

Occupational Wage Survey Seventh Round



REPORT ON THREE PLANTATION INDUSTRIES



सत्यमेव जयते

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



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

REPORT

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(October 2016 – March 2017)**

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PREFACE

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

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

Suggestions for further improvement in the OWS reports are welcome.

Dr B. N. Nanda
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& Director General (In-Charge)

Chandigarh
April, 2018

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MAIN FINDINGS OF THE SURVEY

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

INTRODUCTION

1. The survey covered Three Plantation Industries, viz., Coffee Plantations, Rubber Plantations and Tea Plantations under the seventh round of the Occupational Wage Survey.
2. The field work for Three Plantation Industries was carried out during October, 2016 to March, 2017.
3. Information was collected from 154 sample units, which accounted for 5.56 percent of the total units (2770) in the frame.

STRUCTURE OF WORK FORCE

4. The total number of workers in 3 Plantation Industries is estimated to be 12.63 lakhs. Out of these, 12.17 lakh workers are manual workers (96.38 percent) and remaining 0.46 lakh workers are non-manual (3.62 percent).
5. Tea Plantations has maximum share (94.89 percent) in the total workforce, followed by Coffee Plantations (2.73 percent) and Rubber Plantations (2.38 percent).
6. Out of the total 12.17 lakh manual workers in Three Plantation Industries, a vast majority of workers i.e. 95.24 percent were employed in Tea Plantations, followed by 2.57 percent in Coffee Plantations, and 2.19 percent in Rubber Plantations. None of the Plantations reported child employment. However, adolescent workers were reported in Tea Plantations only.
7. Majority of workers i.e. 99.74 percent were employed by the time-rated system and the remaining 0.26 percent by piece-rated system.
8. In Coffee Plantations, 91.47 percent of the total workers were Plantation Labour, followed by Supervisor and Driver occupations with a share of 5.01 percent and 2.23 percent, respectively. In Rubber Plantations, Rubber Tapper, Field Worker and Plantation Labour occupations accounted for 56.64 percent, 16.44 percent and 13.93 percent of the total work force, respectively. In Tea Plantations, Plantation Labour occupation reported the highest proportion of workers, i.e. 95.89 percent, followed by Supervisor, Coolie/Mazdoor and Watchman with 1.34 percent, 0.86 percent and 0.82 percent of the workers respectively.

WAGE RATES AND DEARNESS ALLOWANCE

9. The overall average daily wage rates of men, women and adolescent workers for all the plantation industries combined together were Rs. 160.99, Rs. 144.05 and Rs. 127.00,

respectively. The overall average daily wage rates for all the workers of all the plantation industries worked out to be Rs. 150.87.

10. The average daily wage rates worked out to be Rs. 266.46 in Coffee Plantations, Rs. 419.13 in Rubber Plantations and Rs. 141.57 in Tea Plantations.
11. The average daily wage rates of women workers were less than that of the men workers in all the Plantation industries. However, the average daily wage rate of women workers was higher than that of their men counterparts in 2 occupations in Coffee Plantations, 5 occupations in Rubber Plantations and 1 occupation in Tea Plantations.
12. In Coffee Plantations, the highest and lowest average daily wage rates were reported in Miscellaneous (Rs. 702.49) and Plantation Labour (Rs. 255.95) occupations, respectively. In Rubber Plantations, the highest and lowest average daily wage rates were reported in Pump Attendant (Rs. 937.00) and Coolie/Mazdoor (Rs. 100.00) occupations, respectively. The highest and lowest average daily wage rates in Tea Plantations were reported in Mason (Rs. 392.39) and Coolie/Mazdoor (Rs. 129.22) occupations, respectively.
13. The highest change in real wage rates in the seventh round (2016) as compared to that in the sixth round (2004) was reported in the Rubber Plantations at 89.26 percent, followed by 50.77 percent in Coffee Plantations and 5.58 percent in Tea Plantations.
14. Dearness allowance as a separate component of wages/salaries was paid in 71.15 percent of units covering 14.56 percent of the workers in three Plantation Industries.
15. Among different Plantations, 53.14 percent units in Coffee Plantations, 64.18 percent units in Rubber Plantations and 86.03 percent units in Tea Plantations were paying dearness allowance to their employees.

PAYROLL EARNINGS

16. The overall average daily earnings of men, women, adolescent, and all workers in the three Plantation Industries worked out to Rs. 171.05, Rs. 158.80, Rs. 127.00 and Rs. 163.66, respectively.
17. The earnings of women workers were more than that of their men counterparts in 1 occupation in Coffee Plantations, viz. Plantation Labour; 6 occupations in Rubber Plantations, v.i.z., Helper, Mistry/Kangani, Sweeper, Store Keeper, Plantation Labour and Rubber Tapper; and 2 occupations in Tea Plantations, v.i.z., Supervisor and Miscellaneous.
18. The average daily earnings of men workers were the highest at Rs. 448.96 in Rubber Plantations, followed by Rs. 297.97 in Coffee Plantations and Rs. 158.99 in Tea Plantations.

19. The highest average daily earnings in different occupations were reported for Miscellaneous (Rs. 707.85) in Coffee Plantations; Picker (Rs. 1202.29) in Rubber Plantations and Driver (Rs. 337.76) in Tea Plantations. On the other hand, the lowest average daily earnings were reported for Watchman (Rs. 270.20) in Coffee Plantations; Coolie/Mazdoor (Rs. 100.00) in Rubber Plantations and Coolie/Mazdoor (Rs. 132.68) in Tea Plantations.
20. Piece-rated system of payment was reported in Rubber Plantations only. The average daily earnings of time-rated workers were recorded at Rs. 163.17 and that of the piece-rated workers at Rs. 353.63.
21. Basic wages and dearness allowance accounted for about 87.61 percent of total average daily earnings.
22. The average daily earnings of about 82.33 percent of workers were in the range of Rs. 100.01 to Rs. 175.00 per day.
23. The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2004) has been reported at 85.63 percent in Rubber Plantations, followed by 59.62 percent in Coffee Plantations and -0.87 percent in Tea Plantations.

CHAPTER-I

INTRODUCTION

1.1 GENESIS OF THE SURVEY

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

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

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

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

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

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

- a. Coffee Plantations,
- b. Rubber Plantations; and
- c. Tea Plantations.

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 Three Plantation Industries has been prepared.

1.3 SELECTION OF INDUSTRIES

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

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

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

1.4 SCOPE AND COVERAGE

The scope of the Occupational Wage Survey for Three Plantations Industry extends to all the Plantation Industries registered under Sections 3-B of the Plantations Labour Act, 1951.

The Plantations Labour Act, 1951 applies to any land used or intended to be used for growing tea, coffee, rubber, cinchona or cardamom or any other plant which measures 5 hectares or more and in which 15 or more workers are employed on any day of the preceding 12 months. The State Governments by notification can apply this law to any other land too even if it measures less than 5 hectares and employ less than 15 workers.

Plantation means any plantation to which this Act applies and includes offices, hospitals, dispensaries, schools and any other premises used for any purposes connected with such plantation, but does not include any factory in the premises to which the Factories Act, 1948 apply.

The Coffee Board, Rubber Board, Tea Board, United Planter's Association of South India (UPASI) and State Labour Commissioner's office helped in preparing the frame for plantation industries in the country.

The frame for the present survey is based on the frame of three plantation industries maintained by Tea Board and State Labour Commissioner's Office. Accordingly, frame for Coffee and Rubber Plantations were finalized on the basis of lists provided by concerned State Labour Commissioner's office. Frame for Tea Plantations was finalized from the list furnished by Tea Board of India.

Occupation-wise wage data were collected only for those workers who conform to the definition of worker defined under the Plantations Labour Act, 1951 as described below.

'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 - medical officer, managerial staff and temporary workers employed in any work relating to construction, repair, maintenance of roads, bridge, etc. 'Adolescent Worker' means a worker between the age of fourteen and Eighteen. 'Child Worker' means a worker who has not completed his 14th year.

However, detailed definition of 'Worker' in accordance with the different Acts covered under the survey is presented in Annexure-II.

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

1.5 GEOGRAPHICAL STRATIFICATION

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

Sl. No.	Industry	Stratum
1.	Coffee Plantations	1. Karnataka 2. Tamil Nadu 3. Kerala 4. Residual (Odisha)
2.	Rubber Plantations	1. Kerala 2. Tamil Nadu 3. Tripura/Assam 4. Karnataka 5. Residual (Andaman & Nicobar and Odisha)
3.	Tea Plantations	1. Assam 2. West Bengal 3. Tamil Nadu 4. Kerala 5. Residual (Tripura, Sikkim and H.P)

1.6 SAMPLING DESIGN AND ESTIMATION PROCEDURES

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

- a. A two stage sampling design was adopted. The selection of units was the first stage, whereas, the selection of the workers employed in different occupations in the selected units formed second stage.
- b. The sample was designed in such a way that the permissible error in the average maximum wage rate would be 5 percent with 95 percent confidence interval. For the purpose of statistical exercise, average maximum wage rate was derived as weighted average of maximum wage rate of all the occupations in each of the sample units covered during the 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 Plantations at the national level. While allocating the sample size in the both the size classes in proportion of its frame size within a stratum, it was taken care that at least two units were selected in each size class.
- e. For the purpose of obtaining estimates in respect of the pay roll earnings of workers in each occupation, a predetermined sample of workers (see Para 1.3, Annexure-III) belonging to each category of sex-age and system of payment of wage was drawn from the selected units.

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

1.7 SELECTION OF OCCUPATIONS

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

1.8 FIELD INVESTIGATION AND REFERENCE PERIOD

The field work for Three Plantation Industries was launched during October, 2016 and completed in March, 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 Plantation Industries. Wage period ending on the reference date or a period wherein the reference date falls was taken as the reference period for the collection of data under the survey.

1.9 COLLECTION OF DATA AND SCHEDULE

The data on employment, wage rates, earnings, payment of dearness allowance, etc. was collected from the sample units in the Schedule designed for the survey. Data on employment, wage rates and earnings correspond to all manual workers in specific occupations in each case, while the data on pattern of dearness payment relates to all employees

in the unit, as it is not occupation specific. Data on pay roll earnings have been collected only for a sample of workers in each occupation in each sample unit.

The Technical Committee on OWS 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

Table 1.1 shows the coverage of units and the sample size in selected Plantation Industries. A total of 2770 units constituted the overall frame for Three Plantation Industries. Out of these, 154 units were selected in the sample, which accounted for 5.56 percent of the total units in the frame. The percentage of units in sample to frame was 4.67 percent in Coffee Plantations, 14.18 percent in Rubber Plantations and 3.69 percent in Tea Plantations.

The number of units in the frame for current round as shown in Table 1.1 was developed as per following sources;

- (a) Frame for Coffee Plantations was prepared on the basis of lists provided by concerned State Labour Commissioner's office.
- (b) Frame for Rubber Plantations was finalized from the lists provided by concerned State Labour Commissioner's office.
- (c) Frame for Tea Plantations was prepared from the list furnished by Tea Board of India.

However, in the Sixth Round, the 22nd Edition of UPASI Planting Directory, 1996 published by the United Planters' Association of South India (UPASI) was used in preparation of the frame for plantation industries in the country. The frame of these industries was also updated from the information received from other Planters' Association in the country.

It may be mentioned here that the number of units in frame of Coffee Plantations has drastically declined from 2028 frame units in sixth round to 986 frame units in seventh round. This is due to decrease in frame units of Karnataka stratum from 1788 units (Sixth Round) to 506 units (Seventh Round). Also, the number of units in frame of Rubber Plantations declined from 594 frame units in sixth round to 402 frame units in seventh round. This may be due to change of sources from which frame units were collected. Hence, there are mismatch in estimates of Coffee Plantations and Rubber Plantations compiled in seventh round as compared to sixth round and hence, users must be cautious in analyzing the results.

Key findings based on the estimates of various characteristics as per the survey are discussed in Chapters II to IV of this report. Chapter V i.e. the last chapter focuses on (a) the procedure of determination of Sample Size, (b) Coefficient of Variation of Average Daily Wage Rates and Average Daily Earnings and (c) 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 Three Plantation Industries

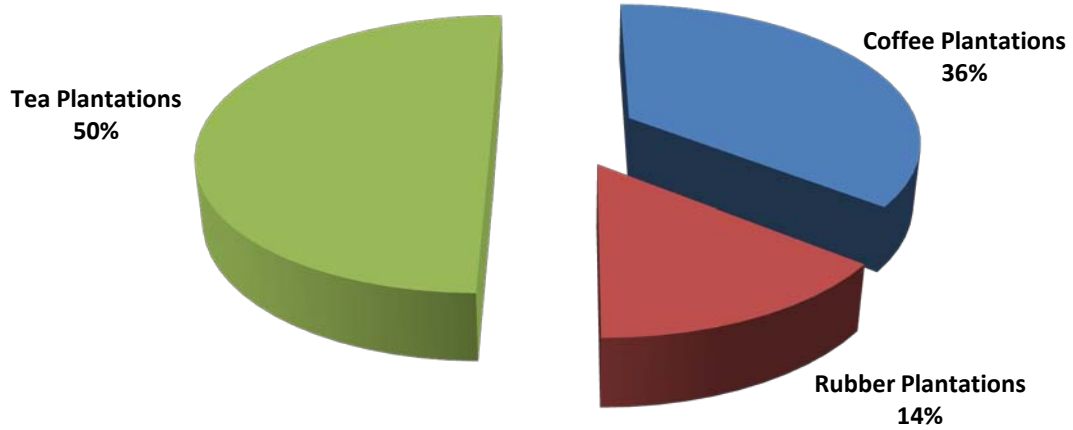
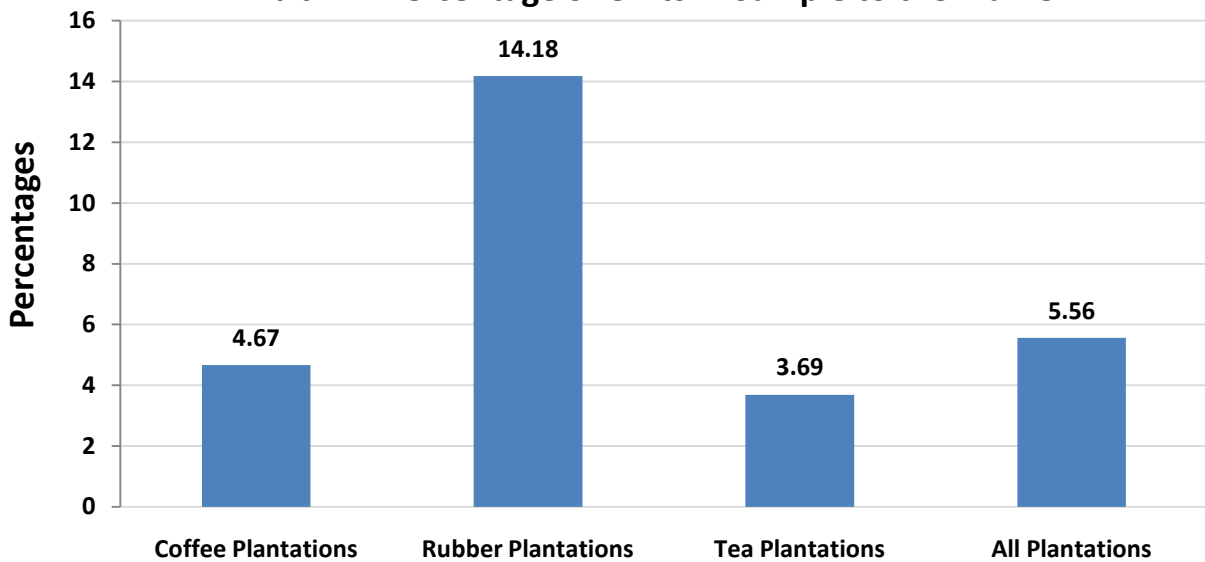


Exhibit 1.2: Percentage of Units in Sample to the Frame



CHAPTER-II STRUCTURE OF WORK-FORCE

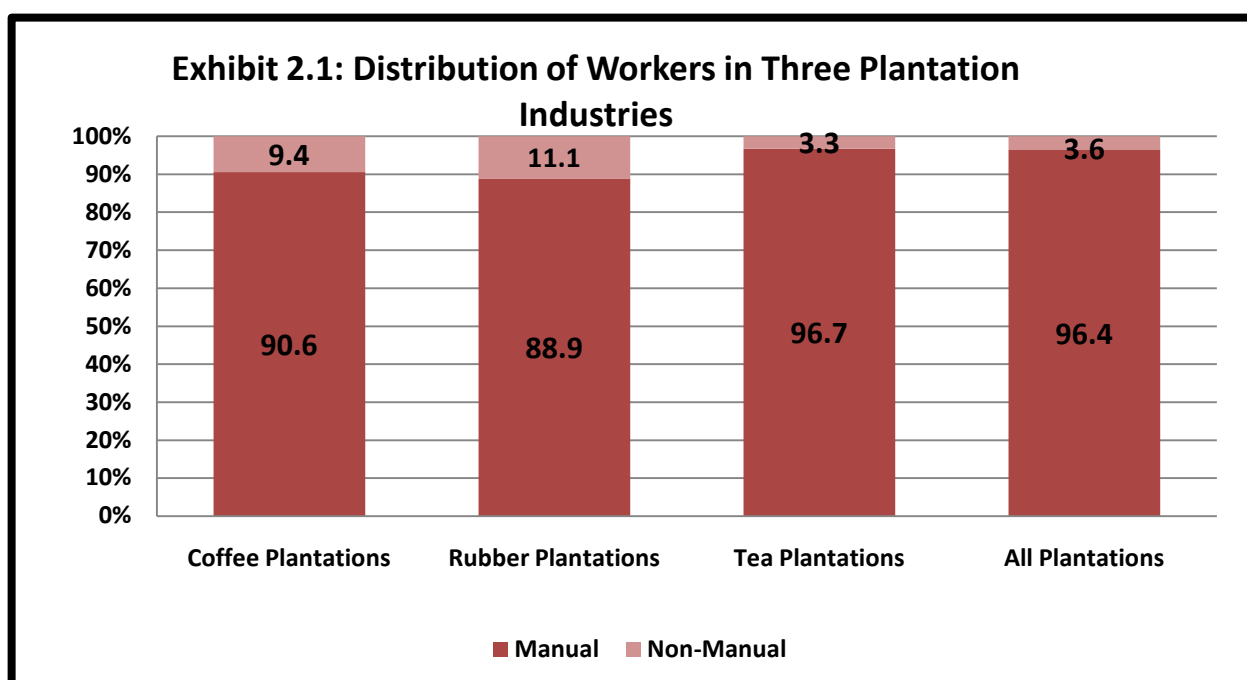
2.0 INTRODUCTION

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 last but, not the least by the Government policies, etc. Variations in these factors account for the change in the composition of the work force not only from one sector to another but also from region to region within the sector. The legislative policies of the Government also influence the composition of working force.

2.1 DISTRIBUTION OF WORKERS

The distribution of workers in selected Plantation Industries is presented in Table 2.1. The total number of workers in 3 Plantation Industries is estimated to be 12,63,247. Out of 12.63 lakh workers employed in the three plantation industries, Tea Plantations has maximum share (94.89 percent), followed by Coffee Plantations (2.73 percent) and Rubber Plantations (2.38 percent).

