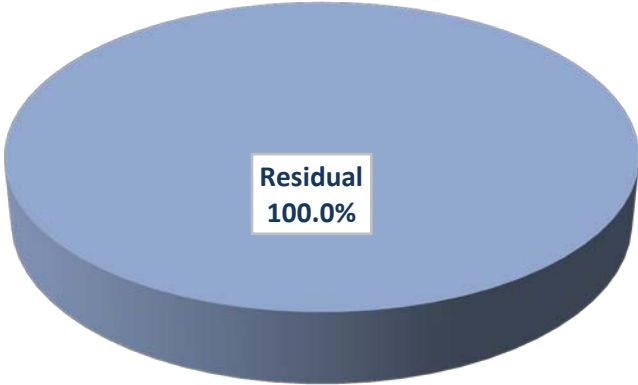


Exhibit 2.5: Percentage Distribution of Piece-Rated Workers



2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.6. Taking all Textile Garments Industry together, the highest percentage of work force was employed as Tailor (35.59 percent), followed by Helper and Checker with shares of 17.03 percent and 10.63 percent respectively. Furthermore, the data revealed that the proportion of workers employed in the occupations of Tailor (Specialist), Cutter, Packer and Cutting Machine Operator were 7.46 percent, 5.01 percent, 4.03 percent and 3.73 percent respectively. These seven occupations taken together accounted for 83.48 percent of the workforce in the industry.

Exhibit 2.6(a): Topmost Occupations constituting 50 percent share of the Total Workforce in Textile Garments Industry

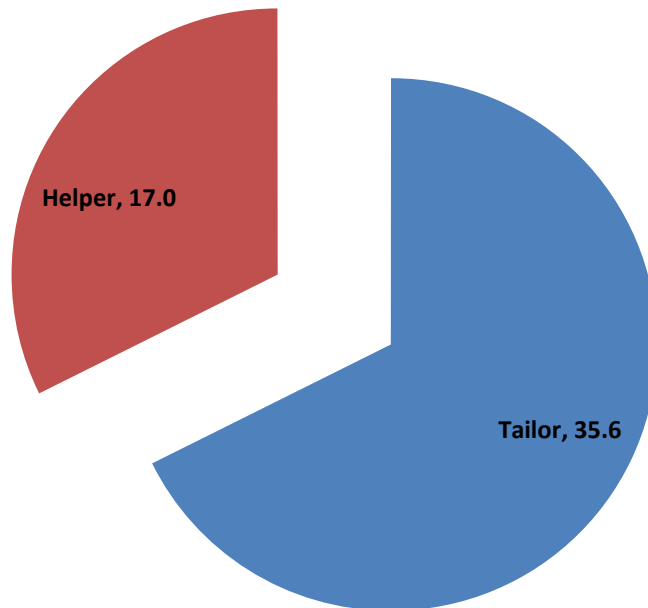


Exhibit 2.6(b): Top/Bottom Occupations in Textile Garments Industry

Serial in order	<i>Textile Garments</i>
	Top Three Occupations
1	Tailor (35.59%)
2	Helper (17.03%)
3	Checker (10.63%)
	Bottom Three Occupations
1	Boiler Attendant (0.00%)*
2	Carpenter (0.00%)*
3	Dyer/Color Master (0.01%)

* Insignificant

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 revealed that though there has been a positive growth in the overall employment of both the sexes, the proportion of women workers has declined to 42.41 percent in comparison to the previous round. Similarly, a decline of 0.11 percent has been noticed in proportion of piece-rated workers in the current round.

Exhibit 2.7: Trend in Composition of Workforce

<i>Industries</i>	<i>Seventh Round (2016)</i>	<i>Sixth Round (2007)</i>	<i>%Growth of Seventh Round Over Sixth Round</i>	<i>%Growth of Sixth Round Over Fifth Round</i>
Textile Garments	905403	393352	130.18	59.64

2.8 PERCENTAGE DISTRIBUTION OF WORK-FORCE BY OCCUPATION AND SEXAGE

The percentage distribution of workers by occupation and sexage is given in Table 2.8. Out of total 37 occupations reported in Textile Garments Industry, 28 occupations had employment of women workers. Female workers constituted sizeable proportion of the total employment

in Sorter (56.65 percent), Tailor (63.25 percent), Layer Man (72.00 percent) and Finisher/Trimmer (68.27 percent) occupations.

Exhibit 2.8: Top Occupations with Womens' Share higher than Men

<i>Serial in order</i>	<i>Textile Garments</i>
	Top Three Occupations
1	Layer Man (72.00%)
2	Finisher/Trimmer (68.27%)
3	Tailor (63.25%)

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 both time-rated and piece-rated workers were employed in four out of 37 occupations reported in the Textile Garments Industry, v.i.z., Tailor, Cutting Machine Operator, Designer and Ironer. However, vast majority of workers were time-rated workers.

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 wage level in the country. If we consider the level of unemployment and underemployment as an index of economic distress among the people of working age, the level of wages and earnings of workers serve 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 Covention) during the reference period to arrive at average daily minimum and maximum wage rates. The simple mean of 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, wage rates varied between Rs. 309.98 (average minimum daily wage rates) and Rs. 350.33 (average maximum daily wage rates). At the stratum level, the lowest average daily minimum wage rate of Rs. 219.26 and lowest average daily maximum wage rate of Rs. 289.82 were in Tamil Nadu Stratum. Similarly, the highest average daily minimum wage rate of Rs. 400.11 were reported in Delhi Stratum and the highest average daily maximum wage rate of Rs. 461.52 were reported in Maharashtra stratum.

The percentage difference in the minimum and maximum wage rates stood at 13.02 percent in Textile Garments Industry. At the stratum level, it was lowest in Haryana Stratum (4.41 percent) and highest in Maharashtra Stratum (36.87 percent) in the industry.

Exhibit 3.1: Percentage Difference between Minimum and Maximum Wage Rates

<i>Industries</i>	<i>Average Daily Wage Rates (Mean) (Rs.)</i>	<i>Average Daily Minimum Wage Rates (Rs.)</i>	<i>Average Daily Maximum Wage Rates (Rs.)</i>	<i>Percentage Difference</i>
Haryana	333.92	326.71	341.13	4.41
Delhi	412.50	400.11	424.89	6.19
Uttar Pradesh	340.54	313.18	367.90	17.47
Maharashtra	399.36	337.19	461.52	36.87
Karnataka	318.34	308.77	327.92	6.20
Tamil Nadu	254.54	219.26	289.82	32.18
Residual	400.37	372.84	427.90	14.77
Textile Garments Industry	330.16	309.98	350.33	13.02

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 and all workers in the Textile Garments Industry were Rs. 352.03 and Rs. 300.46 and Rs. 330.16, respectively.

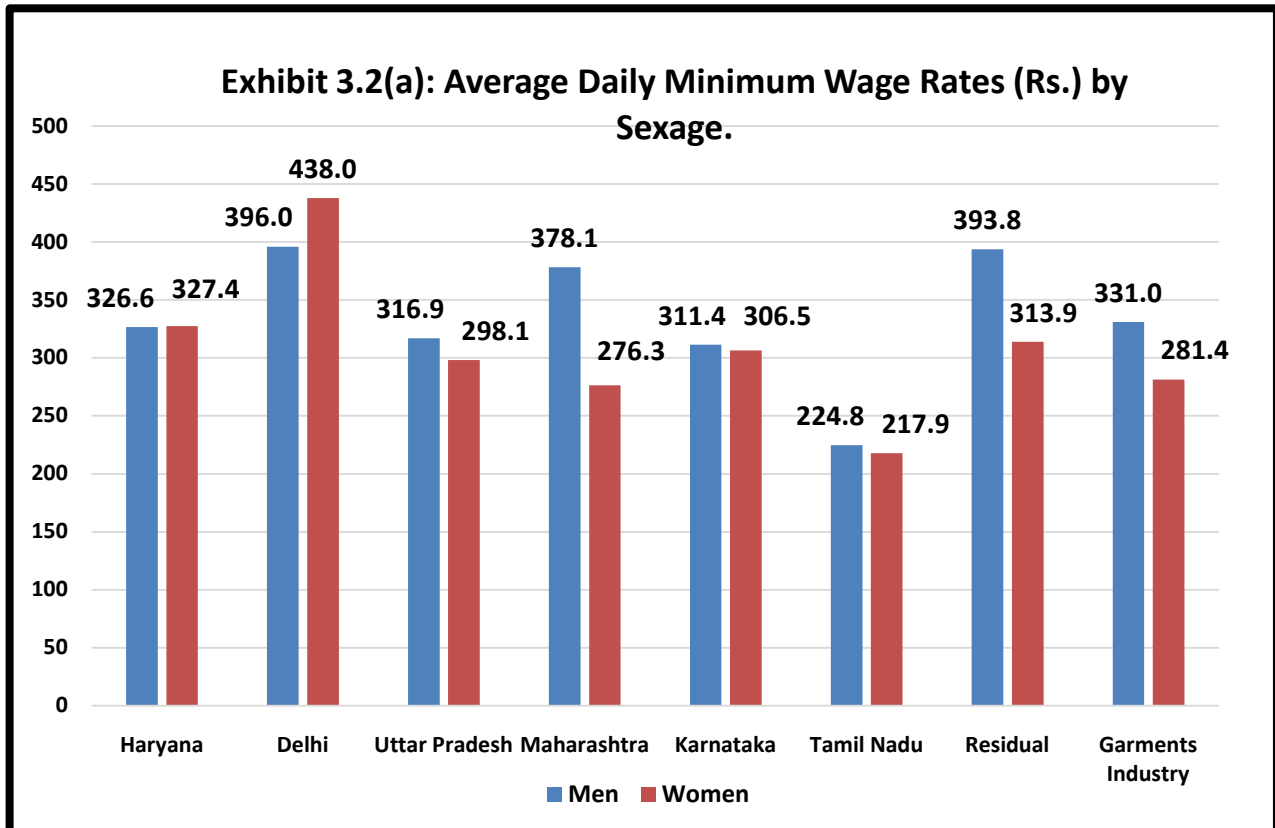
At the stratum level, the highest average daily wage rate was reported in Delhi (Rs. 412.50) whereas; the lowest average daily wage rate was reported in Tamil Nadu stratum (Rs. 254.54). The Table reveals that average daily wage rates of women workers were less than that of the men workers in Uttar Pradesh, Maharashtra, Tamil Nadu and Residual strata. The highest average daily wage rates of women workers were reported at Rs. 452.39 in Delhi stratum, whereas, the lowest average daily wage rates of women workers were reported at Rs. 249.94 in Tamil Nadu stratum.

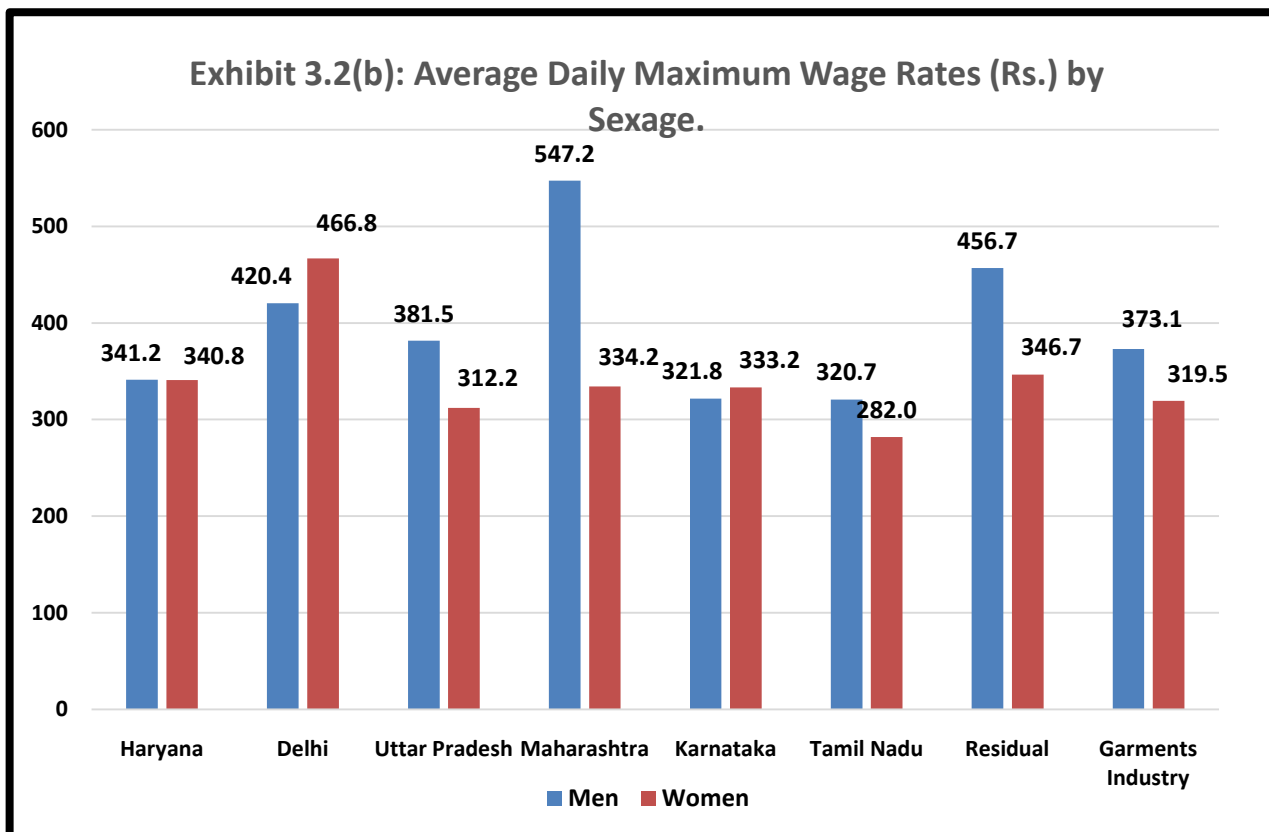
Exhibit 3.2: Average Daily Wage Rates by Sexage

Industry	Average Daily Wage Rates (Rs.)		
	Men	Women	Combined
Textile Garments	352.03	300.46	330.16

The average daily minimum wage rates for Textile Garments Industry taken together worked out to be Rs. 331.01 for men, Rs. 281.43 for women and Rs. 309.98 for all workers. The average daily maximum wage rates for Textile Garments Industry taken together worked out to be Rs. 373.05 for men, Rs. 319.48 for women and Rs. 350.33 for all workers.

The data revealed 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.