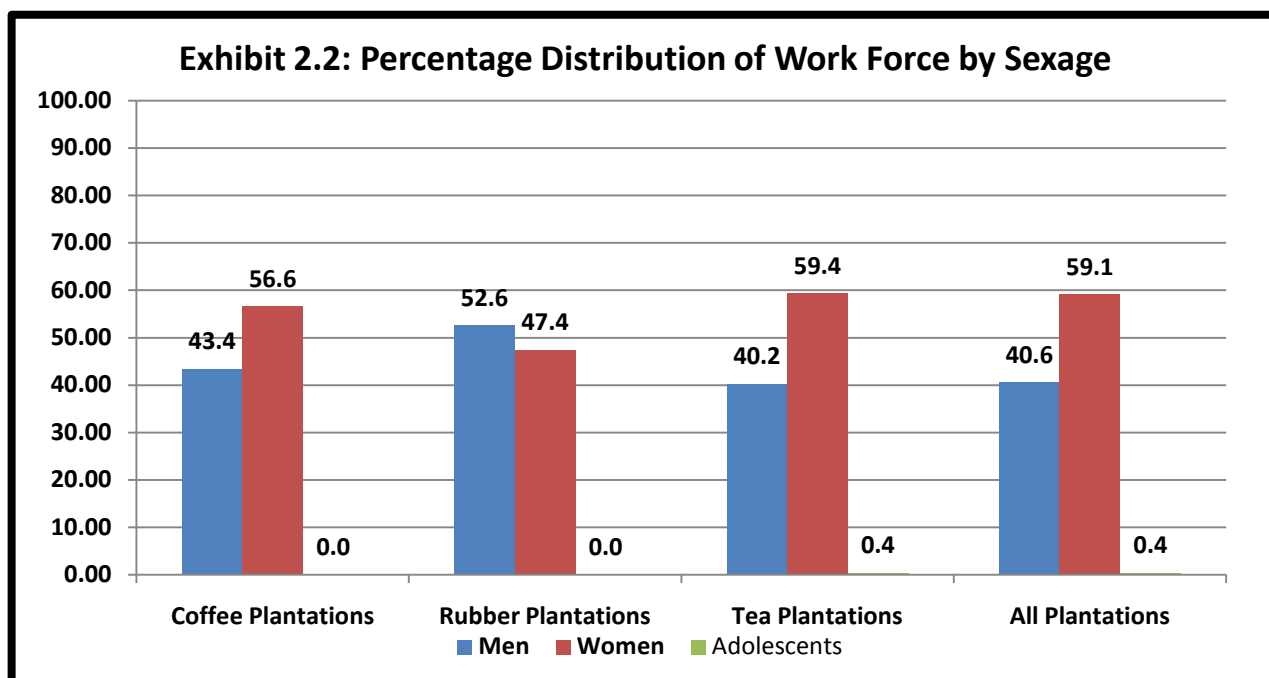
Out of these, 12,17,485 workers are manual workers, which accounted for 96.38 percent of the total number of workers in the three plantation industries. The percentage of manual workers to total number of workers was 90.55 percent in Coffee Plantations, 88.88 percent in Rubber Plantations and 96.73 percent in Tea Plantations.



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 three plantation industries covered under the survey has been estimated to be about 12.17 lakhs. Out of this total work force (manual workers), a vast majority of workers (henceforth the term 'Worker' would mean manual worker unless otherwise stated) i.e. 95.24 percent were employed in Tea Plantations, followed by 2.57 percent in Coffee Plantations and 2.19 percent in Rubber Plantations. Men Workers constituted 40.59 percent of the total work force, whereas 59.06 percent were Women Workers and remaining 0.35 percent were Adolescents. None of the plantation industries reported employment of children during the survey. However, adolescent workers were reported in Tea Plantations only.

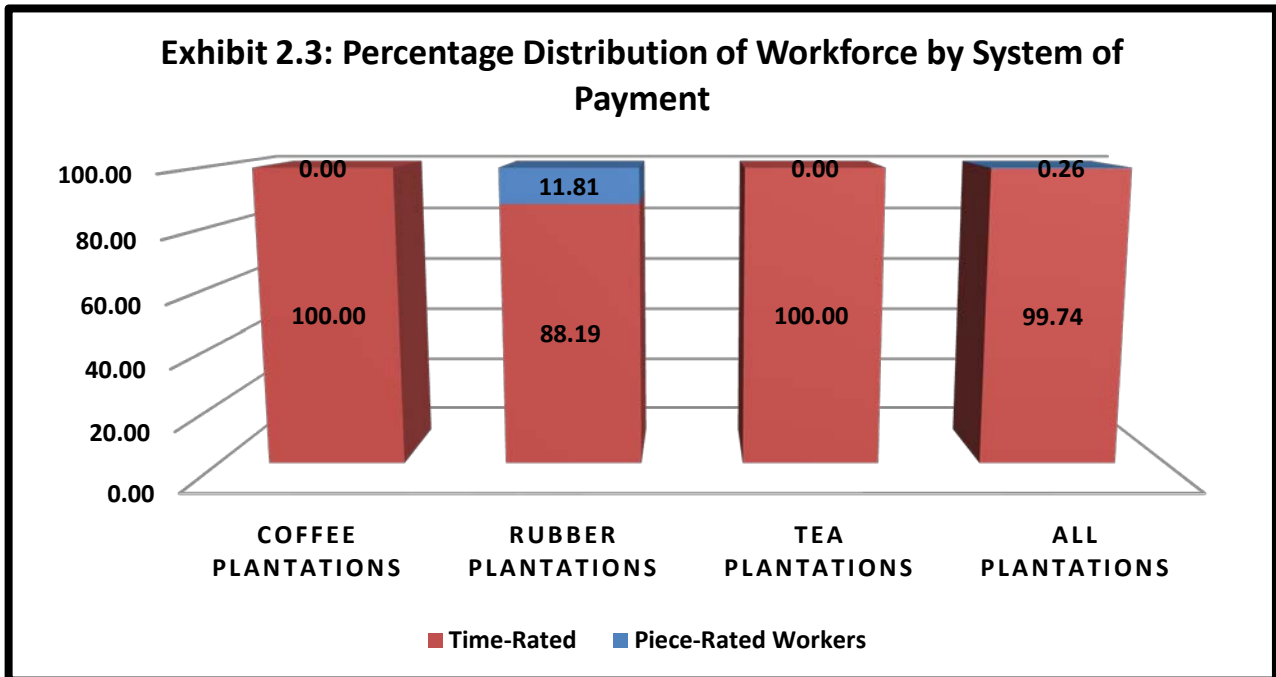
Amongst different plantation industries, the highest proportion of men workers i.e. 52.58 percent were in Rubber Plantations and the lowest i.e. 40.24 percent were reported in Tea Plantations. The proportion of women employment was highest at 59.40 percent in Tea Plantations, followed by 56.59 percent in Coffee Plantations, and the remaining 47.42 percent in Rubber Plantations. Tea Plantations reported 0.36 percent of adolescent workers.



2.3 DISTRIBUTION OF WORK-FORCE BY SYSTEM OF WAGE PAYMENT

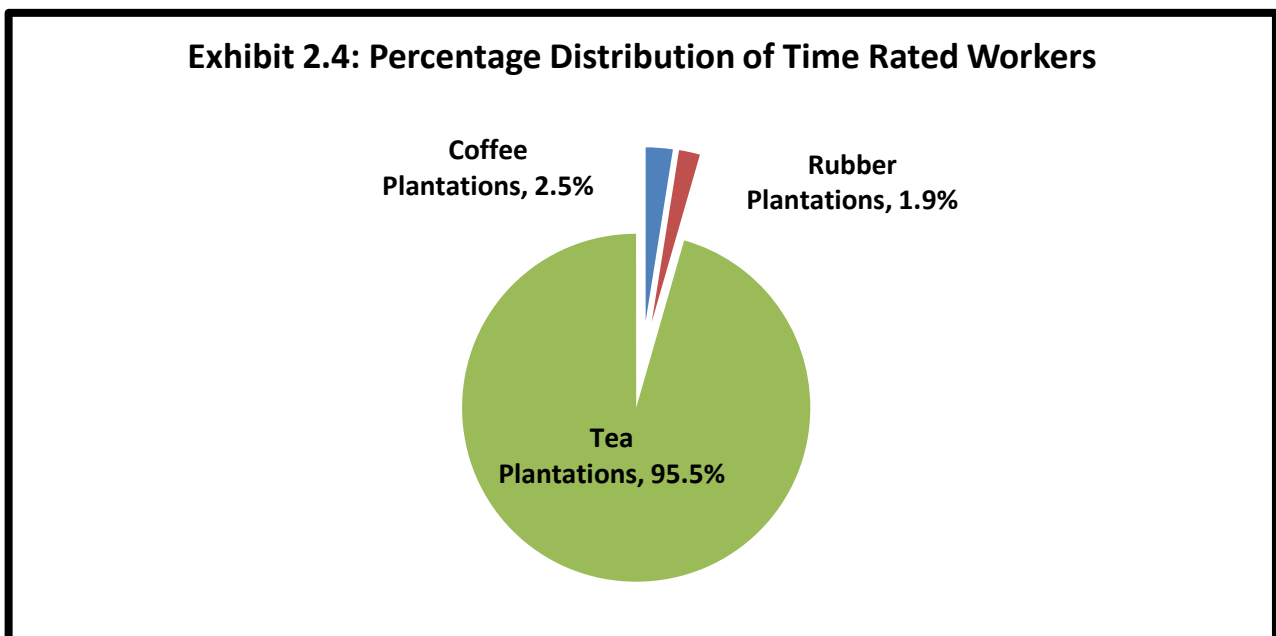
The distribution of workers by system of wage payment is shown in Table 2.3. Taking the entire plantation industries as a whole, majority of workers i.e. 99.74 percent were employed by the time-rated system of payment and remaining, 0.26 percent by the piece-rated system of wage payment. At plantation industries level, the proportion of piece-rated workers was reported at 11.81 percent in Rubber Plantations, whereas no piece-rated workers were reported in Coffee Plantations and Tea Plantations. At the Stratum level, the highest proportion of piece-rated

workers was reported at 21.25 percent in Kerala stratum of Rubber Plantations.



2.4 DISTRIBUTION OF TIME-RATED WORKERS BY SEXAGE

The distribution of time-rated workers by sexage is presented in Table 2.4. The Table reveals that majority of time-rated women workers were reported highest at 59.40 percent in Tea Plantations and 56.59 percent in Coffee Plantations. The proportion of time-rated men workers was reported highest at 54.67 percent in Rubber Plantations, followed by 43.41 percent in Coffee Plantations. At the Stratum level, the highest proportion of time-rated women workers was reported at 64.18 percent in Kerala Stratum of Coffee Plantations, followed by 62.00 percent in Assam Stratum of Tea Plantations.



2.5 DISTRIBUTION OF PIECE-RATED WORKERS BY SEXAGE

The distribution of piece-rated workers by sexage is shown in Table 2.5. The Table revealed that the piece-rated system was prevalent in Rubber Plantations only. The percentage of piece-rated women workers was 63.03 percent in Rubber Plantations. Further, it has been reported that the proportion of piece-rated women workers was highest at 63.82 percent in Kerala stratum, followed by 29.17 percent in Residual stratum of Rubber Plantations.

2.6 WORK-FORCE IN MAJOR OCCUPATIONS

The distribution of workers by occupations is shown in Table 2.6. Taking all plantation industries together, the highest percentage of work force was employed as Plantation Labour (93.98 percent), followed by Supervisor and Rubber Tapper with share of 1.47 percent and 1.24 percent, respectively. The data revealed that in Coffee Plantations, 91.47 percent of the total workers were Plantation Labour, followed by Supervisor and Driver occupations with 5.01 percent and 2.23 percent share of the work force, respectively. In Rubber Plantations, Rubber Tapper, Field Workers and Plantation Labour occupations accounted for 56.64 percent, 16.44 percent and 13.93 percent of the total employment, respectively. In Tea Plantations, Plantation Labour occupation reported the highest proportion of workers, i.e. 95.89 percent, followed by the Supervisor, Coolie/Mazdoor and Watchman with 1.34 percent, 0.86 percent and 0.82 percent of the workers, respectively.

Exhibit 2.5(a): topmost occupations constituting 95 percent of total workforce at All Plantation Industries level

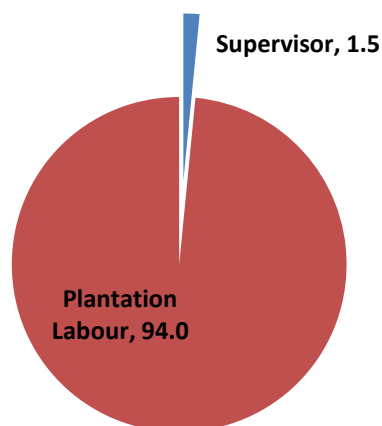


Exhibit 2.5(b): Top/Bottom Occupations in Plantation Industries

Serial in order	Coffee Plantations	Rubber Plantations	Tea Plantations
Top Three Occupations (%)			
1	Plantation Labour (91.47)	Rubber Tapper (56.64)	Plantation Labour (95.89)
2	Supervisor (5.01)	Field Worker (16.44)	Supervisor (1.34)
3	Driver (2.23)	Plantation Labour (13.93)	Coolie/Mazdoor (0.86)
Bottom Three Occupations (%)			
1	Miscellaneous (0.61)	Blacksmith (0.03)	Pump Attendant (0.01)
2	Watchman (0.68)	Plumber (0.05)	Field Worker (0.01)
3	--	Mechanic (Gen) (0.05)	Mason (0.03)

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

The trend in composition of the workforce by sexage and system of wage payment is presented in Table 2.7. In comparison with the previous round, the overall employment has recorded an increase in Tea Plantation Industry, whereas it has depicted a decline in Coffee Plantations and Rubber Plantations in the current round. The decrease in the proportion of men workers has been marked by the corresponding increase in women workers in all the plantation industries under study. The proportion of time-rated workers has increased significantly in all the plantation industries in the current round as compared to previous round.

Exhibit 2.6: Trend in Composition of Workforce

Industries	Seventh Round (2016)	Sixth Round (2004)	%Growth of Seventh Round Over Sixth Round	%Growth of Sixth Round Over Fifth Round
Coffee Plantations(*)	31256	105288	(-) 70.31	48.30
Rubber Plantations(*)	26702	61270	(-) 56.42	79.56
Tea Plantations	1159527	811854	42.82	(-) 12.43
All Plantation Industries	1217485	978412	24.43	(-) 5.21

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

2.8 PERCENTAGE DISTRIBUTION OF WORK-FORCE BY OCCUPATION AND SEXAGE

The percentage distribution of workers by industry and sexage for each occupation is given in Table 2.8. In Coffee Plantations, 56.59 percent workers were women workers and remaining, 43.41 percent were men workers. Out of the total 5 occupations reported in Coffee Plantations, 2 occupations had employment of women workers. Women workers constituted 61.58 percent and 5.36 percent of the total employment in Plantation Labour and Supervisor occupations, respectively. However, Men workers reported cent percent of the total employment in each of the occupations of Driver, Watchman and Miscellaneous.

In Rubber Plantations, 52.58 percent workers were men workers and remaining, 47.42 percent were women workers. Out of 19 occupations reported in Rubber Plantations, women workers were employed in 10 occupations. Women workers constituted cent percent of the total employment in the occupation of Storekeeper, followed by 67.25 percent and 64.30 percent in the occupations of Sweeper and Field Worker, respectively. On the contrary, Men workers reported cent percent in each of the occupations of Blacksmith, Driver, Electrician, Loader/Unloader, Mechanic (Gen), Picker, Plumber, Pump Attendant and Watchman, followed by 97.68 percent in Supervisor and 75.91 percent in Miscellaneous occupations, respectively.

In Tea Plantations, 59.40 percent workers were women workers, 40.24 percent were men workers and remaining, 0.36 percent was adolescent workers. Out of 11 occupations reported in Tea Plantations, women workers were employed in 4 occupations. Women workers constituted 61.82 percent and 10.85 percent of the total employment in the occupations of Plantation Labour and Coolie/Mazdoor, respectively. However, Men workers reported cent percent of the total employment in each of the occupations of Driver, Mason, Pump Attendant, Watchman, Weigher, Storekeeper and Field Worker, followed by 98.68 percent in Supervisor occupation.

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

The percentage distribution of workers in different occupations by system of wage payment is shown in Table 2.9. It is observed that the piece-rated workers were employed in Rubber Plantations only. Piece-rated workers were reported in 2 occupations, viz., Coolie/Mazdoor and Rubber Tapper in Rubber Plantations. The remaining occupations in plantation industries had time-rated workers only. In Rubber Plantations, piece-rated workers were reported in Coolie/Mazdoor (cent percent) and Rubber Tapper (20.38 percent).

CHAPTER-III

WAGE RATES AND DEARNESS ALLOWANCE

3.0 INTRODUCTION

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

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

3.1 WAGE RATES

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

3.2 AVERAGE DAILY WAGE RATES BY INDUSTRIES

The details of average daily minimum and maximum wage rates of the workers are given in Table 3.1. At industry level, the average minimum daily wage rates varied between Rs. 139.52 (Tea Plantations) and Rs. 396.32 (Rubber Plantations), whereas the average maximum daily wage rates varied between Rs. 143.63 (Tea Plantations) and RS. 441.95 (Rubber Plantations), respectively. At the stratum level, the lowest average daily minimum wage rate of Rs. 127.76 and lowest average daily maximum wage rate of Rs. 130.70 were in Assam stratum of Tea Plantations. Similarly, the highest average daily minimum wage rate of Rs. 441.88 were reported in Karnataka stratum of Rubber Plantations and the highest average daily maximum wage rate of Rs. 488.83 were reported in Kerala stratum of Rubber Plantations.

The percentage difference in the minimum and maximum wage rates was lowest in Tea Plantations (2.95 percent) and highest in Rubber Plantations (11.51 percent). At the stratum level, it was insignificant in Residual stratum under Coffee Plantations and Karnataka stratum under

Rubber Plantations, whereas highest difference was recorded in Kerala (20.17 percent) under Rubber Plantations Industry.

Exhibit 3.1: Percentage Difference between Minimum and Maximum Wage Rates

Industries	Average Daily Wage Rates (Mean) (Rs.)	Average Daily Minimum Wage Rates (Rs.)	Average Daily Maximum Wage Rates (Rs.)	Percentage Difference
Coffee Plantations	266.46	262.17	270.74	3.27
Rubber Plantations	419.13	396.32	441.95	11.51
Tea Plantations	141.57	139.52	143.63	2.95
All Plantation Industries	150.87	148.30	153.43	3.46

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, women and adolescent workers for all the plantation industries combined together were Rs. 160.99, Rs. 144.05 and Rs. 127.00, respectively. The overall average daily wage rates for all the workers of all the plantation industries worked out to be Rs. 150.87.

Further perusal of Table 3.2 revealed that the average daily wage rates worked out to be Rs. 266.46 in Coffee Plantations, Rs. 419.13 in Rubber Plantations and Rs. 141.57 in Tea Plantations.

At the stratum level taking all plantation industries together the highest average daily wage rate was in Kerala stratum (Rs. 447.81) for Rubber Plantations whereas, the lowest average daily wage rate was in Assam stratum (Rs. 129.23) for Tea Plantations.

The Table revealed that average daily wage rates of women workers were less than that of the men workers in all the plantation industries. Further, at the stratum level also, the average daily wage rate of women workers was lower than their male counterparts in all the strata of all the plantation industries.

Exhibit 3.2: Average Daily Wage Rates by Sexage

Industries	Average Daily Wage Rates (Rs.)			
	Men	Women	Adolescents	Combined
Coffee Plantations	277.57	257.93	-	266.46
Rubber Plantations	428.46	408.79	-	419.13
Tea Plantations	149.56	136.26	127.00	141.57
All Plantation Industries	160.99	144.05	127.00	150.87

The average daily minimum wage rates for all Plantations taken together worked out to be Rs. 156.10 for men, Rs. 143.07 for women, Rs. 127.00 for adolescents and Rs. 148.30 for all workers. In Rubber Plantations, the average daily minimum wage rates were found to be the highest (Rs. 396.32), followed by Rs. 262.17 in Coffee Plantations and Rs. 139.52 in Tea Plantations.

The average daily maximum wage rates for all Plantations taken together worked out to be Rs. 165.89 for men, Rs. 145.03 for women, Rs. 127.00 for adolescents and Rs. 153.43 for all workers. In Rubber Plantations, the average daily maximum wage rates were found to be the highest (Rs. 441.95), followed by Rs. 270.74 in Coffee Plantations and Rs. 143.63 in Tea Plantations.

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.