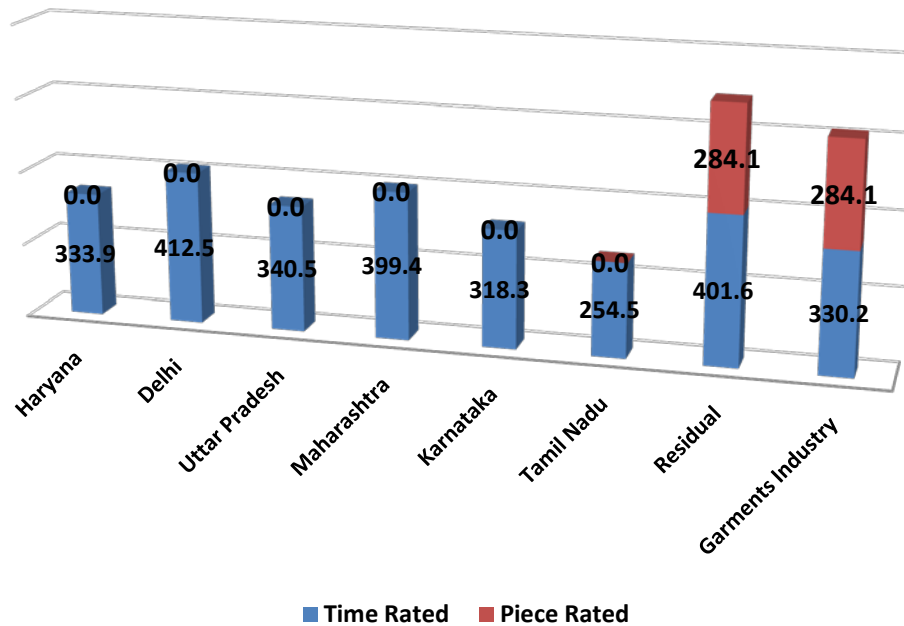




3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

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. 330.21 and Rs. 284.12, respectively, for the Textile Garments Industry.

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



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 men, women and all workers were reported at Rs. 352.13, Rs. 300.48 and Rs. 330.21, respectively. The highest average daily wage rates of time-rated men and women workers were reported at Rs. 462.66 in Maharashtra stratum and Rs. 452.39 in Delhi stratum, respectively, whereas, the lowest average daily wage rates of time-rated men and women workers were Rs. 272.71 and Rs. 249.94 in Tamil Nadu stratum 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. The average daily wage rates for piece-rated men, women and all workers were reported at Rs. 288.46, Rs. 270.00 and Rs. 284.12, respectively. The piece-rated system of payment was prevalent in Residual stratum only.

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

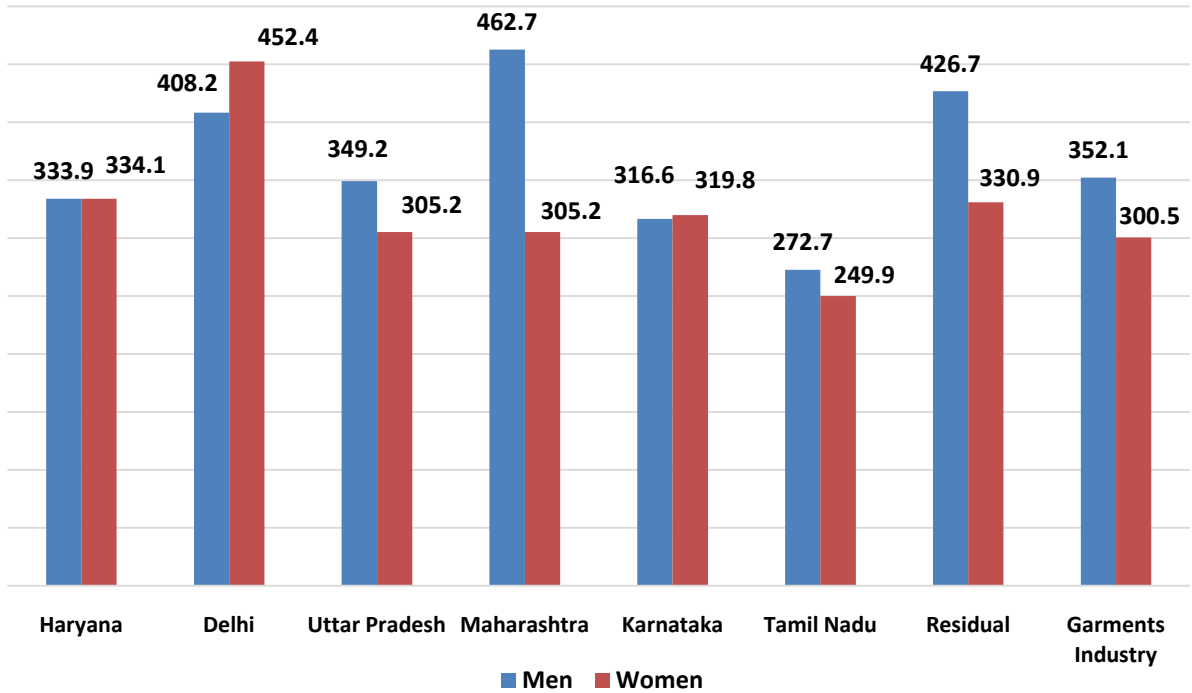


Exhibit 3.5: Average Daily Wage Rates (Rs.) of Piece Rated Workers



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. Table 3.5 shows that there is wide intra-occupation variation in average wage rates in Textile Garment Industry.

It can also be seen from Table 3.5 that the highest average daily wage rates at occupation level were reported at Rs. 642.97 in Dyer/Color Master, followed by Rs. 568.20 in Designer and Rs. 446.52 in Supervisor occupations, respectively. The lowest average daily wage rates were reported at Rs. 125.50 in Apprentices/Trainees occupation, followed by Rs. 234.41 in Sample Man/Sampler occupation and Rs. 248.09 in Washer/Wash Man/Laundry occupation respectively.

Out of 37 occupations reported in the Textile Garments Industry, women workers were employed in 28 occupations. In these 28 occupations, the average daily wage rate of women workers was higher than that of their men counterparts in 9 occupations, v.i.z. Electrician, Press Man, Store Keeper, Cutting Machine Operator, Designer, Measurer, Spotter, Washer/Wash Man/Laundry and Layer Man.

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 reported in Residual stratum only. The piece-rated system of payment was reported in four occupations, v.i.z., Tailor, Cutting Machine Operator, Designer and Ironer.

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 Textile Garments Industry 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 the Textile Garments Industry.

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 of 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 earnings for the year y^1
RE^{y^1}	=	Real earnings 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 a round with respect to that in the previous round in the Textile Garments Industry have also been depicted in Table 3.8. It reveals that the real wage rates of the workers increased at the rate of 30.29 percent during the seventh round as compared to that during the sixth round.

Exhibit 3.6: Trend in Real Wage Rates in Textile Garments Industry

<i>Industries</i>	<i>Seventh Round (Rs.)⁺</i>	<i>Sixth Round (Rs.)⁺</i>	<i>%Change of Seventh Round Over Sixth Round</i>	<i>%Change of Sixth Round Over Fifth Round</i>
Textile Garments	4.86	3.73	30.29	7.74

⁺ The prices are at 1960 price.

3.9 DEARNESS ALLOWANCE

Dearness Allowance (DA) is paid to the employees to compensate them for 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 Textile Garments Industry taken together, 18.58 percent of units covered

in the survey were paying dearness allowance as a separate component of wages/salaries. The highest percentage of units paying dearness allowances was reported in Tamil Nadu, i.e. 51.40 percent, followed by 36.23 percent in Karnataka stratum. It is further observed that none of the Textile Garment units in Haryana and Delhi stratum were paying DA.

Out of the total units paying dearness allowance to their employees, 9.22 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 87.91 percent of the units were using CPI series brought out by State Governments and remaining 2.87 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Uttar Pradesh 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, cent percent units in Uttar Pradesh and Tamil Nadu Strata were using CPI Numbers for Industrial workers (2001=100).

While analyzing data on the percentage use of Labour Bureau Consumer Price Index Centres, it is observed that cent percent units from Uttar Pradesh were using All India Consumer Price Index Numbers (AICPI) and cent percent units of Tamil Nadu stratum were using others.

3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

Table 3.10 reveals that 29.22 percent of the total estimated employees in Textile Garments Industry were getting dearness allowance. At stratum level, 51.69 percent of the employees in Textile Garments Industry in Tamil Nadu stratum, followed by 42.54 percent in Karnataka stratum were getting dearness allowance.

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

A variety of methods and procedures are adopted by industrial units for computation and payment of dearness allowance to their 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.

Data revealed that cent percent units paying DA adopted the system of CPI in combination with flat rate for paying dearness allowances to their employees in Textile Garments Industry.

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

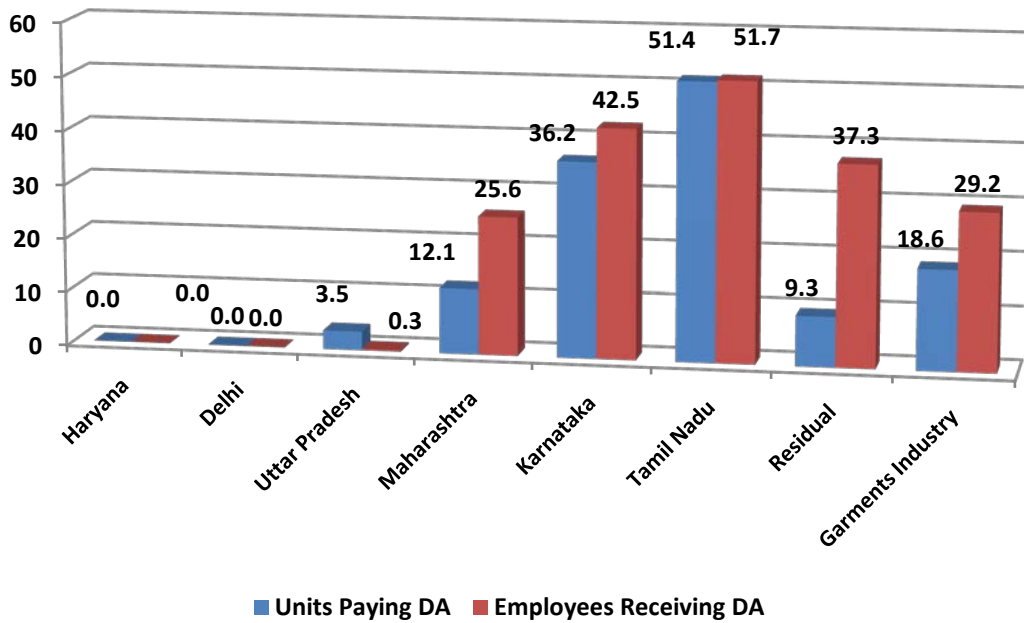
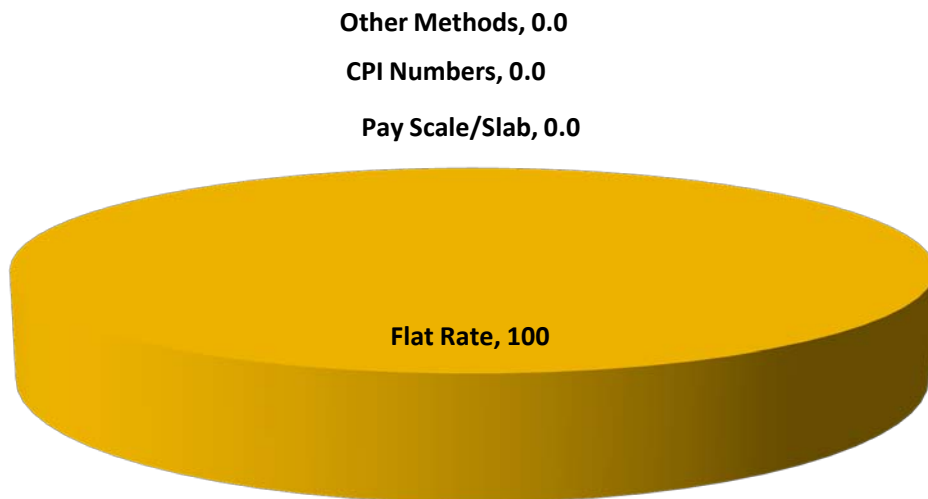


Exhibit 3.8: Percentage Units Paying DA by System of Payments



CHAPTER-IV PAYROLL EARNINGS

4.0 INTRODUCTION

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

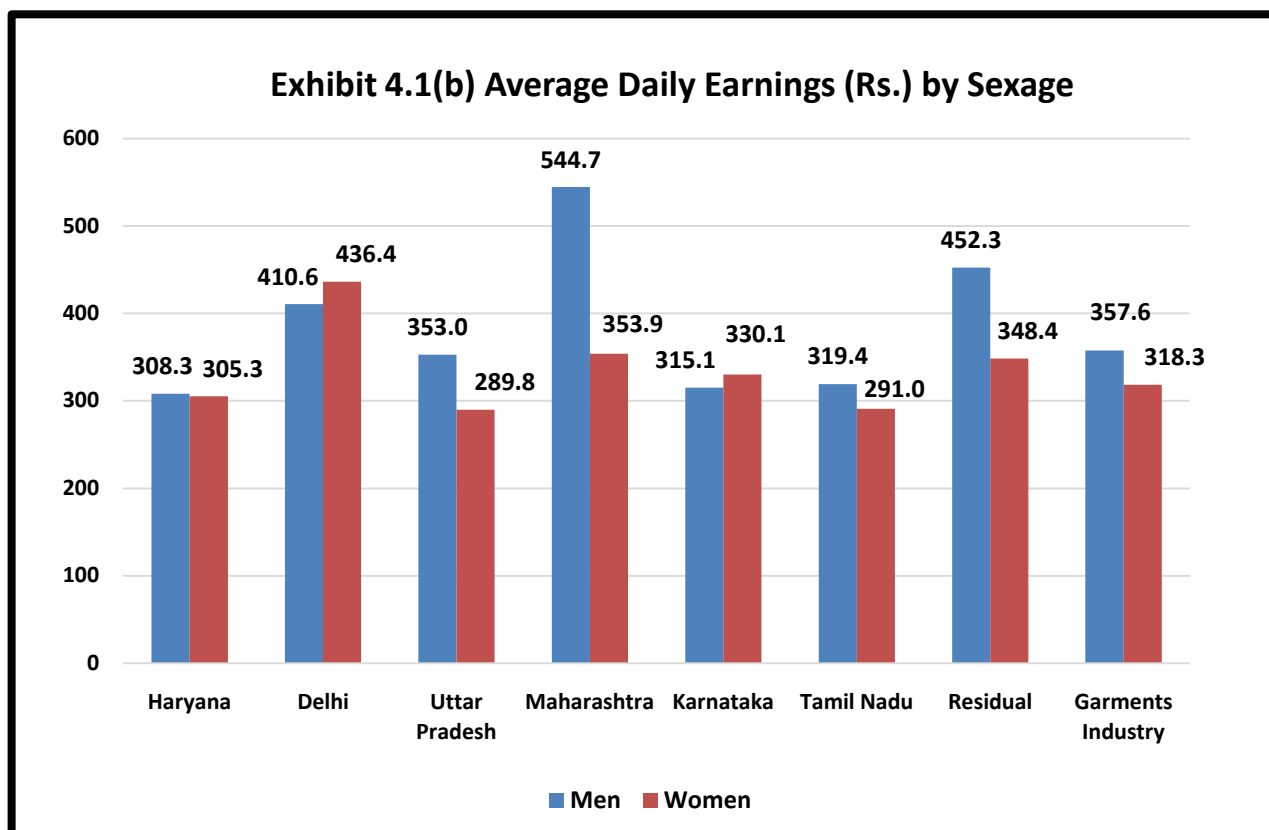
Sex-wise average daily earning of workers is given in Table 4.1. The overall average daily earnings of men, women and all workers in the Textile Garments Industry worked out to Rs. 357.64, Rs. 318.31 and Rs. 340.96, respectively.

At the stratum level, the average daily earnings of women workers were higher than their men counterparts in the Delhi Stratum and Karnataka Stratum of the Industry.

The highest average daily earnings of all workers were reported at Rs. 467.94 in Maharashtra Stratum, followed by Rs. 425.11 in Residual Stratum. The lowest average daily earnings of all workers were reported at Rs. 296.73 in Tamil Nadu Stratum. The highest and lowest average daily earnings of women workers were reported at Rs. 436.41 and Rs. 289.78 in Delhi Stratum and Uttar Pradesh Stratum, respectively. In case of men workers, the highest average daily earnings were reported at Rs. 544.66 in Maharashtra Stratum, followed by Rs. 452.34 in Residual Stratum, whereas, the lowest average daily earnings were reported at Rs. 308.28 in Haryana Stratum.

Exhibit 4.1(a): Average Daily Earnings by Sexage

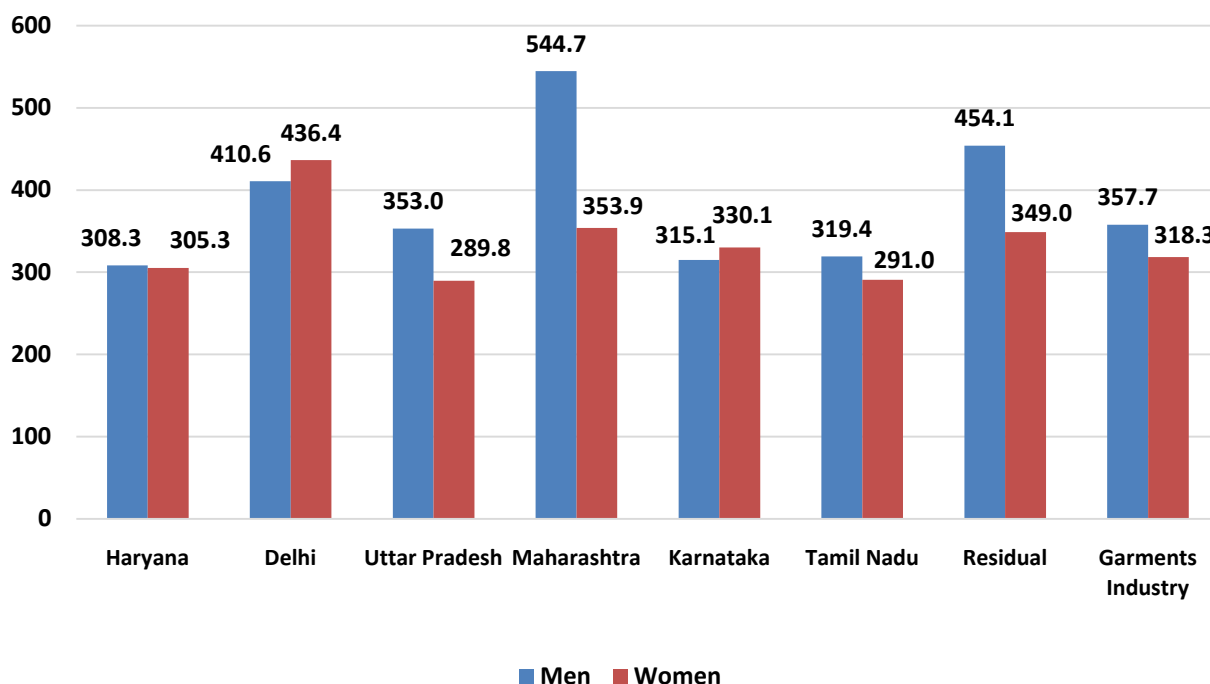
Industries	Average Daily Earnings (Rs.)		
	Men	Women	Combined
Textile Garments	357.64	318.31	340.96



4.2 AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS BY SEXAGE

The average daily earnings of time-rated workers by sexage is presented in Table 4.2. The average daily earnings of time-rated men, women and all workers were recorded at Rs. 357.74, Rs. 318.33 and Rs. 341.01, respectively. Further, in time-rated category, average daily earnings of men workers were higher than that of their women counterparts in all the Textile Garments Industry, except in Delhi Stratum and Karnataka Stratum. The highest average daily earnings of time-rated men and women workers were reported at Rs. 544.66 in Maharashtra Stratum and Rs. 436.41 in Delhi Stratum, respectively. The lowest average daily earnings of time-rated men and women workers were reported at the rate of Rs. 308.28 in Haryana Stratum and Rs. 289.78 in Uttar Pradesh Stratum, respectively.

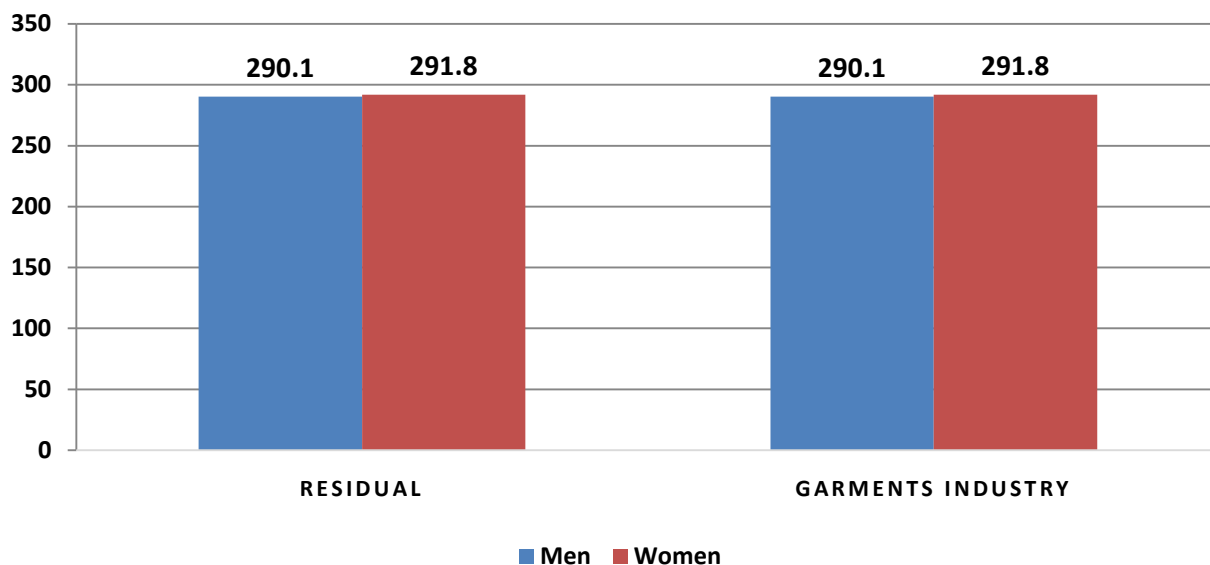
Exhibit 4.2: Average Daily Earnings (Rs.) of Time Rated Workers



4.3 AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS BY SEXAGE

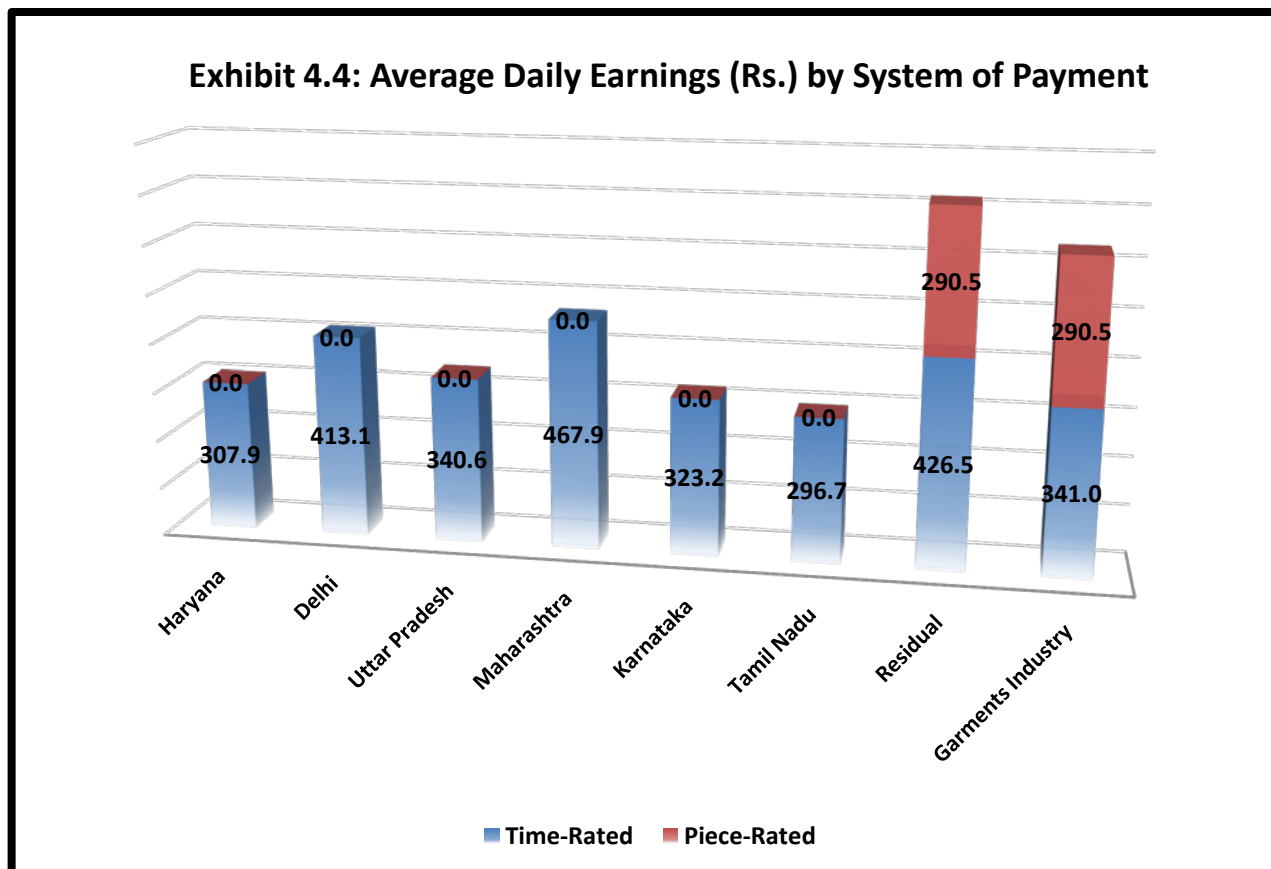
Sex-wise information on average daily earnings of piece-rated workers is given in Table 4.3. The average daily earnings of piece-rated men, women and all workers worked out to be Rs. 290.13, Rs. 291.75 and Rs. 290.51, respectively. Piece-rated system of payment was prevalent in Residual Stratum only.

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



4.4 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

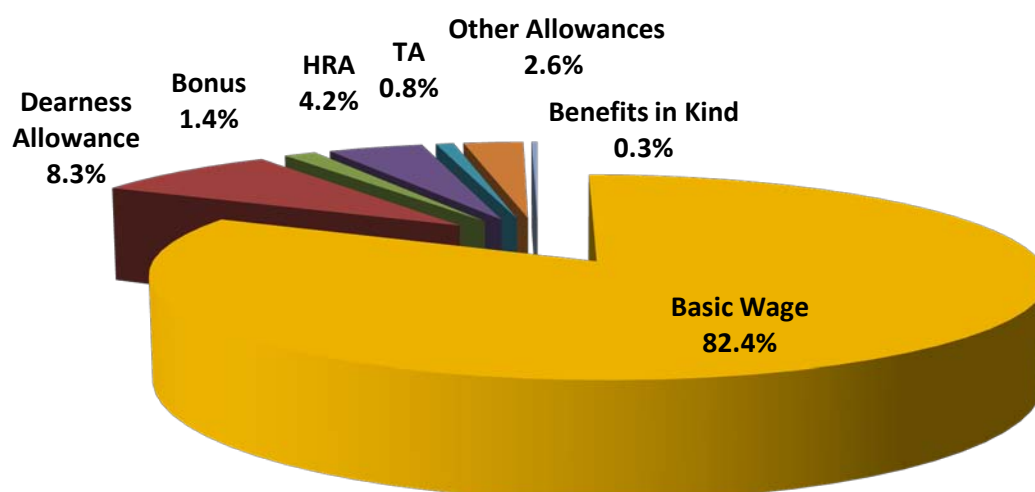
The average daily earnings of workers by system of wage payment are given in Table 4.4. For Textile Garments Industry, the average daily earnings of Rs. 341.01 for the time-rated workers were reported to be higher than that of Rs. 290.51 for the piece-rated workers.



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 wages and dearness allowance were the two main components of worker's earnings. Both these components taken together accounted for about 90.69 percent of the total average daily earnings for the Textile Garments Industry. The other components of earnings in order of their percentage share in the total average daily earnings were house rent allowances (4.20 percent), other allowances (2.64 percent), bonus (1.42 percent), travelling allowances (0.79 percent), and benefits in kind (0.26 per cent).

Exhibit 4.5: Different Components of Earnings



4.6 DISTRIBUTION OF WORKERS BY LEVELS OF AVERAGE DAILY EARNINGS

The distribution of workers by different groups of average daily earnings is shown in Table 4.6. The average daily earnings of about 57.55 percent of workers were Rs. 250.01 to Rs. 375.00 per day, followed by 24.10 percent workers between Rs. 375.01 to Rs. 500.00 and 7.87 percent workers between Rs. 175.01 to Rs. 250.00.

At the Stratum level, the highest percentage of workers earning between Rs. 250.01 to Rs. 375.00 per day was reported at 89.98 percent in Haryana Stratum, followed by 71.90 percent in Uttar Pradesh Stratum and 55.27 percent in Karnataka Stratum. The lowest percentage of workers earning between Rs. 250.01 to Rs. 375.00 per day was reported at 19.65 percent in Maharashtra Stratum.