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

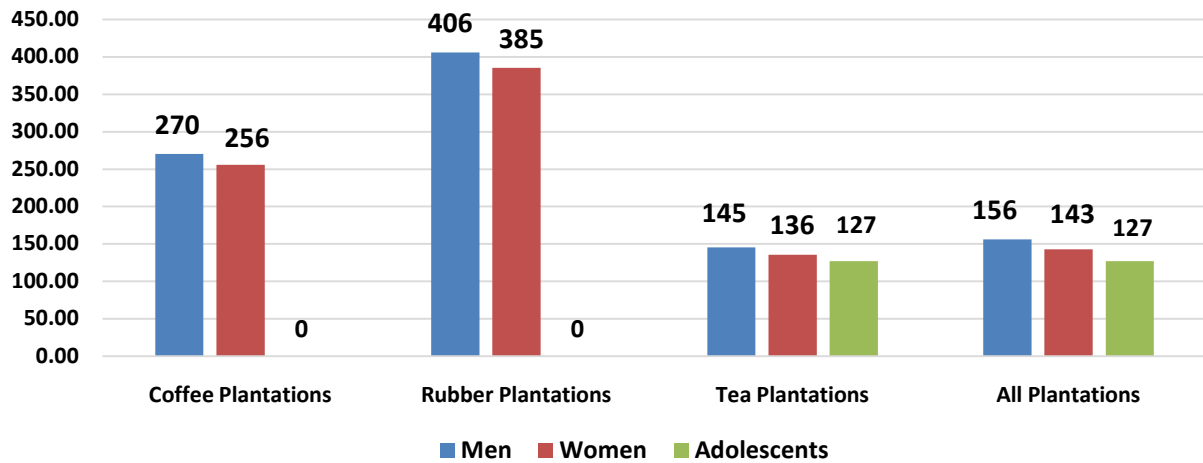
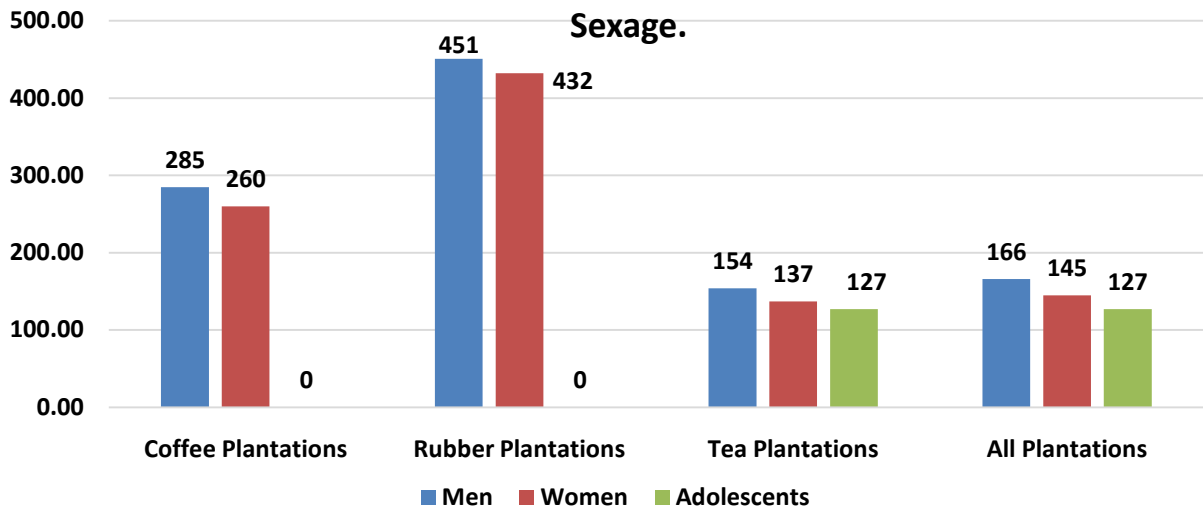


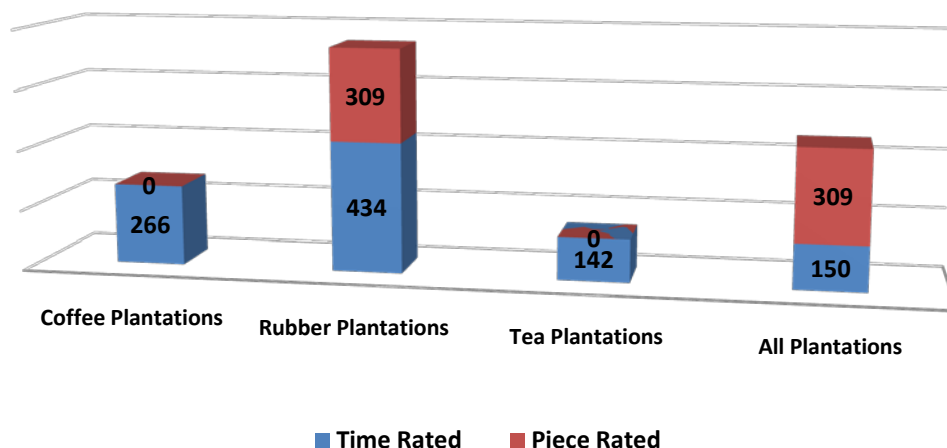
Exhibit 3.2(b): Average Daily Maximum Wage Rates (Rs.) by Sexage.



3.4 AVERAGE DAILY WAGE RATES BY SYSTEM OF PAYMENT

The average daily wage rates of time-rated and piece-rated workers by sexage have been depicted in Tables 3.3 and 3.4 respectively. The average daily wage rates of time-rated and piece-rated workers worked out to be Rs. 150.46 and Rs. 309.22, respectively, for all the plantation industries taken together. Amongst three plantation industries, the average daily wage rate of time-rated workers was the highest at Rs. 433.85 for Rubber Plantations and the lowest at Rs. 141.57 for Tea Plantations. In case of piece-rated workers, the average daily wage rates for Rubber Plantations were Rs. 309.22. The average daily wage rates of time-rated workers were more than that of the piece-rated workers in Rubber Plantations.

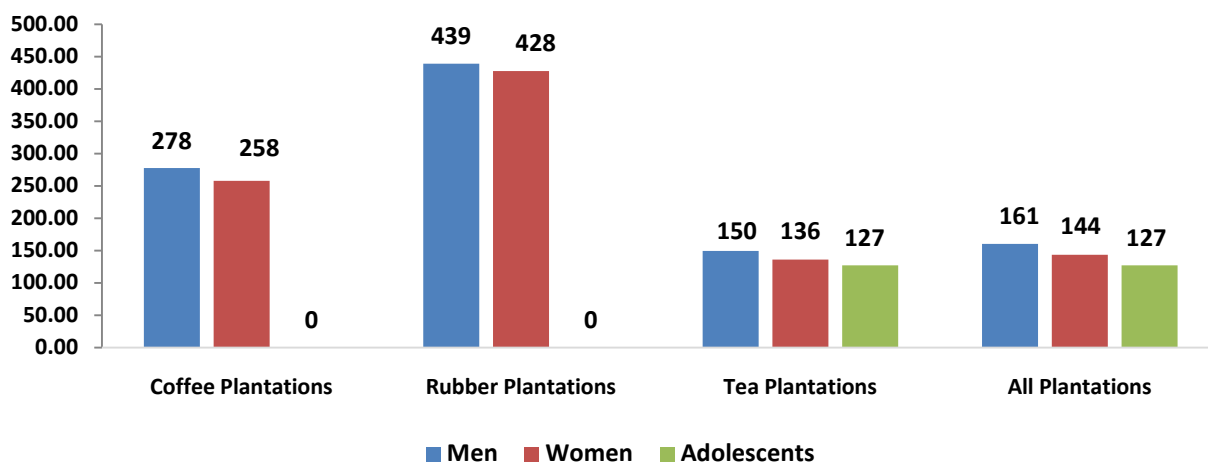
Exhibit 3.3: Average Daily Wage Rates (Rs.) by System of Payment



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 workers exhibit more or less the same trend as observed in case of wage rates of all workers given in Table 3.2. At plantation industries level, the average daily wage rates of time-rated men and women workers were the highest at Rs. 439.12 and Rs. 427.50 in Rubber Plantations, whereas the lowest average daily wage rates for time-rated men and women workers were Rs. 149.56 and Rs. 136.26 in Tea Plantations, respectively. For all plantation industries combined, the average daily wage rates for time-rated men, women, adolescents and all workers were Rs. 160.64, Rs. 143.59, Rs. 127.00 and Rs. 150.46, respectively.

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



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. For all plantation industries combined together, the average daily wage rates for piece-rated men, women and all workers were reported at Rs. 310.80, Rs. 308.30 and Rs. 309.22, respectively. Piece-rated system of payment was prevalent in Rubber Plantations only.

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 slight intra-occupation variation in average wage rates common in all occupations combined at industry level covered during the survey.

In Coffee Plantations, the highest and lowest average daily wage rates were reported in Miscellaneous (Rs. 702.49) and Plantation Labour (Rs. 255.95) occupations, respectively. In Rubber Plantations, the highest and lowest average daily wage rates were reported in Pump Attendant (Rs. 937.00) and Coolie/Mazdoor (Rs. 100.00) occupations, respectively. The highest and lowest average daily wage rates in Tea Plantations were reported in Mason (Rs. 392.39) and Coolie/Mazdoor (Rs. 129.22) occupations, respectively.

Out of 5 occupations reported in Coffee Plantations, women workers were employed in 2 occupations. The average daily wage rate of women workers was higher than that of their men counterparts in all these 2 occupations, v.i.z. Supervisor and Plantation Labour. Out of 19 occupations reported in Rubber Plantations, employment of women was reported in 10 occupations and their average daily wage rate was higher than that of their men counterparts in 5 occupations, v.i.z. Mistry/Kangani, Sweeper, Store Keeper, Plantation Labour and Rubber Tapper. Out of 11 occupations reported in Tea Plantations, women workers were employed in 4 occupations and their average daily wage rate was higher than that of their men counterparts in 1 occupation, v.i.z. Miscellaneous.

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

Average daily wage rates of piece-rated workers by occupations have been presented in Table 3.7. The piece-rated system of wage payment was prevalent in Rubber Plantations only. The occupations employing piece-rated workers were Coolie/Mazdoor and Rubber Tapper in Rubber Plantations.

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 Plantation Industries has been presented in Table 3.8. The Table reveals that there has been increasing trend in the

average daily wage rates of workers in all the Plantation Industries during the period from first to seventh round of the survey.

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

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

where,

- E^{y^1} = Actual 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 three Plantation industries have also been depicted in Table 3.8. It reveals that the real wage rates of the workers have increased during the seventh round in all plantation industries. The highest change in real wage rates in the seventh round (2016) as compared to that in the sixth round (2004) was reported in the Rubber Plantations at 89.26 percent, followed by 50.77 percent in Coffee Plantations and 5.58 percent in Tea Plantations.

Exhibit 3.5: Trend in Real Wage Rates in Plantation Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2004)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Coffee Plantations	3.92	2.60	50.77	41.95
2	Rubber Plantations	6.17	3.26	89.26	3.24
3	Tea Plantations	2.08	1.97	5.58	4.88

⁺ = The prices are at 1960 price.

3.9 DEARNESS ALLOWANCE

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

3.10 EXTENT OF DEARNESS ALLOWANCE PAYMENT

Industry-wise and stratum-wise, number of units paying DA as a separate component of wages/salaries is given in Table 3.9. For all plantation industries taken together, 71.15 percent of units covered in the survey were paying dearness allowance as a separate component of wages/salaries. Among different plantation industries, 53.14 percent units in Coffee Plantations, 64.18 percent units in Rubber Plantations and 86.03 percent units in Tea Plantations were paying dearness allowance to their employees.

Out of the total units paying dearness allowance to their employees, 64.55 percent units were reported to be using CPI numbers brought out by Labour Bureau for payment of DA, whereas, 27.49 percent of the units were using CPI series brought out by State Governments and remaining 7.96 percent units were paying dearness allowance without using any CPI series. At the stratum level, all the units paying dearness allowance in Tripura/Assam and Residual Strata of Rubber Plantations and Assam, West Bengal, Tamil Nadu and Residual strata of Tea Plantations 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, 9.98 percent units were using CPI Numbers for Industrial workers (2001=100), 0.70 percent units were using CPI Numbers for Industrial workers (1982=100) and remaining, 89.32 percent units were using CPI-IW (Other Base).

While analyzing data on the percentage use of Labour Bureau Consumer Price Index Centres, it is observed that 95.29 percent units were using All India Consumer Price Index Numbers (AICPI) and 4.71 percent were using others.

3.11 EXTENT OF EMPLOYEES RECEIVING DEARNESS ALLOWANCE

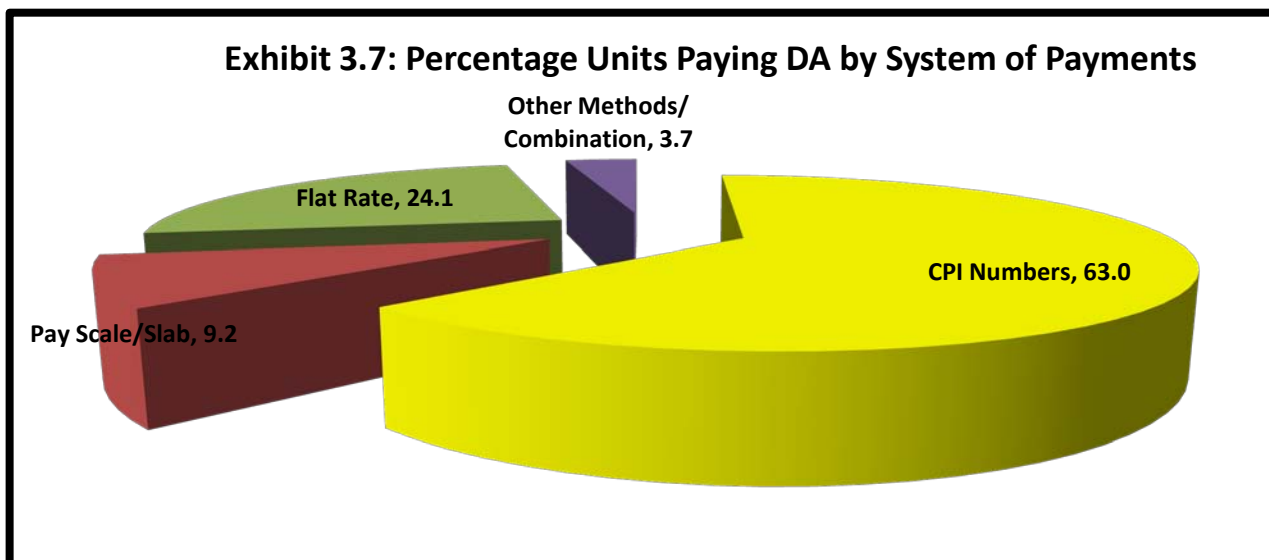
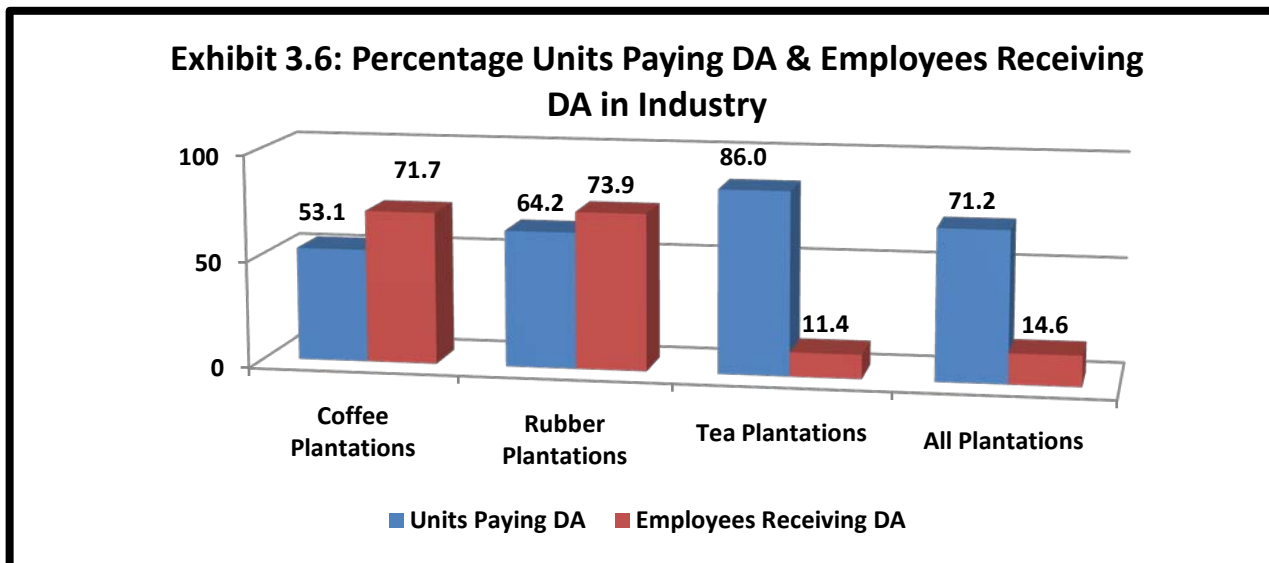
Table 3.10 revealed that 71.65 percent employees in Coffee Plantations, 73.92 percent employees in Rubber Plantations and 11.42 percent employees in Tea Plantations were getting dearness allowance. The lowest percentage of employees receiving dearness allowance i.e. 3.93 percent was in Tripura/Assam stratum of Rubber Plantations. In overall Plantation Sector, 14.56 percent of employees were receiving

dearness allowance. Out of all the units paying dearness allowance in the plantation industries, 15.30 percent of employees were receiving dearness allowance.

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

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

A vast majority of units paying DA i.e. 71.15 percent units were paying dearness allowance according to variation in the Consumer Price Index Numbers. About 63.03 percent of the units paying DA on CPI numbers, 24.14 percent units were paying DA on flat rates, 9.18 percent units were paying DA on pay scale/slab system and 3.65 percent units were paying DA on other methods/combination system.



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 three selected Plantation industries is analyzed in succeeding paragraphs.

The information on average daily earnings, presented in this Chapter and elsewhere in the Report, relates to wages/earnings per manday paid for. For arriving at the figure of average daily earnings, the total payroll earnings in a pay period is divided by the total number of days paid for during the period i.e. the total number of days worked plus the number of days not worked but paid for.

4.1 AVERAGE DAILY EARNINGS BY SEXAGE

Average daily earnings of workers by sex have been presented in Table 4.1. The overall average daily earnings of men, women, adolescent, and all workers in the three Plantation Industries worked out to Rs. 171.05, Rs. 158.80, Rs. 127.00 and Rs. 163.66, respectively.

The earnings of women workers were less than that of their men counterparts in all the plantation industries.

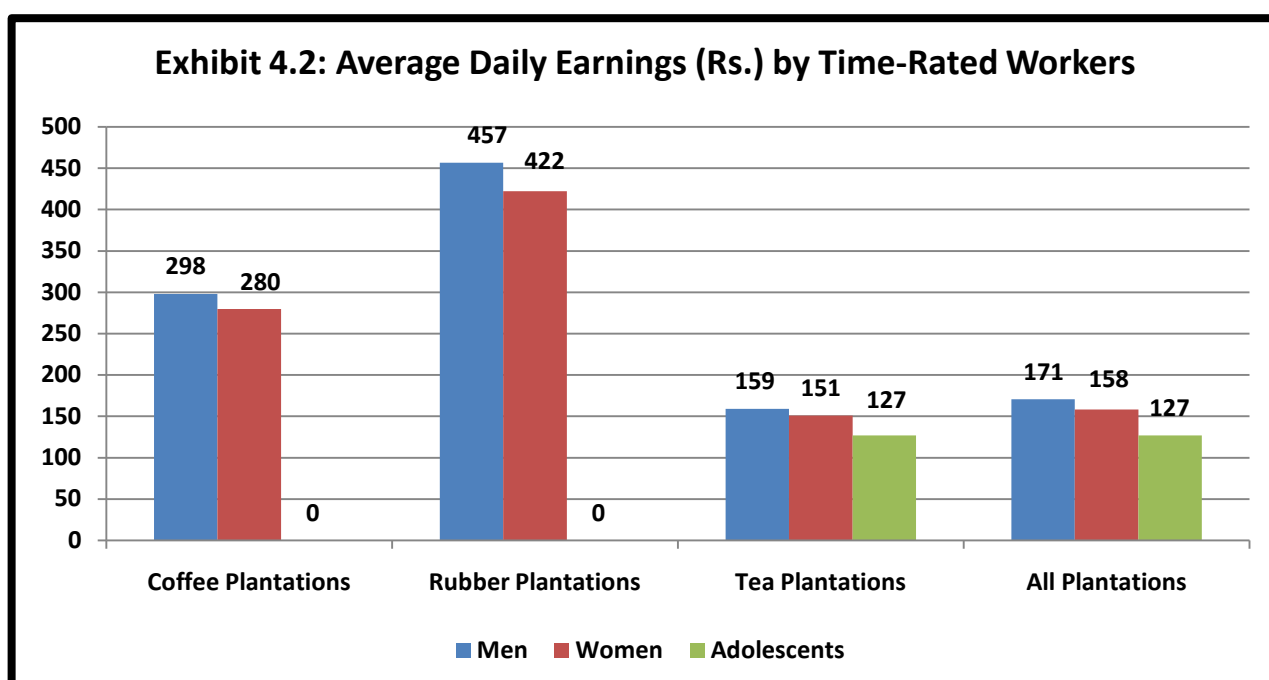
The average daily earnings of men workers were the highest at Rs. 448.96 in Rubber Plantations, followed by Rs. 297.97 in Coffee Plantations and Rs. 158.99 in Tea Plantations.