4.7 DISTRIBUTION OF WORKERS BY WAGE LEVEL AND 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 Textile Garments Industry, there were only few main occupations, which employed bulk of workers in that particular industry. These main occupations accounted for the major portion of the wage bill in the industry. It reveals that 75.72 percent of the total workers were employed in five main occupations viz., Tailor, Helper, Checker, Tailor

(Specialist) and Cutter. These five occupations accounted for 73.22 percent of the total 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 reported for Dyer/Color Master (Rs. 726.53), followed by Designer (Rs. 706.39), Sample Man/Sampler (Rs. 674.66) and Boiler Attendant (Rs. 578.32). On the other hand, the lowest average daily earnings were reported for Washer/Wash Man/Laundry (Rs. 226.44), followed by Apprentices/Trainees (Rs. 249.06), Sweeper (Rs. 276.16) and Spotter (Rs. 287.75).

Out of 37 occupations in the Textile Garments Industry, women were employed in 28 occupations and their earnings were more than their men counterparts in 7 occupations, viz. Mechanic (Gen), Press Man, Store Keeper, Cutting Machine Operator, Designer, Washer/Wash Man/Laundry and Layer Man.

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

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.9, 4.10 and 4.11, respectively. Table 4.11 shows that the average daily earnings of piece-rated workers for all Textile Garments Industry taken together were lower than 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 7 occupations, viz. Mechanic (Gen), Press Man, Store Keeper, Cutting Machine Operator, Designer, Washer/Wash Man/Laundry and Layer Man.

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 equal to that of their men counterparts in Tailor occupation at Rs. 290.00.

4.10 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF WAGES

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, the basic wages and dearness allowance were the major components of the average daily earnings. Among other components of earning, house rent allowance, travelling allowance and other allowance were paid in most of the occupations in all the Textile Garments Industry with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the Textile Garments Industry. Benefits-in-kind was also paid in most of the occupations of all the Textile Garments Industry.

4.11 TRENDS IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trends in average daily earnings of workers by sexage and system of wage payment over different rounds have been presented in Table 4.13. It is seen that the average daily earnings have registered an increase of 164.51 percent in the seventh round over the sixth round.

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

The Table shows the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 2007. The Table reveals that the real earnings of the workers have increased at the rate of 26.77 percent in the seventh round over the sixth round.

Exhibit 4.6: Trend in Real Earnings (Rs.) in Textile Garments Industry

<i>Industries</i>	<i>Seventh Round (Rs.)⁺</i>	<i>Sixth Round (Rs.)⁺</i>	<i>%Change of Seventh Round Over Sixth Round</i>	<i>%Change of Sixth Round Over Fifth Round</i>
Textile Garments	5.02	3.96	26.77	27.34

⁺ The prices are at 1960 price.

CHAPTER-V SPECIAL TABLES

5.1 COEFFICIENT OF VARIATION FOR WAGE RATES

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

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

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

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

The coefficient of variation in average daily mean wage rates at industry level was observed to be 17.47 percent. The coefficient of variation in average daily minimum wage rates and average daily maximum wage rates were found to be 29.07 percent and 30.56 percent respectively.

It may also, be seen from Table 5.1 that in average daily mean wage rates at Stratum level, the maximum coefficient of variation was observed at 26.74 percent in Uttar Pradesh Stratum, followed by Maharashtra Stratum at 19.88 percent. The lowest coefficient of variation was reported in Delhi Stratum at 6.40 percent.

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

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

In average daily earnings (Table 5.2), at Stratum level, the maximum coefficient of variation was observed at 55.13 percent in Maharashtra Stratum, followed by Uttar Pradesh Stratum at 51.94 percent. The minimum coefficient of variation was 29.04 percent in Karnataka stratum.

Table 5.3 presents occupation-wise coefficient of variation in each industry. The highest and lowest coefficient of variation was reported in Designer (56.03 percent) and Spotter (14.93 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 Textile Garments 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.

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

DETAILED TABLES

ON

**TEXTILE GARMENTS INDUSTRY
(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
	1 Haryana	49	211	260	3	15	18	6.92
	2 Delhi	23	224	247	2	15	17	6.88
	3 Uttar Pradesh	53	379	432	3	26	29	6.71
	4 Maharashtra	16	332	348	2	23	25	7.18
	5 Karnataka	151	263	414	10	17	27	6.52
	6 Tamil Nadu	68	395	463	5	27	32	6.91
	7 Residual	52	410	462	4	27	31	6.71
	Textile Garments Industry	412	2214	2626	29	150	179	6.82

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
1	Haryana	121308	7402	128710
2	Delhi	37587	11232	48819
3	Uttar Pradesh	122445	19632	142077
4	Maharashtra	41886	7142	49028
5	Karnataka	342360	47640	390000
6	Tamil Nadu	140670	8643	149313
7	Residual	99147	15942	115089
Textile Garments Industry		905403	117633	1023036

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
1	Haryana	121308	13.40	85.49	14.51	-	-
2	Delhi	37587	4.15	90.30	9.70	-	-
3	Uttar Pradesh	122445	13.52	80.35	19.65	-	-
4	Maharashtra	41886	4.63	59.79	40.21	-	-
5	Karnataka	342360	37.81	46.36	53.64	-	-
6	Tamil Nadu	140670	15.54	20.20	79.80	-	-
7	Residual	99147	10.95	73.79	26.21	-	-
Textile Garments Industry		905403	100.00	57.59	42.41	-	-

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
1	Haryana	121308	100.00	0.00
2	Delhi	37587	100.00	0.00
3	Uttar Pradesh	122445	100.00	0.00
4	Maharashtra	41886	100.00	0.00
5	Karnataka	342360	100.00	0.00
6	Tamil Nadu	140670	100.00	0.00
7	Residual	99147	98.97	1.03
Textile Garments Industry		905403	99.89	0.11

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
1	Haryana	121308	85.49	14.51	-	-
2	Delhi	37587	90.30	9.70	-	-
3	Uttar Pradesh	122445	80.35	19.65	-	-
4	Maharashtra	41886	59.79	40.21	-	-
5	Karnataka	342360	46.36	53.64	-	-
6	Tamil Nadu	140670	20.20	79.80	-	-
7	Residual	98127	73.76	26.24	-	-
Textile Garments Industry		904383	57.56	42.44	-	-

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
1	Residual	1020	76.47	23.53	-	-
Textile Garments Industry		1020	76.47	23.53	-	-

TABLE 2.6
PERCENTAGE DISTRIBUTION OF WORKERS IN MAJOR OCCUPATIONS BY INDUSTRIES

Sl. No.	Occupation	Percentage of Workers

Textile Garments		

1	Boiler Attendant	0.00
2	Carpenter	0.00
3	Checker	10.63
4	Compressor Op.	0.05
5	Coolie/Mazdoor	0.63
6	Driver	0.38
7	Electrician	0.70
8	Helper	17.03
9	Mechanic(General)	1.82
10	Packer	4.03
11	Painter	0.02
12	Plumber	0.05
13	Press Man	0.19
14	Sorter	0.96
15	Supervisor	2.75
16	Sweeper	1.08
17	Tailor	35.59
18	Watchman	0.69
19	Store Keeper	0.09
20	Apprentices/Trainee	0.03
21	Button Fixing Machi	0.54
22	Button Hole Maker	0.42
23	Cutter	5.01
24	Cutting Machine Op	3.73
25	Designer	0.69
26	Ironer	3.64
27	Measurer	0.18
28	Sticher	0.86
29	Tailor (Specialist)	7.46
30	Folder	0.06
31	Spotter	0.04
32	Dyer/Color Master	0.01
33	Washer/Wash Man/Lau	0.02
34	Layer Man	0.03
35	Finisher/Trimmer	0.18
36	Sample Man/Sampler	0.04
37	Miscellaneous	0.37

	Total	100.00

TABLE 2.7
TREND IN COMPOSITION OF WORKERS IN TEXTILE GARMENTS INDUSTRY 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
	First Round(1958)	4000	63.80	35.10	-	1.10	30.80	69.20
	Second Round(1963)	5873	87.40	12.60	-	-	78.49	21.51
	Third Round(1976)	14487	63.52	36.40	0.08	-	71.74	28.26
	Fourth Round(1987)	102085	47.01	52.99	-	-	81.85	18.15
	Fifth Round(1994)	246392	45.27	54.73	-	-	92.07	7.93
	Sixth Round(2007)	393352	40.74	59.26	-	-	98.00	2.00
	Seventh Round(2016)	905403	57.59	42.41	-	-	99.89	0.11

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
1	Boiler Attendant	42	100.00	-	-	-
2	Carpenter	14	100.00	-	-	-
3	Checker	96230	63.64	36.36	-	-
4	Compressor Op.	420	100.00	-	-	-
5	Coolie/Mazdoor	5715	56.13	43.87	-	-
6	Driver	3404	100.00	-	-	-
7	Electrician	6351	99.34	0.66	-	-
8	Helper	154166	62.66	37.34	-	-
9	Mechanic(General)	16472	83.49	16.51	-	-
10	Packer	36516	73.12	26.88	-	-
11	Painter	176	100.00	-	-	-
12	Plumber	494	100.00	-	-	-
13	Press Man	1729	97.40	2.60	-	-
14	Sorter	8703	43.35	56.65	-	-
15	Supervisor	24895	85.94	14.06	-	-
16	Sweeper	9779	61.39	38.61	-	-
17	Tailor	322238	36.75	63.25	-	-
18	Watchman	6214	95.74	4.26	-	-
19	Store Keeper	806	77.30	22.70	-	-
20	Apprentices/Trainee	286	100.00	-	-	-
21	Button Fixing Machi	4910	60.69	39.31	-	-
22	Button Hole Maker	3764	69.71	30.29	-	-
23	Cutter	45324	73.95	26.05	-	-
24	Cutting Machine Op	33767	88.39	11.61	-	-
25	Designer	6287	70.91	29.09	-	-
26	Ironer	32948	77.75	22.25	-	-
27	Measurer	1633	65.95	34.05	-	-
28	Sticher	7808	53.09	46.91	-	-
29	Tailor (Specialist)/	67551	61.99	38.01	-	-
30	Folder	560	80.00	20.00	-	-
31	Spotter	394	83.76	16.24	-	-
32	Dyer/Color Master	57	100.00	-	-	-
33	Washer/Wash Man/Laun	144	79.17	20.83	-	-
34	Layer Man	250	28.00	72.00	-	-
35	Finisher/Trimmer	1620	31.73	68.27	-	-
36	Sample Man/Sampler	392	100.00	-	-	-
37	Miscellaneous	3344	84.75	15.25	-	-
Textile Garments Industry		905403	57.59	42.41	-	-

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
1	Boiler Attendant	42	100.00	0.00
2	Carpenter	14	100.00	0.00
3	Checker	96230	100.00	0.00
4	Compressor Op.	420	100.00	0.00
5	Coolie/Mazdoor	5715	100.00	0.00
6	Driver	3404	100.00	0.00
7	Electrician	6351	100.00	0.00
8	Helper	154166	100.00	0.00
9	Mechanic(General)	16472	100.00	0.00
10	Packer	36516	100.00	0.00
11	Painter	176	100.00	0.00
12	Plumber	494	100.00	0.00
13	Press Man	1729	100.00	0.00
14	Sorter	8703	100.00	0.00
15	Supervisor	24895	100.00	0.00
16	Sweeper	9779	100.00	0.00
17	Tailor	322238	99.71	0.29
18	Watchman	6214	100.00	0.00
19	Store Keeper	806	100.00	0.00
20	Apprentices/Trainee	286	100.00	0.00
21	Button Fixing Machi	4910	100.00	0.00
22	Button Hole Maker	3764	100.00	0.00
23	Cutter	45324	100.00	0.00
24	Cutting Machine Op	33767	99.82	0.18
25	Designer	6287	99.76	0.24
26	Ironer	32948	99.95	0.05
27	Measurer	1633	100.00	0.00
28	Sticher	7808	100.00	0.00
29	Tailor (Specialist)/	67551	100.00	0.00
30	Folder	560	100.00	0.00
31	Spotter	394	100.00	0.00
32	Dyer/Color Master	57	100.00	0.00
33	Washer/Wash Man/Laun	144	100.00	0.00
34	Layer Man	250	100.00	0.00
35	Finisher/Trimmer	1620	100.00	0.00
36	Sample Man/Sampler	392	100.00	0.00
37	Miscellaneous	3344	100.00	0.00
Textile Garments Industry		905403	99.89	0.11

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
1	Haryana	326.71	341.13	4.41
2	Delhi	400.11	424.89	6.19
3	Uttar Pradesh	313.18	367.90	17.47
4	Maharashtra	337.19	461.52	36.87
5	Karnataka	308.77	327.92	6.20
6	Tamil Nadu	219.26	289.82	32.18
7	Residual	372.84	427.90	14.77
Textile Garments Industry		309.98	350.33	13.02

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
1	Haryana	333.89	334.10	-	-	333.92
2	Delhi	408.22	452.39	-	-	412.50
3	Uttar Pradesh	349.19	305.15	-	-	340.54
4	Maharashtra	462.66	305.23	-	-	399.36
5	Karnataka	316.63	319.82	-	-	318.34
6	Tamil Nadu	272.71	249.94	-	-	254.54
7	Residual	425.26	330.28	-	-	400.37
Textile Garments Industry		352.03	300.46	-	-	330.16

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
1	Haryana	326.59	327.43	-	-	326.71
2	Delhi	396.04	437.99	-	-	400.11
3	Uttar Pradesh	316.86	298.11	-	-	313.18
4	Maharashtra	378.14	276.29	-	-	337.19
5	Karnataka	311.42	306.47	-	-	308.77
6	Tamil Nadu	224.76	217.87	-	-	219.26
7	Residual	393.78	313.87	-	-	372.84
Textile Garments Industry		331.01	281.43	-	-	309.98

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
1	Haryana	341.19	340.76	-	-	341.13
2	Delhi	420.39	466.79	-	-	424.89
3	Uttar Pradesh	381.52	312.18	-	-	367.90
4	Maharashtra	547.17	334.17	-	-	461.52
5	Karnataka	321.84	333.18	-	-	327.92
6	Tamil Nadu	320.65	282.01	-	-	289.82
7	Residual	456.73	346.70	-	-	427.90
Textile Garments Industry		373.05	319.48	-	-	350.33

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
1	Haryana	333.89	334.10	-	-	333.92
2	Delhi	408.22	452.39	-	-	412.50
3	Uttar Pradesh	349.19	305.15	-	-	340.54
4	Maharashtra	462.66	305.23	-	-	399.36
5	Karnataka	316.63	319.82	-	-	318.34
6	Tamil Nadu	272.71	249.94	-	-	254.54
7	Residual	426.73	330.85	-	-	401.58
Textile Garments Industry		352.13	300.48	-	-	330.21

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
1	Haryana	326.59	327.43	-	-	326.71
2	Delhi	396.04	437.99	-	-	400.11
3	Uttar Pradesh	316.86	298.11	-	-	313.18
4	Maharashtra	378.14	276.29	-	-	337.19
5	Karnataka	311.42	306.47	-	-	308.77
6	Tamil Nadu	224.76	217.87	-	-	219.26
7	Residual	394.92	314.28	-	-	373.76
Textile Garments Industry		331.08	281.44	-	-	310.01

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
1	Haryana	341.19	340.76	-	-	341.13
2	Delhi	420.39	466.79	-	-	424.89
3	Uttar Pradesh	381.52	312.18	-	-	367.90
4	Maharashtra	547.17	334.17	-	-	461.52
5	Karnataka	321.84	333.18	-	-	327.92
6	Tamil Nadu	320.65	282.01	-	-	289.82
7	Residual	458.55	347.41	-	-	429.39
Textile Garments Industry		373.18	319.51	-	-	350.41

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
1	Residual	288.46	270.00	-	-	284.12
	Textile Garments Industry	288.46	270.00	-	-	284.12

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
1	Residual	288.46	270.00	-	-	284.12
	Textile Garments Industry	288.46	270.00	-	-	284.12

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
1	Residual	288.46	270.00	-	-	284.12
	Textile Garments Industry	288.46	270.00	-	-	284.12

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
1	Boiler Attendant	420.49	-	-	-	420.49
2	Carpenter	349.00	-	-	-	349.00
3	Checker	345.62	280.30	-	-	321.87
4	Compressor Op.	375.00	-	-	-	375.00
5	Coolie/Mazdoor	312.84	181.55	-	-	255.24
6	Driver	354.94	-	-	-	354.94
7	Electrician	405.84	413.46	-	-	405.89
8	Helper	298.98	268.87	-	-	287.73
9	Mechanic(General)	385.18	378.96	-	-	384.15
10	Packer	342.60	262.43	-	-	321.05
11	Painter	372.92	-	-	-	372.92
12	Plumber	314.01	-	-	-	314.01
13	Press Man	357.60	447.00	-	-	359.93
14	Sorter	400.86	249.63	-	-	315.19
15	Supervisor	461.81	353.05	-	-	446.52
16	Sweeper	282.07	252.53	-	-	270.66
17	Tailor	383.79	314.51	-	-	339.97
18	Watchman	304.36	266.33	-	-	302.74
19	Store Keeper	316.69	412.86	-	-	338.53
20	Apprentices/Trainee	125.50	-	-	-	125.50
21	Button Fixing Machi	345.04	326.45	-	-	337.73
22	Button Hole Maker	437.30	255.78	-	-	382.33
23	Cutter	344.09	282.23	-	-	327.97
24	Cutting Machine Op	336.56	340.94	-	-	337.07
25	Designer	542.20	631.58	-	-	568.20
26	Ironer	329.54	278.59	-	-	318.20
27	Measurer	370.32	452.93	-	-	398.44
28	Sticher	446.85	271.86	-	-	364.75
29	Tailor (Specialist)/	338.41	297.62	-	-	322.91
30	Folder	338.23	338.23	-	-	338.23
31	Spotter	306.37	322.15	-	-	308.93
32	Dyer/Color Master	642.97	-	-	-	642.97
33	Washer/Wash Man/Laun	237.75	287.38	-	-	248.09
34	Layer Man	295.12	381.13	-	-	357.05
35	Finisher/Trimmer	340.77	332.55	-	-	335.16
36	Sample Man/Sampler	234.41	-	-	-	234.41
37	Miscellaneous	375.07	285.83	-	-	361.46
Textile Garments Industry		352.03	300.46	-	-	330.16

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
1	Boiler Attendant	324.33	-	-	-	324.33
2	Carpenter	349.00	-	-	-	349.00
3	Checker	327.43	261.76	-	-	303.55
4	Compressor Op.	250.00	-	-	-	250.00
5	Coolie/Mazdoor	258.26	171.83	-	-	220.35
6	Driver	337.62	-	-	-	337.62
7	Electrician	393.31	365.38	-	-	393.13
8	Helper	289.19	261.58	-	-	278.88
9	Mechanic(General)	365.80	378.58	-	-	367.91
10	Packer	327.08	257.27	-	-	308.31
11	Painter	372.92	-	-	-	372.92
12	Plumber	310.50	-	-	-	310.50
13	Press Man	356.73	447.00	-	-	359.08
14	Sorter	397.78	247.29	-	-	312.53
15	Supervisor	398.13	304.90	-	-	385.02
16	Sweeper	278.64	250.28	-	-	267.69
17	Tailor	350.71	291.64	-	-	313.35
18	Watchman	290.76	255.22	-	-	289.25
19	Store Keeper	290.14	410.85	-	-	317.55
20	Apprentices/Trainee	95.62	-	-	-	95.62
21	Button Fixing Machi	327.88	312.29	-	-	321.75
22	Button Hole Maker	429.06	251.14	-	-	375.17
23	Cutter	328.47	272.01	-	-	313.76
24	Cutting Machine Op	326.73	287.31	-	-	322.16
25	Designer	467.08	538.55	-	-	487.88
26	Ironer	318.14	274.50	-	-	308.43
27	Measurer	315.98	363.57	-	-	332.19
28	Sticher	392.77	257.80	-	-	329.45
29	Tailor (Specialist)/	325.80	273.43	-	-	305.89
30	Folder	338.23	338.23	-	-	338.23
31	Spotter	302.01	322.15	-	-	305.28
32	Dyer/Color Master	628.79	-	-	-	628.79
33	Washer/Wash Man/Laun	235.62	287.38	-	-	246.40
34	Layer Man	295.12	360.14	-	-	341.93
35	Finisher/Trimmer	336.70	328.30	-	-	330.96
36	Sample Man/Sampler	190.38	-	-	-	190.38
37	Miscellaneous	346.77	263.15	-	-	334.02
Textile Garments Industry		331.01	281.43	-	-	309.98

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
1	Boiler Attendant	516.64	-	-	-	516.64
2	Carpenter	349.00	-	-	-	349.00
3	Checker	363.82	298.84	-	-	340.19
4	Compressor Op.	500.00	-	-	-	500.00
5	Coolie/Mazdoor	367.41	191.27	-	-	290.14
6	Driver	372.26	-	-	-	372.26
7	Electrician	418.38	461.54	-	-	418.66
8	Helper	308.76	276.15	-	-	296.59
9	Mechanic(General)	404.55	379.33	-	-	400.39
10	Packer	358.13	267.59	-	-	333.79
11	Painter	372.92	-	-	-	372.92
12	Plumber	317.51	-	-	-	317.51
13	Press Man	358.47	447.00	-	-	360.77
14	Sorter	403.93	251.97	-	-	317.85
15	Supervisor	525.49	401.18	-	-	508.02
16	Sweeper	285.50	254.77	-	-	273.64
17	Tailor	416.86	337.37	-	-	366.59
18	Watchman	317.95	277.44	-	-	316.22
19	Store Keeper	343.24	414.85	-	-	359.50
20	Apprentices/Trainee	155.38	-	-	-	155.38
21	Button Fixing Machi	362.19	340.61	-	-	353.71
22	Button Hole Maker	445.55	260.42	-	-	389.48
23	Cutter	359.71	292.44	-	-	342.19
24	Cutting Machine Op	346.39	394.57	-	-	351.98
25	Designer	617.30	724.60	-	-	648.52
26	Ironer	340.94	282.68	-	-	327.97
27	Measurer	424.64	542.29	-	-	464.70
28	Sticher	500.91	285.92	-	-	400.05
29	Tailor (Specialist)/	351.01	321.82	-	-	339.91
30	Folder	338.23	338.23	-	-	338.23
31	Spotter	310.73	322.15	-	-	312.58
32	Dyer/Color Master	657.14	-	-	-	657.14
33	Washer/Wash Man/Laun	239.87	287.38	-	-	249.77
34	Layer Man	295.12	402.11	-	-	372.15
35	Finisher/Trimmer	344.83	336.81	-	-	339.35
36	Sample Man/Sampler	278.43	-	-	-	278.43
37	Miscellaneous	403.38	308.50	-	-	388.91
Textile Garments Industry		373.05	319.48	-	-	350.33

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
1	Boiler Attendant	420.49	-	-	-	420.49
2	Carpenter	349.00	-	-	-	349.00
3	Checker	345.62	280.30	-	-	321.87
4	Compressor Op.	375.00	-	-	-	375.00
5	Coolie/Mazdoor	312.84	181.55	-	-	255.24
6	Driver	354.94	-	-	-	354.94
7	Electrician	405.84	413.46	-	-	405.89
8	Helper	298.98	268.87	-	-	287.73
9	Mechanic(General)	385.18	378.96	-	-	384.15
10	Packer	342.60	262.43	-	-	321.05
11	Painter	372.92	-	-	-	372.92
12	Plumber	314.01	-	-	-	314.01
13	Press Man	357.60	447.00	-	-	359.93
14	Sorter	400.86	249.63	-	-	315.19
15	Supervisor	461.81	353.05	-	-	446.52
16	Sweeper	282.07	252.53	-	-	270.66
17	Tailor	384.39	314.53	-	-	340.11
18	Watchman	304.36	266.33	-	-	302.74
19	Store Keeper	316.69	412.86	-	-	338.53
20	Apprentices/Trainee	125.50	-	-	-	125.50
21	Button Fixing Machi	345.04	326.45	-	-	337.73
22	Button Hole Maker	437.30	255.78	-	-	382.33
23	Cutter	344.09	282.23	-	-	327.97
24	Cutting Machine Op	336.56	342.98	-	-	337.30
25	Designer	543.32	631.58	-	-	569.06
26	Ironer	329.56	278.59	-	-	318.21
27	Measurer	370.32	452.93	-	-	398.44
28	Sticher	446.85	271.86	-	-	364.75
29	Tailor (Specialist)/	338.41	297.62	-	-	322.91
30	Folder	338.23	338.23	-	-	338.23
31	Spotter	306.37	322.15	-	-	308.93
32	Dyer/Color Master	642.97	-	-	-	642.97
33	Washer/Wash Man/Laun	237.75	287.38	-	-	248.09
34	Layer Man	295.12	381.13	-	-	357.05
35	Finisher/Trimmer	340.77	332.55	-	-	335.16
36	Sample Man/Sampler	234.41	-	-	-	234.41
37	Miscellaneous	375.07	285.83	-	-	361.46
Textile Garments Industry		352.13	300.48	-	-	330.21

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.	Textile Garments	331.08	281.44	-	-	310.01
	1 Boiler Attendant	324.33	-	-	-	324.33
	2 Carpenter	349.00	-	-	-	349.00
	3 Checker	327.43	261.76	-	-	303.55
	4 Compressor Op.	250.00	-	-	-	250.00
	5 Coolie/Mazdoor	258.26	171.83	-	-	220.35
	6 Driver	337.62	-	-	-	337.62
	7 Electrician	393.31	365.38	-	-	393.13
	8 Helper	289.19	261.58	-	-	278.88
	9 Mechanic (General)	365.80	378.58	-	-	367.91
	10 Packer	327.08	257.27	-	-	308.31
	11 Painter	372.92	-	-	-	372.92
	12 Plumber	310.50	-	-	-	310.50
	13 Press Man	356.73	447.00	-	-	359.08
	14 Sorter	397.78	247.29	-	-	312.53
	15 Supervisor	398.13	304.90	-	-	385.02
	16 Sweeper	278.64	250.28	-	-	267.69
	17 Tailor	351.10	291.64	-	-	313.42
	18 Watchman	290.76	255.22	-	-	289.25
	19 Store Keeper	290.14	410.85	-	-	317.55
	20 Apprentices/Trainee	95.62	-	-	-	95.62
	21 Button Fixing Machi	327.88	312.29	-	-	321.75
	22 Button Hole Maker	429.06	251.14	-	-	375.17
	23 Cutter	328.47	272.01	-	-	313.76
	24 Cutting Machine Op	326.73	288.52	-	-	322.36
	25 Designer	467.95	538.55	-	-	488.54
	26 Ironer	318.15	274.50	-	-	308.44
	27 Measurer	315.98	363.57	-	-	332.19
	28 Sticher	392.77	257.80	-	-	329.45
	29 Tailor (Specialist)/	325.80	273.43	-	-	305.89
	30 Folder	338.23	338.23	-	-	338.23
	31 Spotter	302.01	322.15	-	-	305.28
	32 Dyer/Color Master	628.79	-	-	-	628.79
	33 Washer/Wash Man/Laun	235.62	287.38	-	-	246.40
	34 Layer Man	295.12	360.14	-	-	341.93
	35 Finisher/Trimmer	336.70	328.30	-	-	330.96
	36 Sample Man/Sampler	190.38	-	-	-	190.38
	37 Miscellaneous	346.77	263.15	-	-	334.02
Textile Garments Industry		331.08	281.44	-	-	310.01

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
1	Boiler Attendant	516.64	-	-	-	516.64
2	Carpenter	349.00	-	-	-	349.00
3	Checker	363.82	298.84	-	-	340.19
4	Compressor Op.	500.00	-	-	-	500.00
5	Coolie/Mazdoor	367.41	191.27	-	-	290.14
6	Driver	372.26	-	-	-	372.26
7	Electrician	418.38	461.54	-	-	418.66
8	Helper	308.76	276.15	-	-	296.59
9	Mechanic(General)	404.55	379.33	-	-	400.39
10	Packer	358.13	267.59	-	-	333.79
11	Painter	372.92	-	-	-	372.92
12	Plumber	317.51	-	-	-	317.51
13	Press Man	358.47	447.00	-	-	360.77
14	Sorter	403.93	251.97	-	-	317.85
15	Supervisor	525.49	401.18	-	-	508.02
16	Sweeper	285.50	254.77	-	-	273.64
17	Tailor	417.67	337.42	-	-	366.81
18	Watchman	317.95	277.44	-	-	316.22
19	Store Keeper	343.24	414.85	-	-	359.50
20	Apprentices/Trainee	155.38	-	-	-	155.38
21	Button Fixing Machi	362.19	340.61	-	-	353.71
22	Button Hole Maker	445.55	260.42	-	-	389.48
23	Cutter	359.71	292.44	-	-	342.19
24	Cutting Machine Op	346.39	397.44	-	-	352.24
25	Designer	618.68	724.60	-	-	649.57
26	Ironer	340.96	282.68	-	-	327.99
27	Measurer	424.64	542.29	-	-	464.70
28	Sticher	500.91	285.92	-	-	400.05
29	Tailor (Specialist)/	351.01	321.82	-	-	339.91
30	Folder	338.23	338.23	-	-	338.23
31	Spotter	310.73	322.15	-	-	312.58
32	Dyer/Color Master	657.14	-	-	-	657.14
33	Washer/Wash Man/Laun	239.87	287.38	-	-	249.77
34	Layer Man	295.12	402.11	-	-	372.15
35	Finisher/Trimmer	344.83	336.81	-	-	339.35
36	Sample Man/Sampler	278.43	-	-	-	278.43
37	Miscellaneous	403.38	308.50	-	-	388.91
Textile Garments Industry		373.18	319.51	-	-	350.41