Exhibit 4.1: Average Daily Earnings by Sexage

Industries	Average Daily Earnings (Rs.)			
	Men	Women	Adolescent	Combined
Coffee Plantations	297.97	279.70	-	287.63
Rubber Plantations	448.96	410.32	-	430.64
Tea Plantations	158.99	151.07	127.00	154.17
All Plantation Industries	171.05	158.80	127.00	163.66

4.2 AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS BY SEXAGE

Average daily earnings of time-rated workers by sex have been presented in Table 4.2. The average daily earnings of time-rated men, women, adolescent and all workers were recorded at Rs. 170.59, Rs. 158.28, Rs. 127.00 and Rs. 163.17, respectively. Further, in time-rated category, average daily earnings of men workers were higher than that of their women counterparts in all the plantation industries. The highest average daily earnings of time-rated men and women workers were reported in Rubber Plantations at the rate of Rs. 456.53 and Rs. 422.16, respectively. The lowest average daily earnings of time-rated men and women workers were reported at the rate of Rs. 158.99 and Rs. 151.07 in Tea Plantations, respectively.

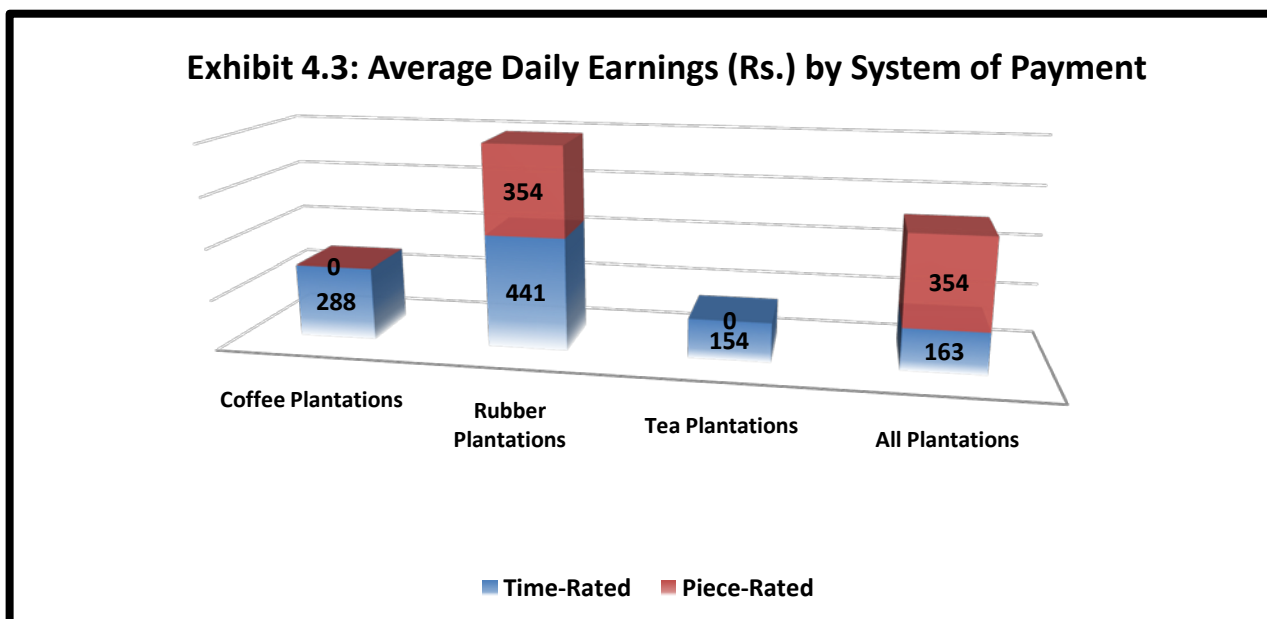


4.3 AVERAGE DAILY EARNINGS OF PIECE-RATED WORKERS BY SEXAGE

Sex-wise information on average daily earnings of piece-rated workers is given in Table 4.3. The piece-rated system of payment was prevalent in Rubber Plantations only. The average daily earnings of piece-rated men, women and all workers worked out to be Rs. 365.30, Rs. 346.79 and Rs. 353.63, respectively.

4.4 AVERAGE DAILY EARNINGS BY SYSTEM OF WAGE PAYMENT

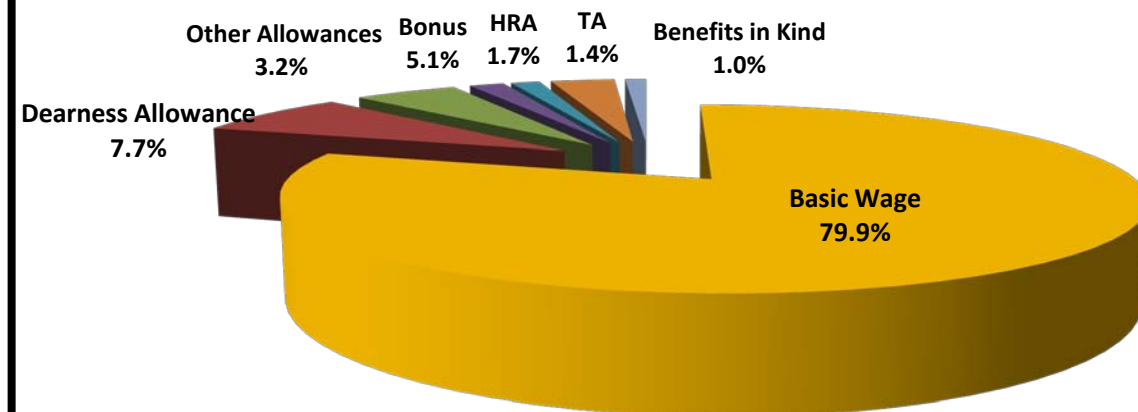
The average daily earnings of workers by system of wage payment are given in Table 4.4. For all plantation industries taken together, the average daily earnings of time-rated workers (Rs. 163.17) were lower than that of the piece-rated workers (Rs. 353.63). The highest average daily earnings of the time-rated workers was recorded at Rs. 440.95 in Rubber Plantations, followed by Rs. 287.63 in Coffee Plantations, whereas the lowest average daily earnings of Rs. 154.17 was reported in Tea Plantations.



4.5 AVERAGE DAILY EARNINGS BY COMPONENTS

The average daily earnings by components are presented in Table 4.5. It may be seen from the Table that the basic wage and dearness allowance were the two main components of worker's earnings. Both these components taken together accounted for about 87.61 percent of total average daily earnings for all the three plantation industries taken together. The other components of earnings in order of their percentage share in the total average daily earnings were bonus (5.08 percent), other allowances (3.15 percent), house rent allowances (1.70 percent), travelling allowance (1.42 percent) and benefits in kind (1.04 percent).

Exhibit 4.4: Average Daily Earnings by Components



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 82.33 percent of workers were in the range of Rs. 100.01 to 175.00 per day, followed by 5.27 percent workers with earnings between Rs. 250.01 to 375.00 per day and 4.71 percent workers with earnings in the range of Rs. 175.01 to 250.00 per day.

The percentage workers receiving the average daily earnings in the range of Rs. 100.01 to 175.00 were 0.56 percent in Coffee Plantations, 0.04 percent in Rubber Plantations and 86.44 percent in Tea Plantations.

At stratum level, 95.72 percent of the workers in West Bengal stratum of Tea Plantations earned between Rs. 100.01 to 175.00 per day, followed by 90.73 percent workers in the range of Rs. 100.01 to 175.00 per day in Assam stratum of Tea Plantations.

4.7 DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

The percentage of workers in each occupation and the percentage of total wage bill accrued to them have been presented in Table 4.7. It is observed that in each plantation 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. In Coffee Plantations, two occupations i.e., Supervisor and Plantation Labour accounted for 96.48 percent of the employment and 95.09 percent of the wage bill as well. In Rubber Plantations, three occupations viz., Plantation Labour, Rubber Tapper and Field Worker accounted for 87.01 percent of the employment and 81.86 percent of the wage bill in the industry. In Tea Plantations, one occupation i.e., Plantation Labour accounted for 95.89 percent of the employment and 94.13 percent of the wage bill in the industry.

4.8 AVERAGE DAILY EARNINGS OF WORKERS BY OCCUPATION AND SEXAGE

Average daily earnings of workers by occupation and sex have been presented in Table 4.8. The highest average daily earnings in different occupations were reported for Miscellaneous (Rs. 707.85) in Coffee Plantations; Picker (Rs. 1202.29) in Rubber Plantations and Driver (Rs. 337.76) in Tea Plantations. On the other hand, the lowest average daily earnings were reported for Watchman (Rs. 270.20) in Coffee Plantations; Coolie/Mazdoor (Rs. 100.00) in Rubber Plantations and Coolie/Mazdoor (Rs. 132.68) in Tea Plantations.

Out of 5 occupations reported in Coffee Plantations, women were employed in 2 occupations and their earnings were more than their men counterparts in 1 occupation, i.e., Plantation Labour. Out of 19 occupations recorded in Rubber Plantations, women were employed in 10 occupations and their earnings were more than their men counterparts in 6 occupations, v.i.z., Helper, Mistry/Kangani, Sweeper, Store Keeper, Plantation Labour and Rubber Tapper. Out of 11 occupations reported in Tea Plantations, women were employed in 4 occupations and their earnings were more than their men counterparts in 2 occupations, v.i.z., Supervisor and Miscellaneous.

4.9 EARNINGS BY OCCUPATIONS, SEXAGE AND SYSTEM OF PAYMENT

Average daily earnings of workers by occupations, sex and system of payment have been presented in Tables 4.9, 4.10 and 4.11, respectively. Table 4.11 showed that the average daily earnings of piece-rated workers were less than time-rated workers in Rubber Plantations.

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 1 occupation, viz., Plantation Labour in Coffee Plantations; 6 occupations, viz., Helper, Mistry/Kangani, Sweeper, Store Keeper, Plantation Labour and Rubber Tapper in Rubber Plantations and in 2 occupations, viz., Supervisor and Miscellaneous in Tea Plantations.

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

4.10 AVERAGE DAILY EARNINGS BY OCCUPATIONS AND COMPONENTS OF EARNINGS

The average daily earnings of workers by components in each occupation are depicted in Table 4.12. It is observed that in all the occupations as well as at industry level, the basic wages and dearness allowance were the major components of the average daily earnings. Among other components of earnings, other allowance and house rent allowance were paid in most of the occupations in all the Plantation Industries with other allowances forming a substantial portion of the earnings. Bonus was being paid to various occupations in all the plantation industries. Benefits-in-kind was also paid in most of the occupations of all the plantation industries.

4.11 TREND IN AVERAGE DAILY EARNINGS AND REAL EARNINGS OF WORKERS

The trend in average daily earnings of workers by sexage and system of wage payment over different rounds has been presented in Table 4.13. It is seen that the average daily earnings have registered an increase in all Three Plantation Industries in the current round (2016) as compared with the previous round (2004).

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

The Table showed the extent of increase in real earnings of workers in the year 2016 as compared to that in the year 2004. The Table revealed that the real earnings of the workers have increased in Coffee Plantations and Rubber Plantations, covered during 7th round of Occupational Wage Survey, whereas, real earnings has decreased in Tea Plantation Industry. The highest change in real earnings in the seventh round (2016) as compared to that in the sixth round (2004) has been reported at 85.63 percent in Rubber Plantations, followed by 59.62 percent in Coffee Plantations and -0.87 percent in Tea Plantations.

Exhibit 4.5: Trend in Real Earnings (Rs.) in Plantation Industries

Serial in order	Industries	Seventh Round (Rs.) ⁺ (2016)	Sixth Round (Rs.) ⁺ (2004)	%Change of Seventh Round Over Sixth Round	%Change of Sixth Round Over Fifth Round
1	Coffee Plantations	4.23	2.65	59.62	55.31
2	Rubber Plantation	6.33	3.41	85.63	12.76
3	Tea Plantations	2.27	2.29	(-) 0.87	4.82

⁺ () = 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 11.77 percent. The coefficient of variation in average daily minimum wage rates and average daily maximum wage rates were found to be 17.52 percent and 17.03 percent respectively.

From Table 5.1, at Industry level, the maximum coefficient of variation in average daily mean wage rates was observed at 15.46 percent in Tea Plantations, followed by Coffee Plantations at 9.85 percent. The lowest coefficient of variation was reported in Rubber Plantations at 9.30 percent.

It may also, be seen from Table 5.1 that in average daily mean wage rates at Stratum level, the highest coefficient of variation at 59.60 percent was observed in Residual stratum of Rubber Plantations, followed by 37.08 percent in Residual stratum of Tea Plantations. The minimum coefficient of variation was 2.43 percent in Karnataka stratum of Rubber Plantations, followed by 3.74 percent in Tamil Nadu stratum of Tea Plantations.

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 in a plantation. The parameter for such occupations has been indicated by putting a dash (-) against these occupations.

It may be seen from Table 5.2 that at Industry level, the maximum coefficient of variation in average daily wage earnings was observed at 49.80 percent in Tea Plantations, followed by Coffee Plantations at 47.13 percent. The lowest coefficient of variation was reported in Rubber Plantations at 44.73 percent. At stratum level, among the plantation industries, the highest coefficient of variation at 83.79 percent was observed in Residual stratum of Rubber Plantations, followed by 77.87 percent in Residual stratum of Tea Plantations. The minimum coefficient of variation was 9.83 percent in Residual stratum of Coffee Plantations.

Occupation-wise coefficient of variation in each industry has been presented in Table 5.3. The highest and lowest coefficient of variation in Coffee Plantations was reported in Miscellaneous (62.02 percent) and Supervisor (21.40 percent) occupations, respectively. In Rubber Plantations, the highest and lowest coefficient of variation was reported in Sweeper (64.43 percent) and Mistry/Kangani (5.46 percent) occupations, respectively. In Tea Plantations, the highest and lowest coefficient of variation was reported in Miscellaneous (69.12 percent) and Coolie/Mazdoor (15.18 percent) occupations, respectively.

5.3 WEIGHTING DIAGRAM FOR WAGE RATE INDEX NUMBERS

One of the main objective of the Occupational Wage Survey is to provide the bench mark data for constructing weighting diagram for the new series of the Wage Rate Index Numbers compiled by Labour Bureau. For the purpose, occupation-wise data on average daily employment and average daily mean wage rates within each stratum of an industry has been presented in Table 5.4. Average daily mean wage has been calculated as the mean of the average daily minimum and maximum wage rates.

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

DETAILED TABLES

ON

**THREE PLANTATION INDUSTRIES
(2017)**

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

Sl. No.	Industry/Stratum	Number of Units in						Percentage of Units in Sample to Frame
		Frame			Sample			
		Upper	Lower	Total	Upper	Lower	Total	
1	2	3	4	5	6	7	8	9
I.	Coffee Plantations	202	784	986	11	35	46	4.67
	1 Karnataka	123	383	506	6	16	22	4.35
	2 Tamil Nadu	52	245	297	3	11	14	4.71
	3 Kerala	27	135	162	2	6	8	4.94
	4 Residual	0	21	21	0	2	2	9.52
II.	Rubber Plantations	100	302	402	16	41	57	14.18
	1 Kerala	52	176	228	7	22	29	12.72
	2 Tamil Nadu	11	35	46	2	5	7	15.22
	3 Tripura/Assam	22	11	33	3	2	5	15.15
	4 Karnataka	12	74	86	2	10	12	13.95
	5 Residual	3	6	9	2	2	4	44.44
III.	Tea Plantations	491	891	1382	20	31	51	3.69
	1 Assam	309	456	765	10	14	24	3.14
	2 West Bengal	146	174	320	5	6	11	3.44
	3 Tamil Nadu	18	109	127	2	4	6	4.72
	4 Kerala	17	69	86	2	3	5	5.81
	5 Residual	1	83	84	1	4	5	5.95
All Plantation Industries		793	1977	2770	47	107	154	5.56

TABLE 2.1
CATEGORY-WISE EMPLOYMENT DISTRIBUTION IN INDUSTRIES

Sl. No.	Industry/Stratum	Number of WORKERS in		Total Employment
		Manual	Non-Manual	
1	2	3	4	5
I.	Coffee Plantations	31256	3261	34517
	1 Karnataka	11817	1182	12999
	2 Tamil Nadu	13403	1405	14808
	3 Kerala	5728	630	6358
	4 Residual	308	44	352
II.	Rubber Plantations	26702	3342	30044
	1 Kerala	14501	2671	17172
	2 Tamil Nadu	3451	186	3637
	3 Tripura/Assam	2623	47	2670
	4 Karnataka	5703	414	6117
	5 Residual	424	24	448
III.	Tea Plantations	1159527	39159	1198686
	1 Assam	799367	13822	813189
	2 West Bengal	283069	4350	287419
	3 Tamil Nadu	38547	1665	40212
	4 Kerala	25645	19028	44673
	5 Residual	12899	294	13193
All Plantation Industries		1217485	45762	1263247

TABLE 2.2
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage distn of Workers	Percentage of Workers			
				Men	Women	Adole-scents	Children
1	2	3	4	5	6	7	8
I.	Coffee Plantations	31256	2.57	43.41	56.59	-	-
	1 Karnataka	11817	0.97	41.69	58.31	-	-
	2 Tamil Nadu	13403	1.10	46.87	53.13	-	-
	3 Kerala	5728	0.47	35.82	64.18	-	-
	4 Residual	308	0.03	100.00	-	-	-
II.	Rubber Plantations	26702	2.19	52.58	47.42	-	-
	1 Kerala	14501	1.19	52.61	47.39	-	-
	2 Tamil Nadu	3451	0.28	56.68	43.32	-	-
	3 Tripura/Assam	2623	0.22	73.96	26.04	-	-
	4 Karnataka	5703	0.47	39.00	61.00	-	-
	5 Residual	424	0.03	68.63	31.37	-	-
III.	Tea Plantations	1159527	95.24	40.24	59.40	0.36	-
	1 Assam	799367	65.66	37.47	62.00	0.53	-
	2 West Bengal	283069	23.25	46.67	53.33	-	-
	3 Tamil Nadu	38547	3.17	41.56	58.44	-	-
	4 Kerala	25645	2.11	52.21	47.79	-	-
	5 Residual	12899	1.06	43.05	56.95	-	-
All Plantation Industries		1217485	100.00	40.59	59.06	0.35	-

TABLE 2.3
PERCENTAGE DISTRIBUTION OF WORK FORCE IN INDUSTRIES BY THE SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/Stratum	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Coffee Plantations	31256	100.00	0.00
	1 Karnataka	11817	100.00	0.00
	2 Tamil Nadu	13403	100.00	0.00
	3 Kerala	5728	100.00	0.00
	4 Residual	308	100.00	0.00
II.	Rubber Plantations	26702	88.19	11.81
	1 Kerala	14501	78.75	21.25
	2 Tamil Nadu	3451	100.00	0.00
	3 Tripura/Assam	2623	100.00	0.00
	4 Karnataka	5703	100.00	0.00
	5 Residual	424	83.02	16.98
III.	Tea Plantations	1159527	100.00	0.00
	1 Assam	799367	100.00	0.00
	2 West Bengal	283069	100.00	0.00
	3 Tamil Nadu	38547	100.00	0.00
	4 Kerala	25645	100.00	0.00
	5 Residual	12899	100.00	0.00
All Plantation Industries		1217485	99.74	0.26