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
	1 Tailor	290.00	290.00	-	-	290.00
	2 Cutting Machine Op	-	210.00	-	-	210.00
	3 Designer	210.00	-	-	-	210.00
	4 Ironer	290.00	-	-	-	290.00
Textile Garments Industry		288.46	270.00	-	-	284.12

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
	1 Tailor	290.00	290.00	-	-	290.00
	2 Cutting Machine Op	-	210.00	-	-	210.00
	3 Designer	210.00	-	-	-	210.00
	4 Ironer	290.00	-	-	-	290.00
Textile Garments Industry		288.46	270.00	-	-	284.12

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
	1 Tailor	290.00	290.00	-	-	290.00
	2 Cutting Machine Op	-	210.00	-	-	210.00
	3 Designer	210.00	-	-	-	210.00
	4 Ironer	290.00	-	-	-	290.00
Textile Garments Industry		288.46	270.00	-	-	284.12

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

Sl. No.	OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers						Real Wage Rate (Rs.)	Percentage\$ Change in		
		By Sex-age Groups				By System of Wage payment			Overall	Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Children	Time Rated	Piece Rated				
	First Round(1958)	-	-	-	-	-	-	3.10	3.10	-	-
	Second Round(1963)	5.04	1.34	-	-	-	-	4.58	3.40	47.74	9.68
	Third Round(1976)	12.08	6.31	2.38	-	9.63	11.32	10.06	3.13	119.54	-8.71
	Fourth Round(1987)	35.04	16.80	-	-	21.57	42.53	25.37	3.25	152.31	3.87
	Fifth Round(1994)	66.37	40.02	-	-	49.08	85.15	51.95	3.49	104.75	7.74
	Sixth Round(2007)	142.77	106.55	-	-	119.16	226.91	121.31	3.73	133.54	7.74
	Seventh Round(2016)	352.03	300.46	-	-	330.21	284.12	330.16	4.86	172.16	30.29

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

TABLE 3.9

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

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
1	Haryana	260	.	.	.	.	.	.	.	.	.
2	Delhi	247	.	.	.	.	.	.	.	.	.
3	Uttar Pradesh	432	3.47	100.00	.	.	100.00	.	.	100.00	.
4	Maharashtra	348	12.07	.	66.67	33.33	.	.	.	.	.
5	Karnataka	414	36.23	.	100.00	.	.	.	.	.	.
6	Tamil Nadu	463	51.40	12.61	87.39	.	100.00	.	.	.	100.00
7	Residual	462	9.31	.	100.00	.	.	.	.	.	.

Textile Garments Industry		2626	18.58	9.22	87.91	2.87	100.00	.	.	33.33	66.67

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
1	Haryana	-	128710	-	-
2	Delhi	-	48819	-	-
3	Uttar Pradesh	1170	142077	30.77	0.25
4	Maharashtra	12558	49028	100.00	25.61
5	Karnataka	166485	390000	99.65	42.54
6	Tamil Nadu	77249	149313	99.90	51.69
7	Residual	46822	115089	91.61	37.27
Textile Garments Industry		304284	1023036	98.23	29.22

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
1	Haryana	-	-	-	-	-	-
2	Delhi	-	-	-	-	-	-
3	Uttar Pradesh	15	-	-	100.00	-	-
4	Maharashtra	42	-	-	100.00	-	-
5	Karnataka	150	-	-	100.00	-	-
6	Tamil Nadu	238	-	-	100.00	-	-
7	Residual	43	-	-	100.00	-	-
Textile Garments Industry		488	-	-	100.00	-	-

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
1	Haryana	308.28	305.34	-	-	307.86
2	Delhi	410.61	436.41	-	-	413.11
3	Uttar Pradesh	352.96	289.78	-	-	340.55
4	Maharashtra	544.66	353.86	-	-	467.94
5	Karnataka	315.13	330.12	-	-	323.17
6	Tamil Nadu	319.40	290.99	-	-	296.73
7	Residual	452.34	348.43	-	-	425.11
<hr/>						
Textile Garments Industry		357.64	318.31	-	-	340.96

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
1	Haryana	308.28	305.34	-	-	307.86
2	Delhi	410.61	436.41	-	-	413.11
3	Uttar Pradesh	352.96	289.78	-	-	340.55
4	Maharashtra	544.66	353.86	-	-	467.94
5	Karnataka	315.13	330.12	-	-	323.17
6	Tamil Nadu	319.40	290.99	-	-	296.73
7	Residual	454.09	348.96	-	-	426.51
<hr/>						
Textile Garments Industry		357.74	318.33	-	-	341.01

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
1	Residual	290.13	291.75	-	-	290.51
Textile Garments Industry		290.13	291.75	-	-	290.51

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
1	Haryana	307.86	-	307.86
2	Delhi	413.11	-	413.11
3	Uttar Pradesh	340.55	-	340.55
4	Maharashtra	467.94	-	467.94
5	Karnataka	323.17	-	323.17
6	Tamil Nadu	296.73	-	296.73
7	Residual	426.51	290.51	425.11
Textile Garments Industry		341.01	290.51	340.96

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
1	Haryana	287.71	-	-	11.51	3.32	5.13	0.19	307.86
2	Delhi	370.39	-	-	40.18	2.54	-	-	413.11
3	Uttar Pradesh	312.57	0.24	0.81	6.02	0.72	20.19	-	340.55
4	Maharashtra	347.98	30.83	2.39	43.71	15.17	25.25	2.61	467.94
5	Karnataka	282.92	29.01	-	7.89	1.32	2.03	-	323.17
6	Tamil Nadu	179.23	55.82	29.54	22.36	3.51	3.05	3.22	296.73
7	Residual	308.25	65.86	0.17	16.56	2.91	29.11	2.25	425.11
Textile Garments Industry		280.88	28.32	4.83	14.32	2.71	9.01	0.89	340.96

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
1	Haryana	-	0.06	2.33	89.98	5.13	2.10	0.28	0.12
2	Delhi	-	-	-	36.71	53.37	8.47	0.72	0.73
3	Uttar Pradesh	-	-	11.89	71.90	5.28	5.91	4.67	0.35
4	Maharashtra	0.68	5.11	1.24	19.65	33.28	30.13	9.28	0.63
5	Karnataka	0.14	0.24	4.33	55.27	36.25	3.75	0.02	-
6	Tamil Nadu	-	5.98	17.94	55.08	16.99	3.60	0.33	0.08
7	Residual	-	0.79	13.37	35.52	23.73	24.77	1.42	0.40
All Textile Industries		0.08	1.35	7.87	57.55	24.10	7.52	1.35	0.18

TABLE 4.7
DISTRIBUTION OF WORKERS IN INDUSTRIES BY WAGE LEVEL AND OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
1	Boiler Attendant	0.00	0.01
2	Carpenter	0.00	0.00
3	Checker	10.63	10.17
4	Compressor Op.	0.05	0.05
5	Coolie/Mazdoor	0.63	0.66
6	Driver	0.38	0.45
7	Electrician	0.70	0.88
8	Helper	17.03	14.62
9	Mechanic(General)	1.82	2.13
10	Packer	4.03	3.85
11	Painter	0.02	0.02
12	Plumber	0.05	0.05
13	Press Man	0.19	0.20
14	Sorter	0.96	0.96
15	Supervisor	2.75	4.00
16	Sweeper	1.08	0.87
17	Tailor	35.59	36.75
18	Watchman	0.69	0.59
19	Store Keeper	0.09	0.11
20	Apprentices/Trainee	0.03	0.02
21	Button Fixing Machi	0.54	0.59
22	Button Hole Maker	0.42	0.48
23	Cutter	5.01	4.74
24	Cutting Machine Op	3.73	3.90
25	Designer	0.69	1.44
26	Ironer	3.64	3.43
27	Measurer	0.18	0.25
28	Sticher	0.86	1.03
29	Tailor (Specialist)/	7.46	6.94
30	Folder	0.06	0.05
31	Spotter	0.04	0.04
32	Dyer/Color Master	0.01	0.01
33	Washer/Wash Man/Laun	0.02	0.01
34	Layer Man	0.03	0.03
35	Finisher/Trimmer	0.18	0.18
36	Sample Man/Sampler	0.04	0.09
37	Miscellaneous	0.37	0.41

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
1	Boiler Attendant	578.32	-	-	-	578.32
2	Carpenter	423.71	-	-	-	423.71
3	Checker	341.62	299.08	-	-	326.15
4	Compressor Op.	374.58	-	-	-	374.58
5	Coolie/Mazdoor	370.09	341.54	-	-	357.56
6	Driver	405.47	-	-	-	405.47
7	Electrician	429.79	355.56	-	-	429.30
8	Helper	297.96	284.27	-	-	292.85
9	Mechanic(General)	399.25	401.12	-	-	399.56
10	Packer	341.60	280.21	-	-	325.10
11	Painter	321.92	-	-	-	321.92
12	Plumber	299.08	-	-	-	299.08
13	Press Man	361.95	387.40	-	-	362.61
14	Sorter	427.01	276.56	-	-	341.78
15	Supervisor	504.95	441.08	-	-	495.97
16	Sweeper	284.03	263.64	-	-	276.16
17	Tailor	388.19	331.13	-	-	352.10
18	Watchman	296.38	261.75	-	-	294.90
19	Store Keeper	407.55	439.86	-	-	414.89
20	Apprentices/Trainee	249.06	-	-	-	249.06
21	Button Fixing Machi	388.28	345.37	-	-	371.41
22	Button Hole Maker	448.15	271.75	-	-	394.73
23	Cutter	337.15	281.30	-	-	322.60
24	Cutting Machine Op	354.02	372.96	-	-	356.22
25	Designer	688.31	750.46	-	-	706.39
26	Ironer	329.79	290.25	-	-	320.99
27	Measurer	492.67	428.74	-	-	470.90
28	Sticher	481.66	321.44	-	-	406.49
29	Tailor (Specialist)/	324.90	303.99	-	-	316.96
30	Folder	293.13	293.13	-	-	293.13
31	Spotter	288.06	286.17	-	-	287.75
32	Dyer/Color Master	726.53	-	-	-	726.53
33	Washer/Wash Man/Laun	210.40	287.38	-	-	226.44
34	Layer Man	270.94	365.22	-	-	338.82
35	Finisher/Trimmer	358.43	327.44	-	-	337.28
36	Sample Man/Sampler	674.66	-	-	-	674.66
37	Miscellaneous	383.42	323.45	-	-	374.27
Textile Garments Industry		357.64	318.31	-	-	340.96

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
1	Boiler Attendant	578.32	-	-	-	578.32
2	Carpenter	423.71	-	-	-	423.71
3	Checker	341.62	299.08	-	-	326.15
4	Compressor Op.	374.58	-	-	-	374.58
5	Coolie/Mazdoor	370.09	341.54	-	-	357.56
6	Driver	405.47	-	-	-	405.47
7	Electrician	429.79	355.56	-	-	429.30
8	Helper	297.96	284.27	-	-	292.85
9	Mechanic(General)	399.25	401.12	-	-	399.56
10	Packer	341.60	280.21	-	-	325.10
11	Painter	321.92	-	-	-	321.92
12	Plumber	299.08	-	-	-	299.08
13	Press Man	361.95	387.40	-	-	362.61
14	Sorter	427.01	276.56	-	-	341.78
15	Supervisor	504.95	441.08	-	-	495.97
16	Sweeper	284.03	263.64	-	-	276.16
17	Tailor	388.82	331.16	-	-	352.28
18	Watchman	296.38	261.75	-	-	294.90
19	Store Keeper	407.55	439.86	-	-	414.89
20	Apprentices/Trainee	249.06	-	-	-	249.06
21	Button Fixing Machi	388.28	345.37	-	-	371.41
22	Button Hole Maker	448.15	271.75	-	-	394.73
23	Cutter	337.15	281.30	-	-	322.60
24	Cutting Machine Op	354.02	374.14	-	-	356.32
25	Designer	689.63	750.46	-	-	707.37
26	Ironer	329.81	290.25	-	-	321.01
27	Measurer	492.67	428.74	-	-	470.90
28	Sticher	481.66	321.44	-	-	406.49
29	Tailor (Specialist)/	324.90	303.99	-	-	316.96
30	Folder	293.13	293.13	-	-	293.13
31	Spotter	288.06	286.17	-	-	287.75
32	Dyer/Color Master	726.53	-	-	-	726.53
33	Washer/Wash Man/Laun	210.40	287.38	-	-	226.44
34	Layer Man	270.94	365.22	-	-	338.82
35	Finisher/Trimmer	358.43	327.44	-	-	337.28
36	Sample Man/Sampler	674.66	-	-	-	674.66
37	Miscellaneous	383.42	323.45	-	-	374.27
Textile Garments Industry		357.74	318.33	-	-	341.01

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
1	Tailor	290.00	290.00	-	-	290.00
2	Cutting Machine Op	-	297.00	-	-	297.00
3	Designer	297.00	-	-	-	297.00
4	Ironer	290.00	-	-	-	290.00
Textile Garments Industry		290.13	291.75	-	-	290.51

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
1	Boiler Attendant	578.32	-	578.32
2	Carpenter	423.71	-	423.71
3	Checker	326.15	-	326.15
4	Compressor Op.	374.58	-	374.58
5	Coolie/Mazdoor	357.56	-	357.56
6	Driver	405.47	-	405.47
7	Electrician	429.30	-	429.30
8	Helper	292.85	-	292.85
9	Mechanic(General)	399.56	-	399.56
10	Packer	325.10	-	325.10
11	Painter	321.92	-	321.92
12	Plumber	299.08	-	299.08
13	Press Man	362.61	-	362.61
14	Sorter	341.78	-	341.78
15	Supervisor	495.97	-	495.97
16	Sweeper	276.16	-	276.16
17	Tailor	352.28	290.00	352.10
18	Watchman	294.90	-	294.90
19	Store Keeper	414.89	-	414.89
20	Apprentices/Trainee	249.06	-	249.06
21	Button Fixing Machi	371.41	-	371.41
22	Button Hole Maker	394.73	-	394.73
23	Cutter	322.60	-	322.60
24	Cutting Machine Op	356.32	297.00	356.22
25	Designer	707.37	297.00	706.39
26	Ironer	321.01	290.00	320.99
27	Measurer	470.90	-	470.90
28	Sticher	406.49	-	406.49
29	Tailor (Specialist)/	316.96	-	316.96
30	Folder	293.13	-	293.13
31	Spotter	287.75	-	287.75
32	Dyer/Color Master	726.53	-	726.53
33	Washer/Wash Man/Laun	226.44	-	226.44
34	Layer Man	338.82	-	338.82
35	Finisher/Trimmer	337.28	-	337.28
36	Sample Man/Sampler	674.66	-	674.66
37	Miscellaneous	374.27	-	374.27
Textile Garments Industry		341.01	290.51	340.96

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							Overall
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	
1	2	3	4	5	6	7	8	9	10
1	Boiler Attendant	364.43	-	-	158.89	52.78	-	2.22	578.32
2	Carpenter	302.47	-	-	105.57	15.67	-	-	423.71
3	Checker	273.35	24.54	3.19	11.09	2.07	9.89	2.02	326.15
4	Compressor Op.	318.47	-	22.99	-	-	33.12	-	374.58
5	Coolie/Mazdoor	212.39	12.64	1.85	71.24	1.57	57.46	0.41	357.56
6	Driver	295.54	36.11	2.98	41.39	14.33	12.67	2.45	405.47
7	Electrician	307.18	82.89	0.86	19.68	2.66	15.31	0.72	429.30
8	Helper	243.34	28.01	1.46	9.68	2.15	6.82	1.39	292.85
9	Mechanic(General)	302.14	67.12	1.18	18.24	2.30	7.40	1.18	399.56
10	Packer	244.78	60.13	3.36	9.15	1.13	6.48	0.07	325.10
11	Painter	321.92	-	-	-	-	-	-	321.92
12	Plumber	270.78	-	-	19.42	0.96	-	7.92	299.08
13	Press Man	315.30	-	1.84	26.73	1.34	17.40	-	362.61
14	Sorter	233.26	74.93	5.71	17.04	0.91	9.62	0.31	341.78
15	Supervisor	366.28	41.12	3.08	47.02	9.12	27.13	2.22	495.97
16	Sweeper	236.31	24.38	2.13	10.18	0.66	1.89	0.61	276.16
17	Tailor	297.73	24.42	9.75	13.11	2.24	4.35	0.50	352.10
18	Watchman	253.38	17.03	1.11	13.70	2.25	6.48	0.95	294.90
19	Store Keeper	293.74	19.67	-	46.57	11.93	39.35	3.63	414.89
20	Apprentices/Trainee	134.47	-	-	-	-	114.59	-	249.06
21	Button Fixing Machi	258.26	60.30	0.45	28.69	2.00	15.92	5.79	371.41
22	Button Hole Maker	268.39	103.75	0.35	10.01	2.38	9.17	0.68	394.73
23	Cutter	277.84	14.70	1.86	9.37	1.70	16.75	0.38	322.60
24	Cutting Machine Op	303.50	26.46	4.49	12.49	2.14	6.28	0.86	356.22
25	Designer	538.09	36.52	1.77	67.46	17.32	40.53	4.70	706.39
26	Ironer	283.93	15.67	1.42	10.30	2.19	7.28	0.20	320.99
27	Measurer	300.53	67.80	4.68	66.84	5.44	23.80	1.81	470.90
28	Sticher	300.38	38.74	-	15.02	0.81	51.29	0.25	406.49
29	Tailor (Specialist)/	262.31	21.30	0.13	15.51	5.18	12.50	0.03	316.96

Table 4.12

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
30	Folder	293.13	-	-	-	-	-	-	293.13
31	Spotter	272.23	-	-	-	-	15.52	-	287.75
32	Dyer/Color Master	496.73	-	-	119.23	-	110.57	-	726.53
33	Washer/Wash Man/Laun	187.07	-	-	14.44	-	24.93	-	226.44
34	Layer Man	271.26	41.54	-	14.73	8.29	3.00	-	338.82
35	Finisher/Trimmer	273.45	31.05	-	19.69	0.59	11.70	0.80	337.28
36	Sample Man/Sampler	224.79	-	-	181.37	144.49	124.01	-	674.66
37	Miscellaneous	276.81	36.84	14.21	26.90	1.68	16.90	0.93	374.27
Textile Garments Industry		280.88	28.32	4.83	14.32	2.71	9.01	0.89	340.96

TABLE 4.13

TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS IN TEXTILE GARMENTS INDUSTRY AT FIRST ROUND REFERENCE YEAR PRICE

Sl. No.	OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers						Real Earnings (Rs.)	Percentage\$		
		By Sex-age Groups				By System of Wage payment			Change in		
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated		Overall	Earnings at Current Price	Real Earnings
	First Round(1958)	3.23	1.69	-	1.20	2.88	2.56	2.67	-	-	
	Second Round(1963)	4.60	1.60	-	-	4.34	2.93	4.25	3.15	59.18	
	Third Round(1976)	11.27	7.12	2.38	-	9.95	11.45	10.29	3.20	142.12	
	Fourth Round(1987)	34.01	18.61	-	-	22.24	42.13	25.85	3.31	151.21	
	Fifth Round(1994)	60.60	37.83	-	-	45.09	83.58	48.14	3.23	86.23	
	Sixth Round(2007)	151.10	113.63	-	-	126.81	231.66	128.90	3.96	167.76	
	Seventh Round(2016)	357.64	318.31	-	-	341.01	290.51	340.96	5.02	164.51	

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

TABLE 5.1
COEFFICIENT OF VARIATION IN AVERAGE WAGE RATES BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation on Average		
		Minimum Wage	Maximum Wage	Mean Wage
1	2	3	4	5
1	Haryana	24.1784	29.8537	15.3853
2	Delhi	14.2340	14.6471	6.3967
3	Uttar Pradesh	26.9950	25.9527	26.7404
4	Maharashtra	32.6243	36.7055	19.8840
5	Karnataka	18.6588	22.5704	11.2734
6	Tamil Nadu	36.3003	33.6979	9.0450
7	Residual	39.8271	34.6561	10.8400
Textile Garments Industry		29.0682	30.5579	17.4656

TABLE 5.2
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
1	Haryana	47.82
2	Delhi	40.65
3	Uttar Pradesh	51.94
4	Maharashtra	55.13
5	Karnataka	29.04
6	Tamil Nadu	44.55
7	Residual	49.46
Textile Garments Industry		48.12

TABLE 5.3
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
1	Boiler Attendant	36.89
2	Carpenter	-
3	Checker	34.58
4	Compressor Op.	-
5	Coolie/Mazdoor	35.98
6	Driver	31.81
7	Electrician	30.58
8	Helper	28.34
9	Mechanic(General)	45.46
10	Packer	28.30
11	Painter	-
12	Plumber	21.39
13	Press Man	31.85
14	Sorter	42.03
15	Supervisor	38.76
16	Sweeper	24.07
17	Tailor	37.49
18	Watchman	47.60
19	Store Keeper	49.57
20	Apprentices/Trainee	-
21	Button Fixing Machi	31.03
22	Button Hole Maker	41.85
23	Cutter	50.54
24	Cutting Machine Op	45.04
25	Designer	56.03
26	Ironer	35.81
27	Measurer	38.42
28	Sticher	33.93
29	Tailor (Specialist)/	40.02
30	Folder	-
31	Spotter	14.93
32	Dyer/Color Master	25.11
33	Washer/Wash Man/Laun	22.33
34	Layer Man	17.92
35	Finisher/Trimmer	22.79
36	Sample Man/Sampler	25.02
37	Miscellaneous	31.23
Textile Garments Industry		48.12

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
1	Haryana	6761	1159	7920	325.43	340.27	332.85
	1 Boiler Attendant	3	0	3	324.33	516.64	420.49
	2 Carpenter	1	0	1	349.00	349.00	349.00
	3 Checker	642	20	662	303.52	314.88	309.20
	4 Coolie/Mazdoor	49	0	49	279.01	304.05	291.53
	5 Driver	28	0	28	343.42	359.48	351.45
	6 Electrician	32	0	32	367.84	384.44	376.14
	7 Helper	1036	114	1150	287.40	299.47	293.44
	8 Mechanic(General)	223	0	223	331.22	355.65	343.44
	9 Packer	289	3	292	278.06	304.81	291.44
	10 Painter	11	0	11	372.92	372.92	372.92
	11 Plumber	3	0	3	337.64	337.64	337.64
	12 Press Man	44	0	44	311.72	316.47	314.10
	13 Sorter	20	0	20	349.12	349.12	349.12
	14 Supervisor	100	4	104	381.36	502.18	441.77
	15 Sweeper	37	9	46	278.61	283.33	280.97
	16 Tailor	1124	186	1310	359.14	366.64	362.89
	17 Watchman	35	0	35	313.01	316.88	314.95
	18 Store Keeper	11	0	11	336.75	336.75	336.75
	19 Button Fixing Machi	4	0	4	265.71	265.71	265.71
	20 Cutter	348	170	518	305.45	308.94	307.20
	21 Cutting Machine Op	281	0	281	299.74	321.80	310.77
	22 Designer	51	4	55	371.13	463.26	417.20
	23 Ironer	457	0	457	320.09	339.35	329.72
	24 Measurer	4	0	4	226.54	261.54	244.04
	25 Sticher	6	3	9	314.98	329.98	322.48
	26 Tailor (Specialist)/	1789	582	2371	343.53	357.24	350.39
	27 Folder	28	7	35	338.23	338.23	338.23
	28 Spotter	22	4	26	303.89	311.44	307.67
	29 Dyer/Color Master	3	0	3	657.05	695.51	676.28
	30 Washer/Wash Man/Laun	6	0	6	224.99	224.99	224.99

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	31 Layer Man	5	0	5	295.12	295.12	295.12
	32 Finisher/Trimmer	19	53	72	311.82	315.61	313.72
	33 Sample Man/Sampler	3	0	3	430.77	996.15	713.46
	34 Miscellaneous	47	0	47	304.74	309.51	307.13
2	Delhi	2474	251	2725	397.08	423.13	410.11
	1 Checker	493	11	504	406.68	426.73	416.71
	2 Coolie/Mazdoor	3	0	3	368.00	369.23	368.62
	3 Driver	40	0	40	470.07	503.68	486.88
	4 Electrician	22	0	22	444.65	475.42	460.04
	5 Helper	564	0	564	295.74	354.78	325.26
	6 Mechanic(General)	21	0	21	449.60	515.82	482.71
	7 Packer	42	0	42	327.62	327.62	327.62
	8 Press Man	59	3	62	389.08	389.08	389.08
	9 Supervisor	119	0	119	504.12	594.92	549.52
	10 Sweeper	58	0	58	341.75	341.75	341.75
	11 Tailor	600	94	694	436.06	438.63	437.35
	12 Watchman	25	0	25	343.03	346.88	344.96
	13 Store Keeper	2	0	2	390.00	423.07	406.54
	14 Button Fixing Machi	3	0	3	447.00	447.00	447.00
	15 Cutter	73	90	163	368.32	380.88	374.60
	16 Designer	30	33	63	682.99	821.08	752.04
	17 Tailor (Specialist)/	320	20	340	403.17	405.10	404.14
3	Uttar Pradesh	5824	1383	7207	312.32	373.52	342.92
	1 Checker	1182	227	1409	323.72	366.35	345.04
	2 Compressor Op.	28	0	28	250.00	500.00	375.00
	3 Coolie/Mazdoor	22	0	22	287.56	518.01	402.79
	4 Driver	12	0	12	355.28	473.18	414.23
	5 Electrician	35	0	35	340.12	409.67	374.90
	6 Helper	782	691	1473	262.62	284.84	273.73
	7 Mechanic(General)	19	0	19	324.84	608.63	466.74
	8 Packer	40	3	43	304.91	366.88	335.90
	9 Sorter	4	0	4	500.00	500.00	500.00

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
	10 Supervisor	166	0	166	374.82	520.19	447.51
	11 Sweeper	31	0	31	258.70	304.72	281.71
	12 Tailor	2105	328	2433	322.80	417.87	370.34
	13 Watchman	82	7	89	276.77	331.43	304.10
	14 Store Keeper	2	0	2	357.69	357.69	357.69
	15 Button Fixing Machi	25	0	25	277.54	334.78	306.16
	16 Button Hole Maker	9	0	9	324.87	455.56	390.22
	17 Cutter	983	93	1076	328.66	351.05	339.86
	18 Cutting Machine Op	7	0	7	323.07	353.84	338.46
	19 Designer	30	5	35	512.03	561.11	536.57
	20 Ironer	119	14	133	299.14	342.90	321.02
	21 Measurer	7	0	7	336.85	336.85	336.85
	22 Sticher	83	15	98	331.85	566.22	449.04
	23 Tailor (Specialist)/	7	0	7	403.93	649.76	526.85
	24 Miscellaneous	44	0	44	341.49	418.52	380.01
4	Maharashtra	1971	1212	3183	335.66	460.90	398.28
	1 Checker	93	92	185	335.91	463.17	399.54
	2 Coolie/Mazdoor	93	133	226	209.53	353.13	281.33
	3 Driver	10	0	10	339.81	436.85	388.33
	4 Electrician	5	0	5	241.68	429.22	335.45
	5 Helper	173	155	328	294.60	328.71	311.66
	6 Mechanic(General)	68	185	253	375.04	378.76	376.90
	7 Packer	145	19	164	332.34	451.56	391.95
	8 Press Man	15	0	15	365.65	365.65	365.65
	9 Sorter	0	12	12	302.43	372.94	337.69
	10 Supervisor	196	32	228	391.36	551.72	471.54
	11 Sweeper	8	13	21	346.93	376.14	361.54
	12 Tailor	512	116	628	364.42	634.58	499.50
	13 Watchman	22	1	23	407.63	483.30	445.47
	14 Store Keeper	18	12	30	295.42	318.76	307.09
	15 Button Fixing Machi	86	1	87	279.70	301.36	290.53
	16 Cutter	78	41	119	415.51	524.21	469.86
	17 Cutting Machine Op	85	0	85	325.60	350.84	338.22
	18 Designer	108	14	122	415.73	564.73	490.23