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

Sl. No.	Industry/Stratum	Estimated Total No. of Time Rated Workers	Percentage of Workers			
			Men	Women	Adole- scents	Children
1	2	3	4	5	6	7
I.	Coffee Plantations	31256	43.41	56.59	-	-
	1 Karnataka	11817	41.69	58.31	-	-
	2 Tamil Nadu	13403	46.87	53.13	-	-
	3 Kerala	5728	35.82	64.18	-	-
	4 Residual	308	100.00	-	-	-
II.	Rubber Plantations	23548	54.67	45.33	-	-
	1 Kerala	11419	57.05	42.95	-	-
	2 Tamil Nadu	3451	56.68	43.32	-	-
	3 Tripura/Assam	2623	73.96	26.04	-	-
	4 Karnataka	5703	39.00	61.00	-	-
	5 Residual	352	68.18	31.82	-	-
III.	Tea Plantations	1159527	40.24	59.40	0.36	-
	1 Assam	799367	37.47	62.00	0.53	-
	2 West Bengal	283069	46.67	53.33	-	-
	3 Tamil Nadu	38547	41.56	58.44	-	-
	4 Kerala	25645	52.21	47.79	-	-
	5 Residual	12899	43.05	56.95	-	-
All Plantation Industries		1214331	40.60	59.05	0.35	-

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

Sl. No.	Industry/Stratum	Estimated Total No. of Piece Rated Workers	Percentage of Workers			
			Men	Women	Adolescents	Children
1	2	3	4	5	6	7
I.	Rubber Plantations	3154	36.97	63.03	-	-
	1 Kerala	3082	36.18	63.82	-	-
	2 Residual	72	70.83	29.17	-	-
All Plantation Industries		3154	36.97	63.03	-	-

TABLE 2.6
PERCENTAGE DISTRIBUTION OF WORKERS IN MAJOR OCCUPATIONS BY INDUSTRIES

Sl. No.	Occupation	Percentage of Workers			
		Coffee Plantations	Rubber Plantations	Tea Plantations	All Ind.
1	Blacksmith	-	0.03	-	0.00
2	Coolie/Mazdoor	-	0.27	0.86	0.83
3	Driver	2.23	1.40	0.57	0.63
4	Electrician	-	0.42	-	0.01
5	Helper	-	1.16	-	0.03
6	Loader/Unloader	-	0.68	-	0.01
7	Mistry/Kangani	-	0.84	-	0.02
8	Mason	-	-	0.03	0.03
9	Mechanic(General)	-	0.05	-	0.00
10	Picker	-	0.10	-	0.00
11	Plumber	-	0.05	-	0.00
12	Pump Attendant	-	0.10	0.01	0.01
13	Supervisor	5.01	3.07	1.34	1.47
14	Sweeper	-	0.64	-	0.01
15	Watchman	0.68	1.92	0.82	0.84
16	Weigher	-	-	0.04	0.04
17	Store Keeper	-	0.18	0.05	0.05
18	Plantation Labour	91.47	13.93	95.89	93.98
19	Rubber Tapper	-	56.64	-	1.24
20	Field Worker	-	16.44	0.01	0.37
21	Miscellaneous	0.61	2.07	0.38	0.43
Total		100.00	100.00	100.00	100.00

TABLE 2.7
TREND IN COMPOSITION OF WORKERS IN INDUSTRIES BY SEXAGE AND SYSTEM OF WAGE PAYMENT

Sl. No.	Industry/ OWS Round No./ Reference Year	Estimated Total Number of Workers	Percentage of Workers						
			By Sex-age Group				By System of Wage Payment		
			Men	Women	Adole- Scent	Child- ren	Time Rated	Piece Rated	
1	2	3	4	5	6	7	8	9	
I. Coffee Plantations									
	First Round(1958)	95700	48.60	45.70	1.60	4.10	95.60	4.40	
	Second Round(1963)	87324	46.10	47.80	-	6.10	99.30	0.70	
	Third Round(1974)	26317	46.60	48.70	3.10	1.60	96.63	3.37	
	Fourth Round(1985)	66721	39.47	57.35	2.05	1.13	96.27	3.73	
	Fifth Round(1992)	70998	43.94	55.30	0.49	0.27	88.70	11.30	
	Sixth Round(2004)	105288	44.83	54.71	0.46	-	84.54	15.46	
	Seventh Round(2016)	31256	43.41	56.59	-	-	100.00	-	
II. Rubber Plantations									
	First Round(1958)	11900	74.40	25.60	-	-	46.60	53.40	
	Second Round(1963)	20581	71.20	28.30	-	0.50	60.40	39.60	
	Third Round(1974)	24824	63.70	36.10	0.20	-	49.62	50.38	
	Fourth Round(1985)	35947	66.02	33.98	-	-	46.77	53.23	
	Fifth Round(1992)	34123	60.20	39.80	-	-	41.47	58.53	
	Sixth Round(2004)	61270	57.70	42.30	-	-	34.67	65.33	
	Seventh Round(2016)	26702	52.58	47.42	-	-	88.19	11.81	
III. Tea Plantations									
	First Round(1958)	766500	43.20	51.30	0.40	5.10	15.40	84.60	
	Second Round(1963)	788469	43.30	49.90	-	6.80	15.00	85.00	
	Third Round(1974)	612079	41.20	49.10	0.60	9.10	9.43	90.57	
	Fourth Round(1985)	917965	40.67	49.41	1.06	8.86	22.35	77.65	
	Fifth Round(1992)	927069	43.97	51.16	0.43	4.44	10.77	89.23	
	Sixth Round(2004)	811854	44.36	54.24	1.40	-	9.57	90.43	
	Seventh Round(2016)	1159527	40.24	59.40	0.36	-	100.00	-	

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	Adolescents	Children
1	2	3	4	5	6	7
I.	Coffee Plantations	31256	43.41	56.59	-	-
	1 Driver	697	100.00	-	-	-
	2 Supervisor	1566	94.64	5.36	-	-
	3 Watchman	212	100.00	-	-	-
	4 Plantation Labour	28589	38.42	61.58	-	-
	5 Miscellaneous	192	100.00	-	-	-
II.	Rubber Plantations	26702	52.58	47.42	-	-
	1 Blacksmith	7	100.00	-	-	-
	2 Coolie/Mazdoor	72	70.83	29.17	-	-
	3 Driver	374	100.00	-	-	-
	4 Electrician	111	100.00	-	-	-
	5 Helper	309	50.16	49.84	-	-
	6 Loader/Unloader	182	100.00	-	-	-
	7 Mistry/Kangani	224	53.13	46.87	-	-
	8 Mechanic(General)	14	100.00	-	-	-
	9 Picker	28	100.00	-	-	-
	10 Plumber	14	100.00	-	-	-
	11 Pump Attendant	28	100.00	-	-	-
	12 Supervisor	820	97.68	2.32	-	-
	13 Sweeper	171	32.75	67.25	-	-
	14 Watchman	514	100.00	-	-	-
	15 Store Keeper	49	-	100.00	-	-
	16 Plantation Labour	3720	50.78	49.22	-	-
	17 Rubber Tapper	15124	50.99	49.01	-	-
	18 Field Worker	4389	35.70	64.30	-	-
	19 Miscellaneous	552	75.91	24.09	-	-
III.	Tea Plantations	1159527	40.24	59.40	0.36	-
	1 Coolie/Mazdoor	10004	89.15	10.85	-	-
	2 Driver	6660	100.00	-	-	-
	3 Mason	310	100.00	-	-	-
	4 Pump Attendant	93	100.00	-	-	-
	5 Supervisor	15482	98.68	1.32	-	-
	6 Watchman	9505	100.00	-	-	-
	7 Weigher	479	100.00	-	-	-
	8 Store Keeper	617	100.00	-	-	-
	9 Plantation Labour	1111825	37.80	61.82	0.38	-
	10 Field Worker	110	100.00	-	-	-
	11 Miscellaneous	4442	97.43	2.57	-	-
All Plantation Industries		1217485	40.59	59.06	0.35	-

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

Sl. No.	Industry/Occupation	Estimated Total No. of Workers	Percentage of Workers	
			Time Rated	Piece Rated
1	2	3	4	5
I.	Coffee Plantations	31256	100.00	0.00
	1 Driver	697	100.00	0.00
	2 Supervisor	1566	100.00	0.00
	3 Watchman	212	100.00	0.00
	4 Plantation Labour	28589	100.00	0.00
	5 Miscellaneous	192	100.00	0.00
II.	Rubber Plantations	26702	88.19	11.81
	1 Blacksmith	7	100.00	0.00
	2 Coolie/Mazdoor	72	-	100.00
	3 Driver	374	100.00	0.00
	4 Electrician	111	100.00	0.00
	5 Helper	309	100.00	0.00
	6 Loader/Unloader	182	100.00	0.00
	7 Mistry/Kangani	224	100.00	0.00
	8 Mechanic(General)	14	100.00	0.00
	9 Picker	28	100.00	0.00
	10 Plumber	14	100.00	0.00
	11 Pump Attendant	28	100.00	0.00
	12 Supervisor	820	100.00	0.00
	13 Sweeper	171	100.00	0.00
	14 Watchman	514	100.00	0.00
	15 Store Keeper	49	100.00	0.00
	16 Plantation Labour	3720	100.00	0.00
	17 Rubber Tapper	15124	79.62	20.38
	18 Field Worker	4389	100.00	0.00
	19 Miscellaneous	552	100.00	0.00
III.	Tea Plantations	1159527	100.00	0.00
	1 Coolie/Mazdoor	10004	100.00	0.00
	2 Driver	6660	100.00	0.00
	3 Mason	310	100.00	0.00
	4 Pump Attendant	93	100.00	0.00
	5 Supervisor	15482	100.00	0.00
	6 Watchman	9505	100.00	0.00
	7 Weigher	479	100.00	0.00
	8 Store Keeper	617	100.00	0.00
	9 Plantation Labour	1111825	100.00	0.00
	10 Field Worker	110	100.00	0.00
	11 Miscellaneous	4442	100.00	0.00
All Plantation Industries		1217485	99.74	0.26

TABLE 3.1
AVERAGE DAILY MINIMUM AND MAXIMUM WAGE RATES IN INDUSTRIES

Sl. No.	Industry/Stratum	Average Daily Wage Rates(Rs.)		Percentage Difference in Minimum & Maximum Wage Rates
		Minimum	Maximum	
1	2	3	4	5
I.	Coffee Plantations	262.17	270.74	3.27
	1 Karnataka	272.68	276.52	1.41
	2 Tamil Nadu	235.56	249.02	5.71
	3 Kerala	306.91	314.24	2.39
	4 Residual	185.14	185.14	0.00
II.	Rubber Plantations	396.32	441.95	11.51
	1 Kerala	406.78	488.83	20.17
	2 Tamil Nadu	402.76	405.46	0.67
	3 Tripura/Assam	247.35	247.38	0.01
	4 Karnataka	441.88	441.88	0.00
	5 Residual	294.75	340.16	15.41
III.	Tea Plantations	139.52	143.63	2.95
	1 Assam	127.76	130.70	2.30
	2 West Bengal	134.47	138.27	2.83
	3 Tamil Nadu	243.23	244.65	0.58
	4 Kerala	385.95	432.96	12.18
	5 Residual	179.57	185.04	3.05
All Plantation Industries		148.30	153.43	3.46

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

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	277.57	257.93	-	-	266.46
	1 Karnataka	295.82	259.43	-	-	274.60
	2 Tamil Nadu	255.62	230.54	-	-	242.29
	3 Kerala	314.84	308.20	-	-	310.58
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	428.46	408.79	-	-	419.13
	1 Kerala	477.70	414.62	-	-	447.81
	2 Tamil Nadu	409.78	396.69	-	-	404.11
	3 Tripura/Assam	252.16	233.74	-	-	247.37
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	324.62	301.79	-	-	317.46
III.	Tea Plantations	149.56	136.26	127.00	-	141.57
	1 Assam	134.32	126.17	127.00	-	129.23
	2 West Bengal	140.76	132.53	-	-	136.37
	3 Tamil Nadu	246.56	242.08	-	-	243.94
	4 Kerala	431.72	385.13	-	-	409.45
	5 Residual	220.38	153.52	-	-	182.30
All Plantation Industries		160.99	144.05	127.00	-	150.87

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	270.25	255.98	-	-	262.17
	1 Karnataka	291.21	259.43	-	-	272.68
	2 Tamil Nadu	245.38	226.90	-	-	235.56
	3 Kerala	308.84	305.84	-	-	306.91
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	406.13	385.43	-	-	396.32
	1 Kerala	438.35	371.73	-	-	406.78
	2 Tamil Nadu	407.51	396.54	-	-	402.76
	3 Tripura/Assam	252.14	233.74	-	-	247.35
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	294.26	295.84	-	-	294.75
III.	Tea Plantations	145.26	135.71	127.00	-	139.52
	1 Assam	130.39	126.17	127.00	-	127.76
	2 West Bengal	136.69	132.52	-	-	134.47
	3 Tamil Nadu	244.86	242.07	-	-	243.23
	4 Kerala	414.58	354.67	-	-	385.95
	5 Residual	214.02	153.52	-	-	179.57
All Plantation Industries		156.10	143.07	127.00	-	148.30

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	284.89	259.89	-	-	270.74
	1 Karnataka	300.43	259.43	-	-	276.52
	2 Tamil Nadu	265.85	234.18	-	-	249.02
	3 Kerala	320.83	310.55	-	-	314.24
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	450.79	432.15	-	-	441.95
	1 Kerala	517.04	457.52	-	-	488.83
	2 Tamil Nadu	412.05	396.83	-	-	405.46
	3 Tripura/Assam	252.19	233.74	-	-	247.38
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	354.98	307.73	-	-	340.16
III.	Tea Plantations	153.85	136.80	127.00	-	143.63
	1 Assam	138.25	126.17	127.00	-	130.70
	2 West Bengal	144.83	132.53	-	-	138.27
	3 Tamil Nadu	248.26	242.09	-	-	244.65
	4 Kerala	448.87	415.60	-	-	432.96
	5 Residual	226.73	153.52	-	-	185.04
All Plantation Industries		165.89	145.03	127.00	-	153.43

TABLE 3.3
AVERAGE DAILY WAGE RATES OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	277.57	257.93	-	-	266.46
	1 Karnataka	295.82	259.43	-	-	274.60
	2 Tamil Nadu	255.62	230.54	-	-	242.29
	3 Kerala	314.84	308.20	-	-	310.58
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	439.12	427.50	-	-	433.85
	1 Kerala	504.61	456.37	-	-	483.89
	2 Tamil Nadu	409.78	396.69	-	-	404.11
	3 Tripura/Assam	252.16	233.74	-	-	247.37
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	372.35	339.62	-	-	361.94
III.	Tea Plantations	149.56	136.26	127.00	-	141.57
	1 Assam	134.32	126.17	127.00	-	129.23
	2 West Bengal	140.76	132.53	-	-	136.37
	3 Tamil Nadu	246.56	242.08	-	-	243.94
	4 Kerala	431.72	385.13	-	-	409.45
	5 Residual	220.38	153.52	-	-	182.30
All Plantation Industries		160.64	143.59	127.00	-	150.46

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	270.25	255.98	-	-	262.17
	1 Karnataka	291.21	259.43	-	-	272.68
	2 Tamil Nadu	245.38	226.90	-	-	235.56
	3 Kerala	308.84	305.84	-	-	306.91
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	414.78	399.81	-	-	407.99
	1 Kerala	458.56	396.30	-	-	431.81
	2 Tamil Nadu	407.51	396.54	-	-	402.76
	3 Tripura/Assam	252.14	233.74	-	-	247.35
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	335.54	332.56	-	-	334.59
III.	Tea Plantations	145.26	135.71	127.00	-	139.52
	1 Assam	130.39	126.17	127.00	-	127.76
	2 West Bengal	136.69	132.52	-	-	134.47
	3 Tamil Nadu	244.86	242.07	-	-	243.23
	4 Kerala	414.58	354.67	-	-	385.95
	5 Residual	214.02	153.52	-	-	179.57
All Plantation Industries		155.74	142.61	127.00	-	147.89

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

Sl. No.	Industry/Stratum	Average Maximum Daily Wage Rates (Rs.)				
		Men	Women	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	284.89	259.89	-	-	270.74
	1 Karnataka	300.43	259.43	-	-	276.52
	2 Tamil Nadu	265.85	234.18	-	-	249.02
	3 Kerala	320.83	310.55	-	-	314.24
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	463.45	455.20	-	-	459.71
	1 Kerala	550.67	516.43	-	-	535.96
	2 Tamil Nadu	412.05	396.83	-	-	405.46
	3 Tripura/Assam	252.19	233.74	-	-	247.38
	4 Karnataka	443.38	440.92	-	-	441.88
	5 Residual	409.16	346.68	-	-	389.28
III.	Tea Plantations	153.85	136.80	127.00	-	143.63
	1 Assam	138.25	126.17	127.00	-	130.70
	2 West Bengal	144.83	132.53	-	-	138.27
	3 Tamil Nadu	248.26	242.09	-	-	244.65
	4 Kerala	448.87	415.60	-	-	432.96
	5 Residual	226.73	153.52	-	-	185.04
All Plantation Industries		165.54	144.58	127.00	-	153.03

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	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.80	308.30	-	-	309.22
	1 Kerala	320.44	310.52	-	-	314.11
	2 Residual	100.00	100.00	-	-	100.00
	All Plantation Industries	310.80	308.30	-	-	309.22

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

Sl. No.	Industry/Stratum	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.66	308.23	-	-	309.13
	1 Kerala	320.30	310.45	-	-	314.02
	2 Residual	100.00	100.00	-	-	100.00
	All Plantation Industries	310.66	308.23	-	-	309.13

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

Sl. No.	Industry/Stratum	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.94	308.37	-	-	309.32
	1 Kerala	320.59	310.59	-	-	314.21
	2 Residual	100.00	100.00	-	-	100.00
	All Plantation Industries	310.94	308.37	-	-	309.32

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	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	277.57	257.93	-	-	266.46
	1 Driver	320.64	-	-	-	320.64
	2 Supervisor	381.59	384.37	-	-	381.74
	3 Watchman	258.18	-	-	-	258.18
	4 Plantation Labour	253.75	257.33	-	-	255.95
	5 Miscellaneous	702.49	-	-	-	702.49
II.	Rubber Plantations	428.46	408.79	-	-	419.13
	1 Blacksmith	375.62	-	-	-	375.62
	2 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	3 Driver	637.96	-	-	-	637.96
	4 Electrician	667.39	-	-	-	667.39
	5 Helper	766.87	699.50	-	-	733.29
	6 Loader/Unloader	757.00	-	-	-	757.00
	7 Mistry/Kangani	471.52	474.97	-	-	473.14
	8 Mechanic(General)	381.75	-	-	-	381.75
	9 Picker	934.00	-	-	-	934.00
	10 Plumber	362.23	-	-	-	362.23
	11 Pump Attendant	937.00	-	-	-	937.00
	12 Supervisor	501.61	438.18	-	-	500.14
	13 Sweeper	315.00	462.40	-	-	414.13
	14 Watchman	486.53	-	-	-	486.53
	15 Store Keeper	-	835.00	-	-	835.00
	16 Plantation Labour	397.36	405.29	-	-	401.26
	17 Rubber Tapper	391.26	419.25	-	-	404.98
	18 Field Worker	464.89	361.51	-	-	398.42
	19 Miscellaneous	367.61	329.54	-	-	358.44
III.	Tea Plantations	149.56	136.26	127.00	-	141.57
	1 Coolie/Mazdoor	129.61	126.00	-	-	129.22
	2 Driver	352.10	-	-	-	352.10
	3 Mason	392.39	-	-	-	392.39
	4 Pump Attendant	188.79	-	-	-	188.79
	5 Supervisor	264.03	259.86	-	-	263.97
	6 Watchman	185.47	-	-	-	185.47
	7 Weigher	262.84	-	-	-	262.84
	8 Store Keeper	245.55	-	-	-	245.55
	9 Plantation Labour	140.88	136.20	127.00	-	137.93
	10 Field Worker	326.98	-	-	-	326.98
	11 Miscellaneous	189.45	359.26	-	-	193.81
All Plantation Industries		160.99	144.05	127.00	-	150.87

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	270.25	255.98	-	-	262.17
	1 Driver	301.47	-	-	-	301.47
	2 Supervisor	356.62	363.02	-	-	356.96
	3 Watchman	241.77	-	-	-	241.77
	4 Plantation Labour	250.71	255.47	-	-	253.64
	5 Miscellaneous	639.99	-	-	-	639.99
II.	Rubber Plantations	406.13	385.43	-	-	396.32
	1 Blacksmith	375.41	-	-	-	375.41
	2 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	3 Driver	611.14	-	-	-	611.14
	4 Electrician	631.43	-	-	-	631.43
	5 Helper	653.60	558.00	-	-	605.96
	6 Loader/Unloader	553.00	-	-	-	553.00
	7 Mistry/Kangani	471.52	474.97	-	-	473.14
	8 Mechanic(General)	360.20	-	-	-	360.20
	9 Picker	811.00	-	-	-	811.00
	10 Plumber	362.23	-	-	-	362.23
	11 Pump Attendant	937.00	-	-	-	937.00
	12 Supervisor	467.03	437.27	-	-	466.34
	13 Sweeper	315.00	441.22	-	-	399.88
	14 Watchman	416.79	-	-	-	416.79
	15 Store Keeper	-	697.00	-	-	697.00
	16 Plantation Labour	392.77	399.62	-	-	396.14
	17 Rubber Tapper	373.05	385.18	-	-	379.00
	18 Field Worker	447.02	360.94	-	-	391.67
	19 Miscellaneous	366.67	327.46	-	-	357.22
III.	Tea Plantations	145.26	135.71	127.00	-	139.52
	1 Coolie/Mazdoor	129.20	126.00	-	-	128.86
	2 Driver	277.33	-	-	-	277.33
	3 Mason	177.64	-	-	-	177.64
	4 Pump Attendant	175.27	-	-	-	175.27
	5 Supervisor	202.98	258.22	-	-	203.71
	6 Watchman	169.33	-	-	-	169.33
	7 Weigher	242.39	-	-	-	242.39
	8 Store Keeper	213.04	-	-	-	213.04
	9 Plantation Labour	140.38	135.66	127.00	-	137.41
	10 Field Worker	323.12	-	-	-	323.12
	11 Miscellaneous	163.93	343.32	-	-	168.53
All Plantation Industries		156.10	143.07	127.00	-	148.30

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	284.89	259.89	-	-	270.74
	1 Driver	339.81	-	-	-	339.81
	2 Supervisor	406.55	405.72	-	-	406.50
	3 Watchman	274.60	-	-	-	274.60
	4 Plantation Labour	256.80	259.19	-	-	258.27
	5 Miscellaneous	764.99	-	-	-	764.99
II.	Rubber Plantations	450.79	432.15	-	-	441.95
	1 Blacksmith	375.83	-	-	-	375.83
	2 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	3 Driver	664.77	-	-	-	664.77
	4 Electrician	703.35	-	-	-	703.35
	5 Helper	880.13	841.00	-	-	860.63
	6 Loader/Unloader	961.00	-	-	-	961.00
	7 Mistry/Kangani	471.52	474.97	-	-	473.14
	8 Mechanic(General)	403.30	-	-	-	403.30
	9 Picker	1057.00	-	-	-	1057.00
	10 Plumber	362.23	-	-	-	362.23
	11 Pump Attendant	937.00	-	-	-	937.00
	12 Supervisor	536.18	439.09	-	-	533.93
	13 Sweeper	315.00	483.58	-	-	428.37
	14 Watchman	556.26	-	-	-	556.26
	15 Store Keeper	-	973.00	-	-	973.00
	16 Plantation Labour	401.95	410.96	-	-	406.38
	17 Rubber Tapper	409.47	453.31	-	-	430.96
	18 Field Worker	482.75	362.07	-	-	405.16
	19 Miscellaneous	368.55	331.63	-	-	359.65
III.	Tea Plantations	153.85	136.80	127.00	-	143.63
	1 Coolie/Mazdoor	130.01	126.00	-	-	129.57
	2 Driver	426.86	-	-	-	426.86
	3 Mason	607.12	-	-	-	607.12
	4 Pump Attendant	202.30	-	-	-	202.30
	5 Supervisor	325.07	261.50	-	-	324.23
	6 Watchman	201.61	-	-	-	201.61
	7 Weigher	283.29	-	-	-	283.29
	8 Store Keeper	278.05	-	-	-	278.05
	9 Plantation Labour	141.38	136.74	127.00	-	138.46
	10 Field Worker	330.84	-	-	-	330.84
	11 Miscellaneous	214.97	375.21	-	-	219.09
All Plantation Industries		165.89	145.03	127.00	-	153.43

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	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	277.57	257.93	-	-	266.46
	1 Driver	320.64	-	-	-	320.64
	2 Supervisor	381.59	384.37	-	-	381.74
	3 Watchman	258.18	-	-	-	258.18
	4 Plantation Labour	253.75	257.33	-	-	255.95
	5 Miscellaneous	702.49	-	-	-	702.49
II.	Rubber Plantations	439.12	427.50	-	-	433.85
	1 Blacksmith	375.62	-	-	-	375.62
	2 Driver	637.96	-	-	-	637.96
	3 Electrician	667.39	-	-	-	667.39
	4 Helper	766.87	699.50	-	-	733.29
	5 Loader/Unloader	757.00	-	-	-	757.00
	6 Mistry/Kangani	471.52	474.97	-	-	473.14
	7 Mechanic(General)	381.75	-	-	-	381.75
	8 Picker	934.00	-	-	-	934.00
	9 Plumber	362.23	-	-	-	362.23
	10 Pump Attendant	937.00	-	-	-	937.00
	11 Supervisor	501.61	438.18	-	-	500.14
	12 Sweeper	315.00	462.40	-	-	414.13
	13 Watchman	486.53	-	-	-	486.53
	14 Store Keeper	-	835.00	-	-	835.00
	15 Plantation Labour	397.36	405.29	-	-	401.26
	16 Rubber Tapper	403.23	458.52	-	-	428.23
	17 Field Worker	464.89	361.51	-	-	398.42
	18 Miscellaneous	367.61	329.54	-	-	358.44
III.	Tea Plantations	149.56	136.26	127.00	-	141.57
	1 Coolie/Mazdoor	129.61	126.00	-	-	129.22
	2 Driver	352.10	-	-	-	352.10
	3 Mason	392.39	-	-	-	392.39
	4 Pump Attendant	188.79	-	-	-	188.79
	5 Supervisor	264.03	259.86	-	-	263.97
	6 Watchman	185.47	-	-	-	185.47
	7 Weigher	262.84	-	-	-	262.84
	8 Store Keeper	245.55	-	-	-	245.55
	9 Plantation Labour	140.88	136.20	127.00	-	137.93
	10 Field Worker	326.98	-	-	-	326.98
	11 Miscellaneous	189.45	359.26	-	-	193.81
All Plantation Industries		160.64	143.59	127.00	-	150.46

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	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	270.25	255.98	-	-	262.17
	1 Driver	301.47	-	-	-	301.47
	2 Supervisor	356.62	363.02	-	-	356.96
	3 Watchman	241.77	-	-	-	241.77
	4 Plantation Labour	250.71	255.47	-	-	253.64
	5 Miscellaneous	639.99	-	-	-	639.99
II.	Rubber Plantations	414.78	399.81	-	-	407.99
	1 Blacksmith	375.41	-	-	-	375.41
	2 Driver	611.14	-	-	-	611.14
	3 Electrician	631.43	-	-	-	631.43
	4 Helper	653.60	558.00	-	-	605.96
	5 Loader/Unloader	553.00	-	-	-	553.00
	6 Mistry/Kangani	471.52	474.97	-	-	473.14
	7 Mechanic(General)	360.20	-	-	-	360.20
	8 Picker	811.00	-	-	-	811.00
	9 Plumber	362.23	-	-	-	362.23
	10 Pump Attendant	937.00	-	-	-	937.00
	11 Supervisor	467.03	437.27	-	-	466.34
	12 Sweeper	315.00	441.22	-	-	399.88
	13 Watchman	416.79	-	-	-	416.79
	14 Store Keeper	-	697.00	-	-	697.00
	15 Plantation Labour	392.77	399.62	-	-	396.14
	16 Rubber Tapper	381.97	412.17	-	-	395.63
	17 Field Worker	447.02	360.94	-	-	391.67
	18 Miscellaneous	366.67	327.46	-	-	357.22
III.	Tea Plantations	145.26	135.71	127.00	-	139.52
	1 Coolie/Mazdoor	129.20	126.00	-	-	128.86
	2 Driver	277.33	-	-	-	277.33
	3 Mason	177.64	-	-	-	177.64
	4 Pump Attendant	175.27	-	-	-	175.27
	5 Supervisor	202.98	258.22	-	-	203.71
	6 Watchman	169.33	-	-	-	169.33
	7 Weigher	242.39	-	-	-	242.39
	8 Store Keeper	213.04	-	-	-	213.04
	9 Plantation Labour	140.38	135.66	127.00	-	137.41
	10 Field Worker	323.12	-	-	-	323.12
	11 Miscellaneous	163.93	343.32	-	-	168.53
All Plantation Industries		155.74	142.61	127.00	-	147.89

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	Adolescents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	284.89	259.89	-	-	270.74
	1 Driver	339.81	-	-	-	339.81
	2 Supervisor	406.55	405.72	-	-	406.50
	3 Watchman	274.60	-	-	-	274.60
	4 Plantation Labour	256.80	259.19	-	-	258.27
	5 Miscellaneous	764.99	-	-	-	764.99
II.	Rubber Plantations	463.45	455.20	-	-	459.71
	1 Blacksmith	375.83	-	-	-	375.83
	2 Driver	664.77	-	-	-	664.77
	3 Electrician	703.35	-	-	-	703.35
	4 Helper	880.13	841.00	-	-	860.63
	5 Loader/Unloader	961.00	-	-	-	961.00
	6 Mistry/Kangani	471.52	474.97	-	-	473.14
	7 Mechanic(General)	403.30	-	-	-	403.30
	8 Picker	1057.00	-	-	-	1057.00
	9 Plumber	362.23	-	-	-	362.23
	10 Pump Attendant	937.00	-	-	-	937.00
	11 Supervisor	536.18	439.09	-	-	533.93
	12 Sweeper	315.00	483.58	-	-	428.37
	13 Watchman	556.26	-	-	-	556.26
	14 Store Keeper	-	973.00	-	-	973.00
	15 Plantation Labour	401.95	410.96	-	-	406.38
	16 Rubber Tapper	424.50	504.86	-	-	460.84
	17 Field Worker	482.75	362.07	-	-	405.16
	18 Miscellaneous	368.55	331.63	-	-	359.65
III.	Tea Plantations	153.85	136.80	127.00	-	143.63
	1 Coolie/Mazdoor	130.01	126.00	-	-	129.57
	2 Driver	426.86	-	-	-	426.86
	3 Mason	607.12	-	-	-	607.12
	4 Pump Attendant	202.30	-	-	-	202.30
	5 Supervisor	325.07	261.50	-	-	324.23
	6 Watchman	201.61	-	-	-	201.61
	7 Weigher	283.29	-	-	-	283.29
	8 Store Keeper	278.05	-	-	-	278.05
	9 Plantation Labour	141.38	136.74	127.00	-	138.46
	10 Field Worker	330.84	-	-	-	330.84
	11 Miscellaneous	214.97	375.21	-	-	219.09
All Plantation Industries		165.54	144.58	127.00	-	153.03

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

Sl. No.	Industry/Occupation	Average Daily Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.80	308.30	-	-	309.22
	1 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	2 Rubber Tapper	320.44	310.52	-	-	314.11
	All Plantation Industries	310.80	308.30	-	-	309.22

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

Sl. No.	Industry/Occupation	Average Daily Minimum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.66	308.23	-	-	309.13
	1 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	2 Rubber Tapper	320.30	310.45	-	-	314.02
	All Plantation Industries	310.66	308.23	-	-	309.13

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

Sl. No.	Industry/Occupation	Average Daily Maximum Wage Rates (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	310.94	308.37	-	-	309.32
	1 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	2 Rubber Tapper	320.59	310.59	-	-	314.21
	All Plantation Industries	310.94	308.37	-	-	309.32

TABLE 3.8

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

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Wage Rates (Rs.) of Workers							Real Wage Rate (Rs.)	Percentage\$ Change in	
		By Sexage Groups				By System of Wage payment		Overall		Wage Rate at Current Price	Real Wage Rate
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
1	2	3	4	5	6	7	8	9	10	11	12
I. Coffee Plantations											
	First Round(1958)	-	-	-	-	-	-	1.34	1.34	-	-
	Second Round(1963)	1.93	1.32	1.01	0.96	-	-	1.58	1.17	17.98	-12.36
	Third Round(1974)	4.25	3.55	2.59	1.90	3.82	3.89	3.82	1.16	142.54	-0.75
	Fourth Round(1985)	11.52	10.98	8.30	6.48	10.84	14.95	11.09	1.68	190.18	38.95
	Fifth Round(1992)	26.61	25.48	20.76	18.62	24.33	38.49	25.93	2.04	133.92	26.97
	Sixth Round(2004)	73.20	70.52	58.03	-	70.27	79.30	71.66	2.60	176.36	41.95
	Seventh Round(2016)	277.57	257.93	-	-	266.46	-	266.46	3.92	271.83	50.77
II. Rubber Plantations											
	First Round(1958)	-	-	-	-	-	-	2.17	2.17	-	-
	Second Round(1963)	1.96	1.47	1.15	1.05	-	-	1.82	1.35	-15.94	-37.64
	Third Round(1974)	7.95	7.51	5.99	-	7.12	8.54	7.79	2.36	328.02	46.65
	Fourth Round(1985)	21.40	19.38	-	-	19.95	21.36	20.71	3.13	165.85	35.56
	Fifth Round(1992)	41.37	39.29	-	-	35.55	44.07	40.53	3.19	95.70	2.77
	Sixth Round(2004)	91.43	87.50	-	-	94.79	87.10	89.77	3.26	121.49	3.24
	Seventh Round(2016)	428.46	408.79	-	-	433.85	309.32	419.13	6.17	366.89	89.26
III. Tea Plantations											
	First Round(1958)	-	-	-	-	-	-	2.26	2.26	-	-
	Second Round(1963)	3.16	1.81	2.02	2.06	-	-	3.05	2.26	35.03	0.22
	Third Round(1974)	4.74	5.00	3.35	2.75	5.90	4.54	4.67	1.41	53.37	-37.69
	Fourth Round(1985)	13.65	14.22	9.83	7.26	15.85	12.60	13.33	2.02	185.44	27.05
	Fifth Round(1992)	24.21	24.29	18.71	11.94	30.70	22.83	23.68	1.86	77.61	-7.10
	Sixth Round(2004)	55.76	53.62	32.45	-	67.59	52.86	54.27	1.97	129.23	4.88
	Seventh Round(2016)	149.56	136.26	127.00	-	141.57	-	141.57	2.08	160.86	5.58

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

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

Sl. No.	Industry/Stratum	Total No. of Units in the Industry	% of Units Paying D.A.	% of Units Using CPI			% of Units Using Bureau Series with Base Year			% Use of Bureau Index Centres	
				Bureau Series	State Series	None	2001	1982	Others	AICPI	Others
1	2	3	4	5	6	7	8	9	10	11	12
I.	Coffee Plantations	986	53.14	5.34	64.70	29.96	100.00	.	.	100.00	.
	1 Karnataka	506	30.83	.	100.00	.	.	.	.	.	.
	2 Tamil Nadu	297	91.25	.	67.53	32.47	.	.	.	.	.
	3 Kerala	162	59.88	28.87	.	71.13	100.00	.	.	100.00	.
	4 Residual	21	.	.	.	.	.	.	.	.	.
II.	Rubber Plantations	402	64.18	55.04	44.96	.	50.70	.	49.30	100.00	.
	1 Kerala	228	46.49	29.25	70.75	.	100.00	.	.	100.00	.
	2 Tamil Nadu	46	71.74	18.18	81.82	.	100.00	.	.	100.00	.
	3 Tripura/Assam	33	100.00	100.00	.	.	100.00	.	.	100.00	.
	4 Karnataka	86	95.35	82.93	17.07	.	.	.	100.00	100.00	.
	5 Residual	9	44.44	100.00	.	.	50.00	.	50.00	100.00	.
III.	Tea Plantations	1382	86.03	92.69	7.31	.	2.45	0.81	96.74	94.56	5.44
	1 Assam	765	87.97	100.00	.	.	.	.	100.00	95.10	4.90
	2 West Bengal	320	81.56	100.00	.	.	.	.	100.00	100.00	.
	3 Tamil Nadu	127	99.21	100.00	.	.	21.43	7.14	71.43	78.57	21.43
	4 Kerala	86	100.00	.	100.00	.	.	.	.	.	.
	5 Residual	84	51.19	100.00	.	.	.	.	100.00	100.00	.
All Plantation Industries		2770	71.15	64.55	27.49	7.96	9.98	0.70	89.32	95.29	4.71

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

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

Sl. No.	Industry/Stratum	Estimated No. of Total Employees in the		Percentage of Employees Receiving DA in the	
		Units Paying DA	Industry	Units Paying DA	Industry
1	2	3	4	5	6
I.	Coffee Plantations	25901	34517	95.49	71.65
	1 Karnataka	5232	12999	86.53	34.83
	2 Tamil Nadu	14610	14808	97.21	95.91
	3 Kerala	6059	6358	99.08	94.42
	4 Residual	-	352	-	-
II.	Rubber Plantations	24959	30044	88.99	73.92
	1 Kerala	12264	17172	99.38	70.98
	2 Tamil Nadu	3532	3637	98.81	95.96
	3 Tripura/Assam	2670	2670	3.93	3.93
	4 Karnataka	6117	6117	100.00	100.00
	5 Residual	376	448	82.45	69.20
III.	Tea Plantations	1150839	1198686	11.90	11.42
	1 Assam	776229	813189	4.20	4.01
	2 West Bengal	276805	287419	7.08	6.82
	3 Tamil Nadu	40212	40212	97.40	97.40
	4 Kerala	44673	44673	100.00	100.00
	5 Residual	12920	13193	6.99	6.84
All Plantation Industries		1201699	1263247	15.30	14.56

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

Sl. No.	Industry/Stratum	Total Number of Units Paying DA	Percentage of Units Paying Dearness Allowance on the Basis of				
			CPI Number	Pay Scale/ Slabs	Flat Rate	Other Methods	Combina- tion of these
1	2	3	4	5	6	7	8
I.	Coffee Plantations	524	21.75	2.67	67.56	4.01	4.01
	1 Karnataka	156	30.77	-	42.31	13.46	13.46
	2 Tamil Nadu	271	24.35	-	75.65	-	-
	3 Kerala	97	-	14.43	85.57	-	-
	4 Residual	-	-	-	-	-	-
II.	Rubber Plantations	258	44.96	18.99	24.42	10.85	0.78
	1 Kerala	106	78.30	14.15	7.55	-	-
	2 Tamil Nadu	33	-	60.61	39.39	-	-
	3 Tripura/Assam	33	100.00	-	-	-	-
	4 Karnataka	82	-	17.07	51.22	31.71	-
	5 Residual	4	-	-	-	50.00	50.00
III.	Tea Plantations	1189	85.12	9.92	4.96	-	-
	1 Assam	673	100.00	-	-	-	-
	2 West Bengal	261	100.00	-	-	-	-
	3 Tamil Nadu	126	28.57	42.86	28.57	-	-
	4 Kerala	86	-	73.56	26.44	-	-
	5 Residual	43	100.00	-	-	-	-
All Plantation Industries		1971	63.03	9.18	24.14	2.48	1.17

TABLE 4.1
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	297.97	279.70	-	-	287.63
	1 Karnataka	328.22	283.98	-	-	302.42
	2 Tamil Nadu	264.17	241.73	-	-	252.25
	3 Kerala	345.79	345.23	-	-	345.43
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	448.96	410.32	-	-	430.64
	1 Kerala	496.18	398.03	-	-	449.67
	2 Tamil Nadu	427.22	403.56	-	-	416.97
	3 Tripura/Assam	251.72	233.74	-	-	247.04
	4 Karnataka	486.24	474.32	-	-	478.97
	5 Residual	386.80	354.27	-	-	376.60
III.	Tea Plantations	158.99	151.07	127.00	-	154.17
	1 Assam	146.51	144.00	127.00	-	144.85
	2 West Bengal	151.72	144.90	-	-	148.08
	3 Tamil Nadu	239.93	235.98	-	-	237.62
	4 Kerala	383.83	348.82	-	-	367.03
	5 Residual	233.36	164.71	-	-	194.30
All Plantation Industries		171.05	158.80	127.00	-	163.66