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
	19 Ironer	76	8	84	498.08	591.69	544.89
	20 Measurer	2	1	3	537.82	537.82	537.82
	21 Sticher	30	7	37	414.15	514.32	464.24
	22 Tailor (Specialist)/	78	344	422	271.12	376.77	323.95
	23 Finisher/Trimmer	7	26	33	362.79	377.71	370.25
	24 Sample Man/Sampler	25	0	25	161.53	192.30	176.92
	25 Miscellaneous	38	0	38	373.66	541.13	457.40
5	Karnataka	10581	12243	22824	308.77	327.92	318.35
	1 Checker	1145	871	2016	304.72	325.91	315.32
	2 Driver	32	0	32	323.56	337.70	330.63
	3 Electrician	84	0	84	322.49	333.83	328.16
	4 Helper	3180	1191	4371	295.45	300.08	297.77
	5 Mechanic(General)	263	3	266	289.79	301.71	295.75
	6 Packer	692	280	972	306.51	316.14	311.33
	7 Sorter	54	164	218	296.16	298.67	297.42
	8 Supervisor	358	117	475	369.13	421.80	395.47
	9 Sweeper	213	109	322	287.66	289.42	288.54
	10 Tailor	2117	8875	10992	314.62	341.10	327.86
	11 Watchman	94	0	94	284.55	284.75	284.65
	12 Button Fixing Machi	12	0	12	288.00	308.00	298.00
	13 Button Hole Maker	7	18	25	290.04	339.01	314.53
	14 Cutter	412	151	563	321.74	367.06	344.40
	15 Cutting Machine Op	1122	26	1148	307.98	309.66	308.82
	16 Ironer	763	333	1096	295.94	307.31	301.63
	17 Sticher	20	83	103	295.17	305.21	300.19
	18 Layer Man	0	12	12	360.14	402.11	381.13
	19 Miscellaneous	13	10	23	306.72	311.45	309.09
6	Tamil Nadu	1927	7759	9686	220.18	291.71	255.95
	1 Checker	146	968	1114	213.54	279.71	246.63
	2 Coolie/Mazdoor	16	33	49	186.89	196.62	191.76
	3 Driver	54	0	54	226.34	252.43	239.39
	4 Electrician	29	3	32	259.55	384.02	321.79

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 Helper	153	1210	1363	194.52	241.03	217.78
	6 Mechanic(General)	73	6	79	248.09	361.65	304.87
	7 Packer	314	272	586	202.94	241.66	222.30
	8 Sorter	23	143	166	188.14	188.28	188.21
	9 Supervisor	148	76	224	242.77	417.23	330.00
	10 Sweeper	15	102	117	207.45	211.53	209.49
	11 Tailor	417	3893	4310	232.63	318.24	275.44
	12 Watchman	41	7	48	196.49	243.91	220.20
	13 Button Fixing Machi	15	44	59	176.32	208.74	192.53
	14 Button Hole Maker	6	44	50	235.69	246.61	241.15
	15 Cutter	102	183	285	199.69	260.11	229.90
	16 Cutting Machine Op	125	174	299	228.49	350.57	289.53
	17 Designer	15	5	20	291.65	460.32	375.99
	18 Ironer	114	102	216	275.15	284.96	280.06
	19 Measurer	23	17	40	259.61	565.65	412.63
	20 Sticher	0	14	14	174.74	174.74	174.74
	21 Tailor (Specialist)/	71	439	510	187.98	250.53	219.26
	22 Miscellaneous	27	24	51	355.10	385.31	370.21
9	Residual	5272	1803	7075	379.62	432.74	406.18
	1 Checker	279	138	417	331.98	384.86	358.42
	2 Coolie/Mazdoor	54	14	68	254.36	290.10	272.23
	3 Driver	59	0	59	359.03	392.33	375.68
	4 Electrician	242	0	242	453.34	458.76	456.05
	5 Helper	598	423	1021	328.46	343.81	336.14
	6 Mechanic(General)	288	0	288	513.34	554.69	534.02
	7 Packer	365	81	446	484.48	504.14	494.31
	8 Plumber	30	0	30	307.69	315.38	311.54
	9 Sorter	164	11	175	466.38	476.23	471.31
	10 Supervisor	383	9	392	467.67	625.48	546.58
	11 Sweeper	41	22	63	182.31	192.54	187.43
	12 Tailor	826	231	1057	438.27	535.79	487.03
	13 Watchman	93	2	95	311.72	328.62	320.17
	14 Store Keeper	11	1	12	340.68	478.21	409.45
	15 Apprentices/Trainee	22	0	22	95.62	155.38	125.50

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	16 Button Fixing Machi	92	92	184	393.53	425.66	409.60
	17 Button Hole Maker	173	16	189	434.96	438.46	436.71
	18 Cutter	59	62	121	252.97	276.48	264.73
	19 Cutting Machine Op	470	70	540	422.78	467.90	445.34
	20 Designer	103	72	175	501.68	710.61	606.15
	21 Ironer	154	37	191	320.38	352.38	336.38
	22 Measurer	40	22	62	389.03	434.89	411.96
	23 Sticher	152	131	283	343.60	378.22	360.91
	24 Tailor (Specialist)/	536	367	903	241.78	296.08	268.93
	25 Dyer/Color Master	1	0	1	549.69	549.69	549.69
	26 Washer/Wash Man/Laun	2	2	4	276.38	284.46	280.42
	27 Finisher/Trimmer	10	0	10	361.54	380.77	371.16
	28 Miscellaneous	25	0	25	308.43	359.01	333.72
Textile Garments Industry		34810	25810	60620	310.86	352.66	331.76

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

ANNEXURES

ON

**TEXTILE GARMENTS INDUSTRY
(2017)**

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

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

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

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

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

(C) SERVICE SECTOR

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

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

- 1 Sugar Industry
- 2 Oils and Fats Industry
- 3 Processing of Edible Nuts Industry
- 4 Tobacco Products Industry
- 5 Cotton Textiles Industry
- 6 Woolen Textiles Industry
- 7 Silk Textiles Industry
- 8 Synthetic Textiles Industry
- 9 Jute & Others Textiles Industry
- 10 Textile Garments Industry
 - I. 14101 Manufacture of all types of textile garments and clothing
- 11 Paper and Paper Products Industry
- 12 Printing and Publishing Industry
- 13 Footwear Industry
- 14 Petroleum Refineries Industry

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

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

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

- 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 7th round of OWS was 30th June, 2016 for all the four sectors.

2.8 SURVEY PERIOD

The survey period for Textile Garments Industry during the Seventh round of OWS was April, 2017 to September, 2017.

2.9 PAY PERIOD

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

2.10 WAGE RATE

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

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

2.11 PAY ROLL EARNINGS

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

2.12 CHILDREN & ADOLESCENTS

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

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

2.13 DEARNESS ALLOWANCE

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

2.14 OCCUPATION

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

2.15 MATCHING OF OCCUPATIONS

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

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

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

2.16 CLOSURES

A unit was treated as closed in the following situations:

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

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

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

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

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

SAMPLING DESIGN AND ESTIMATION PROCEDURE

1.0 SAMPLING DESIGN

1.1 INTRODUCTION

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

1.2 SELECTION OF ESTABLISHMENTS (FIRST STAGE)

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

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

where,

N = Number of units in the frame

n_o = First approximation for the sample size

n = Required sample size

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

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

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

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

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

As the sample size yielded by the above formula related to stratified random sampling with proportional allocation, the share of each stratum

was allocated in proportion to its share in the frame at all India level.

For this purpose, the frame in each stratum was divided into two size classes, viz. Upper Size Class and Lower Size Class. The average daily employment at the national level for an industry was used as the cut-off point for classifying the units in an industry into these classes. All the units with employment above the cut-off point were taken in the upper size class while the remaining was taken in the lower size class in each stratum. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.

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

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

1.3 SELECTION OF WORKERS (SECOND STAGE)

The Second Stage Sampling was used for collecting data for estimating payroll earnings only and not for other variables where data in respect of entire sample unit was collected. For the purpose of obtaining reliable estimates in respect of the pay roll earnings of workers in each occupation, it was decided to draw a sample of workers belonging to each category of sex-age, 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 different notations are as appearing in section 2.1 of the report (to be reproduced) and symbol y_i denotes 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.

where,

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

PAY ROLL EARNINGS

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

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

Where,

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

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

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

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

2.0.2 RATIOS

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

2.2 COEFFICIENT OF VARIATION

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

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

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

And

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

where,

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

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

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

and

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

where,

- \hat{S}^2_i = Sample Variance of average daily earnings in the i^{th} industry
 \hat{Y}_i = Sample mean of average daily earnings in the i^{th} industry
 N_{ij} = Number of units in the frame in j^{th} stratum in the i^{th} industry
 N_i = Number of units in the frame in the i^{th} industry

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

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

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

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
TEXTILE GARMENTS INDUSTRY

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0006	Boiler Attendant	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications Checks proper markings and labels according to instructions.
0010	Carpenter	Looks after carpentary requirement of the unit.
0013	Checker	Verify quantity, quality, condition, value and types of goods produced or material purchased and sold with reference to records and reports of specifications Checks proper markings and labels according to instructions.
0015	Compressor Operator	Operates compressor machine required for textile garments production.
0016	Coolie/ Mazdoor	Performs various unskilled jobs such as lifting and Mazdoor carrying loads, cleaning and sweeping loom sheds, machines rooms, etc.
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

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
TEXTILE GARMENTS INDUSTRY

		parts and keeps fittings in working orders.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.
0041	Mechanic (General)	Attends to installation, repair, maintenance and examination of various types of machinery.
0046	Packer	Attends to the job of packing finished textile products. May also operate automatic packing machines.
0047	Painter	One who prints different prints/arts/designs using dyes, etc.
0052	Plumber	One who does plumbing work of the pipes of compressor machine, etc installed in the premises of the unit.
0054	Press Man	One who presses the clothes laid on the table using pressing machine for proper cutting of clothes.
0064	Sorter	Sorts out various types of material and articles as directed. For example, sorting of empty gunny bags according to quality of the material.
0065	Supervisor	In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs himself.
0066	Sweeper	Cleans and sweeps factory premises, toilets and Removes garbage.
0068	Tailor	Designs, cuts, stitches etc. all textile products, leather, furs and similar materials.

ANNEXURE-IV

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
TEXTILE GARMENTS INDUSTRY

0077	Watchman	Guards buildings, premises, industrial plants, ware houses, etc. against fire, theft, illegal entry and other such contingencies.
0093	Store Keeper	One who keeps records of inventory like Needle, Threads, Records, etc.
0094	Apprentices/ Trainees	Workers trained in different trades engaged for on the job training in the factories. These workers are also paid for the work done by them.
9900	Miscellaneous	Other minor occupations not classified elsewhere are classified as miscellaneous occupation.

INDUSTRY:

TEXTILE GARMENTS INDUSTRY

1001	Button Fixing Machinist	Fixes or stitches buttons on garments with the help of the button fixing machine.
1002	Button Hole Maker/Hole Cutter	Operates button hole making machine which cuts holes and stitches around holes automatically.
1003	Cutter	Cuts cloth by hand into different parts which are stitched together. Also cuts threads left after stitching.
1004	Cutter Machine Operator	Cuts cloth using electrically driven machine into different parts which are stitched together into garments.
1005	Designer	Develops designs and makes patterns for new styles of men's, women's and children's garments. Tries garments on models and makes changes in patterns, if necessary.

ANNEXURE-IV

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
TEXTILE GARMENTS INDUSTRY

1006	Ironer	Irons garments like shirts, coats, etc. Attends to ironing clothes requiring special skill.
1007	Measurer	Takes measurements for stitching garments
1008	Stitcher	Carries out odd jobs of hand stitching. May also make button holes and stitch them by hand.
1009	Tailor (Specialist)	Prepares only a particular part of garment, e.g. shirt collar, pocket, sleeves, etc. on a machine meant for this purpose.
1010	Folder	One who folds the stitched garments in proper manner and inserts into polythene.
1011	Spotter	To locate any stain, dhag, dhabba, etc on the stitched clothes and to get it cleaned during washing stage.
1012	Dyer/ Color Master	Involved in color mixing to arrive at the desired color for printing and dyeing clothes.
1013	Washer/ Washing Man/ Laundry	Removes stains and spots in the stitched garments as identified by the Spotter and gives final wash to the garments.
1014	Layer Man	One who spreads clothes/linen on the table for cutting.
1015	Finisher/ Trimmer	When the garment is ready after stitching, threads remain stucked to the clothes which require cutting/removing threads from the stitched garments.
1016	Sampler/ Sample Man	Makes sample clothes to secure orders.

CONFIDENTIAL

Original	Substituted
----------	-------------

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

Block-I Identification Particulars

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

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

12. Complete Postal Address with Name of Person Contacted

13. E-mail address and Phone No. _____

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

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

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

Block 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.	
----------------	--

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

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

Sample Sl. No.

Block III Wage Rates

(B) PIECE-RATED WORKER FOR FULL TIME

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

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

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

Sample Sl. No.

BLOCK-IV	DEARNNESS ALLOWANCES*
-----------------	------------------------------

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

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

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

Code	Number
Code	Number

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

Code	Number
Code	Number
Code	Number

Any other Series

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) (b) Base Year(ccYY)

--	--	--

(c) (c) Centre Name(AICPI/Specify)

(d)

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

Rate of Dearness Allowance	Number of persons covered

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

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

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

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

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

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

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

Sample Sl. No.

Sl. No. as in Block II	Occup- ation Code as in Block II	Sl. No. of selected sample worker	Number of Days**		Basic/Consolidated Wages	Dearness Allowance	Bonus
			Worked	Paid for			
1	2	5	13	14	15	16	17

** During the Pay Period under Reference date.

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

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

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

FOR FIELD OFFICER ONLY

1. Name of the Field Officer _____

2. Date of investigation

From _____ To _____

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

4. Signature of the Field Officer

Comments/Remarks

--	--

A. FOR SUPERVISING OFFICER ONLY

5. Name of the Supervising Officer _____

6. Date of receipt of Schedule _____

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

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

Comments/Remarks

--	--

BLOCK-VII FOR HEADQUARTER USE ONLY

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

Comments/Remarks

--

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

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

ANNEXURE-VI

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

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

Not for Sale

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

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

Shram Shakti Bhawan,
New Delhi-110001
Dated 06.11.2017

ORDER

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

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

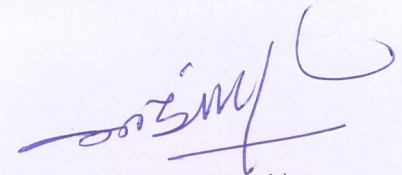
2. Terms of References:

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

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

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

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



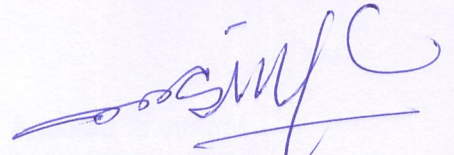
(Mohinder Singh)
Section Officer

To.

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

Copy To;

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



(Mohinder Singh)
Section Officer

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

Shri Sunil Chaudhry
Deputy Director General

Shri Kailash G. Sharma
Director

Shri Ashok Kumar
Deputy Director

Shri S. Subburaj
Assistant Director

Shri Rajiv Kumar
Assistant Director

Shri B. K. Dutta
Assistant Director

SUPERVISING OFFICERS

Smt Rama Sharma
Smt Dolly Sood

FIELD OFFICERS

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

PRINTING UNIT

Shri Ashish Atwal Multi-Tasking Staff

© Government of India
Controller of Publication

PDLB - 682
120-2018(DSK-II)

Rs. 405.00

.....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.