TABLE 4.2
AVERAGE DAILY EARNINGS OF TIME-RATED WORKERS IN INDUSTRIES BY SEXAGE

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	297.97	279.70	-	-	287.63
	1 Karnataka	328.22	283.98	-	-	302.42
	2 Tamil Nadu	264.17	241.73	-	-	252.25
	3 Kerala	345.79	345.23	-	-	345.43
	4 Residual	185.14	-	-	-	185.14
II.	Rubber Plantations	456.53	422.16	-	-	440.95
	1 Kerala	516.51	417.52	-	-	473.99
	2 Tamil Nadu	427.22	403.56	-	-	416.97
	3 Tripura/Assam	251.72	233.74	-	-	247.04
	4 Karnataka	486.24	474.32	-	-	478.97
	5 Residual	447.75	401.94	-	-	433.17
III.	Tea Plantations	158.99	151.07	127.00	-	154.17
	1 Assam	146.51	144.00	127.00	-	144.85
	2 West Bengal	151.72	144.90	-	-	148.08
	3 Tamil Nadu	239.93	235.98	-	-	237.62
	4 Kerala	383.83	348.82	-	-	367.03
	5 Residual	233.36	164.71	-	-	194.30
All Plantation Industries		170.59	158.28	127.00	-	163.17

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	365.30	346.79	-	-	353.63
	1 Kerala	377.44	349.42	-	-	359.56
	2 Residual	100.00	100.00	-	-	100.00
	All Plantation Industries	365.30	346.79	-	-	353.63

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

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Coffee Plantations	287.63	-	287.63
	1 Karnataka	302.42	-	302.42
	2 Tamil Nadu	252.25	-	252.25
	3 Kerala	345.43	-	345.43
	4 Residual	185.14	-	185.14
II.	Rubber Plantations	440.95	353.63	430.64
	1 Kerala	473.99	359.56	449.67
	2 Tamil Nadu	416.97	-	416.97
	3 Tripura/Assam	247.04	-	247.04
	4 Karnataka	478.97	-	478.97
	5 Residual	433.17	100.00	376.60
III.	Tea Plantations	154.17	-	154.17
	1 Assam	144.85	-	144.85
	2 West Bengal	148.08	-	148.08
	3 Tamil Nadu	237.62	-	237.62
	4 Kerala	367.03	-	367.03
	5 Residual	194.30	-	194.30
All Plantation Industries		163.17	353.63	163.66

TABLE 4.5
AVERAGE DAILY EARNINGS OF WORKERS IN INDUSTRIES BY COMPONENTS

Sl. No.	Industry/Stratum	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Coffee Plantations	184.32	77.65	1.11	0.33	1.43	5.14	17.65	287.63
	1 Karnataka	234.86	26.37	2.70	0.71	3.78	5.07	28.93	302.42
	2 Tamil Nadu	108.40	137.01	0.11	0.14	0.01	6.58	-	252.25
	3 Kerala	257.69	48.75	0.20	-	-	2.18	36.61	345.43
	4 Residual	185.14	-	-	-	-	-	-	185.14
II.	Rubber Plantations	310.73	77.86	3.04	3.63	1.15	32.29	1.94	430.64
	1 Kerala	292.00	102.26	2.15	5.74	2.05	44.81	0.66	449.67
	2 Tamil Nadu	277.68	117.85	14.39	3.32	0.23	3.50	-	416.97
	3 Tripura/Assam	240.32	5.97	-	0.75	-	-	-	247.04
	4 Karnataka	427.03	13.24	-	-	-	31.29	7.41	478.97
	5 Residual	91.27	231.68	1.05	0.76	0.51	51.33	-	376.60
III.	Tea Plantations	125.19	9.36	8.63	2.82	2.37	4.54	1.26	154.17
	1 Assam	121.24	1.18	12.51	0.57	3.43	4.57	1.35	144.85
	2 West Bengal	131.01	2.97	-	9.94	-	3.88	0.28	148.08
	3 Tamil Nadu	93.36	132.62	-	-	0.06	11.58	-	237.62
	4 Kerala	206.78	149.93	-	-	-	2.05	8.27	367.03
	5 Residual	175.78	9.97	-	0.27	-	0.68	7.60	194.30
All Plantation Industries		130.77	12.62	8.31	2.78	2.32	5.16	1.70	163.66

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

Sl. No.	Industry/Stratum	Percentage of Workers Receiving Average Daily Earnings (in Rs.)							
		Upto 100.00	100.01 to 175.00	175.01 to 250.00	250.01 to 375.00	375.01 to 500.00	500.01 to 750.00	750.01 to 1000.00	1000.01 and above
1	2	3	4	5	6	7	8	9	10
I.	Coffee Plantations	-	0.56	49.15	37.87	10.53	1.78	-	0.11
	1 Karnataka	-	-	25.41	67.44	3.11	4.04	-	-
	2 Tamil Nadu	-	0.16	89.52	4.40	5.08	0.59	-	0.25
	3 Kerala	-	-	3.61	57.21	39.18	-	-	-
	4 Residual	-	50.00	50.00	-	-	-	-	-
II.	Rubber Plantations	0.43	0.04	9.28	34.58	40.96	8.53	0.44	5.74
	1 Kerala	0.29	0.07	0.63	58.87	28.36	1.34	0.30	10.14
	2 Tamil Nadu	-	-	-	10.82	81.74	6.66	0.78	-
	3 Tripura/Assam	-	-	91.07	2.13	1.60	1.60	1.80	1.80
	4 Karnataka	-	-	-	1.72	66.50	31.78	-	-
	5 Residual	16.98	-	-	39.86	39.86	-	-	3.30
III.	Tea Plantations	4.94	86.44	3.41	3.71	1.31	0.13	0.06	-
	1 Assam	7.16	90.73	1.03	0.56	0.31	0.15	0.06	-
	2 West Bengal	-	95.72	3.68	0.60	-	-	-	-
	3 Tamil Nadu	-	0.25	36.95	61.22	1.35	0.23	-	-
	4 Kerala	-	-	-	51.82	47.24	0.94	-	-
	5 Residual	-	45.96	51.30	0.45	0.83	-	1.30	0.16
All Plantation Industries		4.71	82.33	4.71	5.27	2.42	0.36	0.07	0.13

TABLE 4.7
DISTRIBUTION OF WORKERS AND TOTAL WAGE BILL BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage of	
		Total Workers	Total Wage Bill
1	2	3	4
I.	Coffee Plantations	100.00	100.00
	1 Driver	2.23	2.76
	2 Supervisor	5.01	6.64
	3 Watchman	0.68	0.64
	4 Plantation Labour	91.47	88.45
	5 Miscellaneous	0.61	1.51
II.	Rubber Plantations	100.00	100.00
	1 Blacksmith	0.03	0.02
	2 Coolie/Mazdoor	0.27	0.06
	3 Driver	1.40	2.22
	4 Electrician	0.42	0.71
	5 Helper	1.16	2.77
	6 Loader/Unloader	0.68	1.65
	7 Mistry/Kangani	0.84	0.93
	8 Mechanic(General)	0.05	0.05
	9 Picker	0.10	0.29
	10 Plumber	0.05	0.05
	11 Pump Attendant	0.10	0.28
	12 Supervisor	3.07	4.02
	13 Sweeper	0.64	0.68
	14 Watchman	1.92	2.26
	15 Store Keeper	0.18	0.44
	16 Plantation Labour	13.93	12.02
	17 Rubber Tapper	56.64	53.93
	18 Field Worker	16.44	15.91
	19 Miscellaneous	2.07	1.70
III.	Tea Plantations	100.00	100.00
	1 Coolie/Mazdoor	0.86	0.74
	2 Driver	0.57	1.26
	3 Mason	0.03	0.05
	4 Pump Attendant	0.01	0.01
	5 Supervisor	1.33	2.18
	6 Watchman	0.82	0.98
	7 Weigher	0.04	0.07
	8 Store Keeper	0.05	0.08
	9 Plantation Labour	95.89	94.13
	10 Field Worker	0.01	0.02
	11 Miscellaneous	0.38	0.47

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	297.97	279.70	-	-	287.63
	1 Driver	356.35	-	-	-	356.35
	2 Supervisor	383.74	337.85	-	-	381.28
	3 Watchman	270.20	-	-	-	270.20
	4 Plantation Labour	276.07	279.42	-	-	278.13
	5 Miscellaneous	707.85	-	-	-	707.85
II.	Rubber Plantations	448.96	410.32	-	-	430.64
	1 Blacksmith	387.37	-	-	-	387.37
	2 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	3 Driver	683.37	-	-	-	683.37
	4 Electrician	732.99	-	-	-	732.99
	5 Helper	991.98	1069.32	-	-	1030.53
	6 Loader/Unloader	1040.27	-	-	-	1040.27
	7 Mistry/Kangani	474.76	482.31	-	-	478.30
	8 Mechanic(General)	399.80	-	-	-	399.80
	9 Picker	1202.29	-	-	-	1202.29
	10 Plumber	403.60	-	-	-	403.60
	11 Pump Attendant	1152.73	-	-	-	1152.73
	12 Supervisor	564.72	521.20	-	-	563.71
	13 Sweeper	273.00	544.35	-	-	455.49
	14 Watchman	504.79	-	-	-	504.79
	15 Store Keeper	-	1037.42	-	-	1037.42
	16 Plantation Labour	370.59	372.71	-	-	371.63
	17 Rubber Tapper	406.19	414.08	-	-	410.06
	18 Field Worker	490.72	375.98	-	-	416.94
	19 Miscellaneous	366.52	313.87	-	-	353.83
III.	Tea Plantations	158.99	151.07	127.00	-	154.17
	1 Coolie/Mazdoor	132.90	130.85	-	-	132.68
	2 Driver	337.76	-	-	-	337.76
	3 Mason	295.59	-	-	-	295.59
	4 Pump Attendant	177.89	-	-	-	177.89
	5 Supervisor	252.62	260.45	-	-	252.73
	6 Watchman	185.88	-	-	-	185.88
	7 Weigher	258.65	-	-	-	258.65
	8 Store Keeper	238.47	-	-	-	238.47
	9 Plantation Labour	152.05	151.04	127.00	-	151.33
	10 Field Worker	326.68	-	-	-	326.68
	11 Miscellaneous	186.44	357.29	-	-	190.83
All Plantation Industries		171.05	158.80	127.00	-	163.66

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Coffee Plantations	297.97	279.70	-	-	287.63
	1 Driver	356.35	-	-	-	356.35
	2 Supervisor	383.74	337.85	-	-	381.28
	3 Watchman	270.20	-	-	-	270.20
	4 Plantation Labour	276.07	279.42	-	-	278.13
	5 Miscellaneous	707.85	-	-	-	707.85
II.	Rubber Plantations	456.53	422.16	-	-	440.95
	1 Blacksmith	387.37	-	-	-	387.37
	2 Driver	683.37	-	-	-	683.37
	3 Electrician	732.99	-	-	-	732.99
	4 Helper	991.98	1069.32	-	-	1030.53
	5 Loader/Unloader	1040.27	-	-	-	1040.27
	6 Mistry/Kangani	474.76	482.31	-	-	478.30
	7 Mechanic(General)	399.80	-	-	-	399.80
	8 Picker	1202.29	-	-	-	1202.29
	9 Plumber	403.60	-	-	-	403.60
	10 Pump Attendant	1152.73	-	-	-	1152.73
	11 Supervisor	564.72	521.20	-	-	563.71
	12 Sweeper	273.00	544.35	-	-	455.49
	13 Watchman	504.79	-	-	-	504.79
	14 Store Keeper	-	1037.42	-	-	1037.42
	15 Plantation Labour	370.59	372.71	-	-	371.63
	16 Rubber Tapper	411.05	437.43	-	-	422.98
	17 Field Worker	490.72	375.98	-	-	416.94
	18 Miscellaneous	366.52	313.87	-	-	353.83
III.	Tea Plantations	158.99	151.07	127.00	-	154.17
	1 Coolie/Mazdoor	132.90	130.85	-	-	132.68
	2 Driver	337.76	-	-	-	337.76
	3 Mason	295.59	-	-	-	295.59
	4 Pump Attendant	177.89	-	-	-	177.89
	5 Supervisor	252.62	260.45	-	-	252.73
	6 Watchman	185.88	-	-	-	185.88
	7 Weigher	258.65	-	-	-	258.65
	8 Store Keeper	238.47	-	-	-	238.47
	9 Plantation Labour	152.05	151.04	127.00	-	151.33
	10 Field Worker	326.68	-	-	-	326.68
	11 Miscellaneous	186.44	357.29	-	-	190.83
All Plantation Industries		170.59	158.28	127.00	-	163.17

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)				
		Men	Women	Adole- scents	Children	Overall
1	2	3	4	5	6	7
I.	Rubber Plantations	365.30	346.79	-	-	353.63
	1 Coolie/Mazdoor	100.00	100.00	-	-	100.00
	2 Rubber Tapper	377.44	349.42	-	-	359.56
	All Plantation Industries	365.30	346.79	-	-	353.63

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)		
		Time-Rated	Piece-Rated	Overall
1	2	3	4	5
I.	Coffee Plantations	287.63	-	287.63
	1 Driver	356.35	-	356.35
	2 Supervisor	381.28	-	381.28
	3 Watchman	270.20	-	270.20
	4 Plantation Labour	278.13	-	278.13
	5 Miscellaneous	707.85	-	707.85
II.	Rubber Plantations	440.95	353.63	430.64
	1 Blacksmith	387.37	-	387.37
	2 Coolie/Mazdoor	-	100.00	100.00
	3 Driver	683.37	-	683.37
	4 Electrician	732.99	-	732.99
	5 Helper	1030.53	-	1030.53
	6 Loader/Unloader	1040.27	-	1040.27
	7 Mistry/Kangani	478.30	-	478.30
	8 Mechanic(General)	399.80	-	399.80
	9 Picker	1202.29	-	1202.29
	10 Plumber	403.60	-	403.60
	11 Pump Attendant	1152.73	-	1152.73
	12 Supervisor	563.71	-	563.71
	13 Sweeper	455.49	-	455.49
	14 Watchman	504.79	-	504.79
	15 Store Keeper	1037.42	-	1037.42
	16 Plantation Labour	371.63	-	371.63
	17 Rubber Tapper	422.98	359.56	410.06
	18 Field Worker	416.94	-	416.94
	19 Miscellaneous	353.83	-	353.83
III.	Tea Plantations	154.17	-	154.17
	1 Coolie/Mazdoor	132.68	-	132.68
	2 Driver	337.76	-	337.76
	3 Mason	295.59	-	295.59
	4 Pump Attendant	177.89	-	177.89
	5 Supervisor	252.73	-	252.73
	6 Watchman	185.88	-	185.88
	7 Weigher	258.65	-	258.65
	8 Store Keeper	238.47	-	238.47
	9 Plantation Labour	151.33	-	151.33
	10 Field Worker	326.68	-	326.68
	11 Miscellaneous	190.83	-	190.83
All Plantation Industries		163.17	353.63	163.66

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

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
I.	Coffee Plantations	184.32	77.65	1.11	0.33	1.43	5.14	17.65	287.63
	1 Driver	267.67	38.43	0.06	8.29	2.03	29.84	10.03	356.35
	2 Supervisor	302.87	54.76	2.08	1.68	2.08	6.94	10.87	381.28
	3 Watchman	257.26	-	-	-	-	12.94	-	270.20
	4 Plantation Labour	172.05	80.89	1.10	0.06	1.40	4.32	18.31	278.13
	5 Miscellaneous	662.67	11.18	-	-	-	13.28	20.72	707.85
II.	Rubber Plantations	310.73	77.86	3.04	3.63	1.15	32.29	1.94	430.64
	1 Blacksmith	200.23	125.14	-	18.67	-	43.33	-	387.37
	2 Coolie/Mazdoor	100.00	-	-	-	-	-	-	100.00
	3 Driver	408.36	146.05	1.00	5.55	4.09	118.32	-	683.37
	4 Electrician	432.04	143.46	-	5.23	4.15	141.14	6.97	732.99
	5 Helper	420.61	238.54	-	4.36	10.24	356.78	-	1030.53
	6 Loader/Unloader	428.32	241.15	-	7.71	12.92	346.25	3.92	1040.27
	7 Mistry/Kangani	465.02	13.28	-	-	-	-	-	478.30
	8 Mechanic(General)	209.84	131.16	-	9.34	4.33	45.13	-	399.80
	9 Picker	552.50	311.04	-	19.17	12.08	307.50	-	1202.29
	10 Plumber	205.77	128.60	-	19.23	-	50.00	-	403.60
	11 Pump Attendant	520.00	292.73	-	21.67	2.50	315.83	-	1152.73
	12 Supervisor	358.01	120.87	13.41	3.77	2.53	63.86	1.26	563.71
	13 Sweeper	219.00	143.29	-	1.37	2.16	84.99	4.68	455.49
	14 Watchman	319.29	78.56	0.29	3.17	2.35	98.45	2.68	504.79
	15 Store Keeper	444.45	250.20	-	16.11	4.44	322.22	-	1037.42
	16 Plantation Labour	295.05	70.08	4.46	0.84	0.15	0.95	0.10	371.63
	17 Rubber Tapper	308.84	66.72	1.61	4.86	1.04	24.56	2.43	410.06
	18 Field Worker	292.47	91.67	6.43	1.64	0.57	22.19	1.97	416.94
	19 Miscellaneous	309.37	32.87	0.99	0.66	-	7.64	2.30	353.83

Table 4.12

Sl. No.	Industry/Occupation	Average Daily Earnings (Rs.)							
		Basic Wage	Dearness Allowance	Bonus	HRA	TA	Other Allowances	Benefits in Kind	Overall
1	2	3	4	5	6	7	8	9	10
III.	Tea Plantations	125.19	9.36	8.63	2.82	2.37	4.54	1.26	154.17
	1 Coolie/Mazdoor	125.60	1.76	4.99	0.02	0.26	0.05	-	132.68
	2 Driver	207.37	101.33	10.20	3.15	0.54	11.86	3.31	337.76
	3 Mason	203.00	82.65	-	-	-	9.94	-	295.59
	4 Pump Attendant	127.06	50.83	-	-	-	-	-	177.89
	5 Supervisor	153.52	73.00	4.71	6.64	0.14	12.61	2.11	252.73
	6 Watchman	121.64	45.70	3.59	3.73	0.19	9.10	1.93	185.88
	7 Weigher	169.92	51.48	34.03	1.38	1.84	-	-	258.65
	8 Store Keeper	139.46	68.84	8.92	6.11	-	15.03	0.11	238.47
	9 Plantation Labour	124.19	7.52	8.76	2.79	2.46	4.37	1.24	151.33
	10 Field Worker	233.62	74.83	-	-	-	5.67	12.56	326.68
	11 Miscellaneous	146.84	31.88	4.18	0.76	0.15	5.02	2.00	190.83
	All Plantation Industries	130.77	12.62	8.31	2.78	2.32	5.16	1.70	163.66

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

Sl. No.	Industry/ OWS Round Number/ Reference Year	Average Daily Earnings (Rs.) of Workers							Real Earnings (Rs.)	Percentage\$ Change in	
		By Sexage Groups				By System of Wage payment		Overall		Earnings at Current Price	Real Earnings
		Men	Women	Adole- scents	Child.	Time Rated	Piece Rated				
1	2	3	4	5	6	7	8	9	10	11	12
I. Coffee Plantations											
	First Round(1958)	1.56	1.10	0.89	0.70	1.30	1.69	1.32	1.32	-	-
	Second Round(1963)	1.87	1.27	1.07	0.90	1.53	3.43	1.56	1.16	18.18	-12.12
	Third Round(1974)	4.47	3.30	2.48	2.08	4.31	3.19	4.16	1.26	166.67	7.57
	Fourth Round(1985)	11.32	11.78	11.72	7.55	11.37	15.75	11.58	1.75	178.37	37.13
	Fifth Round(1992)	24.73	24.17	20.75	18.62	23.58	30.69	24.39	1.92	110.62	12.87
	Sixth Round(2004)	73.90	72.25	64.49	-	71.91	78.67	72.95	2.65	199.10	55.31
	Seventh Round(2016)	297.97	279.70	-	-	287.63	-	287.63	4.23	294.28	59.62
II. Rubber Plantations											
	First Round(1958)	1.98	1.50	-	-	1.70	1.97	1.88	1.88	-	-
	Second Round(1963)	2.38	1.67	1.13	0.98	2.02	2.28	2.17	1.61	15.43	-14.36
	Third Round(1974)	7.18	5.76	2.89	-	7.12	6.75	6.37	1.93	193.55	17.02
	Fourth Round(1985)	21.51	20.00	-	-	19.42	22.40	21.00	3.18	229.67	66.49
	Fifth Round(1992)	41.04	39.03	-	-	35.01	41.95	40.24	3.17	91.62	-0.53
	Sixth Round(2004)	95.51	91.86	-	-	101.66	89.89	93.97	3.41	133.52	12.76
	Seventh Round(2016)	448.96	410.32	-	-	440.95	353.63	430.64	6.33	358.27	85.63
III. Tea Plantations											
	First Round(1958)	1.76	1.65	1.18	0.97	1.86	1.63	1.66	1.66	-	-
	Second Round(1963)	2.35	2.14	1.73	1.23	2.55	2.01	2.15	1.60	29.52	-3.61
	Third Round(1974)	4.29	3.31	2.81	2.07	4.19	2.80	3.60	1.09	67.44	-30.73
	Fourth Round(1985)	16.43	16.54	13.23	9.80	17.25	15.46	15.86	2.40	340.56	78.92
	Fifth Round(1992)	29.06	28.44	25.61	14.19	32.39	27.56	28.08	2.21	77.05	-11.45
	Sixth Round(2004)	64.17	63.05	38.67	-	74.77	61.98	63.20	2.29	125.07	4.82
	Seventh Round(2016)	158.99	151.07	127.00	-	154.17	-	154.17	2.27	143.94	-0.87

§: 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
I.	Coffee Plantations	13.79	11.79	9.85
	1 Karnataka	12.45	12.44	10.67
	2 Tamil Nadu	16.21	13.56	6.26
	3 Kerala	13.93	6.77	11.07
	4 Residual	9.83	9.83	9.83
II.	Rubber Plantations	18.08	21.04	9.30
	1 Kerala	22.29	25.49	8.04
	2 Tamil Nadu	14.82	14.59	14.06
	3 Tripura/Assam	4.96	4.94	4.89
	4 Karnataka	2.43	2.43	2.43
	5 Residual	62.92	68.73	59.60
III.	Tea Plantations	18.87	13.12	15.46
	1 Assam	1.45	2.86	8.80
	2 West Bengal	0.93	4.54	12.72
	3 Tamil Nadu	1.67	1.59	3.74
	4 Kerala	26.06	12.72	15.00
	5 Residual	38.17	38.32	37.08
All Plantation Industries		17.52	17.03	11.77

TABLE 5.2
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY STRATUM

Sl. No.	Industry/Stratum	Percentage Coefficient of Variation
1	2	3
I.	Coffee Plantations	47.13
	1 Karnataka	27.38
	2 Tamil Nadu	75.22
	3 Kerala	21.61
	4 Residual	9.83
II.	Rubber Plantations	44.73
	1 Kerala	52.50
	2 Tamil Nadu	25.45
	3 Tripura/Assam	62.12
	4 Karnataka	10.66
	5 Residual	83.79
III.	Tea Plantations	49.80
	1 Assam	52.60
	2 West Bengal	31.88
	3 Tamil Nadu	34.08
	4 Kerala	16.10
	5 Residual	77.87
All Plantation Industries		48.61

TABLE 5.3
COEFFICIENT OF VARIATION IN AVERAGE DAILY EARNINGS BY OCCUPATION

Sl. No.	Industry/Occupation	Percentage Coefficient of Variation
1	2	3
I.	Coffee Plantations	47.13
	1 Driver	25.80
	2 Supervisor	21.40
	3 Watchman	22.94
	4 Plantation Labour	24.47
	5 Miscellaneous	62.02
II.	Rubber Plantations	44.73
	1 Blacksmith	-
	2 Coolie/Mazdoor	-
	3 Driver	42.79
	4 Electrician	63.17
	5 Helper	62.51
	6 Loader/Unloader	-
	7 Mistry/Kangani	5.46
	8 Mechanic(General)	-
	9 Picker	-
	10 Plumber	-
	11 Pump Attendant	-
	12 Supervisor	56.00
	13 Sweeper	64.43
	14 Watchman	40.85
	15 Store Keeper	-
	16 Plantation Labour	18.13
	17 Rubber Tapper	30.87
	18 Field Worker	36.27
	19 Miscellaneous	48.29
III.	Tea Plantations	49.80
	1 Coolie/Mazdoor	15.18
	2 Driver	36.98
	3 Mason	17.65
	4 Pump Attendant	-
	5 Supervisor	56.83
	6 Watchman	58.01
	7 Weigher	27.21
	8 Store Keeper	58.61
	9 Plantation Labour	42.10
	10 Field Worker	48.68
	11 Miscellaneous	69.12
All Plantation Industries		48.61

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

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
I.	Coffee Plantations	734	935	1669	263.65	271.74	267.70
	1 Karnataka	216	300	516	273.51	277.34	275.43
	1 Driver	20	0	20	302.70	318.85	310.78
	2 Supervisor	28	0	28	355.61	368.61	362.11
	3 Watchman	5	0	5	241.33	299.33	270.33
	4 Plantation Labour	157	300	457	264.72	264.72	264.72
	5 Miscellaneous	6	0	6	488.89	655.55	572.22
	2 Tamil Nadu	346	393	739	236.71	248.68	242.70
	1 Driver	10	0	10	298.91	407.99	353.45
	2 Supervisor	27	0	27	362.89	473.58	418.24
	3 Watchman	5	0	5	249.06	249.06	249.06
	4 Plantation Labour	302	393	695	227.46	234.31	230.89
	5 Miscellaneous	2	0	2	1406.72	1406.72	1406.72
	3 Kerala	144	242	386	307.75	314.70	311.23
	1 Driver	4	0	4	311.09	335.99	323.54
	2 Supervisor	21	6	27	351.81	385.69	368.75
	3 Plantation Labour	118	236	354	304.28	308.99	306.64
	4 Miscellaneous	1	0	1	332.19	332.19	332.19
	9 Residual	28	0	28	185.14	185.14	185.14
	1 Plantation Labour	28	0	28	185.14	185.14	185.14
II.	Rubber Plantations	2133	1898	4031	393.54	438.00	415.77
	1 Kerala	1065	973	2038	407.35	489.79	448.57

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Blacksmith	1	0	1	375.41	375.83	375.62
	2 Driver	48	0	48	632.35	691.52	661.94
	3 Electrician	15	0	15	640.94	714.97	677.96
	4 Helper	22	22	44	606.99	862.49	734.74
	5 Loader/Unloader	26	0	26	553.00	961.00	757.00
	6 Mechanic(General)	2	0	2	360.20	403.30	381.75
	7 Picker	4	0	4	811.00	1057.00	934.00
	8 Plumber	2	0	2	362.23	362.23	362.23
	9 Pump Attendant	4	0	4	937.00	937.00	937.00
	10 Supervisor	84	1	85	495.50	562.61	529.06
	11 Sweeper	8	16	24	400.57	429.57	415.07
	12 Watchman	43	0	43	438.42	674.86	556.64
	13 Store Keeper	0	7	7	697.00	973.00	835.00
	14 Plantation Labour	185	159	344	380.80	394.20	387.50
	15 Rubber Tapper	494	637	1131	377.06	474.93	426.00
	16 Field Worker	107	122	229	422.72	453.95	438.34
	17 Miscellaneous	20	9	29	365.85	372.47	369.16
2	Tamil Nadu	313	247	560	402.65	405.41	404.03
	1 Driver	3	0	3	378.75	378.75	378.75
	2 Supervisor	18	2	20	392.85	449.26	421.06
	3 Watchman	1	0	1	621.88	621.88	621.88
	4 Plantation Labour	40	2	42	378.75	386.95	382.85
	5 Rubber Tapper	218	69	287	415.90	416.01	415.96
	6 Field Worker	24	174	198	392.99	393.22	393.11
	7 Miscellaneous	9	0	9	309.40	309.40	309.40
3	Tripura/Assam	289	101	390	247.85	247.88	247.87
	1 Supervisor	9	0	9	241.56	243.00	242.28
	2 Watchman	13	0	13	320.46	320.46	320.46
	3 Plantation Labour	5	0	5	230.00	230.00	230.00
	4 Rubber Tapper	214	39	253	238.00	238.00	238.00
	5 Field Worker	28	54	82	251.01	251.01	251.01
	6 Miscellaneous	20	8	28	299.06	299.06	299.06

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
4	Karnataka	329	514	843	442.17	442.17	442.17
	1 Driver	1	0	1	445.64	445.64	445.64
	2 Mistry/Kangani	17	15	32	473.14	473.14	473.14
	3 Supervisor	2	0	2	445.64	445.64	445.64
	4 Watchman	16	0	16	437.92	437.92	437.92
	5 Plantation Labour	43	97	140	448.78	448.78	448.78
	6 Rubber Tapper	186	333	519	436.99	436.99	436.99
	7 Field Worker	52	67	119	444.69	444.69	444.69
	8 Miscellaneous	12	2	14	480.31	480.31	480.31
9	Residual	137	63	200	306.44	354.57	330.51
	1 Coolie/Mazdoor	17	7	24	100.00	100.00	100.00
	2 Supervisor	7	0	7	825.86	1427.85	1126.86
	3 Rubber Tapper	61	19	80	311.96	330.93	321.45
	4 Field Worker	52	37	89	316.29	360.05	338.17
III.	Tea Plantations	16465	24182	40783	147.30	152.64	149.97
1	Assam	9519	15774	25429	127.76	130.73	129.25
	1 Coolie/Mazdoor	276	35	311	128.75	129.50	129.13
	2 Driver	127	0	127	254.94	460.09	357.52
	3 Mason	10	0	10	177.64	607.12	392.38
	4 Pump Attendant	3	0	3	175.27	202.30	188.79
	5 Supervisor	184	0	184	193.82	403.55	298.69
	6 Watchman	164	0	164	159.73	183.26	171.50
	7 Weigher	15	0	15	242.23	283.00	262.62
	8 Store Keeper	4	0	4	304.88	457.02	380.95
	9 Plantation Labour	8635	15738	24509	126.18	126.18	126.18
	10 Miscellaneous	101	1	102	144.67	156.22	150.45
2	West Bengal	4555	5206	9761	134.47	138.27	136.37

Table 5.4

Sl. No.	Industry/Stratum/Occupation	Average Daily Employment			Average Daily Wage Rate(Rs.)		
		Men	Women	Total	Minimum	Maximum	Mean
1	2	3	4	5	6	7	8
	1 Coolie/Mazdoor	1	0	1	180.10	180.10	180.10
	2 Driver	48	0	48	214.51	304.25	259.38
	3 Supervisor	264	3	267	166.56	243.90	205.23
	4 Watchman	129	0	129	163.09	207.64	185.37
	5 Store Keeper	17	0	17	189.94	233.04	211.49
	6 Plantation Labour	4071	5203	9274	132.50	132.50	132.50
	7 Miscellaneous	25	0	25	181.33	406.76	294.05
3	Tamil Nadu	1076	1709	2785	243.36	244.12	243.74
	1 Driver	28	0	28	276.37	295.01	285.69
	2 Supervisor	65	13	78	293.64	312.16	302.90
	3 Watchman	7	0	7	211.37	227.80	219.59
	4 Plantation Labour	971	1691	2662	241.56	241.56	241.56
	5 Field Worker	1	0	1	365.38	365.38	365.38
	6 Miscellaneous	4	5	9	248.56	252.33	250.45
4	Kerala	842	847	1689	360.55	418.89	389.72
	1 Driver	38	0	38	503.84	512.05	507.95
	2 Supervisor	44	0	44	481.11	526.52	503.82
	3 Watchman	14	0	14	424.29	424.29	424.29
	4 Plantation Labour	723	843	1566	352.98	412.77	382.88
	5 Miscellaneous	23	4	27	368.00	464.00	416.00
9	Residual	473	646	1119	142.54	146.55	144.55
	1 Driver	7	0	7	441.70	727.23	584.47
	2 Supervisor	7	0	7	499.01	583.53	541.27
	3 Watchman	9	0	9	232.13	354.74	293.44
	4 Plantation Labour	404	646	1050	137.36	137.36	137.36
	5 Field Worker	43	0	43	124.91	138.94	131.93
	6 Miscellaneous	3	0	3	412.11	472.01	442.06
All Plantation Industries		19332	27015	46483	172.84	181.67	177.26

**OCCUPATIONAL WAGE SURVEY
SEVENTH ROUND**

ANNEXURES

ON

**THREE PLANTATION INDUSTRIES
(2017)**

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

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

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

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

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

(C) SERVICE SECTOR

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

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

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

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

- 16 Fertilizers Industry
- 17 Drugs & Medicines Industry
- 18 Soaps & Detergents Industry
- 19 Match Industry
- 20 Glass & Glass Products Industry
- 21 Cement Industry
- 22 Iron and Steel Industry
- 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
- 40 Aluminium Industry

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

- 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 Three Plantation Industries during the Seventh round of OWS was October, 2016 to March, 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 reliable indicators of the wage rate. Besides, fairly significant proportion of the industrial units in the country, do not pay separate dearness allowance to their employees, what they pay is consolidated wage. The consolidated wage is not comparable with the basic wage paid by the

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

2.11 PAY ROLL EARNINGS

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

2.12 CHILDREN & ADOLESCENTS

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

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

2.13 DEARNESS ALLOWANCE

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

2.14 OCCUPATION

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

2.15 MATCHING OF OCCUPATIONS

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

It may happen that in some of the units some workers worked in more than one occupation, within a pay period. In such a situation, the worker(s) were shown as belonging to that occupation wherein they have worked for the largest number of days in the pay period. Their wage rates related to the occupations in which they were classified.

For purpose of Earnings Block, the earnings of such workers (whether time-rated or piece-rated) related to the whole pay period and not merely to the period for which they had worked in the occupation wherein categorized.

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

2.16 CLOSURES

A unit was treated as closed in the following situations:

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

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

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

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

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

SAMPLING DESIGN AND ESTIMATION PROCEDURE

1.0 SAMPLING DESIGN

1.1 INTRODUCTION

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

1.2 SELECTION OF ESTABLISHMENTS (FIRST STAGE)

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

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

where,

N = Number of units in the frame

n_o = First approximation for the sample size

n = Required sample size

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

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

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

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

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

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

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

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

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

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

1.3 SELECTION OF WORKERS (SECOND STAGE)

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

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

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

2.0 ESTIMATION PROCEDURE

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

2.0.1 AGGREGATES (EMPLOYMENT AND TOTAL WAGE)

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

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

where 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,

ANNEXURE-III

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

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

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

and

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

where,

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

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

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

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

LIST OF OCCUPATIONS WITH BRIEF JOB DESCRIPTIONS FOR
PLANTATION INDUSTRIES

Occupation		Job Description
Code	Name	
1	2	3

COMMON OCCUPATIONS

0005	Blacksmith	Forges metal to required shapes and size by processes of heating, bending, hammering, etc. Heats metal in furnace to the required degree of temperature. Sharpens the various tools used in the plantations and performs other jobs connected with the smithy shop.
0016	Coolie/Mazdoor	Performs various unskilled jobs such as lifting and carrying loads, etc in various plantations.
0023	Driver	Drives trucks, lorry, car or tractor for transporting goods or men. Attends to minor repairs.
0024	Electrician	Installs, maintains and repairs electrical machinery, equipment and fittings. Repairs or replaces defective wiring, burnt out fuses, defectives parts and keeps fittings in working orders.
0033	Helper	Helps the skilled workers in their jobs. Performs various types of semi-skilled and unskilled jobs.
0036	Loader/Unloader	Loads/Unloads heavy materials, etc from wagons and trucks.
0037	Mistry/Kangani	Guides and supervises the kangani workers under his charge and does intricate jobs himself in plantations.
0039	Mason	Lays bricks, mortars and other construction material to construct and repair walls, floors and other structures. May do plastering also.
0041	Mechanic (Gen)	Attends to installation, repair, maintenance and examination of various types of machinery.
0049	Picker	Picks up waste from raw material.

0052	Plumber	Attends plumbing work requirement of plantation estates.
0055	Pump Attendant	Operates power driven pumps for pumping, storing and supplying liquids. May also repair and clean oil and grease the pumps.
0065	Supervisor	In-charge of a group of workers in his unit. Guides and supervises the workers under his charge. Also handles intricate jobs.
0066	Sweeper	Cleans and sweeps factory premises, toilets and Removes garbage.
0077	Watchman	Guards buildings, premises, industrial plants, warehouses, etc. against fire, theft, illegal entry and other such contingencies.
0078	Weigher	Weighs materials and products to determine whether they conform to specifications for use in production processes or for purposes of trade and commerce, using balance, platform or floor.
0093	Storekeeper	Receives and issues various types of goods, tools, equipment and raw materials and maintains records of each such items. Ensures proper storage and preservations of these items in the store room.
0095	Plantation Labour	Performs various field jobs in connection with preparing land, digging pits & trenches, cleaning them, planting, weeding, terracing, pruning, manuring, spraying of insecticides, plucking tea leaves or coffee berries, etc.
9900	Miscellaneous	Other minor occupations not classified elsewhere are classified as miscellaneous occupation.

INDUSTRY:

RUBBER PLANTATIONS

4101	Rubber Tapper	Cuts, channels, grooves on trunk of rubber trees at prescribed angle on specified area and gathers the latex. May carry latex to reception station for weighing and further processing. Does other connected job.
4102	Field Worker	Attends to various types of field operations other than tapping such as budding and grafting, weeding, trenching, spraying and terracing, etc.

CONFIDENTIAL

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

Block-I Identification Particulars

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

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

12. Complete Postal Address with Name of Person Contacted

13. E-mail address and Phone No. _____

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

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

Sample Sl. No.

Block III Wage Rates									
(A) TIME-RATED WORKERS FOR FULL TIME									
S.No. as in Col 1 of Block II	Occupatio n 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)

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

Code	Number
Code	Number

Code	Number
Code	Number
Code	Number

Any other Series

2.2 No. of Persons not getting DA

2.3 Total Number of Persons

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

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

(b) Base Year(ccYY)

--	--	--

(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-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

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A. FOR SUPERVISING OFFICER ONLY
--

5. Name of the Supervising Officer _____

6. Date of receipt of Schedule _____

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

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

Comments/Remarks

--	--

BLOCK-VII FOR HEADQUARTER USE ONLY

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

Comments/Remarks

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

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

ANNEXURE-VI

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

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

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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

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Year of Publication	Symbol No.	Title of Report	Price (Rs.)
2018	<u>PDLB-681</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Five Textile Industries	555.00
2018	<u>PDLB-682</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Textile Garments Industry	405.00
2018	<u>PDLB-678</u> <u>120-2018(DSK-II)</u>	VII OWS-Report on Three Plantation Industries	

NS = Not for Sale

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

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

Shram Shakti Bhawan,
New Delhi-110001
Dated 06.11.2017

ORDER

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

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

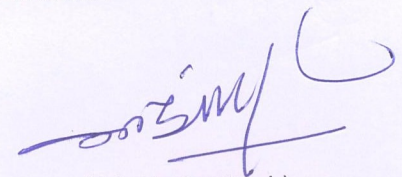
2. Terms of References:

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

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

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

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



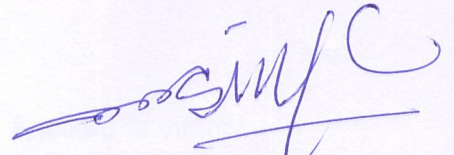
(Mohinder Singh)
Section Officer

To.

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

Copy To;

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



(Mohinder Singh)
Section Officer

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

Shri I.S.Negi
Deputy Director General

Shri Sunil Chaudhry
Deputy Director General

Shri Brijendra Singh
Director

Shri Kailash G. Sharma
Director

Shri Amrit Lal Jangid
Deputy 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

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.....about the Labour Bureau

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